

Healthcare Support Occupations in Worcester, MA-CT

MassHire



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What is Lightcast Data?

Lightcast data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Lightcast data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.



Report Parameters

1 Occupation

31-0000 Healthcare Support Occupations

1 MSA

49340 Worcester, MA-CT

Class of Worker

QCEW Employees

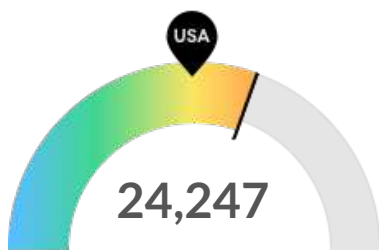
The information in this report pertains to the chosen occupation and geographical area.

Workforce Map



Executive Summary

Aggressive Hiring Competition Over a Deep Supply of Regional Talent



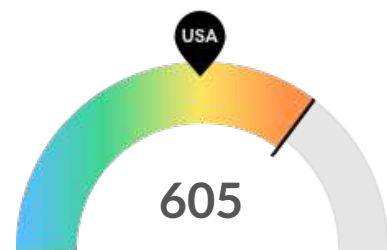
Supply (Jobs)

Worcester, MA-CT is a hotspot for this kind of talent. The national average for an area this size is 17,840* employees, while there are 24,247 here.



Compensation

The cost for talent is about average in Worcester, MA-CT. The national median salary for Healthcare Support Occupations is \$33,399, while you'll pay \$33,997 here.



Demand (Job Postings)

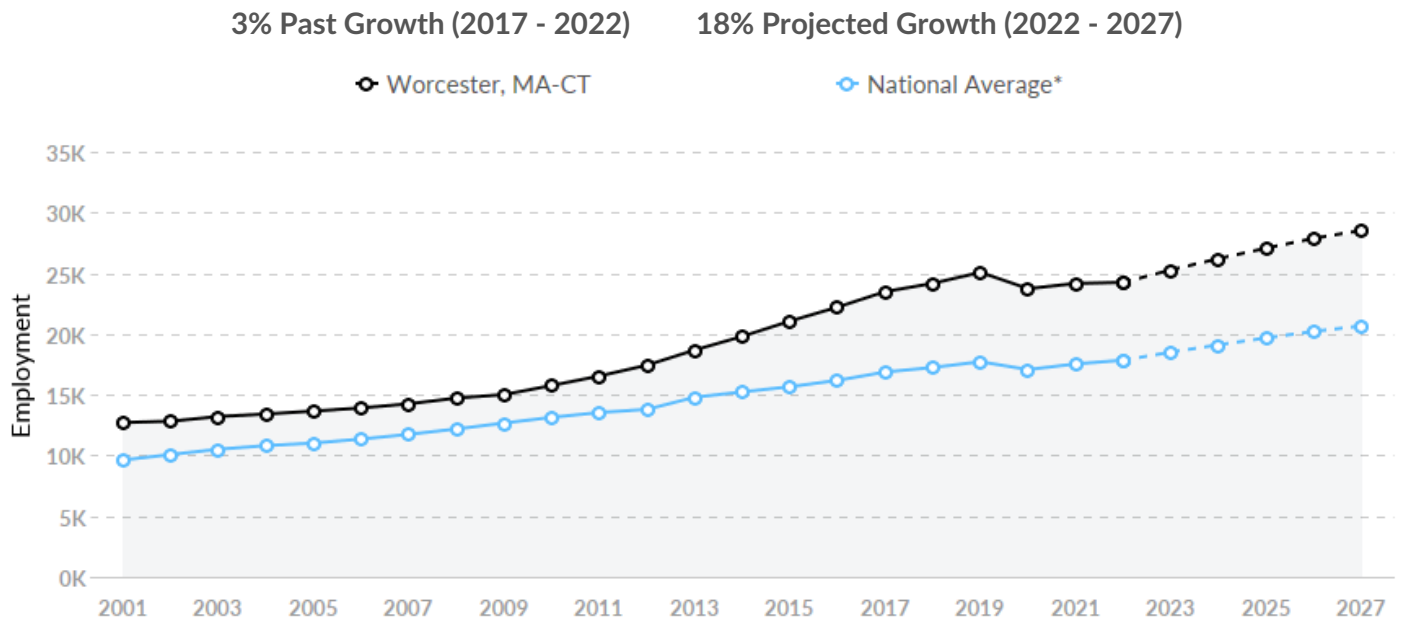
Competition from online job postings is high in Worcester, MA-CT. The national average for an area this size is 343* job postings/mo, while there are 605 here.

*National average values are derived by taking the national value for Healthcare Support Occupations and scaling it down to account for the difference in overall workforce size between the nation and Worcester, MA-CT. In other words, the values represent the national average adjusted for region size.

Supply (Jobs)

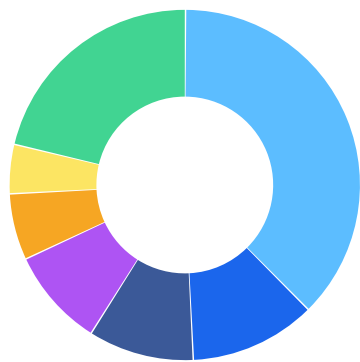
Supply Is Higher Than the National Average

The regional vs. national average employment helps you understand if the supply of Healthcare Support Occupations is a strength or weakness for Worcester, MA-CT, and how it is changing relative to the nation. An average area of this size would have 17,840* employees, while there are 24,247 here. This higher than expected supply may make it easier to find candidates. The gap between expected and actual employment is expected to increase over the next 5 years.



*National average values are derived by taking the national value for Healthcare Support Occupations and scaling it down to account for the difference in overall workforce size between the nation and Worcester, MA-CT. In other words, the values represent the national average adjusted for region size.

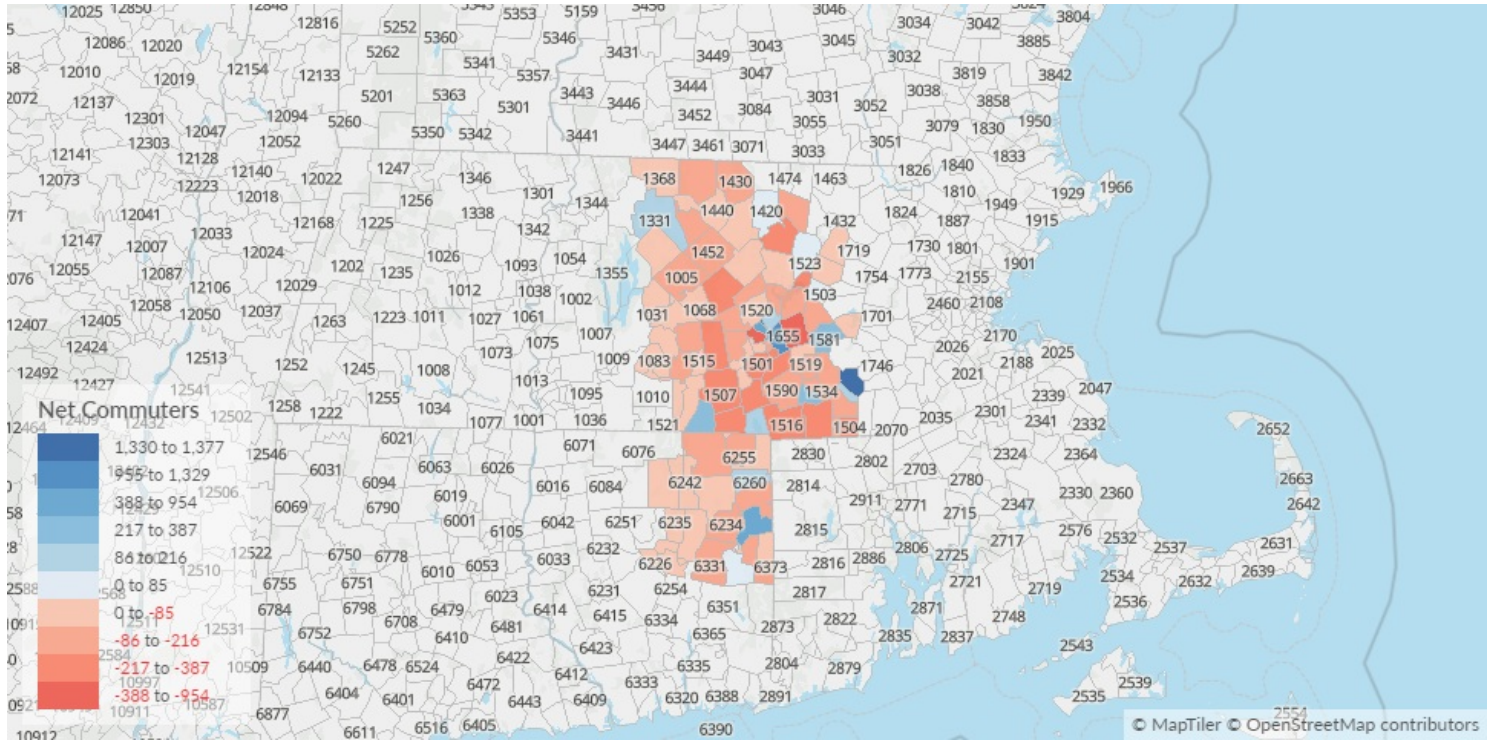
Most Jobs are Found in the Individual and Family Services Industry Sector



| Industry | % of Occupation in Industry (2022) |
|--|------------------------------------|
| Individual and Family Services | 37.5% |
| Nursing Care Facilities (Skilled Nursing Facilities) | 11.7% |
| Home Health Care Services | 9.7% |
| General Medical and Surgical Hospitals | 9.1% |
| Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities | 6.1% |
| Offices of Dentists | 4.5% |
| Other | 21.3% |

Place of Work vs Place of Residence

Understanding where talent in Worcester, MA-CT currently works compared to where talent lives can help you optimize site decisions.

