



Healthcare and Medical Services Sector

Department of Employment, Training & Rehabilitation

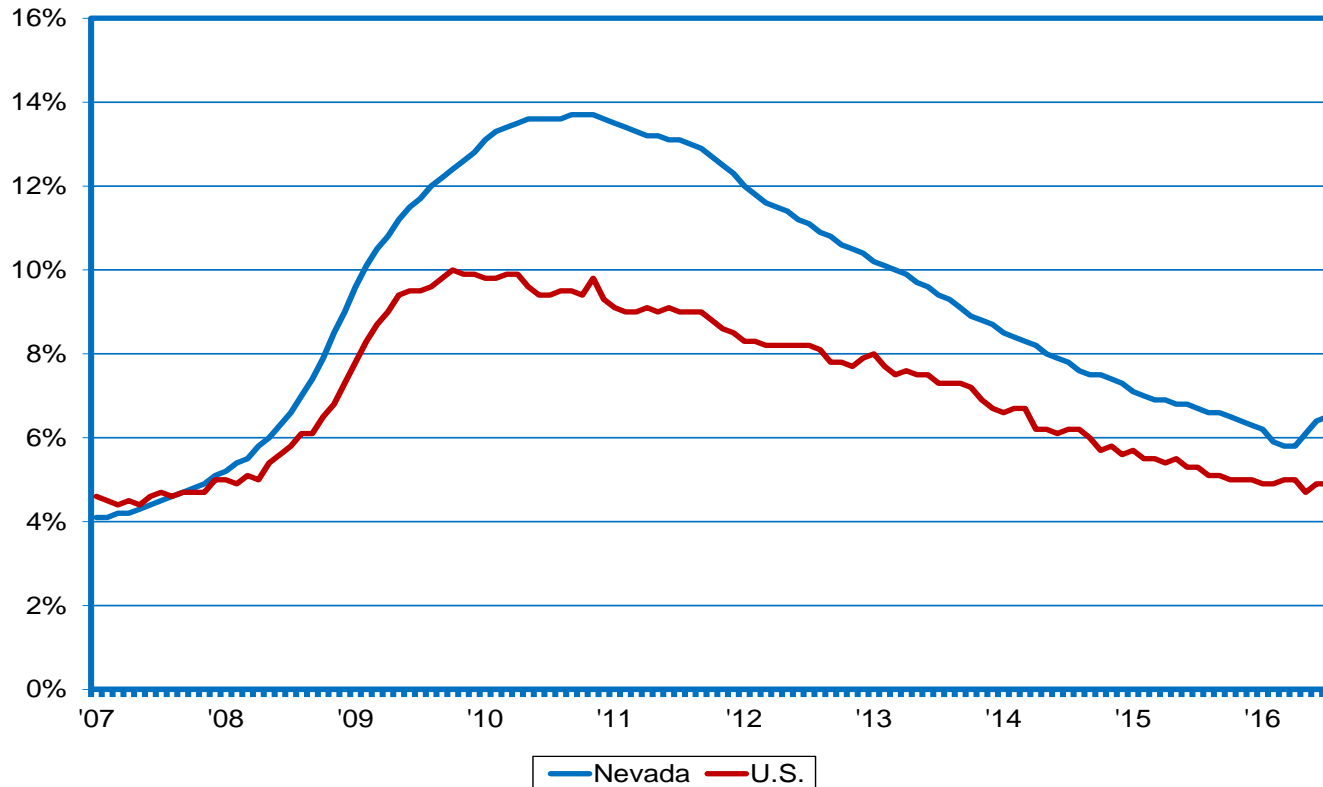
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Prepared by the Research and Analysis Bureau



We Question the Recent Uptick in the Jobless Rate; Underlying Trends Still Remain Positive

NV vs. the U.S. unemployment rate (SA)



Including Discouraged Workers Adds 0.4 Point to the “Official” Rate

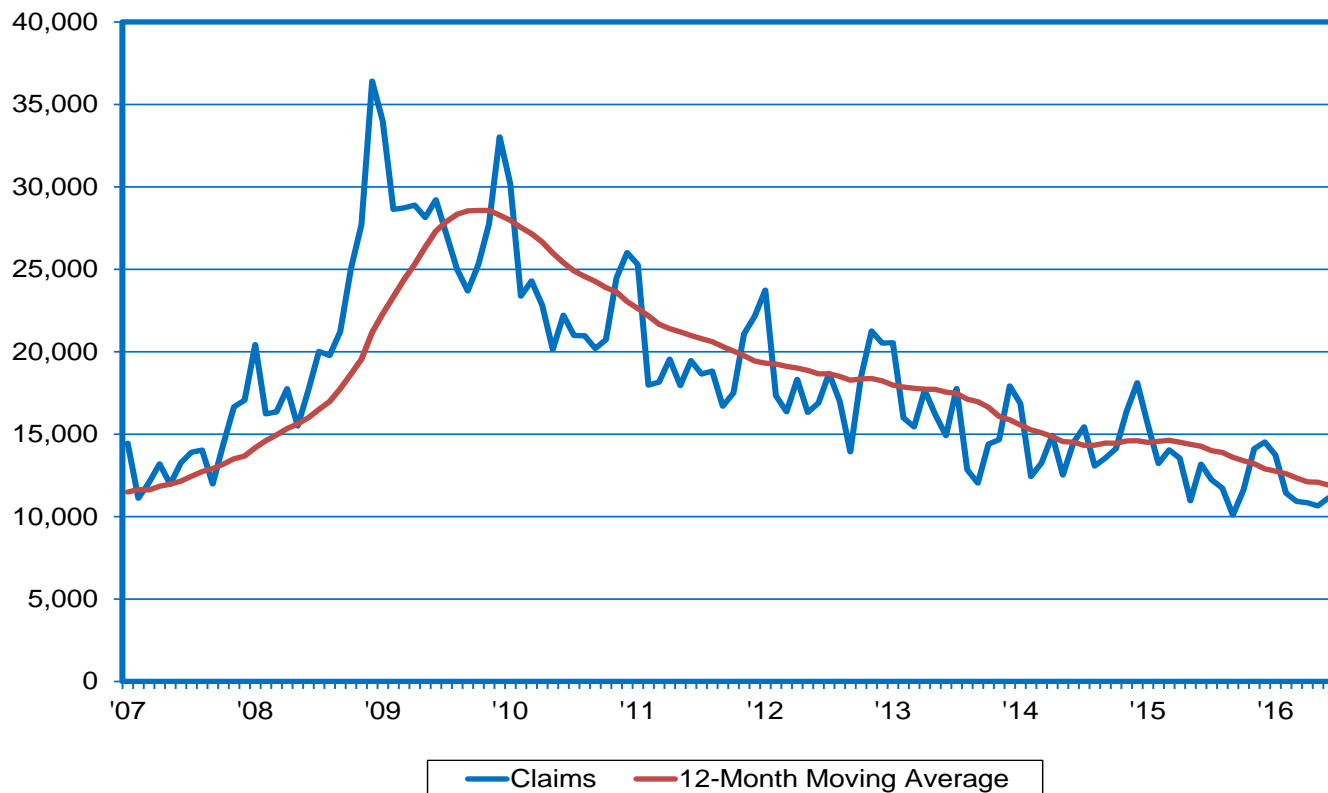
Alternative Measures Of Labor Underutilization

Alternative Measures of Labor Underutilization (Annual Average - 2015:IIIQ through 2016:IIQ)		
Measure	Underutilization Concept	Level
Official Rate	jobless persons available to take a job who have actively sought work in the past four weeks	6.3%
U-1	jobless 15 weeks or longer	2.7%
U-2	job losers and persons losing a temporary job	3.5%
U-3	similar to official rate	6.7%
U-4	U-3 plus discouraged workers	7.1%
U-5	U-4 plus others marginally attached to the labor force	7.9%
U-6	U-5 plus those employed part-time for economic reasons	13.1%
Official Rate: annual average of 2015:IIIQ through 2016:IIQ		



