

# Real-Time Job Demand: March/April 2015



## Economic Growth Region 2

St. Joseph, Elkhart, Marshall, Kosciusko and Fulton Counties



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## Spotlight on: Frequent Job Openings in Health Care and Social Assistance for EGR 2

Occupation Title	Other Common Job Titles	Job Description	March/April Job Postings	Entry Level Wage	Experienced Wage	Minimum Education Required
<b>Registered Nurses</b>	Charge Nurse, Director of Nursing (DON), Emergency Department RN, Oncology RN Operating Room Registered Nurse, Public Health Nurse (PHN), School Nurse	Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required	137	\$43,916	\$62,424	Associate Degree
<b>Licensed Practical and Licensed Vocational Nurses</b>	Charge Nurse; Clinic Licensed Practical Nurse (CLINIC LPN); Office Nurse; Pediatric Licensed Practical Nurse (PEDIATRIC LPN); Private Duty Nurse; Triage Licensed Practical Nurse (TRIAGE LPN)	Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.	61	\$34,151	\$42,515	Bachelor's Degree

Occupation Title	Other Common Job Titles	Job Description	March/April Job Postings	Entry Level Wage	Experienced Wage	Minimum Education Required
<b>Nursing Assistants</b>	Certified Medication Aide (CMA), Certified Nurse Aide (CNA), Certified Nurses Aide (CNA), Certified Nursing Assistant (CNA), Geriatric Nursing Assistant (GNA), Licensed Nursing Assistant (LNA), Nurses' Aide, Nursing Aide, Nursing Assistant, State Tested Nursing Assistant (STNA)	Provide basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linens. May transfer or transport patients. Includes nursing care attendants, nursing aides, and nursing attendants.	41	\$19,116	\$25,346	High School Diploma/Vocational Education
<b>Social and Human Service Assistants</b>	Advocate, Caseworker, Community Coordinator, Family Support Worker, Home based Assistant, Human Services Program Specialist, Mental Health Technician, Outreach Specialist, Social Services Assistant, Social Work Associate	Assist in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. May assist clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care.	37	\$22,828	\$33,232	Bachelor's degree / Some college, no degree

Occupation Title	Other Common Job Titles	Job Description	March/April Job Postings	Entry Level Wage	Experienced Wage	Minimum Education Required
<b>Medical and Health Services Managers</b>	Office Manager, Nurse Manager, Health and Social Service Manager, Program Manager, Clinical Director, Director of Nursing, Medical Records Manager, Mental Health Program Manager, Nutrition Services Manager, Practice Administrator	Plan, direct, or coordinate medical and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations.	37	\$53,555	\$91,464	Bachelor's Degree
<b>Industrial Engineers</b>	Industrial Engineer, Process Engineer, Operations Engineer, Manufacturing Specialist, Plant Engineer, Supply Chain Engineer, Tool Engineer	Design, develop, test, and evaluate integrated systems for managing industrial production processes, including human work factors, quality control, inventory control, logistics and material flow, cost analysis, and production coordination.	34	\$50,337	\$83,128	Bachelor's Degree
<b>Medical Assistants</b>	Certified Medical Assistant (CMA), Chiropractor Assistant, Clinical Assistant, Doctor's Assistant, Medical Assistant (MA), Medical Office Assistant, Ophthalmic Technician, Optometric Assistant, Optometric Technician, Registered Medical Assistant (RMA)	Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician	30	\$23,738	\$31,682	High School Diploma/Vocational Education

Occupation Title	Other Common Job Titles	Job Description	March/April Job Postings	Entry Level Wage	Experienced Wage	Minimum Education Required
<b>Home Health Aides</b>	Caregiver, Certified Home Health Aide (CHHA), Certified Medical Aide (CMA), Certified Nurses Aide (CNA), Home Attendant, Home Care Aide, Home Health Aide (HHA), Home Health Provider, Hospice/Home Health Aide, In Home Caregiver	Provide routine individualized healthcare such as changing bandages and dressing wounds, and applying topical medications to the elderly, convalescents, or persons with disabilities at the patient's home or in a care facility. Monitor or report changes in health status. May also provide personal care such as bathing, dressing, and grooming of patient.	26	\$16,823	\$23,423	High School Diploma
<b>Healthcare Social Workers</b>	Clinical Social Worker, Dialysis Social Worker, Director of Social Work, Hospice Social Worker, Medical Social Worker, Nephrology Social Worker, Oncology Social Worker, Renal Social Worker, Social Work Case Manager, Social Worker	Provide individuals, families, and groups with the psychosocial support needed to cope with chronic, acute, or terminal illnesses. Services include advising family care givers, providing patient education and counseling, and making referrals for other services. May also provide care and case management or interventions designed to promote health, prevent disease, and address barriers to access to healthcare.	20	\$31,365	\$54,090	Master's Degree

