



INDUSTRY SECTOR SNAPSHOT: Healthcare

AUTHOR

Nicole Jones
Senior Policy Analyst
Seattle Jobs Initiative



INTRODUCTION

Seattle Jobs Initiative (SJI) is a workforce development organization focused on creating opportunities for people to support themselves and their families through living-wage careers. Our goal is to assist job seekers in obtaining the skills, education, and support they need to enter a career that offers good wages, benefits, and opportunities for advancement. We do this primarily through our Career Pathways program which offers short- and longer-term training programs at area community colleges. The Career Pathways programs are concentrated in four industry sectors - *Automotive, Healthcare, Office Occupations, and Manufacturing*. This report seeks to quantify the career opportunities provided by the healthcare industry sector in King County to ensure that our policies and practices are focused on growing industry sectors that ultimately lead to living wages.

Chart 1, below, displays the non-farm employment in King County within the eleven industry supersectors described by the North American Identification Classification System (NAICS). The *Trade, Transportation, & Utilities* industry supersector accounts for the largest share of employment as of July 2013 with roughly 18 percent of all employment, or 223,862 jobs. *Education & Health Services* is the fourth largest supplier of employment, with 148,025 jobs. Like most other industries in King County, this industry has experienced employment growth since 2012 with more than a 2 percent increase in jobs. The only King County industry that has not experienced growth over the past year is *Mining & Logging*.

Chart 1: Industry Employment - King County 2013

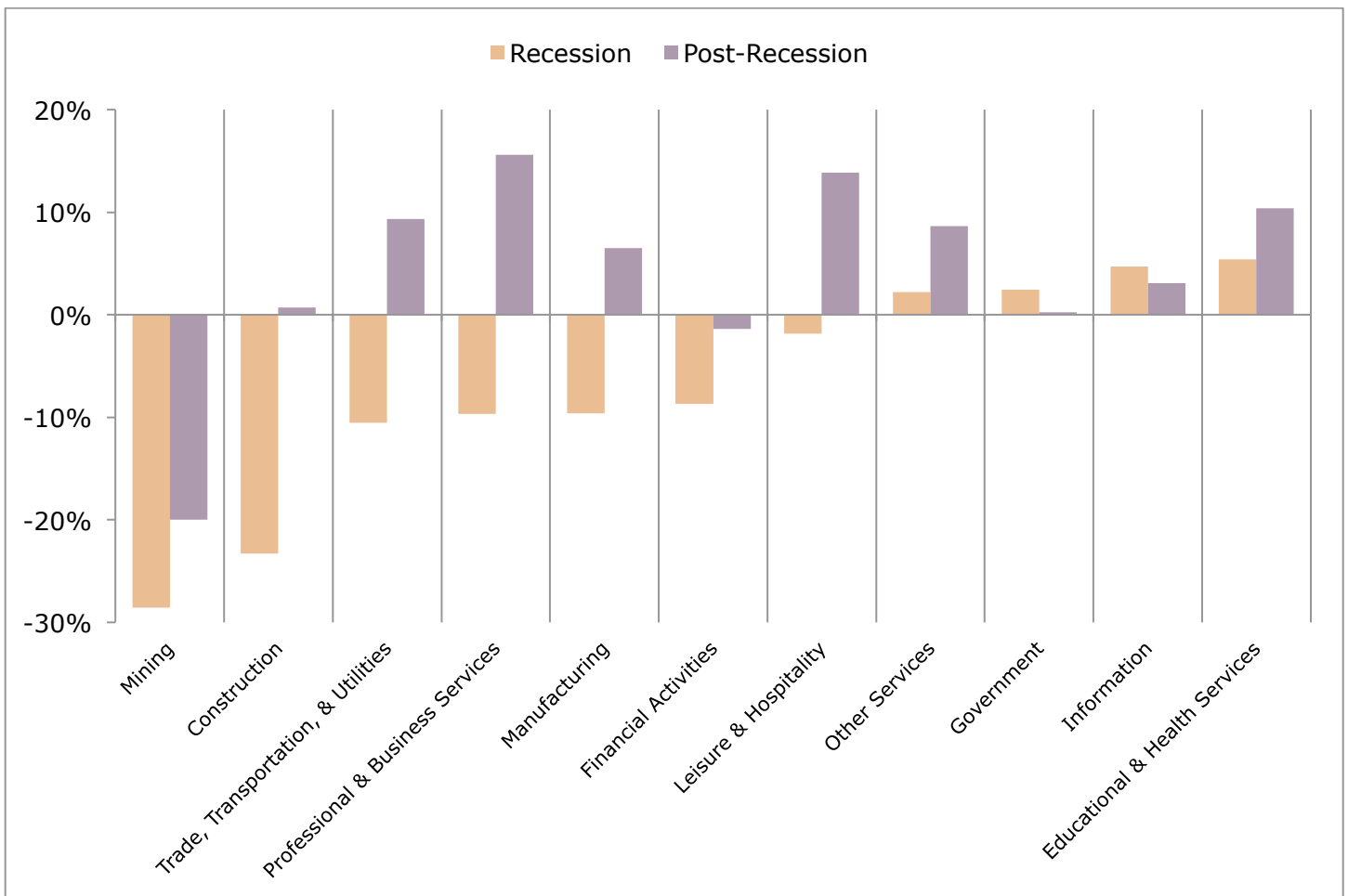
		Change from 2012
Trade, Transportation, and Utilities	223,862	3.2%
Professional and Business Services	196,938	2.3%
Government	166,825	0.8%
Education and Health Services	148,025	2.2%
Leisure and Hospitality	120,125	4.5%
Manufacturing	106,262	2.9%
Information	82,300	1.5%
Financial Activities	70,038	2.6%
Construction	53,225	5.2%
Other Services	43,938	1.2%
Mining and Logging	412	-3.1%