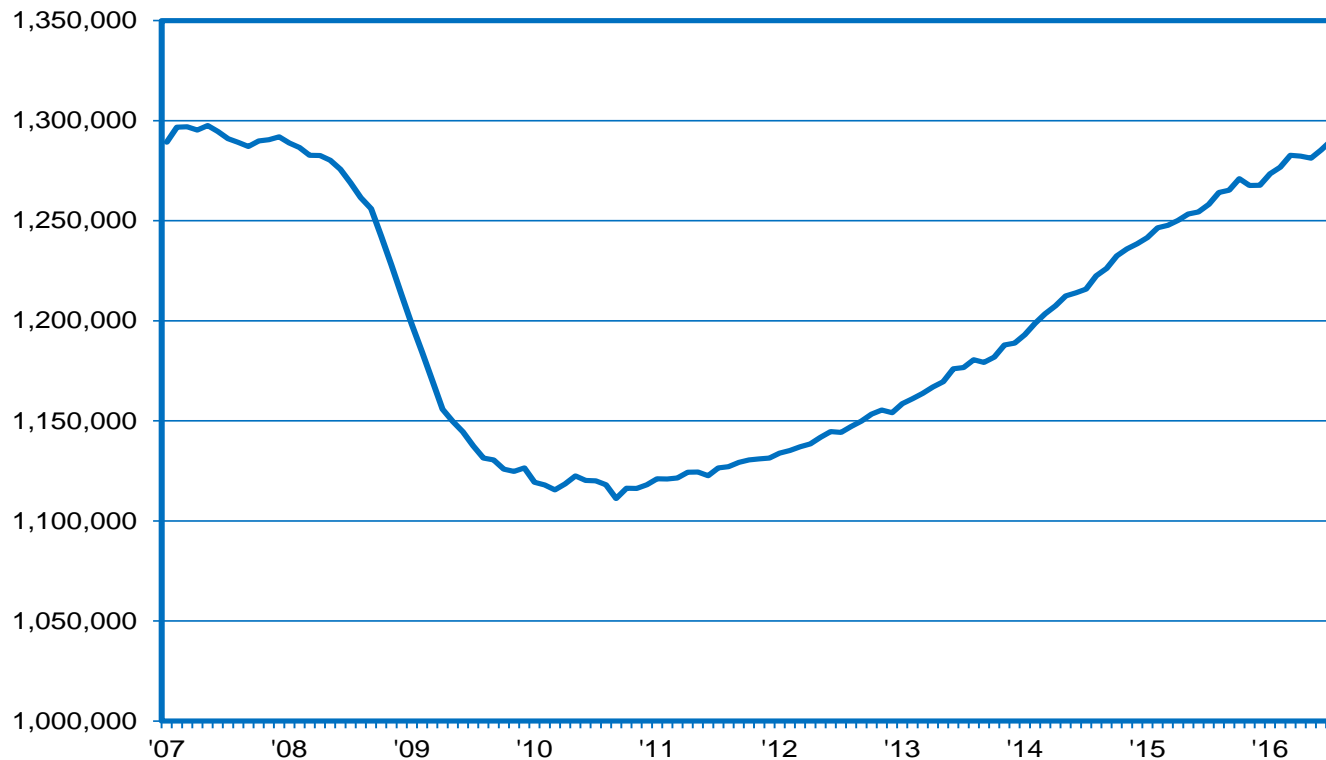
Initial Claims at Lowest Level in a Decade

initial claims for unemployment insurance



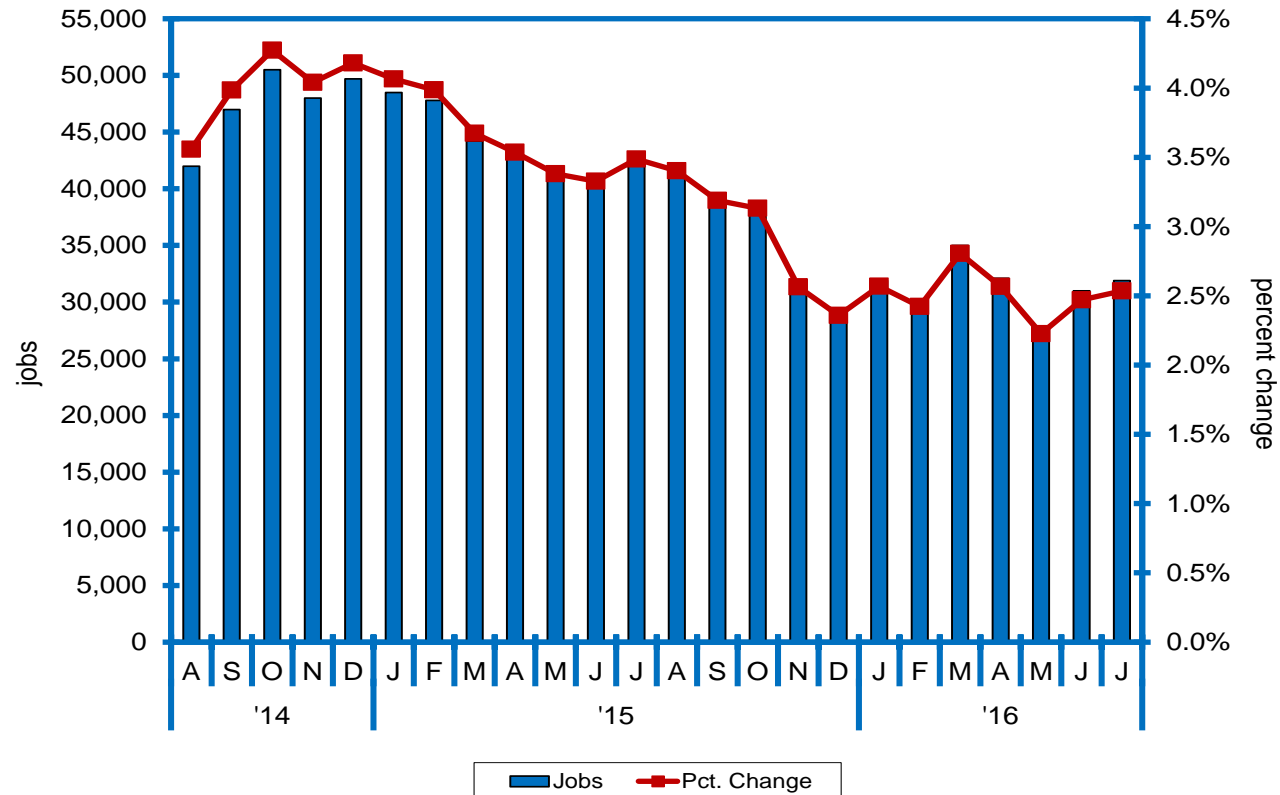
Jobs Continue to Advance; Since 2011, Monthly Gains Recorded in all but 8 Months

nonfarm jobs in Nevada (SA)



