

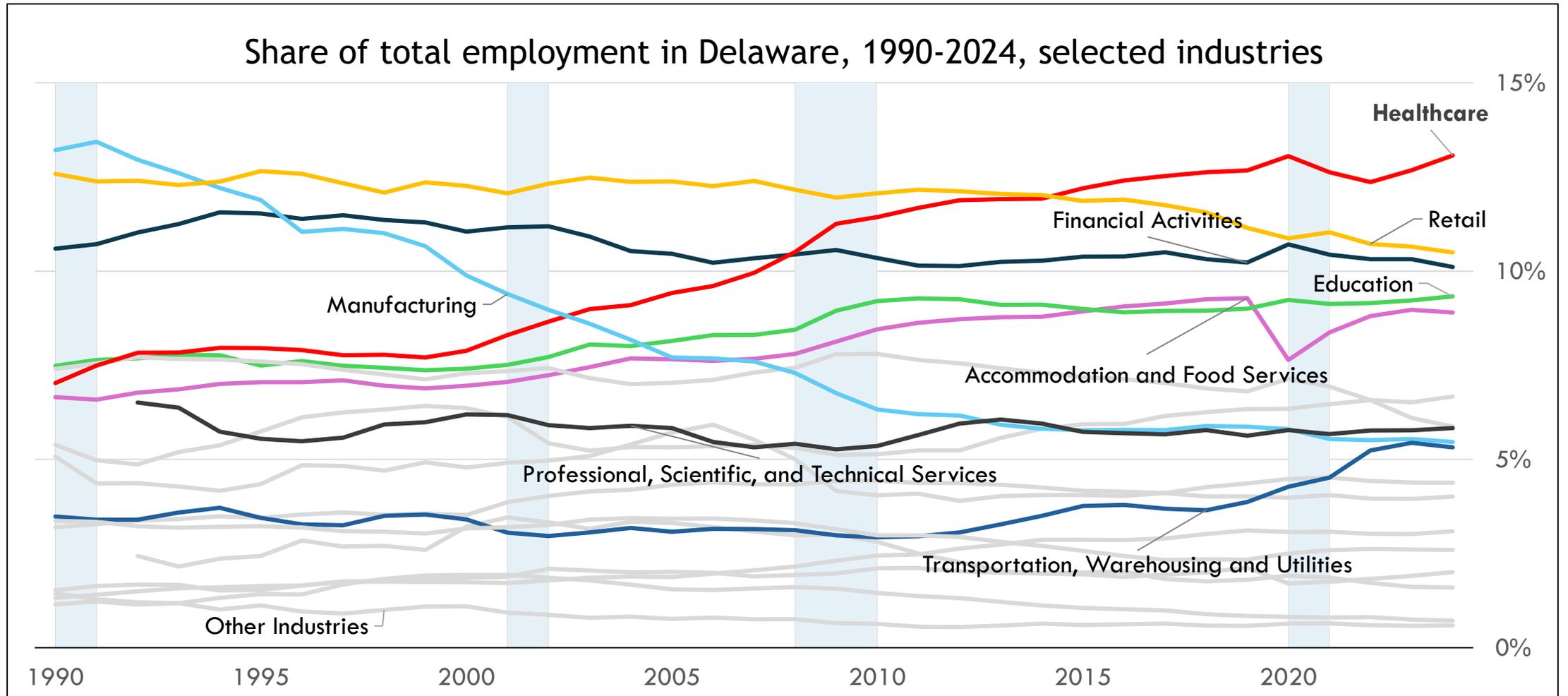
Healthcare Workforce Demand and Delaware Pathways

