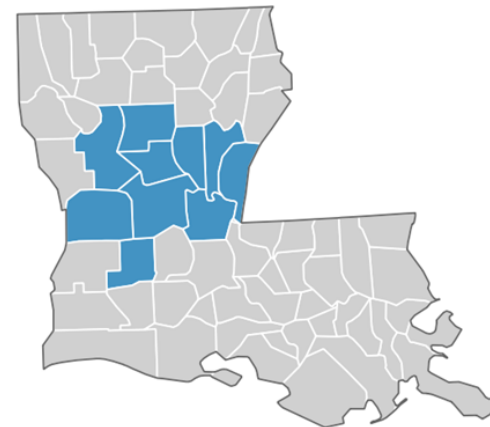


Central Louisiana Economic Development Alliance

Health Care
Research Initiative

November 2013



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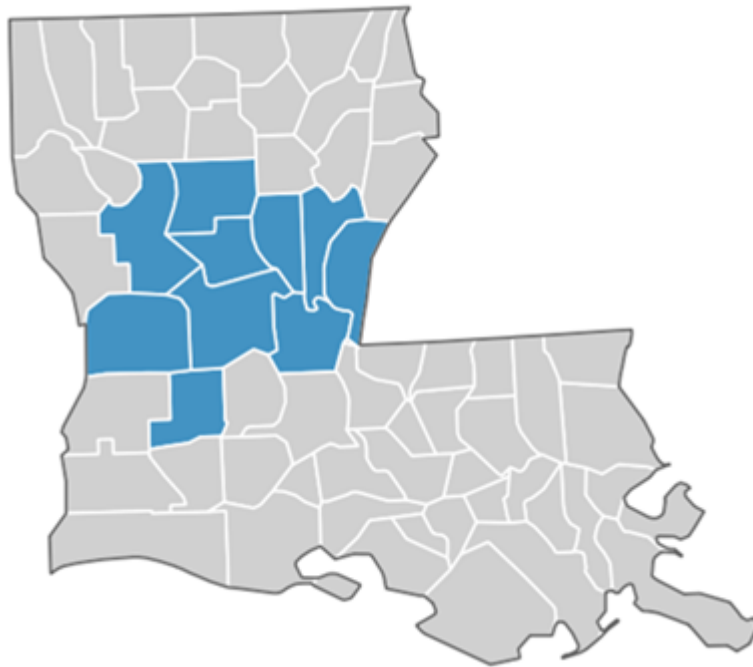


About this Research Initiative

- Central Louisiana Economic Development Alliance (CLEDA) sought to build on the Rapides Foundation study titled *Beyond High School: What Will It Take to Build Cenla's Next Workforce?* and the follow-up report *CLEDA Economic Overview*. Specifically to:
 - Identify the progress made since the previous studies in addressing allied health skilled workforce gaps;
 - Identify any additional challenges or barriers to closing those gaps; and,
 - Identify what it will take to ensure CENLA has an allied health workforce ready to meet its needs.



Central Louisiana Economic Development Alliance



- CLEDA covers a 10 parish area through Central Louisiana (CENLA)
 - Allen Parish
 - Avoyelles Parish
 - Catahoula Parish
 - Concordia Parish
 - Grant Parish
 - LaSalle Parish
 - Natchitoches Parish
 - Rapides Parish
 - Vernon Parish
 - Winn Parish

SSA's Methodology & Approach

- Phase One: CENLA Allied Health Care Occupations Assessments
 - Review relevant studies, documents, materials
 - Stakeholder interviews and survey
 - Data updates to previous studies
- Phase Two: Development of Observations and Recommendations



About the Data

- The econometric data contained in the tables in this report is from Economic Modeling Specialists International (EMSI). This allows for appropriate comparison to the data utilized in the earlier studies.
- EMSI uses the term **Location Quotient (LQ)** to identify high or low concentrations (demographics, industries, etc.) within a particular geographic area. The benchmark point is 1.0. A score above 1.0 indicates a higher than normal concentration and scores below 1.0 indicate a lower than normal concentration.
- When referring to industry, LQ's above 1.0 indicate opportunities for export.



Demographic Information



CENLA Demographic Change, 2006-2013

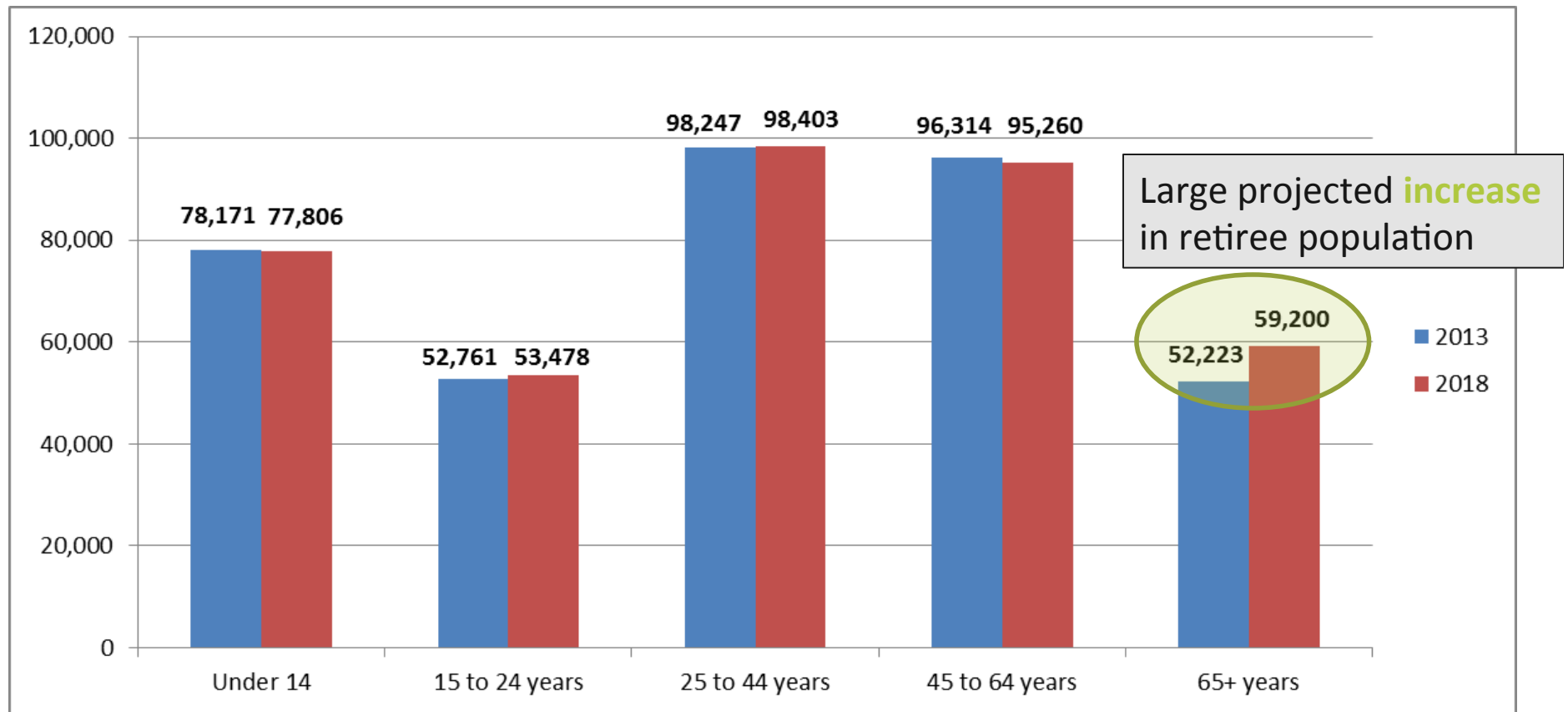
	Age	2006 Population	2013 Population	Change	% Change	2006 National LQ	2013 National LQ
	Under 5 years	25,696	26,548	852	3.21%	1.04	1.1
	5 to 9 years	25,555	25,506	-49	-0.19%	1.06	1.05
	10 to 14 years	26,020	26,117	97	0.37%	1	1.05
Decrease in Key Workforce Cohort Population	15 to 19 years	27,463	26,009	-1,454	-5.59%	1.02	1.02
	20 to 24 years	29,170	26,752	-2,418	-9.04%	1.12	1
	25 to 29 years	26,148	26,038	-110	-0.42%	1.05	1
	30 to 34 years	23,211	26,539	3,328	12.54%	0.97	1.05
	35 to 39 years	24,023	23,122	-901	-3.90%	0.93	0.99
	40 to 44 years	25,704	22,548	-3,156	-14.00%	0.93	0.93
	45 to 49 years	26,358	24,377	-1,981	-8.13%	0.94	0.94
Increase in Workforce Cohort Population	50 to 54 years	24,510	25,460	950	3.73%	0.96	0.94
	55 to 59 years	21,946	24,344	2,398	9.85%	0.96	0.97
	60 to 64 years	17,157	22,133	4,976	22.48%	1.02	0.98
	65 to 69 years	14,330	17,318	2,988	17.25%	1.1	1.01
	70 to 74 years	11,648	12,832	1,184	9.23%	1.09	1.05
	75 to 79 years	9,245	9,615	370	3.85%	1	1.07
Increase in Region's Population	80 to 84 years	6,326	6,837	511	7.47%	0.9	0.99
	85 years & over	5,145	5,621	476	8.47%	0.85	0.81
	Total	369,656	377,716	8,060	2.13%		

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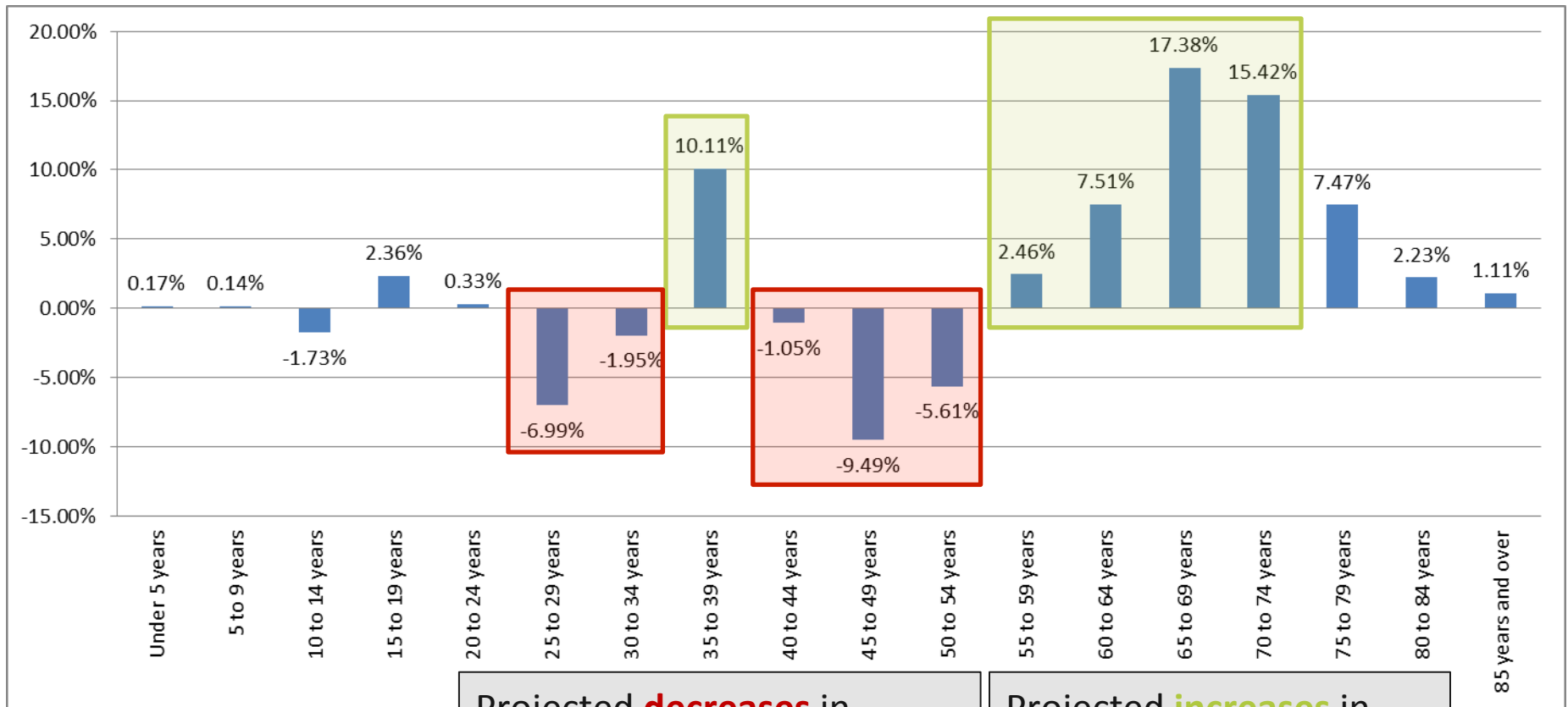
Red indicates a reduction



