



**Employment Security Department**  
WASHINGTON STATE

# Measuring the healthcare workforce in Washington

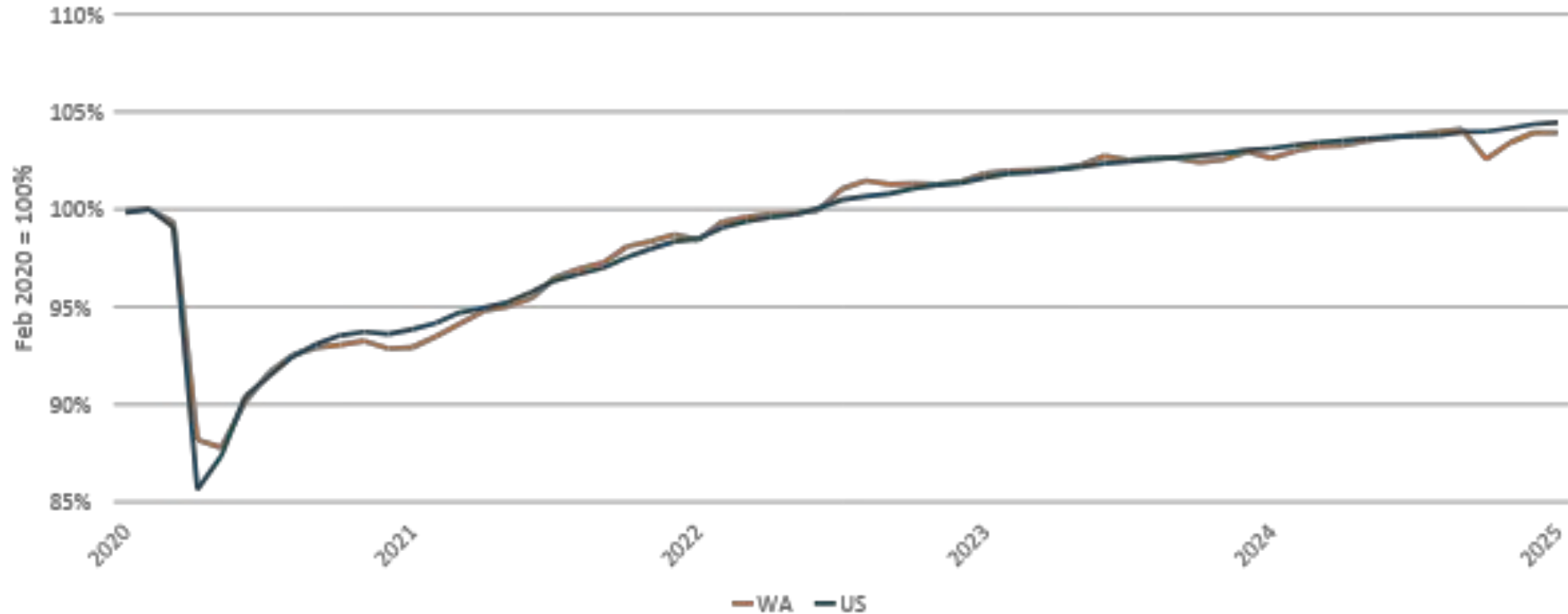
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ANNELIESE VANCE-SHERMAN, PH.D.

