



Employment Security Department
WASHINGTON STATE

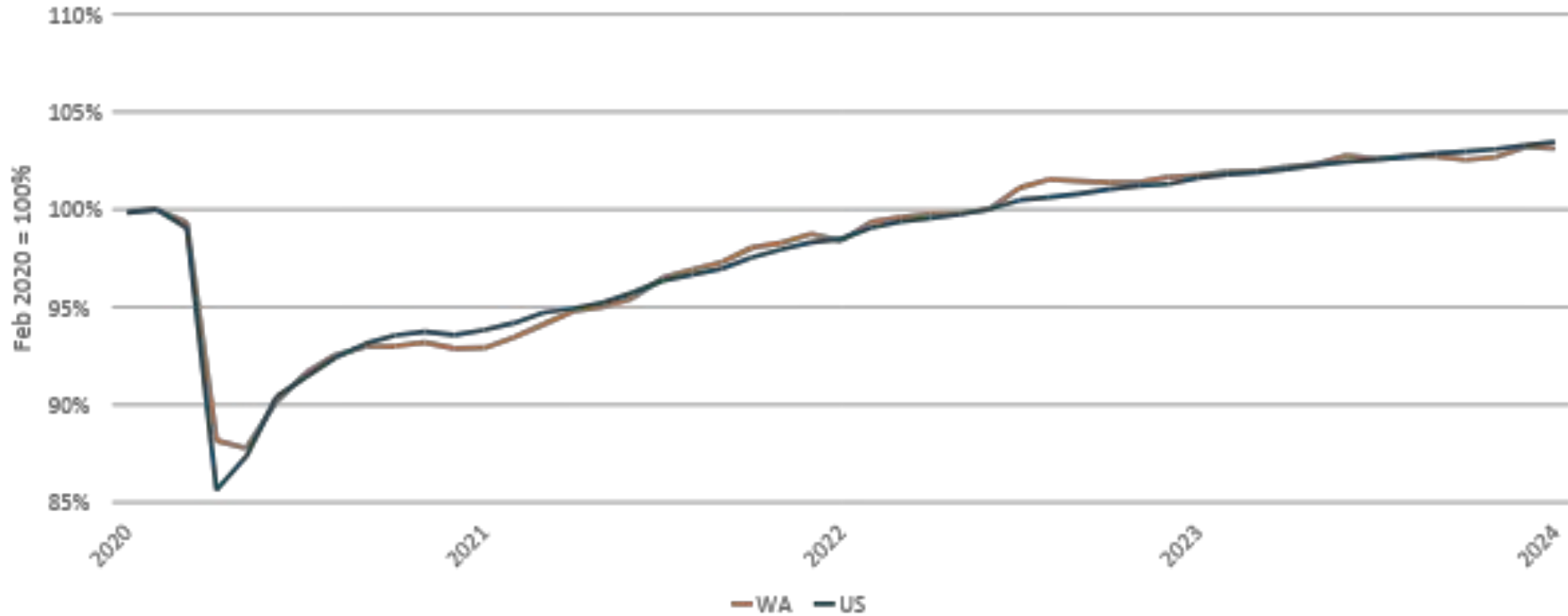
Measuring the healthcare workforce in Washington

ANNELIESE VANCE-SHERMAN, PH.D.

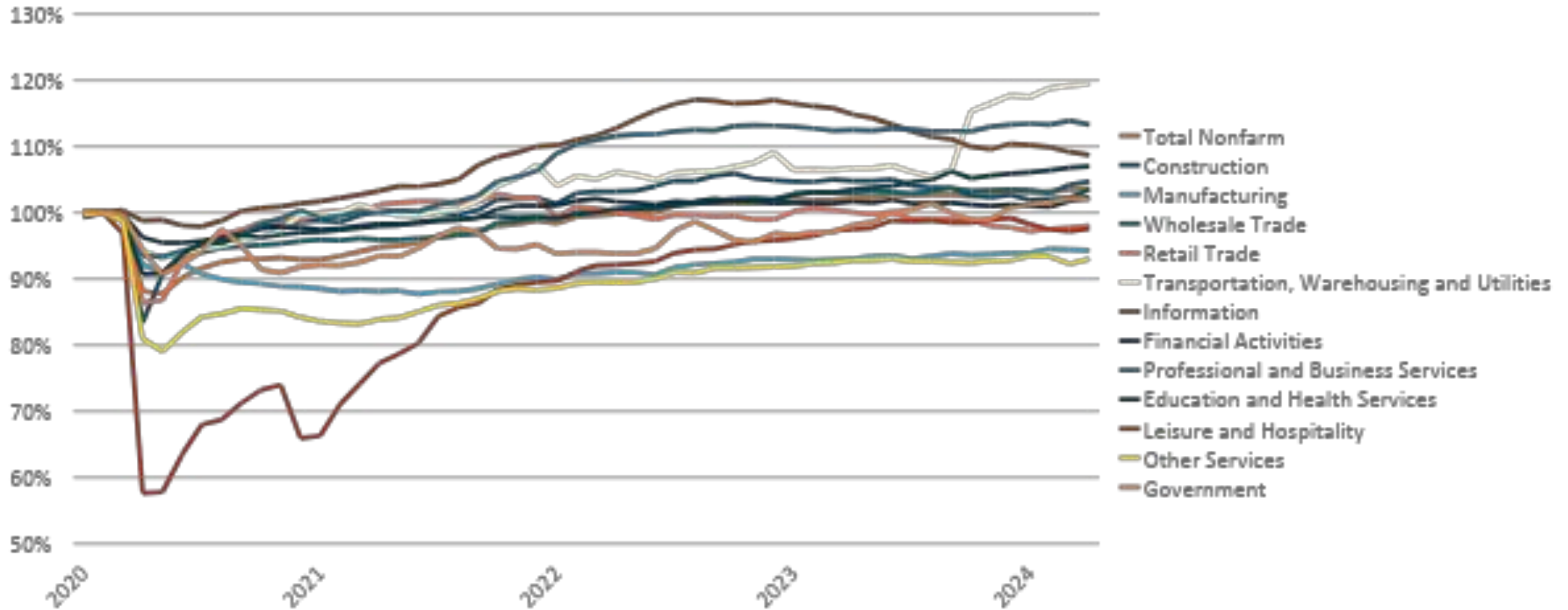
CHIEF LABOR ECONOMIST

WASHINGTON STATE EMPLOYMENT SECURITY DEPARTMENT

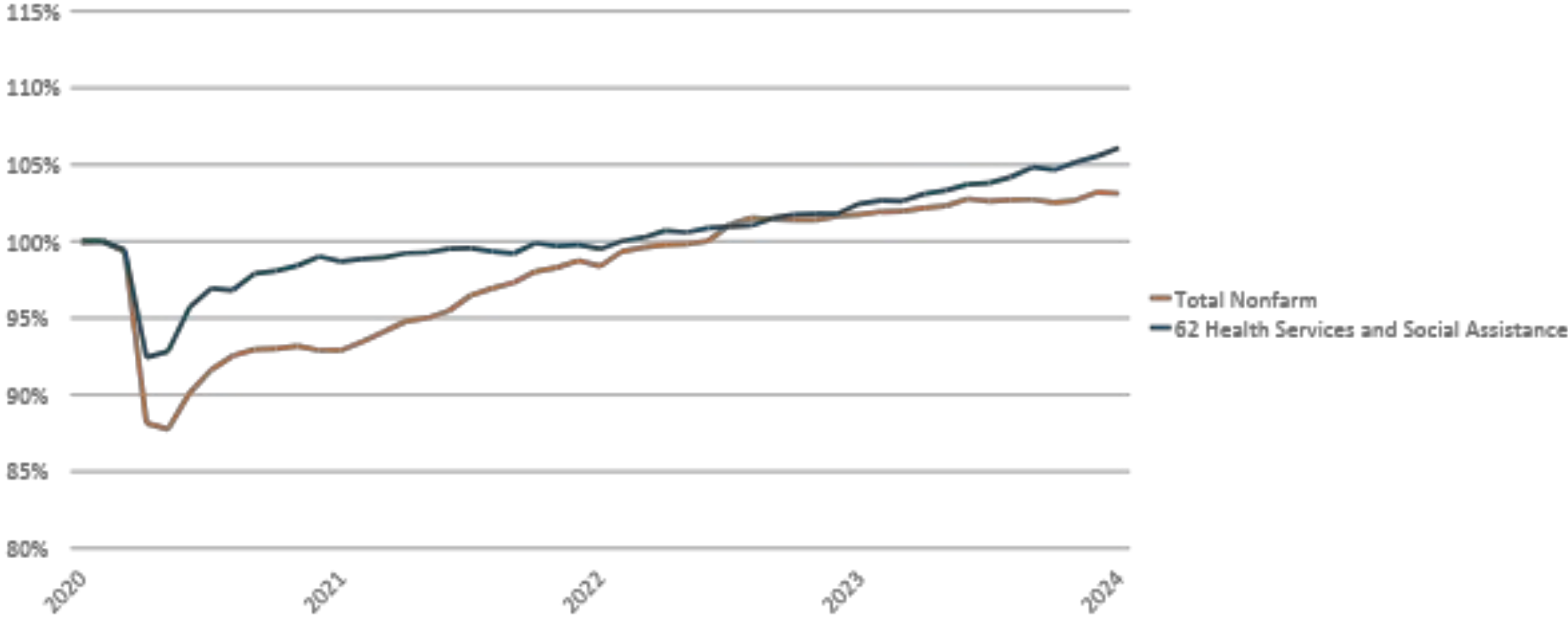
WA vs US total nonfarm employment 2020-2024