2025 Delaware Healthcare Workforce Summit

Bayhealth Conference Center

September 24, 2025

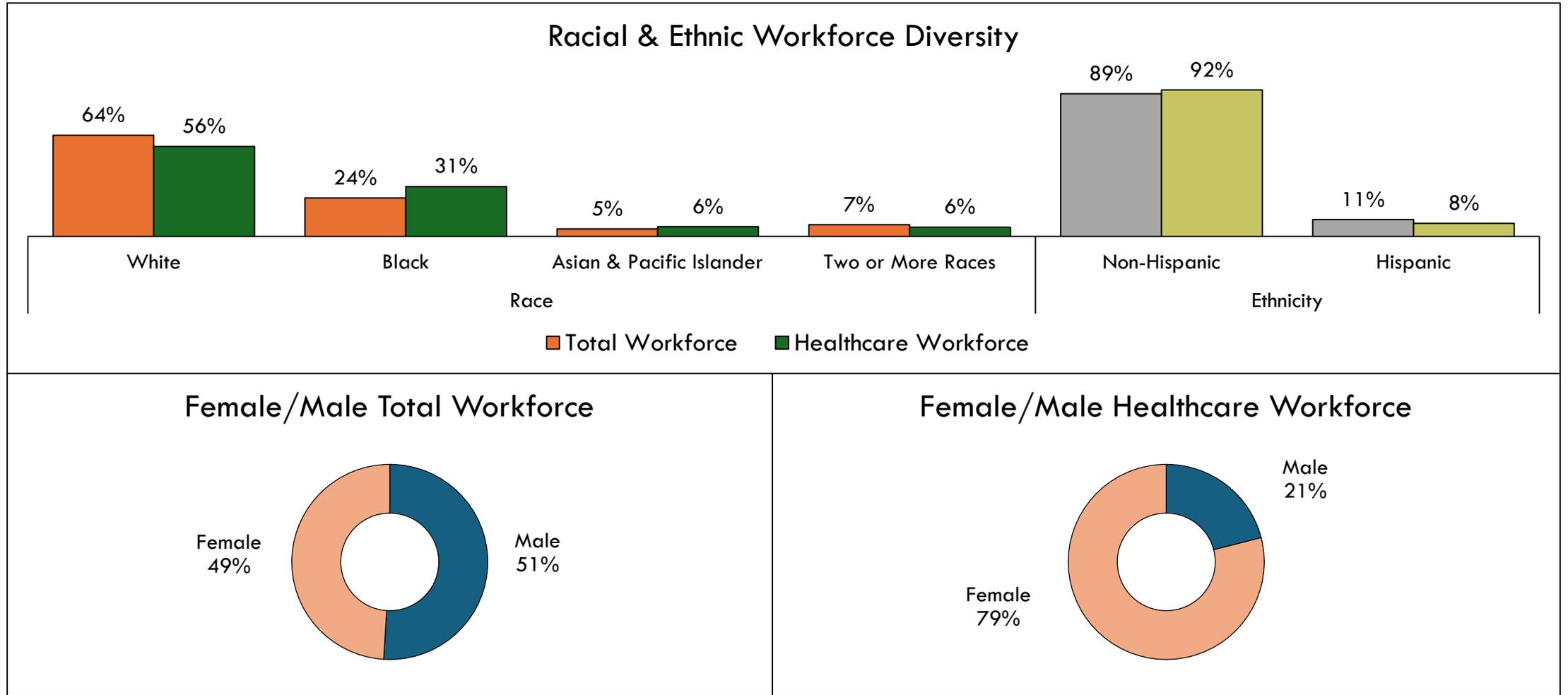
Healthcare is Delaware's top employer and represented 13% of total employment in 2024, up from 7% in 1990. Employment has accelerated through recessionary periods during the last 30+ years and represents more than 25% of total employment growth since 1990.



Blue-shaded bars represent periods of recession.

Source: U.S. Bureau of Labor Statistics Quarterly Census of Employment and Wages (CEW)

Delaware's healthcare workforce is a bit more diverse than the total workforce, with more Black workers, and slightly more Asian workers. However, females outnumber males in the healthcare workforce by about 4 to 1.

