31st Annual State Health Policy Conference
August 16, 2018
Fred Payne, Commissioner

May the Workforce be with you!
Indiana’s Challenge

3.3% record unemployment rate

Millions...

479,603 jobs to be filled/created/transitioned over the next 10 years

Jobs to be filled in healthcare

Payne

Healthcare Data

<table>
<thead>
<tr>
<th>Description</th>
<th>2018 Jobs</th>
<th>2028 Jobs</th>
<th>Median Hourly Earnings</th>
<th>2018 - 2028 Openings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Nurses</td>
<td>70,807</td>
<td>80,467</td>
<td>$29.11</td>
<td>47,808</td>
</tr>
<tr>
<td>Nursing Assistants</td>
<td>32,751</td>
<td>36,641</td>
<td>$12.21</td>
<td>42,635</td>
</tr>
<tr>
<td>Home Health Aides</td>
<td>14,056</td>
<td>20,187</td>
<td>$11.00</td>
<td>25,190</td>
</tr>
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<td>Medical Assistants</td>
<td>14,280</td>
<td>17,878</td>
<td>$14.82</td>
<td>20,483</td>
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<td>Medical Secretaries</td>
<td>11,855</td>
<td>14,480</td>
<td>$16.17</td>
<td>16,584</td>
</tr>
<tr>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>16,399</td>
<td>18,405</td>
<td>$20.64</td>
<td>14,282</td>
</tr>
<tr>
<td>Social and Human Service Assistants</td>
<td>7,344</td>
<td>8,753</td>
<td>$14.24</td>
<td>10,791</td>
</tr>
<tr>
<td>Pharmacy Technicians</td>
<td>10,276</td>
<td>11,091</td>
<td>$14.54</td>
<td>9,150</td>
</tr>
<tr>
<td>Dental Assistants</td>
<td>6,618</td>
<td>7,860</td>
<td>$18.45</td>
<td>9,058</td>
</tr>
<tr>
<td>Child, Family, and School Social Workers</td>
<td>7,207</td>
<td>8,218</td>
<td>$18.05</td>
<td>8,750</td>
</tr>
</tbody>
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The healthcare sector (NAICS: 62) is the fastest growing sector in the state over 2016-2026 time period.
Healthcare Data

**Occupations**

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</tr>
<tr>
<td>Medical and Health Services Managers</td>
<td>8,198</td>
<td>9,676</td>
<td>$41.61</td>
<td>8,281</td>
</tr>
<tr>
<td>Physicians and Surgeons, All Other</td>
<td>10,216</td>
<td>11,441</td>
<td>$79.97</td>
<td>4,168</td>
</tr>
<tr>
<td>Dental Hygienists</td>
<td>4,966</td>
<td>5,806</td>
<td>$33.45</td>
<td>4,028</td>
</tr>
<tr>
<td>Physical Therapists</td>
<td>5,407</td>
<td>6,940</td>
<td>$39.49</td>
<td>4,011</td>
</tr>
<tr>
<td>Nurse Practitioners</td>
<td>4,374</td>
<td>5,659</td>
<td>$47.89</td>
<td>3,692</td>
</tr>
</tbody>
</table>

8 of 16 total 5-flame occupations are healthcare occupations

Healthcare support, healthcare practitioners, and technical healthcare occupations are 17 out of the 30 fastest growing occupations.

Indiana’s Solutions

**Workforce Ready Grant**
- 100% State paid
- Includes short term credentials and certificates, and credits towards 2/4 year degrees
- Utilizes community college system

**Key Healthcare Positions**
1. Practical Nursing
2. Therapeutic Massage
3. Pharmacy Technician
4. Healthcare Specialist
5. Emergency Medical Services/Paramedic

**Employer Training Grant**
- Reimburses employers up to $5,000, per employee. $50,000 total for approved training plan.
- Includes reimbursement for external training
- 6 months retention required

**Key Healthcare Positions**
1. Cardiovascular Technologists and Technicians
2. Dental Assistants
3. Emergency Medical Technicians and Paramedics
4. Pharmacy Technicians
5. Surgical Technologists

Visit: NextLevelJobs.org
Employer Training Grants / Healthcare - related occupations