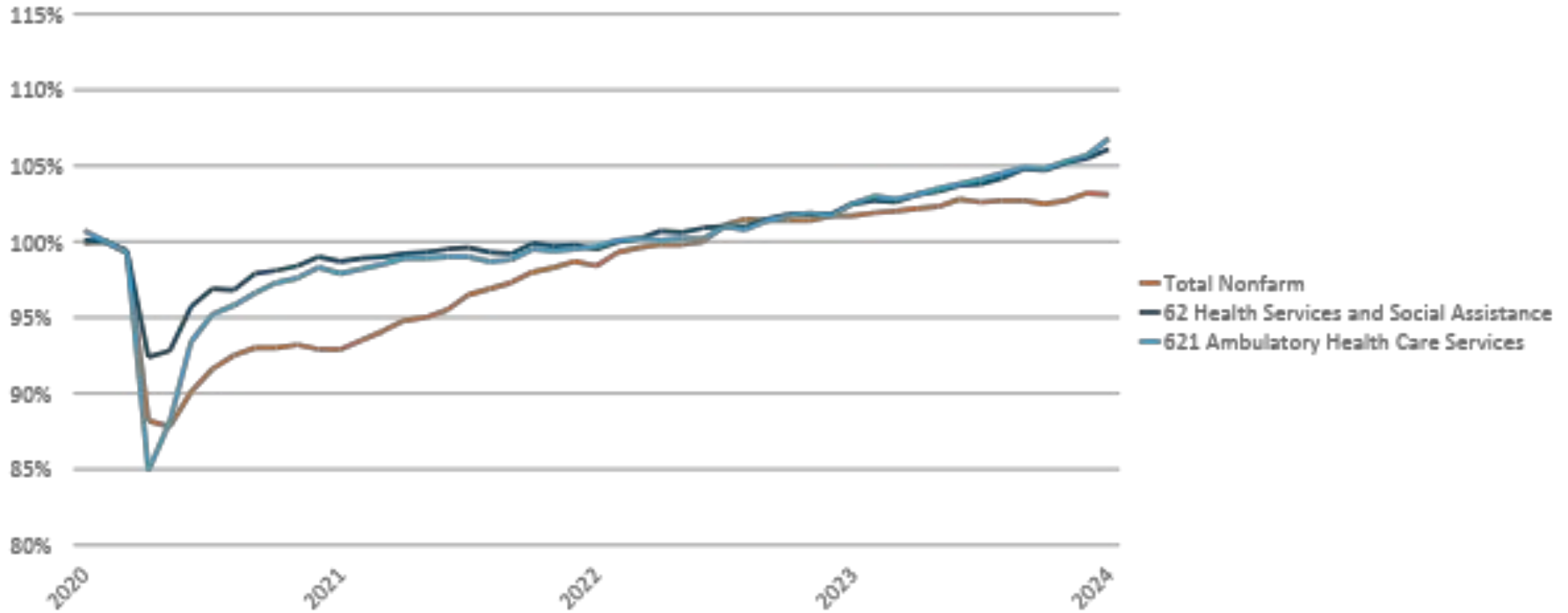
Pandemic impacts and recovery varied by industry



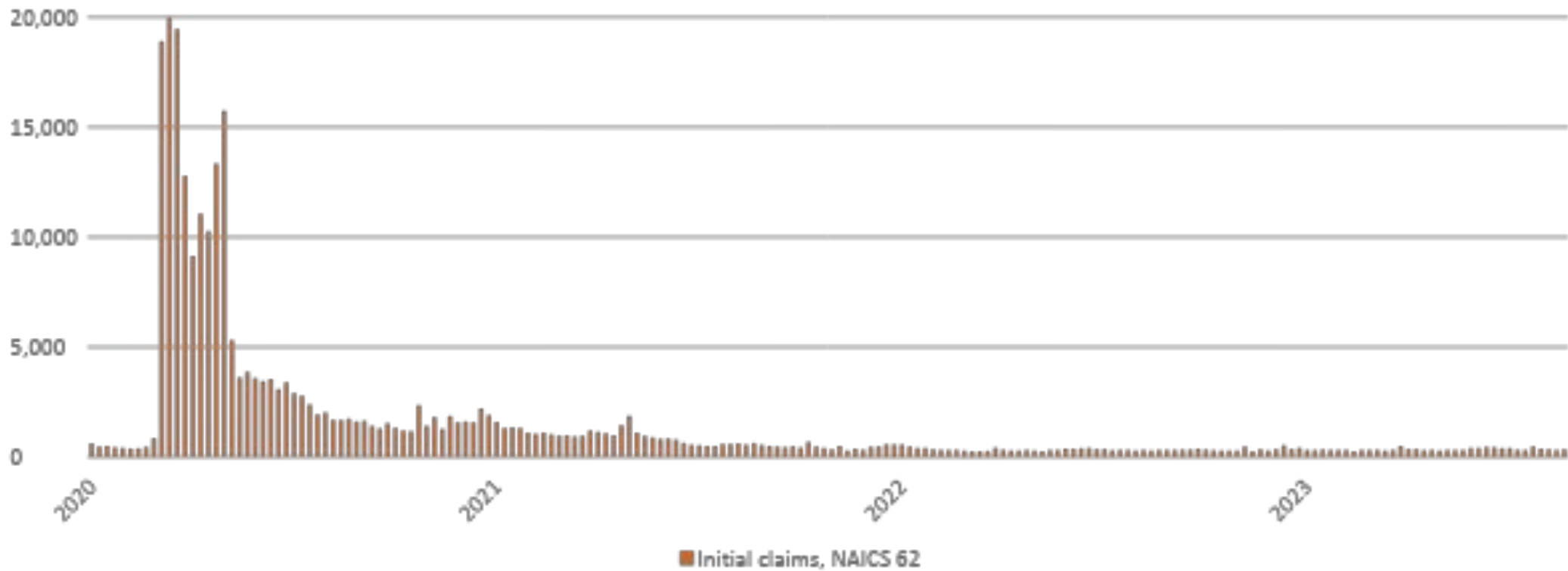
On balance, healthcare employment has been relatively steady