CENLA Age Demographics, 2013-2018



CENLA Demographic Change, 2013-2018

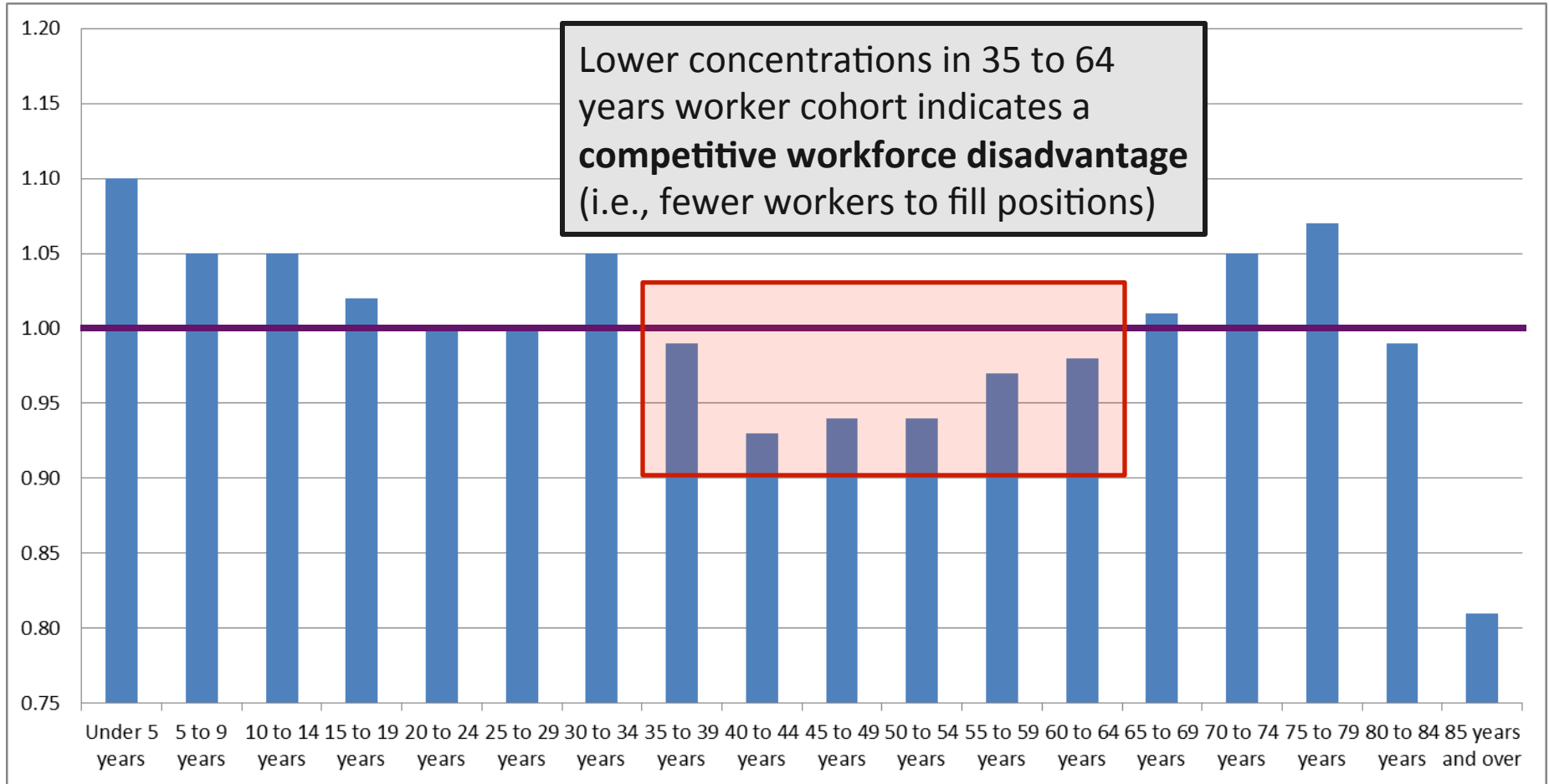


Projected **decreases** in younger workforce cohorts

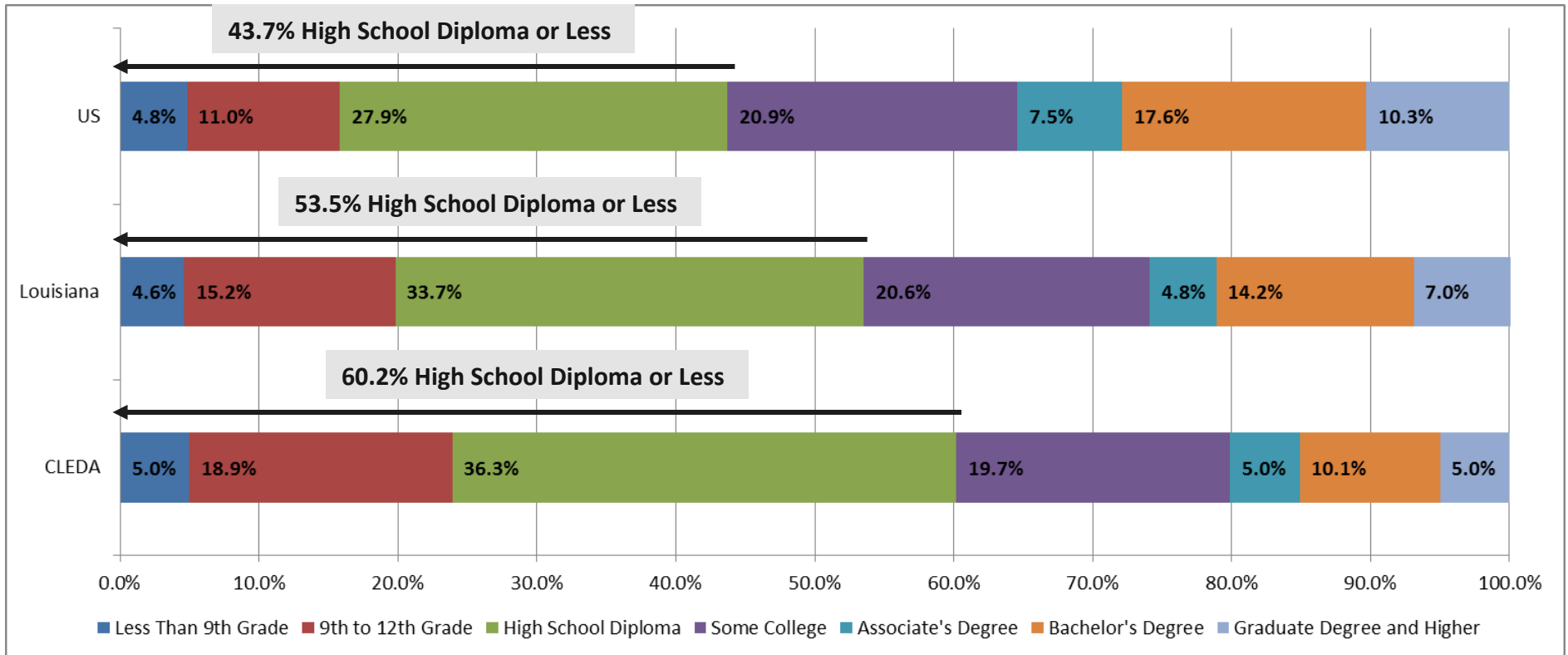
Projected **increases** in older workforce cohort and retirees



CENLA Age Cohort National Location Quotients, 2013



CENLA Educational Attainment, 2013



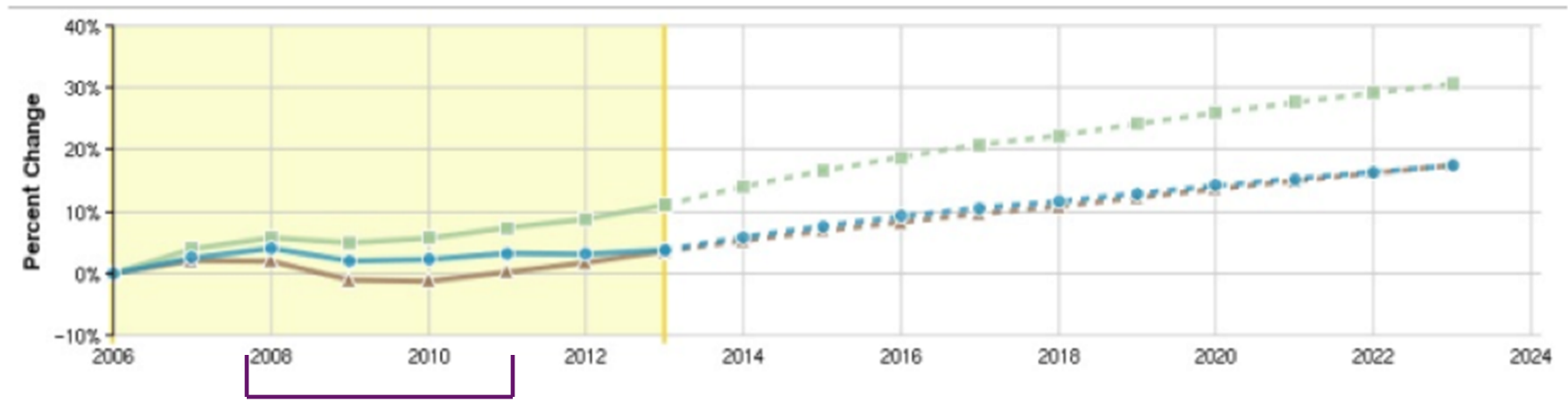
60.2% of CLEDA's population has a high school diploma or less vs. 53.5 % of Louisiana population or 43.7% of the US population



Employment Information



Employment Change, 2006-2013

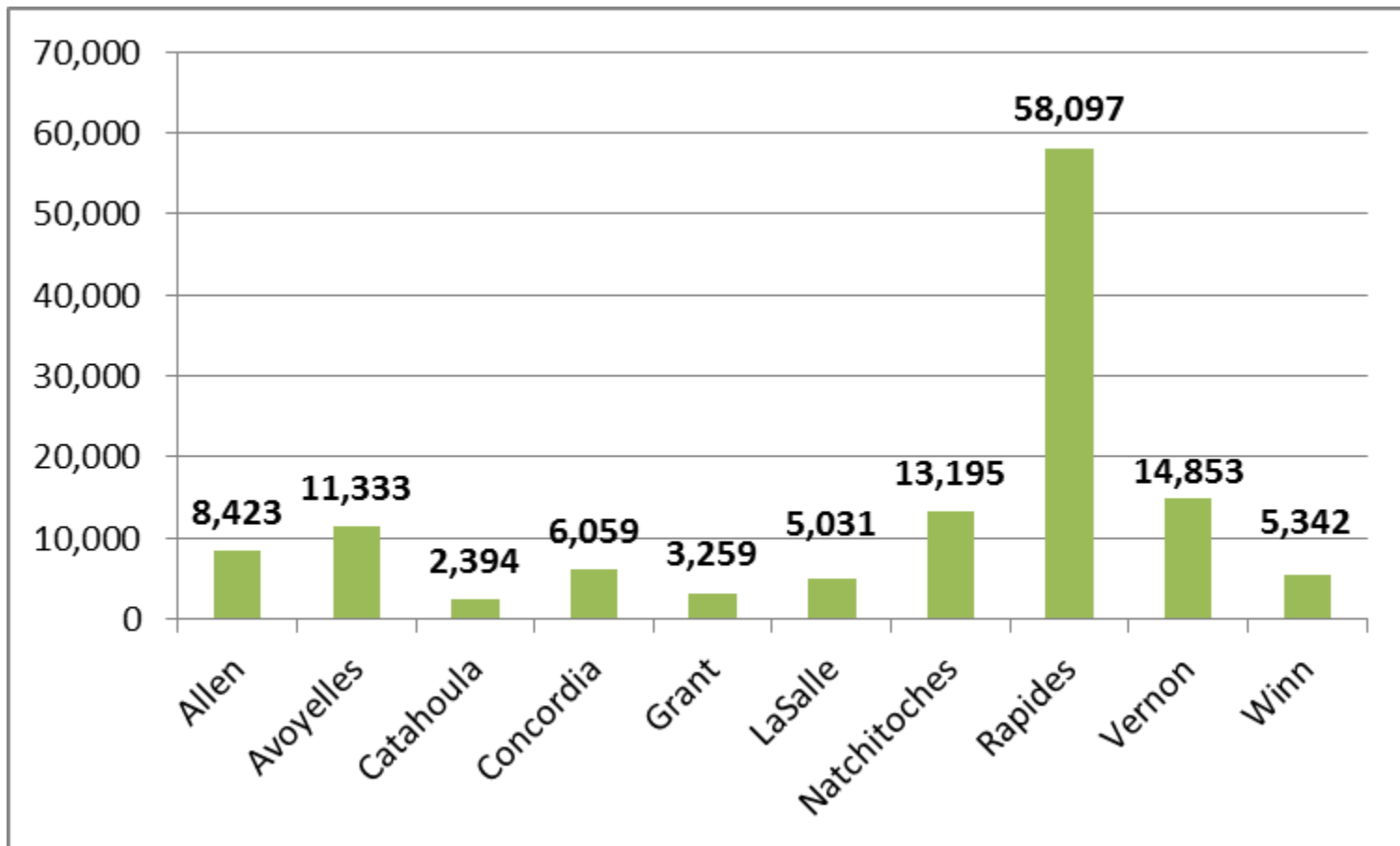


Region	Great Recession 2008-2011	2006 Jobs	2013 Jobs	% Change
● CLEDA		177,959	184,692	3.8%
■ Louisiana		2,415,885	2,683,159	11.1%
▲ Nation		175,977,156	182,246,072	3.6%

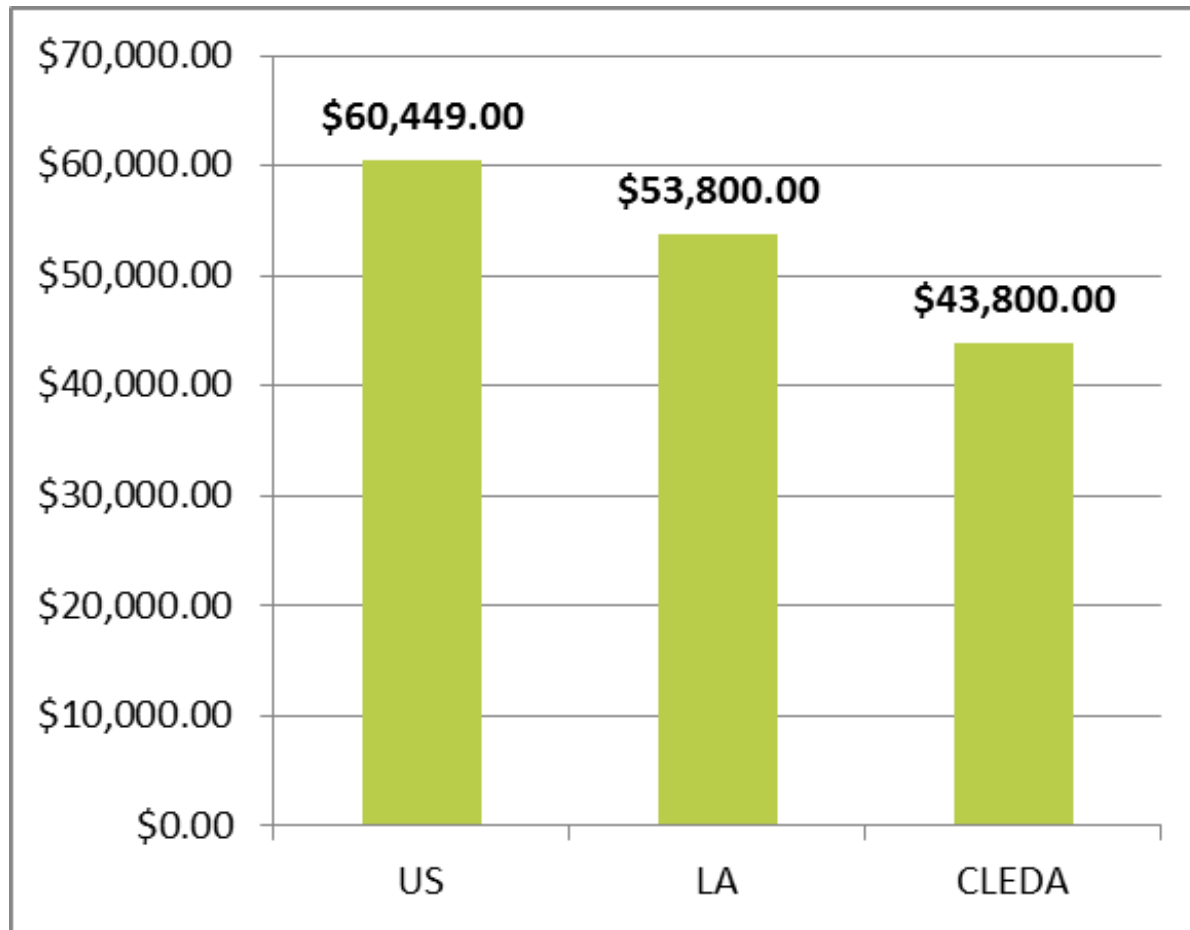
Louisiana and the CLEDA parishes **increased** their jobs at a higher rate than the US during the Great Recession.



