

STATE OF THE NORTHSHORE HEALTHCARE INDUSTRY REPORT

2024

Northshore Healthscape

A Collaborative Enhancing the *Pulse* of Our Regional Healthcare Economy

INTRODUCTION

In May 2022, St. Tammany Economic Development Corporation launched "Northshore Healthscape: A Collaborative Enhancing the Pulse of our Regional Healthcare Economy" in partnership with healthcare executives from St. Tammany, Tangipahoa, and Washington parishes, and in collaboration with higher education and workforce development entities. Key deliverables of the three-year pilot program include a healthcare infrastructure assessment, workforce development initiatives, and the production of an industry impact report. Focus areas for the current program year include research and analysis, workforce and talent, and regional coalition building.

To develop the industry impact report, St. Tammany Economic Development Corporation engaged Economic Leadership LLC, a consulting firm with extensive experience in economic impact analysis and industry sector reviews. This report provides data and trends for policymakers, employers, the media, and the economic development community to understand the scope of the healthcare industry on the Northshore and its impact to the regional economy.



Photo Courtesy of Slidell Memorial Hospital

Cover Photo Courtesy of St. Tammany Health System

Northshore Healthscape

A Collaborative Enhancing the *Pulse* of Our Regional Healthcare Economy

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Lakeview Hospital
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NorthOaks Health
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Our Lady of the Angels Health

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METHODOLOGY

This 2024 report presents the final data and statistics for the healthcare industry in 2023. Healthcare trends on the Northshore are benchmarked against Louisiana's averages and national trends. The healthcare industry includes firms that provide healthcare services, even if some employees perform non-patient-care-related work (e.g., an accountant at Ochsner Health). Later in the report, data for specific patient care occupations are measured.

To analyze the Northshore's healthcare industry, 37 separate six-digit NAICS code industries were identified. A full list of these industries is available in the appendix of this report.

The healthcare industry was categorized into four sub-sectors:

- Ambulatory Healthcare
- Hospitals
- Nursing and Residential Care
- Pharmacies and Other Support Services

The Life Sciences industry is an emerging field on the Northshore that can benefit from the strong presence of the healthcare industry. Data for this industry is also included in this report, with an industry snapshot provided in the appendix. The Life Sciences industry encompasses 16 six-digit NAICS codes, including pharmaceutical manufacturing, medical devices, and research and development.

To calculate metrics and trends in the healthcare industry for employment, wages, and establishments, Economic Leadership LLC used data developed by Lightcast. This data is largely based on the Bureau of Labor Statistics (BLS) Quarterly Census of Employment and Wages. Lightcast data fills in gaps from the BLS non-disclosure policy by integrating several economic data sources to provide the best estimates for the years 2001-2034. This approach allows for a more granular analysis of the healthcare sector, particularly helpful when evaluating smaller geographies like individual Louisiana parishes. Most of the data presented in this report are calculations based on Lightcast data for the year 2023. Final, reliable data for 2024 will only be available in mid-2025. Most trend data presented is for the period from 2019-2023, providing insight into the changes in the industry from before the onset of the COVID-19 pandemic through the recovery.

Most of the data presented in this report focuses on the Northshore region, which for this analysis, includes St. Tammany, Tangipahoa, and Washington parishes. Parish-specific data is presented throughout the report, and parish-specific healthcare snapshots are provided in the appendix.



Photo Courtesy of Ochsner Health



Photo Courtesy of North Oaks Health

THE NORTHSHORE HEALTHCARE INDUSTRY

The healthcare industry is an indispensable pillar of the Northshore economy. Healthcare institutions significantly contribute to the region's success by enhancing economic growth, driving innovation, and attracting skilled professionals from around the world. The sector is crucial to the region's competitiveness. In this section, the latest trends in this vital industry are analyzed.

The review of the Northshore's healthcare industry found that in 2023, the **industry employed** approximately **26,150 people**, with workers earning about $2.1 billion in income. The healthcare industry directly accounted for **over 16 percent of the total jobs and total wages in the region**. In 2023, there were around **1,440 healthcare establishments** operating in the Northshore region.

Northshore Healthcare Industry Summary Statistics, 2023

Indicator	Healthcare Industry	Northshore Total	Percentage of Total
Employees	26,152	161,912	16.2%
Establishments	1,443	15,019	9.6%
Wages (millions)	$2,142	$13,264	16.1%
Sales (millions)	$3,912	$38,280	10.2%

Source: Economic Leadership estimates based on Lightcast 2024.2

Gross Domestic Product

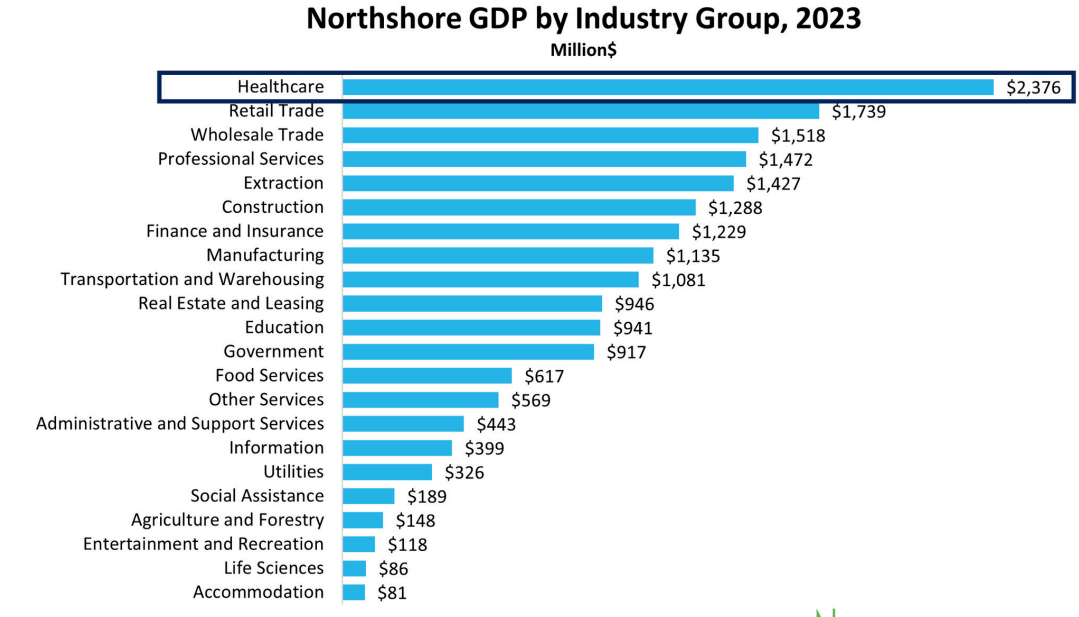
The industry also contributes significantly to the Northshore's tax revenue, exports, and regional GDP. The healthcare industry accounts for about **three percent of the taxes paid** within the region. In 2023, the healthcare industry contributed **over 11 percent, or $2.4 billion**, to the region's **Gross Domestic Product (GDP)**.

Northshore Healthcare Industry Economic Contributions, 2023

Indicator	Healthcare Industry	Northshore Total	Percentage of Total
Taxes Paid (millions)	$45	$1,420	3.2%
Exports (millions)	$1,902	$19,140	9.9%
GDP (millions)	$2,376	$21,366	11.1%

Source: Economic Leadership estimates based on Lightcast 2024.2

The healthcare industry is the leading contributor to the region's GDP. In 2023, the sector **added $2.4 billion** in value to the economy, which is **$637 million more than** the next highest-producing industry in the region, **retail trade**. The economic health of the Northshore is heavily dependent on the impact and performance of the healthcare industry.



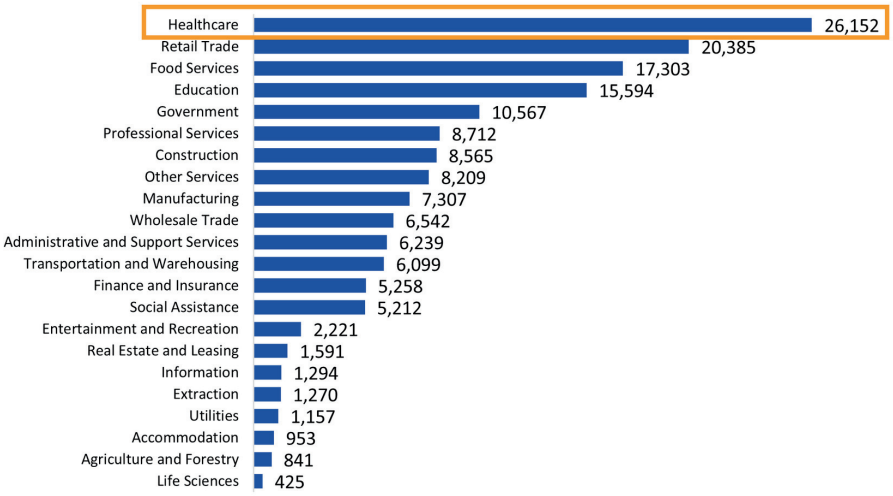
Source: EL calculations based on Lightcast 2024.2

Employment

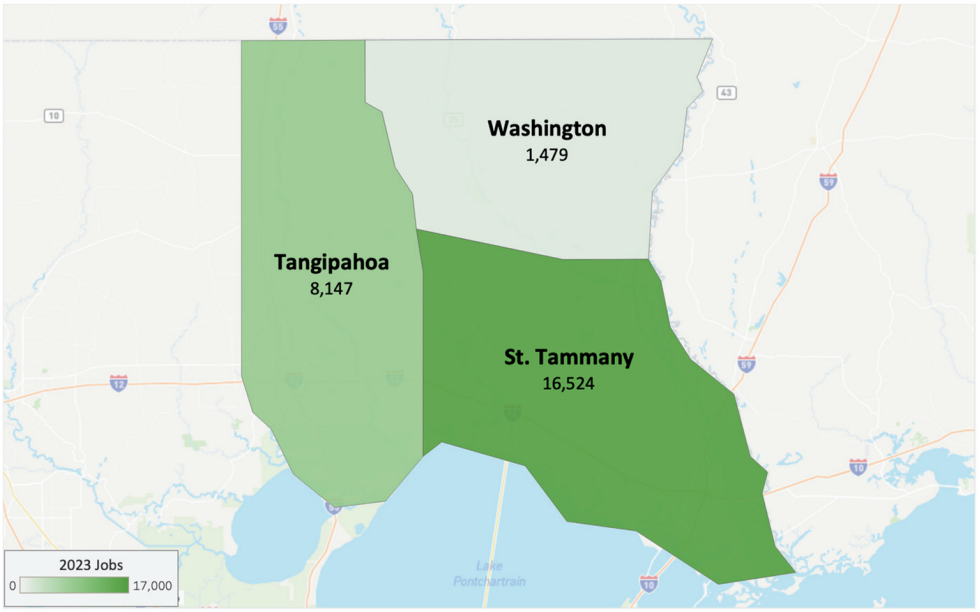
The healthcare industry **employed over 26,150 workers** on the Northshore in 2023, making it the **largest industry group in the region**, and accounting for **16 percent of total Northshore employment**. The number of healthcare jobs varies significantly by parish. St. Tammany Parish has the largest share of the healthcare industry, with over **16,520 jobs**, almost two-thirds of all healthcare jobs in the Northshore region. Tangipahoa Parish has the next highest level with about **8,150 jobs**, and Washington Parish employs approximately **1,480 workers** in the healthcare industry.