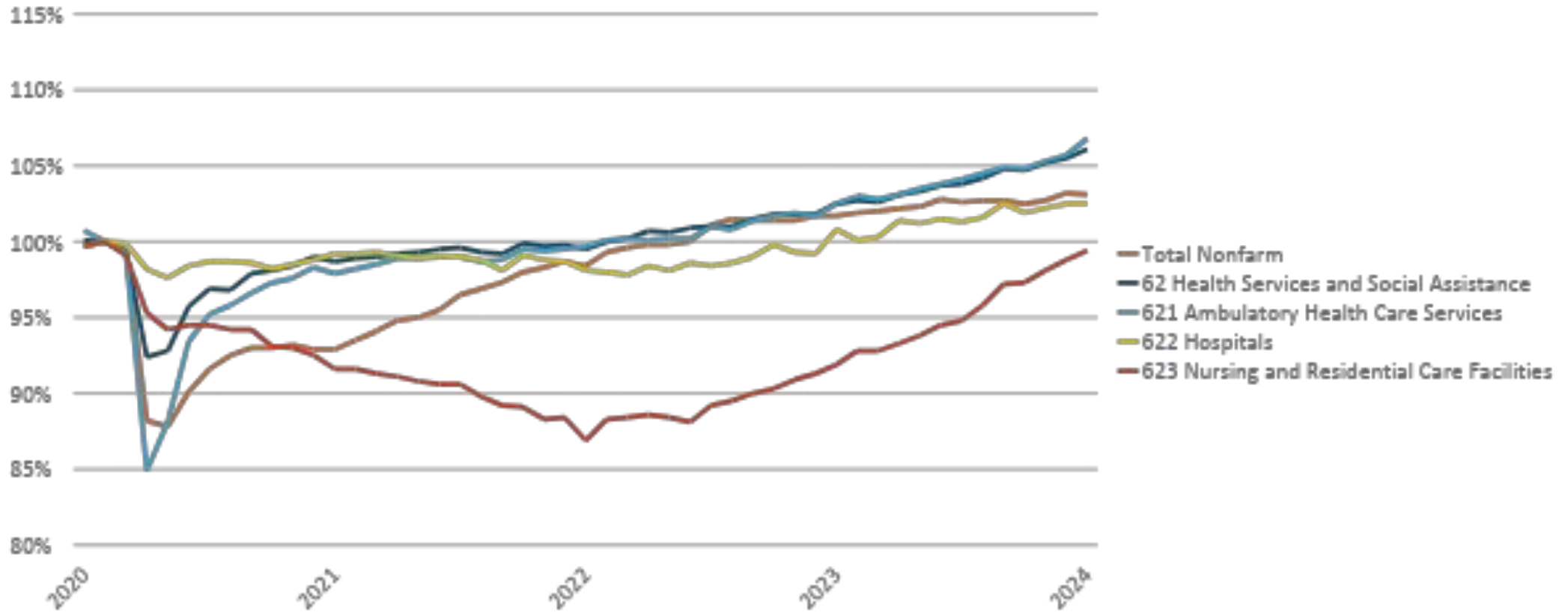
3-digit NAICS: Outpatient services were impacted early, recovered quickly



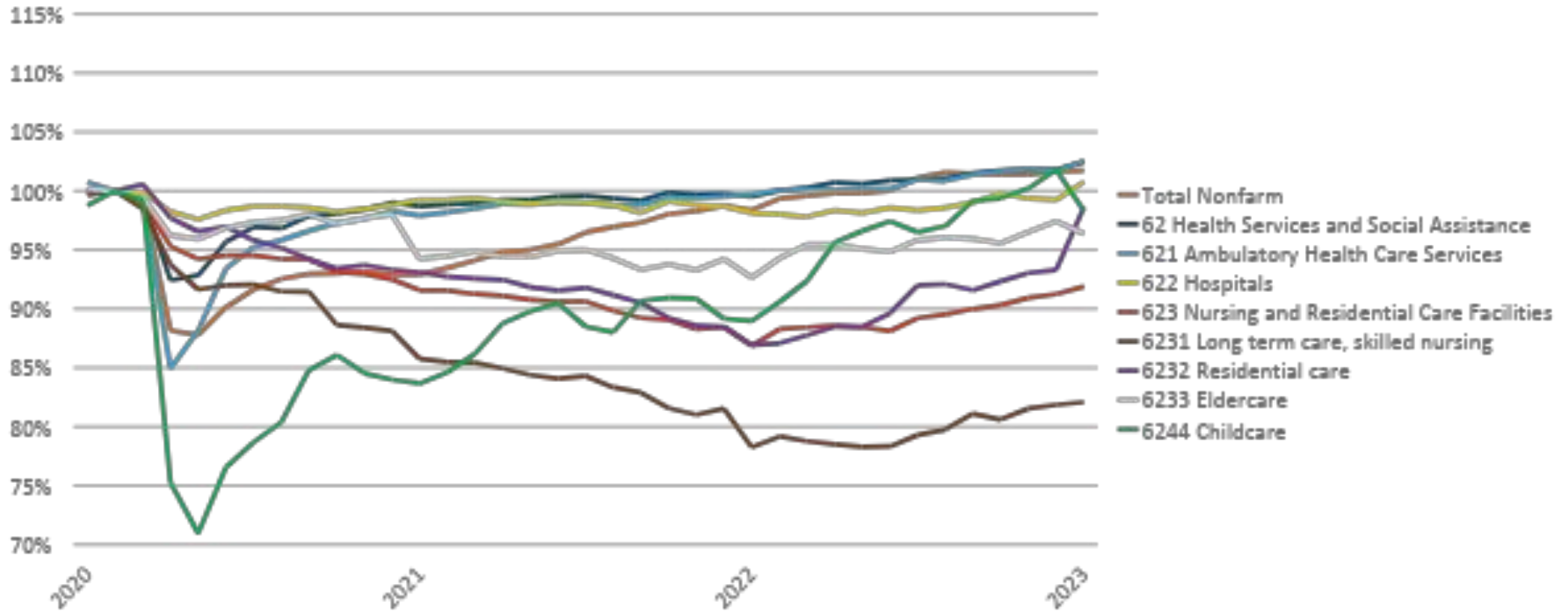
We noticed that in unemployment insurance claims activity during the pandemic as well



3-digit NAICS: Hospitals and nursing care experience a delayed drop in employment



QCEW 4-digit NAICS: Long term care and childcare were seriously impacted

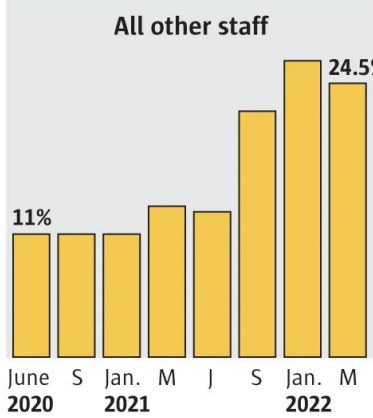
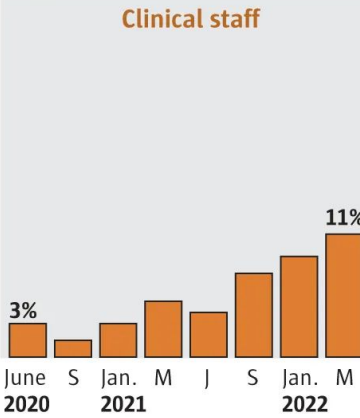
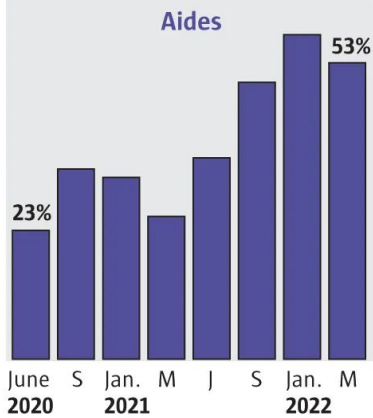


'Whole new crisis' for WA long-term care facilities, 2 years into COVID

May 16, 2022 at 6:00 am | Updated May 17, 2022 at 11:18 am

Staff shortages in nursing homes

The percentage of nursing homes in Washington reporting staff shortages has grown.



