Healthcare Jobs in North Carolina: 
A quantitative portrait of the healthcare labor market in the Tarheel State

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Healthcare Jobs in North Carolina:
A quantitative portrait of the healthcare labor market in the Tarheel State

Rapid growth in the healthcare sector has created job opportunities for workers in all regions and at all education levels...

...but we face challenges to supplying a trained workforce to fill these jobs.
Background
Healthcare demand drivers: 
Aging population and expanded access

Source: U.S. Census Bureau; IPUMS-USA
Engine of job growth:
Healthcare has far outpaced rest of labor market

Source: U.S. Bureau of Economic Analysis. Periods of recession (in gray) are as defined by the National Bureau of Economic Research.
Help (always) wanted:
Health workers are “in-demand” in good times and bad

Source: LEAD Labor Supply/Demand Analyzer. Periods of recession (in gray) are as defined by the National Bureau of Economic Research.
Rural retreat: Non-metro counties have fallen behind

Source: U.S. Bureau of Economic Analysis (total wage & salary employment). Periods of recession (in gray) are as defined by the National Bureau of Economic Research.
Rural retreat:
Non-metro counties have fallen behind

Workforce challenges
Too tight:
Healthcare ranks among the tightest job markets

# of jobseekers per job opening, by selected Career Cluster

<table>
<thead>
<tr>
<th>Career Cluster</th>
<th># of Jobseekers per Job Opening</th>
</tr>
</thead>
<tbody>
<tr>
<td>All jobs</td>
<td>2.9</td>
</tr>
<tr>
<td>Information Technology</td>
<td>1.8</td>
</tr>
<tr>
<td>Finance</td>
<td>1.6</td>
</tr>
<tr>
<td>Health Science</td>
<td>1.3</td>
</tr>
<tr>
<td>Science, Technology, Engineering &amp; Mathematics</td>
<td>1.2</td>
</tr>
</tbody>
</table>

Tight everywhere: Healthcare offers opportunity in rural and urban areas


# of jobseekers per job opening in Health Science, by region
Tight for all types:
Healthcare offers opportunity at every education level

# of jobseekers per job opening in Health Science, by education level

- All jobs, all education levels: 2.9
- 1) High school diploma or below: 2.1
- 2) Post-secondary, below Bachelor's: 1.7
- 3) Bachelor's degree: 0.8
- 4) Above Bachelor's degree: 0.9

## Pipeline problems:
Relatively few are graduating with health credential

### Post-secondary, below Bachelor’s

<table>
<thead>
<tr>
<th>Field</th>
<th>Labor Needed to Eliminate Mismatch</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Science</td>
<td>9,594</td>
</tr>
<tr>
<td>Information Technology</td>
<td>5,580</td>
</tr>
</tbody>
</table>

### Bachelor’s degree

<table>
<thead>
<tr>
<th>Field</th>
<th>Completers of Publicly-Funded Higher Ed Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Science</td>
<td>15,168</td>
</tr>
<tr>
<td>Science, Technology, Engineering &amp; Mathematics</td>
<td>5,616</td>
</tr>
<tr>
<td>Above Bachelor’s degree</td>
<td>11,523</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Field</th>
<th>Labor Needed to Eliminate Mismatch</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Science</td>
<td>2,254</td>
</tr>
<tr>
<td>Law, Public Safety, Corrections &amp; Security</td>
<td>771 516</td>
</tr>
</tbody>
</table>

Hard to attract teachers: Post-secondary instructors earn less than practitioners

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median annual wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare Practitioners and Technical Occupations</td>
<td>$60,790</td>
</tr>
<tr>
<td>Education, Training, and Library Occupations</td>
<td>$43,650</td>
</tr>
<tr>
<td>Physicians and Surgeons, All Other</td>
<td>$196,670</td>
</tr>
<tr>
<td>Health Specialties Teachers, Postsecondary</td>
<td>$105,520</td>
</tr>
<tr>
<td>Biological Science Teachers, Postsecondary</td>
<td>$65,550</td>
</tr>
<tr>
<td>Nurse Practitioners</td>
<td>$101,540</td>
</tr>
<tr>
<td>Nursing Instructors and Teachers, Postsecondary</td>
<td>$64,520</td>
</tr>
</tbody>
</table>

A rough job: Healthcare has among highest rates of workplace injury

Disproportionately high rates of:
- Violence
- Overexertion
- Falls, slips, trips

The sheepskin ceiling:
Top-paying jobs segregated by degree, race, and sex


Top 10% of healthcare workers
- Earn > $100,000 per year
- % that have advanced degrees (above BA): 81%
- % that are Black / African-American: 25%
- % that are female: 46%

Bottom 90% of healthcare workers
- % that have advanced degrees (above BA): 16%
- % that are Black / African-American: 85%
- % that are female: 81%
Doctors don’t live forever:
Increasing numbers are approaching retirement age

% of physicians age 65+

Source: North Carolina Health Professions Data System, UNC-Chapel Hill
Peering into the crystal ball
More jobs on the way:
Healthcare is projected to grow rapidly in coming years

Source: LEAD Employment Projections

<table>
<thead>
<tr>
<th>2017</th>
<th>2026 [projected]</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total (all occupations)</td>
<td>+ 8%</td>
</tr>
<tr>
<td>Healthcare Practitioners and Technical Occupations</td>
<td>+ 15%</td>
</tr>
<tr>
<td>Healthcare Support Occupations</td>
<td>+ 19%</td>
</tr>
</tbody>
</table>

Healthcare Jobs in North Carolina
Robots need not apply: Healthcare jobs have much lower risk of automation

A bend in the age curve:
Population will get older... but for how long?

Source: 2010-2036 population estimates/projections from NC Office of State Management and Budget. Fitted curve represents a hypothetical scenario.
Conclusion
Healthcare Jobs in North Carolina

Job opportunities:
• Rapid job growth in past decades (and foreseeable future)
• Strong demand for workers in all regions and education levels

Workforce challenges:
• Relatively few healthcare students/trainees in the “pipeline”
• Hard to attract/retain workers (job conditions, segregation, aging)
Featured LEAD data sources:

**Labor Supply/Demand Analyzer:** jobseekers, job openings, labor market tightness
https://nccareers.org/s-d/

**Employment data** by industry, occupation, and region, estimated in partnership with the U.S. Bureau of Labor Statistics
https://d4.nccommerce.com/

**Employment projections** by industry, occupation, and region, developed in partnership with the U.S. Employment and Training Administration
https://nccareers.org/employmentprojections/industry_employment_projections.html
Thank you!

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