(St. Tammany Population: 275,583 | Tangipahoa Parish Population: 138,064 | Washington Parish Population: 44,865)

Northshore Employment by Industry, 2023



Healthcare Sector Jobs By Parish, 2023

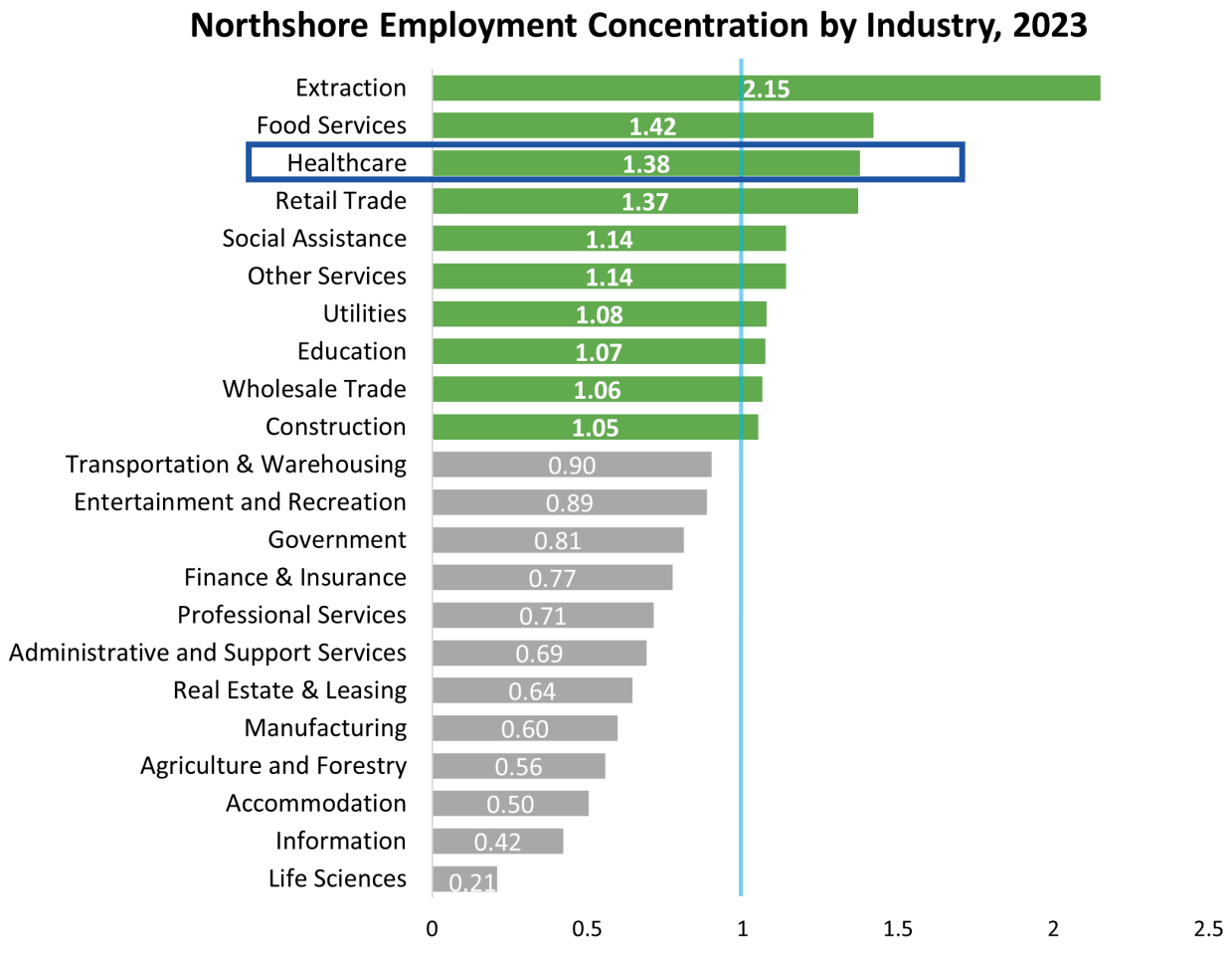


Source: Economic Leadership calculations based on Lightcast 2024.2

Employment Concentration

Another way to measure the impact of an industry on a region's economy is employment concentration. This is calculated by taking the percentage of total employment of an industry and dividing it by the national percentage. A concentration value of 1.00 or greater indicates a higher level of employment than expected based on national levels. This metric reveals which industries have a unique, outsized presence on the Northshore and which attract significant revenue from outside the region by exporting goods and services.

Extraction is the industry with the highest concentration on the Northshore. This industry is unique due to the region's geography and natural resources, making it uncommon in many other parts of the United States. **Healthcare** is the **third most concentrated industry** on the Northshore, with a concentration value well over 1.00. This indicates that there are more healthcare jobs than would be expected based on the size of the Northshore economy. Consequently, the **Northshore region** likely provides healthcare services beyond its residents, **functioning as a healthcare hub for surrounding areas**. Many of the highest concentrated industries on the Northshore, such as healthcare, are local service-based industries.

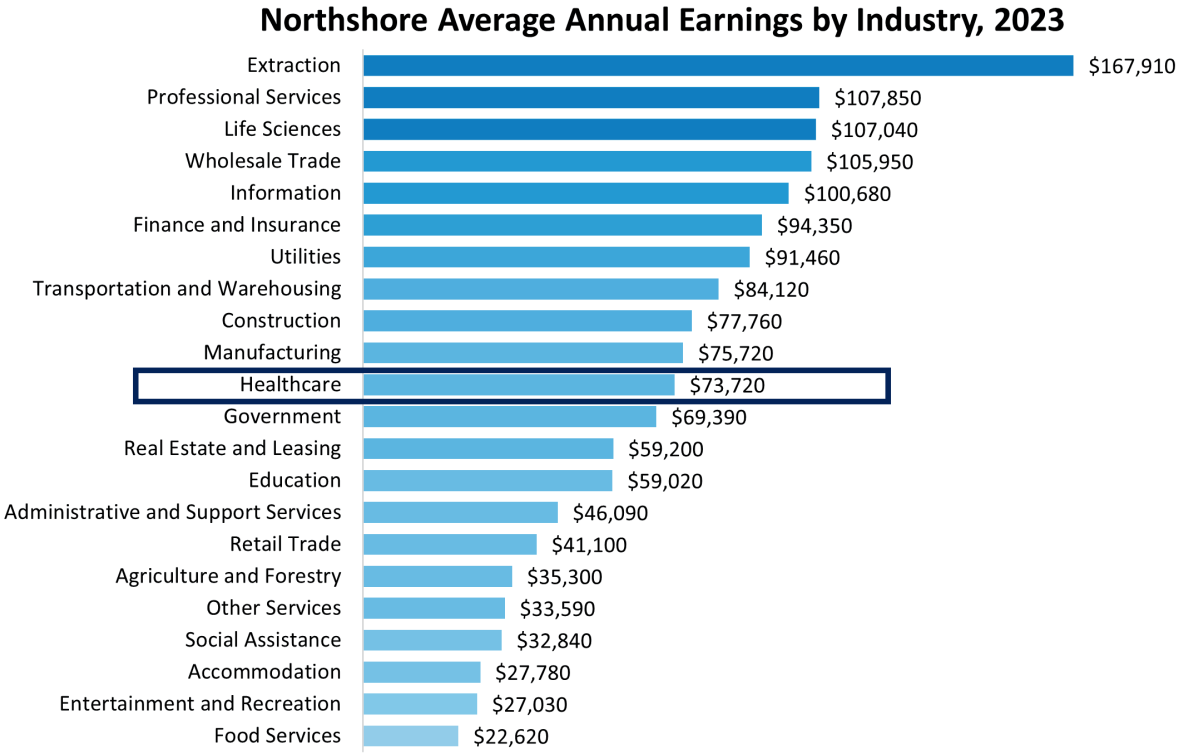


Source: Economic Leadership calculations based on Lightcast 2024.2

THE NORTHSHORE HEALTHCARE INDUSTRY'S ECONOMIC IMPACT

One of the key determining factors in the economic impact of any industry is the wages paid to employees. These earnings are then spent in the region on goods and services, creating a multiplier effect. Economists refer to this type of impact as the induced economic impact.

To gauge total compensation in the industry, the average earnings per worker were measured. This measure includes wages, profits, benefits, and other compensation. In 2023, the **average earnings per worker for all industries** on the Northshore were about **$62,450**. In comparison, the average earnings for the **healthcare industry** were higher at **$73,720** per year, with $14,630 of that total in benefits and an average salary of around $59,090 per year. This made healthcare the **11th highest-paying industry** in the region in 2023.

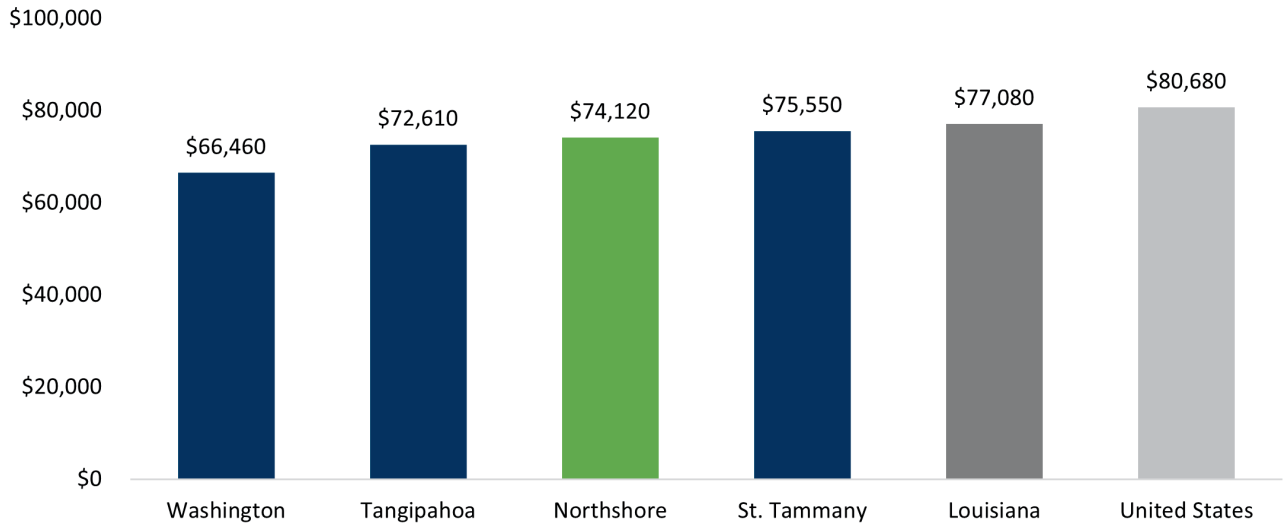


Source: Economic Leadership calculations based on Lightcast 2024.2

Cost of Living Adjustment

It is well known that the highest levels of healthcare jobs, such as those of surgeons and anesthesiologists, can command high salaries. However, there are many more jobs in the healthcare industry that are lower paying, such as medical assistants and nursing aides. The Life Sciences industry is an intriguing emerging sector that is related to, and thrives off, an established healthcare industry due to the high earnings potential for its workers. The average earnings for healthcare workers on the Northshore are slightly lower than the state and national averages, even when the cost of living is taken into account.

