

Healthcare Jobs in North Carolina:

*A quantitative portrait of the healthcare labor market
in the Tarheel State*

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A quantitative portrait of the healthcare labor market in the Tarheel State

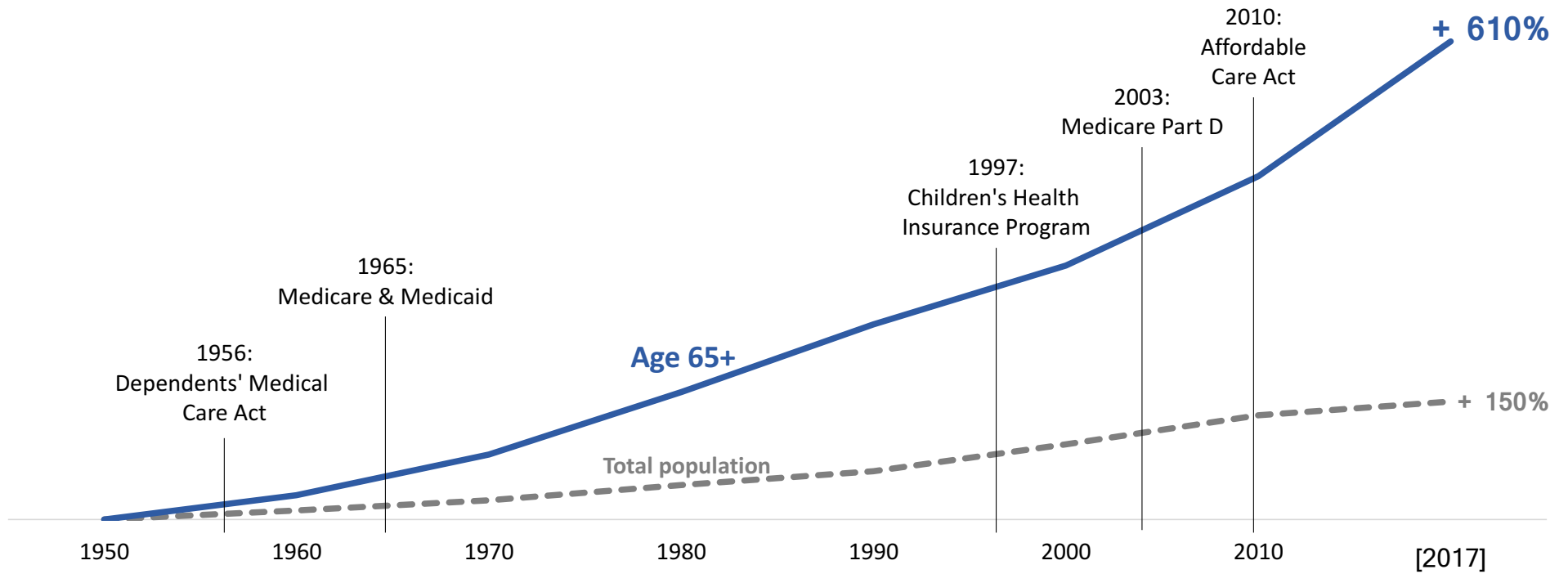
Rapid growth in the **healthcare** sector has created **job opportunities** for workers in all regions and at all education levels...

...but we face **challenges** to supplying a trained **workforce** to fill these jobs.



