INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT

31st Annual State Health Policy Conference

August 16, 2018

Fred Payne, Commissioner

NASHP
NATIONAL ACADEMY FOR STATE HEALTH POLICY

INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT

May the Workforce be with you!



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Indiana's Challenge

3.3%

record unemployment rate

Millions…

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

479,603

jobs to be filled in healthcare

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Healthcare Data

2018 Jobs

- 430,401 in Indiana
- 21,012,845 in US

2028 Jobs

- 511,331 in Indiana
- 25,101,933 in US

The healthcare sector (NAICS: 62) is the fastest growing sector in the state over 2016-2026 time period

Top 10 Openings

Description	2018 Jobs	2028 Jobs	Median Hourly Earnings	2018 - 2028 Openings
Registered Nurses	70,807	80,467	$29.11	47,808
Nursing Assistants	32,751	36,641	$12.21	42,635
Home Health Aides	14,058	20,187	$11.00	25,190
Medical Assistants	14,280	17,878	$14.82	20,483
Medical Secretaries	11,855	14,480	$16.17	16,584
Licensed Practical and Licensed Vocational Nurses	16,399	18,405	$20.64	14,282
Social and Human Service Assistants	7,344	8,753	$14.24	10,791
Pharmacy Technicians	10,276	11,091	$14.54	9,150
Dental Assistants	6,618	7,860	$18.45	9,058
Child, Family, and School Social Workers	7,207	8,218	$18.05	8,750

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Healthcare Data

Occupations

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Registered Nurses	70,807	80,467	$29.11	47,808
Medical Assistants	14,280	17,878	$14.82	20,483
Medical Secretaries	11,855	14,480	$16.17	16,584
Medical and Health Services Managers	8,198	9,676	$41.61	8,281
Physicians and Surgeons, All Other	10,216	11,441	$97.97	4,168
Dental Hygienists	4,966	5,806	$33.45	4,028
Physical Therapists	5,407	6,940	$39.49	4,011
Nurse Practitioners	4,374	5,659	$47.89	3,692

8 of 16 total 5-flame occupations are health-care occupations

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

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Indiana's Solutions



NextLevel Jobs INDIANA

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

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
- Medical Secretaries
- 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

IN DEMAND JOBS
INDemandJobs.com

CERTIFICATE / 2-YEAR DEGREE JOBS

OCCUPATION	FLAME RATING	SALARY RANGE
Registered Nurse	🔥🔥🔥🔥🔥	$54 — 77K
Dental Hygienist	🔥🔥🔥🔥🔥	$62— 78K
Radiologic Technologists & Technician	🔥🔥🔥🔥	$48 — 68K
Emergency Medical Technician & Paramedic	🔥🔥🔥🔥	$27 — 40K

4-YEAR DEGREE JOBS

OCCUPATION	FLAME RATING	SALARY RANGE
Medical & Clinical Laboratory Technician	🔥🔥🔥🔥	$34 —59K

MASTER'S DEGREE

Physical Therapists	🔥🔥🔥🔥🔥	$73 — 98K

POST-DOCTORAL DEGREE

Physician & Surgeon	🔥🔥🔥🔥🔥	$180+K

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For a full list of In-Demand Jobs visit INDemandJobs.com

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Indiana's Solutions

Online resources

INDIANACAREERREADY

INDIANACAREERCONNECT

INDIANACAREEREXPLORER

IN DEMAND JOBS

IndianaCareerReady.com/INDemandJobs

Visit: IndianaCareerReady.com

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Indiana's Solutions

Partnerships

Indiana Department of Labor

Indiana Commission for Higher Education

Indiana Department of Health

Family & Social Services Administration

INDIANA COMMISSION for HIGHER EDUCATION

Indiana State Department of Health

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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

WORKINdiana 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 health-care skills.

WBL Fact

Stewart's Healthcare Consultants – First Earn & Learn Program in Indiana (6/19/18)

Video

JAG Indiana

HOOSIER INITIATIVE for RE-ENTRY

WorkIN amplifyAE.org

Veterans

Indiana Office of Work Based Learning and Apprenticeship

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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.

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INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT

Contact

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