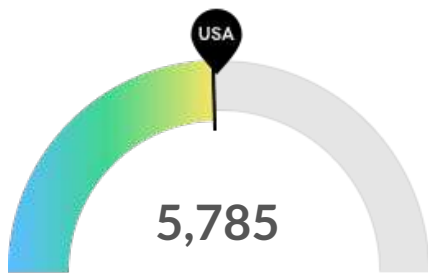


Where Talent Works

Where Talent Lives

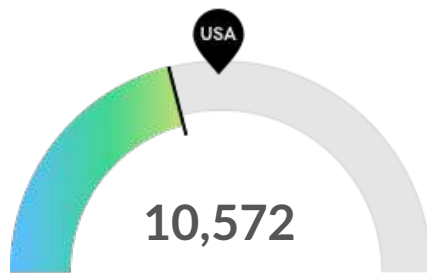
| ZIP | Name | 2022 Employment | ZIP | Name | 2022 Workers |
|------|----------------------------|-----------------|------|----------------------------|--------------|
| 1604 | Worcester, MA (in Worc... | 2,381 | 1604 | Worcester, MA (in Worc... | 1,357 |
| 1757 | Milford, MA (in Worcest... | 2,220 | 1453 | Leominster, MA (in Wor... | 1,046 |
| 1605 | Worcester, MA (in Worc... | 1,832 | 1420 | Fitchburg, MA (in Worc... | 1,039 |
| 1608 | Worcester, MA (in Worc... | 1,529 | 1757 | Milford, MA (in Worcest... | 891 |
| 1420 | Fitchburg, MA (in Worc... | 1,065 | 1545 | Shrewsbury, MA (in Wo... | 878 |

Retirement Risk Is About Average, While Overall Diversity Is Low



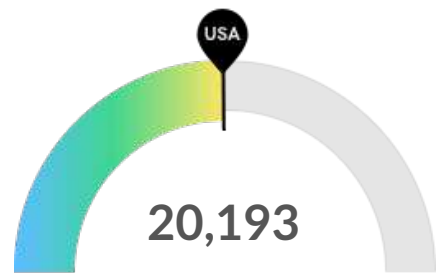
Retiring Soon

Retirement risk is about average in Worcester, MA-CT. The national average for an area this size is 5,930* employees 55 or older, while there are 5,785 here.



Racial Diversity

Racial diversity is low in Worcester, MA-CT. The national average for an area this size is 13,433* racially diverse employees, while there are 10,572 here.



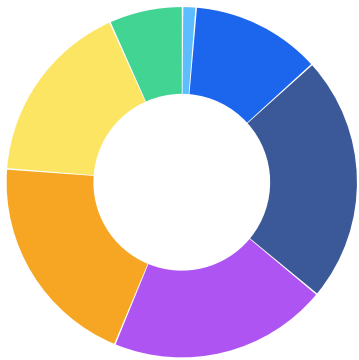
Gender Diversity

Gender diversity is about average in Worcester, MA-CT. The national average for an area this size is 20,318* female employees, while there are 20,193 here.

*National average values are derived by taking the national value for Healthcare Support Occupations and scaling it down to account for the difference in overall workforce size between the nation and Worcester, MA-CT. In other words, the values represent the national average adjusted for region size.

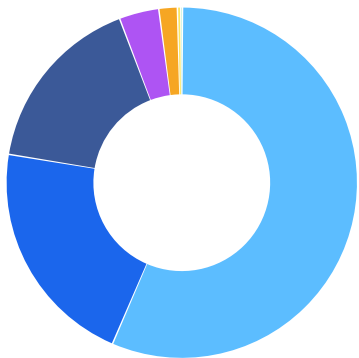
Demographic Details

Occupation Age Breakdown



| | % of Jobs | Jobs |
|-------|-----------|-------|
| 14-18 | 1.2% | 302 |
| 19-24 | 12.0% | 2,905 |
| 25-34 | 22.7% | 5,510 |
| 35-44 | 20.2% | 4,902 |
| 45-54 | 20.0% | 4,844 |
| 55-64 | 17.1% | 4,139 |
| 65+ | 6.8% | 1,646 |

Occupation Race/Ethnicity Breakdown



| | % of Jobs | Jobs |
|---|-----------|--------|
| White | 56.4% | 13,675 |
| Hispanic or Latino | 21.1% | 5,121 |
| Black or African American | 16.6% | 4,036 |
| Asian | 3.7% | 889 |
| Two or More Races | 1.7% | 411 |
| American Indian or Alaska Native | 0.3% | 75 |
| Native Hawaiian or Other Pacific Islander | 0.2% | 39 |

Occupation Gender Breakdown

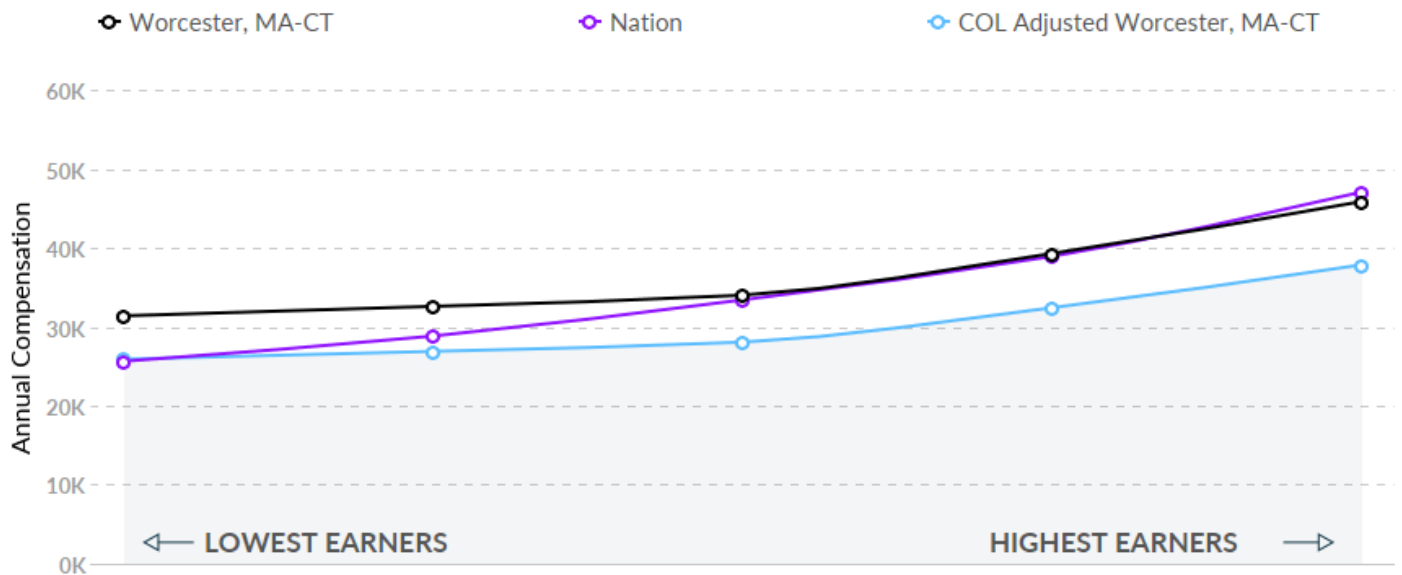


| | % of Jobs | Jobs |
|--|-----------|--------|
| ● Males | 16.7% | 4,055 |
| ● Females | 83.3% | 20,193 |

Compensation

Talent Is 2% More Expensive, While the Cost of Living May Make Attraction Difficult

In 2022, the median compensation for Healthcare Support Occupations in Worcester, MA-CT is \$33,997. Based on the national median wage of \$33,399 for this position, this means you will spend about 2% more to employ Healthcare Support Occupations here. However, their actual purchasing power will be 16% less than the national median when we adjust for regional cost of living (which is 21% higher than average). This may make it harder to attract talent to the region at this price.



Demand



922 Employers Competing

All employers in the region who posted for this job over the last 12 months.



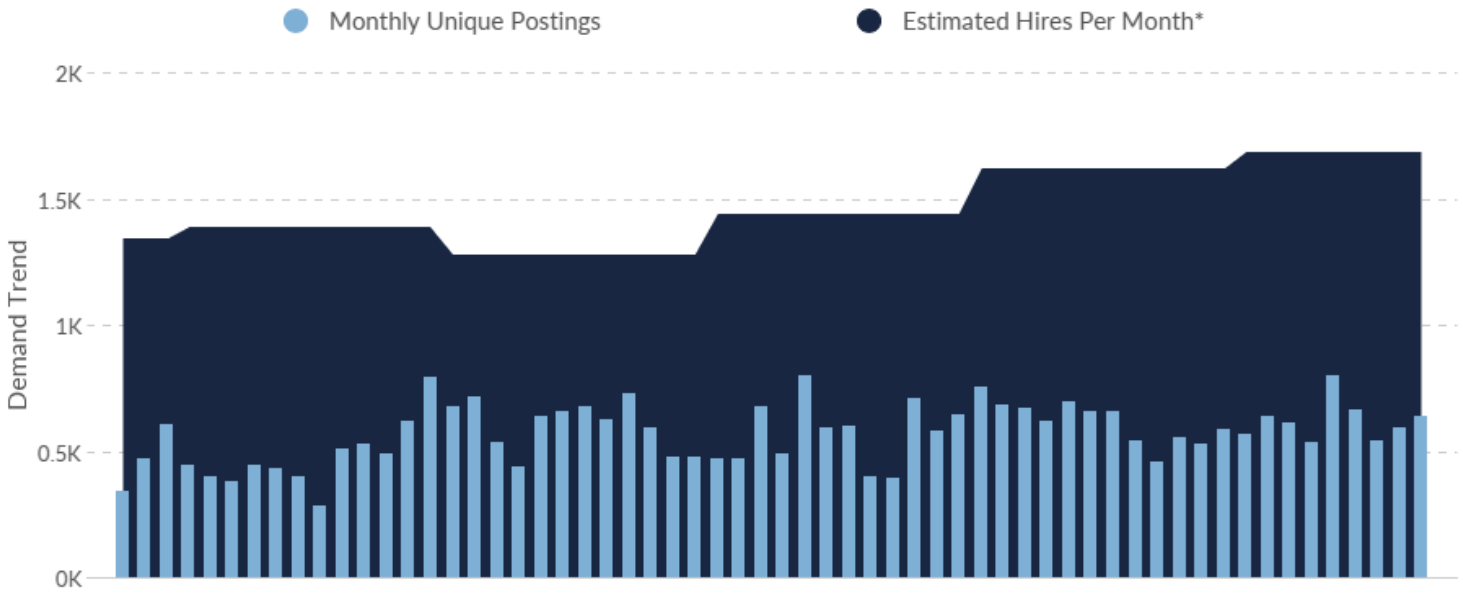
7,255 Unique Job Postings

The number of unique postings for this job over the last 12 months.