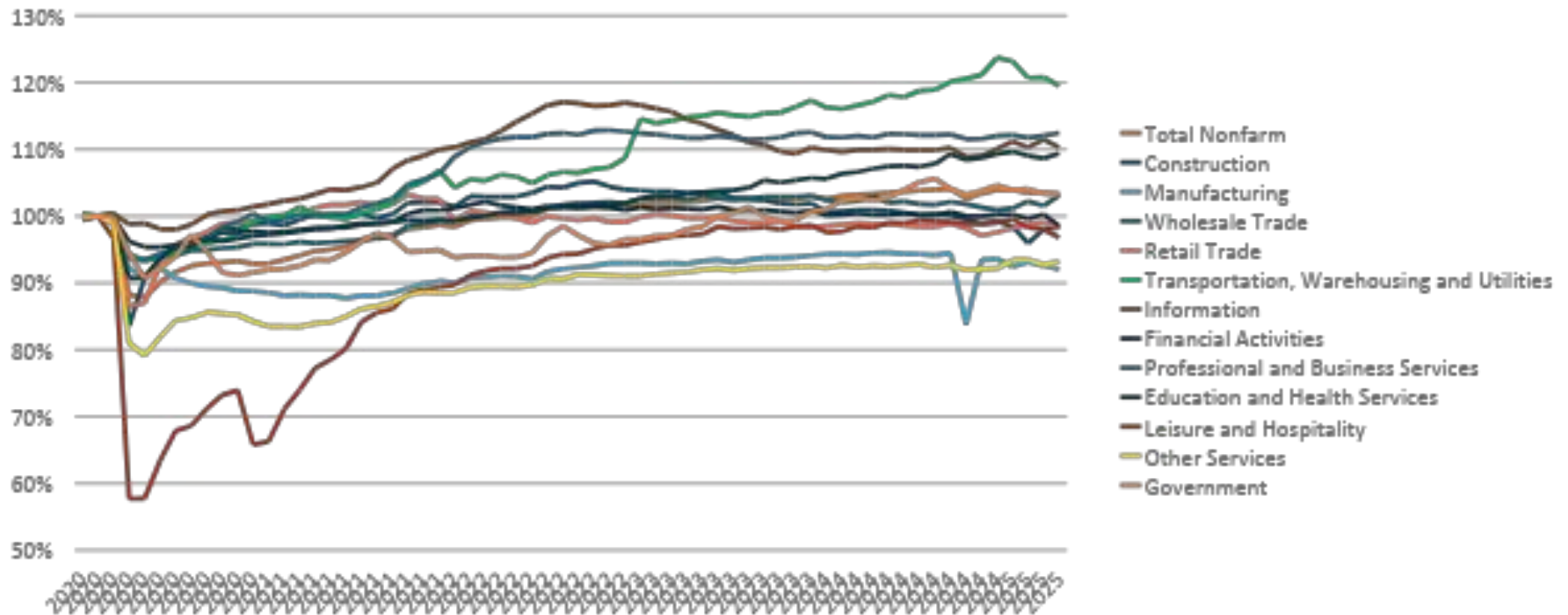
CHIEF LABOR ECONOMIST

WASHINGTON STATE EMPLOYMENT SECURITY DEPARTMENT

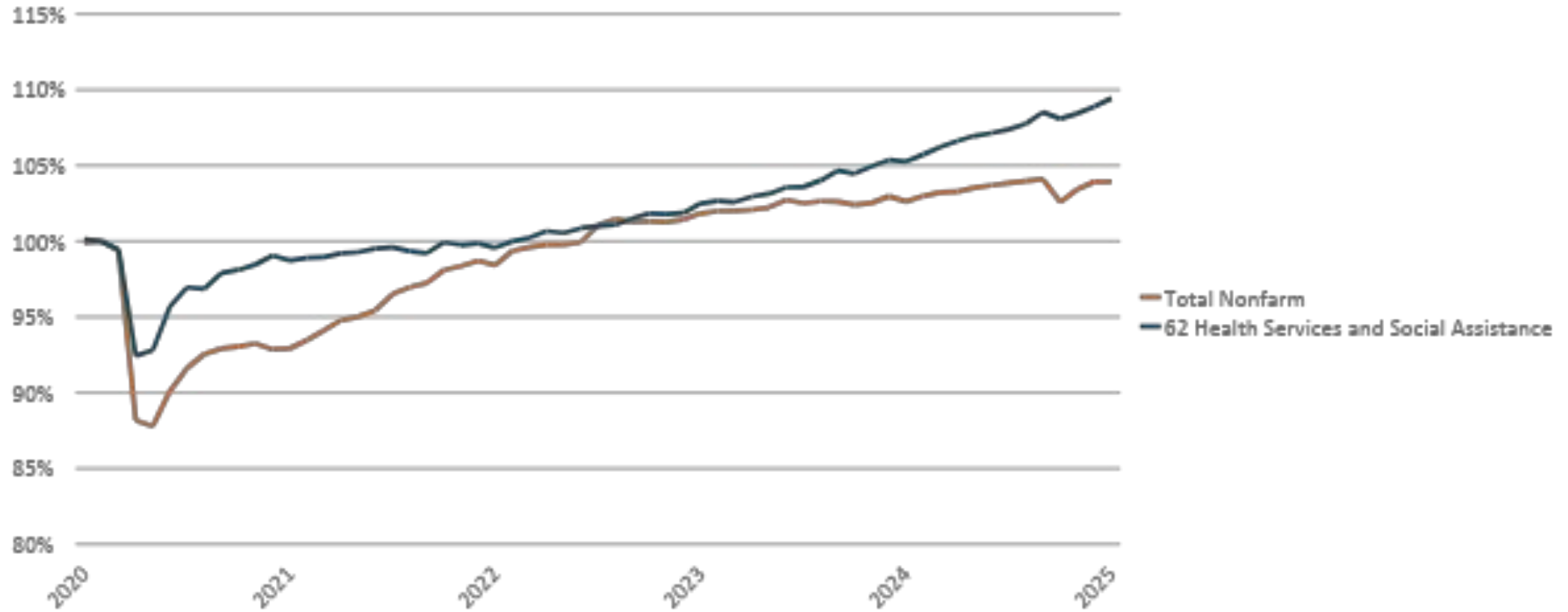
# WA vs US total nonfarm employment 2020-2025