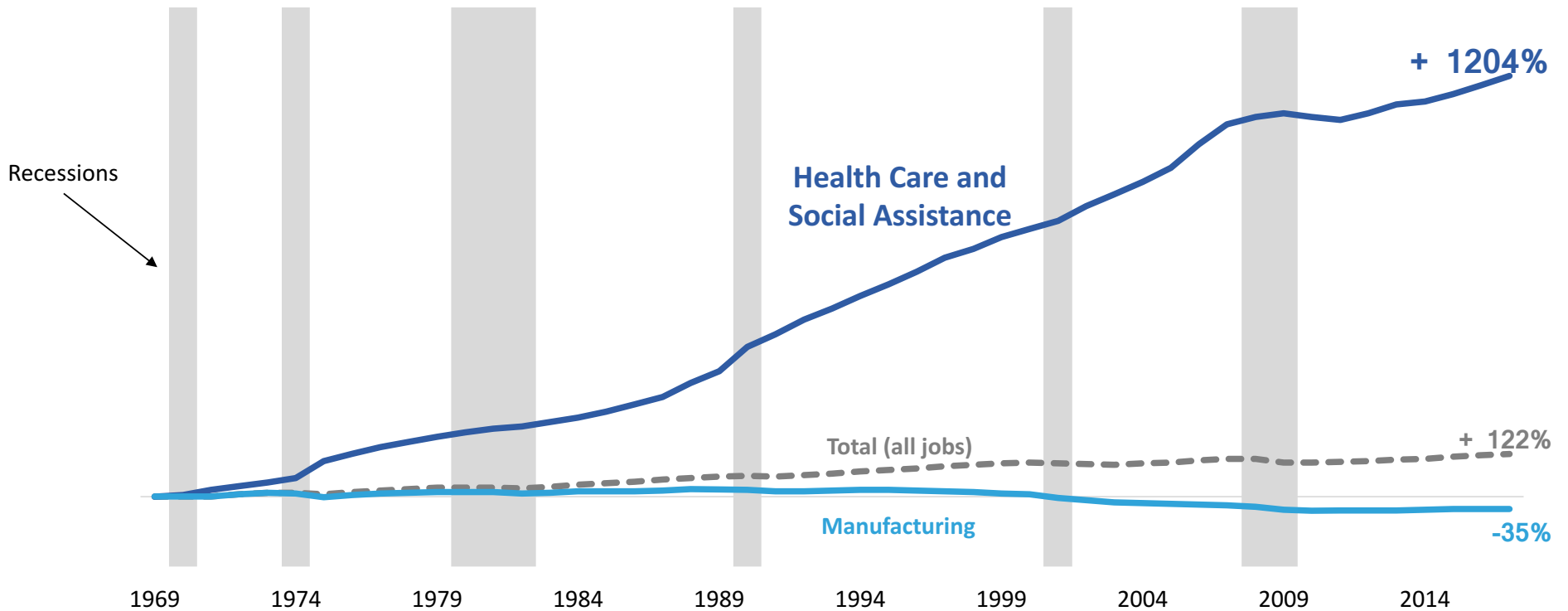
Background

Healthcare demand drivers: Aging population and expanded access



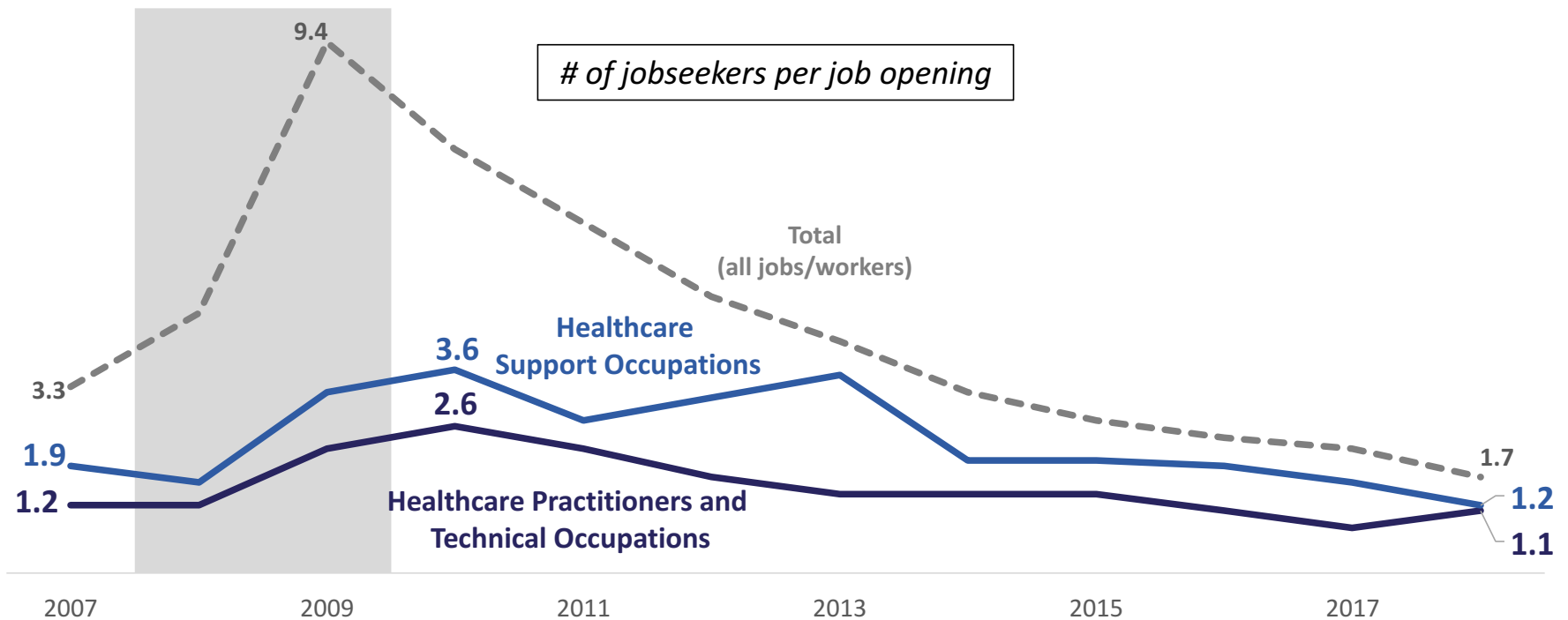
Source: U.S. Bureau of Economic Analysis. Periods of recession (in gray) are as defined by the National Bureau of Economic Research.

Engine of job growth: Healthcare has far outpaced rest of labor market



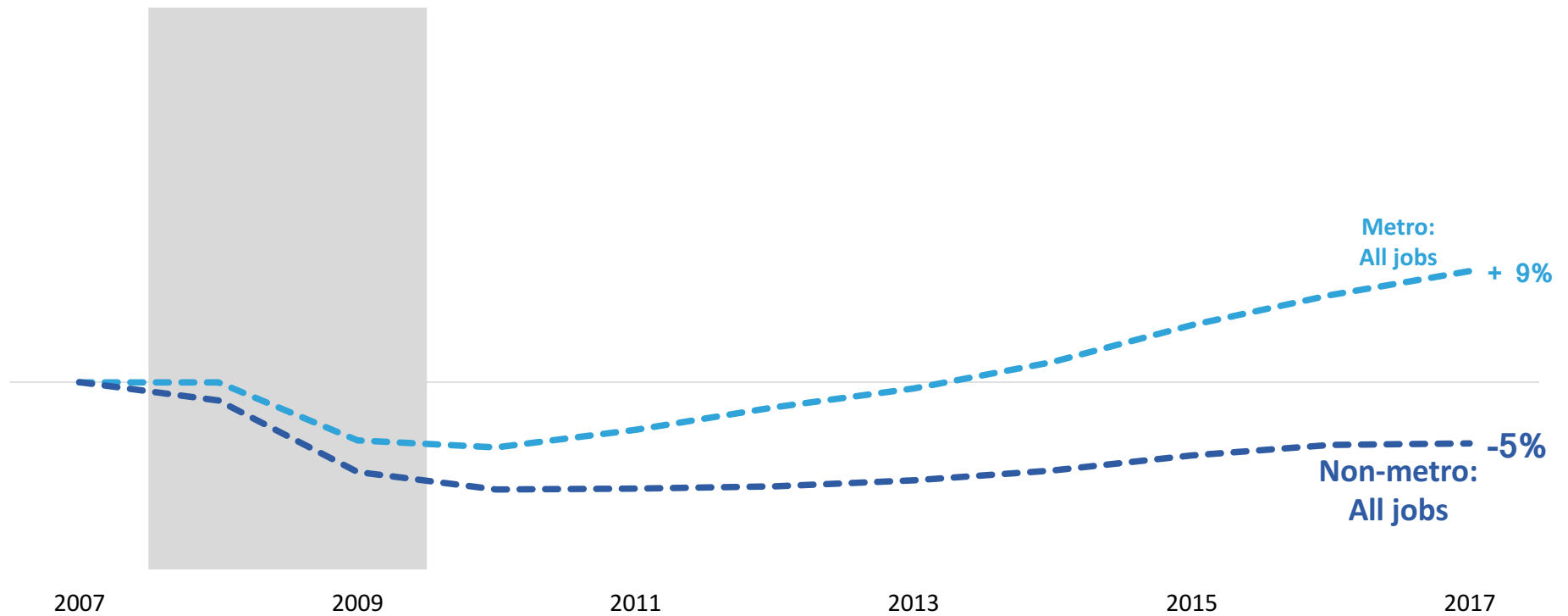
Source: LEAD Labor Supply/Demand Analyzer. Periods of recession (in gray) are as defined by the National Bureau of Economic Research.