Source: Washington State Current Employment Statistics - King County Not Seasonally Adjusted

THE GREAT RECESSION

The Great Recession contributed to a drastic decline in employment among many King County industries. **Chart 2**, below, displays the recession and post-recession employment growth figures for the 11 major industries in King County. The recession years are identified as the period stretching from December 2007 until June 2009,¹ and the post-recession years range from July 2009 through July 2013. While most industries in King County experienced sharp declines during the recession, the *Education & Health Services* industry still managed to increase its employment at a rate of five percent. In fact, no other industry in King County experienced that kind of growth during the recession. Additionally, employment growth within this industry has doubled to 10 percent since the recession's end in 2009. Even during a time of economic downturn, *Education & Health Services* has proven to be a stable force of jobs for the King County labor market.

Chart 2: Recession and Post-Recession Industry Employment Growth - King County



Source: Washington State Current and Historical Employment Statistics - King County Not Seasonally Adjusted

EDUCATION & HEALTH SERVICES INDUSTRY SECTORS

The *Education & Health Services* industry supersector is divided into two industry sectors - *Educational Services* and *Health Care and Social Assistance*. The *Health Care and Social Assistance* industry sector is further broken into four industry subsectors. They are:²

Ambulatory Health Care Services - provide health care services directly or indirectly to ambulatory patients. Health practitioners in this industry subsector provide outpatient services. The offices of dentists, physicians, and other practitioners are encompassed in this industry subsector. Home health care and diagnostic laboratories are also included.