Healthcare COLI Adjusted Average Annual Earnings Per Worker by Area, 2023



Source: Economic Leadership calculations based on Lightcast 2024.2

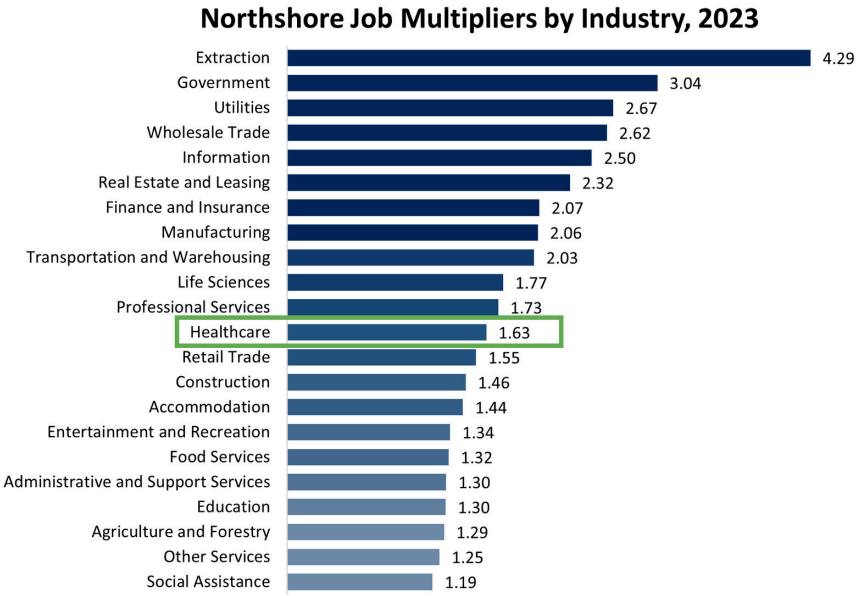
Industries like healthcare can offer benefits to the regional economy beyond their initial employees and payroll counts. Supply chain needs can multiply economic activity throughout the economy and help support jobs across a variety of industries. For example, a hospital might purchase microscopes from a local supplier or contract with a marketing firm for support. These first-wave supply chain impacts are referred to as direct impacts. Additionally, the new business generated for these companies can create more opportunities for their suppliers, known as indirect benefits.



Photo Courtesy of St. Tammany Health System

Multipliers

The ripple effect through the economy can be quantified using multipliers. For this analysis, multipliers from Lightcast's social account matrix input-output model were used to measure the total economic impact of the healthcare industry on the Northshore economy. The industry has an **employment multiplier of 1.63**. This means for every one job created in the healthcare sector, another 0.63 jobs are created elsewhere in the economy on average.



This multiplier was the 12th highest in the region, surpassing many of the other top employing industries such as retail sales, food services, and education.

The healthcare industry multiplier can be used to determine the number of jobs in the economy that are supported by the sector. On the Northshore, the **26,152 jobs in healthcare create or support another 16,555 jobs in the region**. This results in a total of **42,707 jobs supported by the industry**, representing about **26 percent of the region's overall employment**. One in four Northshore jobs can be attributed to the healthcare industry. This same calculation can be applied to earnings and sales. The **healthcare industry supports 22 percent of the region's earnings** and **16 percent of its sales** when the multiplier effect is considered.

Economic Impact of Healthcare Industry on the Northshore Economy, 2023

Impact Type	Employees	Earnings (millions)	Sales (millions)
Initial Impact	26,152	$2,142	$3,912
Multiplier	1.63	1.39	1.53
Direct, Indirect & Induced Impact	16,555	$829	$2,085
Total Impact	42,707	$2,971	$5,997
Percentage of Northshore Economy	*26%*	*22%*	*16%*

Source: Economic Leadership calculations based on Lightcast 2024.2

Jobs

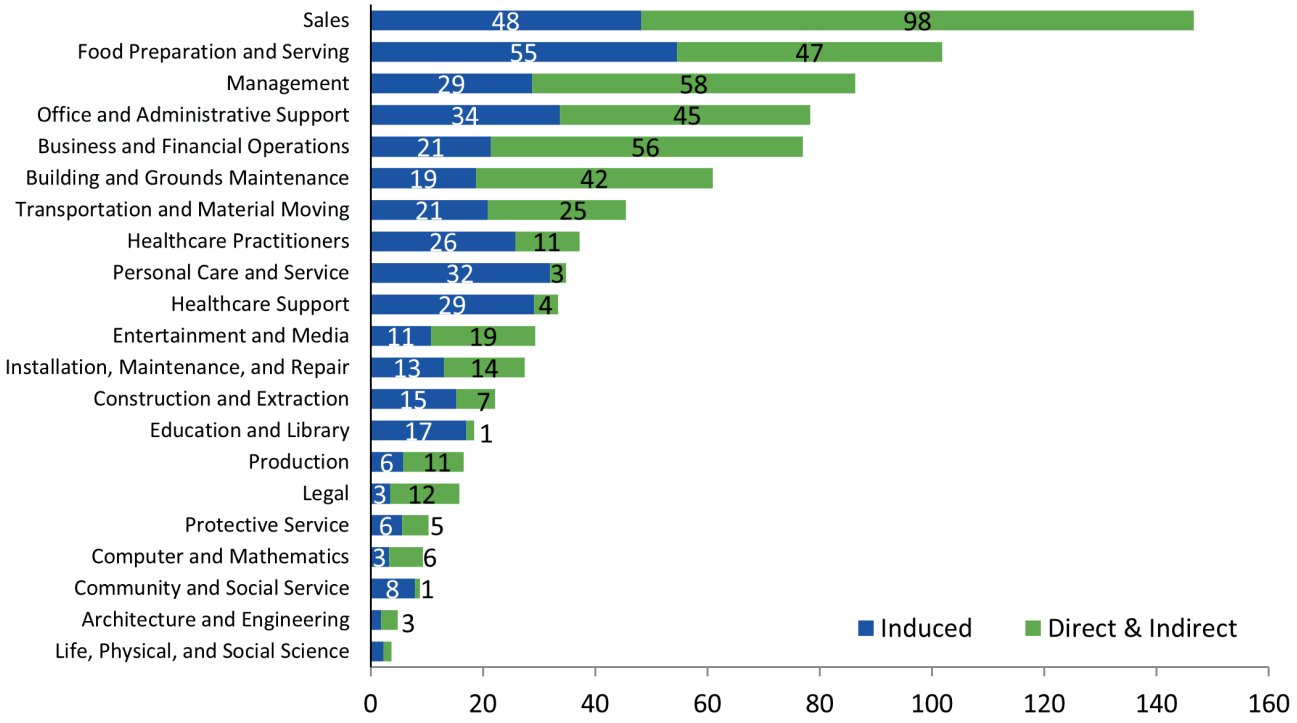
The graph to the right illustrates the healthcare industry's contribution of 26 percent to the overall region's employment. Approximately **10 percent of employment** on the Northshore is created or supported by the healthcare industry through its multiplier effects.

Healthcare Contribution to the Northshore Employment, 2023



To understand the type of jobs created or supported through the multiplier effect, an example impact scenario was conducted. In this scenario, a hypothetical new 1,000-job private hospital would generate an additional 870 jobs in the Northshore economy based on the input/output model.

Example Impact Scenario - Jobs Created from 1,000 Employees at a Hospital



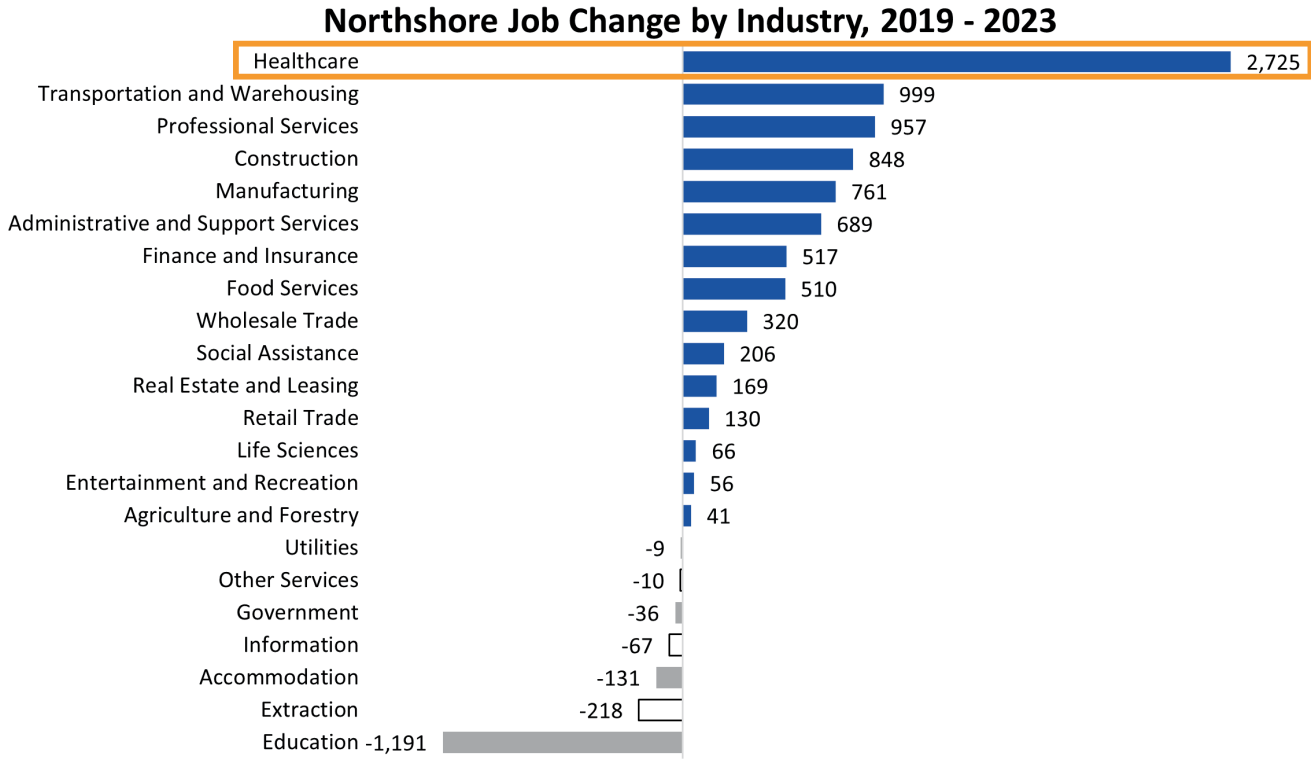
Approximately **470** of these **jobs** would **result from direct and indirect impacts**, addressing first and second-level supply chain needs. The remaining **400 jobs** would be **created** from the **income generated** by the initial 1,000 hospital workers spending their wages in the regional economy. This scenario demonstrates that the hospital supports additional jobs across various industries, including **sales, management, and finance.**

Source: Economic Leadership calculations based on Lightcast 2024.2

THE NORTHSHORE HEALTHCARE INDUSTRY TRENDS

Given the significant role the healthcare industry plays in the Northshore economy, it will be crucial for the region's future economic success. This section examines historical and future trend predictions for the healthcare industry. When the rate of change is mapped for key metrics, a diverging trend emerges.