# Pandemic impacts and recovery varied by industry

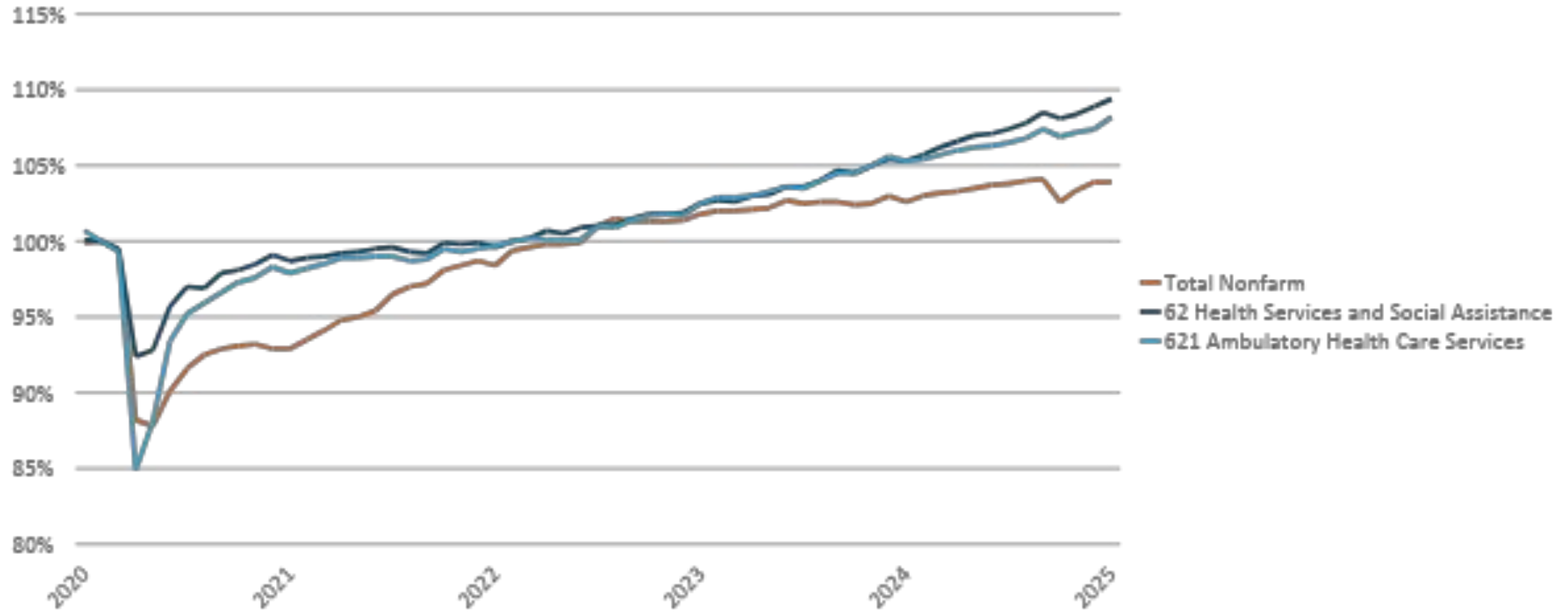


# On balance, healthcare employment has been relatively steady



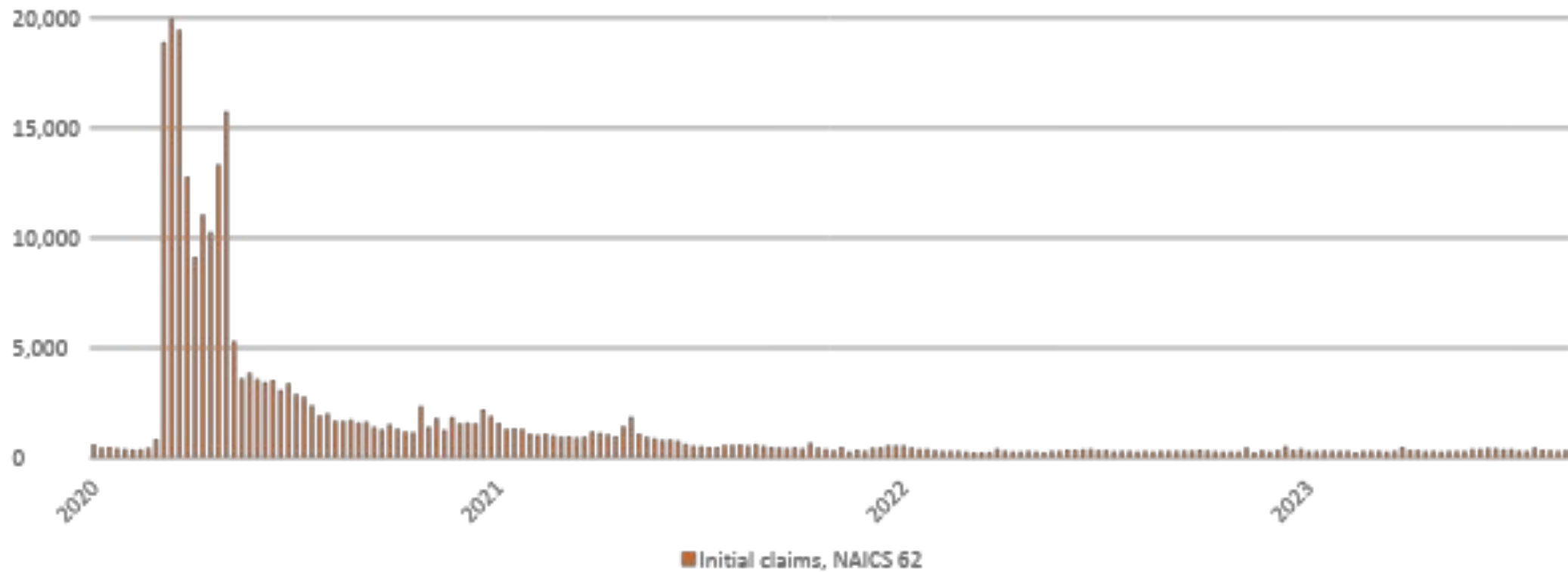
# 3-digit NAICS:

## Outpatient services were impacted early, recovered quickly



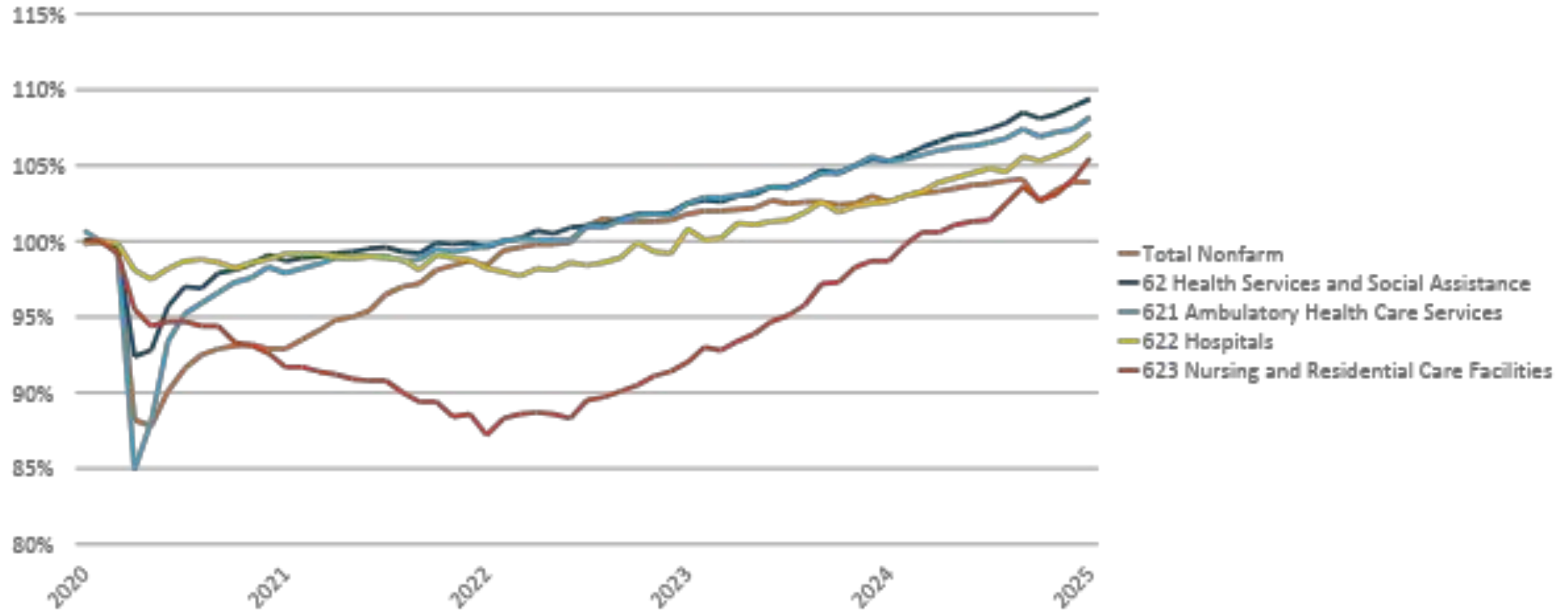
# We noticed that in unemployment insurance claims activity during the pandemic

