

The Affordable Care Act: Creating Job Opportunities for Racially and Ethnically Diverse Populations

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Agenda

- Introduction
 - Background
 - Questions, Data and Sample
- Health Workforce Historical Trends
 - Demographic Trends
 - Diversity
 - Occupational Trends
 - New Entrants
- Projection Model
 - Demand Projection
 - Occupational Projection
- Conclusions and Policy Recommendations



Background

- Health care is fastest growing labor sector
 - 12% of total labor force
 - Less than half of national unemployment rate (5%)
- Affordable Care Act may stimulate more labor growth
 - Expands insurance coverage
 - Emphasizes primary care
- Potential job opportunities for diverse populations¹

¹ Gitterman et al. 2004, Zacker 2011

Questions, Data, and Sample

Questions:

#1: How will the ACA impact job growth?

#2: What are the job opportunities for minorities?

Data: American Community Survey, 2008 & 2011

Integrated Postsecondary Education Data System, 2011

Sample: Individuals in labor force

6 racial/ethnic categories

What is the “health care industry”?

Health Care Industry¹

1. Offices of health care practitioners
2. Private hospitals
3. Ambulatory outpatient settings
4. Pharmacies and drug stores
5. Medical equipment supplies and manufacturing
6. Nursing care facilities and residential care
7. Home health care services

¹ Defined by 2007 North American Industry Classification System (NAICS) codes

What occupations?

Health Care Occupations¹

1. Health Care Practitioners and Technical Occupations
2. Health Care Support Occupations
3. Selected relevant occupations:
 - a. Life and Physical Scientists
 - b. Medical and Health Services Managers
 - c. Personal Care Aides
 - d. Information and Records Clerks
 - e. Secretaries and Administrative Secretaries
 - f. Medical, Dental, and Ophthalmic Laboratory Technicians

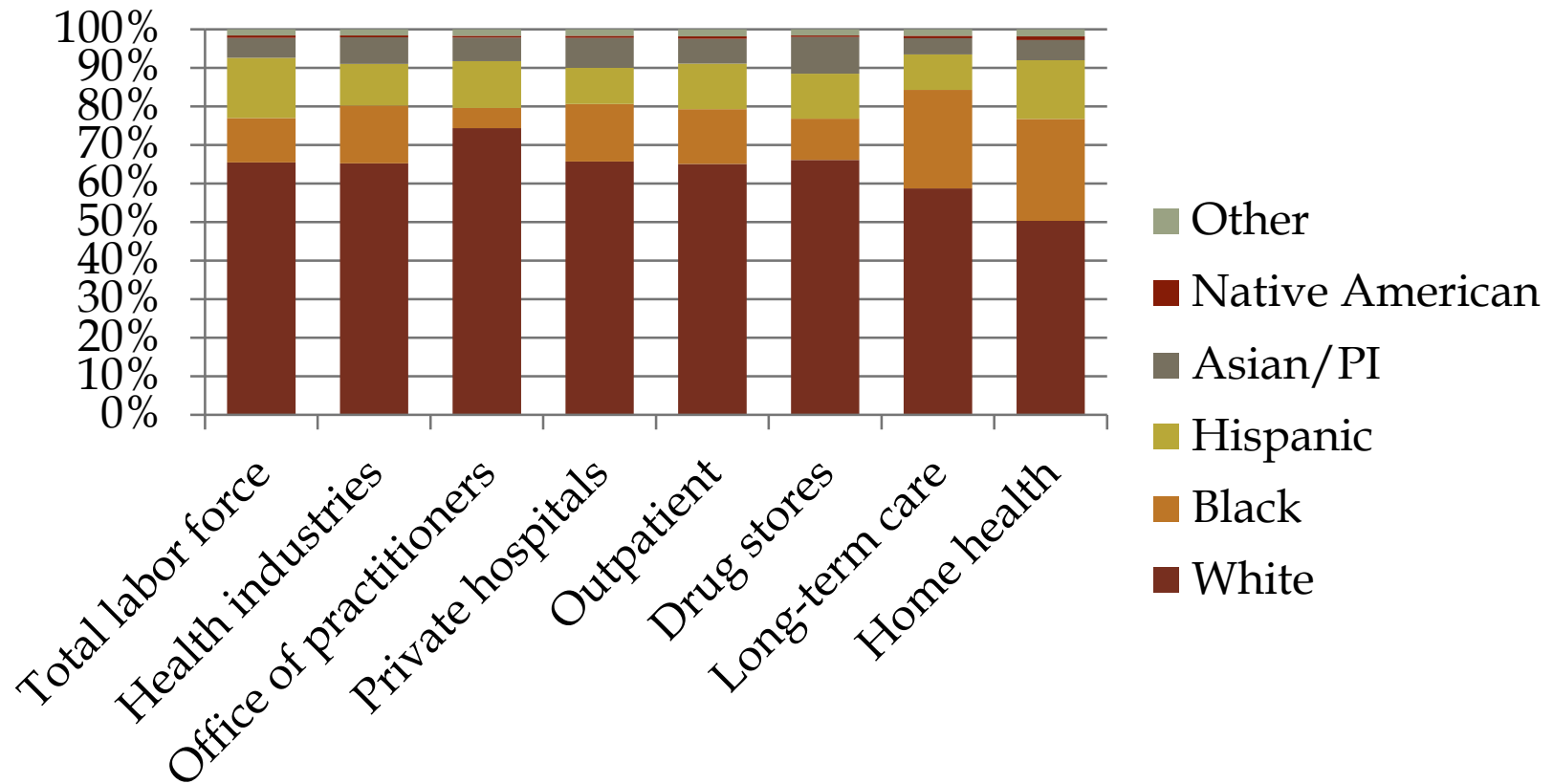
¹ Defined by 2000 Standard Occupational Classification (SOC) codes