Source: Centers for Medicare & Medicaid Services
EMILY M. ENG / THE SEATTLE TIMES

Staffing challenges in long term care amplified systemic challenges

Harborview Medical Center will temporarily stop accepting some patients due to capacity issues

Aug. 11, 2022 at 3:30 pm | Updated Aug. 11, 2022 at 8:17 pm

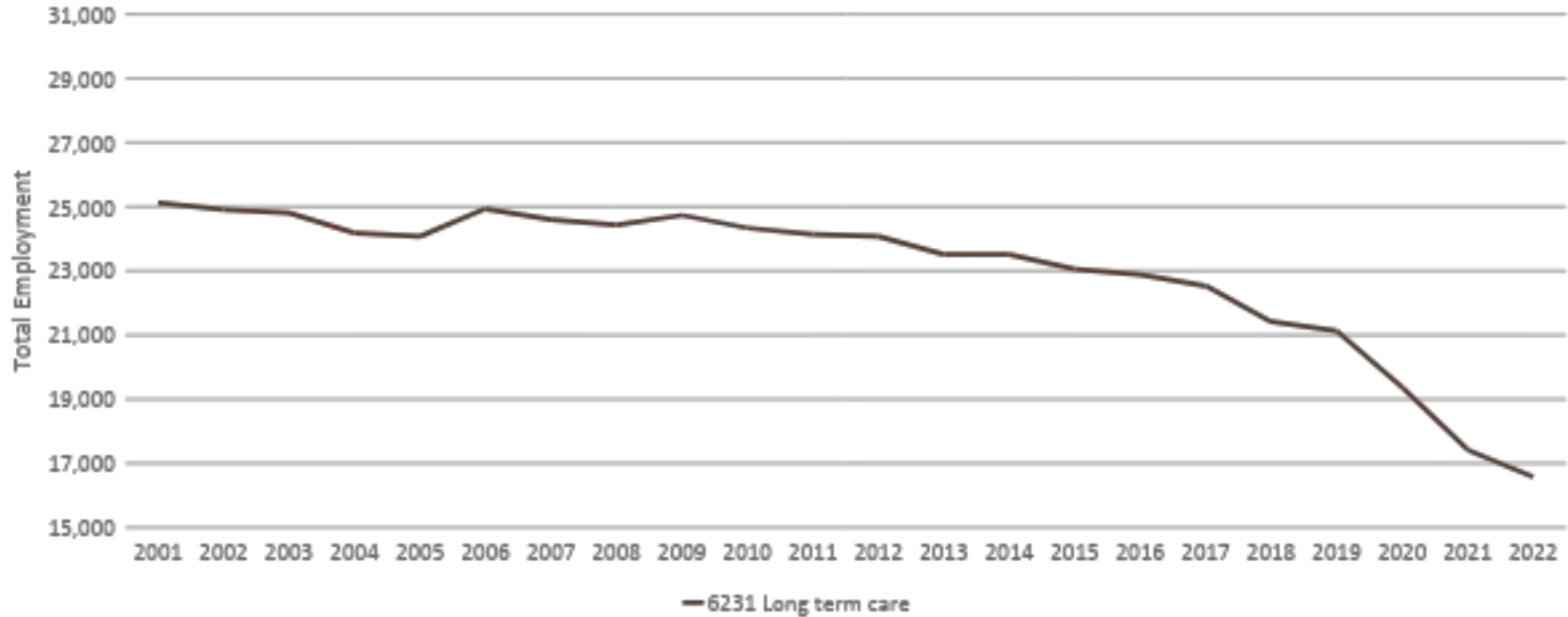


Harborview still way over capacity, as long-term care shortage persists

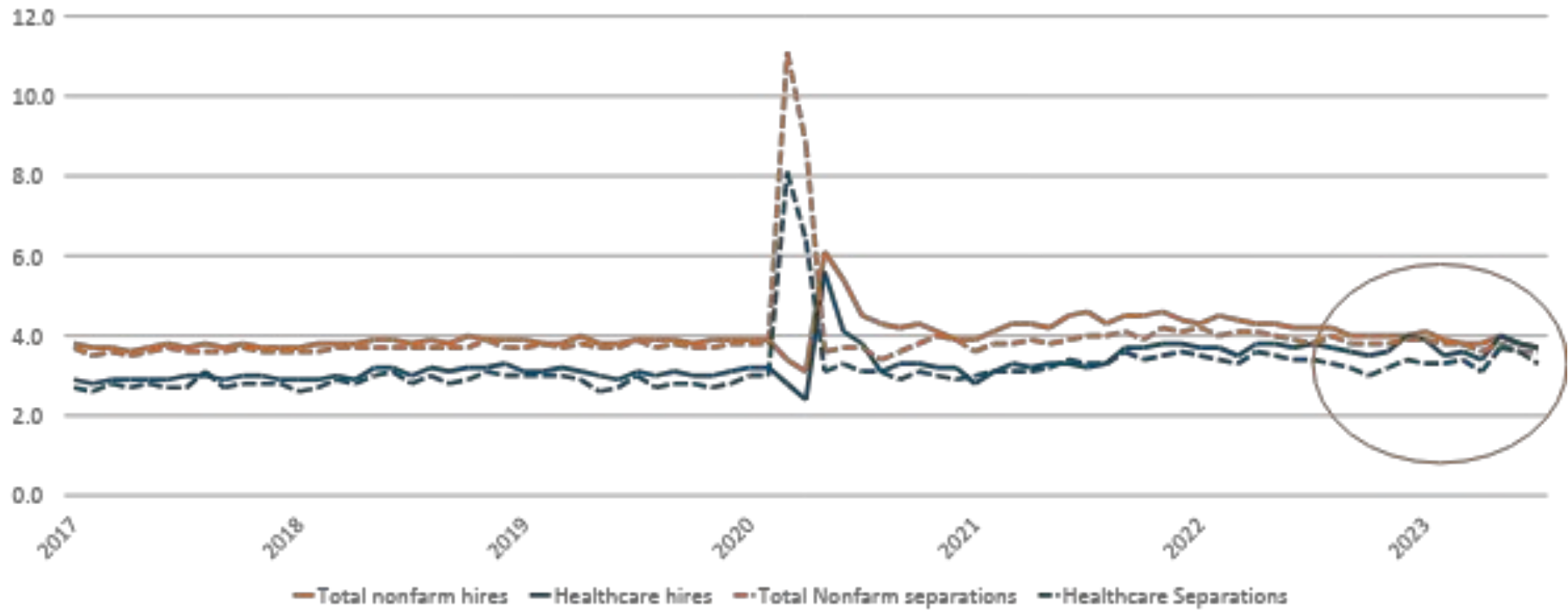
Sep. 14, 2022 at 6:06 pm | Updated Sep. 14, 2022 at 6:06 pm



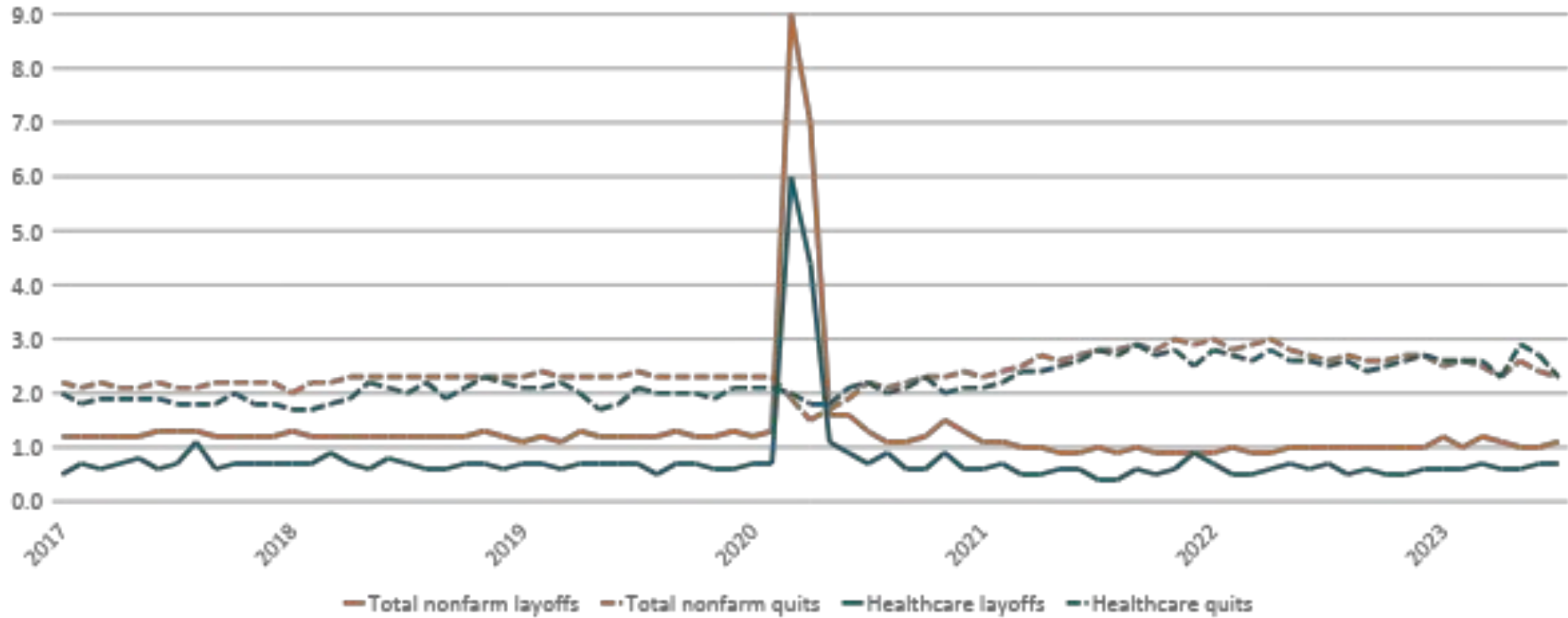
And amplified an already-accelerated long-term downward trend in employment