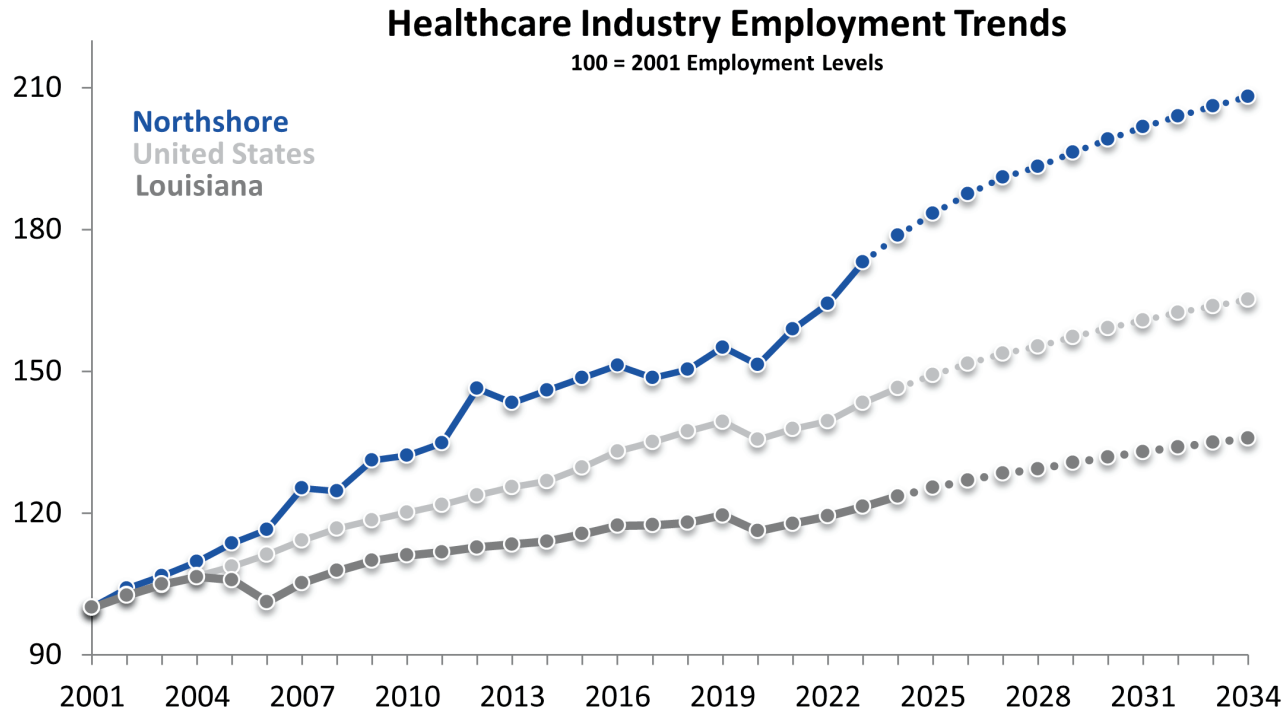
Looking more broadly at the industry's performance from before the COVID-19 pandemic to the most recent data in 2023, the **healthcare industry added a net of 2,725 jobs on the Northshore**. This was the highest gain by any industry group in the economy, surpassing professional services, manufacturing, finance, and construction. The second fastest growing industry during this period was transportation and warehousing, which tends to pay wages below the regional average. In contrast, **healthcare jobs pay** on average **over $10,000 more than the regional average**. The regional economy benefits from having a higher-wage industry like healthcare as a leading job grower.

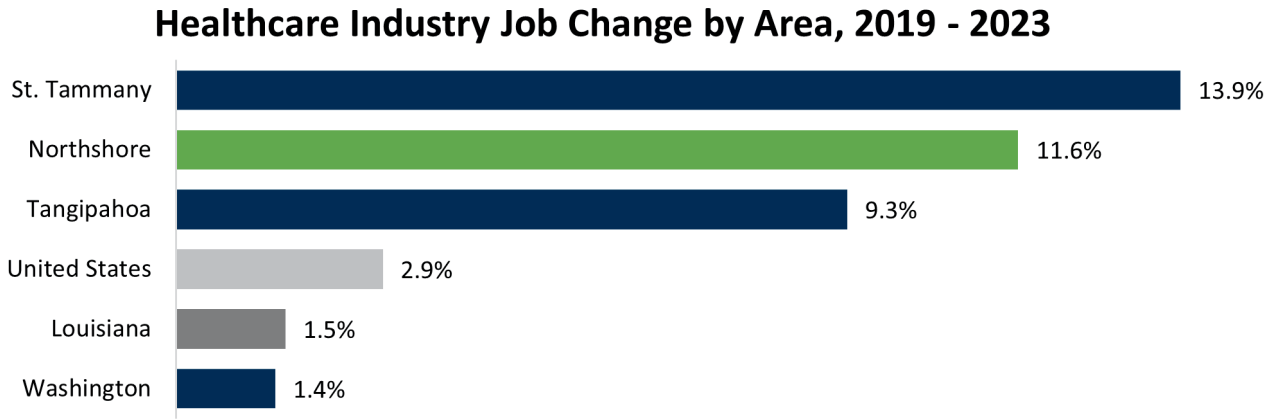


Source: Economic Leadership calculations based on Lightcast 2024.2

Job Change

When comparing the healthcare industry on the Northshore with the Louisiana and U.S. averages, the Northshore has experienced higher growth rates. Healthcare jobs have increased sharply since 2020 compared to the state and national averages. In the coming decade, the Northshore is projected to sustain these high levels of growth in the healthcare industry.

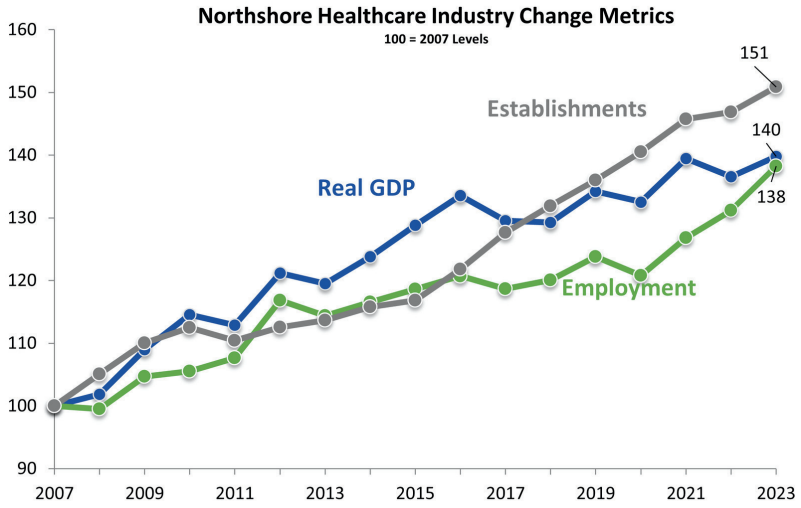




Source: Economic Leadership calculations based on Lightcast 2024.2

Establishments & Subsectors

Not only is the healthcare industry growing in terms of jobs, but the number of healthcare establishments has also risen dramatically in recent years. An establishment is defined as any company that has a location with a payroll, and one company can have multiple establishments in a region. The growth in establishments has been primarily in dentists' offices, medical laboratories, mental health practitioner offices, and other ambulatory care services.



The healthcare industry was further analyzed by breaking it down into subsectors, primarily based on the four-digit NAICS code groupings for the industry. The **largest subsector was ambulatory healthcare,** with 11,139 jobs in 2023. Jobs in this subsector have **grown by about 16 percent** since 2019. The **next largest subsector is hospitals**, which has the highest average earnings per worker in this industry. **Employment** in this subsector is also **55 percent more concentrated** than the national level. The following top subsectors in terms of employment are nursing and residential care, and pharmacies and other support services. However, both of these subsectors have seen a decline in net employment numbers since the pandemic.

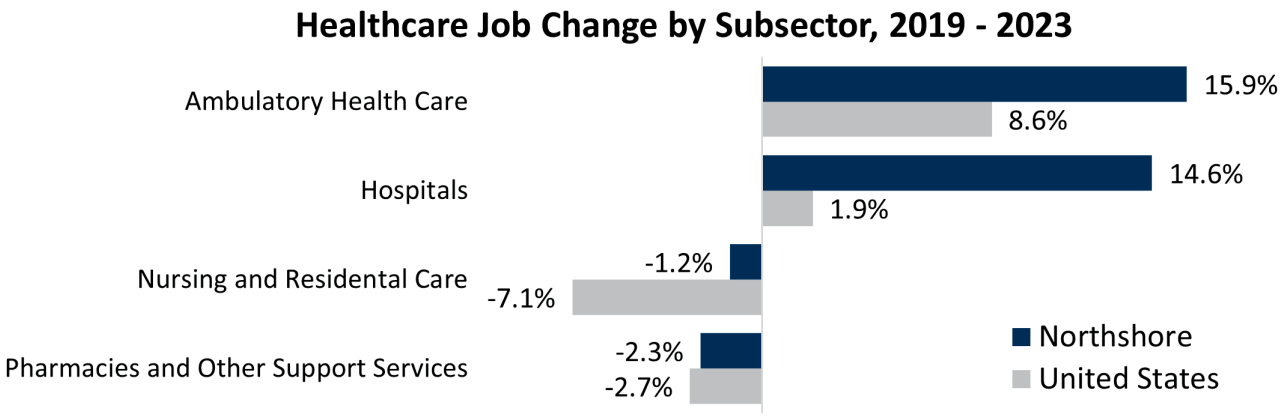
Northshore Healthcare by Subsector

Healthcare Categories	Jobs, 2023	Job Change, 2019-2023	Establishments, 2023	Average Earnings, 2022	Location Quotient
Ambulatory Healthcare	11,139	15.9%	1,150	$71,010	1.31
Hospitals	9,994	14.6%	39	$88,930	1.55
Nursing and Residential Care	3,684	-1.2%	102	$47,670	1.16
Pharmacies and Other Support Services	1,334	-2.3%	152	$54,240	1.52

Source: Economic Leadership calculations based on Lightcast 2024.2 and BLS (2024)

Subsectors

Examining these subsector trends on the Northshore compared to national trends reveals that the Northshore healthcare industry generally follows national patterns. However, growing subsectors on the Northshore are expanding at a faster rate, while shrinking subsectors are losing jobs at a slower pace than elsewhere in the country.



Source: EL calculations based on Lightcast 2024.2

Source: Economic Leadership calculations based on Lightcast 2024.2



Photo Courtesy of Our Lady of the Angels Hospital

THE NORTHSHORE HEALTHCARE INDUSTRY WORKFORCE

To deliver essential healthcare services to the Northshore population, the healthcare industry needs a consistent and reliable workforce. This section reviews the types of jobs within the industry and their corresponding demand. **Registered nurses** are the **top healthcare occupation**, with about 3,100 jobs, accounting for almost 12 percent of the entire healthcare industry. Their median earnings are $35.70 an hour. **Nursing jobs** with lower educational requirements are also **among the top occupations** needed in the industry. In addition to jobs that provide direct health services to patients, the healthcare industry also requires workers for office administration and management.