30 Day Median Duration

Posting duration is 1 day longer than what's typical in the region.



| Occupation | Avg Monthly Postings (Oct 2022 - Sep 2023) | Avg Monthly Hires (Oct 2022 - Sep 2023) |
|--------------------------------|--|---|
| Healthcare Support Occupations | 605 | 1,671 |

*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Lightcast hires are calculated using a combination of Lightcast jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

| Top Companies | Unique Postings | Top Job Titles | Unique Postings |
|--------------------------------|---|------------------------------|---|
| UMass Memorial Health | 893  | Medical Assistants | 460  |
| Elara Caring | 306  | Certified Nursing Assistants | 395  |
| Seven Hills Foundation | 233  | Home Health Aides | 336  |
| Guardian Angel Senior Services | 162  | Direct Support Professionals | 334  |
| UnitedHealth Group | 143  | Dental Assistants | 218  |

Top Distinguishing Skills by Demand

Not enough data to display Distinguishing Skills for this occupation.

Top Defining Skills by Demand

Not enough data to display Defining Skills for this occupation.

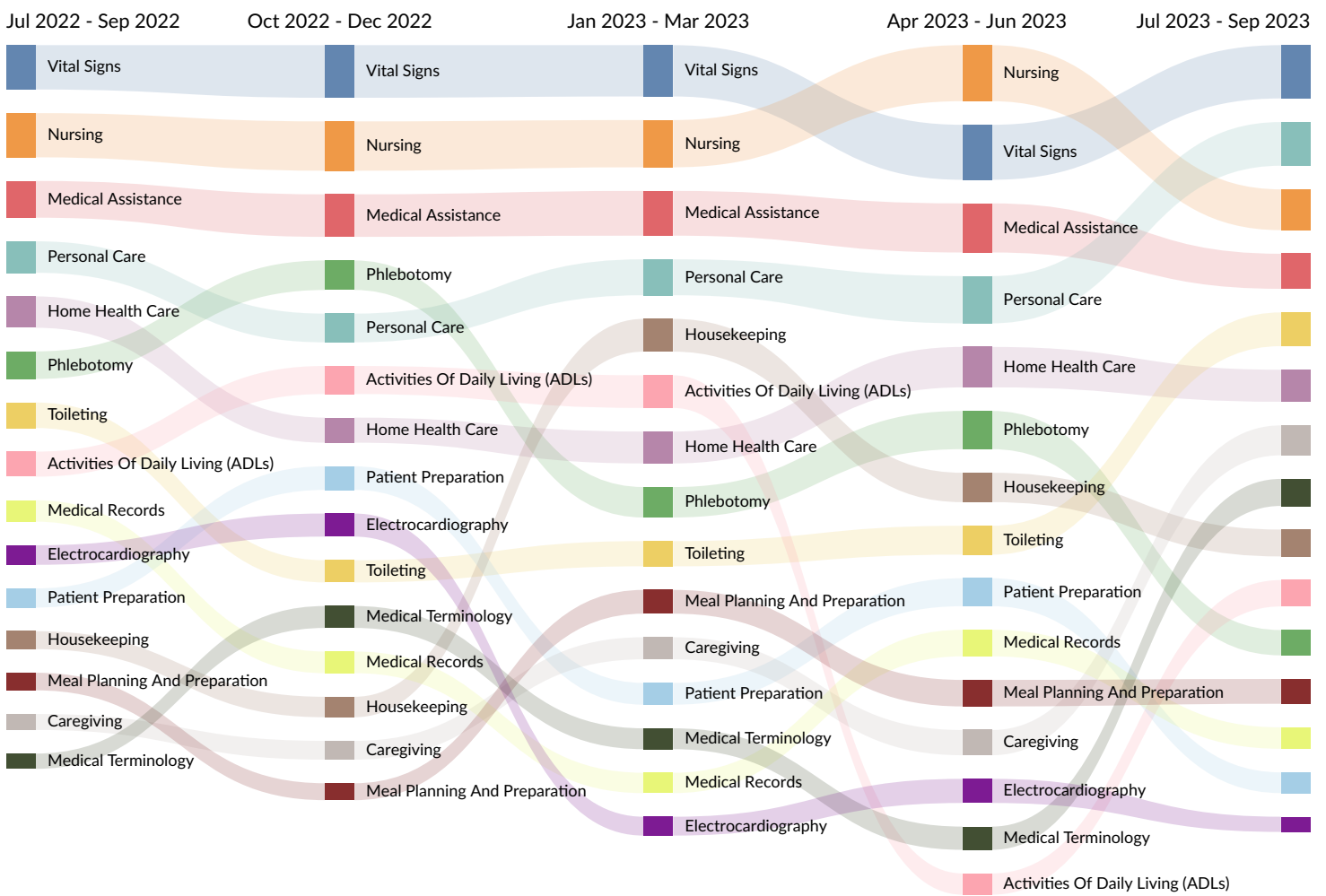
Top Necessary Skills by Demand

Not enough data to display Necessary Skills for this occupation.

What skills are they posting for?

Top 15 Skills for Healthcare Support Occupations by Quarter

Skills help us understand the direction an occupation is headed.



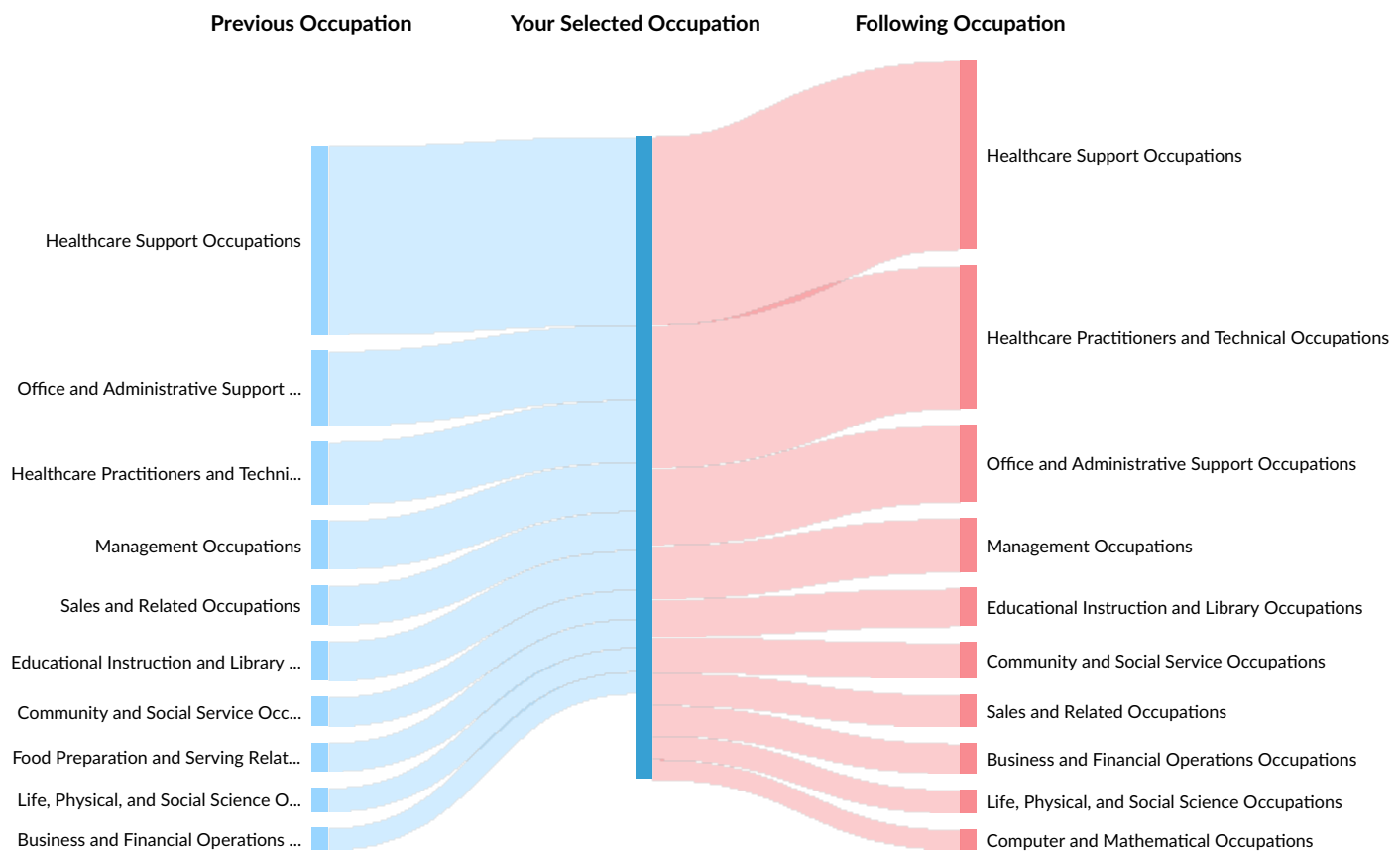
Occupation Gain and Drain

Occupation Gain and Drain

The table below analyzes the profiles of current and past people in your selected occupation. The left column shows job transitions from other occupations to your selected occupation. The right column shows job transitions from your selected occupation to other occupations.

Please note, results are only available at the national level and the 2 and 5 digit SOC level. Other SOC levels will be converted to 5-digit SOC. Also your selection has been limited to 100 occupations.