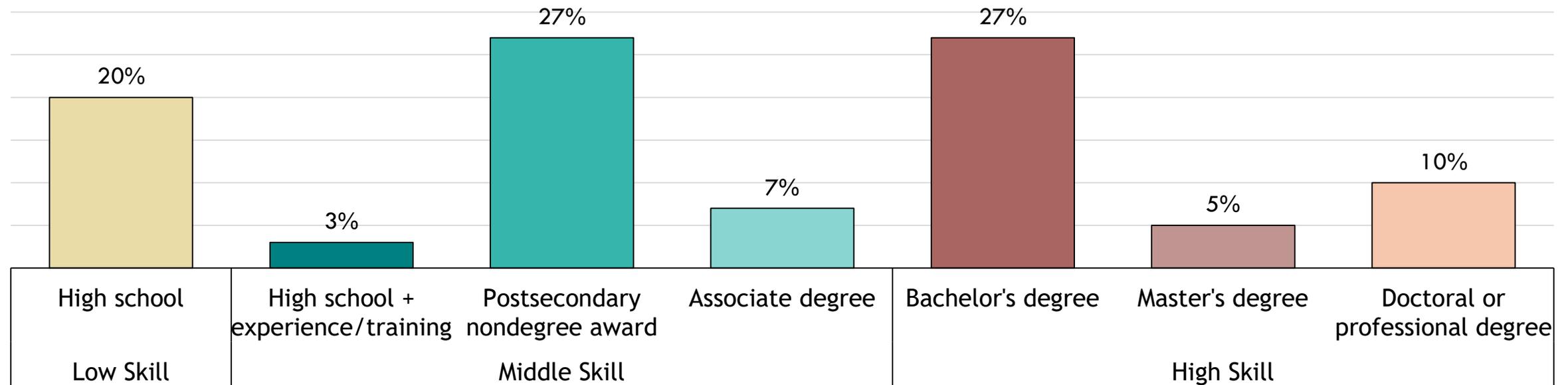


Source: Chmura JobsEQ, 2025Q1

80% of healthcare jobs require some training beyond a high school diploma.

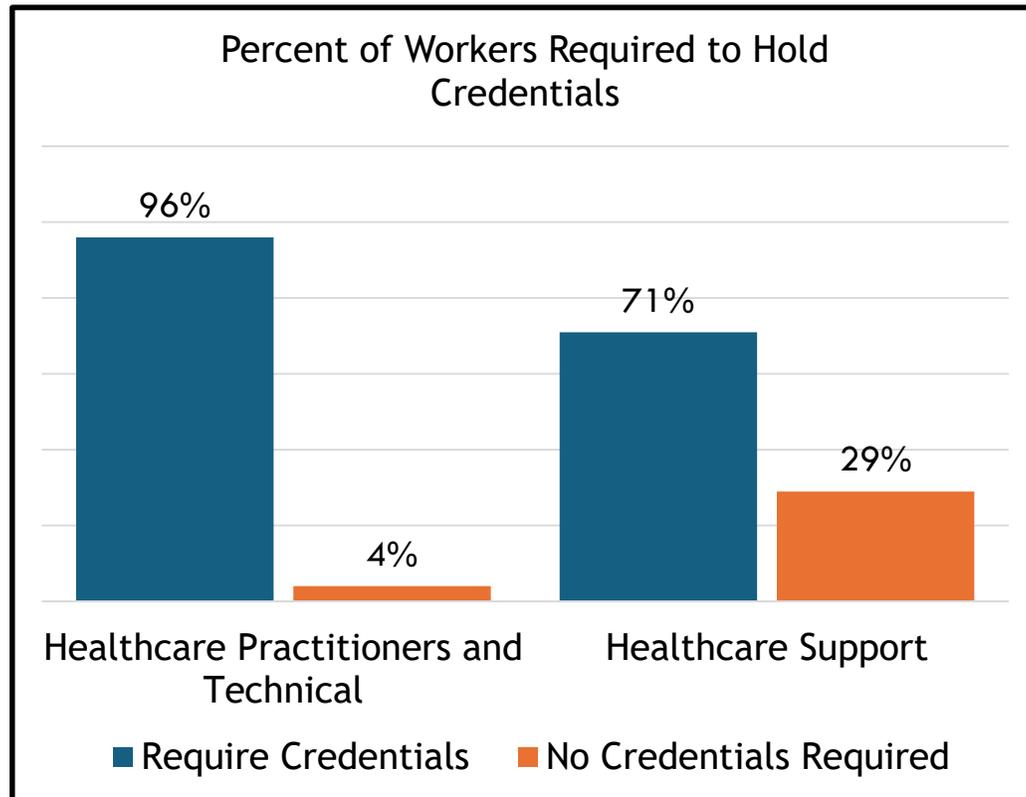
- 20% of healthcare jobs are **Low Skill** and most require a high school diploma.
- 37% of healthcare jobs are **Middle Skill** and require a high school diploma plus additional training or certification, a postsecondary nondegree award or an associate degree.
- 42% of healthcare jobs are **High Skill** and require a bachelor's degree, master's degree, or doctoral/professional degree.