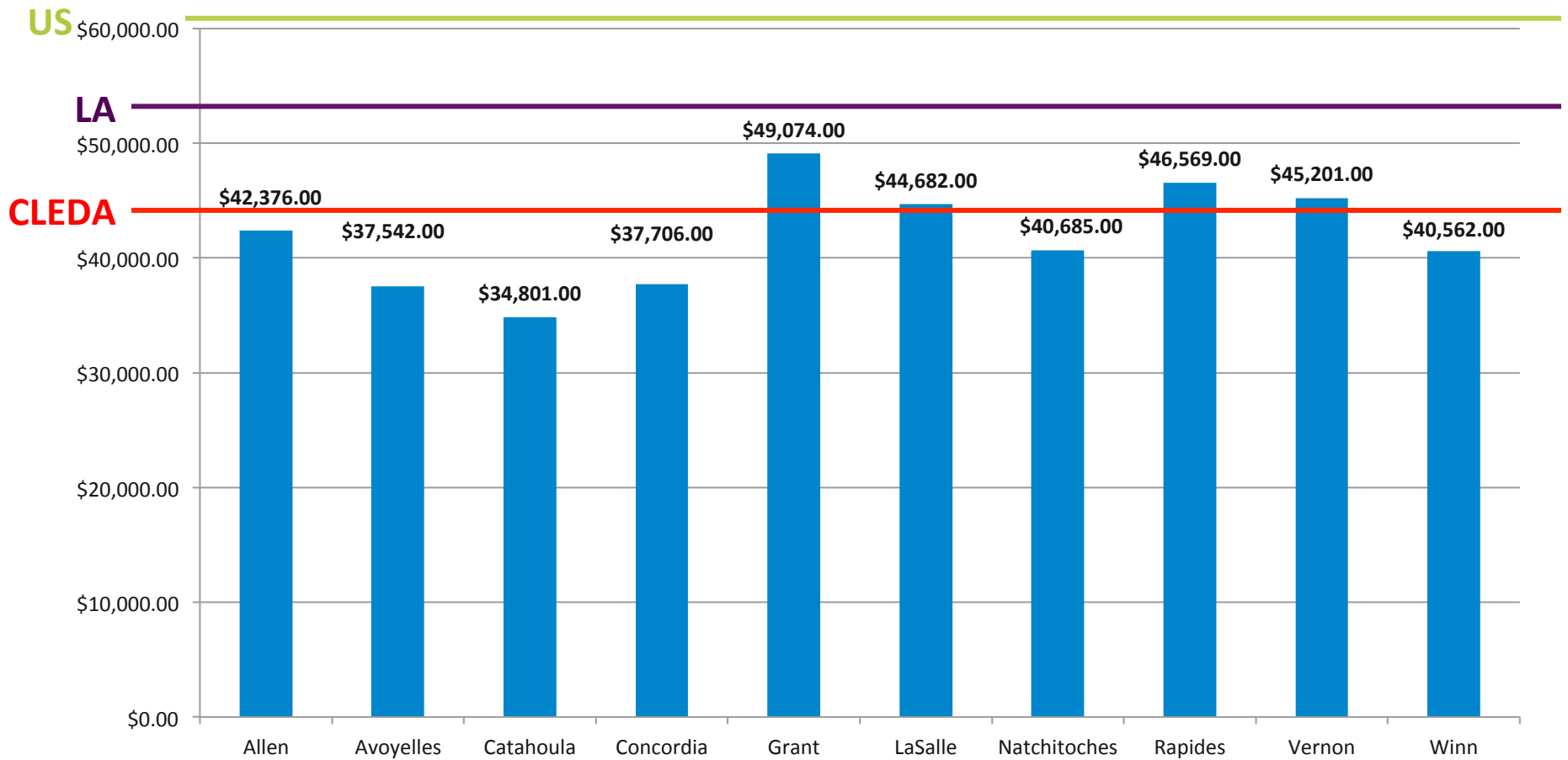
Total Jobs by Parish, 2013



Average Earnings, 2013



Average Earnings by Parish, 2013



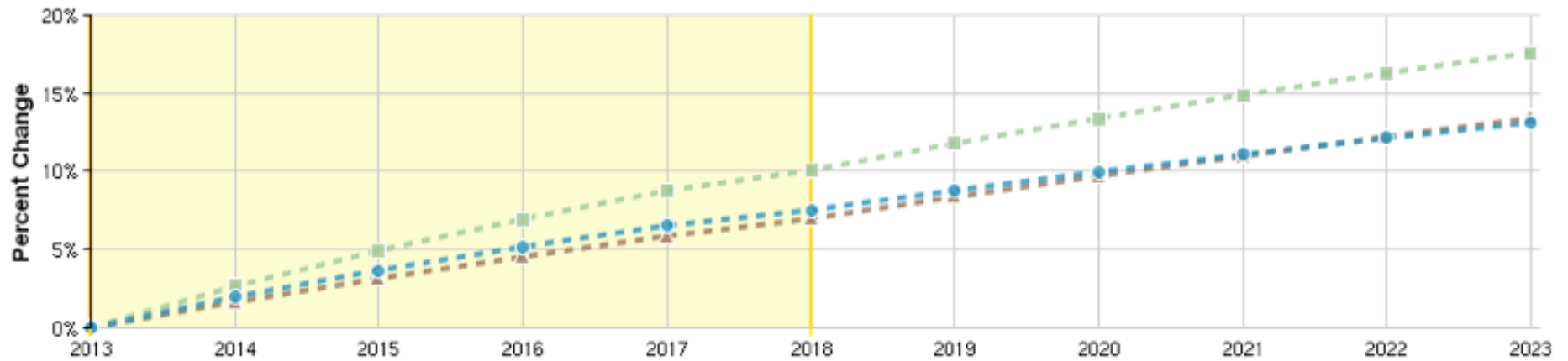
US	\$60,449.00
LA	\$53,800.00
CLEDA	\$43,800.00

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Projected Employment Change, 2013-2018

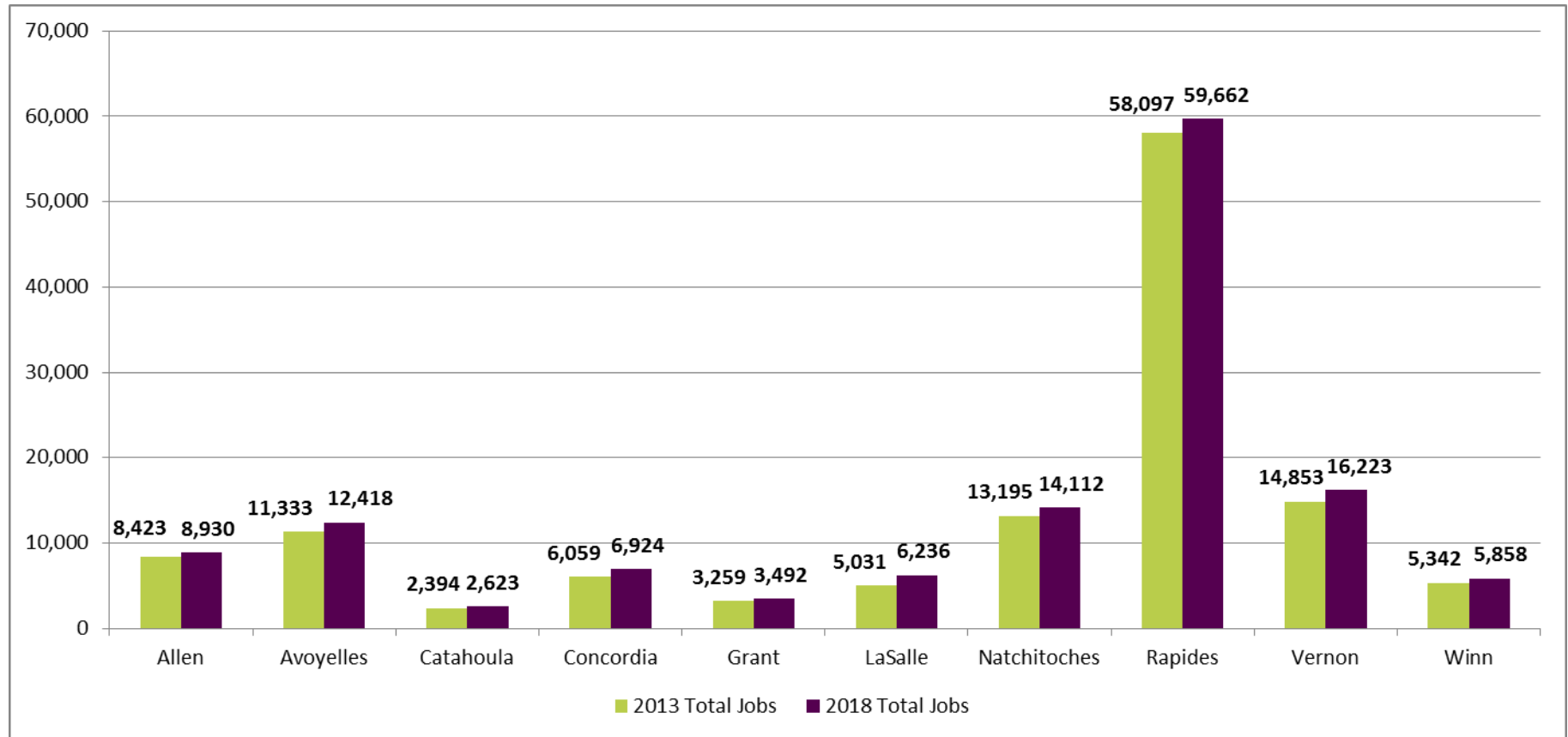


Region	2013 Jobs	2018 Jobs	% Change
CLEDA	184,692	198,570	7.5%
Louisiana	2,683,159	2,953,279	10.1%
Nation	182,246,072	194,956,729	7.0%

CLEDA region jobs are projected to **increase** for the next five years and beyond (at a lower rate than jobs in the state of Louisiana but at a faster rate than jobs in the nation).



Employment by Parish, 2013 vs. 2018



Industry Information



CENLA Industry Growth & Earnings, 2006-2013

Description	2006 Jobs	2013 Jobs	Change	% Change	2013 National LQ	CLEDA 2013 Earnings
Government	47,251	46,490	-761	-1.64%	1.91	\$52,946
Health Care and Social Assistance	19,982	22,383	2,401	10.73%	1.11	\$41,164
Retail Trade	18,710	18,967	257	1.35%	1.04	\$26,069
Construction	11,851	10,051	-1,800	-17.91%	1.10	\$39,750
Other Services (except Public Administration)	11,317	11,961	644	5.38%	1.06	\$16,509
Accommodation and Food Services	10,224	10,467	243	2.32%	0.80	\$15,755
Manufacturing	9,400	9,318	-82	-0.88%	0.73	\$57,132
Administrative and Support and Waste Management and Remediation Services	8,607	8,689	82	0.94%	0.75	\$25,670
Professional, Scientific, and Technical Services	7,224	7,364	140	1.90%	0.57	\$41,847
Agriculture, Forestry, Fishing and Hunting	7,199	7,494	295	3.94%	2.10	\$34,179
Finance and Insurance	5,091	6,760	1,669	24.69%	0.65	\$44,038
Real Estate and Rental and Leasing	4,455	5,490	1,035	18.85%	0.65	\$21,019
Wholesale Trade	4,329	5,044	715	14.18%	0.79	\$48,717
Transportation and Warehousing	4,170	4,331	161	3.72%	0.72	\$41,955
Educational Services (Private)	2,100	2,364	264	11.17%	0.52	\$31,470
Information	1,862	1,234	-628	-50.89%	0.37	\$46,383
Mining, Quarrying, and Oil and Gas Extraction	1,413	3,058	1,645	53.79%	1.94	\$65,341
Arts, Entertainment, and Recreation	1,245	1,369	124	9.06%	0.34	\$13,331
Management of Companies and Enterprises	745	996	251	25.20%	0.44	\$86,287
Utilities	643	745	102	13.69%	1.26	\$85,182
Unclassified Industry	139	117	-22	-18.80%	0.55	\$29,337
Total	177,959	184,692	6,735	3.65%		\$41,147 (Average)