The following represents the job transitions of employees in your selected occupation in the United States:



| Previous Occupations | Transitions |
|--|-------------|
| Healthcare Support Occupations | 169,272 |
| Office and Administrative Support Occupations | 66,835 |
| Healthcare Practitioners and Technical Occupations | 56,120 |

| Previous Occupations | Transitions |
|--|-------------|
| Management Occupations | 43,673 |
| Sales and Related Occupations | 35,378 |
| Educational Instruction and Library Occupations | 35,351 |
| Community and Social Service Occupations | 26,231 |
| Food Preparation and Serving Related Occupations | 25,649 |
| Life, Physical, and Social Science Occupations | 21,593 |
| Business and Financial Operations Occupations | 19,574 |
| Personal Care and Service Occupations | 19,312 |
| Arts, Design, Entertainment, Sports, and Media Occupations | 16,434 |
| Computer and Mathematical Occupations | 10,984 |
| Transportation and Material Moving Occupations | 9,504 |
| Production Occupations | 8,415 |
| Protective Service Occupations | 6,728 |
| Installation, Maintenance, and Repair Occupations | 3,795 |
| Building and Grounds Cleaning and Maintenance Occupations | 3,459 |
| Architecture and Engineering Occupations | 3,117 |
| Legal Occupations | 2,033 |
| Construction and Extraction Occupations | 1,775 |
| Farming, Fishing, and Forestry Occupations | 962 |
| Military-only occupations | 440 |
| Following Occupations | Transitions |
| Healthcare Support Occupations | 169,272 |
| Healthcare Practitioners and Technical Occupations | 128,172 |
| Office and Administrative Support Occupations | 69,244 |
| Management Occupations | 48,284 |

| Following Occupations | Transitions |
|--|-------------|
| Educational Instruction and Library Occupations | 33,824 |
| Community and Social Service Occupations | 32,532 |
| Sales and Related Occupations | 28,834 |
| Business and Financial Operations Occupations | 27,180 |
| Life, Physical, and Social Science Occupations | 21,147 |
| Computer and Mathematical Occupations | 17,931 |
| Arts, Design, Entertainment, Sports, and Media Occupations | 15,657 |
| Food Preparation and Serving Related Occupations | 13,606 |
| Personal Care and Service Occupations | 13,398 |
| Production Occupations | 8,597 |
| Transportation and Material Moving Occupations | 8,301 |
| Protective Service Occupations | 5,110 |
| Architecture and Engineering Occupations | 4,726 |
| Installation, Maintenance, and Repair Occupations | 3,531 |
| Legal Occupations | 2,590 |
| Building and Grounds Cleaning and Maintenance Occupations | 2,395 |
| Construction and Extraction Occupations | 1,616 |
| Farming, Fishing, and Forestry Occupations | 689 |
| Military-only occupations | 221 |

Graduate Pipeline



30 Programs

55 programs can train for this job, while only 30 programs have produced completers in this region.



1,050 Completions (2021)

The completions from all regional institutions for all degree types.



3,908 Openings (2021)

The average number of openings for an occupation in the region is 78.

| Top Programs | Completions (2021) |
|-------------------------------------|--------------------|
| Psychology, General | 640 |
| Massage Therapy/Therapeutic M... | 73 |
| Biomedical Sciences, General | 55 |
| Allied Health and Medical Assist... | 51 |
| Health Professions and Related ... | 27 |

| Top Schools | Completions (2021) |
|------------------------------------|--------------------|
| Worcester State University | 213 |
| Quinsigamond Community Colle... | 135 |
| College of the Holy Cross | 115 |
| Clark University | 106 |
| Eastern Connecticut State Unive... | 100 |

Job Posting Analytics

Lightcast Q3 2023 Data Set

October 2023

MassHire



Parameters

Select Timeframe: Oct 2022 - Sep 2023

Occupations:

| Code | Description |
|---------|--------------------------------|
| 31-0000 | Healthcare Support Occupations |

Regions:

| Code | Description |
|-------|------------------|
| 49340 | Worcester, MA-CT |

Keyword Search:

Job Postings Overview

7,255

Unique Postings
23,102 Total Postings

922

Employers Competing
9,303 Total Employers

30 Days

Median Posting Duration
Regional Average: 29 Days

3 : 1

Posting Intensity



Regional Average: 2 : 1

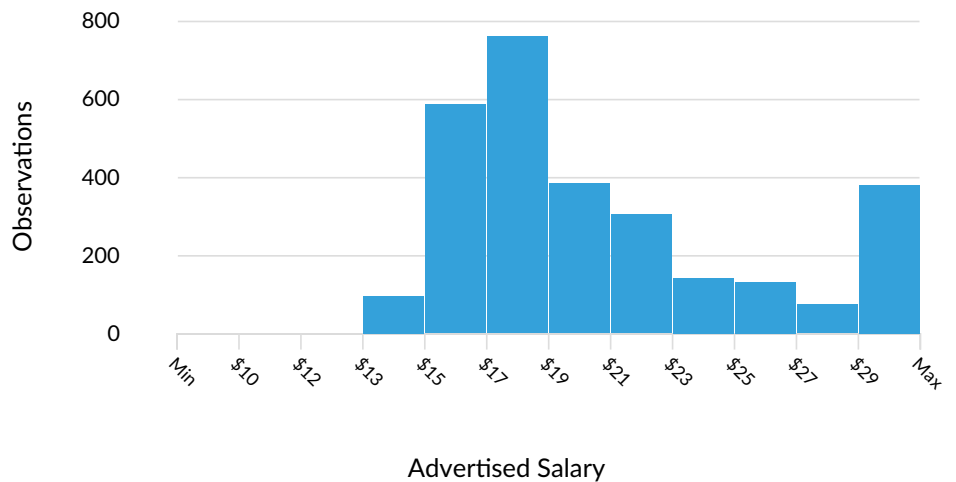
Advertised Salary

There are 2,851 advertised salary observations (39% of the 7,255 matching postings).

\$19.02/hr

Median Advertised Salary

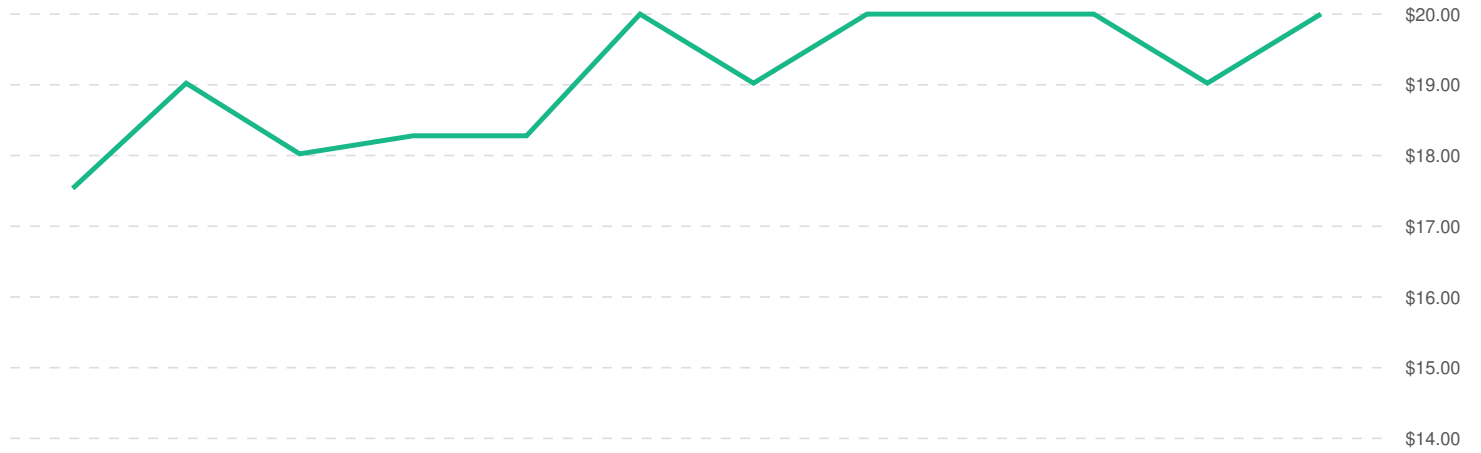
This is \$2.73/hr above the government recorded median salary for Healthcare Support Occupations in Worcester, MA-CT.