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<b>Marketing Managers</b>	Account Supervisor, Business Development Director, Business Development Manager, Commercial Lines Manager, Commercial Marketing Specialist, Market Development Manager, Marketing Coordinator, Marketing Director, Marketing Manager, Vice President of Marketing	Plan, direct, or coordinate marketing policies and programs, such as determining the demand for products and services offered by a firm and its competitors, and identify potential customers. Develop pricing strategies with the goal of maximizing the firm's profits or share of the market while ensuring the firm's customers are satisfied. Oversee product development or monitor trends that indicate the need for new products and services.	19	\$64,472	\$133,974	Bachelor's degree

Key Hiring Employers	Key Hiring Industries
IU Health Goshen Hospital	Offices of Physicians
Kosciusko Community Hospital	General Medical and Surgical Hospitals
Trilogy Health Services	Nursing Care Facilities (Skilled Nursing Facilities)
Oaklawn	Home Health Care Services
The South Bend Clinic L L P	Individual and Family Services
Trinity Health	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly
Goodwill Industries of Michiana, Inc.	Child Day Care Services
Extendicare	Vocational Rehabilitation Services
Beacon Health System	Other Ambulatory Health Care Services
La Petite Academy	Outpatient Care Centers

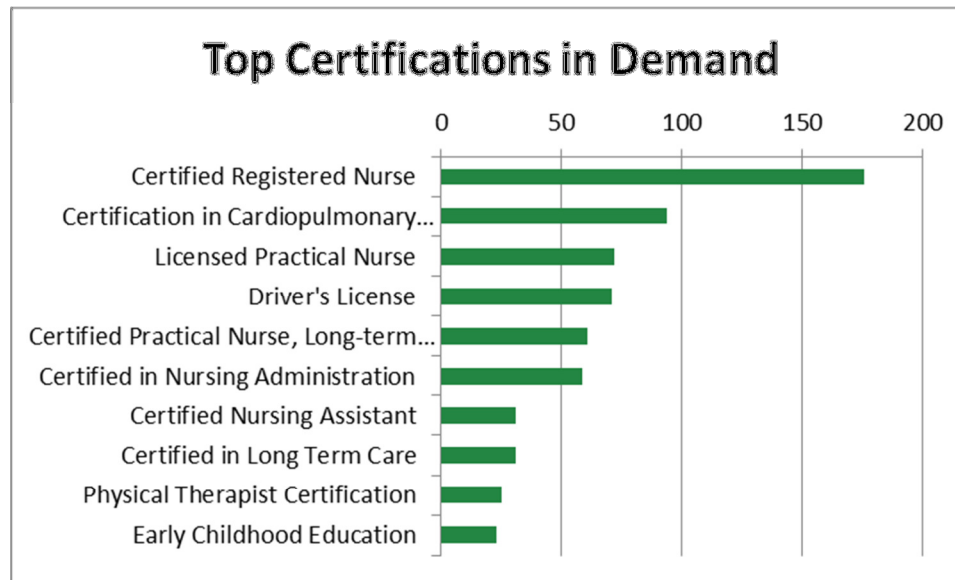
## Top Specialized Skills in Demand\*

- **Geriatrics**
- **Pediatrics**
- **Quality Assurance**
- **Bilingual**
- **Food preparation**
- **Bilingual Spanish**
- **Crisis intervention techniques**
- **ICD-10 / ICD-9**
- **Patient Electronic Medical Record**
- **Accounts Receivable**