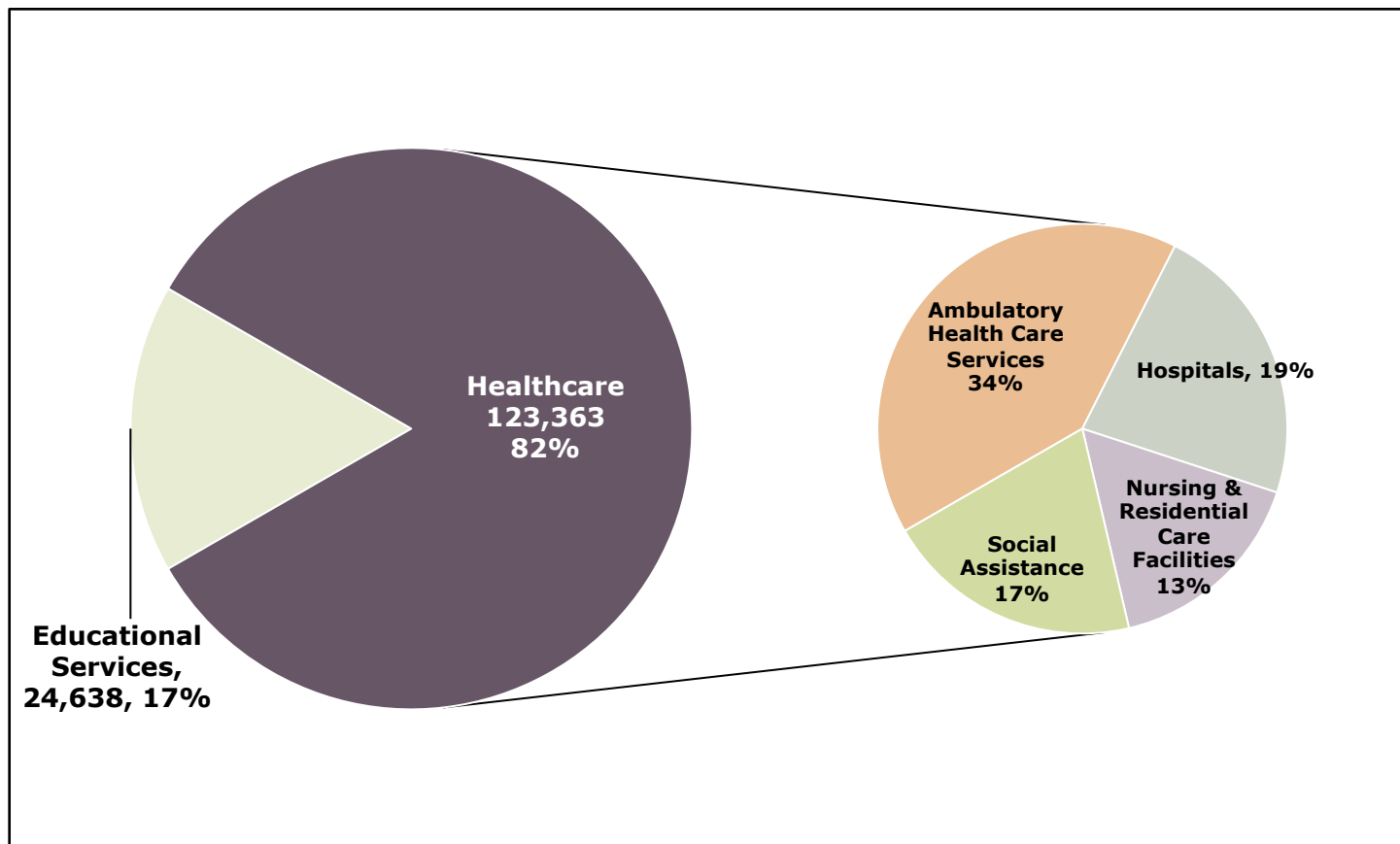
Hospitals - provide medical, diagnostic, and treatment services administered by physicians, nurses, and other health professionals to inpatients. General medical and surgical, psychiatric and substance abuse, and specialty hospitals are included in this industry subsector.

Nursing & Residential Care Facilities - provide residential care in combination with nursing, supervisory, or other types of care as required by residents. The types of facilities included in this industry subsector are nursing care, residential mental retardation, mental health, and substance abuse, and community care for the elderly.

Social Assistance - provide an array of social assistance services directly to clients. Individual and family services, community food and housing services, vocational rehabilitation services, and child day care services are encompassed in this industry subsector.