Help (always) wanted: Health workers are “in-demand” in good times and bad



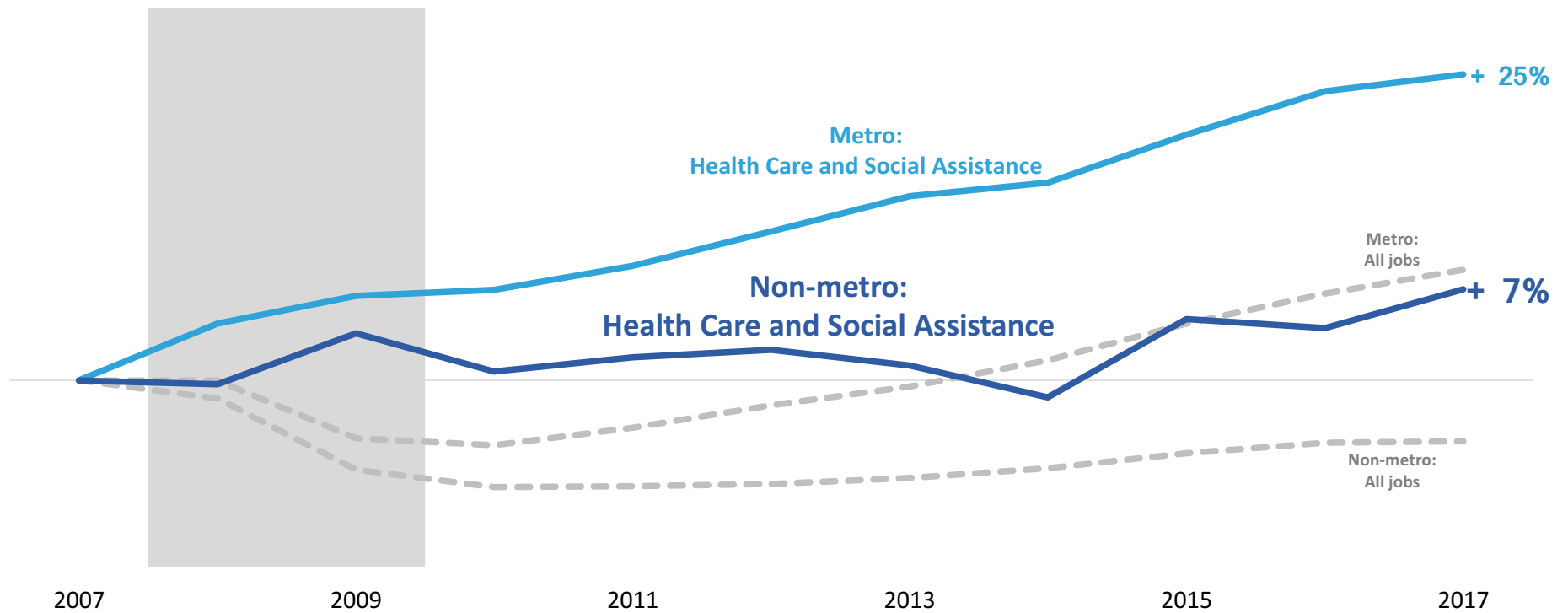
Source: U.S. Bureau of Economic Analysis (total wage & salary employment). Periods of recession (in gray) are as defined by the National Bureau of Economic Research.

Rural retreat: Non-metro counties have fallen behind



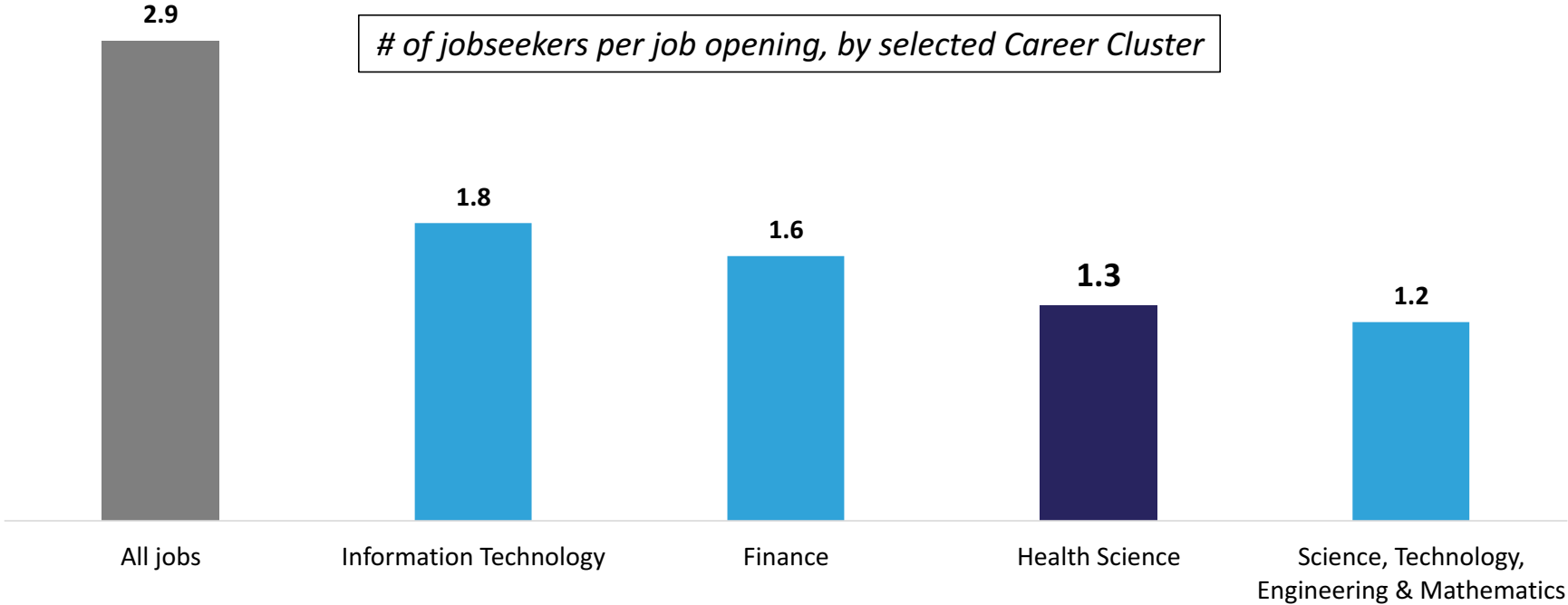
Source: U.S. Bureau of Labor Statistics (UI-covered employment). Periods of recession (in gray) are as defined by the National Bureau of Economic Research.