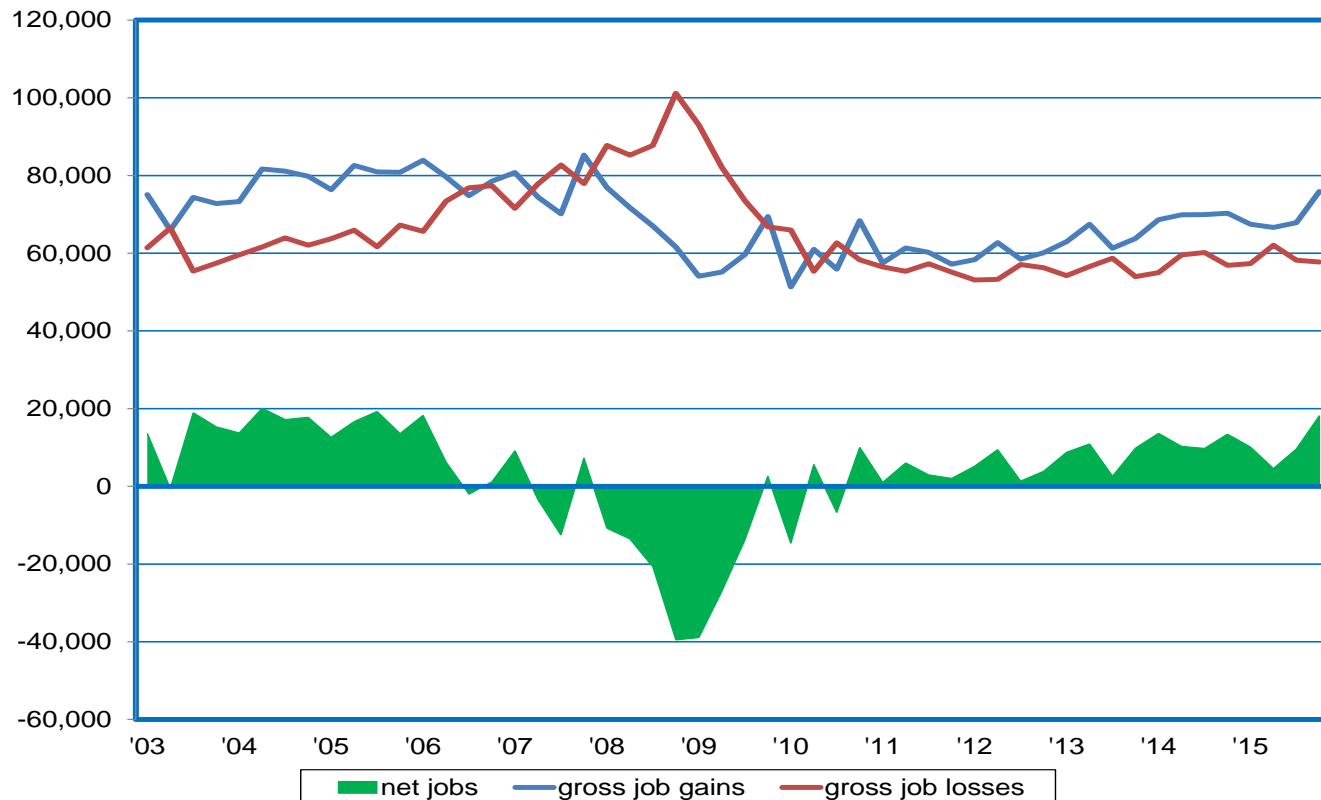
Job Growth Holding Relatively Steady at an Annualized Rate of 30K-35K

job growth (SA; year-over-year)



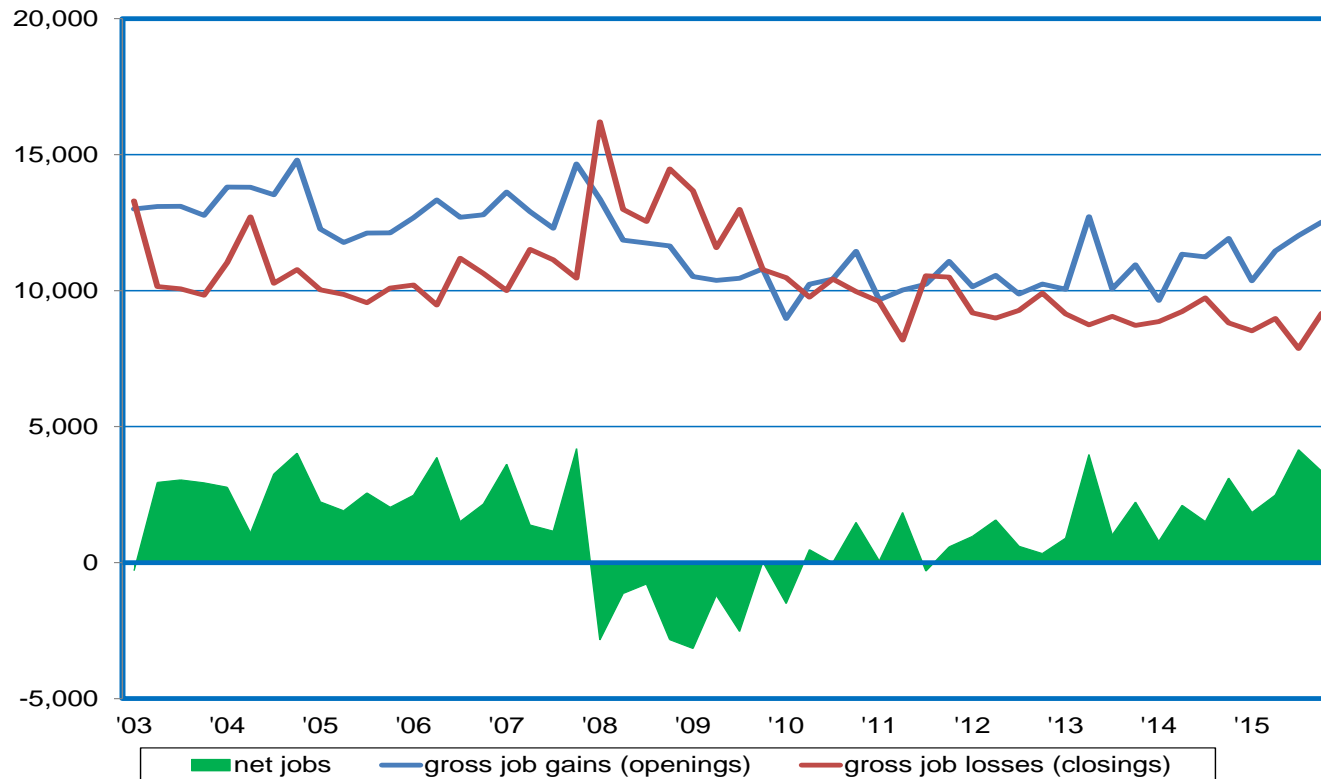
Job Gains>Losses in 21 Straight Quarters; 2015:IVQ Net Gain Strongest in a Decade

private sector gross job gains vs. gross job losses (SA)



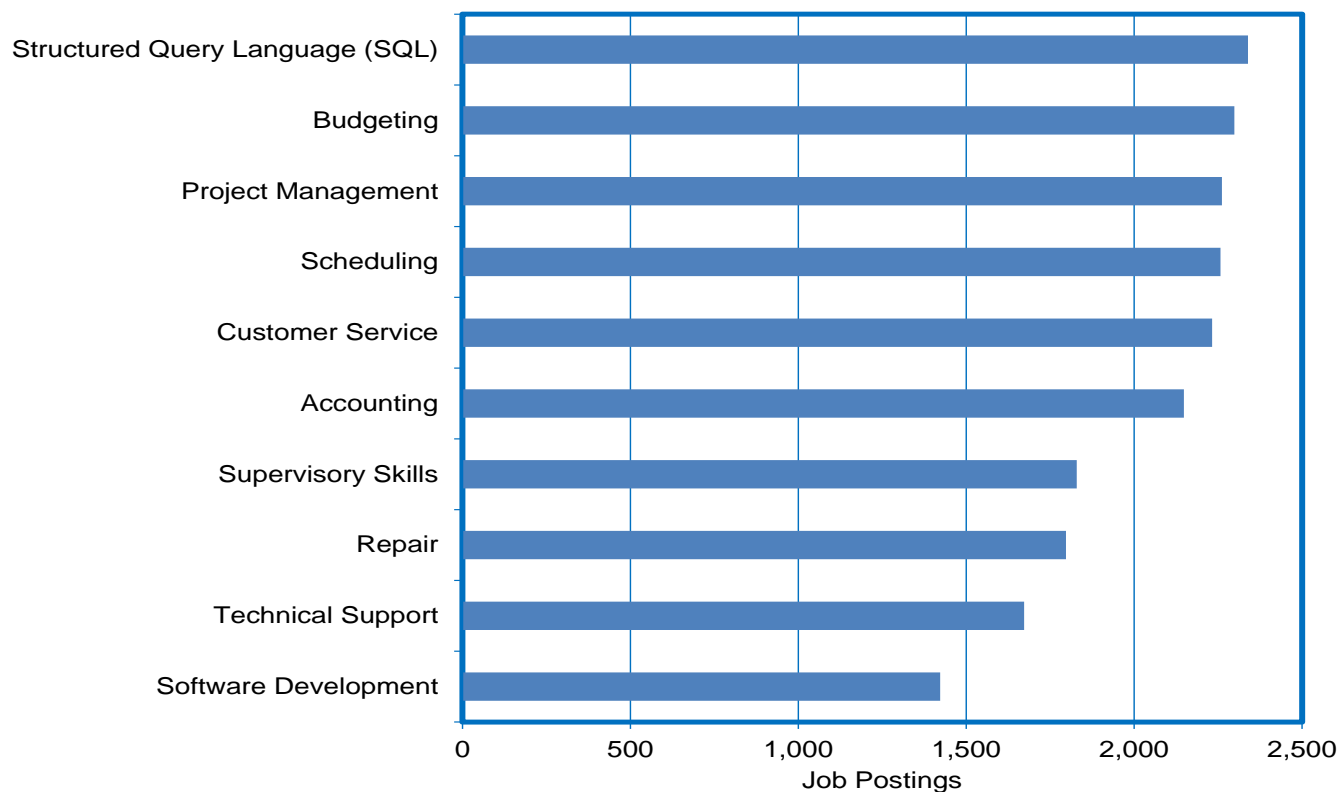
Opening Gains>Closing Losses Last 17 Quarters; Net Gain=3,400 in 2015:IVQ

gross job gains vs. gross job losses in opening & closing establishments (SA)



