



## Increasing the Size of Your Qualified Candidate Pool

Jesse McCree | CEO, SCP a Works  
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# the context

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“....a **crisis** is looming for companies in Lancaster and the Harrisburg region if they don't take steps to immediately to find and hire **qualified employees** and **upgrade the skills** of those currently employed.”

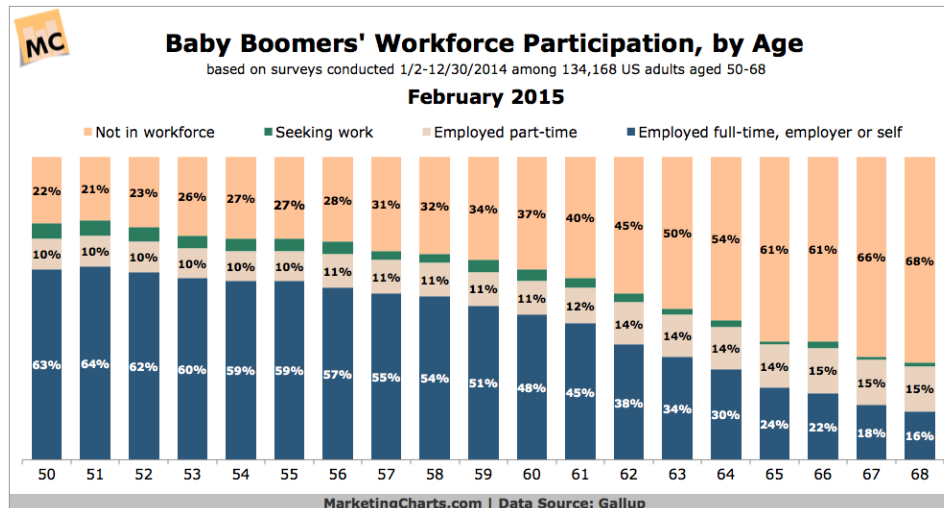
“Necessary Skills” *Business2Business Magazine*