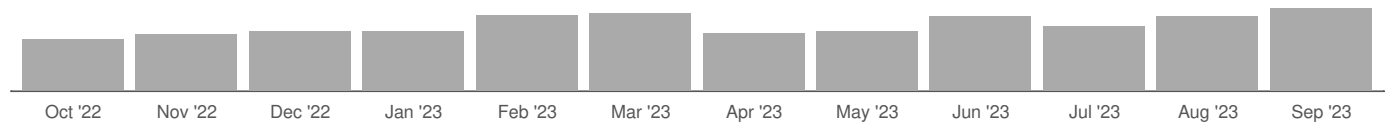
Advertised Wage Trend

▲ 14.0% Oct 2022 – Sep 2023

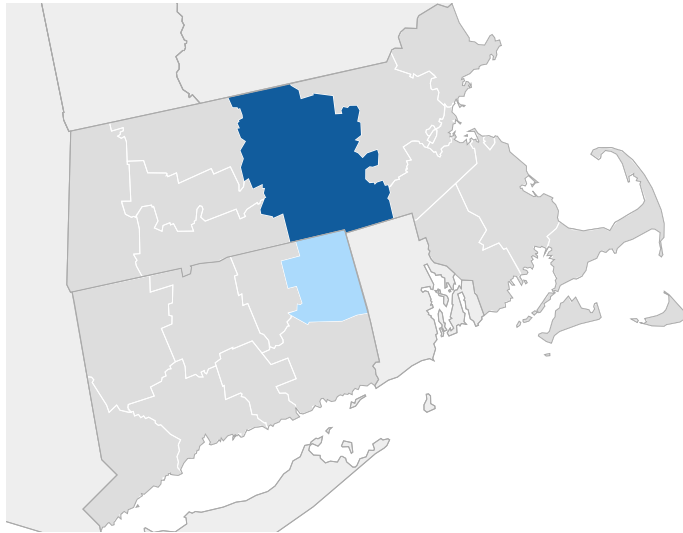
\$19.02 Median



2,851 Job Postings

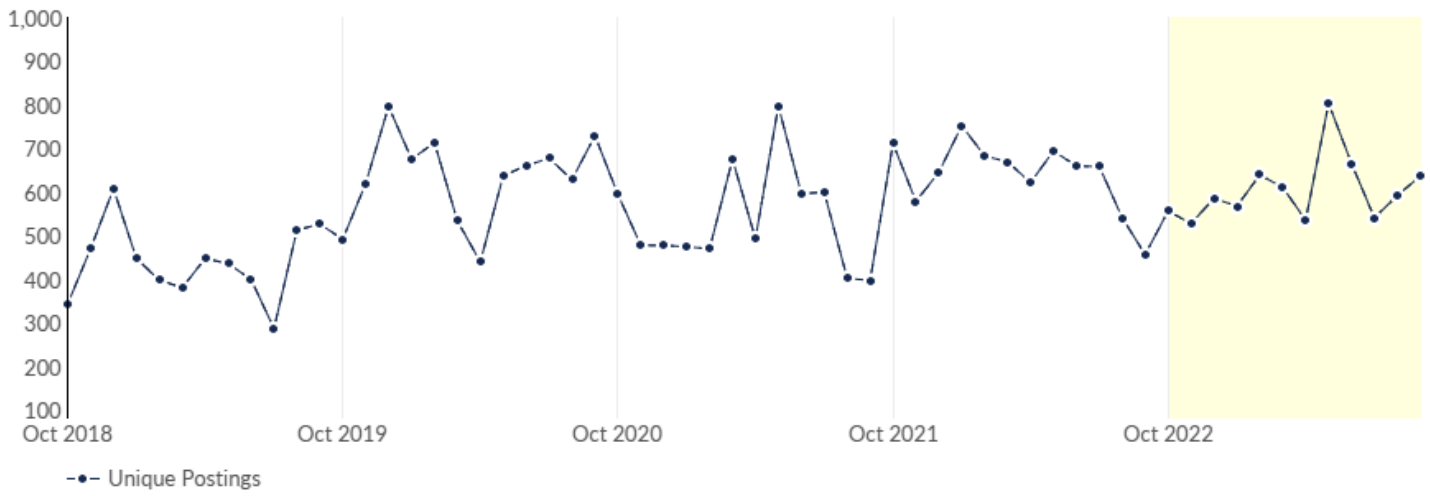


Job Postings Regional Breakdown



| County | Unique Postings (Oct 2022 - Sep 2023) |
|----------------------|---------------------------------------|
| Worcester County, MA | 6,579 |
| Windham County, CT | 676 |

Unique Postings Trend



| Month | Unique Postings | Posting Intensity |
|----------|-----------------|-------------------|
| Sep 2023 | 636 | 2 : 1 |
| Aug 2023 | 592 | 4 : 1 |
| Jul 2023 | 540 | 3 : 1 |
| Jun 2023 | 665 | 4 : 1 |
| May 2023 | 803 | 3 : 1 |
| Apr 2023 | 535 | 4 : 1 |
| Mar 2023 | 610 | 3 : 1 |
| Feb 2023 | 639 | 4 : 1 |
| Jan 2023 | 567 | 3 : 1 |
| Dec 2022 | 585 | 4 : 1 |
| Nov 2022 | 527 | 3 : 1 |
| Oct 2022 | 556 | 4 : 1 |

Education Breakdown

| Education Level | Unique Postings | % of Total |
|------------------------------|-----------------|------------|
| No Education Listed | 3,079 | 42% |
| High school or GED | 3,572 | 49% |
| Associate degree | 767 | 11% |
| Bachelor's degree | 506 | 7% |
| Master's degree | 102 | 1% |
| Ph.D. or professional degree | 52 | 1% |

Minimum Education Breakdown

| Minimum Education Level | Unique Postings (minimum) | Unique Postings (max advertised) | % of Total (minimum) |
|------------------------------|---------------------------|----------------------------------|----------------------|
| High school or GED | 3,572 | 0 | 49% |
| Associate degree | 398 | 172 | 5% |
| Bachelor's degree | 122 | 377 | 2% |
| Master's degree | 51 | 46 | 1% |
| Ph.D. or professional degree | 33 | 19 | 0% |

Experience Breakdown

| Minimum Experience | Unique Postings | % of Total |
|----------------------|-----------------|------------|
| No Experience Listed | 4,524 | 62% |
| 0 - 1 Years | 1,946 | 27% |
| 2 - 3 Years | 656 | 9% |
| 4 - 6 Years | 62 | 1% |
| 7 - 9 Years | 63 | 1% |
| 10+ Years | 4 | 0% |

Job Postings vs. Hires

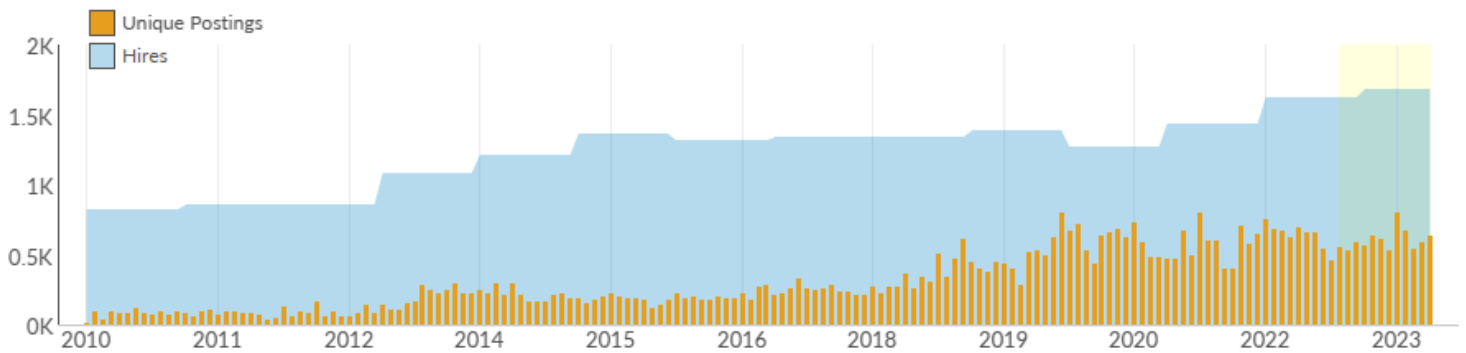
605

Avg. Monthly Postings (Oct 2022 - Sep 2023)

1,671











Avg. Monthly Hires (Oct 2022 - Sep 2023)

In an average month, there were 605 newly posted job postings for *Healthcare Support Occupations*, and 1,671 actually hired. This means there were approximately 3 hires for *Healthcare Support Occupations* for every 1 unique job posting.













| Occupation | Avg Monthly Postings (Oct 2022 - Sep 2023) | Avg Monthly Hires (Oct 2022 - Sep 2023) |
|--------------------------------|--|---|
| Healthcare Support Occupations | 605 | 1,671 |









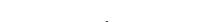

Top Companies Posting

| | Total/Unique (Oct 2022 - Sep 2023) | Posting Intensity | Median Posting Duration |
|---------------------------------|------------------------------------|--|-------------------------|
| UMass Memorial Health | 2,329 / 893 | 3 : 1  | 34 days |
| Elara Caring | 1,635 / 306 | 5 : 1  | 34 days |
| Seven Hills Foundation | 862 / 233 | 4 : 1  | 29 days |
| Guardian Angel Senior Services | 490 / 162 | 3 : 1  | 33 days |
| UnitedHealth Group | 868 / 143 | 6 : 1  | 38 days |
| Venture Community Services | 3,570 / 142 | 25 : 1  | 33 days |
| Saint Vincent Hospital | 399 / 129 | 3 : 1  | 31 days |
| IntelyCare | 479 / 110 | 4 : 1  | 19 days |
| Devereux | 250 / 106 | 2 : 1  | 32 days |
| Milford Regional Medical Center | 382 / 103 | 4 : 1  | 30 days |





















Top Cities Posting

| City | Total/Unique (Oct 2022 - Sep 2023) | Posting Intensity | Median Posting Duration |
|-----------------|------------------------------------|---|-------------------------|
| Worcester, MA | 7,037 / 2,312 | 3 : 1  | 30 days |
| Leominster, MA | 1,442 / 490 | 3 : 1  | 31 days |
| Milford, MA | 1,264 / 427 | 3 : 1  | 26 days |
| Gardner, MA | 719 / 280 | 3 : 1  | 33 days |
| Fitchburg, MA | 731 / 232 | 3 : 1  | 31 days |
| Shrewsbury, MA | 534 / 186 | 3 : 1  | 31 days |
| Putnam, CT | 409 / 183 | 2 : 1  | 32 days |
| Westborough, MA | 788 / 178 | 4 : 1  | 27 days |
| Southbridge, MA | 887 / 157 | 6 : 1  | 28 days |
| Auburn, MA | 496 / 142 | 3 : 1  | 32 days |

Top Posted Occupations

| Occupation (SOC) | Total/Unique (Oct 2022 - Sep 2023) | Posting Intensity | Median Posting Duration |
|--|------------------------------------|---|-------------------------|
| Home Health and Personal Care Aides | 9,705 / 2,345 | 4 : 1  | 30 days |
| Nursing Assistants | 5,321 / 1,867 | 3 : 1  | 28 days |
| Medical Assistants | 3,781 / 1,323 | 3 : 1  | 31 days |
| Physical Therapist Assistants | 831 / 328 | 3 : 1  | 31 days |
| Dental Assistants | 736 / 323 | 2 : 1  | 28 days |
| Phlebotomists | 757 / 298 | 3 : 1  | 28 days |
| Healthcare Support Workers, All Other | 526 / 236 | 2 : 1  | 30 days |
| Occupational Therapy Assistants | 309 / 133 | 2 : 1  | 29 days |
| Veterinary Assistants and Laboratory Animal Caretakers | 231 / 92 | 3 : 1  | 35 days |
| Medical Equipment Preparers | 222 / 91 | 2 : 1  | 34 days |

Top Posted Occupations

| Occupation (O*NET) | Total/Unique (Oct 2022 - Sep 2023) | Posting Intensity | Median Posting Duration |
|--|------------------------------------|---|-------------------------|
| Nursing Assistants | 5,321 / 1,867 | 3 : 1  | 28 days |
| Medical Assistants | 3,781 / 1,323 | 3 : 1  | 31 days |
| Home Health Aides | 6,323 / 1,202 | 5 : 1  | 32 days |
| Personal Care Aides | 3,382 / 1,143 | 3 : 1  | 28 days |
| Physical Therapist Assistants | 831 / 328 | 3 : 1  | 31 days |
| Dental Assistants | 736 / 323 | 2 : 1  | 28 days |
| Phlebotomists | 757 / 298 | 3 : 1  | 28 days |
| Healthcare Support Workers, All Other | 418 / 174 | 2 : 1  | 30 days |
| Occupational Therapy Assistants | 309 / 133 | 2 : 1  | 29 days |
| Veterinary Assistants and Laboratory Animal Caretakers | 231 / 92 | 3 : 1  | 35 days |
| Medical Equipment Preparers | 222 / 91 | 2 : 1  | 34 days |
| Endoscopy Technicians | 76 / 51 | 1 : 1  | 30 days |
| Orderlies | 123 / 49 | 3 : 1  | 35 days |
| Physical Therapist Aides | 90 / 45 | 2 : 1  | 34 days |
| Massage Therapists | 262 / 41 | 6 : 1  | 22 days |
| Occupational Therapy Aides | 54 / 31 | 2 : 1  | 28 days |
| Psychiatric Aides | 102 / 29 | 4 : 1  | 20 days |
| Pharmacy Aides | 50 / 22 | 2 : 1  | 37 days |
| Speech-Language Pathology Assistants | 32 / 11 | 3 : 1  | 27 days |
| Medical Transcriptionists | 2 / 2 | 1 : 1  | 16 days |