Healthcare Employment Distribution by Typical Education Requirements



Healthcare certifications are essential in middle-skill and high-skill occupations.

- Healthcare jobs rely on credentials and workers that possess specific levels of education.
- Credentials supplement minimum education requirements and can include licenses, certifications, educational certificates, and apprenticeships.
- **97% of Healthcare Practitioners and Technical Occupations** and **71% of Healthcare Support Occupations** require credentials in addition to specific educational levels.



Top Ten Certification Requirements Recent Middle-Skill Job Postings
1. LPN (Licensed Practical Nurse)
2. BLS (Basic Life Support)
3. CNA (Certified Nursing Assistant)
4. CPR (Certification in Cardiopulmonary Resuscitation)
5. MA (Medical Assistant Certification)
6. ARRT (The American Registry of Radiologic Technologists)
7. RN (Registered Nurse)
8. 1 st Aid (First Aid Certification)
9. PCT (Patient Care Technician)
10. NHA (Certified Clinical Medical Assistant)

Middle- and High-Skill Occupations with Highest Projected Employment Demand

- These occupations represent more than 24,000 workers required over the next 10 years.
- **60% are for Middle Skill** occupations.
- **40% are for High Skill** occupations.

				Demand Distribution by Workplace		
	Occupation	Skill Level	Total Demand	Hospitals	Outpatient Care	Residential Care
1.	Nursing Assistants	Middle	7,366	46%	11%	43%
2.	Registered Nurses	High	7,233	75%	20%	5%
3.	Medical Assistants	Middle	4,011	26%	72%	3%
4.	Dental Assistants	Middle	1,570	1%	99%	0%
5.	Licensed Practical Nurses	Middle	1,333	24%	36%	41%
6.	Nurse Practitioners	High	1,025	34%	65%	1%
7.	Clinical Laboratory Technologists and Technicians	High	863	65%	34%	1%
8.	Physical Therapists	High	509	27%	70%	4%
9.	Dental Hygienists	Middle	462	0%	100%	0%
10.	Radiologic Technologists and Technicians	Middle	367	70%	30%	0%

Significant employment gaps exist for some occupations; other gaps may be masked.

Data suggest shortages of RN's and CNA's have abated, but employment supply may not be keeping pace with replacements and/or the growth of specific subsectors.

Employment supply gaps remain significant for Medical and Dental Assistants and LPNs.

Occupation	Typical Education Required	Annual Awards	Annual Demand	Annual Gap
Medical Assistants	Postsecondary nondegree	110	422	312
Dental Assistants	Postsecondary nondegree	17	163	146
Licensed Practical Nurses	Postsecondary nondegree	82	154	72
Registered Nurses	Bachelor's degrees	768	810	42
Dental Hygienist	Associate degree	23	47	24
Medical and Clinical Laboratory Technologists	Bachelor's degree	23	44	21
Nurse Practitioners	Master's & Doctoral degrees	87	108	21
Radiologic Technologists and Technicians	Associate degree	32	38	6
Physical Therapists	Doctoral degree	57	53	+4
Nursing Assistants	Postsecondary nondegree	843	808	+35

Real-Time Labor Market Information can provide additional insight by corroborating employment demand or by identifying those positions which are hard to fill or not distributed evenly across industry subsectors.

Top Healthcare Job Postings, Last 12 Months (September 2024 - September 2025)				
	Occupation	Skill Level	Typical Education Required for Entry	Total Ad's
1.	Registered Nurses	High	Bachelor's degree	515
2.	Physician Assistants	High	Master's degree	83
3.	Nursing Assistants	Middle	Postsecondary Nondegree Award	83
4.	Licensed Practical Nurses	Middle	Postsecondary Nondegree Award	71
5.	Nurse Practitioners	High	Master's degree	63
6.	Medical Assistants	Middle	Postsecondary Nondegree Award	61
7.	Clinical Laboratory Technologists and Technicians	High	Bachelor's degree	26
8.	Radiologic Technologists and Technicians	High	Associate's degree	25
9.	Physicians, All Other	High	Doctoral degree	21
10.	Surgeons, All Other	High	Doctoral degree	21

Source: Chmura JobsEQ, 2025Q1

Real-Time Labor Market Information can provide additional insight by corroborating employment demand or by identifying those positions which are hard to fill or not distributed evenly across industry subsectors.