# key occupational gaps

## Occupation Gaps

Potential Occupation Gaps over 10 Years in South Central PA



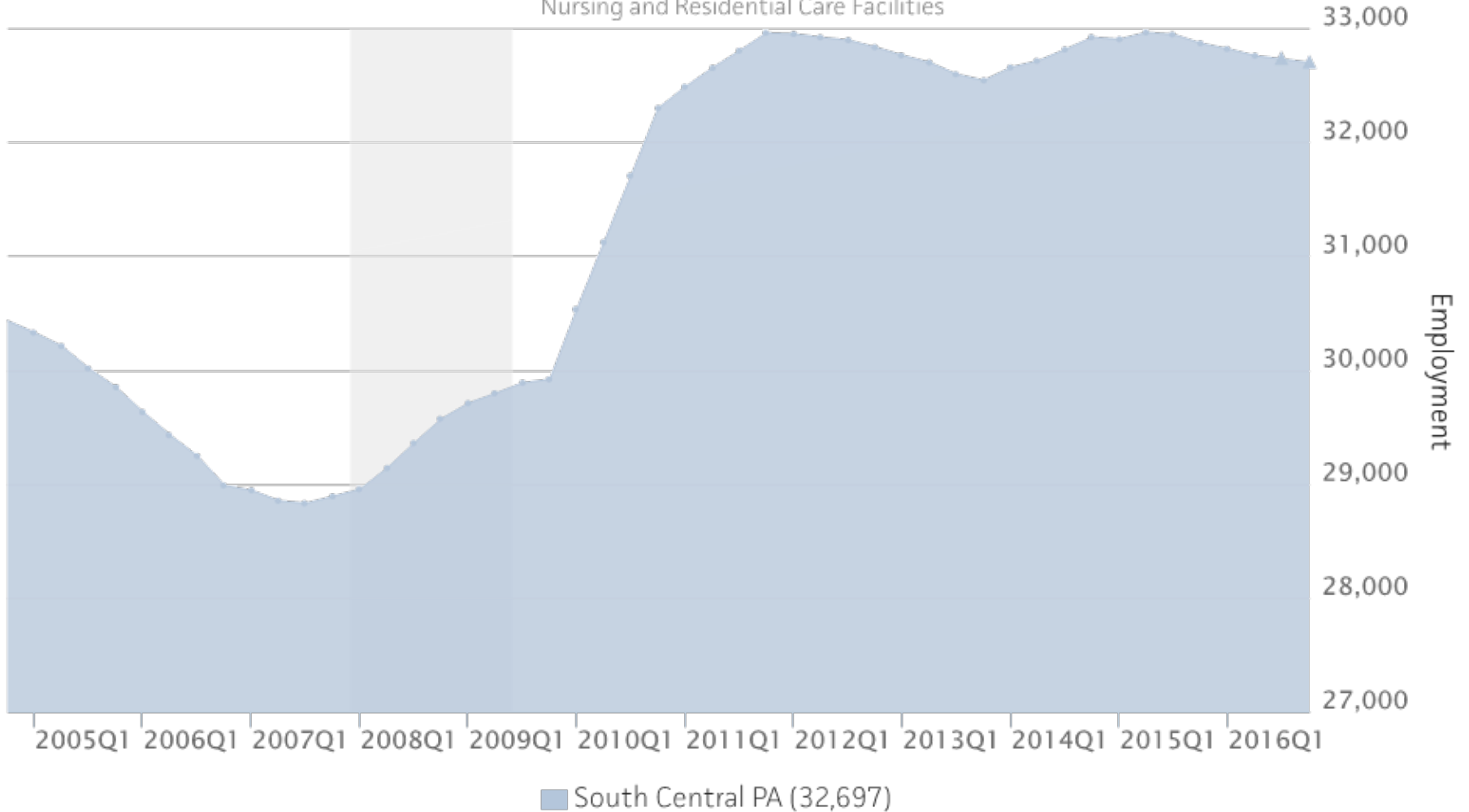
# industry snapshot

Industry Snapshot of Nursing and Residential Care Facilities in South Central PA						
	Current			Forecast		
	Four Quarters Ending with 2016q4			Over the Next 10 Years		
Industry	Employment	Avg. Annual Wages	Location Quotient	Total Approx Repl Demand	Total Growth Demand	Avg. Annual Growth Percent
Nursing and Residential Care Facilities	32,697	\$31,910	1.50	7,213	9,446	2.6%
Total - All Industries	947,768	\$44,904	1.00	232,866	28,946	0.3%

- Nearly **33,000 employed** in nursing and residential care facilities
- Location quotient: **1.50** (strong concentration in region)
- Average annual wages: **\$31,910**
- Replacement demand: nearly **9,500 over next ten years** (8x growth)

# industry snapshot

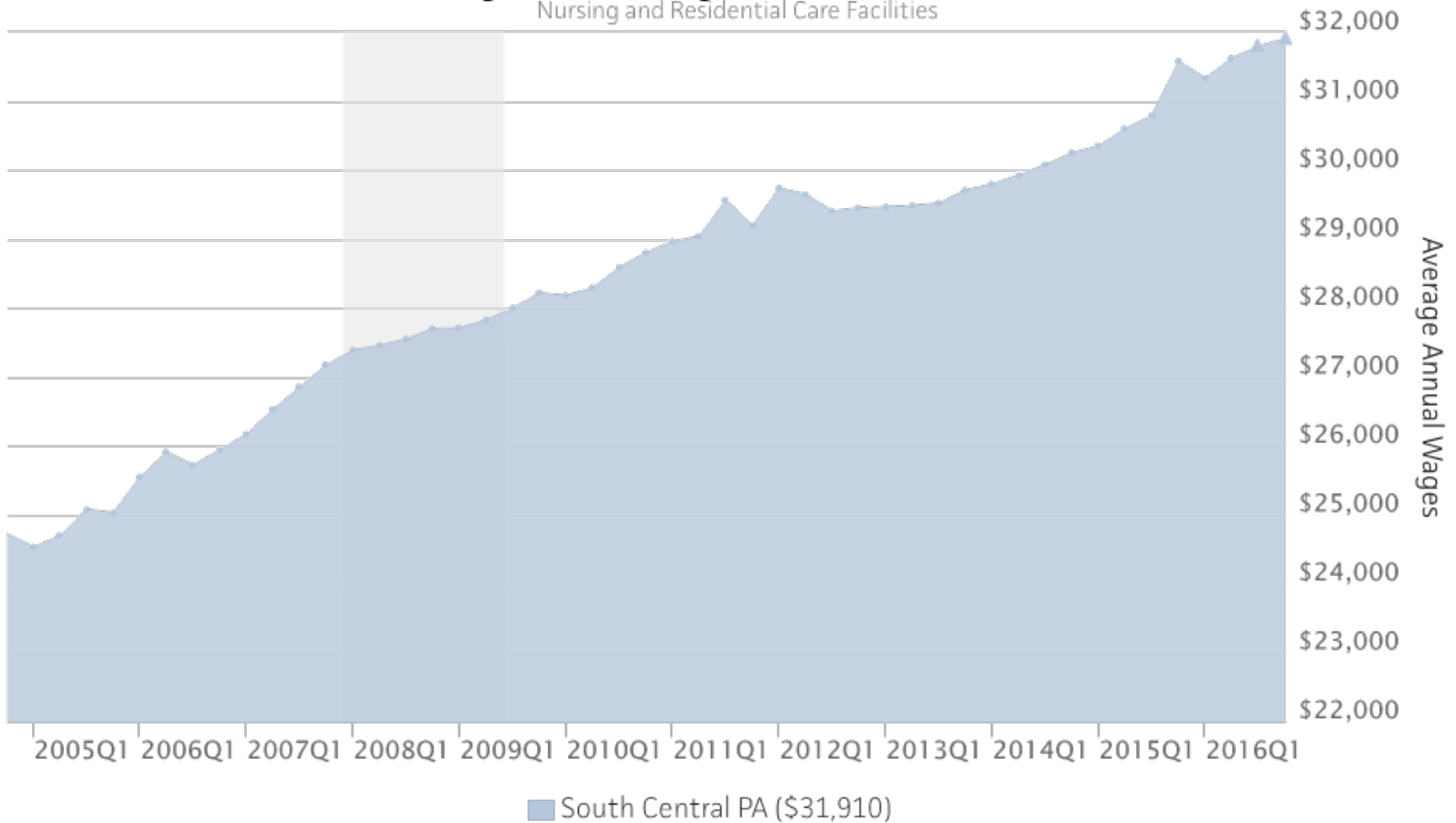
Employment for South Central PA, Four-Quarter Moving Average  
Nursing and Residential Care Facilities