Top Posted Occupations

| Occupation | Total/Unique (Oct 2022 - Sep 2023) | Posting Intensity | Median Posting Duration |
|--|------------------------------------|-------------------|-------------------------|
| Medical Assistant | 3,356 / 1,165 | 3 : 1 | 30 days |
| Nursing Assistant | 2,704 / 952 | 3 : 1 | 25 days |
| Caregiver / Personal Care Aide | 2,125 / 927 | 2 : 1 | 28 days |
| Home Health Aide | 5,803 / 848 | 7 : 1 | 32 days |
| Dental Assistant | 705 / 305 | 2 : 1 | 28 days |
| Physical Therapy Assistant | 711 / 280 | 3 : 1 | 33 days |
| Phlebotomist | 591 / 233 | 3 : 1 | 26 days |
| Social / Human Service Assistant | 813 / 214 | 4 : 1 | 28 days |
| Registered Nurse | 539 / 182 | 3 : 1 | 36 days |
| Behavior Analyst | 256 / 101 | 3 : 1 | 25 days |
| Office / Administrative Assistant | 224 / 85 | 3 : 1 | 36 days |
| Veterinary Assistant | 216 / 82 | 3 : 1 | 34 days |
| Occupational Therapy Assistant | 195 / 76 | 3 : 1 | 33 days |
| Health Technician / Technologist (Other) | 212 / 73 | 3 : 1 | 27 days |
| Mental / Behavioral Health Counselor | 179 / 49 | 4 : 1 | 35 days |
| Endoscopy Technician | 72 / 48 | 2 : 1 | 30 days |
| Sterile Processing Technician | 142 / 47 | 3 : 1 | 32 days |
| Patient Transporter / Orderly | 106 / 43 | 2 : 1 | 35 days |
| Physician | 75 / 41 | 2 : 1 | 33 days |
| Massage Therapist | 266 / 40 | 7 : 1 | 22 days |
| Residential Assistant / Advisor | 74 / 36 | 2 : 1 | 44 days |
| Physical Therapy Aide | 82 / 36 | 2 : 1 | 34 days |
| Scheduler / Operations Coordinator | 66 / 33 | 2 : 1 | 26 days |
| Physician Assistant | 152 / 32 | 5 : 1 | 36 days |
| Family / Behavioral Therapist | 83 / 32 | 3 : 1 | 26 days |
| Laboratory Technician | 54 / 30 | 2 : 1 | 28 days |

| | | | | |
|--|---------|-------|--|---------|
| Medical Secretary | 50 / 28 | 2 : 1 | | 30 days |
| Emergency Room / Department Technician | 55 / 26 | 2 : 1 | | 26 days |
| Medical Director | 50 / 23 | 2 : 1 | | 24 days |
| Safety Specialist / Coordinator | 70 / 21 | 3 : 1 | | 26 days |
| Business Development / Sales Manager | 33 / 19 | 2 : 1 | | 47 days |
| Social / Human Services Specialist | 27 / 18 | 2 : 1 | | 25 days |
| Registrar / Patient Service Representative | 49 / 18 | 3 : 1 | | 21 days |
| Policy Analyst | 29 / 18 | 2 : 1 | | 34 days |
| Compensation / Benefits Analyst | 53 / 16 | 3 : 1 | | 37 days |
| Program Manager | 48 / 15 | 3 : 1 | | 47 days |
| Licensed Practical / Vocational Nurse | 30 / 15 | 2 : 1 | | 40 days |
| Youth Counselor / Worker | 67 / 14 | 5 : 1 | | 36 days |
| Teacher Assistant | 39 / 14 | 3 : 1 | | 41 days |
| Mental Health Assistant | 65 / 14 | 5 : 1 | | 20 days |
| Human Resources / Labor Relations Specialist | 39 / 14 | 3 : 1 | | 26 days |
| Receptionist | 32 / 13 | 2 : 1 | | 58 days |
| Case Worker | 30 / 13 | 2 : 1 | | 30 days |
| Physical Therapist | 25 / 13 | 2 : 1 | | 17 days |
| Surgical Technician / Technologist | 31 / 13 | 2 : 1 | | 28 days |
| Cashier | 35 / 13 | 3 : 1 | | 48 days |
| Retail Sales Associate | 20 / 13 | 2 : 1 | | 25 days |
| Healthcare Administrator | 19 / 12 | 2 : 1 | | 30 days |
| Mental Health / Psychiatric Technician | 28 / 12 | 2 : 1 | | 32 days |
| Surgical Assistant | 21 / 12 | 2 : 1 | | 33 days |

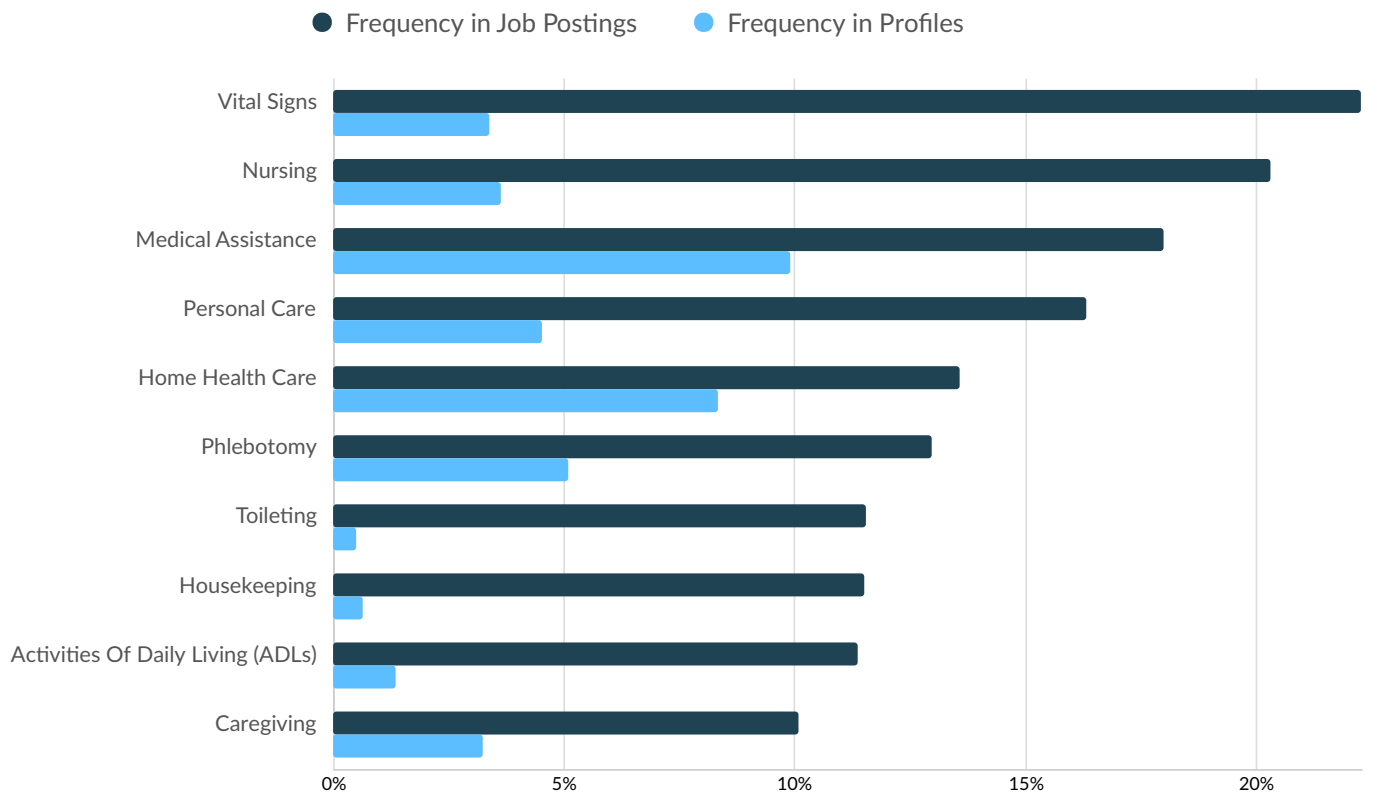
Top Posted Job Titles

| | Total/Unique (Oct 2022 - Sep 2023) | Posting Intensity | Median Posting Duration |
|------------------------------|------------------------------------|-------------------|-------------------------|
| Medical Assistants | 1,482 / 460 | 3 : 1 | 28 days |
| Certified Nursing Assistants | 1,489 / 395 | 4 : 1 | 25 days |
| Home Health Aides | 1,224 / 336 | 4 : 1 | 32 days |
| Direct Support Professionals | 4,064 / 334 | 12 : 1 | 34 days |
| Dental Assistants | 540 / 218 | 2 : 1 | 28 days |
| Phlebotomists | 555 / 201 | 3 : 1 | 26 days |
| Caregivers | 434 / 199 | 2 : 1 | 28 days |
| Direct Care Workers | 312 / 188 | 2 : 1 | 32 days |
| Support Advocates | 718 / 161 | 4 : 1 | 30 days |
| Inpatient Managers | 676 / 153 | 4 : 1 | 32 days |