Rural retreat: Non-metro counties have fallen behind



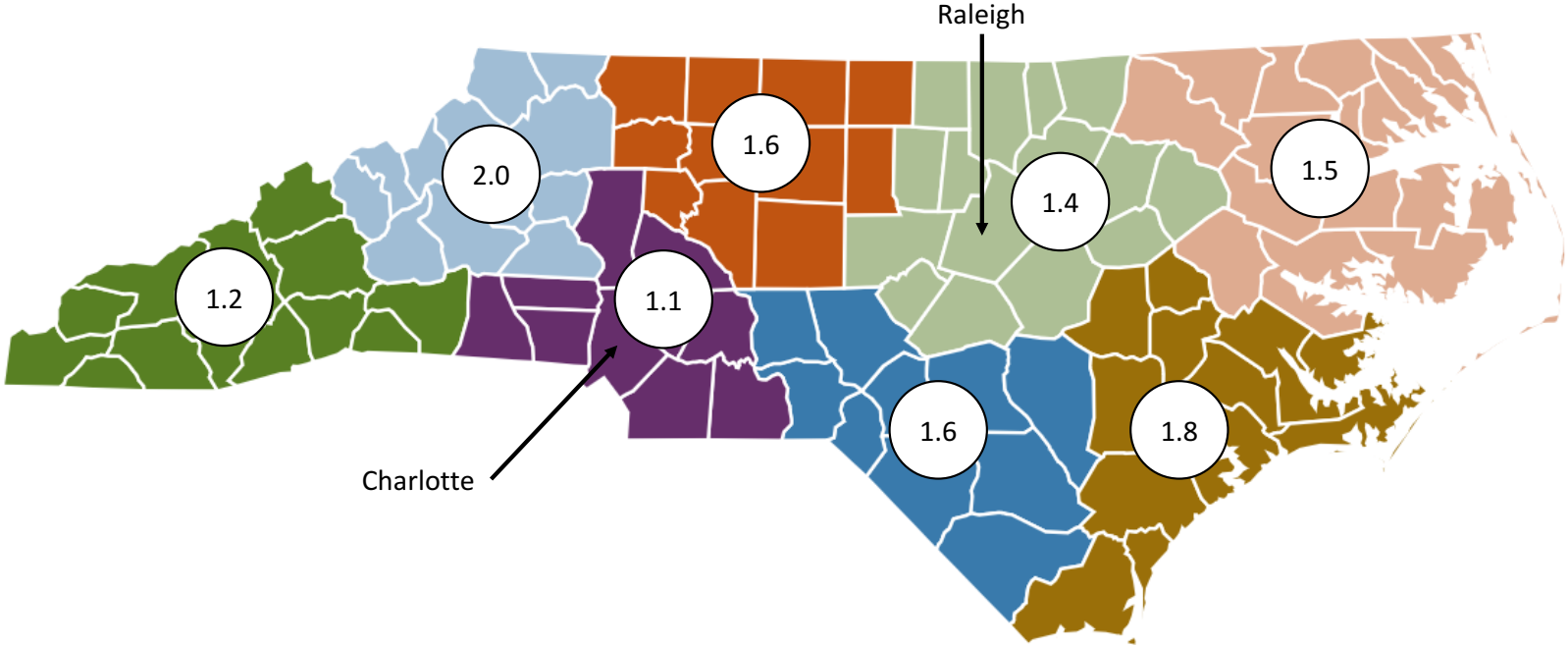
Workforce challenges

Too tight: Healthcare ranks among the tightest job markets

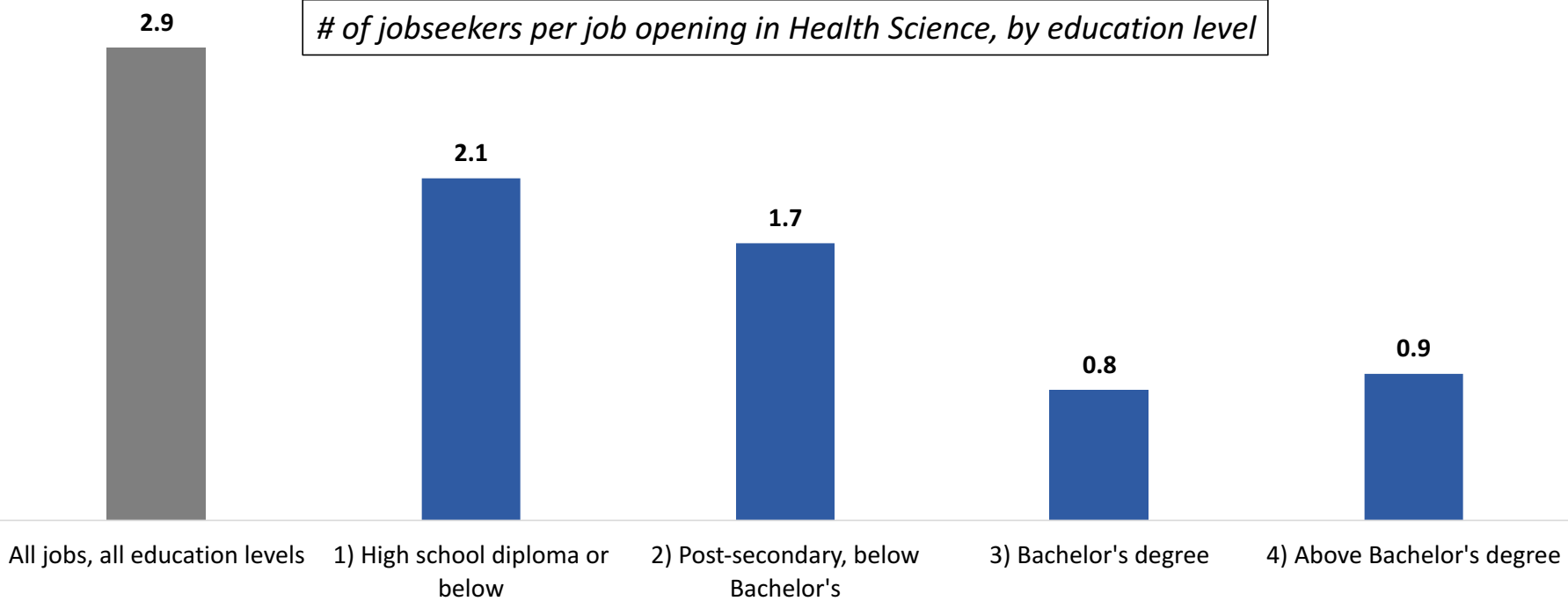


Tight everywhere: Healthcare offers opportunity in rural and urban areas

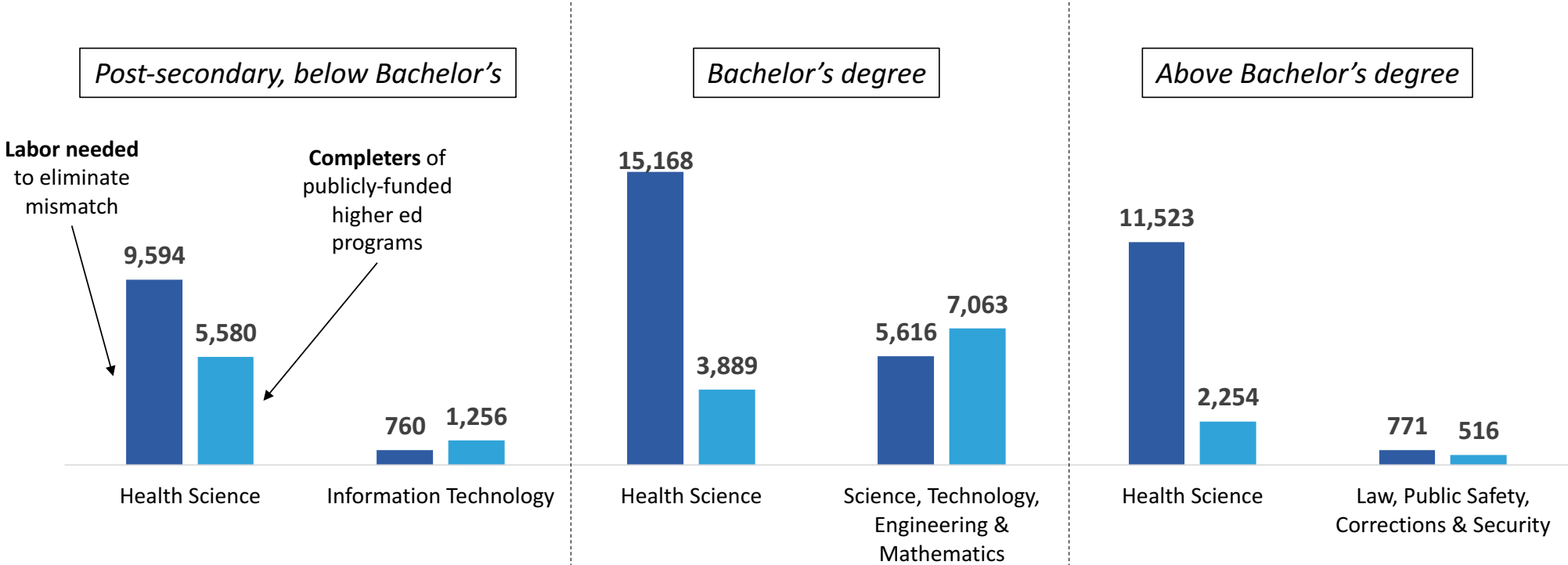
of jobseekers per job opening in Health Science, by region