Source: JobsEQ®. Data as of 2016Q4. The shaded areas represent national recessions.

# industry snapshot

Average Annual Wages for South Central PA  
Nursing and Residential Care Facilities

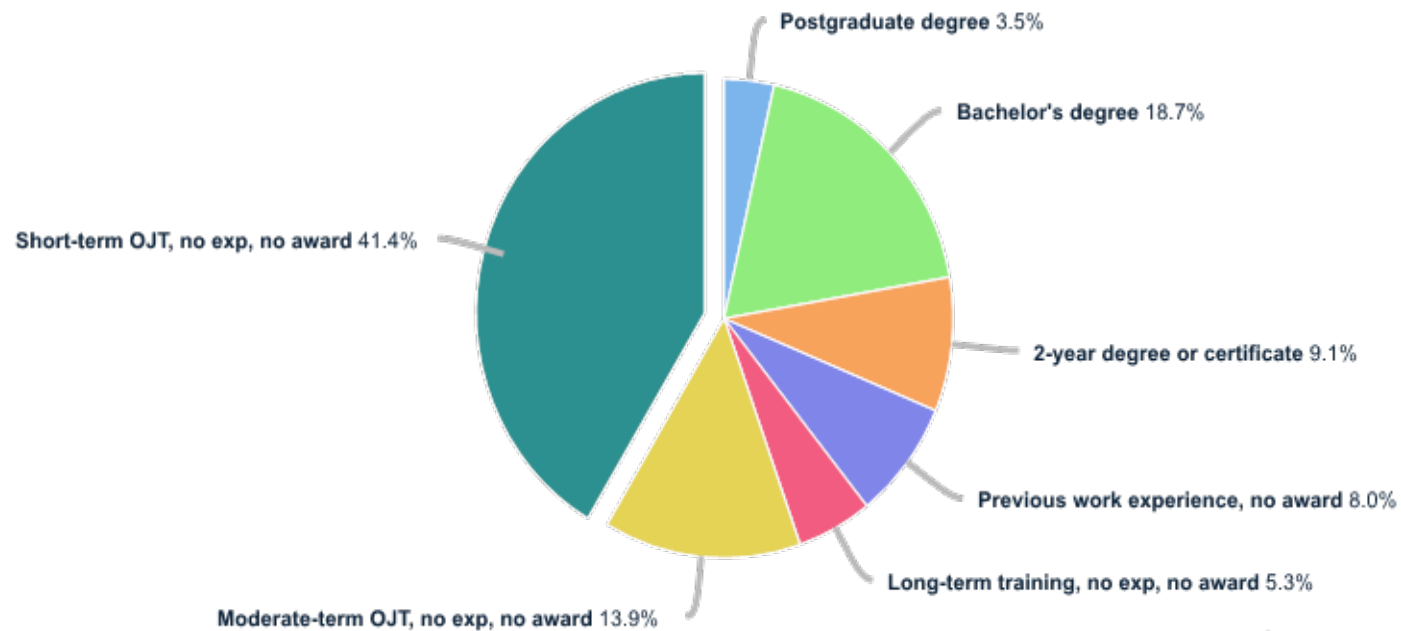


Source: JobsEQ®. Data as of 2016Q4. The shaded areas represent national recessions.

