HEALTHCARE EMPLOYMENT OPPORTUNITY
Montgomery County, Maryland

Market-responsive Education and Employment Training System

MEETS
Brief MCM.2005-4

August 2005

Montgomery Works
Your Workforce Connection

MARYLAND
DEPARTMENT OF LABOR, LICENSING & REGULATION
Office of Labor Market Analysis and Information

DID YOU KNOW?

- Eleven percent of Montgomery County employment is classified as healthcare.

- Forty-four percent of this healthcare employment is in *Ambulatory Healthcare Services*.

- Montgomery County healthcare employers hired over 21,000 new employees in the most recent full year of data coverage, despite modest growth in the total number of healthcare employees.

- Three out of four new healthcare employees are women, and just over half are between 25 and 44 years old.

This Brief introduces you to the source of the highlights presented above. Inside, you will find other new insights about healthcare employment in Montgomery County, Maryland. You will also find suggested ways to use this new information for decision-making. A series of industry briefs like this are now available from MEETS.

U.S. Department of Labor
Employment & Training Administration

Nursing and residential care facilities — 10,924

Ambulatory health care services — 20,221

Hospitals — 15,045
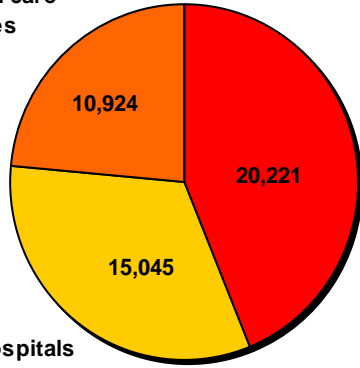
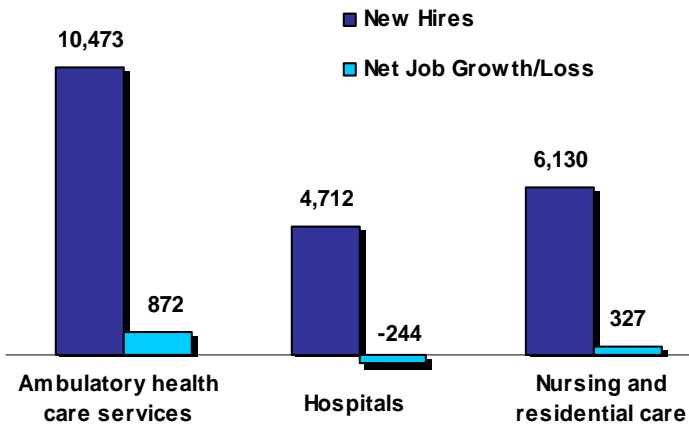U.S Census Bureau Local Employment Dynamics (LED) Data for 2003

EMPLOYMENT AFFILIATIONS WITHIN HEALTHCARE

Forty-four percent of Montgomery County healthcare employment is distributed among physician, dentist, chiropractor, optometrist, and mental health professional offices, physical and occupational speech therapists, outpatient care facilities, home healthcare and medical diagnostic laboratories—all included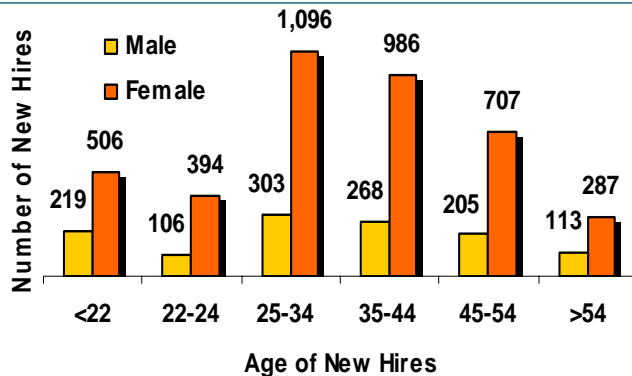 in the Ambulatory Healthcare Services sub-sector. Nearly one third of healthcare workers are employed in Hospitals, with the remaining 24% employed in Nursing & Residential Care Facilities.

Legend: New Hires, Net Job Growth/Loss

Ambulatory health care services — 10,473 / 872
Hospitals — 4,712 / -244
Nursing and residential care — 6,130 / 327

LED Data for 2003

ANNUAL HIRES AND NET GROWTH/LOSS WITHIN HEALTHCARE

Almost half of Montgomery County healthcare new hires in the year shown were in Ambulatory Healthcare Services. Although Nursing & Residential Care Facilities was the smallest sub-sector in terms of employment, it outpaced Hospitals in new hires by 30% for the year, and also featured much more solid job growth. The number of new hires far exceeded the net employment growth or loss in each sub-sector, and the ratio of new hires to job growth was 22:1 for the industry as a whole.

Number of New Hires by Age of New Hires (Male / Female):
- <22 — 219 / 506
- 22-24 — 106 / 394
- 25-34 — 303 / 1,096
- 35-44 — 268 / 986
- 45-54 — 205 / 707
- >54 — 113 / 287

LED Data for 2003, 4th Quarter

QUARTERLY HIRES WITHIN HEALTHCARE BY GENDER AND AGE

Fifty-one percent of new hires in Montgomery County's healthcare industry are between 25 and 44 years old. Across all age groups, women represent 77% percent of new hires in healthcare. Gender and age mix varies among the healthcare sub-sectors (not shown here), and even more so at the occupational level.

Occupational Title	Projected 2006 Employment	Average Hourly Wage
Physicians	15,402	$40.59
Registered Nurses	46,854	$20.37
Administrative Services Mgrs.	7,544	$22.27
Licensed Practical Nurses	10,012	$15.04
Dental Hygienists	3,177	$24.05
Reception/Information Clerks	29,797	$9.07
Health Prof./Paraprof./Techns., All Others	11,169	$17.68

*Source for above Occupational Statistics: Maryland Department of Labor, Licensing & Regulation (DLLR), Office of Labor Market Analysis & Information (OLMAI)

HEALTHCARE OCCUPATIONAL PROJECTIONS*

These statewide projections highlight two facets of healthcare employment: 1) Some occupations in the healthcare industry are not found in this industry alone, such as reception and information clerks; and 2) occupational earnings vary widely. The highlights chosen for this page are intended for use in narrowing further inquiries locally.

Sources of the data included in this Brief are:

- The Maryland Department of Labor, Licensing and Regulation (DLLR) (http://www.dllr.state.md.us)
- The Census Bureau Local Employment Dynamics (LED) program (http://lehd.dsd.census.gov)

DLLR and LED have joined forces to deliver the new **Quarterly Workforce Indicators (QWI) series**. No new information is collected. No surveys are conducted. No new employer or employee burden is involved. No confidentiality laws or principles are compromised.

What is new here?

- Reliable local employment and new hire indicators by age group and gender.
- Updates with no more than a one-year lag in availability.
- More descriptive detail thanks to adoption of a new disclosure-proofing approach that continues to protect business and work anonymity.

Remaining challenges include:

- Awareness that *new* means *unfamiliar*. Some commitment to learning is needed to fully realize the potential from new indicators and decision-making uses.
- Understanding the value of the new indicators, even though they can not answer all questions.

Why now, and not before?

- Seven years, 1998-2004, were needed to successfully complete the organizational, legal, staffing and technical steps to transition from start-up though pilot testing to production and release.
- Continuing advances in data processing capacity and efficiency allow commitment to a production schedule that was impossible to imagine earlier.
- The workforce development community understands that sustained reinvention is urgent to become and remain viable in the open world economy.

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