Top Industries

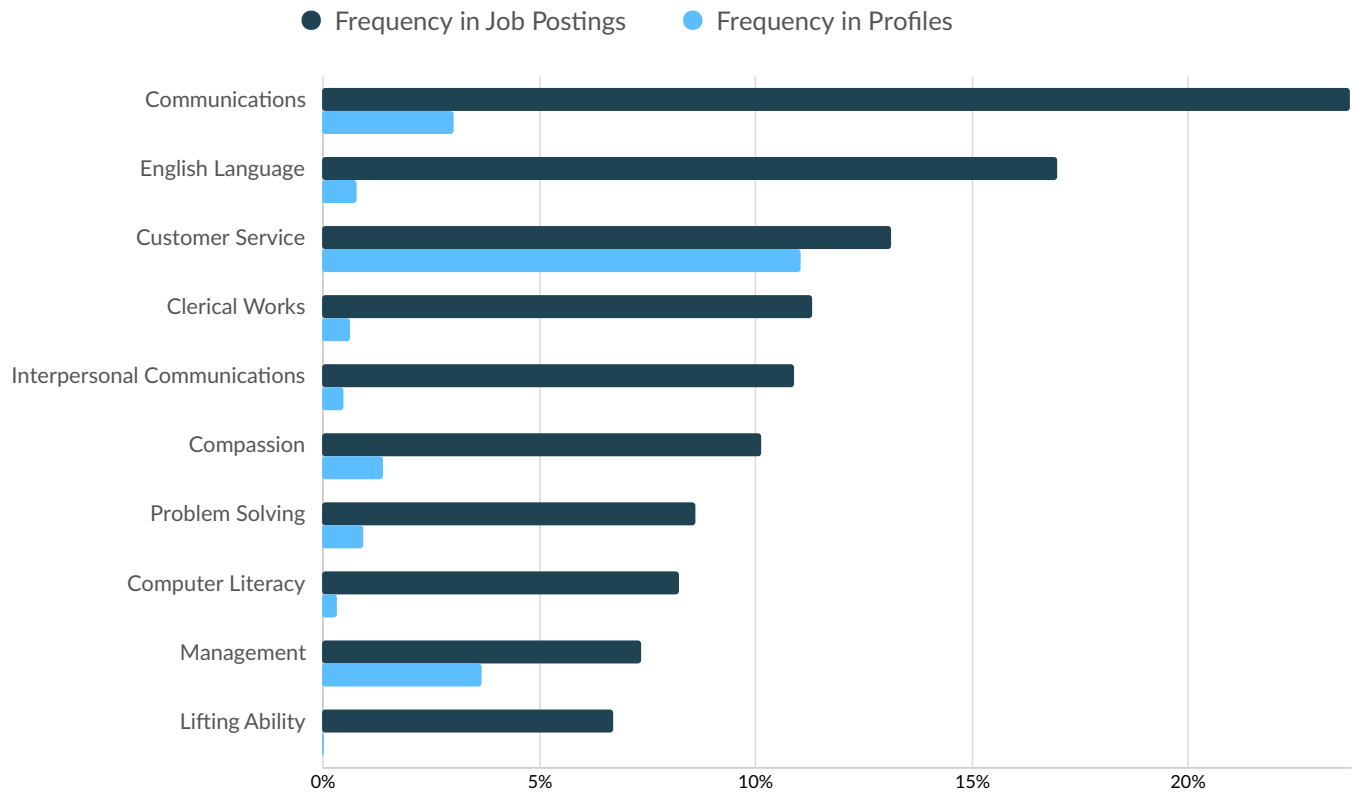
| | Total/Unique (Oct 2022 - Sep 2023) | Posting Intensity | Median Posting Duration |
|--|------------------------------------|-------------------|-------------------------|
| Offices of Physicians (except Mental Health Specialists) | 2,617 / 1,026 | 3 : 1 | 31 days |
| Home Health Care Services | 2,802 / 777 | 4 : 1 | 30 days |
| General Medical and Surgical Hospitals | 1,752 / 625 | 3 : 1 | 31 days |
| Employment Placement Agencies | 604 / 250 | 2 : 1 | 28 days |
| Other Social Advocacy Organizations | 862 / 233 | 4 : 1 | 29 days |
| Assisted Living Facilities for the Elderly | 477 / 226 | 2 : 1 | 29 days |
| Direct Health and Medical Insurance Carriers | 1,110 / 222 | 5 : 1 | 38 days |
| Temporary Help Services | 661 / 207 | 3 : 1 | 20 days |
| Elementary and Secondary Schools | 341 / 162 | 2 : 1 | 30 days |

Top Specialized Skills



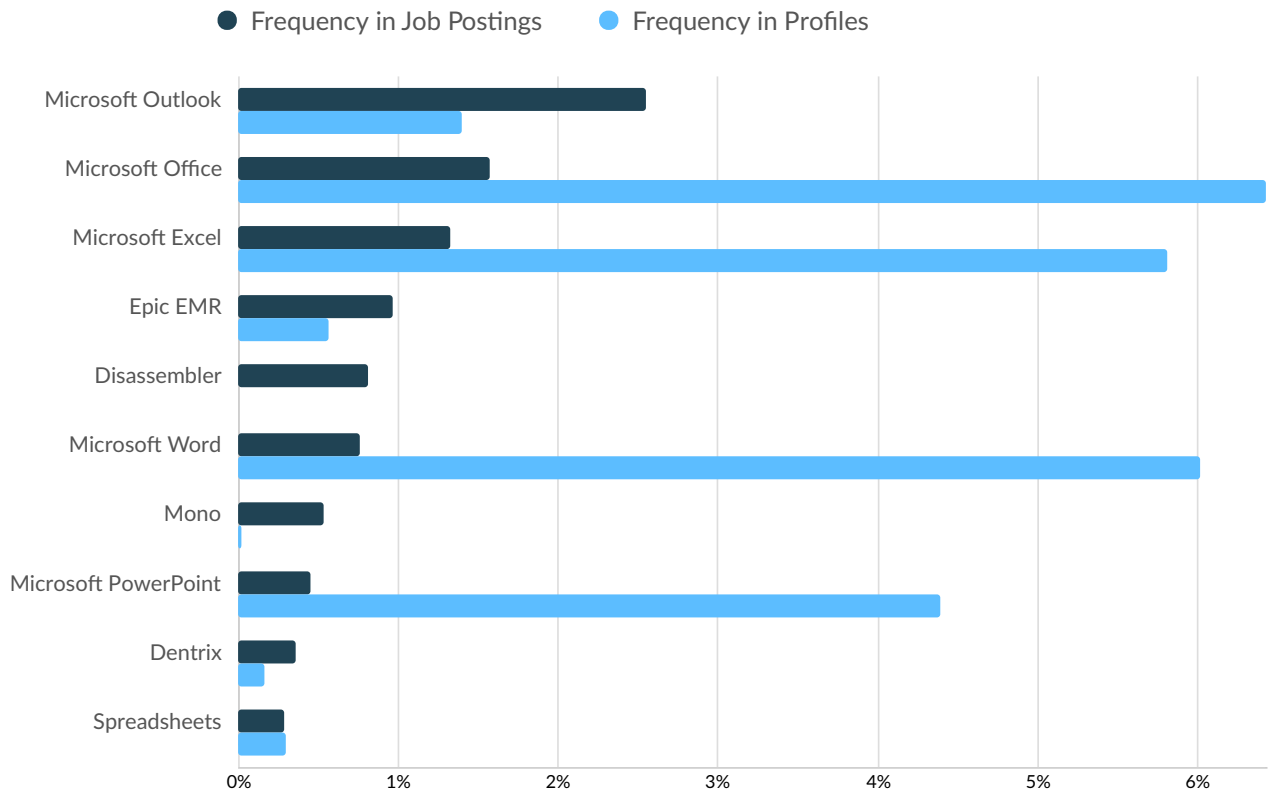
| | Postings | % of Total Postings | Profiles | % of Total Profiles |
|-----------------------------------|----------|---------------------|----------|---------------------|
| Vital Signs | 1,617 | 22% | 204 | 3% |
| Nursing | 1,474 | 20% | 218 | 4% |
| Medical Assistance | 1,306 | 18% | 595 | 10% |
| Personal Care | 1,186 | 16% | 272 | 5% |
| Home Health Care | 986 | 14% | 500 | 8% |
| Phlebotomy | 941 | 13% | 305 | 5% |
| Toileting | 838 | 12% | 31 | 1% |
| Housekeeping | 835 | 12% | 38 | 1% |
| Activities Of Daily Living (ADLs) | 826 | 11% | 82 | 1% |
| Caregiving | 731 | 10% | 194 | 3% |

Top Common Skills



| | Postings | % of Total Postings | Profiles | % of Total Profiles |
|------------------------------|----------|---------------------|----------|---------------------|
| Communications | 1,724 | 24% | 183 | 3% |
| English Language | 1,233 | 17% | 48 | 1% |
| Customer Service | 955 | 13% | 663 | 11% |
| Clerical Works | 823 | 11% | 38 | 1% |
| Interpersonal Communications | 791 | 11% | 30 | 1% |
| Compassion | 737 | 10% | 85 | 1% |
| Problem Solving | 626 | 9% | 57 | 1% |
| Computer Literacy | 599 | 8% | 20 | 0% |
| Management | 534 | 7% | 221 | 4% |
| Lifting Ability | 489 | 7% | 2 | 0% |

Top Software Skills



| | Postings | % of Total Postings | Profiles | % of Total Profiles |
|----------------------|----------|---------------------|----------|---------------------|
| Microsoft Outlook | 185 | 3% | 84 | 1% |
| Microsoft Office | 114 | 2% | 386 | 6% |
| Microsoft Excel | 96 | 1% | 349 | 6% |
| Epic EMR | 70 | 1% | 34 | 1% |
| Disassembler | 59 | 1% | 0 | 0% |
| Microsoft Word | 55 | 1% | 361 | 6% |
| Mono | 39 | 1% | 1 | 0% |
| Microsoft PowerPoint | 33 | 0% | 264 | 4% |
| Dentrix | 26 | 0% | 10 | 0% |
| Spreadsheets | 21 | 0% | 18 | 0% |

Top Qualifications

| | Postings with Qualification |
|---|-----------------------------|
| Certified Nursing Assistant (CNA) | 1,666 |
| Valid Driver's License | 1,366 |
| Basic Life Support (BLS) Certification | 1,035 |
| Registered Nurse (RN) | 988 |
| Cardiopulmonary Resuscitation (CPR) Certification | 748 |
| Certified Medical Assistant (CMA) | 534 |
| Emergency Medical Technician (EMT) | 427 |
| NHA Certified | 288 |
| First Aid Certification | 246 |
| Certified Home Health Aide | 212 |