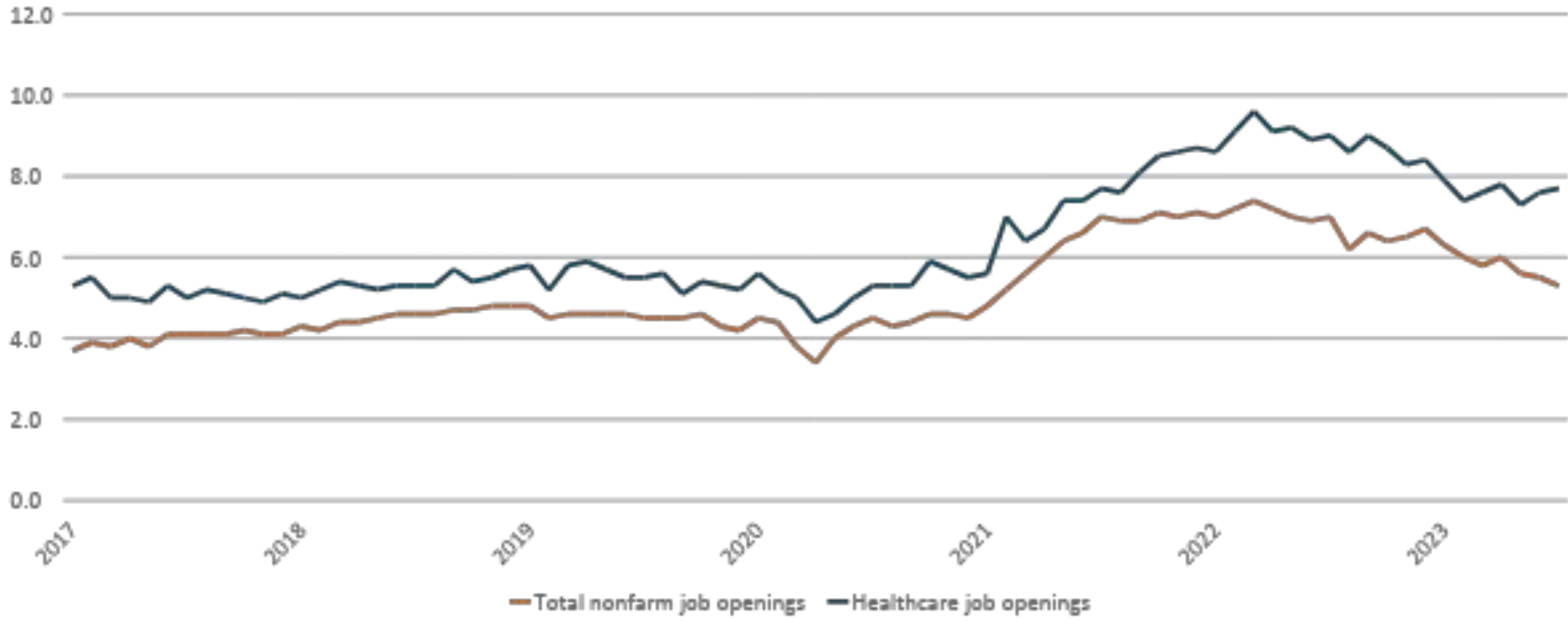
JOLTS: New Hires and Total Separations



JOLTS: Layoffs vs Quits

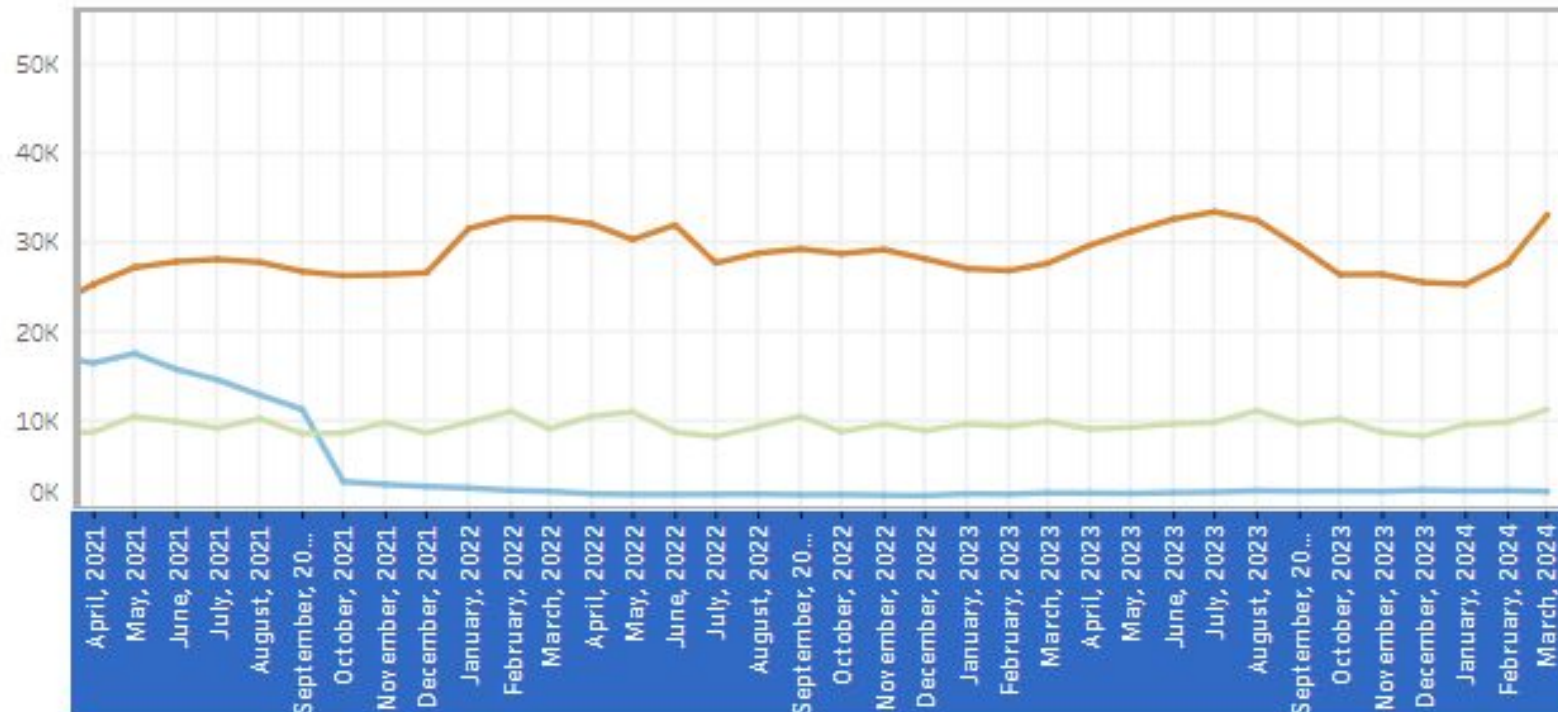


JOLTS: Job Openings



Washington Supply / Demand report: Healthcare practitioners, technicians and support occupations (SOC 29, 31)