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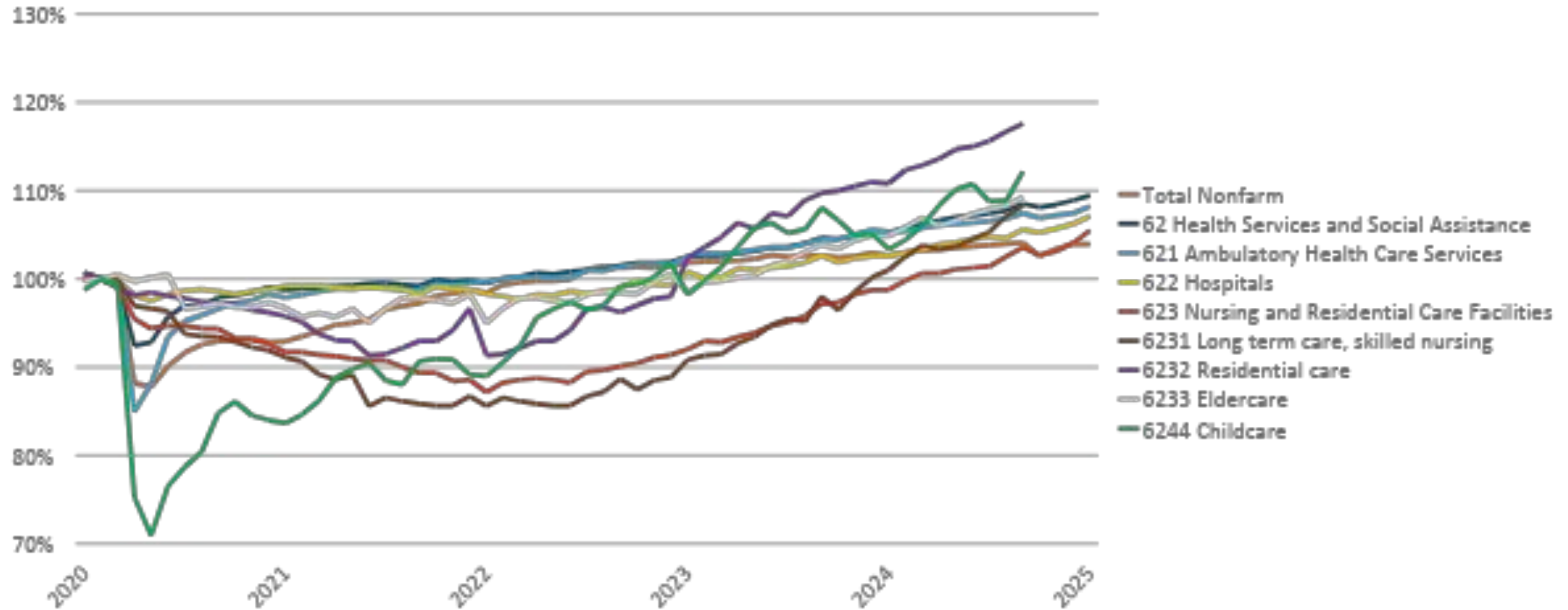
# 3-digit NAICS:

## Hospitals and nursing care experience a delayed drop in employment



# QCEW 4-digit NAICS:

## Long term care and childcare were seriously impacted



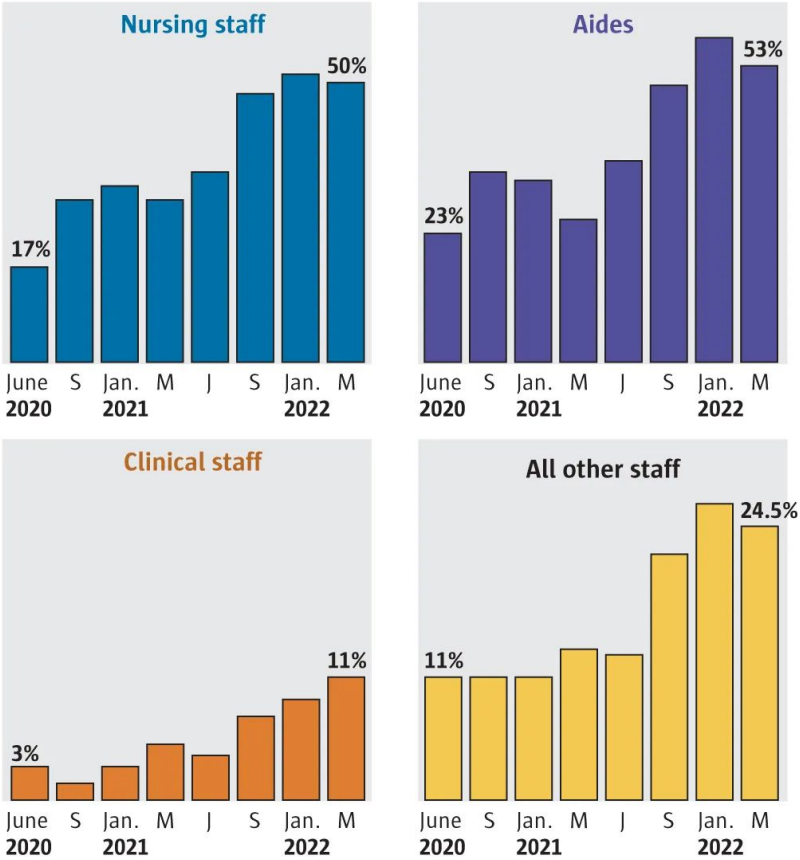


# 'Whole new crisis' for WA long-term care facilities, 2 years into COVID

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

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## **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