Tight for all types: Healthcare offers opportunity at every education level

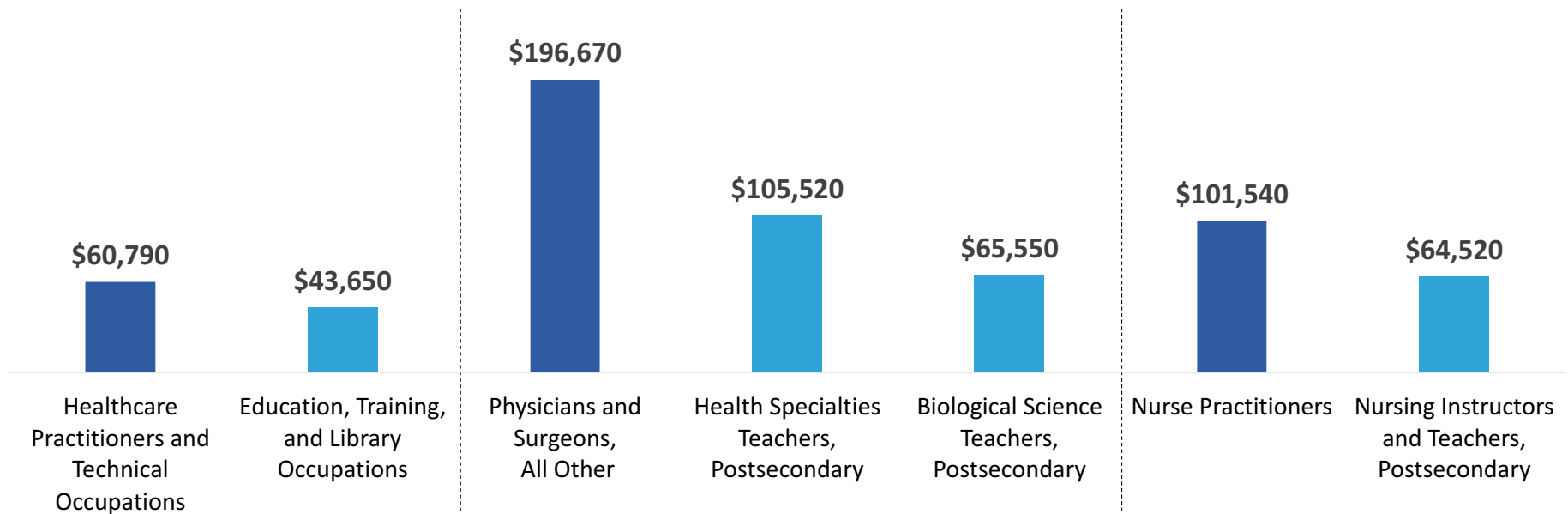


Pipeline problems: Relatively few are graduating with health credential



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

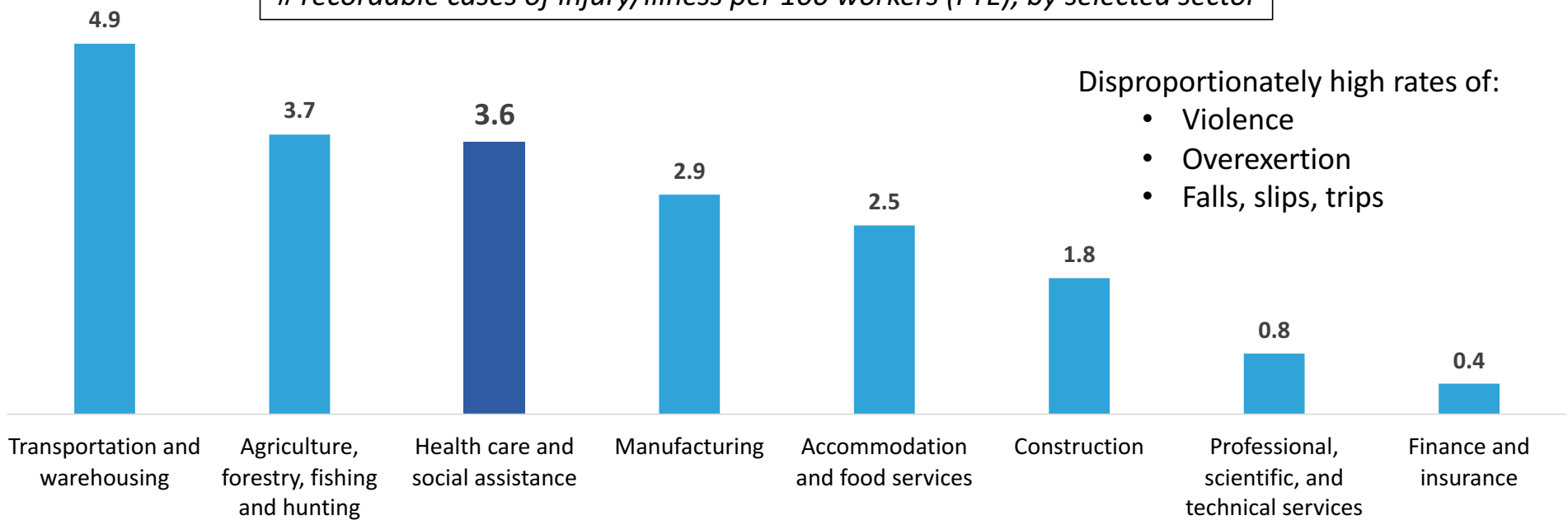
Median annual wage



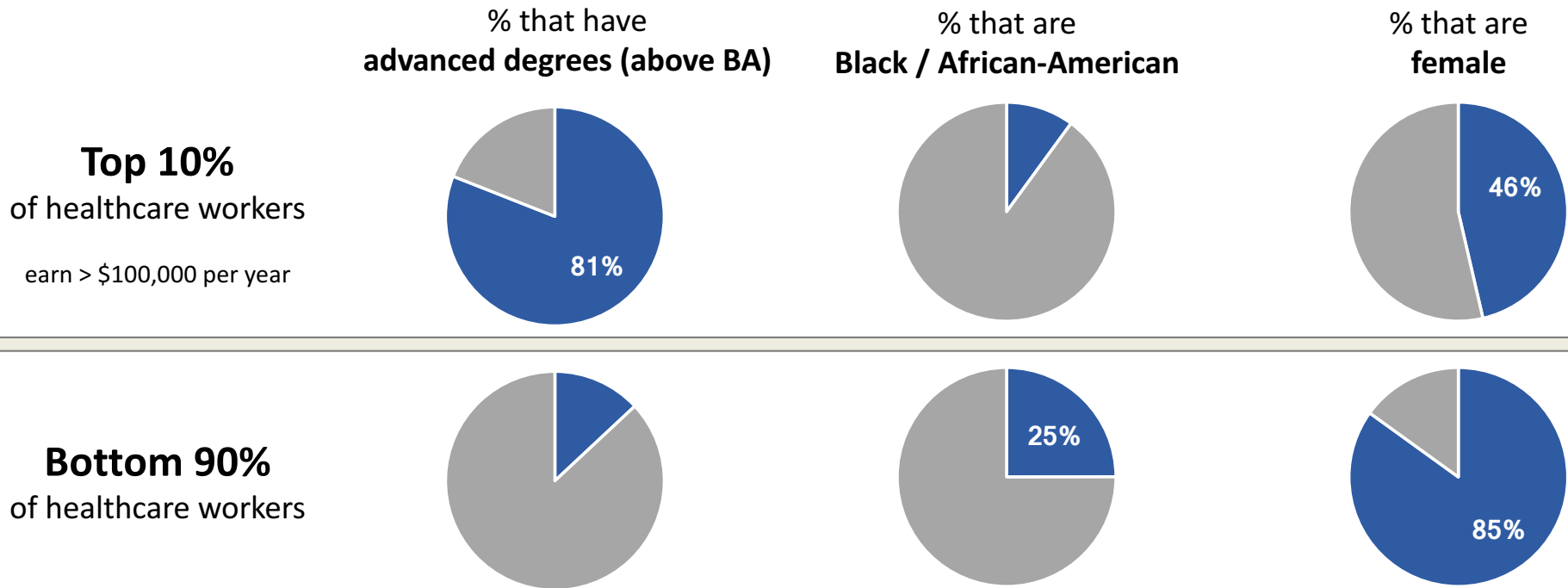
Source: U.S. Bureau of Labor Statistics: 2017 data. Top reasons for injury are from U.S.-level data.