Northshore Top Occupations in the Healthcare Industry

Occupation Name	Employed in Industry (2023)	Job Change (2019 - 2023)	% of Total Jobs in Industry (2023)	Median Hourly Earnings (2023)
Registered Nurses	3,100	-280	11.9%	$35.70
Home Health Aides	1,550	+190	5.9%	$10.20
Nursing Assistants	1,530	-115	5.9%	$14.25
Licensed Practical Nurses	1,415	-5	5.4%	$25.00
Medical Assistants	1,110	+75	4.2%	$17.00
Receptionists and Info Clerks	820	+45	3.1%	$14.30
Dental Assistants	605	+30	2.3%	$18.30
Office Clerks	455	+90	1.7%	$13.65
Medical Services Managers	455	+35	1.7%	$47.90
Pharmacy Technicians	440	-15	1.7%	$18.30

Looking at growth rates since 2019, home health aide jobs have seen the most significant net increase in the industry. The growing mental health crisis in the country is reflected in staffing patterns, with mental health counselors and therapists being among the fastest growing jobs within the healthcare industry in the Northshore.

Top 5 Healthcare Occupations by Growth

Top Five in Net Job Growth		Top Five in Growth Percentage	
Home Health Aides	+190	Surgical Assistants	+825%
Secretaries and Admin Assistants	+155	Pediatricians, General	+288%
Janitors and Cleaners	+150	Ophthalmic Laboratory Technicians	+240%
Substance Abuse and Mental Health Counselors	+125	Pathologists	+225%
General and Operations Managers	+120	Therapists	+200%

Source: Economic Leadership calculations based on Lightcast 2024.2

Workforce Demographics

To understand the demographic makeup of the healthcare industry, a methodology was used to assess which demographic groups were underrepresented or overrepresented in the healthcare industry. Looking at gender, **women account for 82 percent of healthcare industry jobs while accounting for one-half of the population.** This produces an index value over 100, indicating that women are overrepresented in the industry.

Gender Distribution of Healthcare Industry on the Northshore, 2023

Demographic	Healthcare Industry	Northshore Population	Index
Women	82%	51%	161.6
Men	18%	49%	36.0

On the Northshore, **58 percent** of healthcare industry workers are **white**, which is lower than the region's overall population percentage. The **representation rates for other racially diverse communities**, including Black, Asian, and multiracial workers, are **higher in the healthcare industry** workforce than their population levels on the Northshore. However, the Hispanic population remains underrepresented in the Northshore healthcare industry.

Race/Ethnicity Distribution of Healthcare Industry on the Northshore, 2023

Demographic	Healthcare Industry	Northshore Population	Index
White	58%	70%	83.3
Black or African American	34%	21%	164.4
Asian	1.2%	1.2%	100.9
Hispanic or Latino	3.8%	5.9%	65.1
Two or More Races	2.1%	1.7%	121.7
American Indian or Alaska Native	0.3%	0.4%	67.0
Native Hawaiian or Other Pacific Islander	0.04%	0.03%	114.3

Source: Economic Leadership calculations based on Lightcast 2024.2



Photo Courtesy of Ochsner Health

Workforce Demographics

The age of the healthcare workforce was also compared against the age breakdown of the overall population. Healthcare industries tend not to rely on very young workers but have a higher proportion of young and middle-aged workers. Compared to the overall regional population, healthcare industries employ fewer older workers. However, this group still represents **19 percent of the healthcare jobs on the Northshore** and is **at risk of retirement in coming years**. Companies and workforce stakeholders will need to plan for the replacement of these skillsets in the future.

Age Distribution of Healthcare Industry on the Northshore, 2023

Demographic	Healthcare Industry	Northshore Population	Index
Age 24 and Younger	9%	14%	64.0
Age 25 to 34	30%	12%	245.7
Age 35 to 44	24%	13%	184.0
Age 45 to 54	18%	12%	154.7
Age 55 and Older	19%	23%	79.0

While the industry averages suggest a diverse and young workforce, there is significant variation. Healthcare jobs that offer some of the highest wages tend to be held by older, male, and less diverse individuals compared to the industry average.

Northshore Top Earning Healthcare Occupations by Demographics, 2023

Description	Median Annual Earnings	Age 55 and Older	Males	BIPOC
Surgeons	$331,940	30%	64%	24%
Physicians	$270,360	28%	57%	25%
Nurse Anesthetists	$216,960	21%	31%	17%
Dentists	$186,720	30%	66%	14%
Optometrists	$138,300	20%	53%	13%

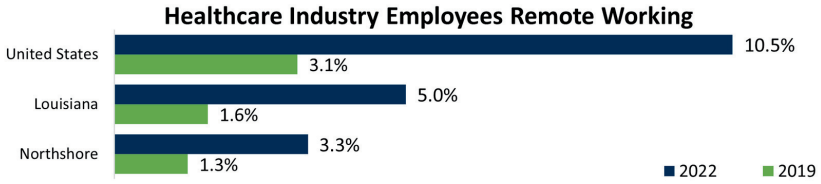
Northshore Lowest Earning Healthcare Occupations by Demographics, 2023

Description	Median Annual Earnings	Age 55 and Older	Males	BIPOC
Health Technologists	$36,350	15%	25%	48%
Miscellaneous Healthcare Support	$35,490	11%	9%	38%
Physical Therapist Assistants	$31,980	8%	23%	22%
Nursing Assistants	$29,620	16%	7%	73%
Home Health Aides	$21,200	35%	12%	60%

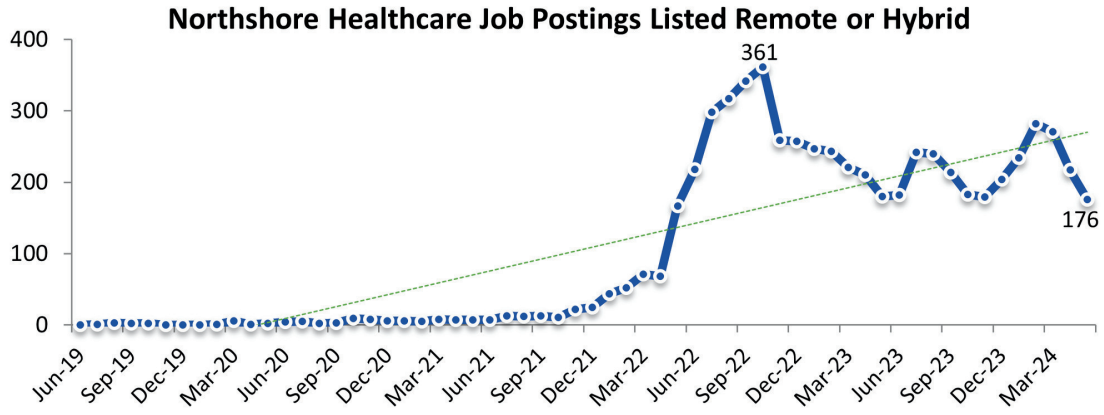
Source: Economic Leadership calculations based on Lightcast 2024.2

Workforce Job Postings

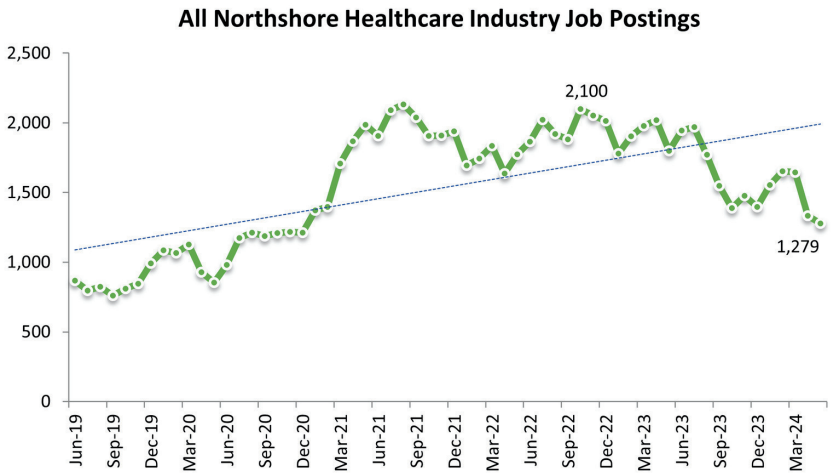
The Northshore Healthscape sought to determine if the rise in telehealth and remote work was impacting the healthcare industry.



Data on working from home collected by the U.S. Census Bureau provides the best insight into regional work-from-home trends. In 2019, only **1.3 percent of healthcare industry workers reported working from home**. By 2022, that **number had more than doubled to 3.3 percent.** Despite this increase, telehealth and remote work represent a smaller percentage of the Northshore healthcare industry. Nationally, this trend is more pronounced, suggesting that Northshore rates could continue to rise. However, data from online job postings indicate that the demand for hybrid or remote work in the healthcare industry has flattened in recent months.



Data on unique online job postings can provide real-time trends for worker demand in the healthcare industry. The data indicates that after a drop in demand during the first year of the pandemic, there was a surge in the second and third years following mass vaccination. By mid-2023, the demand for healthcare industry workers was almost double the 2019 levels. However, the industry experienced a decline in demand in late 2023 due to high inflation and increased interest rates, which have curtailed some of the economic expansion.



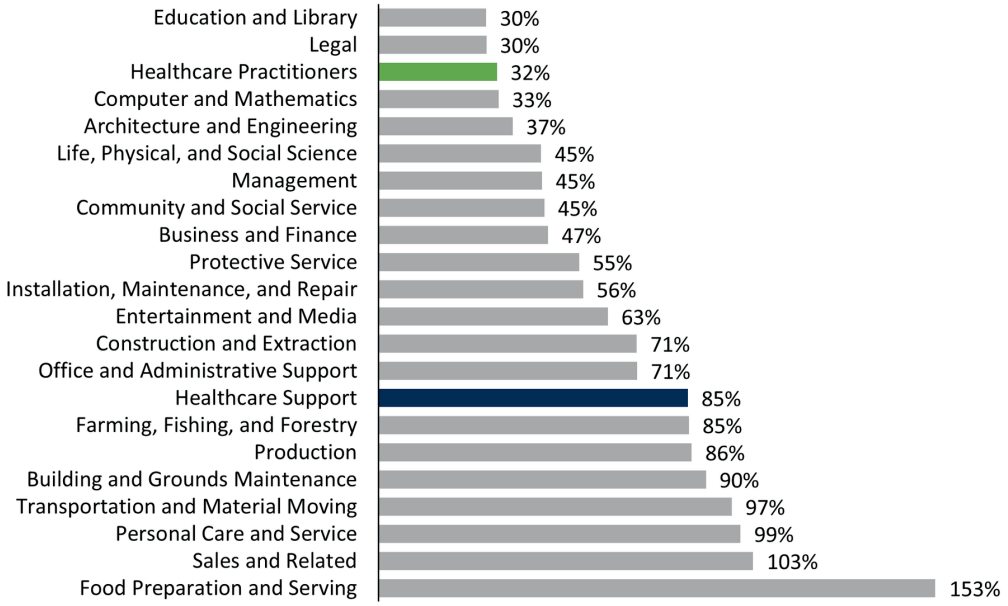
Source: Economic Leadership calculations based on US Census Bureau - Microdata (2022) and Lightcast 2024.2

Workforce Turnover Rates

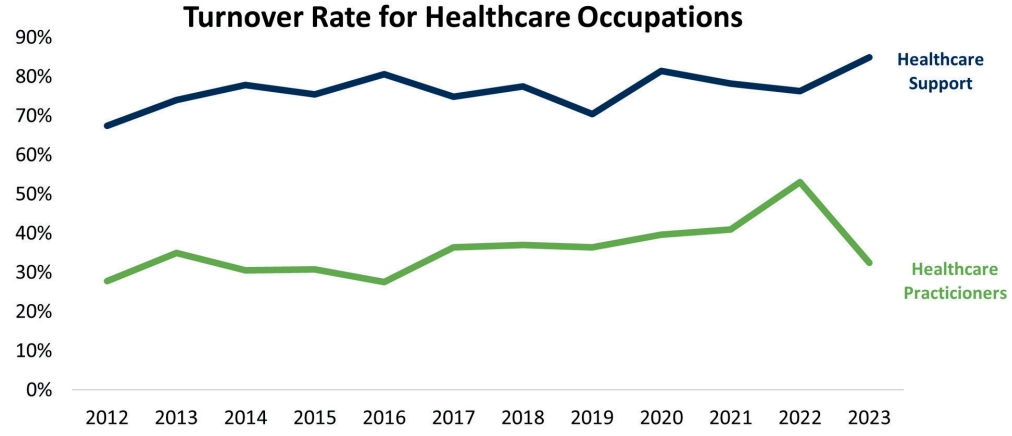
Job quit rates rose in the wake of the pandemic on the Northshore, and the nation. Turnover across occupations can be measured by taking the number of separations (when a Social Security number is removed from a payroll) and dividing it by the total number of employees in the field. This turnover rate provides a measure of worker churn in the field. For the occupation groups most employed by the healthcare industry, healthcare practitioners and healthcare support, there is a diverging trend.