Supply Demand Chart



Digit: 2 3

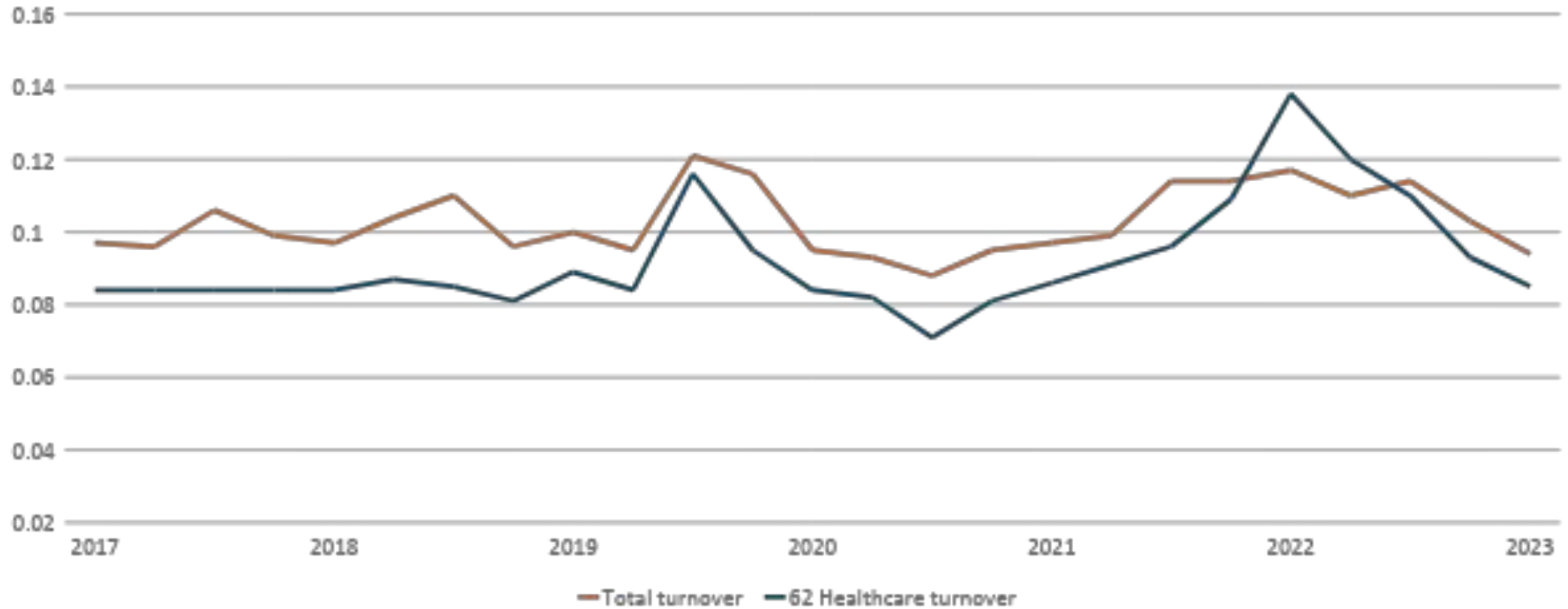
Occupation: (Multiple values) [v]

WDA: (All) [v]

Measure Names:

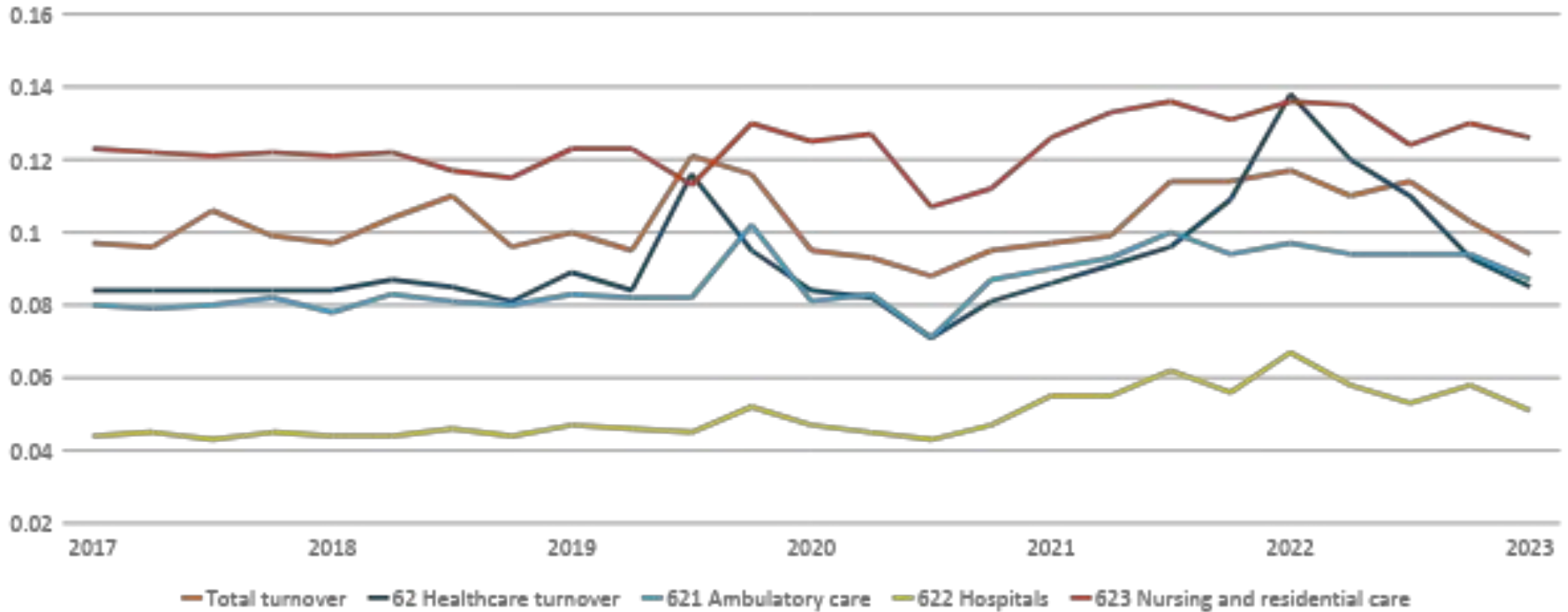
- Demand (Total Job Posti...
- Demand (New Job Posti...
- Supply

LED Turnover (2-digit): Allows us to bring industry level turnover measures to a local scale



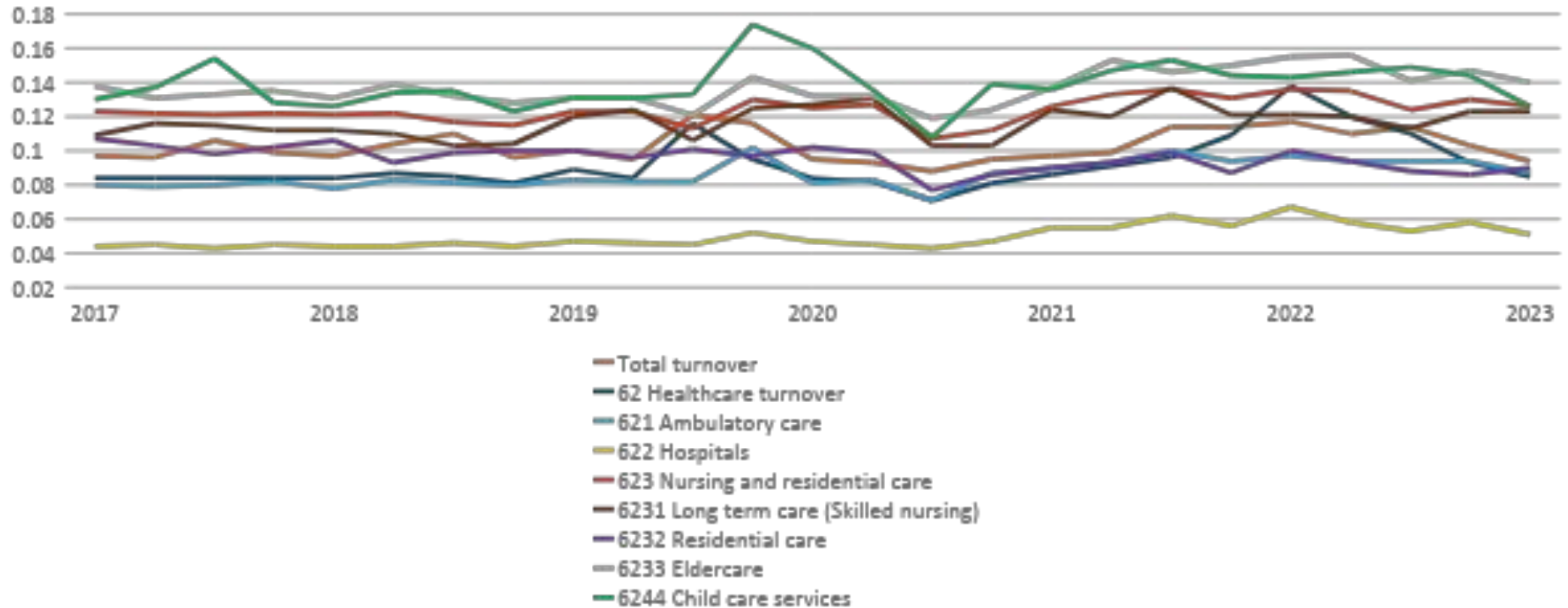
LED Turnover (3-digit)