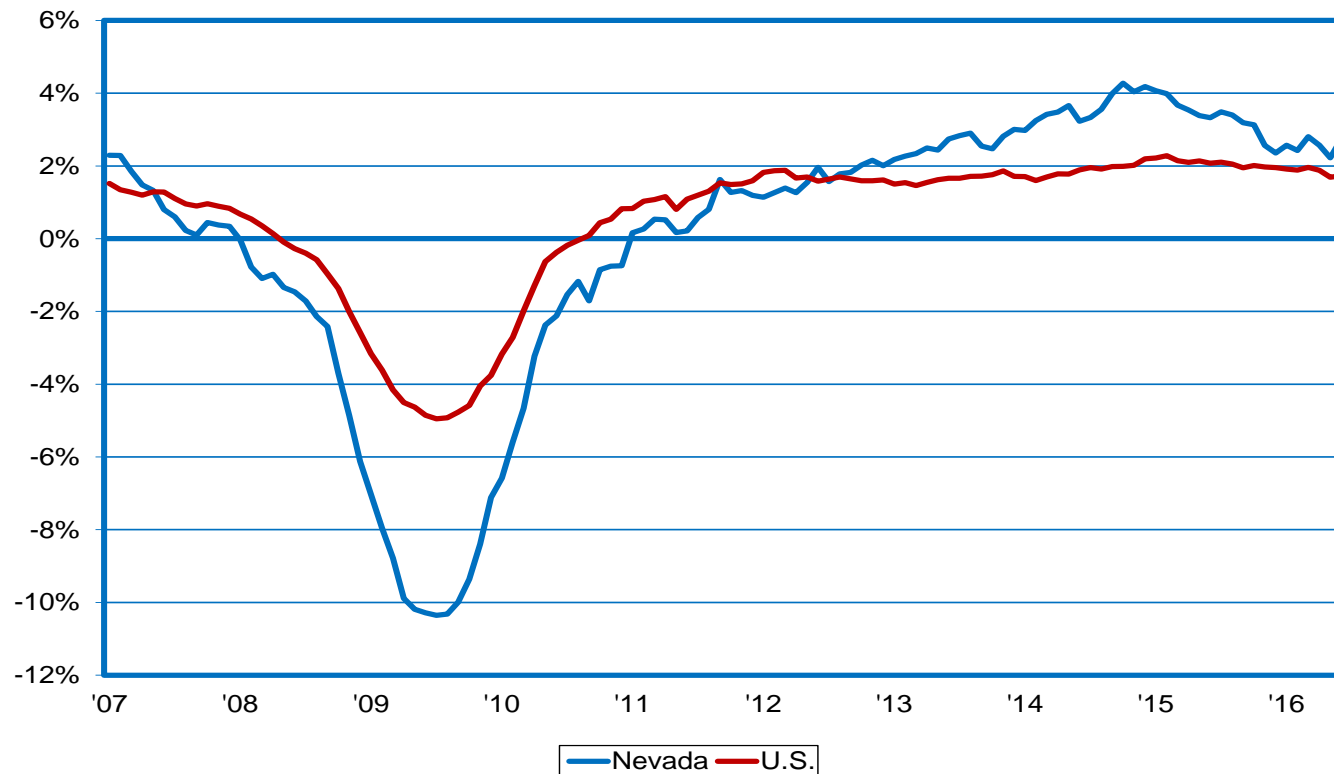
There are a Variety of STEM-Related Skills in Demand Based Upon On-Line Job Ads

STEM skills in demand over past 12 months



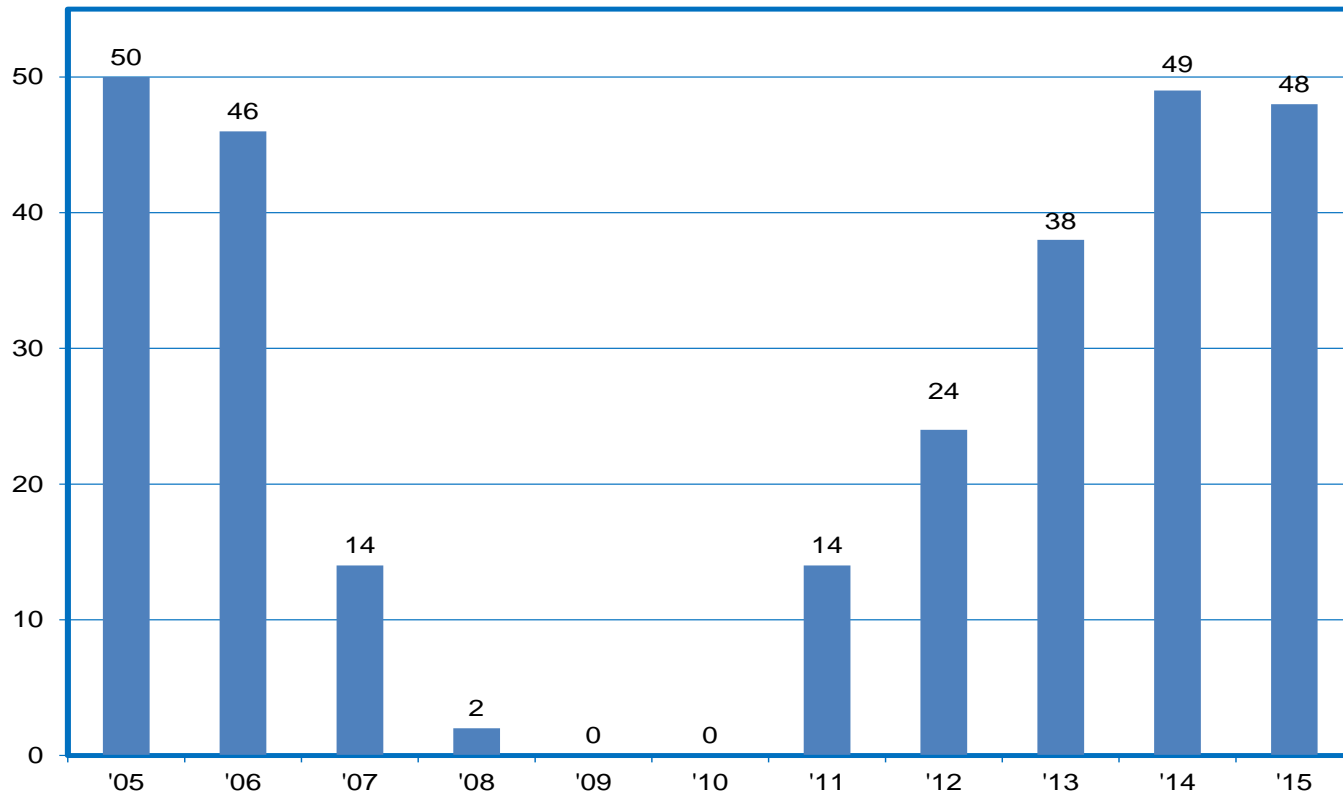
Nevada Job Growth Exceeds Nation in 48 Straight Months; 2.5% vs. 1.7% in July

job growth (year-over-year)