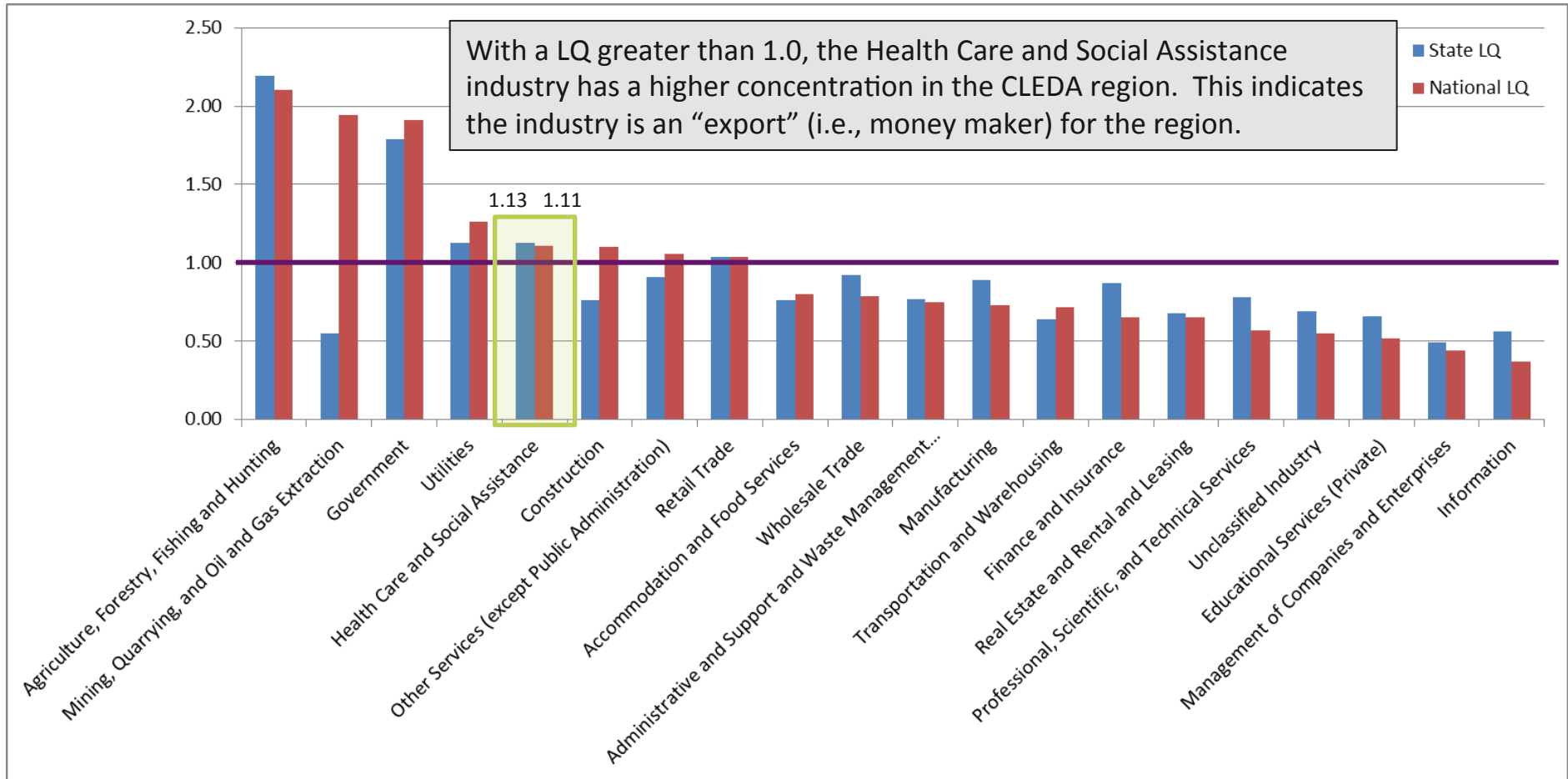
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Red indicates a reduction

In CLEDA's region, Health Care and Social Assistance has experienced growth in the number of jobs from 2006 to 2013.



CLEDA State & National Industry Concentration, 2013



Projected CENLA Industry Growth & Earnings, 2013-2018

Description	2013 Jobs	2018 Jobs	Change	% Change	2018 National LQ	CLEDA 2013 Earnings
Government	46,490	47,441	951	2.05%	1.88	\$52,946
Health Care and Social Assistance	22,383	24,583	2,200	9.83%	1.07	\$41,164
Retail Trade	18,967	20,127	1,160	6.12%	1.07	\$26,069
Construction	10,051	10,259	208	2.07%	1.09	\$39,750
Other Services (except Public Administration)	11,961	12,829	868	7.26%	1.05	\$16,509
Accommodation and Food Services	10,467	10,998	531	5.07%	0.78	\$15,755
Manufacturing	9,318	10,182	864	9.27%	0.82	\$57,132
Administrative and Support and Waste Management and Remediation Services	8,689	9,974	1,285	14.79%	0.78	\$25,670
Professional, Scientific, and Technical Services	7,364	8,188	824	11.19%	0.57	\$41,847
Agriculture, Forestry, Fishing and Hunting	7,494	7,675	181	2.42%	2.13	\$34,179
Finance and Insurance	6,760	8,040	1,280	18.93%	0.68	\$44,038
Real Estate and Rental and Leasing	5,490	6,393	903	16.45%	0.68	\$21,019
Wholesale Trade	5,044	5,777	733	14.53%	0.86	\$48,717
Transportation and Warehousing	4,331	4,734	403	9.31%	0.74	\$41,955
Educational Services (Private)	2,364	2,669	305	12.90%	0.51	\$31,470
Information	1,234	1,191	-43	-3.48%	0.36	\$46,383
Mining, Quarrying, and Oil and Gas Extraction	3,058	3,910	852	27.86%	2.02	\$65,341
Arts, Entertainment, and Recreation	1,369	1,596	227	16.58%	0.36	\$13,331
Management of Companies and Enterprises	996	1,088	92	9.24%	0.45	\$86,287
Utilities	745	798	53	7.11%	1.33	\$85,182
Unclassified Industry	117	119	2	1.71%	0.60	\$29,337
Total	184,692	198,571	13,879			\$41,147 (Average)

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Red indicates a reduction

Health Care and Social Assistance is projected to continue experiencing job growth in the CLEDA region through 2018.

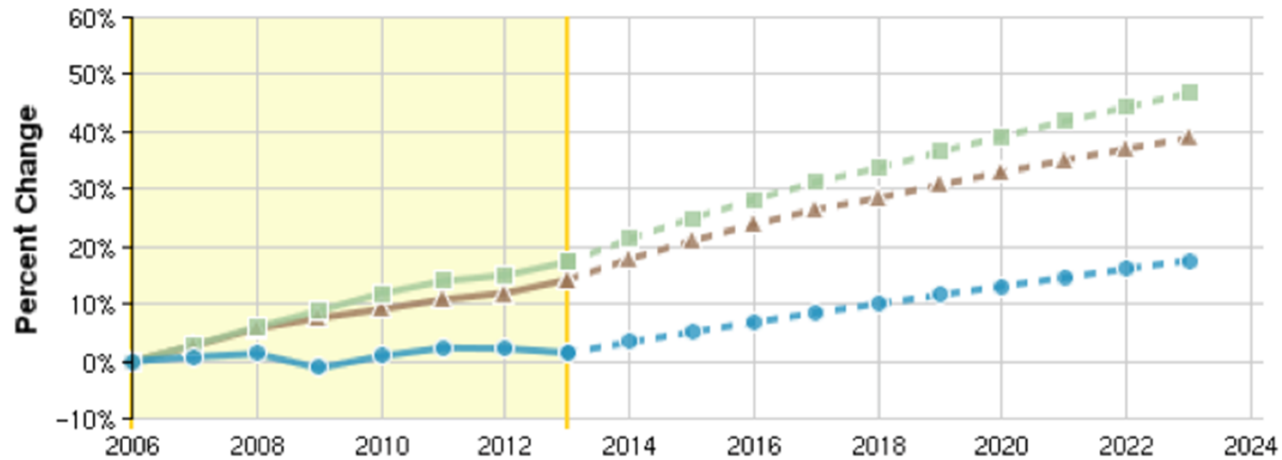




Health Care Industry Information



Health Care Industry, 2006-2013

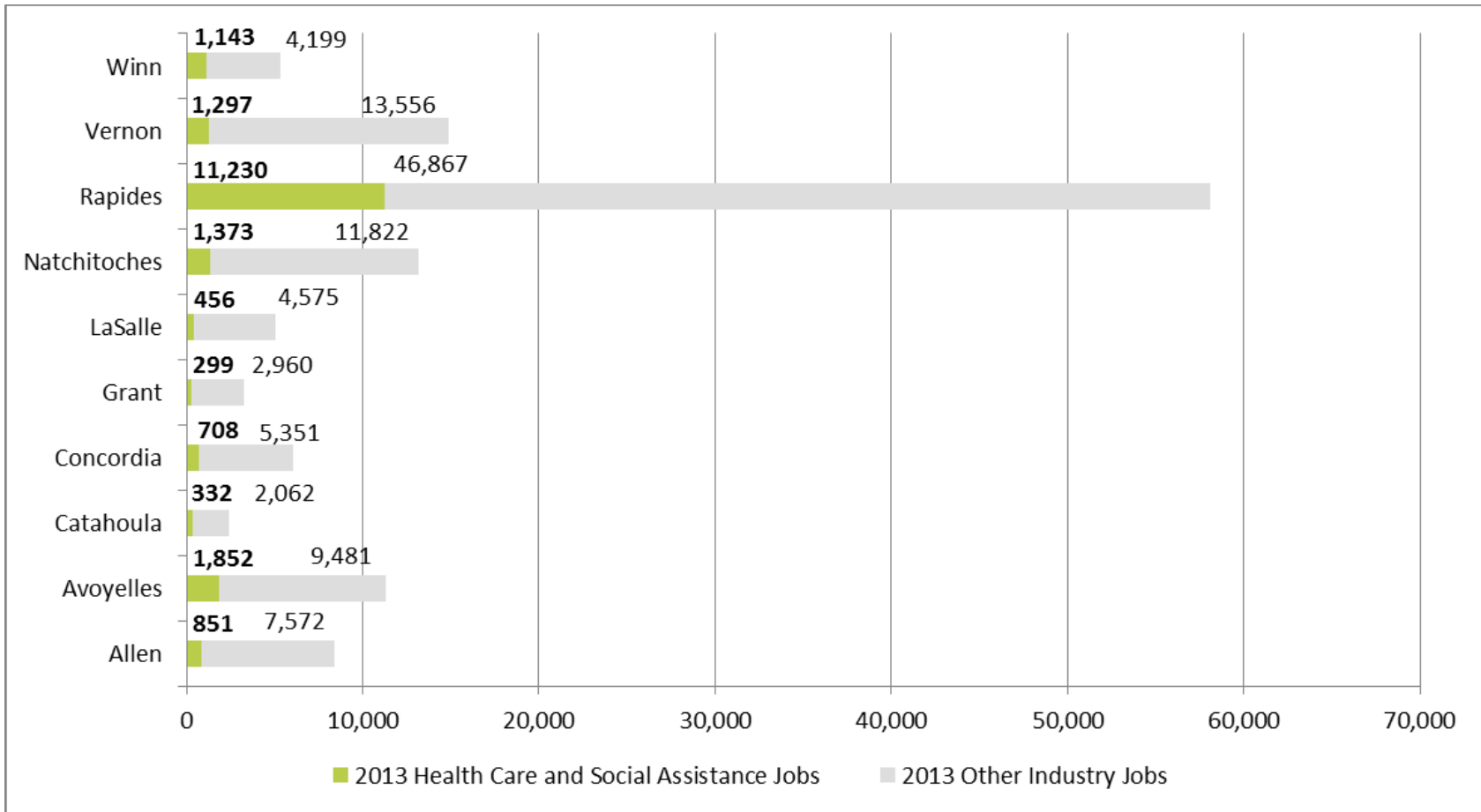


Region	2006 Jobs	2013 Jobs	% Change
CLEDA	13,647	13,846	1.5%
Louisiana <input type="text" value="Louisiana"/>	143,397	168,199	17.3%
Nation <input type="text" value="Nation"/>	10,038,777	11,464,166	14.2%

Health Care and Social Assistance jobs increased in the CLEDA region from 2006 to 2013 but at a much slower rate than the state of Louisiana or the US.