Hospitals usually have low turnover



LED Turnover (4-digit)

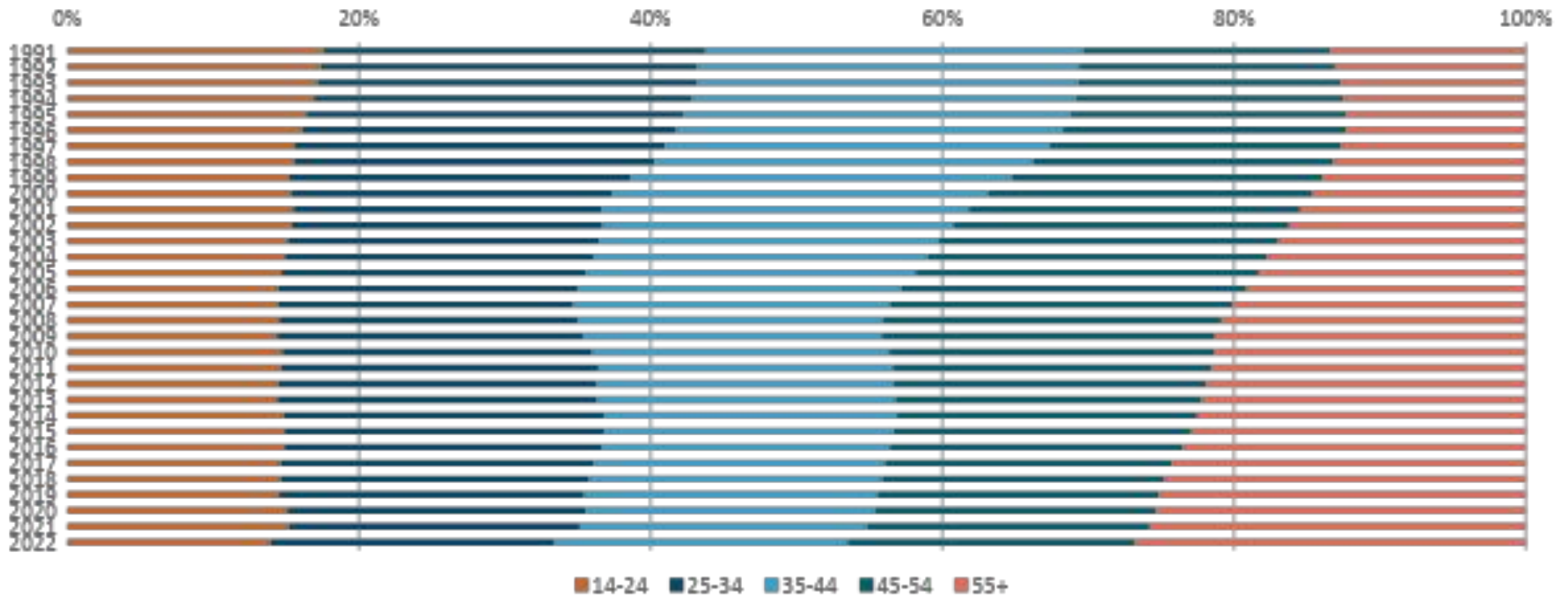
Childcare and eldercare have high turnover



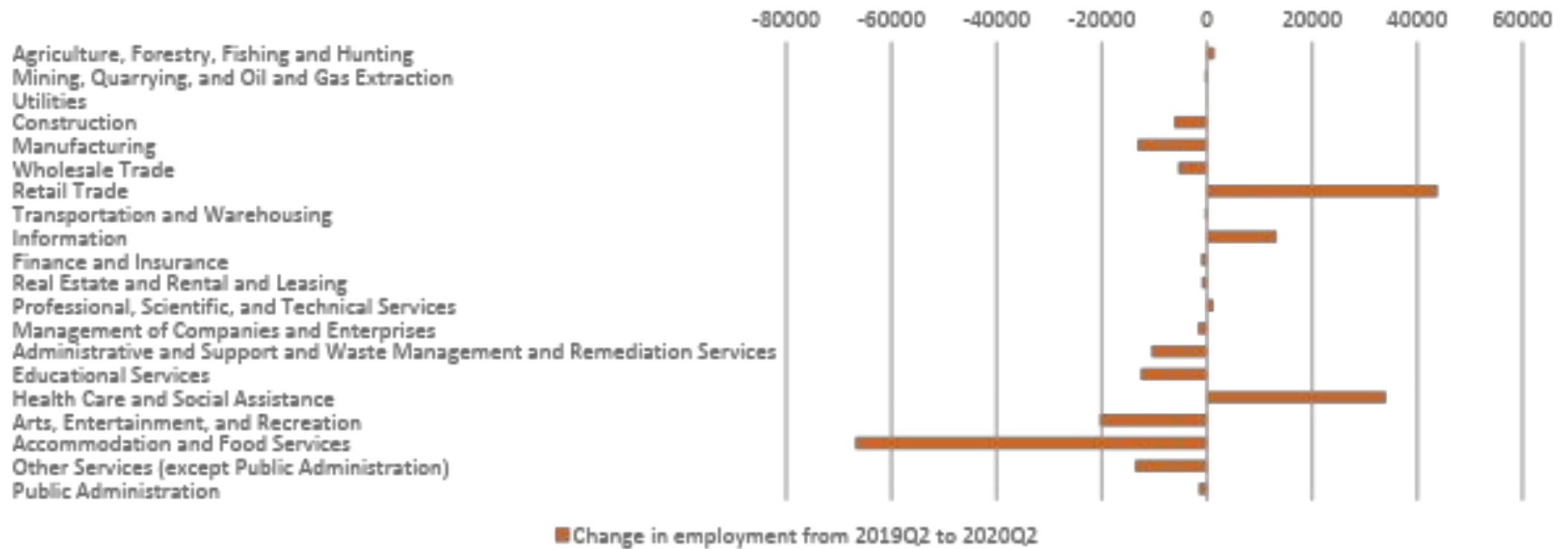
Who is working in healthcare?

And what can this tell us about possible challenges and solutions?

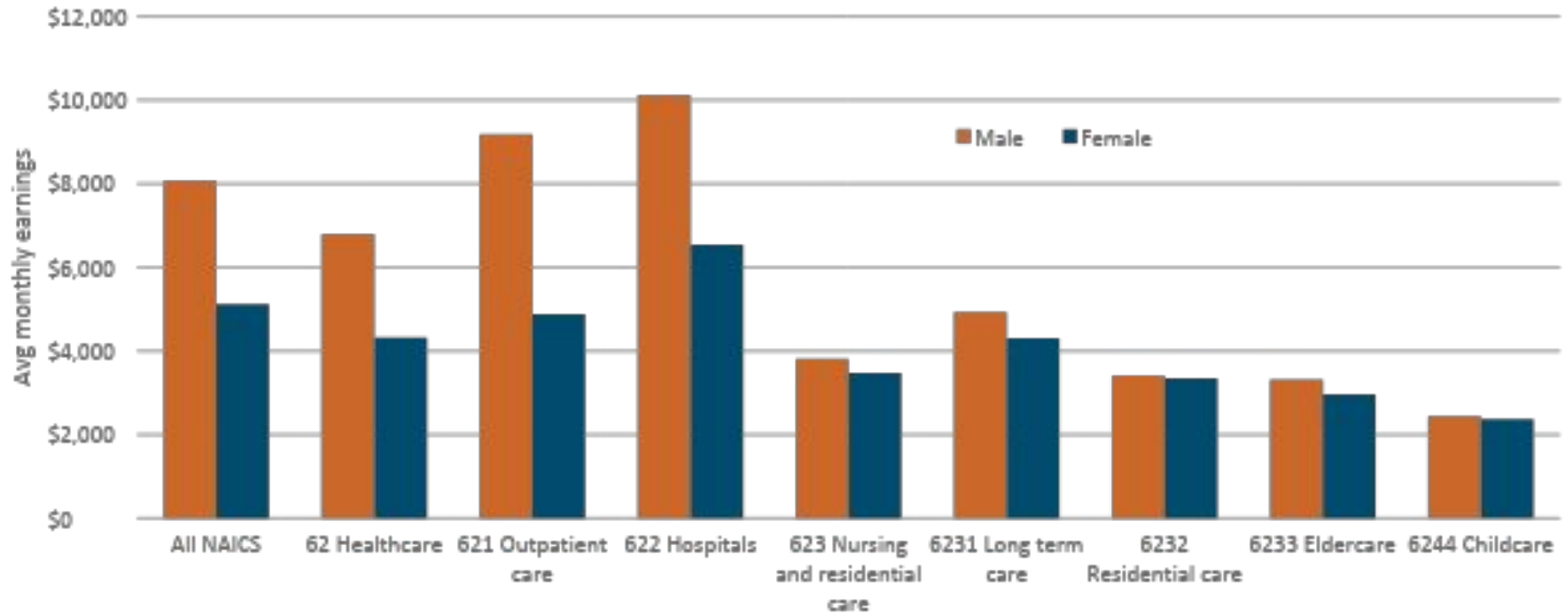
LED Emp (3-digit) Nursing care: The aging workforce presents a challenge