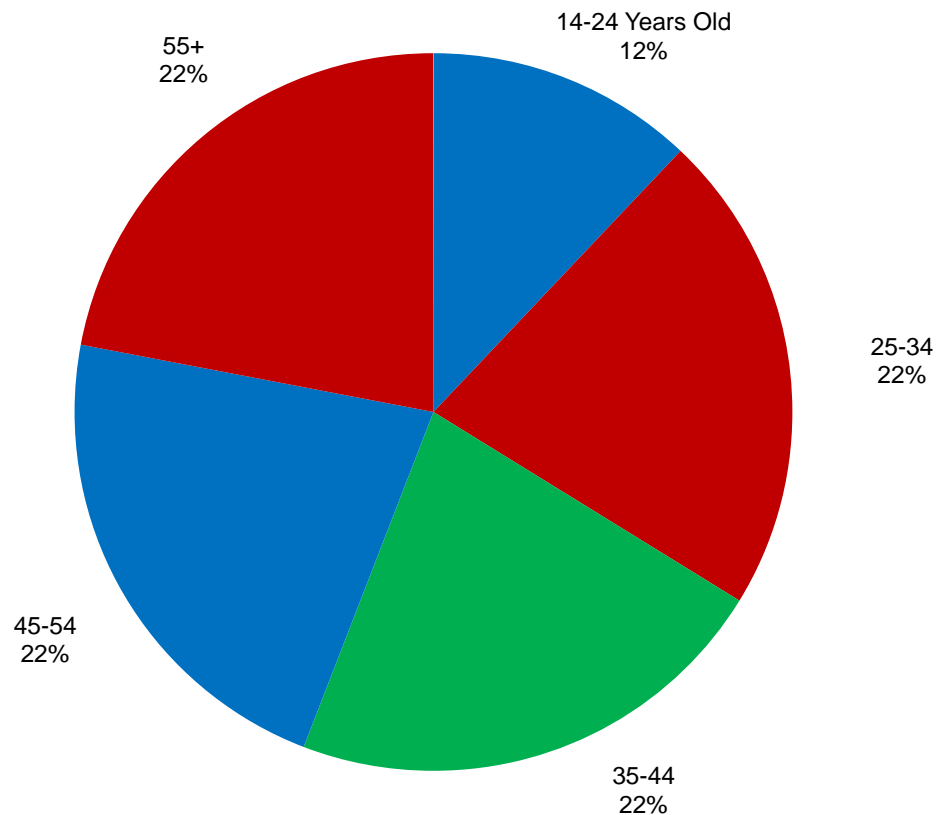
Silver State Job Growth #3 in the Nation

2015 job growth rankings (# of states with slower private sector job growth than NV)



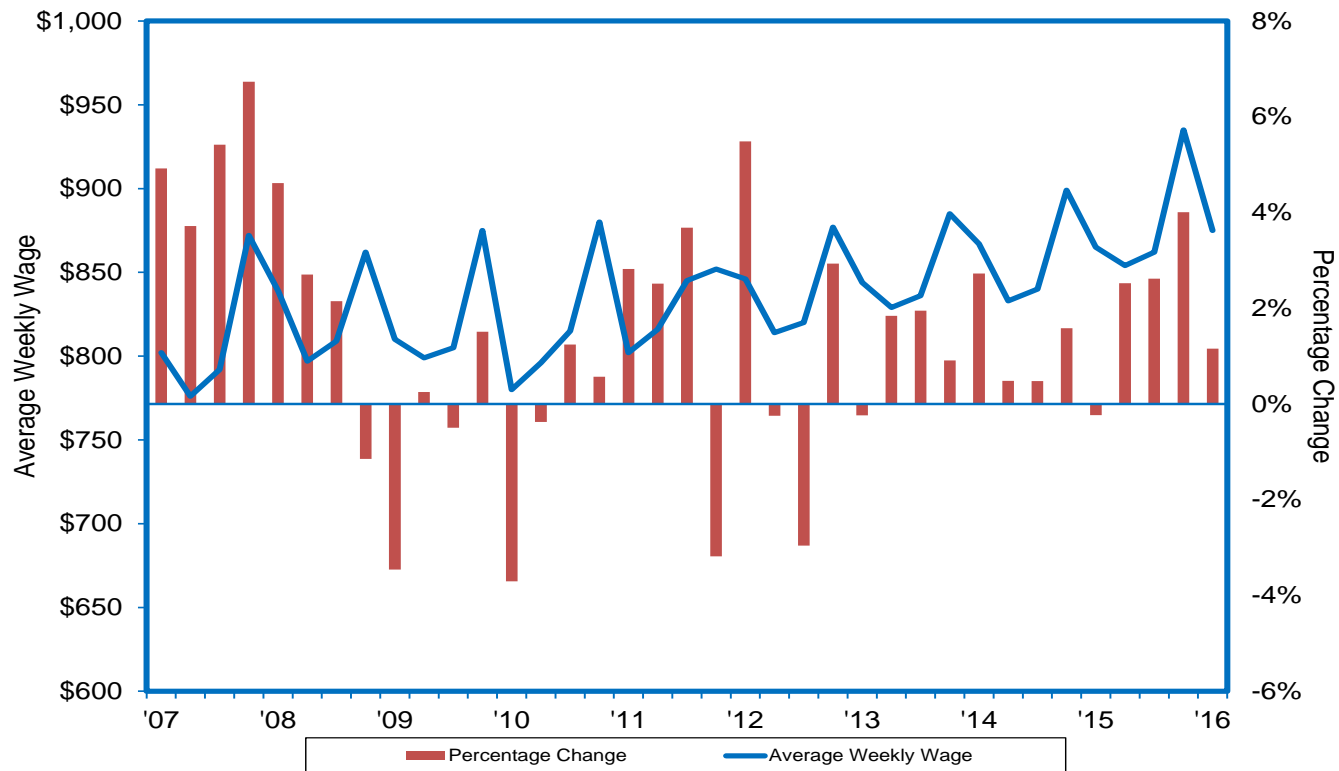
44% of Nevada's Workforce is at Least 45 Years Old; 39% a Decade Ago

2015:IIIQ Nevada workforce by age



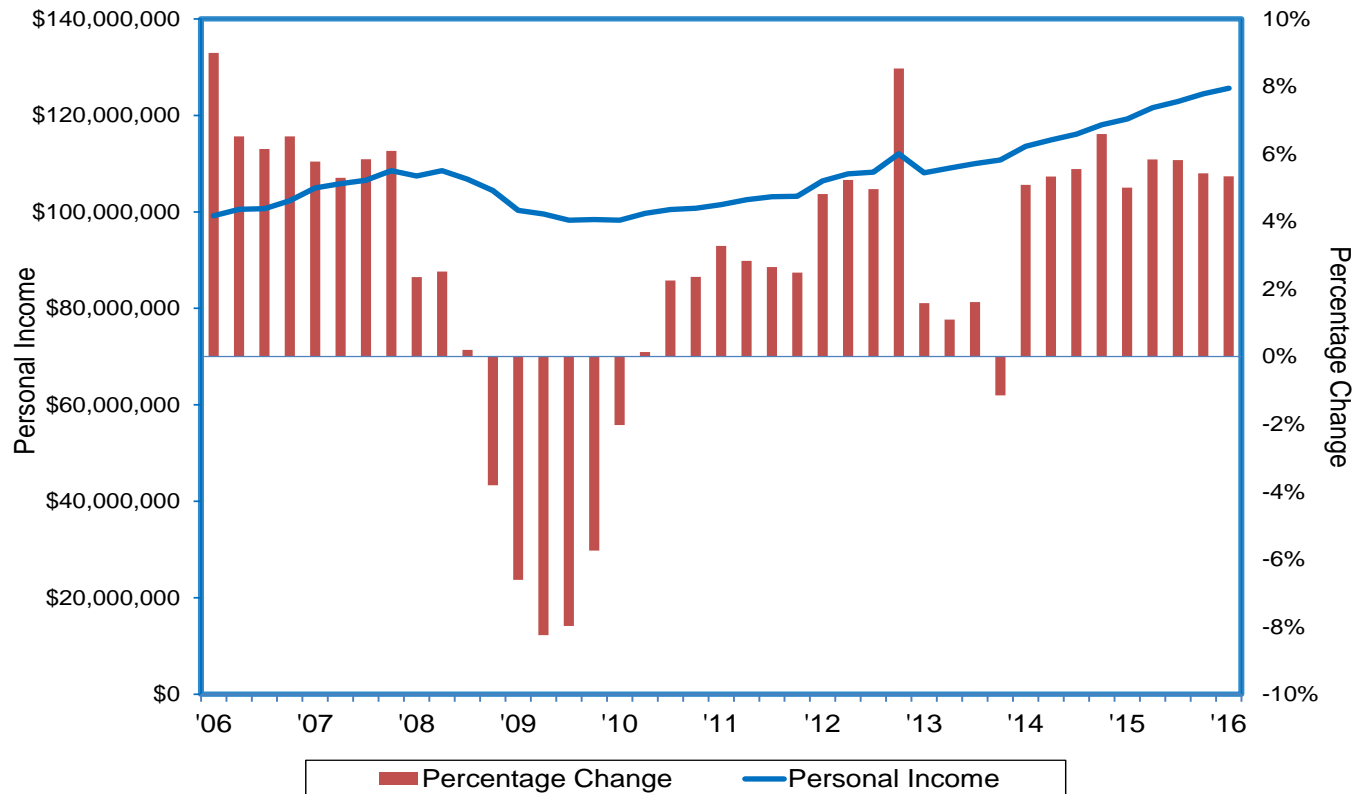
Nevada Wages at \$875/Week in 2016:IQ; A Record-High for the Qtr.; Up 1.2% Over 2015