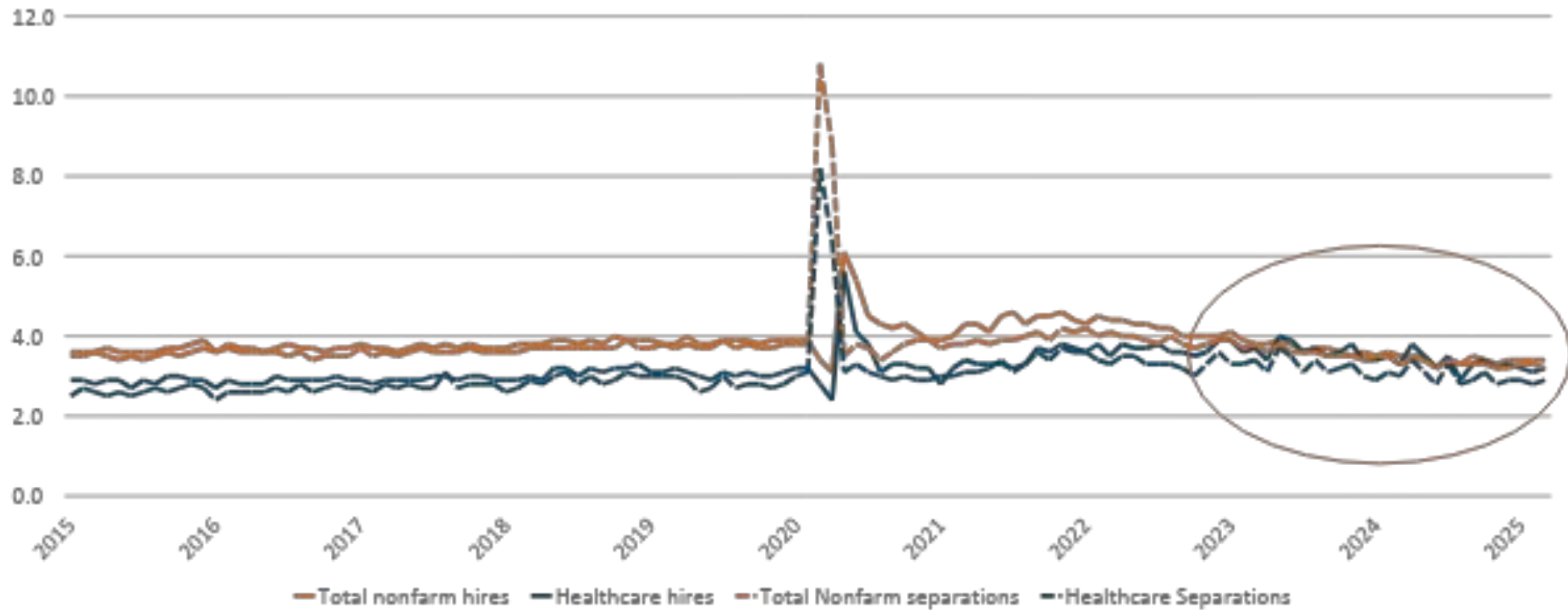


## **Harborview still way over capacity, as long-term care shortage persists**

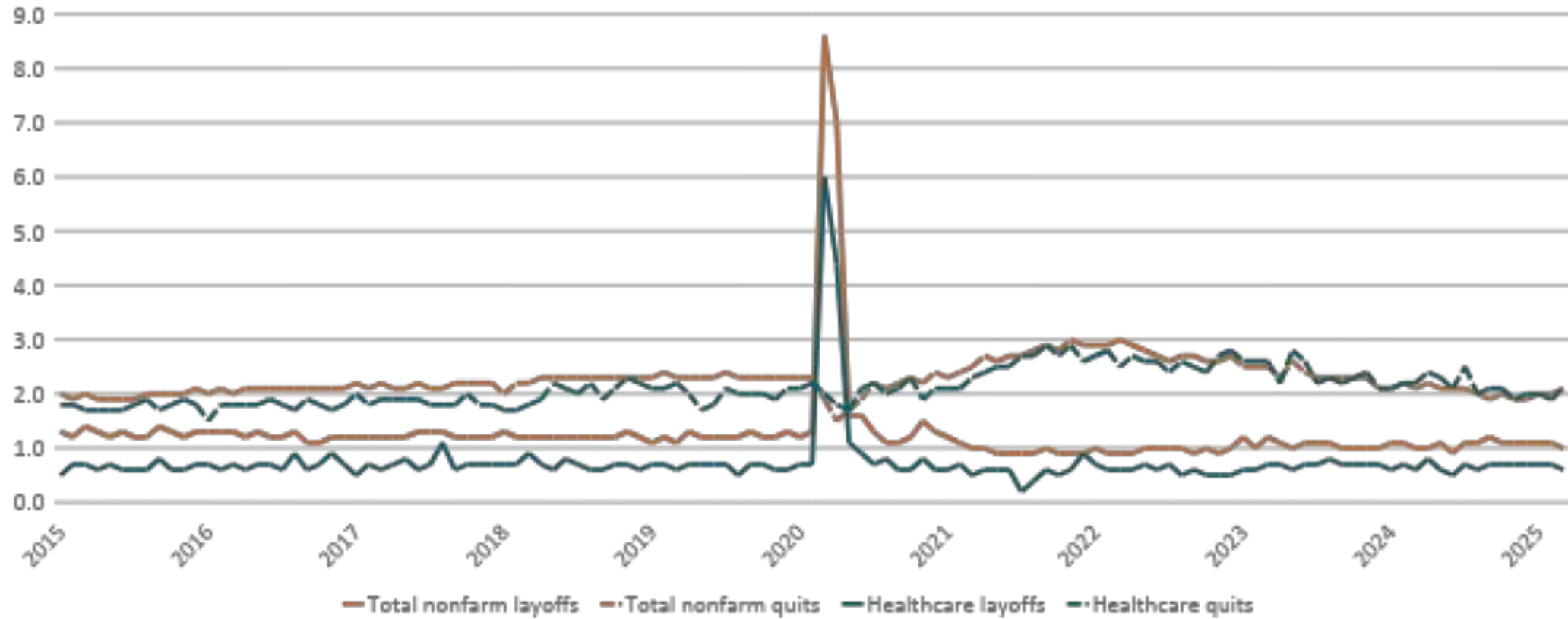
Sep. 14, 2022 at 6:06 pm | Updated Sep. 14, 2022 at 6:06 pm