Top Job Postings by Industry Subsector, Last 12 Months (September 2024 - September 2025)

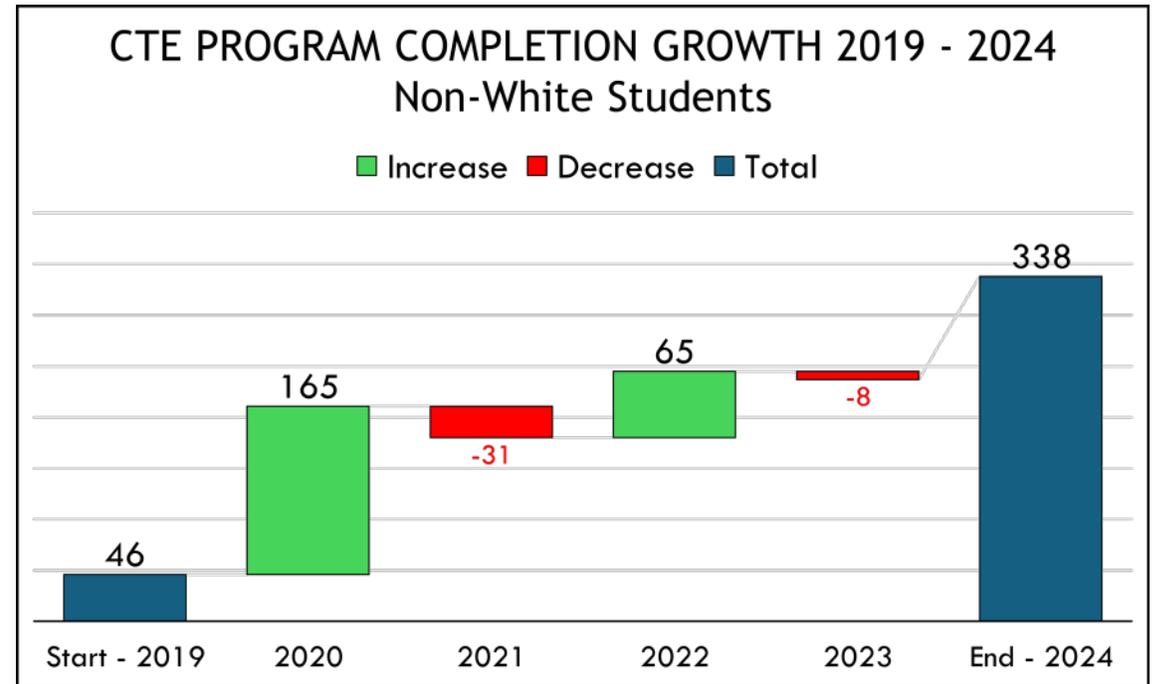
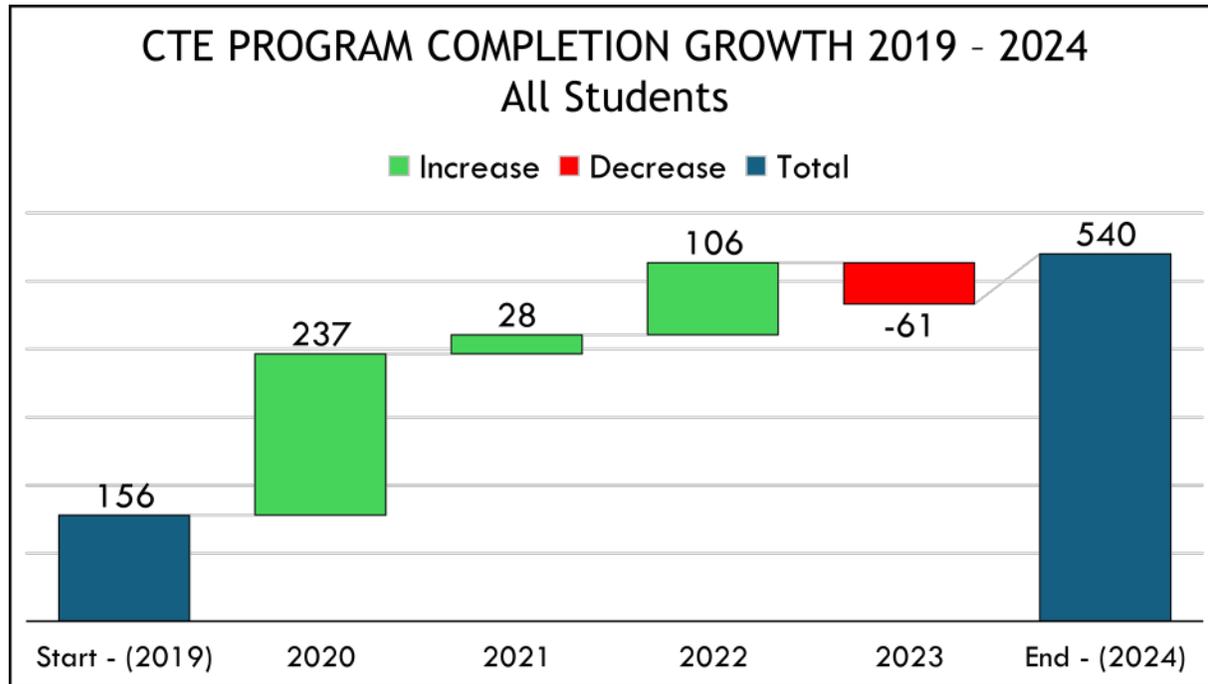
HOSPITALS	
Occupation	Job Ads
Registered Nurses	441
Physician Assistants	74
Medical Assistants	56
Nursing Assistants	53
Nurse Practitioners	39
Licensed Practical Nurses	35
Medical and Clinical Laboratory Technologists	26
Radiologic Technologists and Technicians	25
Physicians, All Other	21
Surgeons, All Other	21