The *Education & Health Services* industry supersector is primarily comprised of employment in health care, which accounts for roughly 82 percent of employment within the industry sector. The pie charts displayed in **Chart 3**, below, depict the share of employment of the two industry sectors comprising the *Education & Health Services* supersector as well as the four industry subsectors of *Health Care & Social Services*. Of the 82 percent of the supersector employed by the *Health Care & Social Services* industry sector, 34 percent are employed by the *Ambulatory Health Care Services* subsector. Another 19 percent are employed by *Hospitals* and *Social Assistance* employs an additional 17 percent of the health care industry sector. And lastly, *Nursing & Residential Care Facilities* accounts for about 13 percent of employment.

Chart 3: Education & Health Services Subsector Share of Employment - King County 2013

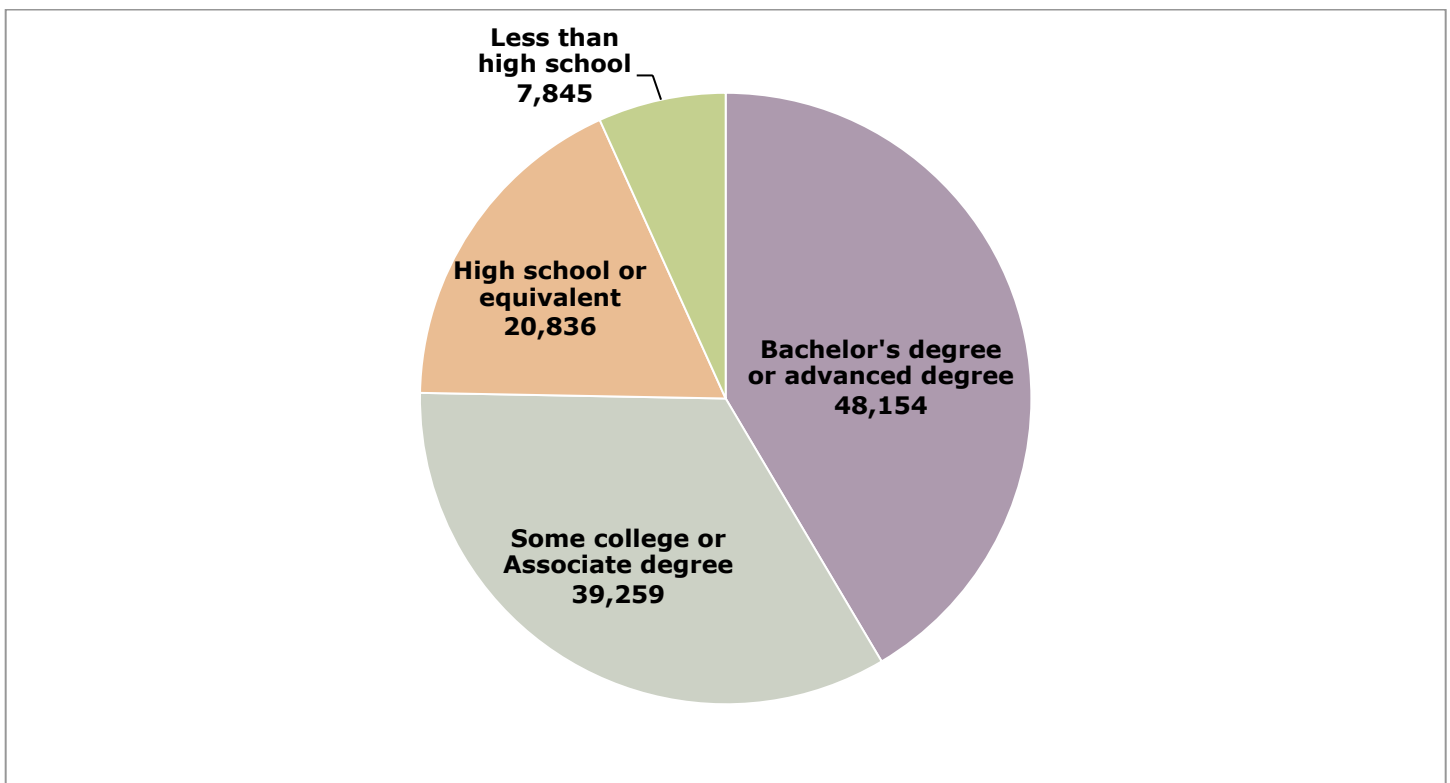


Source: Washington State Current and Historical Employment Statistics - King County Not Seasonally Adjusted