Demographic Trends

- Women dominate health care jobs
 - 75% women in health care vs. 44% in other sectors
 - 89% women in home health care industry
- Workers in health care are slightly more educated compared to other industries
 - However, sub-acute care and home health care have lower than average education
- Health workers are slightly older compared to other industries
 - Associated with higher educational attainment except in home health agencies



Diversity of Workforce



Occupation Trends (1)

- Most common occupations in health care:
 - #1: Registered Nurse (14%)
 - #2: Nursing, psychiatric, & home health (NPHH) aides (12%)
 - #3: Physicians and surgeons (4%)
- Top two occupations by race/ethnicity:
 - RNs and NPHH aides for Whites, Blacks, American Indians/Alaskan Natives, Other Races
 - NPHH aides and medical assistants for Hispanics
 - RN and physician/surgeons for Asian/Pacific Islanders



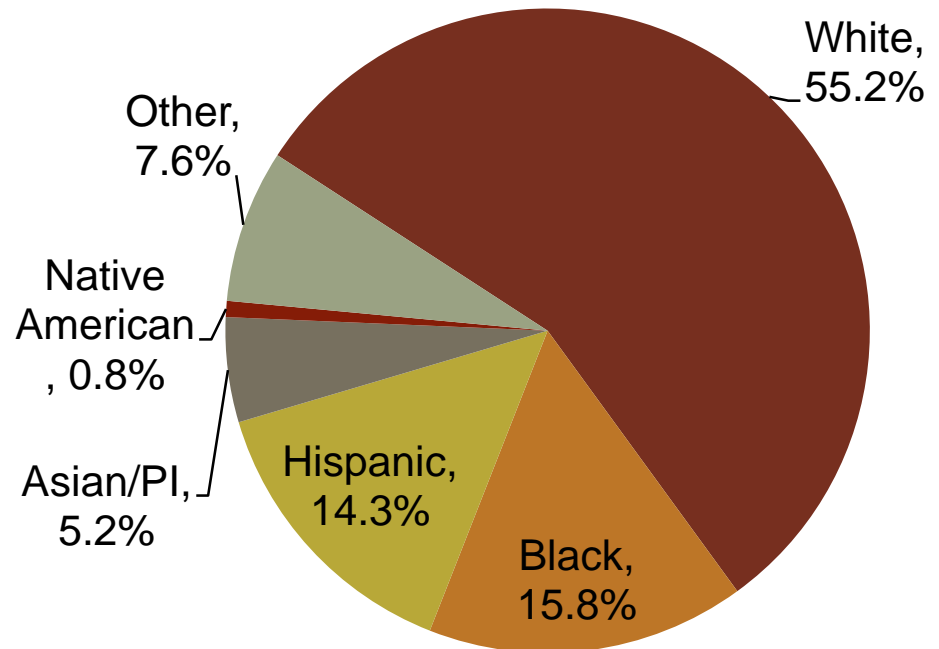
Occupation Trends (2)

- Top two jobs by race/ethnicity relatively consistent across sectors
 - In private hospitals, RN and NPHH aides were most common for every race/ethnicity except Asians
 - In home health care, NPHH and personal care aides were most common occupations across all race/ethnicities



Diversity of New Entrants

- 978,213 awards granted in health occupations
- Most are below a baccalaureate level
- Most common occupations:
 - 18.9% Registered Nursing
 - 14.4% Medical/Clinical Assistants
 - 6.3% Nursing Assistant/Aides



Demand Projection Model

- National Employment Matrix
 - Developed by Bureau of Labor Statistics
 - Used to project overall job growth by sector and occupation between 2010 and 2020
 - Completed after ACA, but exact methodology of accounting for policy changes not published