In 2023, the **turnover rate for healthcare practitioners on the Northshore was 32 percent**, one of the lowest rates in the region's economy. In contrast, the **turnover rate for healthcare support workers** was much higher, at **85 percent**. This indicates that **healthcare employers must deal with significant turnover in their support positions**, requiring more resources for onboarding new workers. While the churn for healthcare practitioners returned closer to baseline in 2023, the turnover rate for healthcare support workers continued to rise.

Northshore Turnover Rate by Occupation Type, 2023



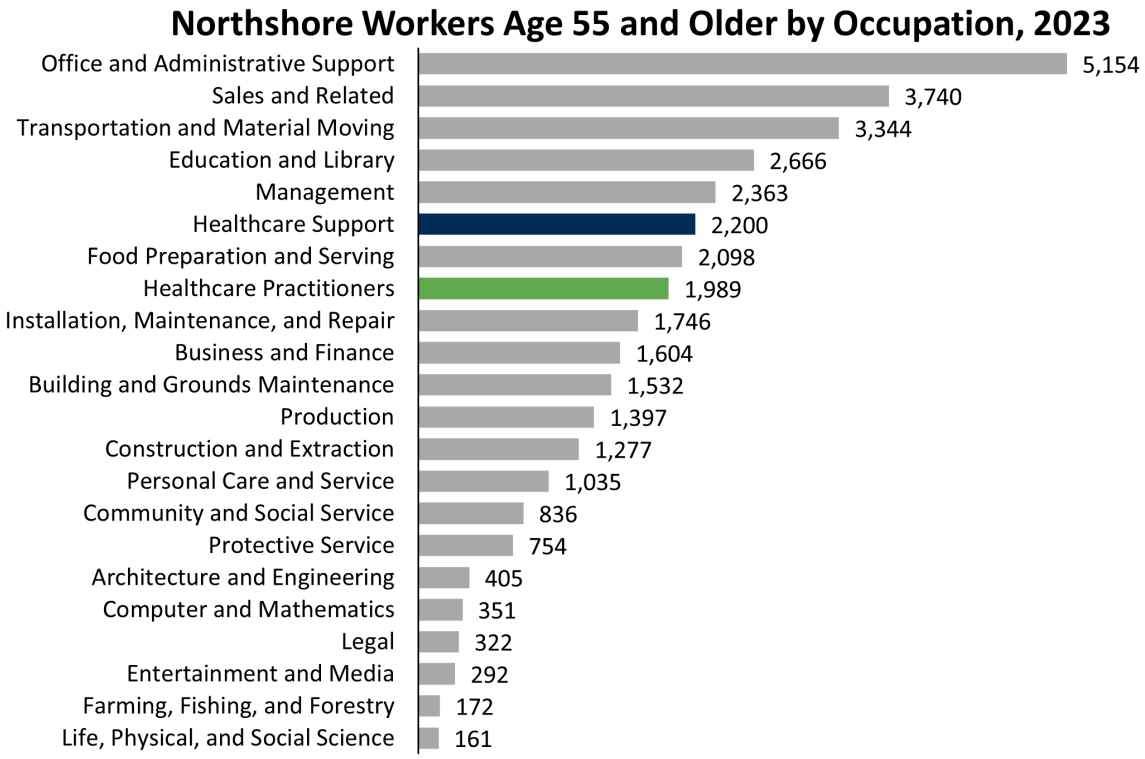
Turnover Rate for Healthcare Occupations



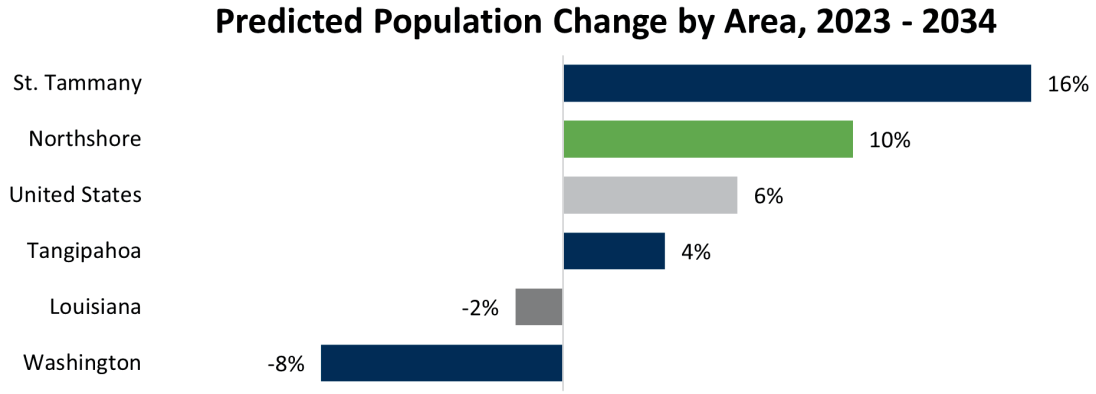
Source: Economic Leadership calculations based on Lightcast 2024.2

Workforce Demand

Another trend in the economy that could have major implications for the healthcare industry is the aging of the workforce and the impending retirement of older workers. On the Northshore, **healthcare occupations have some of the highest levels of workers aged 55 and older**. These seasoned workers possess a significant amount of institutional knowledge that may be difficult to replace with incoming younger workers.



The **demand** for healthcare workers is **likely to continue rising** as the Northshore population is predicted to expand further in the coming decade. The **population of the Northshore is expected to increase by 10 percent over the next ten years**, largely driven by population gains in St. Tammany Parish. The healthcare industry will need to expand to meet the needs of this growing population base.



Source: Economic Leadership calculations based on Lightcast 2024.2

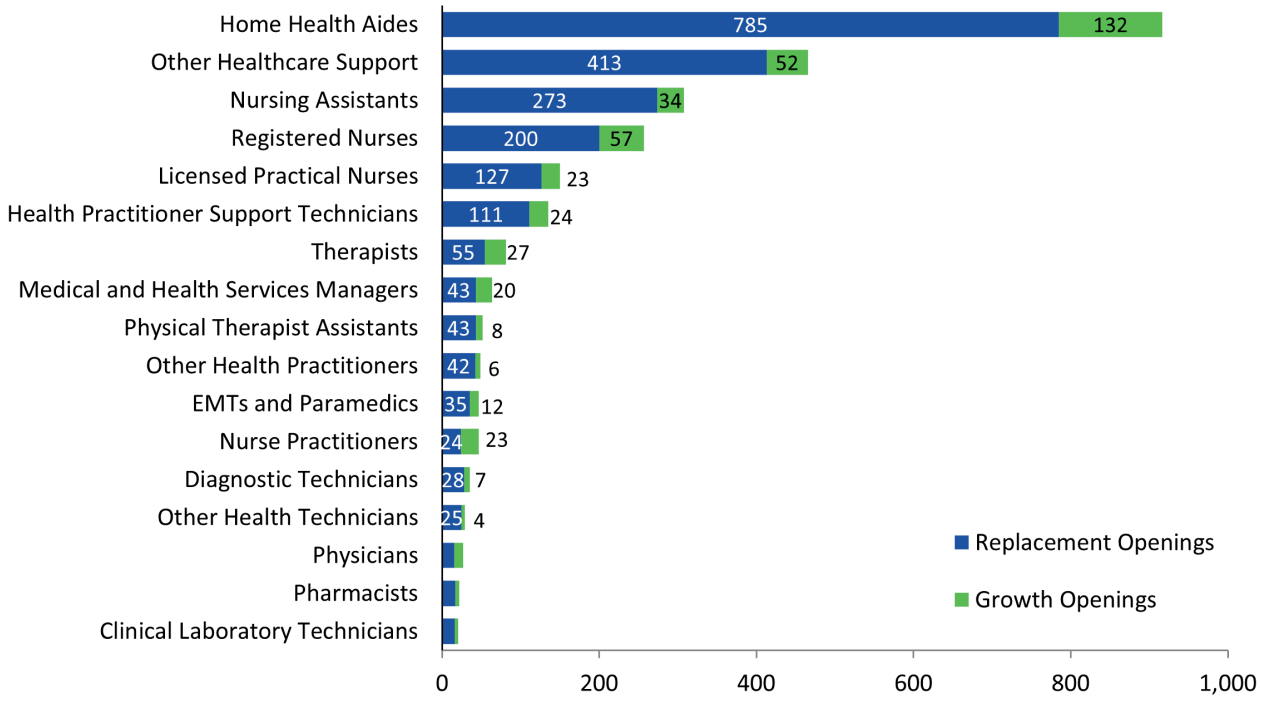
Workforce Demand

Another method for determining workforce demand is evaluating the predicted average annual job openings for healthcare-related occupations. Job openings data is a factor of the number of workers needed to account for growth in the occupation and the number of workers needed to replace retiring workers and workers leaving the profession. The replacement portion of the equation does not include workers staying in the region and same profession and only changing companies. This helps provide a regional assessment for occupational demand but does not determine the number of hires a specific company will need to make.

Companies will likely need to make hires as a result of turnover to other companies in the region. The replacement estimate also does not include workers that leave the region but stay in the same line of work in their new region. This is a function of how the Bureau of Labor Statistics measures worker replacements which informs Lightcast's data. While not a fully comprehensive measure of demand, the average annual openings measure captures most of the demand for an occupation for a region.

Over the next decade, the Northshore will need to hire large numbers of healthcare workers to keep up with demand. The **greatest demand** will be for **home health aides**. **Nursing positions also rank among the top needs** annually. Additionally, the region will need to hire several highly specialized healthcare positions, such as therapists, nurse practitioners, pharmacists, and health managers in the coming years. Jobs that require lower levels of training and garner lower pay, like home health aides, will have high number of openings largely due to the number of workers who will leave the profession compared to the demand for growth.