Nevada average weekly wages



Personal Income Growth Hovering in the Mid-Single Digits in the Silver State

Nevada personal income

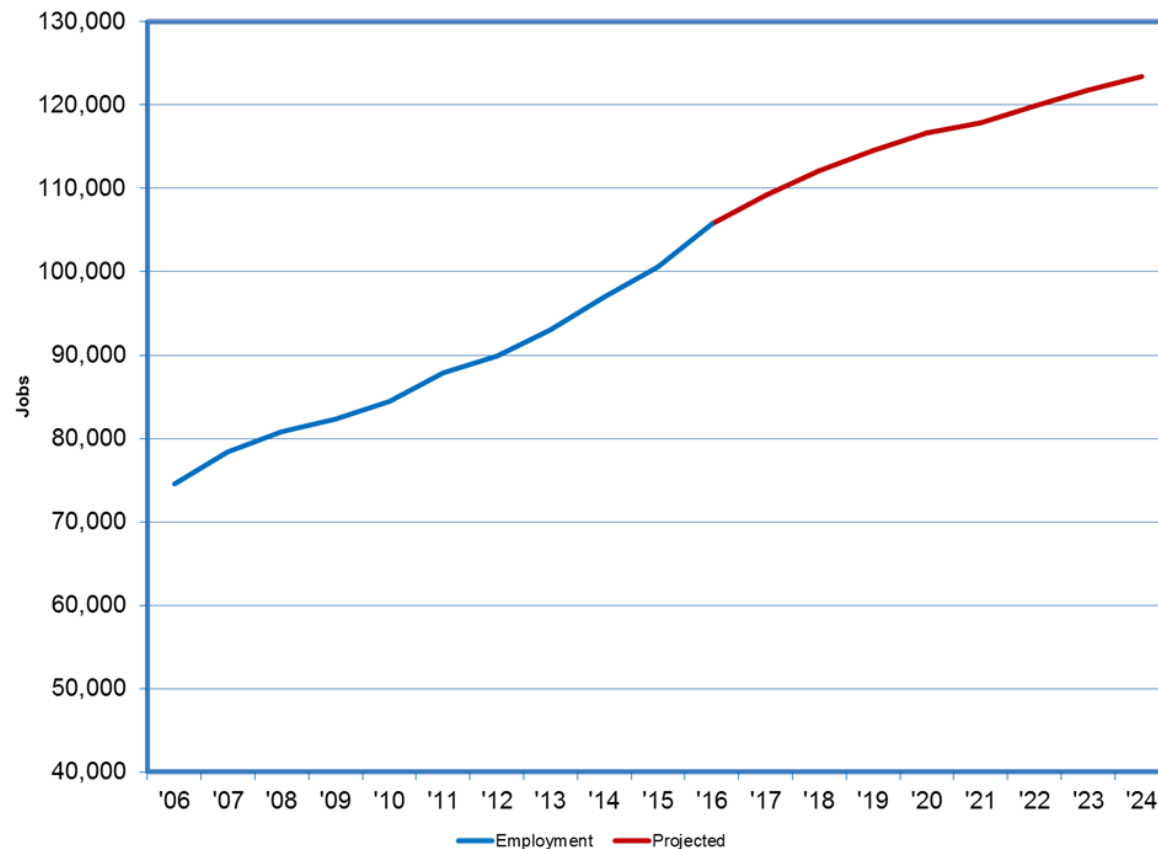


Healthcare and Medical Services Sector



Employment Projection

105,700 jobs in 2016; 123,400 jobs projected by 2024

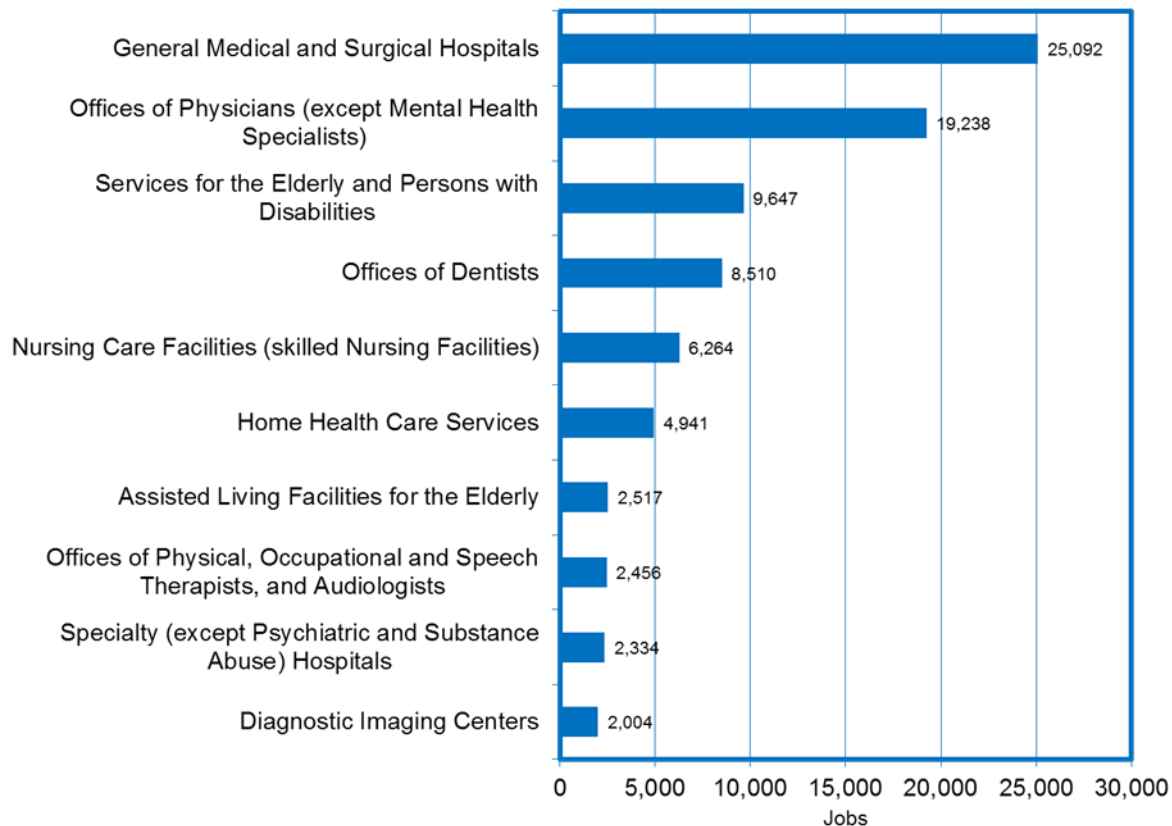


Source: Economic Modeling Specialists Intl. (EMSI)