OUTPATIENT CARE	
Occupation	Job Ads
Registered Nurses	14
Nurse Practitioners	13
Dental Assistants	7
Physician Assistants	6
Dental Hygienists	5
Medical Assistants	5
Patient Representatives	3
Dentists, General	2
Medical Records Specialists	2
Advanced Practice Psychiatric Nurses	1

RESIDENTIAL CARE	
Occupation	Job Ads
Registered Nurses	30
Licensed Practical Nurses	30
Nursing Assistants	30
Nurse Practitioners	11
Physician Assistants	3
Physical Therapists	3
Psychiatric Technicians	3
Physical Therapist Assistants	3
Dentists, General	2
Speech-Language Pathologists	2

High school students completing a Health Sciences CTE program has more than tripled over the last five years.

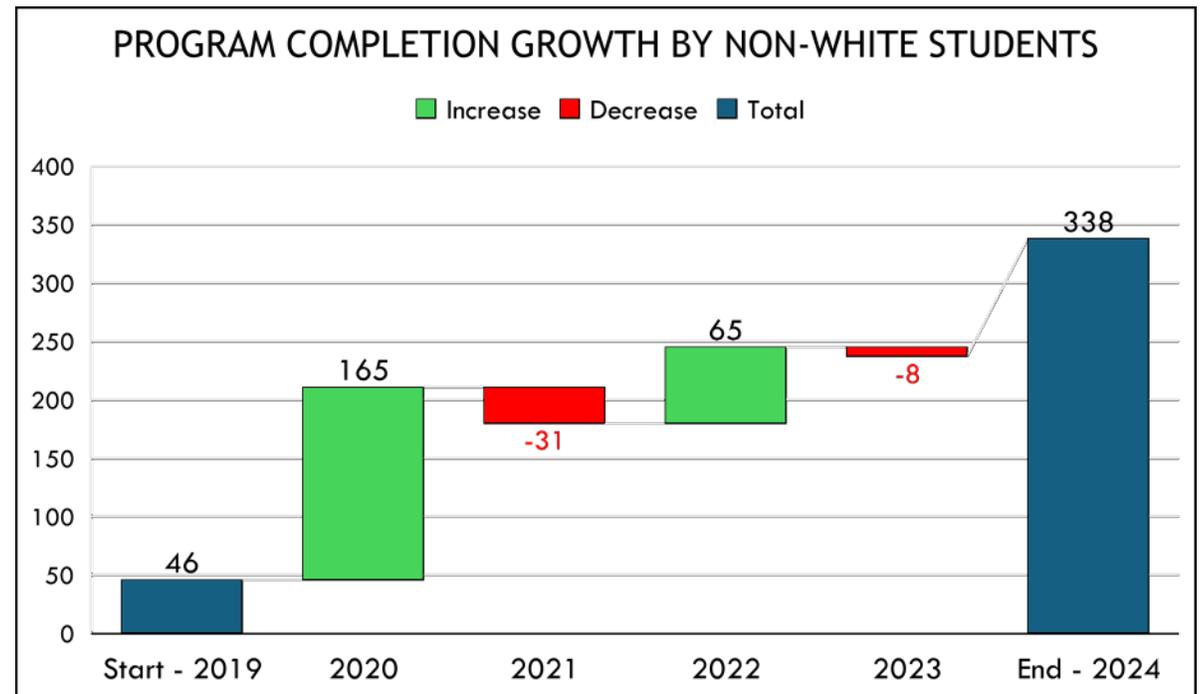
- 63% of Health Sciences CTE program completers were non-white students.
- Student completion has grown an average of 20% for all students and 25% for non-white students over the five-year period.



High school student interest in Health Sciences CTE programs is rising as are student attainment of postsecondary credit, credentials, and work experiences.

- Average annual completions increased more for non-white students, 25% per year.
- Other racial/ethnic groups saw similar average annual increases in CTE program completions.