Top Avg Annual Openings for Northshore Healthcare Occupations, 2023 - 2034



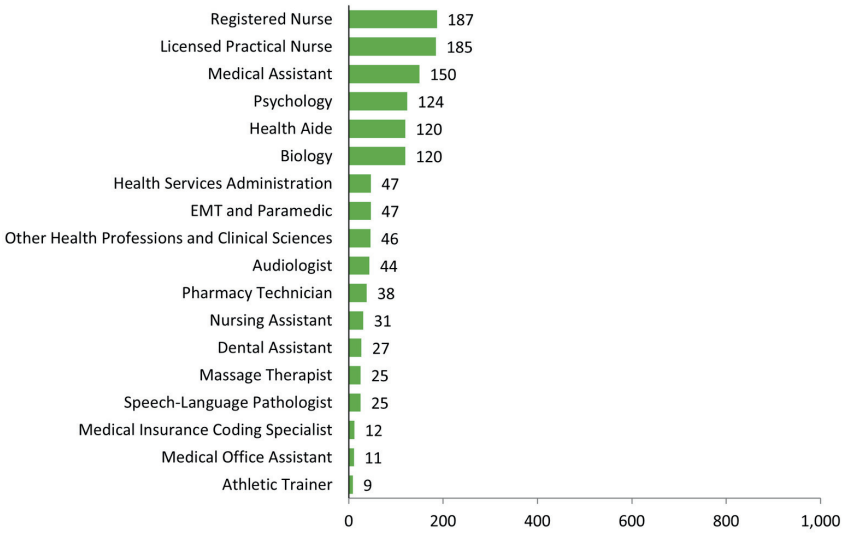
Source: Economic Leadership calculations based on Lightcast 2024.2

Workforce Demand

The annual demand data can be compared with regional educational completions, which include degrees, certificates, and awards from postsecondary institutions. This comparison helps provide context to the level of local supply being developed for the healthcare industry.

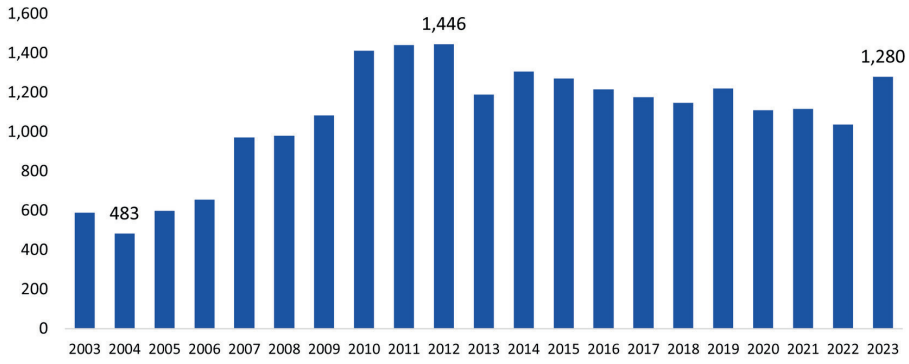
The **Northshore produced 1,280 educational completions** in healthcare fields in 2023, which should help supply some of the needed talent for healthcare companies in the region. However, when examining specific occupations, the local supply currently does not meet demand. For example, **local companies will need to hire an average of 257 registered nurses (RNs) annually to keep pace with demand and those leaving the profession or retiring**, but local postsecondary institutions on the Northshore produced only 187 RNs last year. This leaves a gap that local healthcare providers will need to fill through recruiting travel nurses or convincing nurses from outside the region to relocate.

Northshore Annual Healthcare Postsecondary Completions, 2023



A trend that could continue to hamper local healthcare employers is the decline in healthcare-related educational completions since their peak in 2012. However, the data in 2023 showed one of the largest increases in these completions in recent years. **Stakeholders should continue to monitor this progress.**

Northshore Annual Healthcare Postsecondary Completions

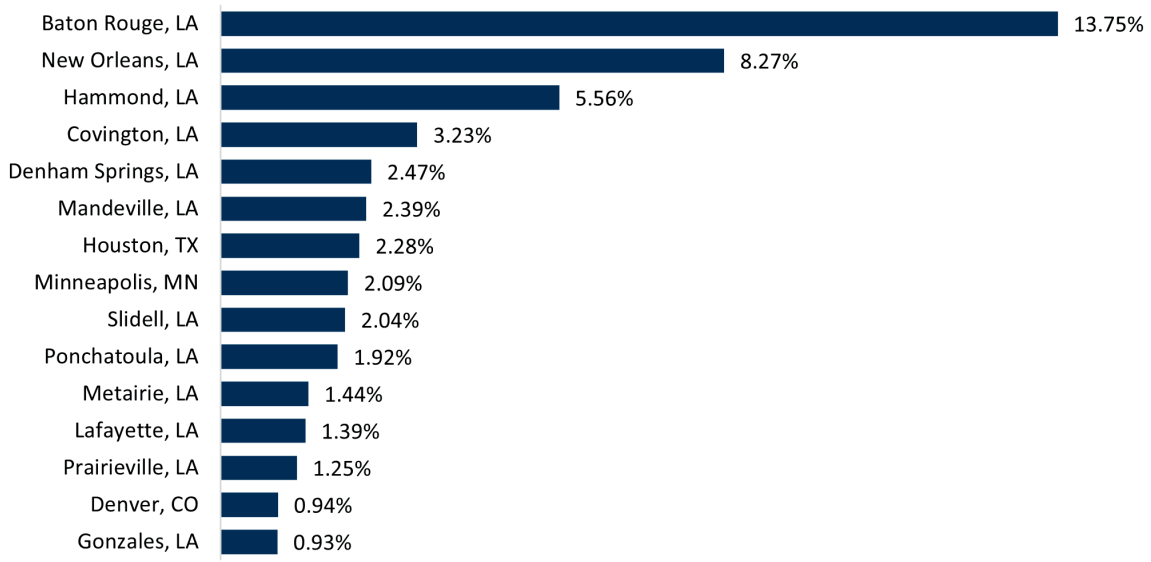


Source: Economic Leadership calculations based on Lightcast 2024.2

Workforce Education

Not every student that earns a healthcare certificate or degree on the Northshore will stay and seek employment in the region. Current data from online job profiles of **individuals** who graduated **from Northshore institutions** with healthcare-related completions reveals that about **59 percent remain in the state of Louisiana**. Of the 13,856 Northshore healthcare graduates who updated their profiles since 2018, approximately **29 percent** were **still located in the Northshore region**. Efforts to connect local students with local employers before they graduate, through initiatives such as job shadowing and internships, may help increase regional retention.

Current Location of Healthcare Completers From Northshore Schools



Source: Lightcast 2024.2
Note: This data comes from individuals who have updated their online profile since 2018.

Conclusion

This report highlights the importance of the healthcare industry as one of the top employers and key drivers of the regional economy. The impact of the industry extends beyond its initial jobs, creating a significant multiplier effect through supply chain and earnings impacts. As a cornerstone of the Northshore of Louisiana's economy, the region's vitality and resilience will be heavily dependent on the healthcare industry. The healthcare sector will be critical in serving the growing and diverse population of the Northshore. It not only ensures the well-being of its residents but also acts as a significant driver of employment and innovation.

SNAPSHOT - St. Tammany Parish Healthcare



Photo Courtesy of Lakeview Hospital

St. Tammany Parish is the largest employer of healthcare services within the Northshore region. The parish has experienced strong growth in healthcare industry jobs compared to the state average. The population of the parish is predicted to grow significantly in the next decade, which will likely lead to a corresponding increase in demand for healthcare services.

$1.6 Billion
2023 GDP

+13.9%
2019 - 2023 Job Change Rate

+12.5%
Five-Year Projected Job Change Rate

$77,440
Average Annual Earnings

16,524
2023 Jobs

+16%
2023 - 2034 Population Change Rate

1.40
Employment Concentration

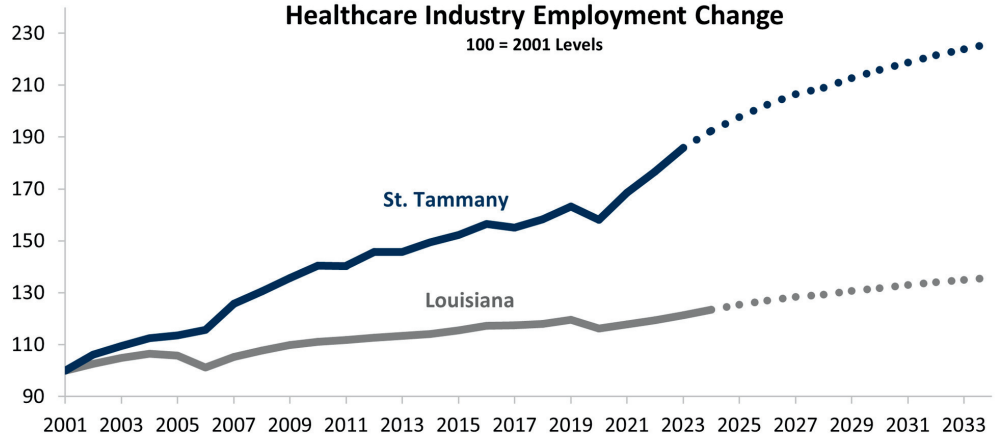
1,003
2023 Establishments

Top Industries:

1. Hospitals – Local Government
2. Offices of Physicians
3. General Medical and Surgical Hospitals
4. Nursing Care Facilities
5. Offices of Dentists

High Demand Occupations:

1. Registered Nurses
2. Nursing Assistants
3. Licensed Practical Nurses
4. Home Health Aides
5. Medical Assistants



Source: EL calulcations based on Lightcast 2024.2

Northshore Healthscape
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SNAPSHOT - Tangipahoa Parish Healthcare



Photo Courtesy of North Oaks Health

Tangipahoa Parish employs 8,147 individuals in the healthcare industry, the second highest in the Northshore region. The parish has experienced strong growth in healthcare jobs in recent years and the projected rate for the next five years is even higher. The healthcare industry in Tangipahoa Parish is predicted to grow at higher rates than the population over the next decade.

$657 Million
2023 GDP

+9.3%
2019 - 2023 Job Change Rate

+10.3%
Five-Year Projected Job Change Rate

$68,250
Average Annual Earnings

8,147
2023 Jobs

+4%
2023 - 2034 Population Change Rate

1.41
Employment Concentration

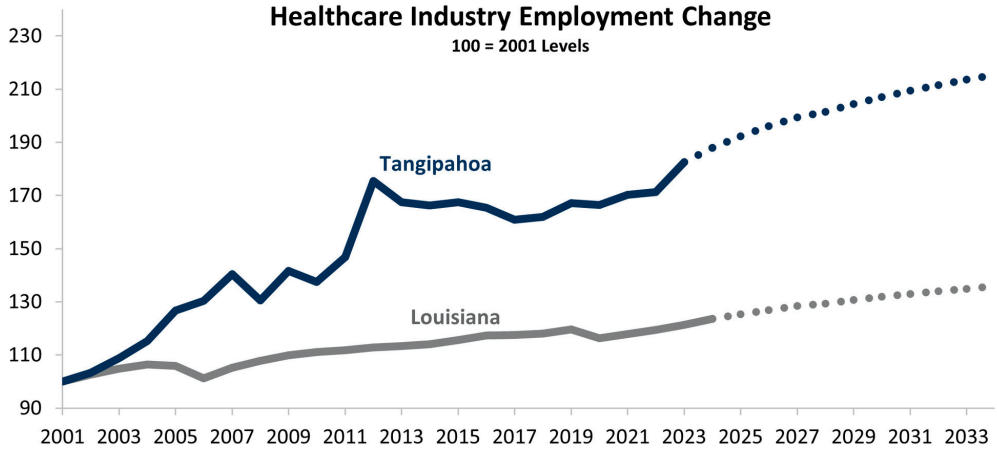
356
2023 Establishments

Top Industries:

1. Hospitals – Local Government
2. Home Health Care Services
3. Offices of Physicians
4. Nursing Care Facilities
5. General Medical and Surgical Hospitals

High Demand Occupations:

1. Registered Nurses
2. Home Health Aides
3. Nursing Assistants
4. Licensed Practical Nurses
5. Medical Assistants



Source: EL calulcations based on Lightcast 2024.2

Northshore Healthscape
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SNAPSHOT - Washington Parish Healthcare



Photo Courtesy of Our Lady of the Angels Hospital

Washington Parish employs a relatively small number of individuals in the healthcare industry, but it still has a higher concentration of healthcare industry jobs than the national average. In recent years, the number of healthcare jobs in the parish has remained flat. Despite a predicted decline in population, the healthcare industry in Washington parish is expected to grow at a strong rate.