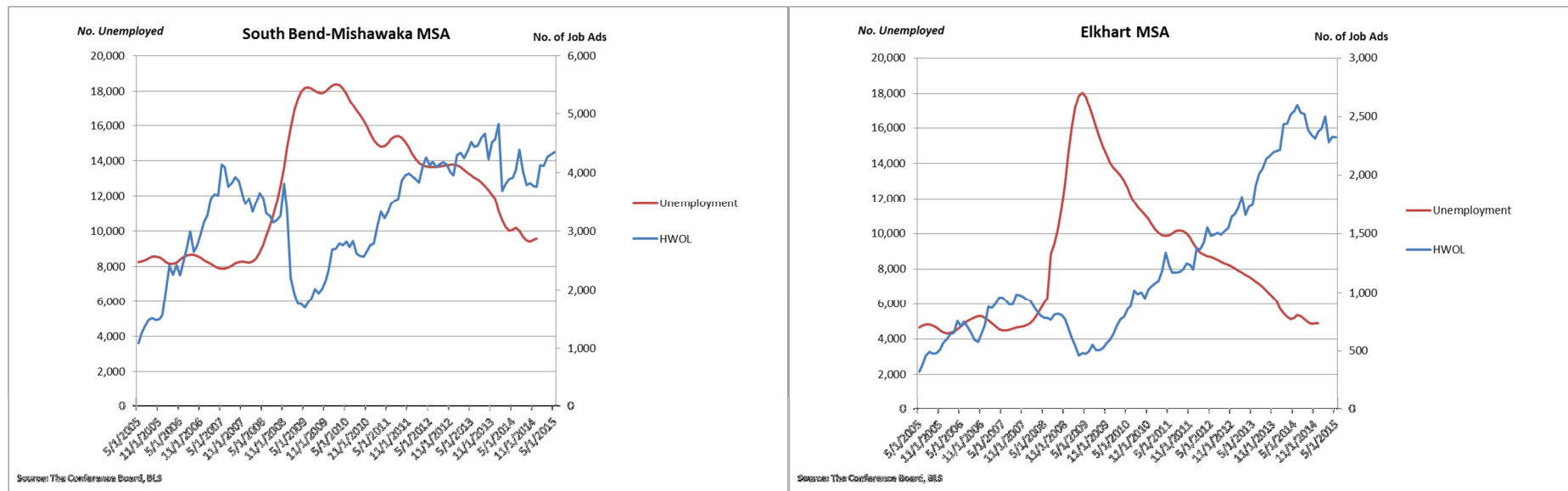
## Top Certifications in Demand

- **Certified Registered Nurse**
- **Certification in Cardiopulmonary Resuscitation (CPR)**
- **Licensed Practical Nurse**
- **Driver's License**
- **Certified Practical Nurse, Long-term care**
- **Certified in Nursing Administration**
- **Certified Nursing Assistant**
- **Certified in Long Term Care**
- **Physical Therapist Certification**
- **Early Childhood Education**

\*The skills listed are specialized and are in addition to basic / soft skills in demand from employers. Statewide soft skills in demand include: Process Improvement, Team Management, Strong Interpersonal Skills, Basic Computer Skills, Basic Oral & Written Communication Skills, Microsoft, Cash Handling, Time Management and Troubleshooting.



## Supply vs. Demand



### Sources

1. **Job Postings, Top Employers, Industries, Skills, and Certifications:** The Conference Board: Help Wanted OnLine. The Help-Wanted Online (HWOL)<sup>®</sup> Data Series is a job market vacancy listing that provides data collected from online job board sources throughout the U.S., including Indiana Career Connect. IndianaCareerConnect.com is the state of Indiana's free service to benefit individuals and employers.
2. **Wages:** Occupational Employment Statistics, Indiana Department of Workforce Development
3. **Education:** Bureau of Labor Statistics
4. **Job Titles and Descriptions:** O\*NET Online



## HOOSIERS BY THE NUMBERS

Your source for workforce data from the Indiana Department of Workforce Development

The Indiana Department of Workforce Development serves the worker and the employer to ensure workplace success. DWD is committed to innovating and invigorating Indiana's economic future. Primary services include Work One career centers, unemployment insurance, labor market information, regional workforce strategies, and professional training.

For more regional labor market information, please contact your Regional Market Analyst:

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