CENLA Health Care Employment vs. Other Jobs by Parish, 2013



CENLA Health Care Jobs by Employer, 2006-2013

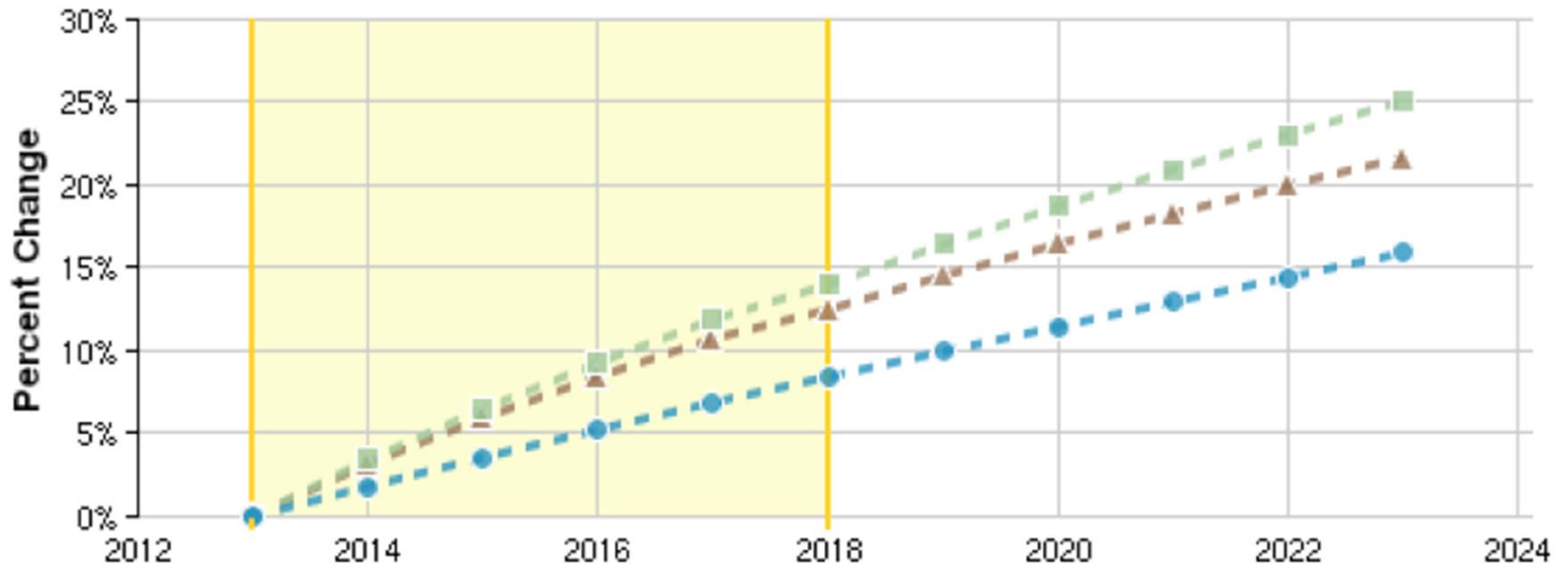
Description	2006 Jobs	2013 Jobs	Change	% Change	2013 National LQ	CLEDA 2013 Earnings
General Medical and Surgical Hospitals (Private)	4,469	4,511	42	0.93%	1.00	\$57,313
Nursing Care Facilities	3,180	3,058	-122	-3.99%	1.80	\$30,722
Home Health Care Services	1,750	1,868	118	6.32%	1.08	\$34,713
Residential Mental Retardation Facilities	1,336	1,416	80	5.65%	3.30	\$23,072
Pharmacies and Drug Stores	881	841	-40	-4.76%	1.15	\$42,084
Specialty (except Psychiatric and Substance Abuse) Hospitals (Private)	437	426	-11	-2.58%	1.87	\$41,807
Continuing Care Retirement Communities	293	135	-158	-117.04%	0.30	\$26,234
Psychiatric and Substance Abuse Hospitals (Private)	276	257	-19	-7.39%	2.37	\$33,541
Residential Mental Health and Substance Abuse Facilities	214	216	2	0.93%	1.02	\$28,157
Ambulance Services	164	277	113	40.79%	1.49	\$40,982
Other Residential Care Facilities	155	136	-19	-13.97%	0.79	\$25,752
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	146	110	-36	-32.73%	0.55	\$37,200
Kidney Dialysis Centers	140	155	15	9.68%	1.39	\$44,748
Research and Development in the Physical, Engineering, and Life Sciences (except Biotechnology)	70	159	89	55.97%	0.33	\$51,991
Medical Laboratories	66	113	47	41.59%	0.60	\$36,390
All Other Outpatient Care Centers	58	144	86	59.72%	1.10	\$58,907
Dental Laboratories	12	24	12	50.00%	0.45	\$38,046
Total	13,647	13,846	199	1.44%		\$38,333 (Average)

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Red indicates a reduction



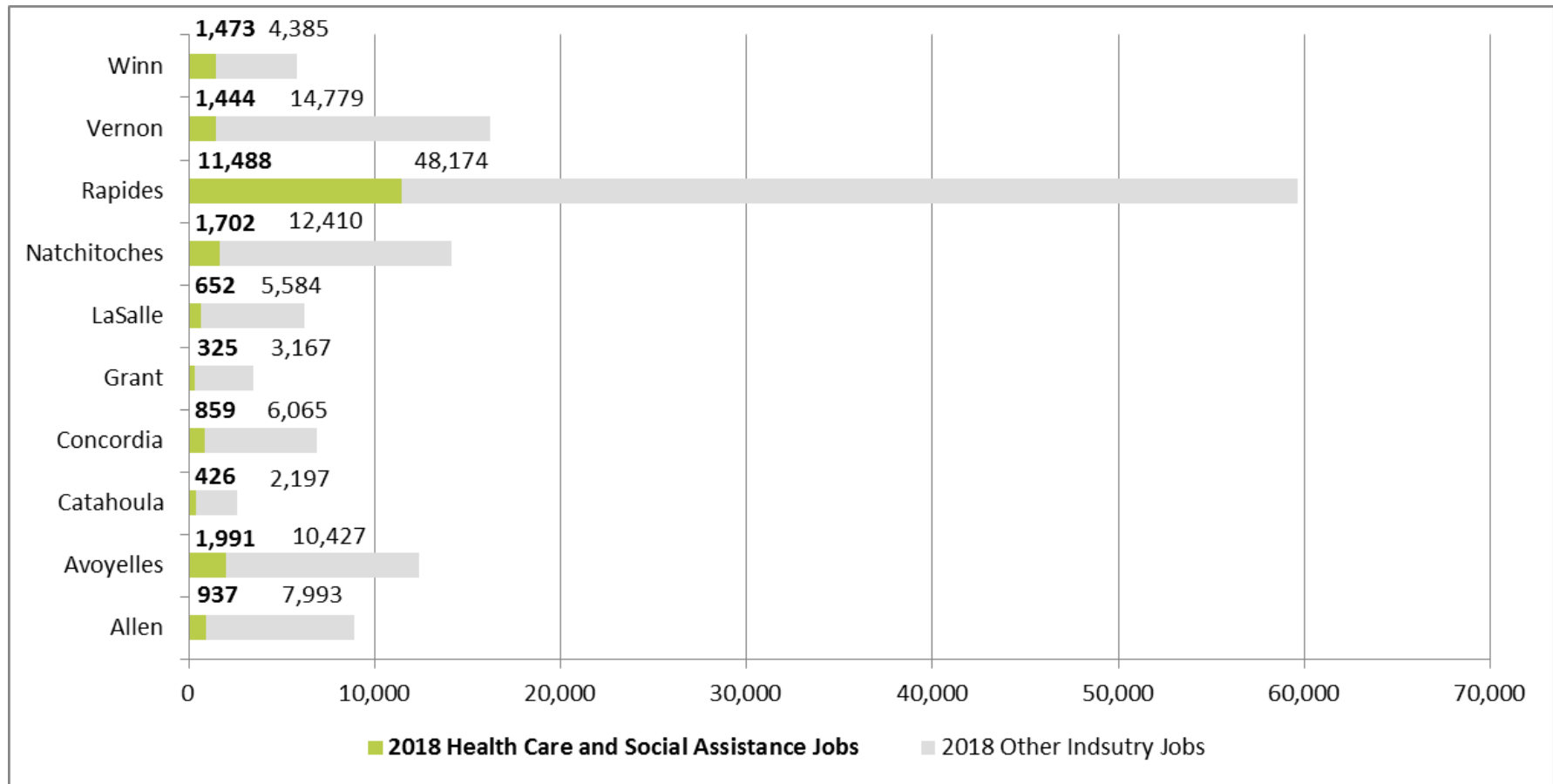
Projected Health Care Industry, 2013-2018



Region	2013 Jobs	2018 Jobs	% Change
CLEDA	13,846	15,013	8.4%
Louisiana	168,199	191,722	14.0%
Nation	11,464,166	12,895,806	12.5%

While the Health Care Industry is projected to increase in the number of jobs from 2013 to 2018, it is projected to do so at a much lower rate than the US or the state.

Projected CENLA Health Care Employment vs. Other Jobs by Parish, 2018



CENLA Health Care Industry, 2013-2018

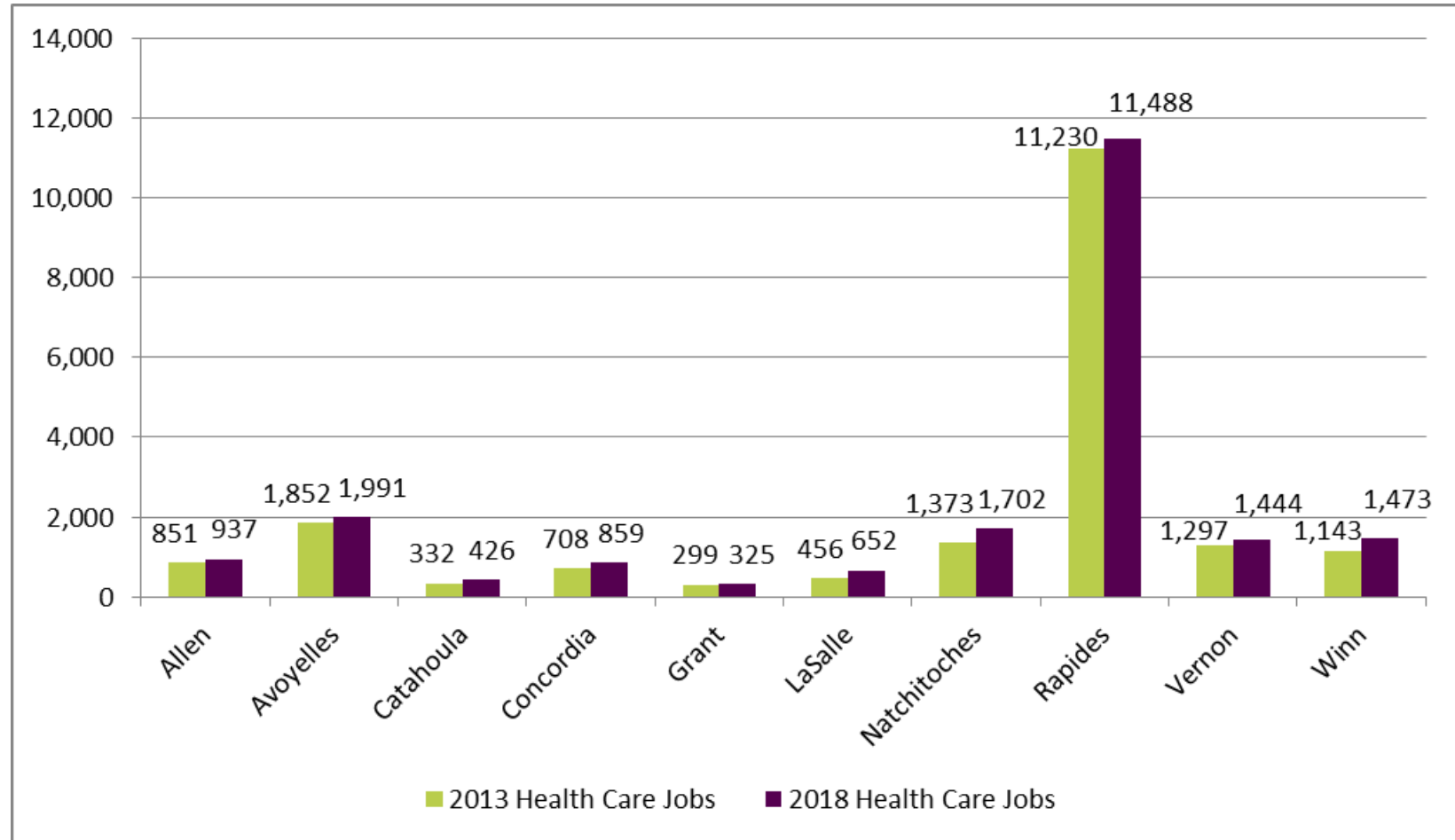
Description	2013 Jobs	2018 Jobs	Change	% Change	2013 National LQ	CLEDA 2013 Earnings
General Medical and Surgical Hospitals (Private)	4,511	4,705	194	4.12%	1.00	\$57,313
Nursing Care Facilities	3,058	3,256	198	6.08%	1.80	\$30,722
Home Health Care Services	1,868	2,161	293	13.56%	1.08	\$34,713
Residential Mental Retardation Facilities	1,416	1,554	138	8.88%	3.30	\$23,072
Pharmacies and Drug Stores	841	891	50	5.61%	1.15	\$42,084
Specialty (except Psychiatric and Substance Abuse) Hospitals (Private)	426	390	-36	-9.23%	1.87	\$41,807
Continuing Care Retirement Communities	135	112	-23	-20.54%	0.30	\$26,234
Psychiatric and Substance Abuse Hospitals (Private)	257	289	32	11.07%	2.37	\$33,541
Residential Mental Health and Substance Abuse Facilities	216	233	17	7.30%	1.02	\$28,157
Ambulance Services	277	345	68	19.71%	1.49	\$40,982
Other Residential Care Facilities	136	148	12	8.11%	0.79	\$25,752
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	110	80	-30	-37.50%	0.55	\$37,200
Kidney Dialysis Centers	155	226	71	31.42%	1.39	\$44,748
Research and Development in the Physical, Engineering, and Life Sciences (except Biotechnology)	159	230	71	30.87%	0.33	\$51,991
Medical Laboratories	113	142	29	20.42%	0.6	\$36,390
All Other Outpatient Care Centers	144	207	63	30.43%	1.10	\$58,907
Dental Laboratories	24	43	19	44.19%	0.45	\$38,046
Total	13,846	15,013	1,166	7.77%		\$38,333 (Average)

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Red indicates a reduction



Health Care Jobs by Parish, 2013 vs. 2018



CENLA Health Care Occupations, 2006-2013

Description	2006 Jobs	2013 Jobs	Change	Median Hourly Earnings
Registered Nurse	3,434	3,303	-131	\$27.04
Personal Care Aides	1,407	2,342	935	\$8.58
Nursing Assistants	2,220	2,108	-112	\$9.08
Licensed Practical and Licensed Vocational Nurses	2,101	2,061	-40	\$17.03
General and Operations Manager	1,655	1,566	-89	\$36.83
Home Health Aides	628	781	153	\$9.16
Pharmacy Technicians	430	442	12	\$14.15
Psychiatric Aides	411	352	-59	\$10.11
Pharmacist	329	328	-1	\$51.57
Physical Therapists	262	277	15	\$39.24
Physicians and Surgeons	268	261	-7	\$86.43
Medical and Health Services Manager	275	257	-18	\$37.83
EMTs and Paramedics	173	234	61	16.49
Medical and Clinical Laboratory Technologists	228	211	-17	\$24.35
Dental Assistant	189	194	5	\$14.11
Physical Therapy Aides	102	118	16	\$9.58
Orderlies	117	110	-7	\$8.83
Nurse Practitioners	87	91	4	\$42.26
Dental Hygienist	75	80	5	\$29.75
Physical Therapy Assistant	58	62	4	\$23.15
Physician Assistants	33	32	-1	\$47.04