Largest Healthcare and Medical Services Industries

2016 employment

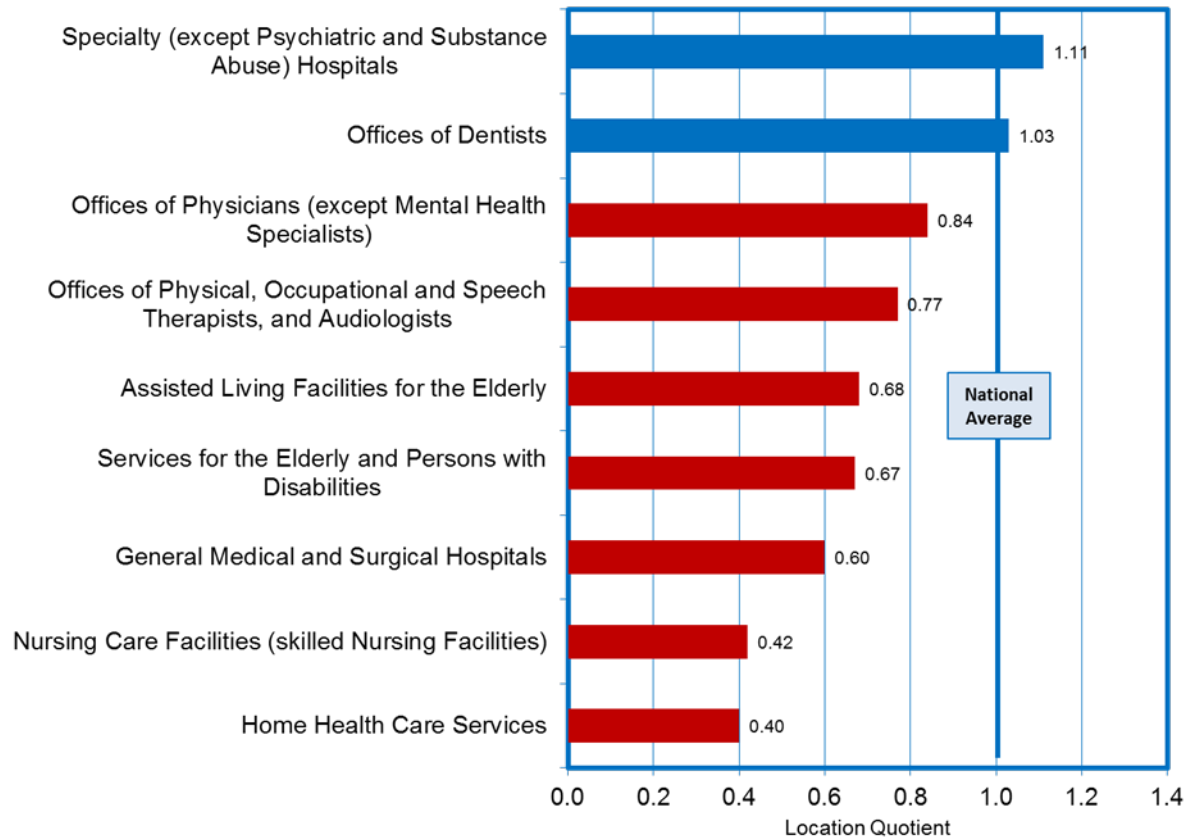


Source: *Economic Modeling Specialists Intl. (EMSI)*



Regional Competitive Advantage

healthcare and medical services industries



Source: Economic Modeling Specialists Intl. (EMSI)



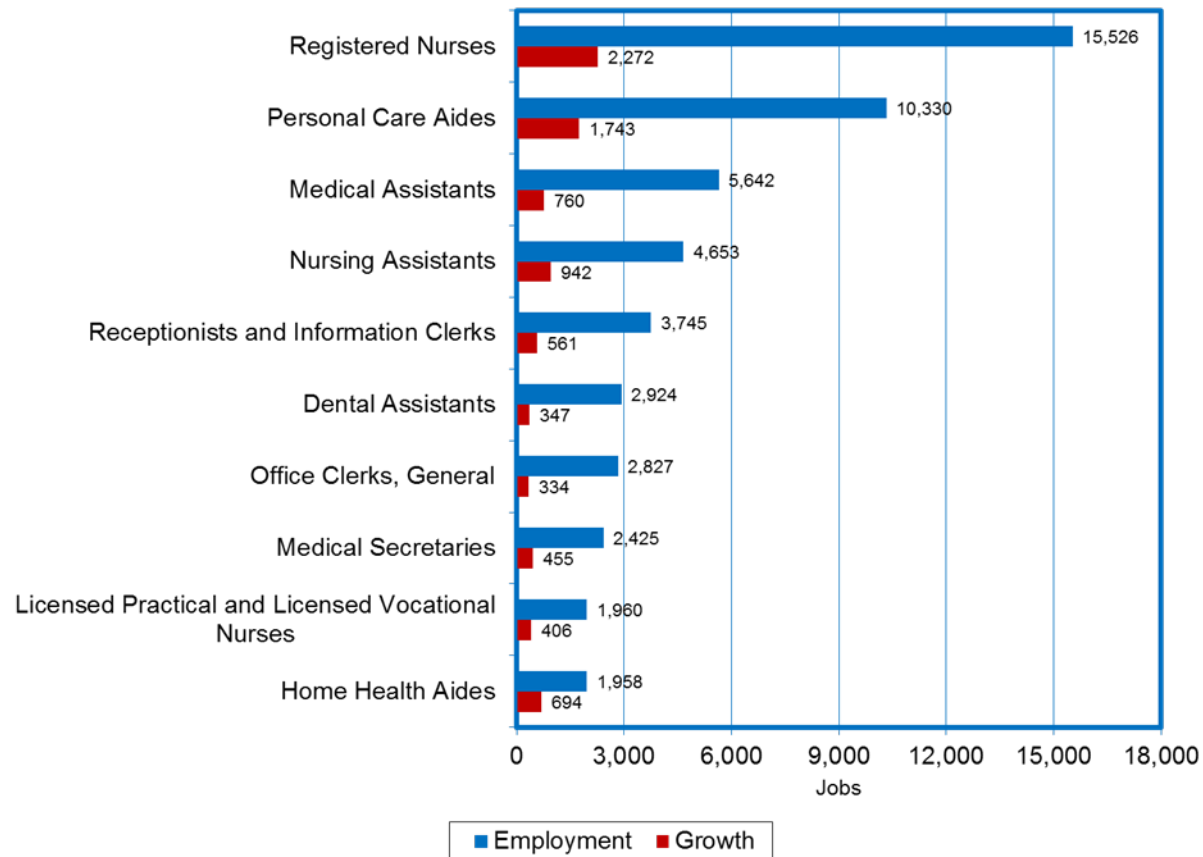
Industries vs. Occupations

Although the sector councils are designed to address employment needs in specific industries, this work can only be accomplished by examining and training individuals at the occupational level.