- Increased completions by male participants averaged 22% per year.

Student Demographic	Average Annual Increases of CTE Completers 2019 - 2024
All	19%
Non-White	25%
Black	27%
Hispanic	24%
Asian	25%
White	11%
Female	19%
Male	22%



Source: Delaware Department of Education Administrative Data, State Model CTE Programs.

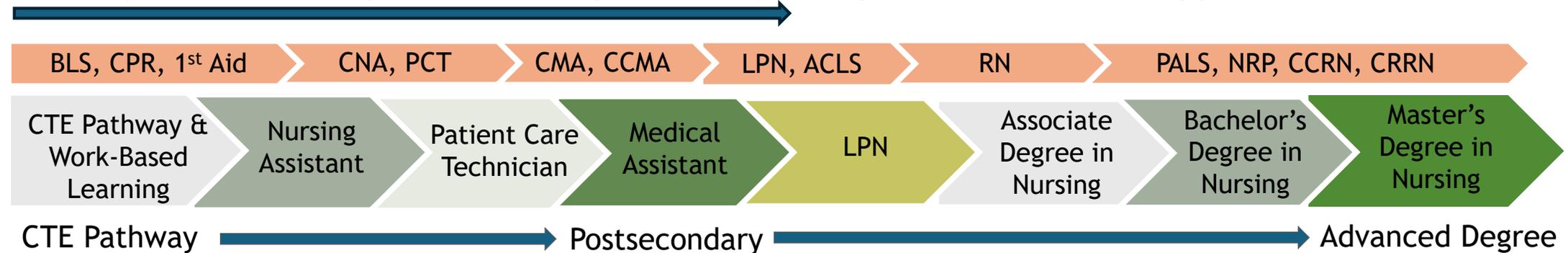
Pathway programs increasingly emphasize industry-recognized credentials and stackable postsecondary credentials to support employment and postsecondary education.

CTE completers with industry-recognized credentials are work-ready and ready to continue their postsecondary studies.

Traditional Model - High school-through-postsecondary-then employment



Pathways Model - Multiple on/off ramps, industry-recognized credentials support workforce-readiness



Employer leadership and partnership with education providers is essential to address barriers that prevent workers from pursuing educational on-ramps that will advance their earnings and career goals, we need both:

- Supportive education policy and investments in state promise programs; and
- Workplace policies that facilitate employment and the pursuit of postsecondary education.