

Economic Impact

Healthcare Talent Pipeline Program,
Westchester County

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PREPARED BY:



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Healthcare Talent Pipeline Program – Program Background

The Healthcare Talent Pipeline Program (HTPP) was created to help disadvantaged job seekers get healthcare training to land better jobs while also helping healthcare employers fill in-demand jobs. HTPP provides stipends to participants to help offset expenses while in training and job searching. Many participants are also provided with technology training and job readiness training. Additionally, the program organizes job fairs and builds sustainable talent pipelines between training providers and employers.

Eligible participants are disadvantaged underemployed or unemployed individuals aged 18 or older who meet eligibility requirements of the Westchester Putnam Career Center Network, SUNY Westchester Community College, or Southern Westchester Board of Cooperative Educational Services grants.

Upon completion of the program, graduates are eligible to work as Clinical Medical Assistants, Certified Nursing Assistants, and Medical Administrative Assistants. Notably, many program participants are bilingual and speak both English and Spanish, which benefits both employers and patients.

KEY PROGRAM STATISTICS

Total Participants Through 2023: 166

Total # of Participants with New Jobs:
104

Average full-time salary upon completion: \$43,245

Total combined salary of program graduates: \$4.1 million

Economic Impact Methodology

An economic impact analysis of the HTPP was conducted to quantify the impact of the program on the Westchester County economy. The economic impact includes not only the “direct” economic impacts, such as on-site jobs but also the secondary economic impacts that are generated throughout the economy through the economic “ripple” effect. The three specific types of impacts considered in the analysis include:

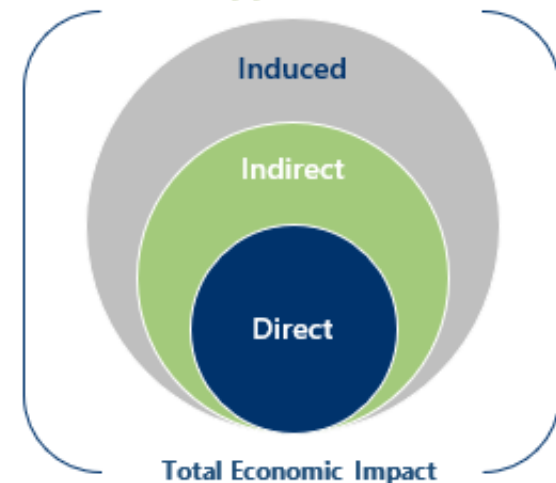
- **Direct:** The most immediate impacts, which include the new earnings of program graduates.
- **Indirect:** Indirect effects occur at businesses within Westchester County that supply goods and services to the employers that HTPP graduates work at and re-spend a portion of that revenue. In other words, for every dollar earned at a local employer, a portion of that dollar will support spending on goods and services at other businesses in the county.
- **Induced:** Another “ripple” effect that occurs is when workers at both HTPP employers and indirectly impacted businesses spend a portion of their wages at businesses within the county and state for things such as retail goods and services. The portion of the spending by new businesses that are paid to workers and re-spent in the state economy is considered the induced impact.

The sum of the direct, indirect, and induced impacts equals the total economic impact. The Lightcast Input-Output model is used to calculate the total economic impact, including the three different types of impacts.

Modeling Software

Lightcast designed the input-output model used in this analysis. The Lightcast model allows the analyst to input the amount of new direct economic activity (spending, earnings, or jobs) occurring within the region and uses the direct inputs to estimate the spillover effects that the net new spending, earnings, or jobs have as these new dollars circulate throughout the economy. This is captured in the indirect and induced impacts and is commonly referred to as the “multiplier effect.”

Measuring the Total Economic “Ripple Effect”



HTTP Impact Analysis: Model Assumptions

The economic impact analysis focuses only on the “net new” economic activity that takes place as a result of the program. In other words, **the model considers only the new earnings of program graduates** that come as a result of participating, rather than the total earnings of participants.

To better understand the new earnings generated by program participation, a survey was administered to program graduates. **The survey collected data about participants’ annual income both before and after receiving the training, which was used to calculate the total increase in annual earnings that would not have occurred if not for the training.**

The survey received approximately a 30% response rate among participants who have gained new employment. **Among all participants, the average new annual earnings based on survey responses is \$24,247.** Applying this increase to the 104 graduates with new jobs, **a total \$2.5 million in new earnings** is used in the input to the Lightcast impact model.

The average increase in annual income among survey respondents was higher for those who entered the program as either unemployed or not participating in the labor force. **Participants who did not have a job prior to the program saw an average increase of \$31,674 annually compared to \$19,441 for those who had a job prior to the training.**

Table 1

Average Increase in Income Among Program Participants

Pre-Program Status	Avg. Increase in Annual Income	Share of Responses
Had Job	\$19,441	61%
Did not have job	\$31,674	39%
All Participants	\$24,247	100%

Source: Survey administered to program participants

Table 2

Total Increase in Annual Earnings by Pre-Program Status

# of Participants that Gained Employment	104
Pre-Program - Had job	\$1,227,590
Pre-Program - Did not have job	\$1,294,105
Total	\$2,521,695

Source: Survey administered to program participants

Healthcare Talent Pipeline Program: Participant Statistics

According to survey data collected from program participants:

Post-training employment

- 87 program graduates entered full-time employment, or 84% of those who started new jobs
- 17 program graduates entered part-time employment, representing 16% of those who started new jobs
- The average salary of full-time workers following training is \$43,245

Pre-training job status

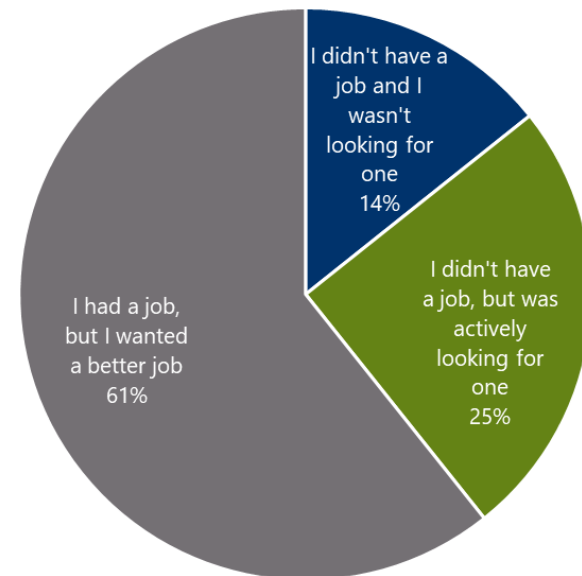
- 61% of respondents reported that they had a job prior to starting the program, but wanted a better job
- Respondents who were not working prior to the training were both unemployed (looking for work) and not participating in the labor force (not looking for work).
- 14% of respondents reported that they were not working and not looking for work prior to the program. Applying this to all graduates who have launched, this equates to about 15 new workers added to the labor force who would not have otherwise sought employment.

Average Post-Program Annual Salary

	Average Salary	# of Participants
Full-time jobs	\$43,245	87
Part-time jobs	\$20,659	17

Source: Westchester County Association

Pre-Participation Job Status



Source: Survey of Program Participants, Camoin Associates

Impact Results: 2023 Graduates

Annual Economic Impact - Healthcare Talent Pipeline Program

	Jobs	Earnings	Sales
Direct	104	\$2,521,695	\$5,807,766
Indirect	10	\$693,172	\$1,824,858
Induced	7	\$544,413	\$1,385,508
Total	121	\$3,759,281	\$9,018,132

Source: Lightcast, Camoin Associates

The total annual economic impact of the 104 program graduates on Westchester County:

- ◆ 121 jobs
- ◆ \$3.7 million earnings
- ◆ \$9.0 million sales

- After participating in training, 104 program participants found new jobs in the health care field. This direct job creation supported a further 17 jobs through indirect and induced impacts, for a total impact of 121 jobs
- Among these 104 participants, the total direct *net new* earnings was \$2.5 million. This reflects the *increase* in annual income earned by participants directly as a result of the HTPP. Additionally, another \$1.2 million in earnings is generated through indirect and induced impacts, for a total of \$3.7 million in new earnings generated as a result of the HTPP.
- The HTPP generated a total of \$9.0 million in sales in Westchester County through direct, indirect, and induced impacts. These are the sales that occur as a result of the new earnings of HTPP graduates when they spend a portion of their new earnings at businesses within the Westchester economy.

HTPP Success Stories

In addition to the quantitative economic impacts described in previous pages, participation in the program also provided other impacts to program participants, local health care providers, and the wider community. It allowed health care providers to fill critically needed and hard to fill positions, and it also provided new opportunities to individuals who want to work in health care professions but did not previously have the means to take on new training.

On top of providing new health care training, the program has promoted economic mobility to participants by enabling them to access jobs that allow for longer career pathways and has also led to further training and education in the health care field. Notably, both participants that were interviewed indicated that they are currently enrolled or plan to enroll in further health care related training to continue to develop their careers in the field.

Michelle **Medical Billing and Coding**

I went through so many hardships and I feel like I finally have control of my life. Medical billing and coding was something I wanted to do for a while, and I saw this as a chance to get certified. At the time I was stuck in a dead-end job. This was my chance, and I went for it! I had no idea what I was getting myself into, but I was so happy because I finally got the chance to study in a career that I chose to pursue.

HTPP helped me achieve a goal that I wanted but had no financial resources for. There was no college fund saved up because marriage was more important than education in my household. The completion of this program was like a present for me. The financial representative position is a dream come true, and I'm going to continue my training in the health care field and keep evolving.

Avi **Senior Medical Assistant, CRNA in training**

Since finishing the HTPP program & furthering my medical career, I've gained even more experience and have been developing into a bigger role under the leadership and guidance of very standout Pulmonary MD's & NP's. The team I'm with on a day-to-day basis has also helped me gain further insight into more efficient ways to treat patients, while making sure they as if they're talking to a friend opposed to someone who may come off as "just doing their job".

I'm now the Senior MA and go-to clinical person for the pulmonary MD's as I travel between multiple locations to assist with them in daily operations. I still cover at the inpatient facilities when I'm available to. I'm currently still in my nursing program that I'm scheduled to finish sometime next year. Thanks to the program I've been able to achieve this and work with these MD's that are some of the top rated in NY/Westchester. They're always more than welcoming to enlighten me on whatever questions I may have to further progress my career to become a Certified Registered Nurse Anesthetist.

THE PROJECT TEAM

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Leading action to
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