EDUCATIONAL ATTAINMENT

The *Healthcare & Social Assistance* workforce of King County is one that is highly educated. Approximately 75 percent (**Chart 4**) of incumbent workers possess attainment levels beyond high school. And of those, 41 percent hold a bachelor's degree or higher. Individuals seeking to enter into health care careers will need to obtain some education and training beyond high school to be competitive in the local labor market. There are many short- and longer-term education and training programs offered in healthcare, including associate degree programs. Even with the large amount of bachelor degree holders present in the health care workforce, there is plenty of opportunity for employment that does not require long-term education planning.

Chart 4: Health Care & Social Assistance Educational Attainment - King County 2007-2012



Source: Quarterly Workforce Indicators

MIDDLE-WAGE JOBS

To further substantiate SJI's mission to create opportunities for people to support themselves and their families, the organization has focused its labor market research on identifying middle-wage jobs within the Seattle area. Middle-wage jobs are those that require some education and training beyond high school, but less than a bachelor's degree, and that pay at least \$17 per hour.³ Because the educational attainment of incumbent workers within the *Healthcare & Social Assistance* industry sector primarily consists of education and training credentials beyond high school, there are not many middle-wage jobs opportunities available for individuals only possessing a high school diploma. As displayed by **Table 1** on the following page, the bulk of the middle-wage jobs available in the *Healthcare & Social Assistance* industry sector of King County are those requiring some postsecondary education or an associate's degree. The middle-wage jobs listed in **Table 1** are those that meet the SJI definition and have projected growth as well as job openings into 2016. **Table 1** also displays in the far right column the national requirements for entry into each middle-wage job.

For the majority of middle-wage jobs identified in the *Healthcare & Social Services* industry sector of King County, the typical education requirements for entry into the occupation are lower than the actual attainment levels of incumbent workers. Given that nearly 75 percent of all those employed by the industry have credentials beyond high school, it is not surprising that many occupations requiring a high school diploma are actually inhabited by workers with some college education. For example, the requirement to become a *Medical Secretary* or *Medical Assistant* is a high school diploma, but to be competitive with the majority of incumbent workers in these occupations in King County, some postsecondary education is necessary. These are occupations that are also in demand with projected openings through 2016 of 273 and 233, respectively, and growth rates of around 10 percent each. Additionally, the median hourly earnings of a *Medical Secretary* is \$19.95, while it is \$18.28 for *Medical*

Assistants in King County. *Dental Assistants* are also in demand over the next three-year timeframe with 121 projected openings, a five percent increase in employment, and earnings of \$20.62 per hour on the median. Individuals pursuing a career as a *Dental Assistant* in King County should obtain an associate's degree to be competitive in the local labor market. Unfortunately, there are few opportunities for individuals possessing only a high school diploma in the *Healthcare & Social Assistance* industry sector of King County. One of the more attainable and growing middle-wage jobs where a high school diploma is all that is needed is *Medical Records and Health Information Technicians*. This middle-wage job is expected to increase employment by 5 percent over the next three years and have 72 job openings annually during that time. Additionally, incumbent workers earn a living wage of \$19.28 per hour on the median.