- Administrative Services Manager
- Billing and Posting Clerks
- Cardiovascular Technologists and Technicians
- Community Health Workers
- Dental Assistants
- Dental Laboratory Technicians
- Diagnostic Medical Sonographers
- Dieticians and Nutritionists
- Emergency Medical Technicians and Paramedics
- Firefighters
- First-Line Supervisors of Personal Service Workers
- Fitness Trainers and Aerobics Instructors
- Food Service Managers
- Health Educators
- Health Technologists and Technicians
- Healthcare Social Workers
- Licensed Practical and Licensed Vocational Nurses
- Massage Therapists
- Medical and Clerical Laboratory Technicians
- Medical and Health Services Managers
- Medical Assistants
- Medical Records and Health Information Technicians
- Medical equipment Repairers
- Mental Health and Substance Abuse Social Workers
- Nursing Assistants
- Occupational Therapy Assistants
- Ophthalmic Medical Technicians
- Opticians, Dispensing
- Orderlies
- Pharmacy Technicians
- Phlebotomists
- Physical Therapy Assistants
- Preschool Teachers, except Special Education
- Psychiatric Technicians
- Residential Advisors
- Respiratory Therapists
- Social and Community Service Managers
- Social and Human Service Assistants
- Substance Abuse and Behavioral Disorder Counselors
- Surgical Technologists
- Therapists
- Training and Development Specialists
- Veterinary Technologists and Technicians

TOP HEALTHCARE & LIFE SCIENCE JOBS

CERTIFICATE / 2-YEAR DEGREE JOBS

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<tr>
<th>OCCUPATION</th>
<th>FLAME RATING</th>
<th>SALARY RANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Nurse</td>
<td>🍃🍃🍃</td>
<td>$45 — $77K</td>
</tr>
<tr>
<td>Dental Hygienist</td>
<td>🍃🍃🍃</td>
<td>$62 — $78K</td>
</tr>
<tr>
<td>Radiologic Technologists &amp; Technician</td>
<td>🍃🍃🍃</td>
<td>$48 — $68K</td>
</tr>
<tr>
<td>Emergency Medical Technician &amp; Paramedic</td>
<td>🍃🍃</td>
<td>$27 — $40K</td>
</tr>
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</table>

4-YEAR DEGREE JOBS

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<th>FLAME RATING</th>
<th>SALARY RANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical &amp; Clinical Laboratory Technician</td>
<td>🍃🍃🍃</td>
<td>$34 — $59K</td>
</tr>
<tr>
<td>MASTER'S DEGREE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Physical Therapists</td>
<td>🍃🍃🍃</td>
<td>$73 — $88K</td>
</tr>
<tr>
<td>POST-DOCTORAL DEGREE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Physician &amp; Surgeon</td>
<td>🍃🍃🍃</td>
<td>$180+K</td>
</tr>
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For a full list of In-Demand Jobs visit INDemandJobs.com
Indiana’s Solutions

Online resources

Visit: IndianaCareerReady.com

Indiana’s Solutions

Partnerships

Indiana Department of Labor
Indiana Commission for Higher Education
Indiana Department of Health
Family & Social Services Administration
**DWD Programs**

**JAG Facts**
- 8,000-10,000 high school students drop out every year.
- 40% never enter the workforce.

**HIRE Facts**
- 15,000-20,000 released from incarceration annually.
- 2,500 to complete HIRE program in 2018.
- 1,000+ employers.

**WORKInIndiana Facts**
- 470,000 working age without HSE/Diploma.
- Earnings can increase 100% over a lifetime.

**Veterans Facts**
- In 2018, 5,000 veterans will return to Indiana to continue their career, including a large number with healthcare skills.

**WBL Fact**
- Stewart’s Healthcare Consultants – First Earn & Learn Program in Indiana (6/19/18).

**De-Regulation Matters**

**Example**: Behavioral Health
- **Current number of licensed jobs**: 13,427
- **Trend**: Upward, fueled in-part by the opioids epidemic
- **Anecdotal Problems**: losing licensed individuals/retention to other states (pay)

**Indiana:**
- Changed licensure requirements
- Changed reciprocity requirements
  - Education
  - Test
  - Fee
  - Good Standing
- Decreased requirements
  - **Example**: 50% of supervision can now be done remotely, using a secured server
- Made possible by new legislation
- Increased funding/pay sources – better pay, benefits

**Results**: Significant increase in individuals seeking licensure in Behavioral Health positions.
Contact

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Department of Workforce Development

AskDWDCommissioner@dwd.IN.gov