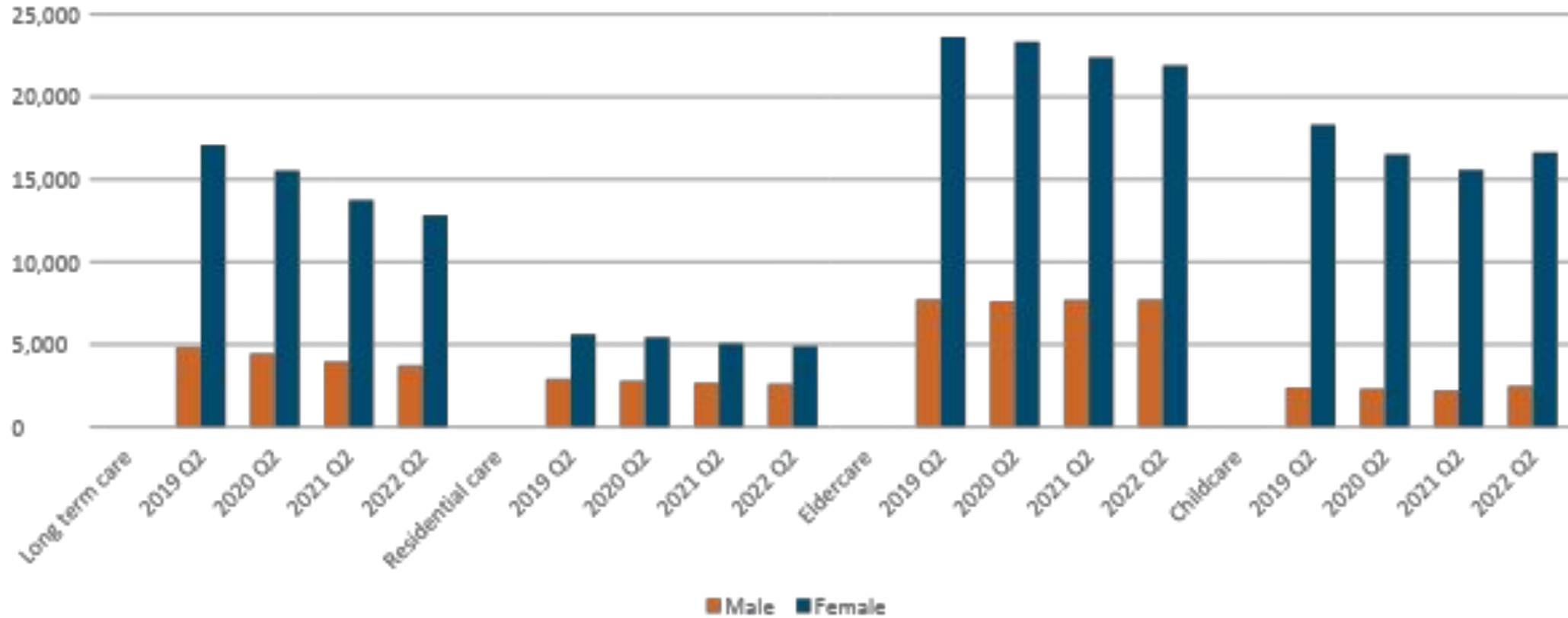
LEHD Emp (2-digit): Industries that employ women in the greatest proportions were hit hardest



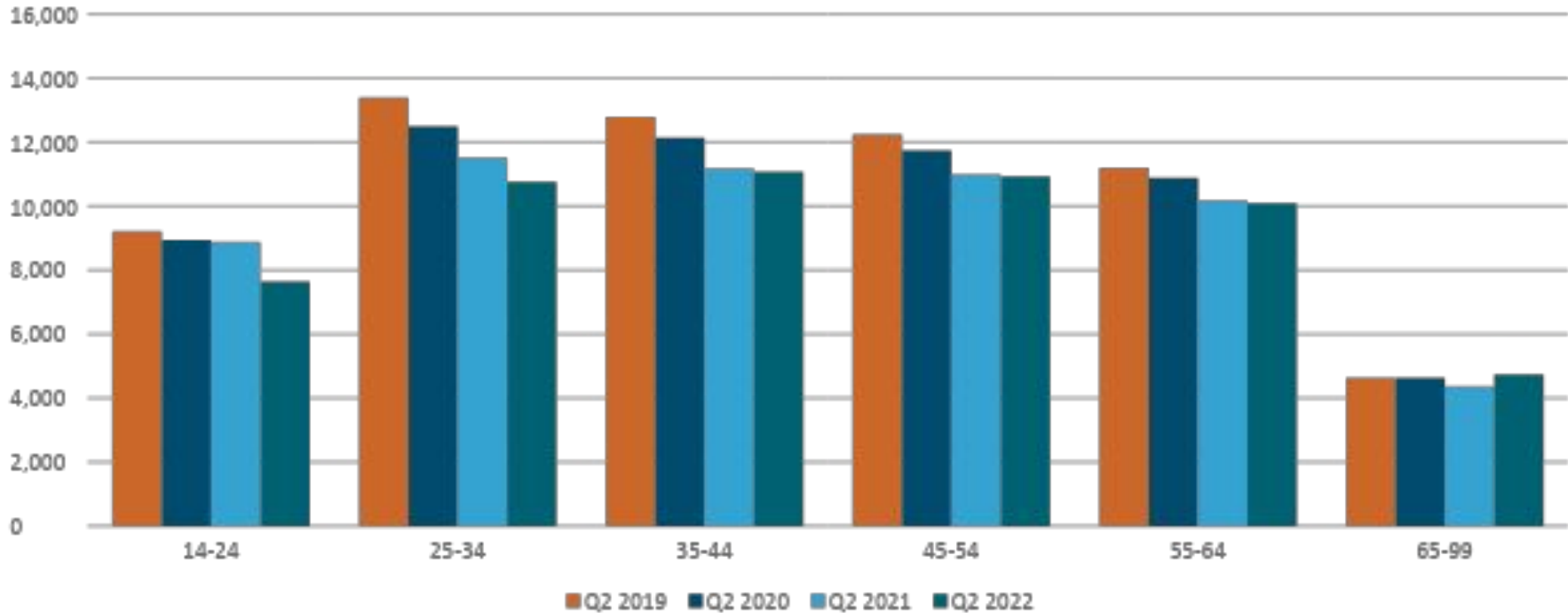
Higher wage healthcare industries have a clear gender gap. Nursing, residential and childcare industries have low wages



The female workforce was disproportionately affected in these female-dominated industries



LED Emp (3-digit): Employment losses in NAICS 623 were pronounced among workers aged 25-44



What is being done in Washington?

Focus on recruitment and retention

Strategic partnerships

Apprenticeships

In summary

The employment situation in the healthcare sector is complex and differs by industry

Many of the challenges are not new, but have become amplified by the pandemic economy

Challenges in the formal and informal care economies are deeply interconnected

There is a need to attract younger workers and create sustainable work to retain early and mid-career workers

There are a number of different labor market information tools available to assess the situation, and to reveal and confirm the challenges that are being experienced within the sector