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

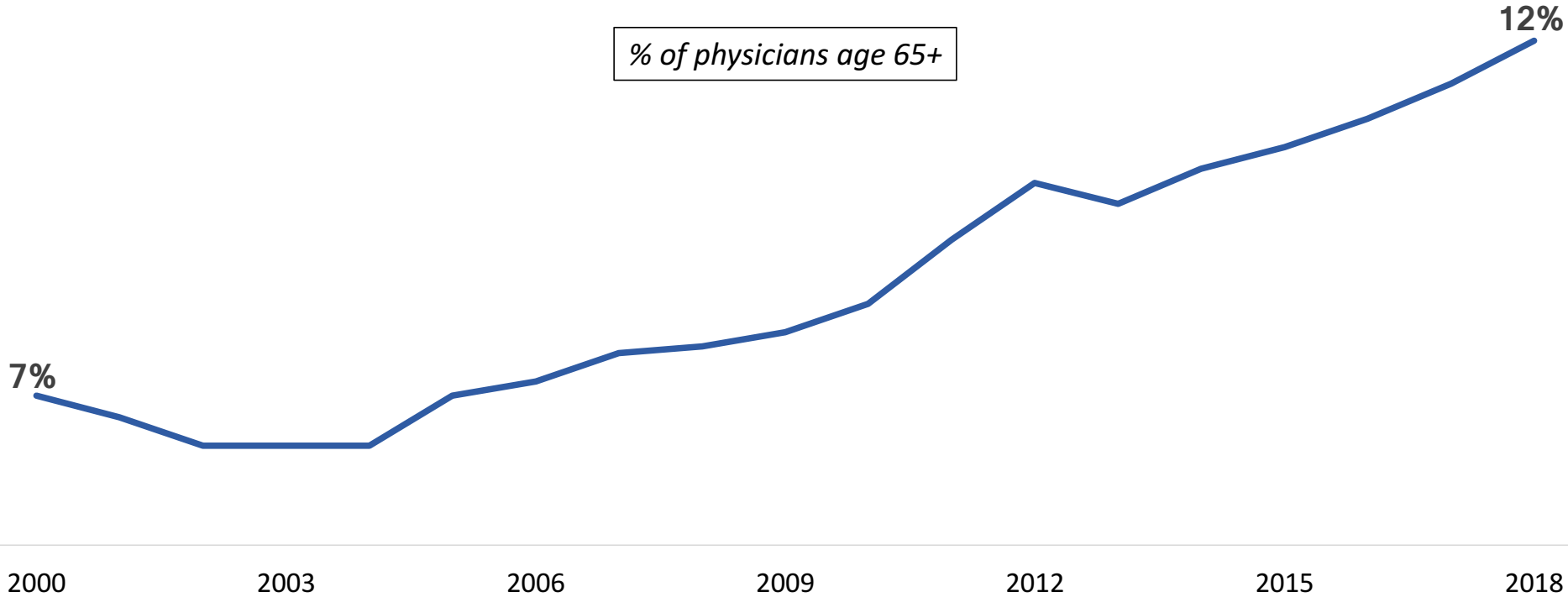
recordable cases of injury/illness per 100 workers (FTE), by selected sector