# JOLTS: New Hires and Total Separations



# JOLTS: Layoffs vs Quits

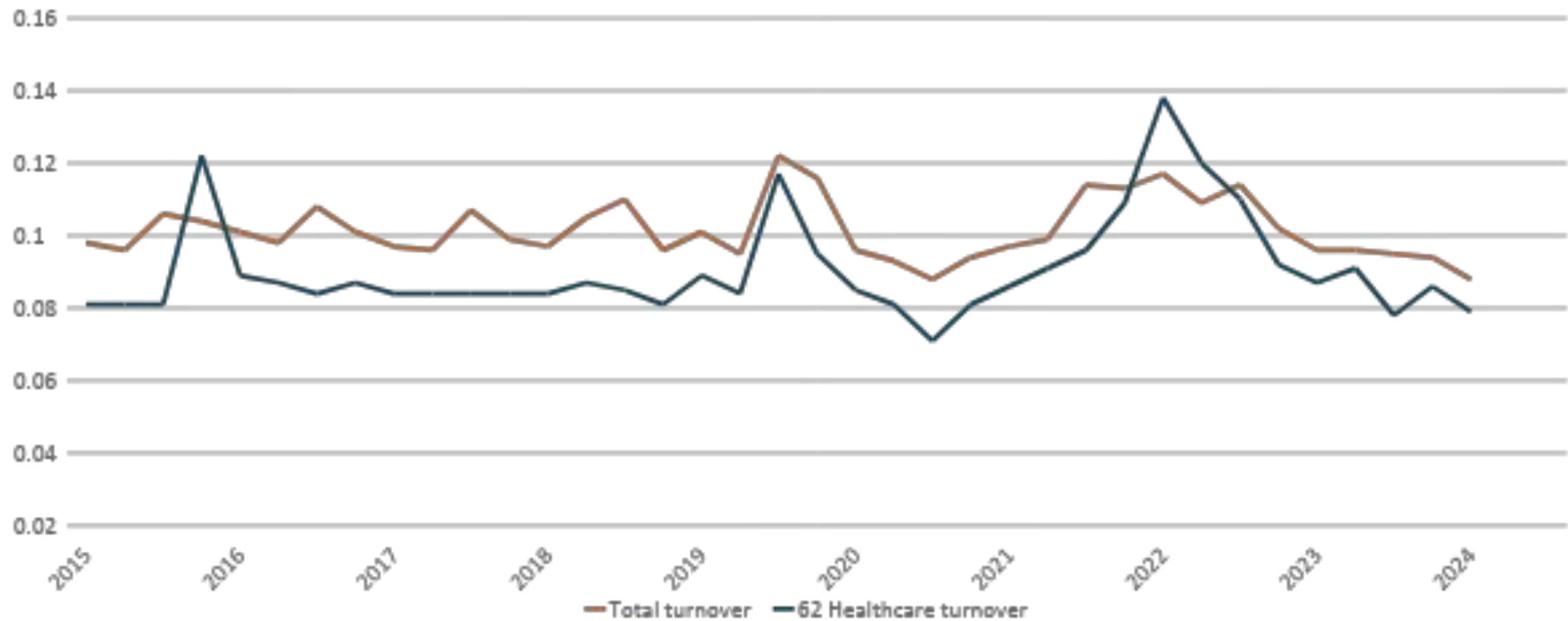


# JOLTS: Job Openings



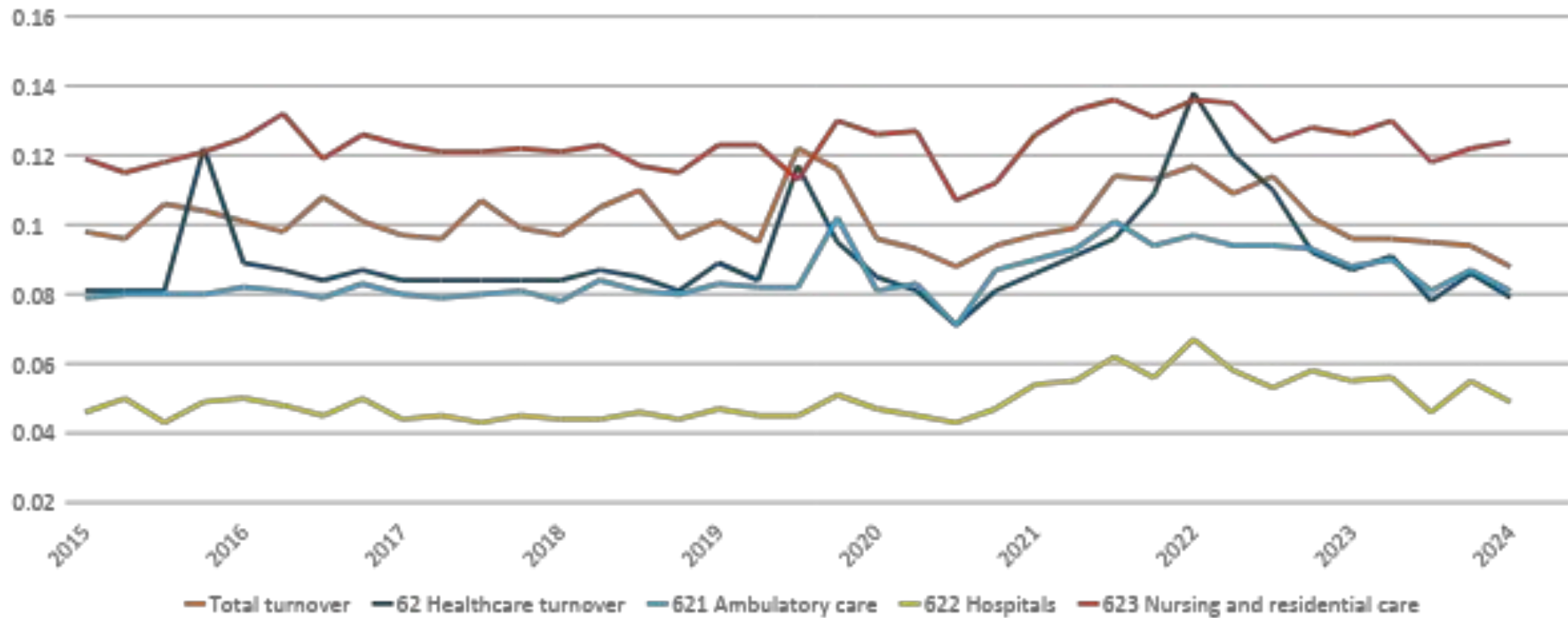
# LED Turnover (2-digit):