Table 1: Healthcare & Social Assistance Middle-Wage Jobs - King County

Description	2013 Jobs	Annual Openings 2013-2016	Growth 2013-2016	Median Hourly Earnings	Typical education needed for entry
Associate's Degree					
Dental Assistants	3,121	121	5%	\$20.62	Some college, no degree
Massage Therapists	1,463	88	13%	\$29.98	Some college, no degree
Physical Therapist Assistants	536	32	13%	\$29.10	Associate's degree
Opticians, Dispensing	467	23	8%	\$22.88	High school diploma or equivalent
Occupational Therapy Assistants	170	11	15%	\$28.36	Associate's degree
Some College, No Degree					
Medical Secretaries	5,651	273	10%	\$19.95	High school diploma or equivalent
Medical Assistants	5,193	233	9%	\$18.28	High school diploma or equivalent
Licensed Practical and Licensed Vocational Nurses	2,441	137	8%	\$26.14	Some college, no degree
Pharmacy Technicians	2,772	113	7%	\$20.89	High school diploma or equivalent
Emergency Medical Technicians and Paramedics	1,666	76	7%	\$17.76	Some college, no degree
Surgical Technologists	817	30	6%	\$25.53	Some college, no degree
Medical Equipment Preparers	700	22	4%	\$17.28	High school diploma or equivalent
Ophthalmic Laboratory Technicians	376	16	3%	\$18.11	High school diploma or equivalent
Dietetic Technicians	267	8	4%	\$19.30	High school diploma or equivalent
Respiratory Therapy Technicians	101	2	1%	\$32.90	Associate's degree
High School Diploma and On-the-Job Training					
Billing and Posting Clerks	4,537	144	4%	\$20.45	High school diploma or equivalent
Medical Records and Health Information Technicians	2,005	72	5%	\$19.28	Some college, no degree
Medical Equipment Repairers	575	20	2%	\$25.20	Associate's degree
Police, Fire, and Ambulance Dispatchers	473	14	3%	\$26.94	High school diploma or equivalent

Source: EMSI, BLS, CENSUS

CAREER PATHWAYS

Through SJI's Career Pathways program, individuals can take classes at area community and technical colleges linked to short-term and longer-term training credentials. As mentioned, these programs are offered in four industry sectors: Automotive, Healthcare, Office Occupations, and Manufacturing. Successful completion of a Career Pathways program provides individuals with opportunities for living-wage careers. The Career Pathways Healthcare program specifically prepares individuals for the following careers: *Nursing Assistants, Anesthesia Technicians, Licensed Practical Nurses, Medical Assistants, Pharmacy Technicians, Surgical Technicians, and Dental Assistants*. **Table 2**, below, lists the local training programs leading to these careers, the college(s) offering these programs, the type of certifications offered, and total credits attained upon completion.

Table 2: Career Pathways Education and Training Programs

Training Program/Course	College(s)	Certifications	Credits
Short-Term Training Programs			
Certified Nursing Assistant	Highline CC, South Seattle CC, North Seattle CC, Seattle Central CC, Shoreline CC	NA-C Certification	12 - 15
Polysomnography	Highline CC	Certificate of Completion	43
Long-Term Training Programs			
Anesthesia Technician	Renton Technical College	Certificate of Completion	80
Dental Assistant	Seattle Vocational Institute	Certificate of Completion	78
Dental Assistant	Renton Technical College	Certificate of Completion	73
Licensed Practical Nurse (LPN)	South Seattle CC, North Seattle CC, Bates Technical College	Certificate or AAS	72 - 90
Medical Assistant	Seattle Vocational Institute, North Seattle CC, Highline CC	Certificate of Completion	70 - 80
Medical Laboratory Technology	Shoreline CC	Medical Laboratory Technology AAAS or Certificate of Proficiency	67 - 114
Pharmacy Technician	North Seattle CC	Certificate or AAS	49 - 90
Registered Nurse (RN) & LPN to RN Ladder	Shoreline CC, Seattle Central CC, Highline CC, South Seattle CC, North Seattle CC, Bellevue	Registered Nurse AAS	81 - 114
Surgical Technology	Seattle Central CC	Certificate	83.5
Respiratory Care	Seattle Central CC, Highline CC	AAS	91 - 111
Medical Business Information Technology (MBIT)	South Seattle CC	Certificate	25 - 31
Health Informatics & Information Management	Shoreline CC	AAS	95