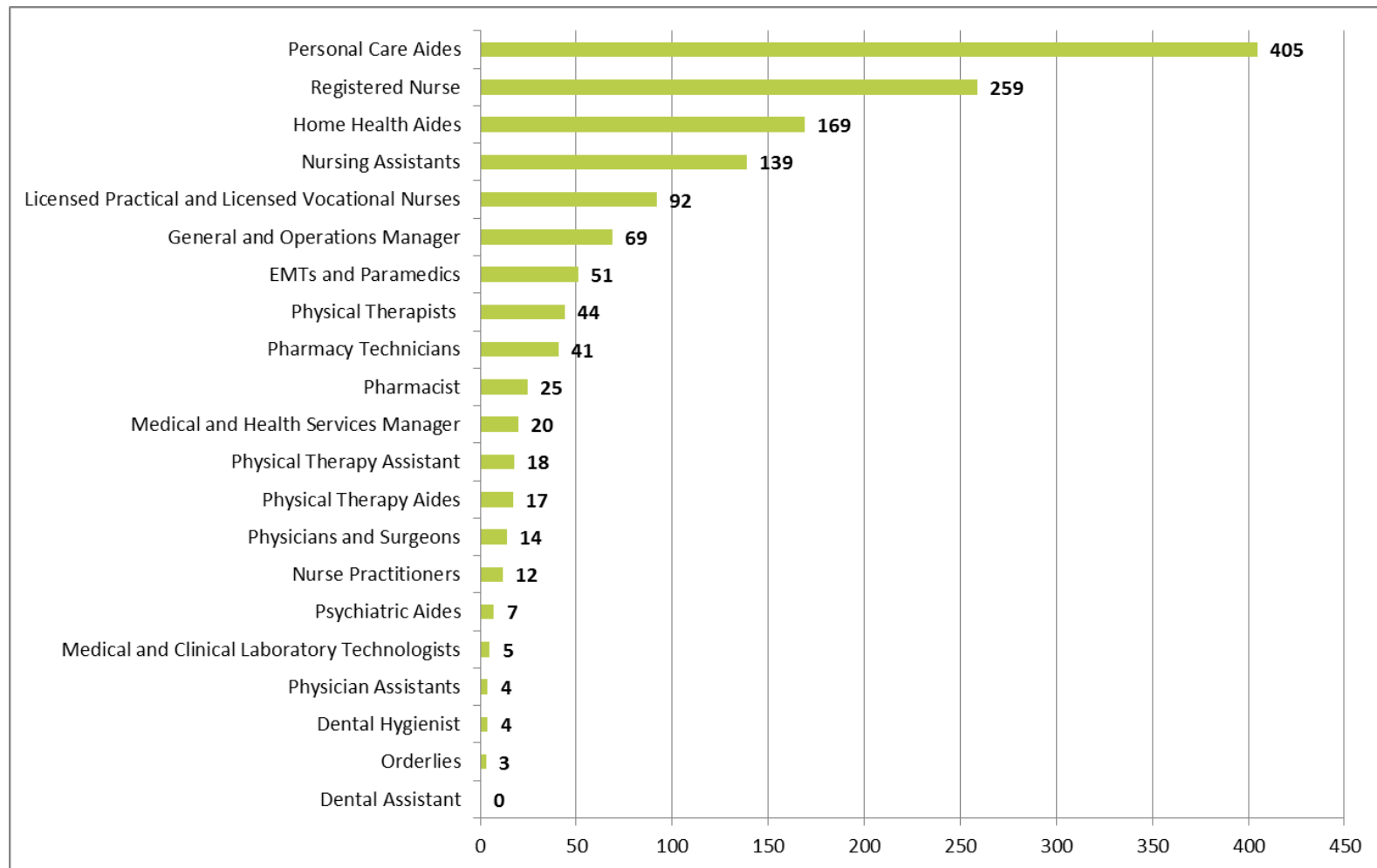


Projected CENLA Health Care Occupations, 2013-2018

Description	2013 Jobs	2018 Jobs	Change	Median Hourly Earnings
Registered Nurse	3,303	3,562	259	\$27.04
Personal Care Aides	2,342	2,747	405	\$8.58
Nursing Assistants	2,108	2,247	139	\$9.08
Licensed Practical and Licensed Vocational Nurses	2,061	2,153	92	\$17.03
General and Operations Manager	1,566	1,635	69	\$36.83
Home Health Aides	781	950	169	\$9.16
Pharmacy Technicians	442	483	41	\$14.15
Psychiatric Aides	352	359	7	\$10.11
Pharmacist	328	353	25	\$51.57
Physical Therapists	277	321	44	\$39.24
Physicians and Surgeons	261	275	14	\$86.43
Medical and Health Services Manager	257	277	20	\$37.83
EMTs and Paramedics	234	285	51	\$16.49
Medical and Clinical Laboratory Technologists	211	216	5	\$24.35
Dental Assistant	194	194	0	\$14.11
Physical Therapy Aides	118	135	17	\$9.56
Orderlies	110	113	3	\$8.83
Nurse Practitioners	91	103	12	\$42.26
Dental Hygienist	80	84	4	\$29.75
Physical Therapy Assistant	62	80	18	\$23.15
Physician Assistants	32	36	4	\$47.04



Projected Health Care Occupations by Demand



Detailed Information from Occupation Reports

- For the following occupations, which are those with the greatest demand or cited in interviews as areas of concern, selected parts of their occupations reports have been highlighted for discussion.

NOTE: A detailed report has been produced for all occupations.

- Personal Care Aides
- Registered Nurses
- Home Health Aides
- Nursing Assistants
- Licensed Practical and Vocational Nurses
- EMTs and Paramedics
- Physical Therapists
- Pharmacy Technicians
- Nurse Practitioners
- Physician Assistants



Occupation Information By Parish: Personal Care Aide

Parish Name	2013 Jobs	2018 Jobs	2013 Annual Openings	Median Hourly Earnings	2013 National Location Quotient
Rapides	1,495	1,615	42	\$8.60	2.87
Natchitoches	207	289	23	\$8.16	1.75
Avoyelles	184	250	19	\$8.15	1.81
Winn	134	173	12	\$8.15	2.79
Concordia	106	185	23	\$8.90	1.96
Catahoula	78	97	6	\$9.43	3.63
Allen	63	58	0	\$9.34	0.84
LaSalle	28	39	3	\$9.57	0.63
Grant	25	19	0	\$9.60	0.86
Vernon	22	22	0	\$9.57	0.16

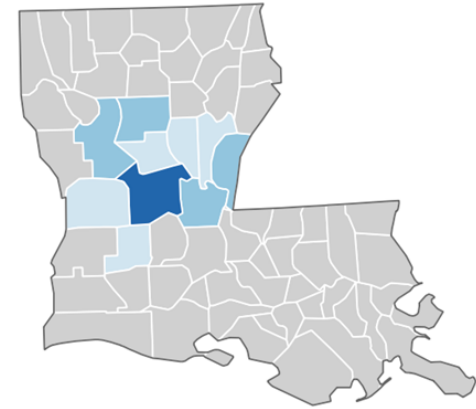
LQs above a 1.0 indicate a high concentration of jobs

Total **2,342** **2,747** **129** **\$8.58**

of Jobs in 2013 & 2018 by Parish

of Job Openings in 2013 by Parish

\$17,846.40 Annual Salary*



*Annual Salary = Hourly Earnings x 2080 hours/year



Education Programs: Personal Care Aide

Educational Programs

0

Programs (2012)

0

Completions (2012)

Program	2008	2009	2010	2011	2012
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There are no related program completions in the selected region.



Current Employers: Personal Care Aide

Industry	Occupation Jobs in Industry (2013)	% of Occupation in Industry (2013)	% of Total Jobs in Industry (2013)
Services for the Elderly and Persons with Disabilities (624120)	1,165	49.7%	55.0%
Home Health Care Services (621610)	452	19.3%	31.7%
Residential Mental Retardation Facilities (623210)	363	15.5%	30.8%
State Government, Excluding Education and Hospitals (902999)	48	2.1%	1.4%
Private Households (814110)	40	1.7%	21.5%

Shows the highest employers for this occupation.



Occupation Information By Parish: Registered Nurse

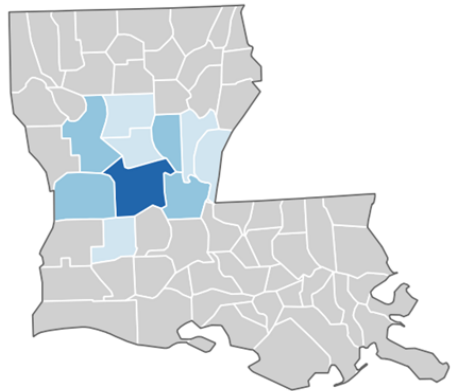
Parish Name	2013 Jobs	2018 Jobs	2013 Annual Openings	Median Hourly Earnings	2013 National Location Quotient
Rapides	2,121	2,230	58	\$27.53	1.81
Vernon	235	259	10	\$29.48	0.79
Natchitoches	213	238	9	\$24.76	0.80
Avoyelles	156	166	4	\$24.52	0.69
LaSalle	148	198	15	\$23.88	1.46
Allen	126	139	5	\$28.57	0.74
Winn	110	129	7	\$25.57	1.02
Concordia	106	111	3	\$24.21	0.87
Grant	62	63	1	\$26.46	0.94
Catahoula	25	30	2	\$27.22	0.52
Total	3,303	3,562	115	\$27.04	

LQs above a 1.0 indicate a high concentration of jobs

of Jobs in 2013 & 2018 by Parish

of Job Openings in 2013 by Parish

\$56,243.20 Annual Salary*



*Annual Salary = Hourly Earnings x 2080 hours/year



Education Programs: Registered Nurse

Educational programs – Registered Nurses					
	1				
	Programs (2012)		451		
			Completions (2012)		
Program	2008	2009	2010	2011	2012
Registered Nursing/Registered Nurse (51.3801)	405	395	440	479	451
Providers	Degree/Certification		# of Completers 2012		
Northwestern State University	Associate's Degree		115		
LSU-Alexandria	Associate's Degree		50		
Northwestern State University	Bachelor's Degree		197		
Louisiana College	Bachelor's Degree		27		
LSU-Alexandria	Bachelor's Degree		8		
Northwestern State University	Master's Degree		54		
			451		



Other Education Programs: Registered Nurse

- Other Identified Training/Educational Programs:
 - Allied Health Institute
 - Kaplan University
 - LSU – Eunice
 - University of Phoenix
 - Upper Iowa University



Current Employers: Registered Nurse

Industry	Occupation Jobs in Industry (2013)	% of Occupation in Industry (2013)	% of Total Jobs in Industry (2013)
General Medical and Surgical Hospitals (Private) (622110)	1,405	42.5%	31.7%
Hospitals (Local Government) (903622)	316	9.6%	22.7%
Federal Government, Civilian, Excluding Postal Service (901199)	246	7.4%	4.4%
Offices of Physicians (except Mental Health Specialists) (621111)	199	6.0%	8.9%
Nursing Care Facilities (623110)	192	5.8%	6.2%

Shows the highest employers for this occupation.



Occupation Information By Parish: Home Health Aide

Parish Name	2013 Jobs	2018 Jobs	2013 Annual Openings	Median Hourly Earnings	2013 National Location Quotient
Rapides	258	279	5	\$8.90	0.65
Avoyelles	116	155	11	\$9.25	1.51
Natchitoches	112	152	12	\$9.18	1.25
Allen	74	70	1	\$8.66	1.29
Winn	72	92	6	\$8.72	1.98
Concordia	69	115	13	\$10.19	1.67
Catahoula	36	40	1	\$10.27	2.23
Vernon	20	13	0	\$9.83	0.20
La Salle	19	29	3	\$9.83	0.55
Grant	<10	<10	--	--	--

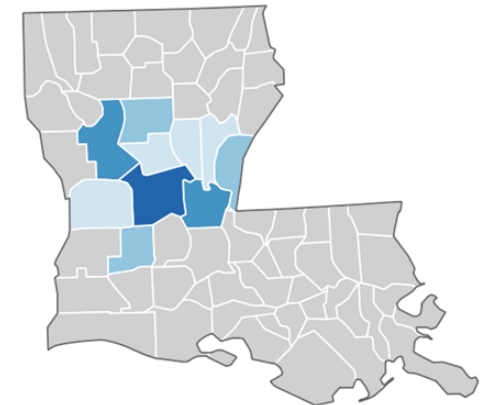
LQs above a 1.0 indicate a high concentration of jobs

Total **781** **950** **53** **\$9.16**

of Jobs in 2013 & 2018 by Parish

of Job Openings in 2013 by Parish

\$19,052.80 Annual Salary*



*Annual Salary = Hourly Earnings x 2080 hours/year



Education Programs: Home Health Aid

Educational Programs

0

Programs (2012)

0

Completions (2012)

Program	2008	2009	2010	2011	2012
---------	------	------	------	------	------

There are no related program completions in the selected region.



Current Employers: Home Health Aide

Industry	Occupation Jobs in Industry (2013)	% of Occupation in Industry (2013)	% of Total Jobs in Industry (2013)
Home Health Care Services (621610)	260	33.4%	18.3%
Services for the Elderly and Persons with Disabilities (624120)	233	29.8%	11.0%
Residential Mental Retardation Facilities (623210)	174	22.3%	14.8%
Nursing Care Facilities (623110)	32	4.1%	1.0%
Local Government, Excluding Education and Hospitals (903999)	11	1.4%	0.1%

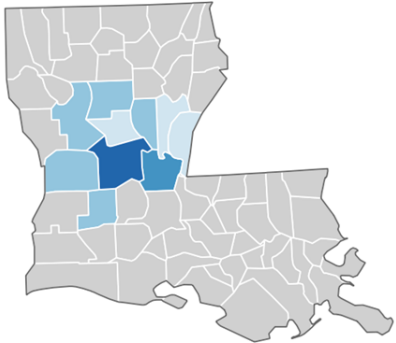
Shows the highest employers for this occupation.