Allows us to bring industry level turnover measures to a local scale



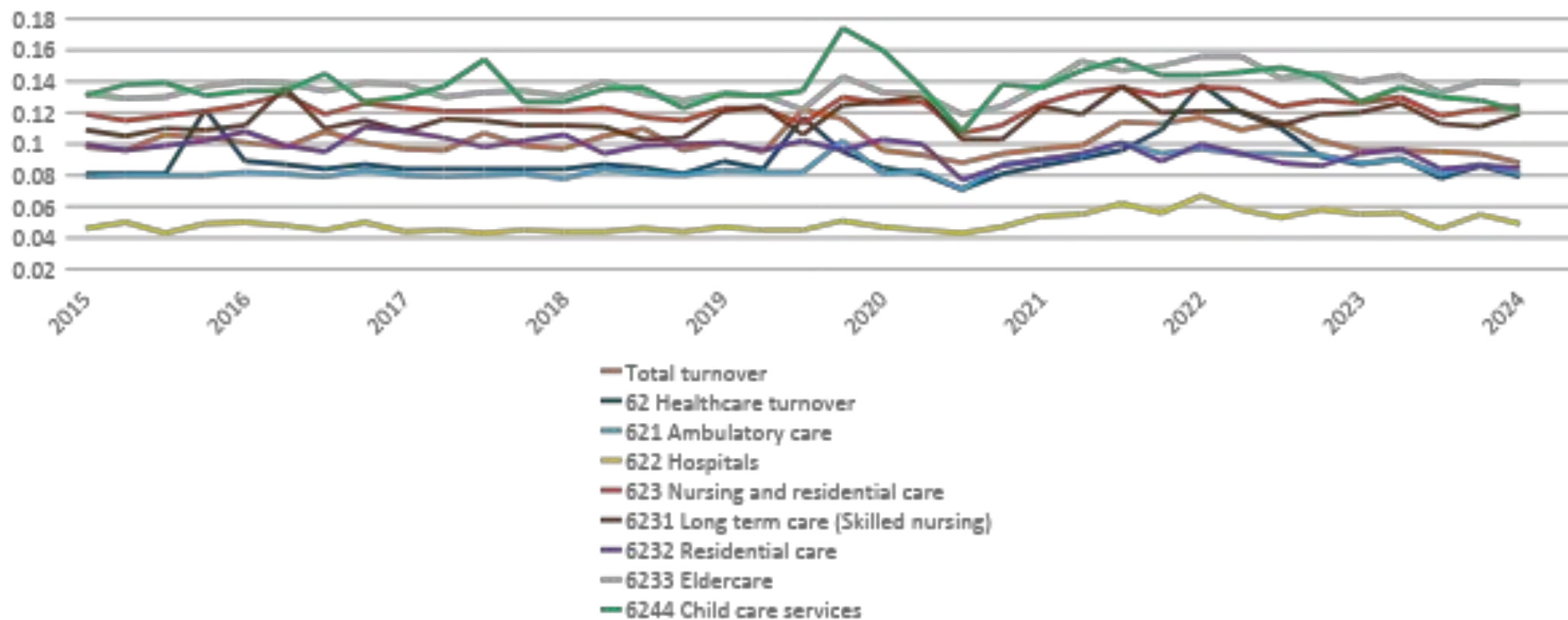
# LED Turnover (3-digit)

## Hospitals usually have low turnover



# LED Turnover (4-digit)

## Childcare and eldercare have high turnover





# Who is working in healthcare?

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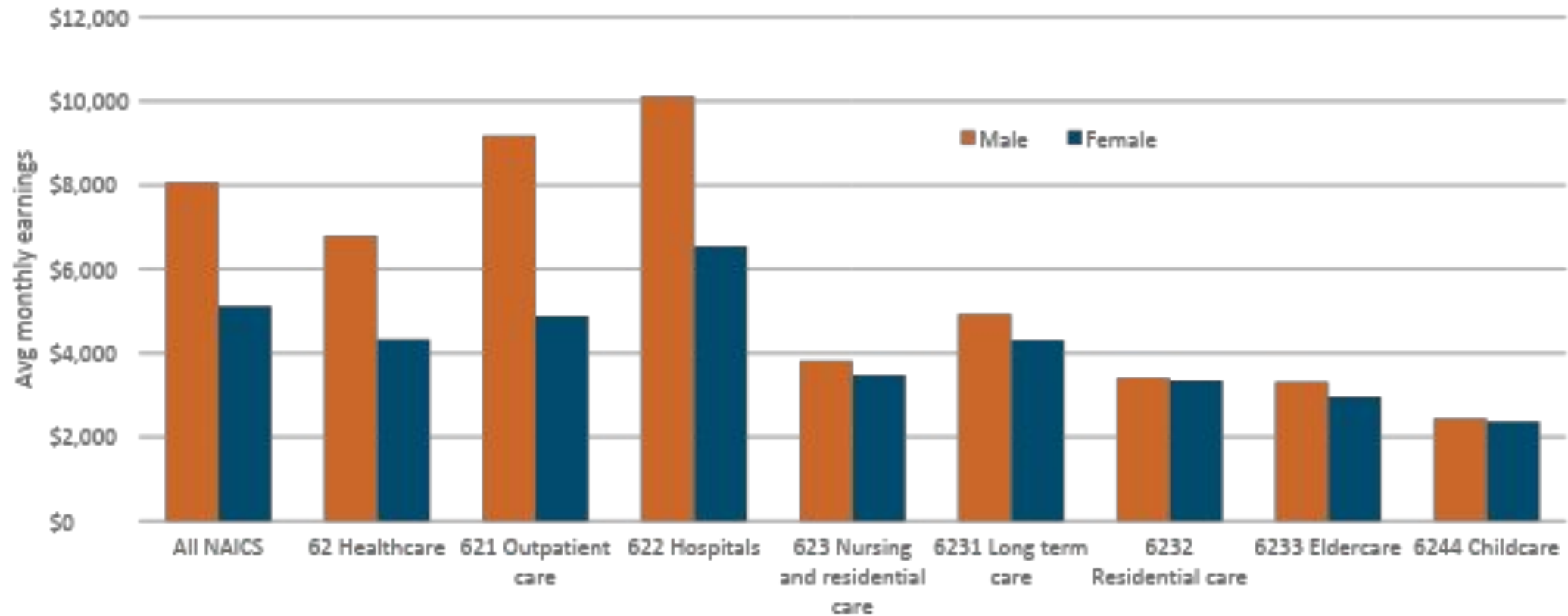
And what can this tell us about possible challenges and solutions?

(This is where LEHD shines!)