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

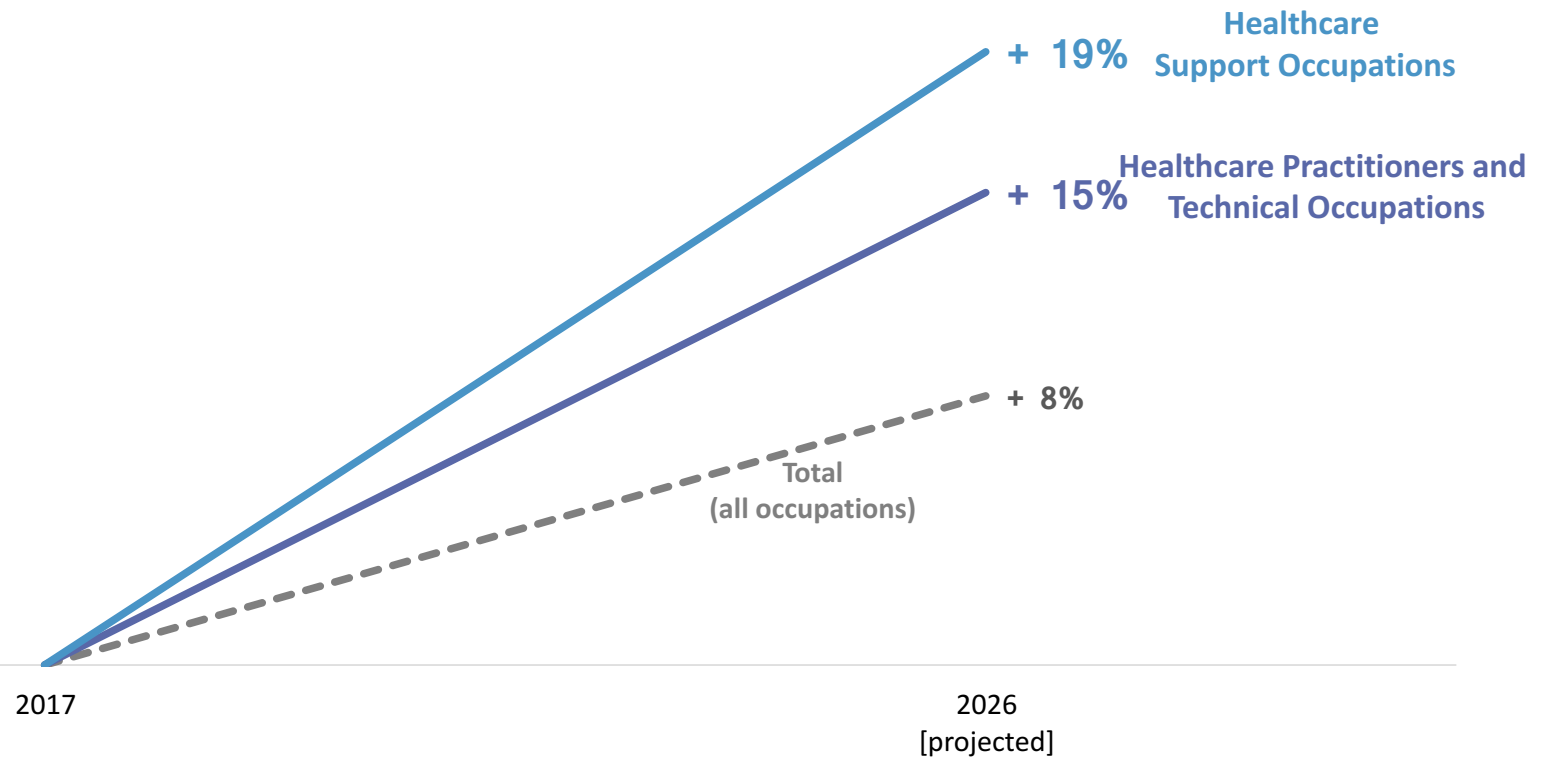


Doctors don't live forever: Increasing numbers are approaching retirement age



Peering into the crystal ball

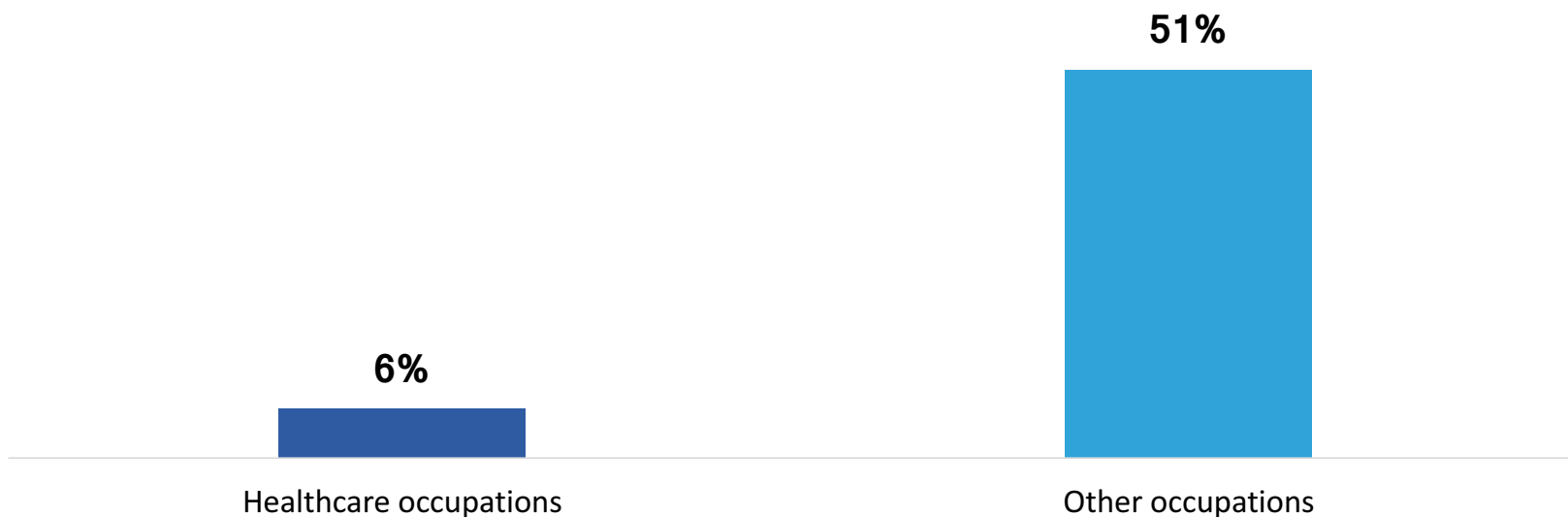
More jobs on the way: Healthcare is projected to grow rapidly in coming years



Source: U.S. Bureau of Labor Statistics (Occupational Employment Statistics), with computerization risk estimated by Frey, Carl Benedikt, and Michael A. Osborne. "The future of employment: How susceptible are jobs to computerisation?." *Technological forecasting and social change* 114 (2017): 254-280.

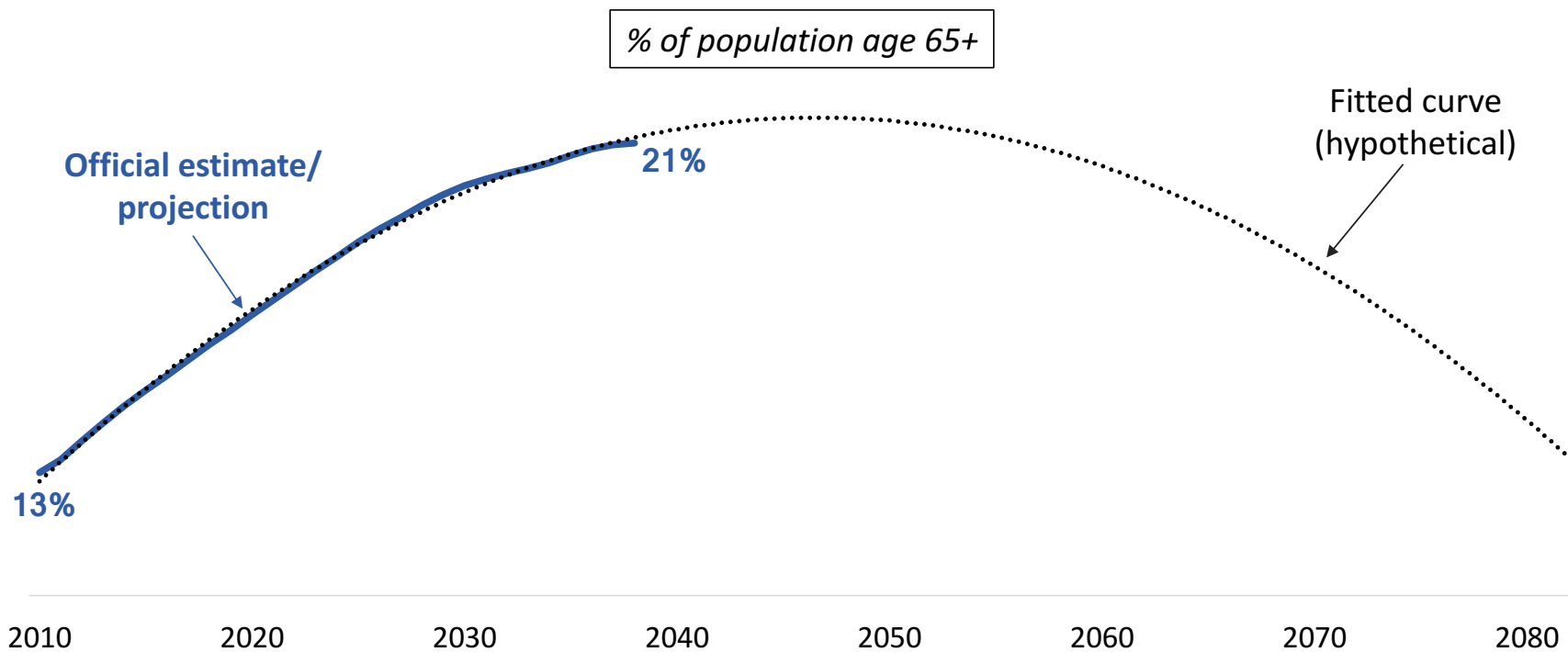
Robots need not apply: Healthcare jobs have much lower risk of automation

% of jobs at high risk of computerization (per Frey/Osborne)



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

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



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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