Occupation Information By Parish: Nursing Assistant

Parish Name	2013 Jobs	2018 Jobs	2013 Annual Openings	Median Hourly Earnings	2013 National Location Quotient
Rapides	881	857	11	\$9.36	1.40
Avoyelles	300	298	4	\$8.93	2.45
Natchitoches	179	207	9	\$8.76	1.25
LaSalle	165	242	23	\$8.32	3.04
Vernon	144	112	2	\$9.83	0.90
Winn	144	204	18	\$8.67	2.48
Allen	140	165	8	\$9.02	1.54
Grant	68	72	2	\$8.55	1.94
Concordia	56	44	1	\$8.28	0.85
Catahoula	31	46	4	\$9.58	1.19
Total	2,108	2,247	81	\$9.08	

LQs above a 1.0 indicate a high concentration of jobs



*Annual Salary = Hourly Earnings x 2080 hours/year



Education Programs: Nursing Assistant

Educational programs

2

Programs (2012)

389

Completions (2012)

Program	2008	2009	2010	2011	2012
Nursing Assistant/Aide and Patient Care Assistant/Aide (51.3902)	55	75	241	300	200
Health Aide (51.2601)	38	52	86	141	189

Title	Institution	Award Level	2012 Completions
Health Aide	Central Louisiana Technical Community College	Award of less than 1 academic year	189
Nursing Assistant/Aide and Patient Care Assistant/Aide	Central Louisiana Technical Community College	Award of less than 1 academic year	200



Other Education Programs: Nursing Assistant

- Other Identified Training/Educational Programs:
 - Leesville High School
 - Louisiana Technical College – Oakdale @ Oberlin High School
 - Northwest Louisiana Technical College
 - Natchitoches Branch
 - Natchitoches Central High School
 - ULM @ Natchitoches Nursing And Rehabilitation Center
 - Central Louisiana Medical Academy
 - DHH Approved Train the Trainer Instructors (approximately 4)



Current Employers: Nursing Assistant

Industry	Occupation Jobs in Industry (2013)	% of Occupation in Industry (2013)	% of Total Jobs in Industry (2013)
Nursing Care Facilities (623110)	1,078	51.1%	35.0%
General Medical and Surgical Hospitals (Private) (622110)	324	15.4%	7.3%
Hospitals (Local Government) (903622)	125	5.9%	9.0%
Home Health Care Services (621610)	86	4.1%	6.0%
Local Government, Excluding Education and Hospitals (903999)	81	3.9%	0.7%

Shows the highest employers for this occupation.



Occupation Information By Parish: Licensed Practical and Licensed Vocational Nurses

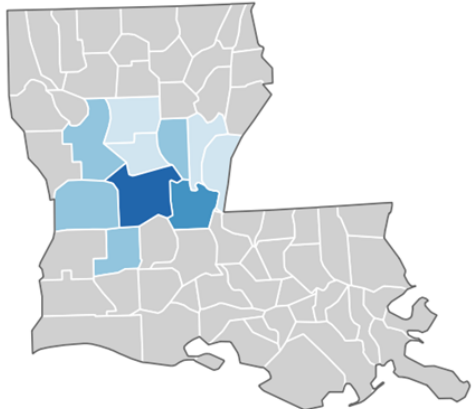
Parish Name	2013 Jobs	2018 Jobs	2013 Annual Openings	Median Hourly Earnings	2013 National Location Quotient
Rapides	1,028	1,014	27	\$17.08	3.22
Avoyelles	210	211	6	\$16.22	3.37
Vernon	162	149	4	\$18.52	1.98
Natchitoches	160	176	9	\$17.17	2.20
Allen	116	137	9	\$18.52	2.50
LaSalle	110	152	15	\$15.00	3.97
Winn	102	132	11	\$16.05	3.46
Concordia	72	69	2	\$17.73	2.15
Grant	70	72	2	\$15.17	3.89
Catahoula	32	41	4	\$18.72	2.42
Total	2,061	2,153	89	\$17.03	

LQs above a 1.0 indicate a high concentration of jobs

of Jobs in 2013 & 2018 by Parish

of Job Openings in 2013 by Parish

\$35,422.40 Annual Salary*



*Annual Salary = Hourly Earnings x 2080 hours/year

Education Programs: Licensed Practical and Licensed Vocational Nurses

Educational programs	
1 Programs (2012)	324 Completions (2012)

Program	2008	2009	2010	2011	2012
Licensed Practical/Vocational Nurse Training (51.3901)	158	377	272	297	324

Institution	Degrees	Certificates	Total Completions
Central Louisiana Technical Community College	0	324	324



Other Education Programs: Licensed Practical and Licensed Vocational Nurses

- Other Identified Training/Educational Programs
 - LSU-Eunice
 - Associate's and Bachelor's
 - Northwest Louisiana Technical College
 - Mansfield, Minden, Natchitoches, Shreveport
 - Associate's and Bachelor's



Current Employers: Licensed Practical and Licensed Vocational Nurses

Industry	Occupation Jobs in Industry (2013)	% of Occupation in Industry (2013)	% of Total Jobs in Industry (2013)
Nursing Care Facilities (623110)	680	33.0%	22.1%
Offices of Physicians (except Mental Health Specialists) (621111)	235	11.4%	10.4%
General Medical and Surgical Hospitals (Private) (622110)	231	11.2%	5.2%
Home Health Care Services (621610)	194	9.4%	13.6%
Federal Government, Civilian, Excluding Postal Service (901199)	141	6.8%	2.5%

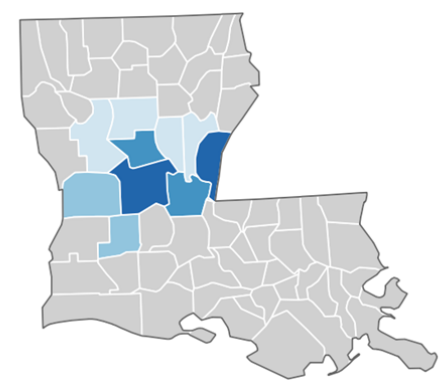
Shows the highest employers for this occupation.



Occupation Information By Parish: EMTs and Paramedics

Parish Name	2013 Jobs	2018 Jobs	2013 Annual Openings	Median Hourly Earnings	2013 National Location Quotient
Rapides	87	96	4	\$17.60	0.84
Concordia	46	61	5	\$13.03	4.27
Grant	27	33	2	\$14.25	4.64
Avoyelles	25	40	4	\$18.25	1.27
Allen	20	22	1	\$18.69	1.32
Vernon	16	18	1	\$19.39	0.62
Catahoula	<10	<10	--	--	--
Natchitoches	<10	<10	--	--	--
La Salle	<10	<10	--	--	--
Winn	<10	<10	--	--	--
Total	234	285	18	\$16.49	

LQs above a 1.0 indicate a high concentration of jobs



*Annual Salary = Hourly Earnings x 2080 hours/year



Education Programs: EMTs and Paramedics

Educational programs					
	1 Programs (2012)		11 Completions (2012)		
Program	2008	2009	2010	2011	2012
Emergency Medical Technology/Technician (EMT Paramedic) (51.0904)	25	24	12	10	11

Title	Institution	Award Level	2012 Completions
Emergency Medical Technology/Technician (EMT Paramedic)	Central Louisiana Technical Community College	Award of less than 1 academic year	11



Other Education Programs: EMTs and Paramedics

- Other Identified Training/Educational Programs:
 - Kaplan University
 - LSU – Eunice
 - Northwest Louisiana Technical College
 - Louisiana Technical College – Natchitoches
 - ULM
 - University of Phoenix
 - National EMS Academy – Alexandria Campus



Current Employers: EMTs and Paramedics

Industry	Occupation Jobs in Industry (2013)	% of Occupation in Industry (2013)	% of Total Jobs in Industry (2013)
Ambulance Services (621910)	156	66.7%	61.4%
Local Government, Excluding Education and Hospitals (903999)	54	23.1%	0.5%
General Medical and Surgical Hospitals (Private) (622110)	10	4.4%	0.2%
Hospitals (Local Government) (903622)	<10	3.2%	0.5%
Offices of Physicians (except Mental Health Specialists) (621111)	<10	0.3%	0.0%

Shows the highest employers for this occupation.



Occupation Information By Parish: Physical Therapist

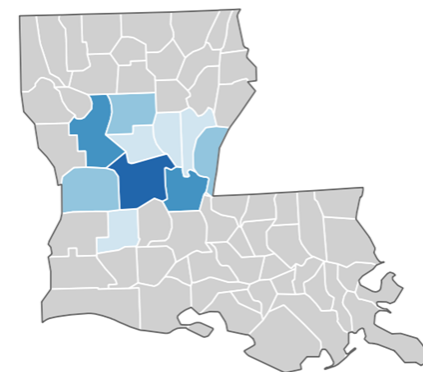
Parish Name	2013 Jobs	2018 Jobs	2013 Annual Openings	Median Hourly Earnings	2013 National Location Quotient
Rapides	150	163	5	\$37.38	1.75
Natchitoches	30	50	6	\$37.17	1.57
Avoyelles	30	21	0	\$45.89	1.79
Winn	25	43	5	\$45.89	3.16
Vernon	16	16	0	\$45.89	0.72
Concordia	<10	<10	--	--	--
Allen	<10	<10	--	--	--
LaSalle	<10	<10	--	--	--
Grant	<10	<10	--	--	--
Catahoula	<10	<10	--	--	--
Total	277	321	18	\$39.24	

LQs above a 1.0 indicate a high concentration of jobs

of Jobs in 2013 & 2018 by Parish

of Job Openings in 2013 by Parish

\$81,619.20 Annual Salary*



*Annual Salary = Hourly Earnings x 2080 hours/year



Education Programs: Physical Therapist

Educational Programs

0
Programs (2012)

0
Completions (2012)

Program	2008	2009	2010	2011	2012
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There are no related program completions in the selected region.

Occupation requires post-secondary education training.



Current Employers: Physical Therapist

Industry	Occupation Jobs in Industry (2013)	% of Occupation in Industry (2013)	% of Total Jobs in Industry (2013)
Offices of Physical, Occupational and Speech Therapists, and Audiologists (621340)	108	39.0%	21.3%
General Medical and Surgical Hospitals (Private) (622110)	51	18.5%	1.2%
Home Health Care Services (621610)	27	9.8%	1.9%
Nursing Care Facilities (623110)	18	6.6%	0.6%
Specialty (except Psychiatric and Substance Abuse) Hospitals (Private) (622310)	15	5.4%	3.8%

Shows the highest employers for this occupation.



Occupation Information By Parish: Pharmacy Technician

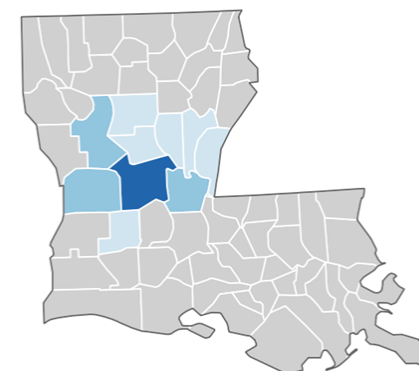
Parish Name	2013 Jobs	2018 Jobs	2013 Annual Openings	Median Hourly Earnings	2013 National Location Quotient
Rapides	236	252	7	\$14.37	1.50
Vernon	42	47	2	\$13.96	1.04
Natchitoches	40	40	1	\$13.92	1.12
Avoyelles	38	43	2	\$13.21	1.25
LaSalle	18	21	1	\$14.44	1.29
Allen	16	17	0	\$15.20	0.70
Winn	15	18	1	\$14.03	1.06
Concordia	14	15	0	\$13.24	0.84
Catahoula	12	16	1	\$12.89	1.86
Grant	10	14	1	\$14.77	1.17
Total	442	483	17	\$14.15	

LQs above a 1.0 indicate a high concentration of jobs

of Jobs in 2013 & 2018 by Parish

of Job Openings in 2013 by Parish

\$29,432.00 Annual Salary*



*Annual Salary = Hourly Earnings x 2080 hours/year



Education Programs: Pharmacy Technician

Educational programs

1	47
Programs (2012)	Completions (2012)

Program	2008	2009	2010	2011	2012
Pharmacy Technician/Assistant (51.0805)	8	11	22	60	47

Title	Institution	Award Level	2012 Completions
Pharmacy Technician/Assistant	Central Louisiana Technical Community College	Award of less than 1 academic year	13
Pharmacy Technician/Assistant	Unitech Training Academy-Alexandria	Award of at least 1 but less than 2 academic years	29
Pharmacy Technician/Assistant	Louisiana State University-Alexandria	Award of at least 1 but less than 2 academic years	5



Other Education Programs: Pharmacy Technician

- Other Identified Training/Educational Programs:
 - Unitech Training Academy
 - Alexandria, Lake Charles, West Monroe
 - Virginia College



Current Employers: Pharmacy Technician

Industry	Occupation Jobs in Industry (2013)	% of Occupation in Industry (2013)	% of Total Jobs in Industry (2013)
Pharmacies and Drug Stores (446110)	232	52.6%	27.1%
General Medical and Surgical Hospitals (Private) (622110)	48	10.7%	1.1%
Warehouse Clubs and Supercenters (452910)	45	10.1%	1.7%
Federal Government, Civilian, Excluding Postal Service (901199)	21	4.7%	0.4%
Supermarkets and Other Grocery (except Convenience) Stores (445110)	17	3.9%	1.1%

Shows the highest employers for this occupation.