Demand Projection Model

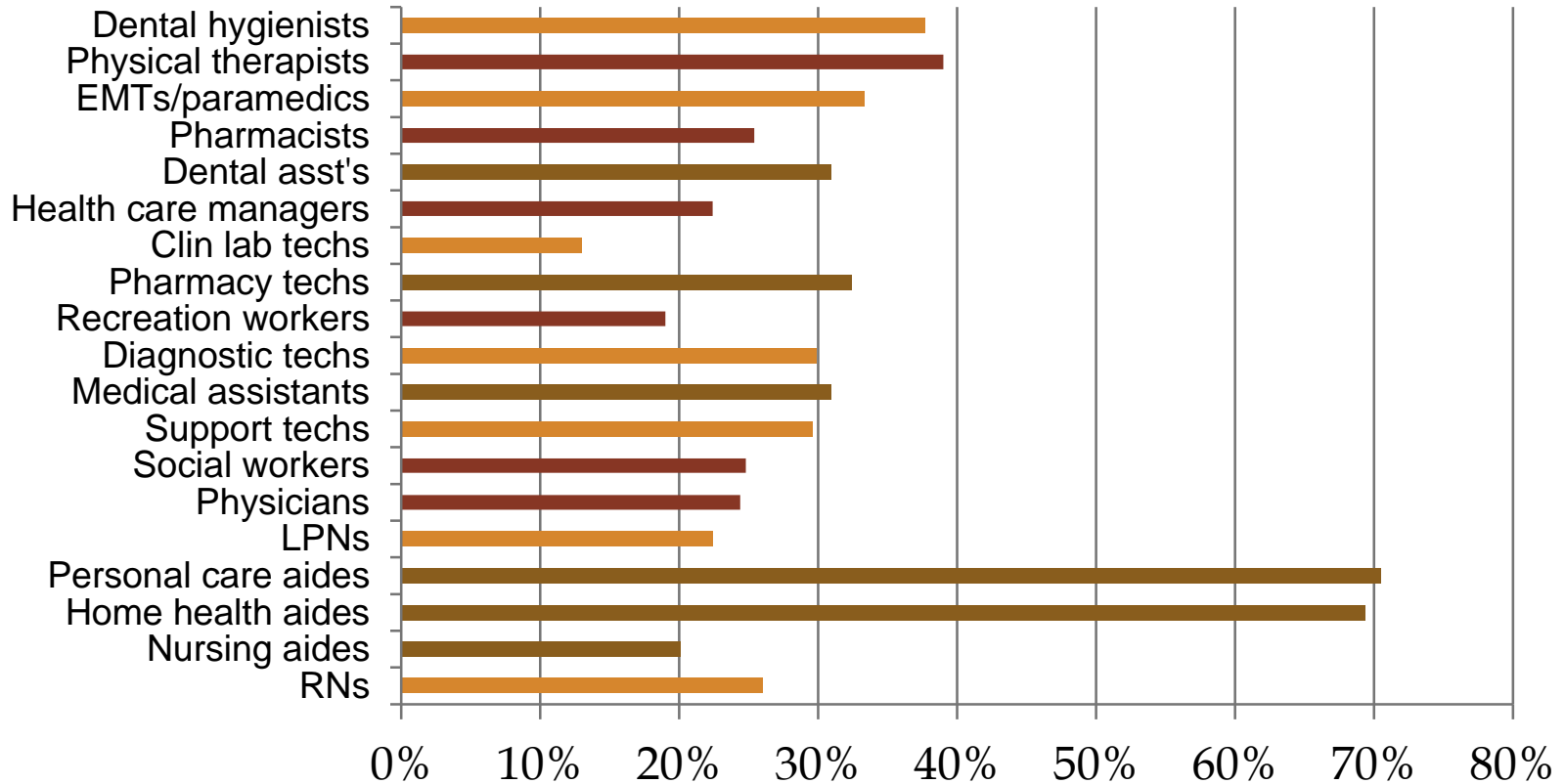
- The ARCOLA model
 - Microsimulation model
 - Accounts for individual response to policy changes, e.g., Medicaid expansion and subsidies
 - Used to estimate insurance & health service demand growth from ACA
 - Long-term care, drug stores and home health are expected to have high growth with or without ACA



Job Growth Projections, 2010-2020

	Overall percentage growth	Percentage growth due to ACA	Number of new jobs by 2020
Offices of practitioners	36.4%	10.1%	1,391,400
Private hospitals	18.7%	0.1%	878,300
Outpatient	36.6%	-0.5%	394,100
Drug stores	36.1%	2.8%	257,400
Medical devices	1.6%	-0.4%	4,900
Long-term care	26.3%	-4.9%	822,000
Home health	80.7%	-1.4%	871,800

Growth in the Largest Occupations



Conclusions

- Health care could add 4.6 million jobs, or 31% increase from current employment levels
 - At least one-third will be minorities, but may increase given job entrant trends
- Job availability does not necessarily equal number of available and qualified individuals
 - Rapid growth expected among lower skilled jobs that require less than 1 year of postsecondary study
 - High growth expected among jobs that require associate degree



Policy Recommendations

- Educate youth about health care job opportunities
- Increase community college and college funding
- Develop on-the-job training programs
- Offer mid-career guidance and mentorship
- Address barriers to pursuing higher education



Thank you!

Questions?

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