# regional educational attainment needs

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Percent of Employment by Training Required for South Central PA  
All Occupations



Source: JobsEQ®, Data as of 2016Q4

## a skilled workforce is critical...

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New **nurses** and **nursing assistants** are in high demand, and new graduates face a number of transition challenges that can lead to low confidence and high turnover.

Replacing positions in the industry is **expensive**, costing one to 1.5 times an annual salary.

Managing and onboarding new hires in a cohesive and effective manner. The result is an **increase in job satisfaction**, new hire **competence**, and most importantly, **patient safety**.



how SCPa Works can help

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Annually invest **\$12M** into region to build **skilled workforce**

Fund, manage and oversee **six PA CareerLink centers**

PA CareerLink centers link job seekers with employers by providing **career services**, assessments, resume mining, recruitment events, and job training funds.

## how SCPa Works can help

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### Three key ways we can help...

1. PA CareerLink services
2. Demand-driven recruitment strategies
3. Sector partnerships

# PA CareerLink services

JobGateway®

Are you an Employer?

Sign In

Register as a Job Seeker

Help

En Español

↓ Let's get to work.

What kind of job?

Example: Registered Nurse

Where?

Example: Harrisburg

Search Jobs ▶

[Browse for Jobs by Category >>](#)

# PA CareerLink services

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## JobGateway.pa.gov

- PA CareerLink® System job search component for job seekers and employers
- Uses “job spidering” technology

**Action step:** go to Job Gateway and register your company and begin posting jobs.

# demand- driven recruitment strategies

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## Finding the right candidate for the right job

- Every company has different assessment tools they use to hire. Our team can adapt and customize our tools (Skilldex, TABE) to meet your hiring needs.

## demand- driven recruitment strategies

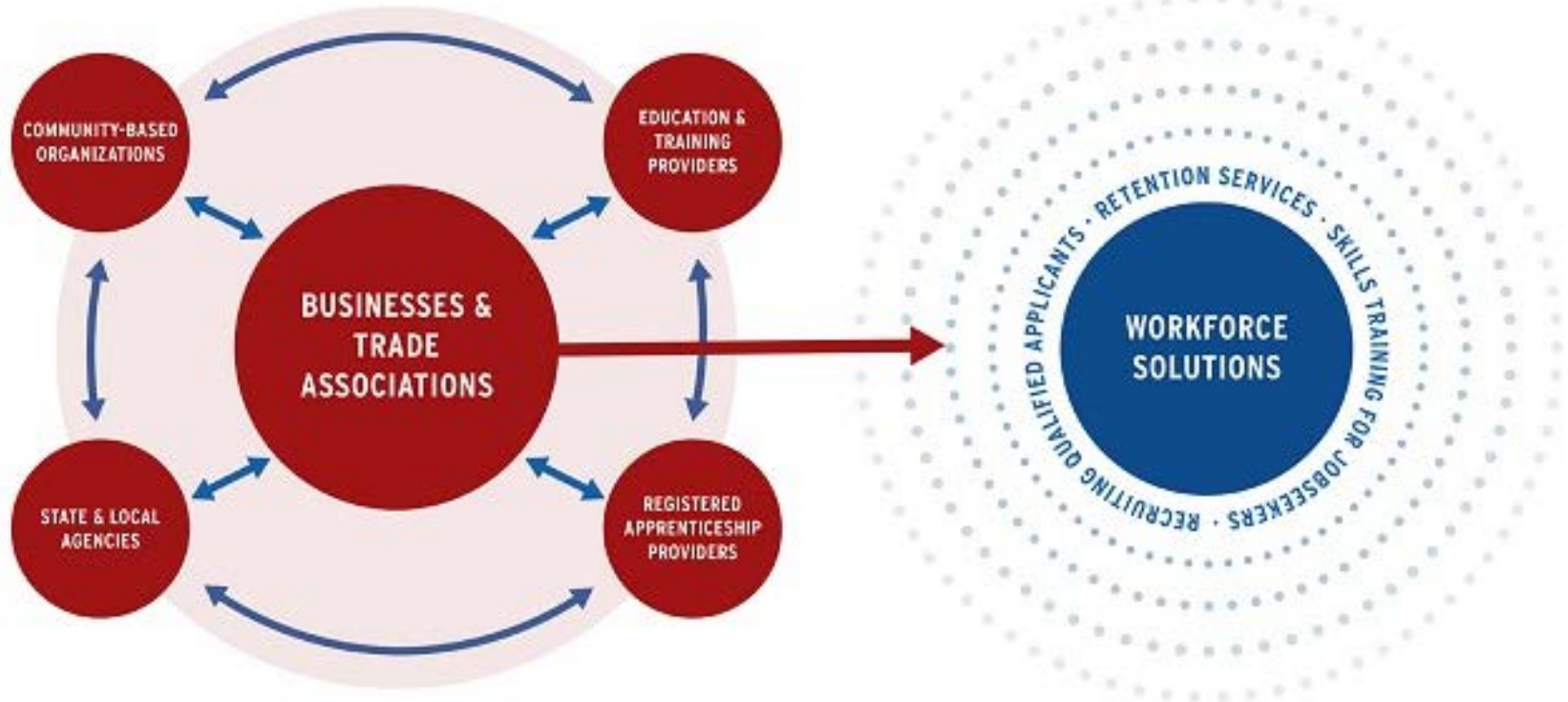
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- Recruitment events, hiring fairs
- Resume matching
- Funds available for **on-the-job training** (OJT)