Occupation Information By Parish: Nurse Practitioners

Parish Name	2013 Jobs	2018 Jobs	2013 Annual Openings	Median Hourly Earnings	2013 National Location Quotient
Rapides	49	52	2	\$44.26	1.03
Vernon	10	13	1	\$38.93	0.86
Natchitoches	<10	10	--	--	--
Avoyelles	<10	<10	--	--	--
Allen	<10	<10	--	--	--
LaSalle	<10	<10	--	--	--
Winn	<10	<10	--	--	--
Concordia	<10	<10	--	--	--
Catahoula	<10	<10	--	--	--
Grant	<10	<10	--	--	--

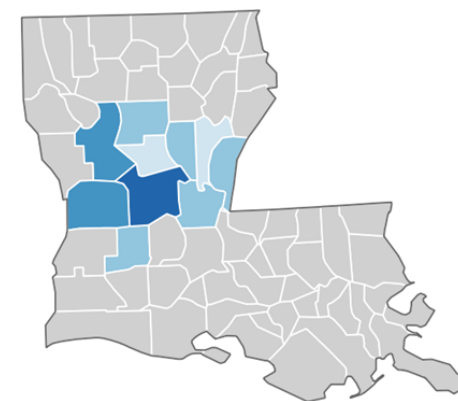
LQs above a 1.0 indicate a high concentration of jobs

Total **91** **103** **5** **\$42.26**

of Jobs in 2013 & 2018 by Parish

of Job Openings in 2013 by Parish

\$87,900.80 Annual Salary*



*Annual Salary = Hourly Earnings x 2080 hours/year



Education Programs: Nurse Practitioners

Educational Programs

0 Programs (2012)		0 Completions (2012)				
Program	2008	2009	2010	2011	2012	

There are no related program completions in the selected region.

This occupation requires additional education training.



Other Education Programs: Nurse Practitioners

- Other Identified Training/Educational Programs:
 - Kaplan University



Current Employers: Nurse Practitioners

Industry	Occupation Jobs in Industry (2013)	% of Occupation in Industry (2013)	% of Total Jobs in Industry (2013)
Offices of Physicians (except Mental Health Specialists) (621111)	41	44.7%	1.8%
General Medical and Surgical Hospitals (Private) (622110)	17	18.8%	0.4%
Hospitals (Local Government) (903622)	<10	8.1%	0.5%
Local Government, Excluding Education and Hospitals (903999)	<10	3.3%	0.0%
Home Health Care Services (621610)	<10	2.9%	0.2%

Shows the highest employers for this occupation.



Occupation Information By Parish: Physician Assistants

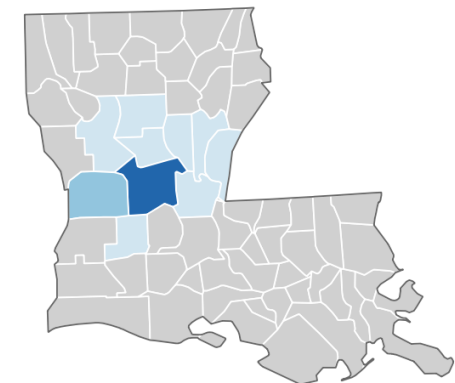
Parish Name	2013 Jobs	2018 Jobs	2013 Annual Openings	Median Hourly Earnings	2013 National Location Quotient
Rapides	21	22	1	\$34.65	0.56
Vernon	<10	<10	--	--	--
Natchitoches	<10	<10	--	--	--
Allen	<10	<10	--	--	--
Avoyelles	<10	<10	--	--	--
Concordia	<10	<10	--	--	--
Winn	<10	<10	--	--	--
LaSalle	<10	<10	--	--	--
Grant	<10	<10	--	--	--
Catahoula	<10	<10	--	--	--

Total **32** **36** **1** **\$47.04**

of Jobs in
2013 & 2018
by Parish

of Job
Openings in
2013 by Parish

\$97,843.20
Annual
Salary*



*Annual Salary = Hourly Earnings x 2080 hours/year



Education Programs: Physician Assistants

Educational programs					
	1 Programs (2012)		1 Completions (2012)		
Program	2008	2009	2010	2011	2012
Physician Assistant (51.0912)	0	0	0	0	1

Title	Institution	Award Level	2012 Completions
Physician Assistant	Louisiana College	Bachelor's degree	1



Current Employers: Physician Assistants

Industry	Occupation Jobs in Industry (2013)	% of Occupation in Industry (2013)	% of Total Jobs in Industry (2013)
Offices of Physicians (except Mental Health Specialists) (621111)	17	53.7%	0.8%
General Medical and Surgical Hospitals (Private) (622110)	<10	15.3%	0.1%
Federal Government, Civilian, Excluding Postal Service (901199)	<10	8.0%	0.0%
Hospitals (Local Government) (903622)	<10	2.9%	0.1%
Hospitals (State Government) (902622)	<10	2.4%	0.1%

Shows the highest employers for this occupation.



Training and Education Information



CENLA Training/Educational Providers

- Mix of public and private training/educational providers
 - Allied Health Institute
 - American Red Cross
 - Blue Cliff College
 - Central LA Medical Academy
 - Central Louisiana School for Dental Assistants
 - Central Louisiana Technical Community College
 - Kaplan University
 - Louisiana Technical College Natchitoches Campus
 - Louisiana College
 - LSU – Alexandria
 - LSU – Eunice
 - LSU HSC School of Dentistry
 - National EMS Academy
 - Northwest LA Technical College
 - Northwestern State
 - Unitech Training Academy
 - University of Phoenix
 - Upper Iowa University



*EMSI Data Only

CENLA Program Completers by Education Provider, 2012*

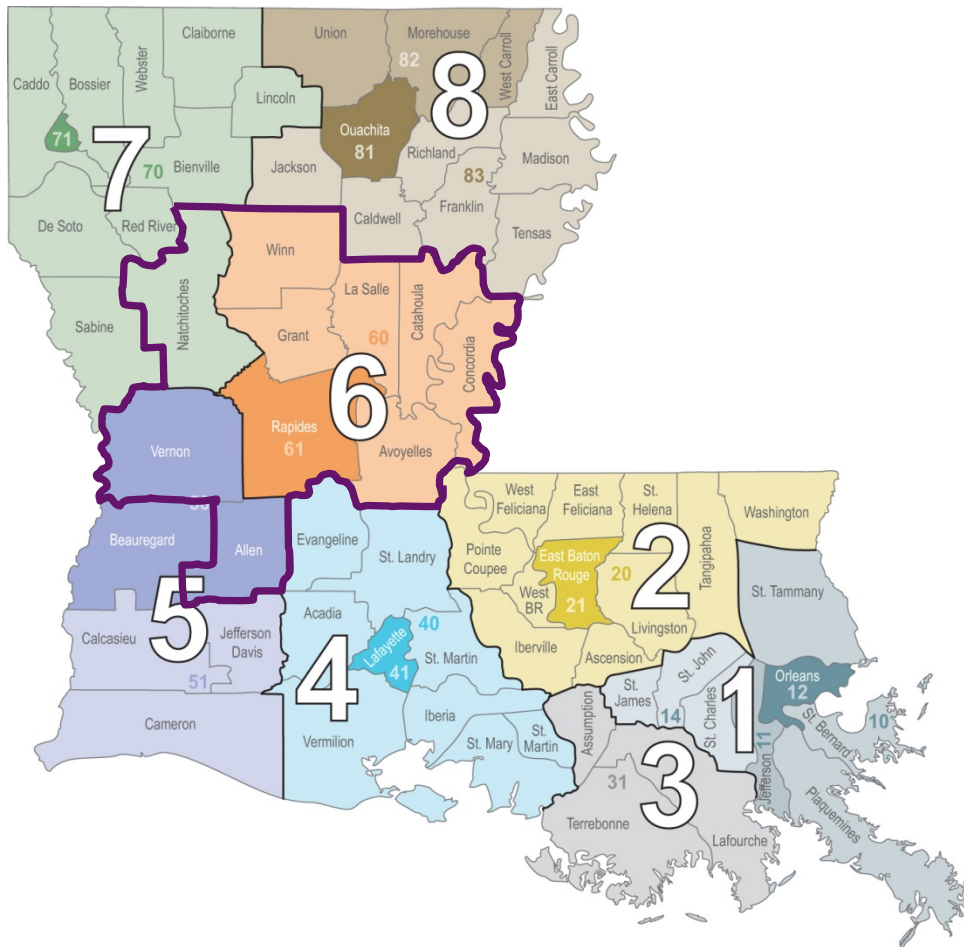
Occupation (In Order of Demand)	LSU-A	Northwestern	Louisiana College	Central Louisiana Technical College	Unitech Training Academy
Personal Care Aides	-	-	-	-	-
Registered Nurse – Associate’s Degree	50	115	-	-	-
Registered Nurse – Bachelor’s Degree	8	197	27	-	-
Registered Nurse – Master’s Degree	-	54	-	-	-
Home Health Aides	-	-	-	-	-
Nursing Assistants	-	-	-	389	-
Licensed Practical and Licensed Vocational Nurses	-	-	-	324	-
General and Operations Manager	40	117 (22 A/95 B)	18	-	-
EMTs and Paramedics	-	-	-	11	-
Physical Therapists	-	-	-	-	-
Pharmacy Technicians	5	-	-	13	29
Pharmacist	-	-	-	-	-
Medical and Health Services Manager	-	-	-	-	-
Physical Therapy Assistant	-	-	13	-	-
Physical Therapy Aides	-	-	-	-	40
Physicians and Surgeons	-	-	-	-	-
Nurse Practitioners	-	-	-	-	-
Psychiatric Aides	-	-	-	189 (Health Aides)	-
Medical and Clinical Laboratory Technologists	-	-	-	-	-
Physician Assistants	-	-	1	-	-
Dental Hygienist	-	-	-	-	-
Orderlies	-	-	-	189 (Health Aides) 200 (Nursing Assistant/Aides, Patient Care Aides)	-
Dental Assistant	-	-	-	-	-

IWTP Grant Funding for CLEDA Region

Industry	Number of Firms			Amount of Funding (\$)			Number of trainees		
	FY 2010	FY 2011	FY 2012	FY 2010	FY 2011	FY 2012	FY 2010	FY 2011	FY 2012
Finance and Insurance	-	-	2	-	-	134,509	-	-	261
Wholesale Trade	-	-	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-	-	-
Information	-	-	-	-	-	-	-	-	-
Manufacturing	2	2	1	635,909	771,913	393,536	673	759	791
Accommodation and Food Service	-	-	-	-	-	-	-	-	-
Health Care and Social Assistance	1	1	3	25,398	300,699	417,305	27	672	580
Retail Trade	-	-	-	-	-	-	-	-	-
Agriculture, Fishing, and Hunting	-	-	-	-	-	-	-	-	-
Totals	3	3	6	661,307	1,072,612	945,350	700	1,431	1,632



Workforce Investment Act Offices



- #50 – Allen Parish
Vernon Parish
- #60 – Avoyelles Parish
Catahoula Parish
Concordia Parish
Grant Parish
LaSalle Parish
Winn Parish
- #61 – Rapides Parish
- #70 – Natchitoches Parish

Workforce Investment Act Allocations

LWIA	Program Year 2012 Youth	Program Year 2012 Adult	Program Year 2012 Dislocated Worker	Program Year 2012 TOTAL
50	\$266,986	\$254,699	\$245,747	\$767,432
60	\$354,686	\$340,982	\$191,218	\$886,886
61	\$301,813	\$287,923	\$204,402	\$794,138
70	\$993,009	\$827,388	\$575,308	\$2,395,705
LWIA Total	\$1,916,494.50	\$1,710,992	\$1,216,675	\$4,844,162

- NOTE: LWIA #50, #61, #70 include parishes outside of CLEDA region
- NOTE: Program Year does not match calendar or fiscal year



Other Information of Interest



Nursing Workforce Forecasting Model

- Recently released study by the Louisiana Center for Nursing shows a different perspective. Forecast findings for Region 6 (Alexandria RLMA)*:
 - **RNs** – There will be a surplus of RNs through 2020.
 - **APRNs** – The supply of APRNs just meets demand through 2013. Beginning in 2014 the supply of APRNs will exceed demand through 2016. In 2017 the gap between supply and demand will begin to close leading to a demand for APRNs in 2018 extending through 2020.
 - **LPNs** – There will be a surplus of LPNs through 2020.





Observations & Recommendations



Environmental Changes

- There have been many changes affecting healthcare workforce development in the CENLA region and the State of Louisiana since the original study. These include:
 - The development of the Louisiana Workforce Commission
 - The 2012 legislature establishes the Central Louisiana Community and Technical College
 - Act 360 which establishes a facilities program for the Louisiana Central Community and Technical College



Environmental Changes: Continued

- Cooperative Endeavor Agreements are signed in 2013 moving patients and jobs from Huey P. Long to community based hospitals.
- The state of Louisiana forms a public private partnership with Magellan in 2012 to outsource its mental and behavioral health services.
- The State Superintendent of Education is considering the inclusion of Rapides Parish in the pilot Career Diploma program for 2013-2014.



Gaps in the Pipeline – K-12

- *There are significant gaps in the pipeline to prepare a workforce for jobs in the healthcare industry.*
- The K-12 system must better prepare students with STEM courses so that they can pass chemistry and other science-related courses for advanced degrees.
- The K-12 system must assist students with life skills to prepare them for jobs requiring dependability, good communication skills and conflict resolution.
- The K-12 system must develop strong relationships with CEO's and Human Resources Directors to ensure that students are prepared for jobs of the future.



Gaps in the Pipeline – Higher Education

- The Central Louisiana Community and Technical College must work aggressively with every high school to develop pathways so that seniors can graduate with their high school diploma as well as their associates degree.
- Most of the jobs needed require Associate Degrees or Certificates and the education system must encourage the development of a career ladder philosophy to allow new entrants into the workforce to backfill the pipeline as others continue to move up to fill higher level jobs.



Gaps in the Pipeline – Higher Education

- A registered nurse has only one place to go in CENLA to receive an advanced degree. CEO's noted the need for APRN's – Nurse Practitioners, Physician Assistants, Nurse Anesthetists. As the healthcare model begins to change, there will need to be more highly trained healthcare professionals to meet the increasing demand.
- More public/private partnerships must be developed such as the joint effort resulting in the recent establishment of a degree at LSU-A in Elder Care Administration which was strongly supported by the nursing home association and key members.



Gaps in the Pipeline – Higher Education

- Local advisory boards with appropriate healthcare employers should be developed for each institution and degree program or department.
- Look at experiential and prior learning credit, especially for the military located in the CENLA area.



Gaps in the Pipeline – WIBs

- There are concerns about losing adult literacy programs and GED requirements.
- There are challenges with reduced funding and higher metrics, as all students must meet the poverty standards.
- Most WIBs do not provide funding for CNAs (other than youth) due to the low wages and the fact that families are often worse off once they lose eligibility for childcare, etc.
- Additionally, many WIB directors find that a number of students cannot pass the LPN program or their boards.