Healthcare and Medical Services Occupations

2016 employment and projected growth by 2024

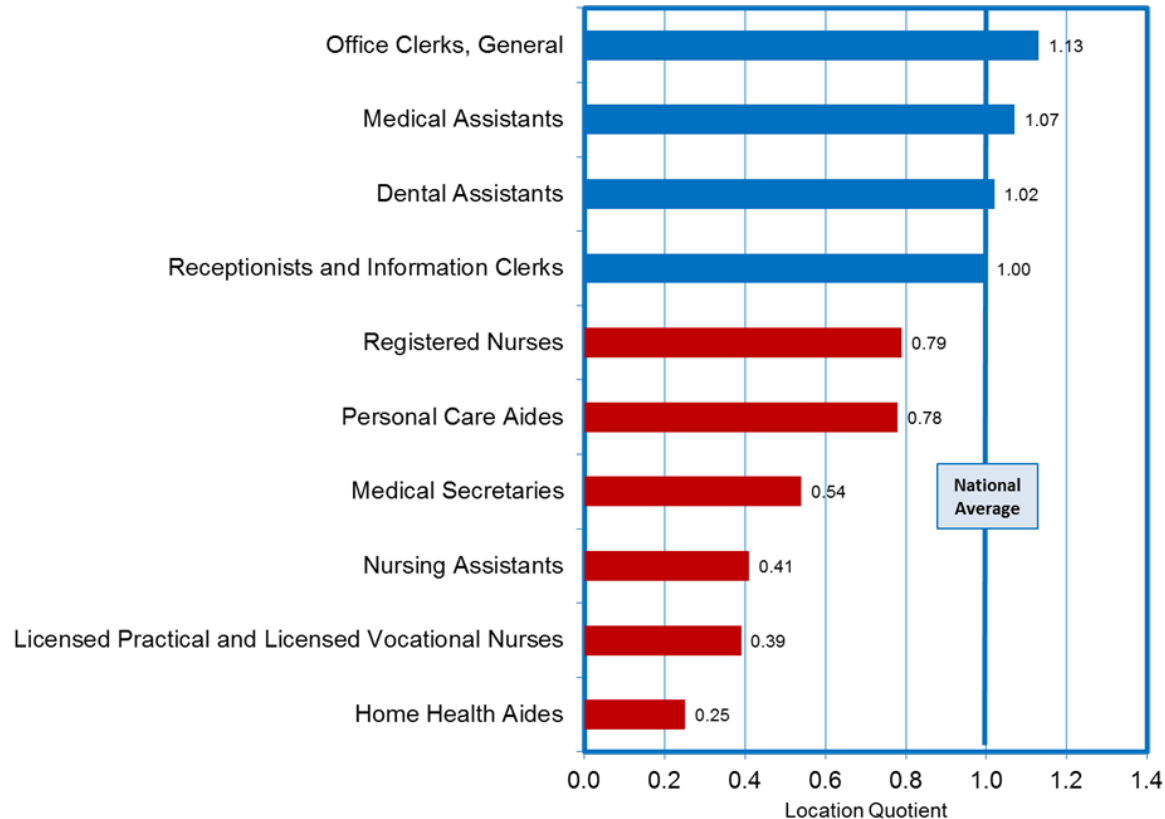


Source: Economic Modeling Specialists Intl. (EMSI)



Regional Competitive Advantage

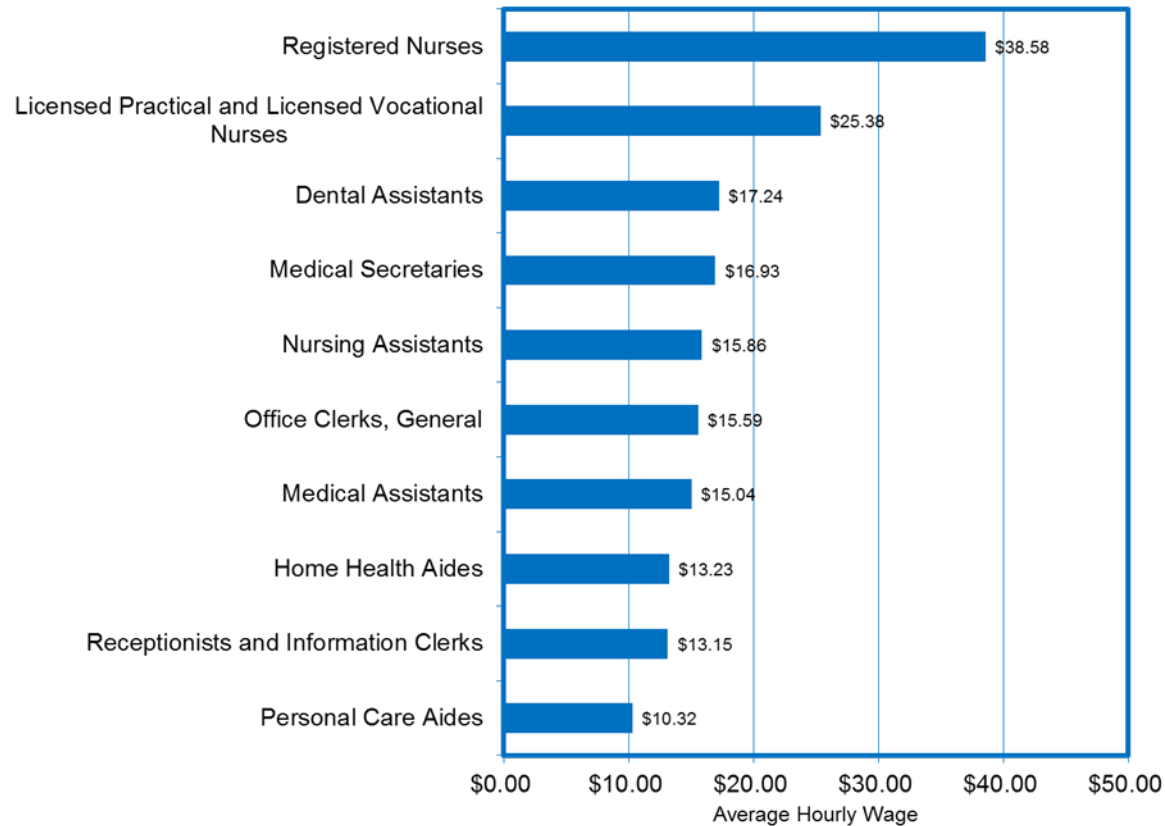
healthcare and medical services occupations



Source: *Economic Modeling Specialists Intl. (EMSI)*



2016 Median Hourly Wages



Source: Economic Modeling Specialists Intl. (EMSI)



O-NET Occupational Skills and Attributes Reports

O*NET Occupation Profile - Registered Nurses

Tools Acute care fetal or maternal monitoring units or accessories Flexible endoscopes or accessories or related products Floor grade forceps or hemostats Medical suction or vacuum appliances Peripheral intravenous catheters for general use	Skills Active Listening Social Perceptiveness Service Orientation Speaking Coordination	Knowledge Medicine and Dentistry Customer and Personal Service Psychology English Language Education and Training
Technologies Categorization or classification software Data base user interface and query software Electronic mail software Medical software Spreadsheet software	Abilities Oral Comprehension Oral Expression Problem Sensitivity Deductive Reasoning Inductive Reasoning	Work Activities Assisting and Caring for Others Documenting/Recording Information Getting Information Making Decisions and Solving Problems Updating and Using Relevant Knowledge

Source: Occupational Information Network (O-NET)



Healthcare and Medical Services Occupations

skills specified in online job ads

Baseline Skills	Specialized Skills	Data Software Skills
Team Work/Collaboration	Rehabilitation	Microsoft Windows
Microsoft Excel	Therapy	Microsoft Vista
Research	Treatment Planning	Microsoft Access
Organizational Skills	Budgeting	ICD-9-CM Coding
Computer Skills	Advanced Cardiac Life Support (ACLS)	Word Processing
Supervisory Skills	Acute Care	Microsoft Word
English	Cardiopulmonary Resuscitation (CPR)	Microsoft Outlook
Planning	Supervisory Skills	Microsoft PowerPoint
Writing	Scheduling	Microsoft Office
Communication Skills	Patient Care	Microsoft Excel

Source: Labor Insight/Burning Glass Technologies



Aligning Economic and Workforce Development

A consensus ranking of high demand occupations that align with economic development priorities specific to healthcare and medical services

Source: Labor Insight/Burning Glass Technologies



Clarifications and Limitations

- ❑ Location Quotients (LQs) are used to identify potential sources of competitive advantage, or areas of regional specialization. LQs measure the relative concentration of a given industry or occupation in a state relative to the nation.
- ❑ LQs are calculated by dividing the proportion of the state's economic activity in an industry or in an occupation, by the proportion of the nation's economic activity in that same industry or occupation.
- ❑ LQs of 1.2 or higher indicate some degree of specialization. LQs of 0.8 to 1.2 indicate normal distribution of industry within the region. LQs of less than 0.8 may indicate that the region may be deficient.
- ❖ Limitations of on-line job postings:
 - ❑ Jobs requiring low skills/low wages tend to use alternative methods of attracting job seekers and are under represented in online ads.
 - ❑ Internal company hiring and union hiring are often not captured by online ads.
 - ❑ Online job posting volume does not necessarily correlate with the level of job openings or hiring.
 - ❑ The percentage of job postings that specify a certification is small limiting how representative the data is.
 - ❑ Algorithmic ad parsing can lead to miscoding occupations and skills due to similarities between abbreviations and other letter combinations, etc.





Clarifications and Limitations

- ❑ In online job postings Burning Glass reports licenses and certifications together.
- ❑ The mean salary data in job postings reflects the salary listed by employers in job postings, adjusted to be equivalent to a full-time, annual wage. If a salary range is specified, the median of the range used.
- ❑ High ad volume often occurs for occupations/industries that are having difficulty finding qualified candidates, high turnover positions/recurring openings, or when companies are building large candidate pools.
- ❑ Online job postings should only be used with caution when developing/analyzing time series trends due to the constant changes in the rate of online advertising usage and in the methods used for collecting the data.



For Additional Information, Please Contact

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