**Action step:** reach out to your local PA CareerLink® and speak with one of our business services reps.

# sector partnerships

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## sector partnerships

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Companies from the same industry (healthcare) identify **common workforce needs**, and then help direct public agencies on investments that work.

Public-private partnership that leverages and scales solutions that are demand-driven.



## key questions we're working on

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How can our region better connect occupational demands with **individuals with barriers to employment**?

What are the key gaps in our region's workforce in terms of accessing **transportation** and **supportive services**? What are some potential solutions we can replicate/scale?

What are the most **critical skill gaps** in our region for nursing and long-term care facilities?

## sector partnerships

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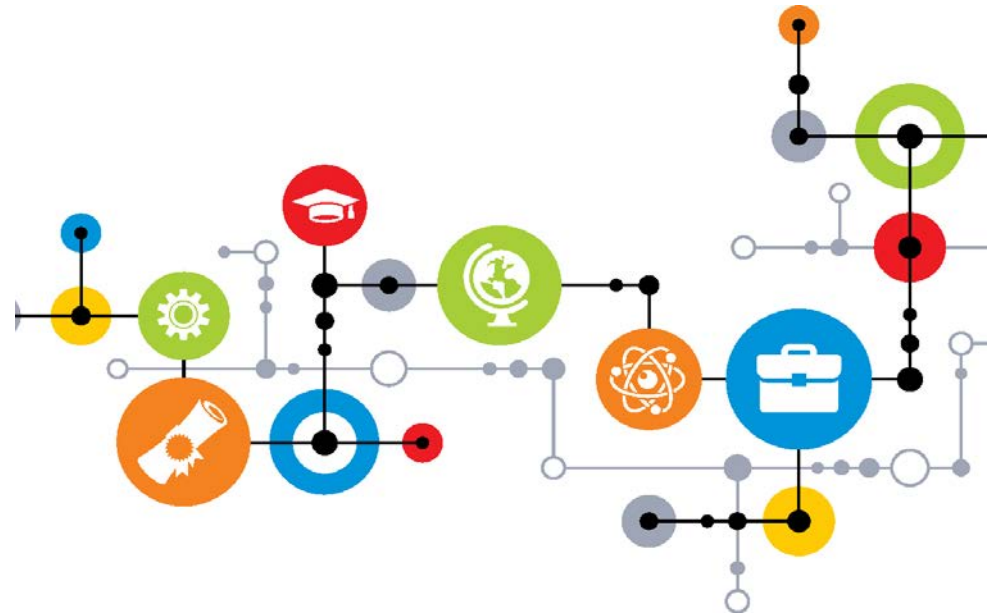
PHCA and SCPa Works - sector partnership built around the need to increase retention for certified nursing assistants (CNAs).

**Action step:** connect with me or PHCA staff to learn more about the benefits of sector partnerships.

# steps you can take today

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1. Register for **Job Gateway** and post jobs
2. Reach out to your **local PA CareerLink<sup>®</sup>** and talk to one of our business services reps.
3. Join our **sector partnership** (SCPa Works and PHCA).





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