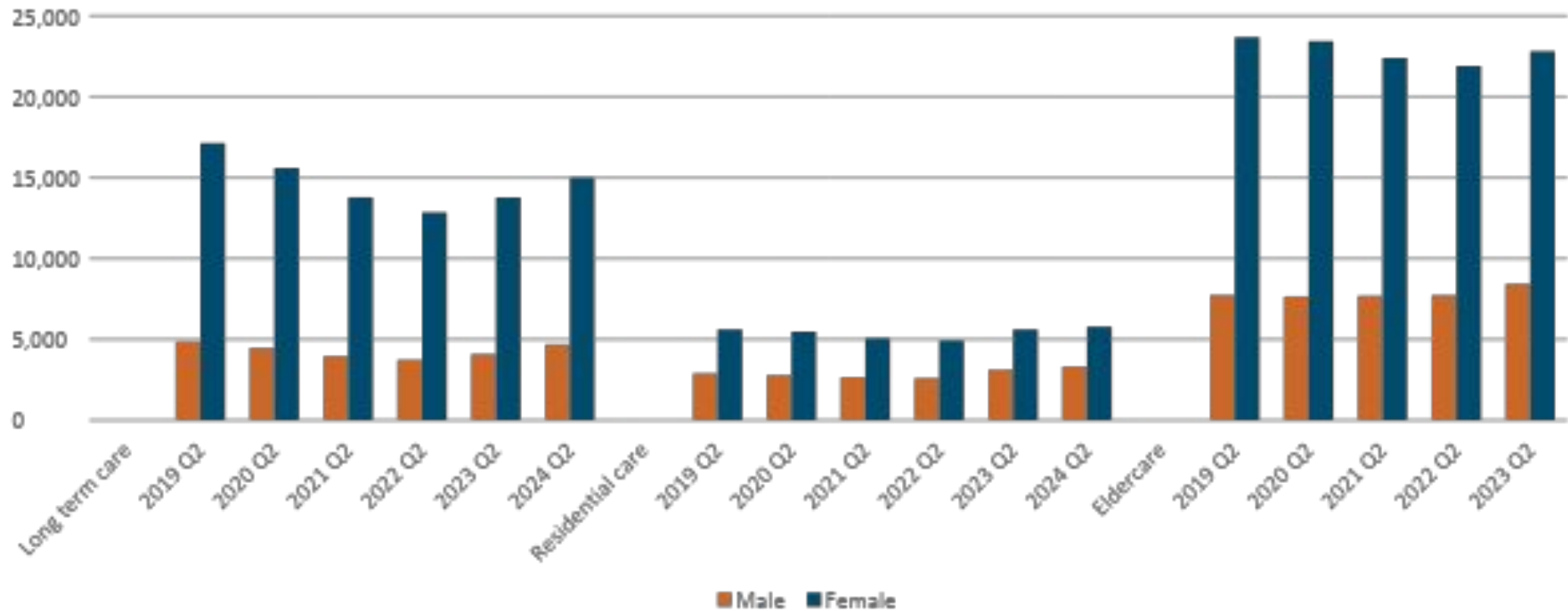
# LED Emp (3-digit) Nursing care: The aging workforce presents a challenge



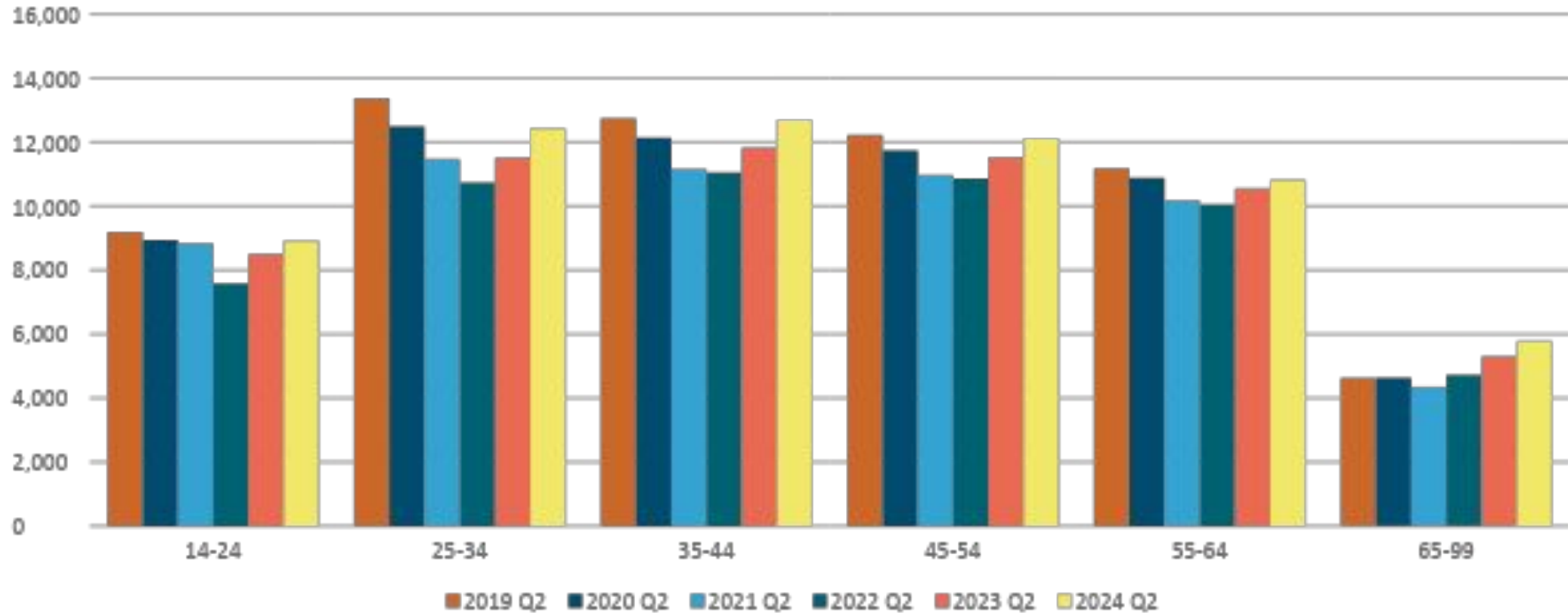
Higher wage healthcare industries have a clear gender gap. Nursing, residential and childcare industries have low wages



# 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?

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Policy:

Focus on recruitment and retention

Strategic partnerships

Apprenticeships and stackable credentials

# What is being done in Washington?

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Research:

BLS interstate wage pilot

Standard Occupational Codes research

Working with partners in DOH, Nursing Commission,  
UW

# In summary

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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