$116 Million
2023 GDP

+1.4%
2019 - 2023 Job Change Rate

+8.9%
Five-Year Projected Job Change Rate

$62,270
Average Annual Earnings

1,479
2023 Jobs

-8%
2023 - 2034 Population Change Rate

1.09
Employment Concentration

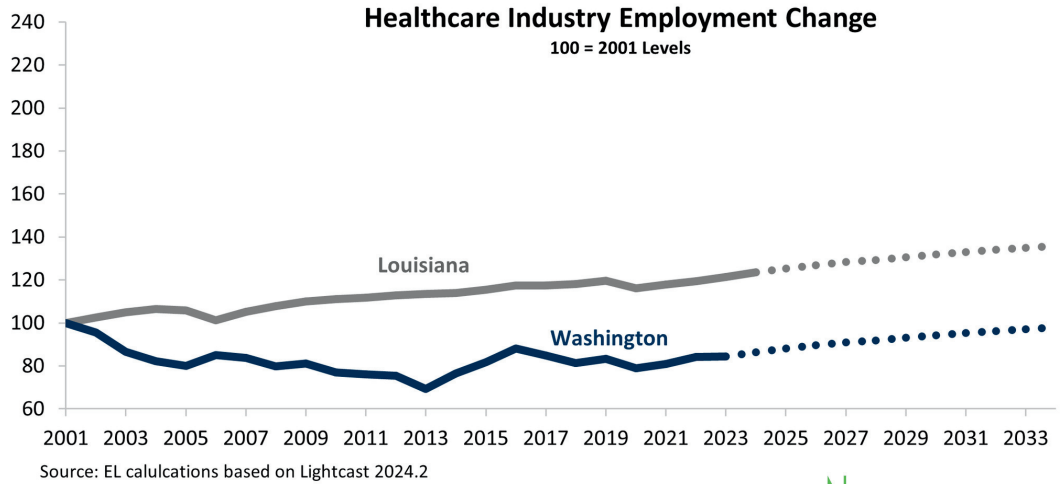
84
2023 Establishments

Top Industries:

1. General Medical and Surgical Hospitals
2. Nursing Care Facilities
3. Hospitals – Local Government
4. Pharmacies and Drug Retailers
5. Offices of Physicians

High Demand Occupations:

1. Registered Nurses
2. Nursing Assistants
3. Licensed Practical Nurses
4. Home Health Aides
5. Pharmacy Technicians



Source: EL calulcations based on Lightcast 2024.2

SNAPSHOT - Life Sciences Industry

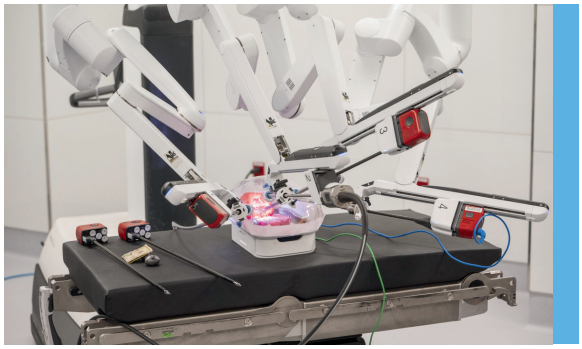


Photo Courtesy of Slidell Memorial Hospital

A strong healthcare industry can help spur the development of a Life Sciences industry. This snapshot details the presence of Life Sciences in the Northshore economy. While the Life Sciences industry is still small on the Northshore, it has experienced strong growth in recent years. The industry also offers high wages to its workers, which can significantly impact the greater regional economy.

$116 Million
2023 GDP

+18.4%
2019 - 2023 Job Change Rate

+8.9%
Five-Year Projected Job Change Rate

$107,040
Average Annual Earnings

359
2023 Jobs

+66
2019 - 2023 Job Change

0.21
Employment Concentration

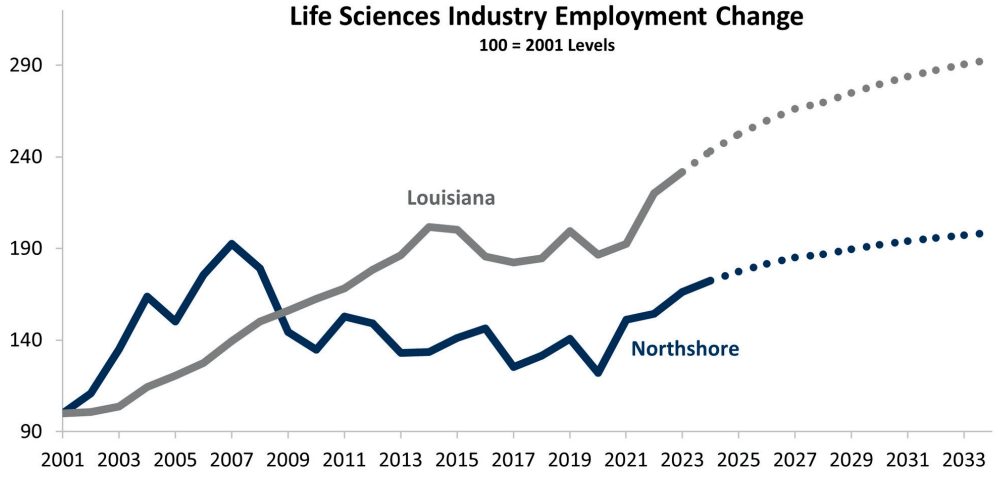
162
2023 Establishments

Top Industries:

1. Testing Laboratories
2. Other Scientific Consulting Services
3. Analytical Laboratory Instruments
4. R&D in Life Sciences
5. Pharmaceutical Preparation Manufacturing

High Demand Occupations:

1. Dental Laboratory Technicians
2. General Operations Managers
3. Inspectors and Testers
4. Chemical Equipment Operators
5. Environmental Health Science Technicians



Source: EL calulcations based on Lightcast 2024.2

Northshore Healthscape
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SOURCES

Bureau of Labor Statistics. 2024. “Consumer Price Index.” https://www.bls.gov/cpi

Lightcast. Developer Tool: Class of Worker 2024.2
https://e.economicmodeling.com/analyst

U.S. Census Bureau. 2024. “American Community Survey: ACS 1-Year Estimates.” Accessed through mdat.census.gov

APPENDIX

Healthcare Industry Group

NAICS Code	NAICS Description	Healthcare Sub-Category
621111	Offices of Physicians (except Mental Health Specialists)	Ambulatory Health Care
621112	Offices of Physicians, Mental Health Specialists	Ambulatory Health Care
621210	Offices of Dentists	Ambulatory Health Care
621310	Offices of Chiropractors	Ambulatory Health Care
621320	Offices of Optometrists	Ambulatory Health Care
621330	Offices of Mental Health Practitioners (except Physicians)	Ambulatory Health Care
621340	Offices of Physical, Occupational and Speech Therapists, and Audiologists	Ambulatory Health Care
621391	Offices of Podiatrists	Ambulatory Health Care
621399	Offices of All Other Miscellaneous Health Practitioners	Ambulatory Health Care
621410	Family Planning Centers	Ambulatory Health Care
621420	Outpatient Mental Health and Substance Abuse Centers	Ambulatory Health Care
621491	HMO Medical Centers	Ambulatory Health Care
621492	Kidney Dialysis Centers	Ambulatory Health Care
621493	Freestanding Ambulatory Surgical and Emergency Centers	Ambulatory Health Care
621498	All Other Outpatient Care Centers	Ambulatory Health Care
621511	Medical Laboratories	Ambulatory Health Care
339116	Dental Laboratories	Ambulatory Health Care
621512	Diagnostic Imaging Centers	Ambulatory Health Care
621610	Home Health Care Services	Ambulatory Health Care
621910	Ambulance Services	Ambulatory Health Care
621991	Blood and Organ Banks	Ambulatory Health Care
621999	All Other Miscellaneous Ambulatory Health Care Services	Ambulatory Health Care
622110	General Medical and Surgical Hospitals	Hospitals
622210	Psychiatric and Substance Abuse Hospitals	Hospitals
622310	Specialty (except Psychiatric and Substance Abuse) Hospitals	Hospitals
902622	Hospitals (State Government)	Hospitals
903622	Hospitals (Local Government)	Hospitals
623110	Nursing Care Facilities (Skilled Nursing Facilities)	Nursing & Residential Care
623210	Residential Intellectual and Developmental Disability Facilities	Nursing & Residential Care
623220	Residential Mental Health and Substance Abuse Facilities	Nursing & Residential Care
623311	Continuing Care Retirement Communities	Nursing & Residential Care
623312	Assisted Living Facilities for the Elderly	Nursing & Residential Care
623990	Other Residential Care Facilities	Nursing & Residential Care
456110	Pharmacies and Drug Retailers	Pharmacies & Other Support Services
456130	Optical Goods Retailers	Pharmacies & Other Support Services
532283	Home Health Equipment Rental	Pharmacies & Other Support Services
813212	Voluntary Health Organizations	Pharmacies & Other Support Services

APPENDIX

Life Sciences Industry Group

NAICS Code	NAICS Description
325411	Medicinal and Botanical Manufacturing
325412	Pharmaceutical Preparation Manufacturing
325413	In-Vitro Diagnostic Substance Manufacturing
325414	Biological Product (except Diagnostic) Manufacturing
334510	Electromedical and Electrotherapeutic Apparatus Manufacturing
334516	Analytical Laboratory Instrument Manufacturing
334517	Irradiation Apparatus Manufacturing
339112	Surgical and Medical Instrument Manufacturing
339113	Surgical Appliance and Supplies Manufacturing
339114	Dental Equipment and Supplies Manufacturing
339115	Ophthalmic Goods Manufacturing
541380	Testing Laboratories
541690	Other Scientific and Technical Consulting Services
541713	Research and Development in Nanotechnology
541714	Research and Development in Biotechnology (except Nanobiotechnology)
541715	Research and Development in the Physical, Engineering, and Life Sciences

THROUGH THE LENS

ST. TAMMANY HEALTH SYSTEM



LAKEVIEW HOSPITAL



OCHSNER HEALTH



SLIDELL MEMORIAL HOSPITAL



OUR LADY OF THE ANGELS HOSPITAL



NORTH OAKS HEALTH



NORTHSHORE HEALTHSCAPE

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Photo Courtesy of Lakeview Hospital