Source: Career Pathways Approved Training Programs

TOP REGIONAL BUSINESSES

The *Healthcare & Social Services* industry sector of King County is one that is rife with employers. There are thousands of employers, ranging from small doctor's offices to large hospitals. **Table 3**, below, displays some of the top performing industry sector businesses in terms of annual sales, and then further deconstructs these businesses by total number of employees. For employers having more than 500 employees, the Veterans and University of Washington Medical Centers have the highest sales numbers and both are located in Seattle. Small employers in this industry sector tend to be more specialized in home health and child care services. Overall, there are many employers located in Seattle and throughout King County that employ various medical professions like those targeted by SJI's Career Pathways program.

Table 3: Top Regional Businesses - King County

Business Name	Address	City
More than 500 Employees		
University Of Washington Med Center	1959 Ne Pacific St # Bb1469	Seattle
US Veterans Medical Center	1660 S Columbian Way	Seattle
Professional Recreation Organization Inc.	4455 148th Ave Ne	Bellevue
Business Health Link	5401 Leary Ave Nw	Seattle
Fred Hutchinson Cancer Research Center	1100 Fairview Ave N # J6-300	Seattle
Between 100 and 500 Employees		
Seattle Cancer Care Alliance	825 Eastlake Ave E	Seattle
Sea Mar Community Health Centers	8720 14th Ave S	Seattle
Enumclaw Regional Hospital	1450 Battersby Ave	Enumclaw
Fairfax Hospital	10200 Ne 132nd St	Kirkland
Quest Diagnostics Incorporated	1737 Airport Way S Ste 200	Seattle
Between 50 and 100 Employees		
Emeritus Corp	3131 Elliott Ave Ste 500	Seattle
Agilent Technologies	15815 Se 37th St	Bellevue
Swedish Medical Center Ballard Campus	5300 Tallman Ave Nw	Seattle
Foss Home And Village	13023 Greenwood Ave N	Seattle
Puget Sound Health Partners	32129 Weyerhaeuser Way S Ste 201	Federal Way
Less than 50 Employees		
Seattle Country Day School	2619 4th Ave N	Seattle
Ryther Child Ctr	2400 Ne 95th St	Seattle
Luo Xinmin Lac	659 S Jackson St	Seattle
Highline Home Health And Hospice	12844 Military Rd S	Tukwila
Roofcare, Inc	14909 Ne 40th St	Redmond

Source: EMSI Equifax Business-Level Data

CONCLUSION

The *Healthcare & Social Services* industry sector – part of the *Education & Health Services* supersector – is vital to the King County economy. It is a large supplier of jobs and has proven to be resilient to severe economic downturns. Even during the Great Recession it still managed to increase job growth by 5 percent while most other industries were rapidly declining. And even further, employment growth in *Healthcare & Social Services* has doubled since the recession's end. The overwhelming majority of incumbent workers in *Healthcare & Social Services* possess education and training credentials beyond high school. Individuals seeking a career in this industry sector must obtain some postsecondary education to be competitive in the local labor market as there are simply not enough jobs accepting applicants with only high school diplomas. Even still, middle-wage jobs are plentiful and there are several education and training institutions offering programs linked to living-wage careers. For low-income, low-skill individuals, there is opportunity for a well-paying career in this vital industry sector.

NOTES

¹ Catherine Rampell, "The Recession Has (Officially) Ended," *New York Times*, September 20, 2010, <http://economix.blogs.nytimes.com/2010/09/20/the-recession-has-officiallyended/>.

² Bureau of Labor Statistics, "Industries at a Glance: Health Care and Social Assistance," US Department of Labor, Bureau of Labor Statistics, accessed on October 1, 2013, <http://www.bls.gov/iag/tgs/iag62.htm>.

³ Mark Gardner, Juliet Scarpa, and Paul Sommers, "Skills Required: Preparing Puget Sound for Tomorrow's Middle-Wage Jobs," (Middle-Wage Jobs Reports, Seattle, Seattle Jobs Initiative, 2008), 4.