Appendix A

Top Posting Sources

| Website | Postings on Website (Oct 2022 - Sep 2023) |
|------------------------|---|
| indeed.com | 2,189 |
| simplyhired.com | 1,383 |
| mass.gov | 1,352 |
| recruiternetworks.com | 1,157 |
| dejobs.org | 667 |
| jobvite.com | 554 |
| icims.com | 483 |
| careerarc.com | 418 |
| careerjet.com | 396 |
| myworkdayjobs.com | 269 |
| ziprecruiter.com | 210 |
| unitedhealthgroup.com | 193 |
| latpro.com | 189 |
| monster.com | 154 |
| arkansasjobboard.com | 152 |
| recruitingstie.com | 111 |
| tenethealth.com | 109 |
| worcesterrecruiter.com | 108 |
| recruitingbypaycor.com | 95 |
| paylocity.com | 92 |
| milfordregional.org | 67 |
| taleo.net | 62 |
| hhccareers.org | 60 |
| questdiagnostics.com | 58 |
| healthcaresource.com | 55 |

Appendix B

Sample Postings

Phlebotomist/ Central Processing Assistant, 24 hours, Days

Link to Live Job Posting: www.simplyhired.com

Location: Leominster, MA

O*NET: 31-9097.00

Company: UMass Memorial Health

Job Title: Phlebotomists/Processors

Phlebotomist/ Central Processing Assistant, 24 hours, Days UMass Memorial Health - HealthAlliance-Clinton Hospital - 3.0

Leominster, MA Job Details Part-time Estimated:

\$37.5K - \$47.5K a year 15 hours ago Qualifications Certified Phlebotomy Technician Blood sampling PBT (ASCP) Phlebotomy Customer service High school diploma or GED Communication skills Full Job Description \$3000 Sign On Bonus!!

Position Summary :

This position is responsible for the procurement of blood specimens from patients for laboratory procedures. In addition to the collecting and transporting of the blood samples to the laboratory, the Central Processing Assistant is responsible for the processing of the specimens in preparation for analysis. The Central Processing Assistant is responsible for performing EKGs using the GE EKG carts and MUSE software program and for performing patient registration functions and insurance verification on outpatients. Major Responsibilities Proper identification of the patient using two identifies: patient name and date of birth. Perform a variety of routine and complex blood drawing procedures to include venipuncture and capillary puncture (finger and heel sticks) using standardized equipment. Respond to all STAT blood work requests within 30 minutes. Respond to all timed specimen requests within + / - 15 minutes. Utilize ROVER (positive patient identification system) for all inpatient blood draws. Perform EKGs using the GE EKG carts and the MUSE software program.

Position Qualifications:

Requires the ability to endure periods of heavy workload and stress. Must possess ability to coordinate eyes and hands to fingers rapidly and accurately in making precise movements with speed. Must possess good communication and customer service skills. High School diploma or equivalent. Successful completion of a certified phlebotomy course.

Minimum:

Completion of 120 hrs of clinical experience.

Preferred:

One year of phlebotomy experience with patients of all ages.

LICENSES, CERTIFICATIONS, ETC.

: None required

Preferred:

Phlebotomy certification through American Society of Clinical Pathology PBT(ASCP) Unless certification, licensure or registration is required, an equivalent combination of education and experience which provides proficiency in the areas of responsibility listed in this description may be substituted for the above requirements. Department-specific competencies, including age-specific competencies and their measurements will be developed and maintained in the individual departments. The competencies will be maintained and attached to the departmental job description. Responsible managers will review competencies with position incumbents.

Home Health Aide/ In-Home Support

Link to Live Job Posting: www.simplyhired.com

Location: Lancaster, MA

O*NET: 31-1121.00

Company: Guardian Angel Senior Services

Job Title: In Home Health Aides

Lancaster, MA Job Details Full-time Estimated:

\$32.1K - \$40.7K a year 19 hours ago Benefits Health insurance 401(k) Paid time off 401(k) matching Employee discount Professional development assistance Flexible schedule Referral program Qualifications High school diploma or GED Home care Computer skills Budgeting Communication skills Full Job Description Guardian Angel Senior Services provides a variety of services to the elderly and disabled in the comfort of their own homes, in accordance with their unique individual needs. Our caregivers have the flexibility to pick individuals they want to work with and choose available hours that work for them. Our goal is to train, support and match staff to a fitting client!

Responsibilities:

(Varies by Participants) To empower individuals to make an informed contribution to any decision about their overall wellbeing. To assist Participants with booking, tracking, and attending medical appointment as needed Assist with transportation scheduling and/or transporting individuals in their own vehicle. Educating participant on basic budgeting skills and financial management Empower and assist participants to build neighborhood relations and community engagement. Work with participants on the assigned goals by case managers Assist with benefits applications such as SNAP. Completes required documentation on generations accurately and on a timely basis. Assist with attaining community resources needed to enhance overall independence. To undertake home visits and assist with activities of daily living as needed. Attends agency orientation, in-service education programs and staff meetings as required. Communicates with the agency about problems and concerns. Complies with State/Federal regulatory acts and agency policies. Communicates with office staff regarding all scheduling of services to clients. Always respects and maintains client confidentiality. Reports concerns of client abuse or neglect. Assist with shopping errands. Be a pleasant and supportive companion. Assist client with personal care and hygiene. Plan and prepare meals with assistance from the client. Assist client with ambulation and mobility around the house.

Qualifications:

Minimum of a High School Diploma or advance degree human service-related field preferred. Experience with ABI or TBI or Prior home care experience preferred. Knowledge on person centered care is a plus but not necessary. Ability to research community resources or prior knowledge of local community support system. Have good IT skills, including documentation and electronic communication. Have good listening and communication skill. Be able to travel around the borough independently, preferably by car. Be flexible around working hours and be prepared to work some evenings or weekends as reasonably required by this role. Be impartial and non-judgmental. Committed to the rights of seniors and disabled people to live dignified lives. Is flexible, sensitive to the needs of others, reliable, and able to cope with emergencies.

Benefits:

Paid time off 401(k) matching Flexible schedule Daily Pay Options Employee discount Unlimited Referral program Professional development assistance Medical/Aflac Insurance (30+hrs average)

Pay Types:

\$250 Signing Bonus. Mileage/travel time reimbursement between clients.

Please Note:

COVID Vaccination is NO longer Required Guardian Angel Senior Services is an Equal Opportunity Employer. We do not discriminate against race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability, or genetic information. sIKn7IAfRx

Scholarship Managers – Unclassified in Charlton, MA (Sep 2023 - Active)

CNA Scholarship - WE PAY YOUR TUITION - New Salary Range

Link to Live Job Posting: theoverlookcommunityandvnahospice.applytojob.com

Location: Charlton, MA

O*NET: 31-1131.00

Company: Unclassified

Job Title: Scholarship Managers

VIEW OUR WEBSITE CNA

Scholarship - WE

PAY YOUR TUITION

- New Salary Range
Charlton, MA Full Time Health Center Nursing Entry Level SHARE We believe in empowering individuals to realize their potential where they live and work We Offer Free Meals Every Day to All of Our Team Members When you choose The Overlook, you join a team of passionate professionals who care deeply about working in healthcare and serving those in their community. The Overlook is a non-profit organization that puts their residents, patients, community and team members first. Do you or someone you know want to make a difference? Are you looking to start a new career in the health care industry? If so, there are opportunities available for you to be a hero by providing much-needed comfort for older adults! We are looking for people like you to care for older adults in medical positions. If you want to get started on a new career in healthcare- your help is needed now and we have the best ratings around! However-- you don't need to have medical experience to become a Certified Nursing Assistant (CNA) and will receive paid training to learn to care for residents and fulfill other duties at the facility. To qualify for our CNA scholarship funds, you must have a genuine interest in helping people, a desire to work with older adults and their families, a commitment to furthering your education through a full-time program for one month (that's it!) and favorable criminal background and references. As a CNA, you will: Assist residents with ADLs for which they need assistance, such as bathing, combing hair, brushing teeth, shaving, dressing, ambulation, and toileting and laundry Assist during mealtime to assure a pleasant and safe dining experience Measure vital signs (blood-pressure, pulse, temperature, and respiration) Measure and record statistics such as height, and weight Record and document care provided to the resident Help residents with equipment for their treatment and care Follows the plan of care under the direction of a licensed nurse We offer: Full health benefits on DAY 1 Vacation and sick time 401K plan with a match 100% Tuition Reimbursement Short and long term disability Access to a gym onsite Generous Referral Bonus program Employee Appreciation Events Free Meals everyday to all Charlton team members MORE!

Qualifications:

Cannot have any prior experience as a CNA or have received your CNA certification at any point. Once you receive your Certified Nursing Assistant (CNA) certification in accordance with the Massachusetts State regulations, you will work at The Overlook full-time for a minimum of 18 months at 32 hours on 2nd shift! High School graduate or equivalent preferred About the

Overlook:

Located on a beautiful 450 acre campus in Charlton, Massachusetts, The Overlook Retirement Community and Health Center offers 221 independent living residences and a complete continuum of care including post-acute, assisted living, memory care, CARE management services, and skilled nursing for long and short-term care needs. The Overlook sponsored by the Masonic Health System of Massachusetts has a proud tradition of service since 1911. We are an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex (including pregnancy), sexual orientation, gender identity and/or expression, national origin, protected veteran status, disability, genetics and will not be discriminated against on the basis of such characteristics or any other status protected by the laws or regulations in the locations where we operate. We encourage all applicants of all ages.

COMMUNITY OVERVIEW

The Overlook is a non-profit organization operating since 1911 and offering a full continuum of care and services for older adults in MA. The organization embraces its rich history and heritage, owning and managing 218 Independent Living Apartment Homes and Cottages, 28 Enhanced Care Private Suites, a 14- Suite Assisted Living Memory Care neighborhood, 27-unit Short-term Post-Acute Rehabilitation, 112-bed Long Term Care Skilled Nursing, as well as Home Health, Hospice, Palliative Care, Private Duty and Care Management divisions. The Overlook and its 3 subsidiaries are based in Charlton, MA, with satellite home health and hospice offices across the state. The organization employs approximately 600 talented and compassionate Team Members and serves 1,500+ Residents/Patients. The Overlook has a Vision to design a mixed-use Community beyond its singular function as a Retirement Community, a pedestrian-friendly, walkable "Village Center" environment, with select retailers, restaurants featuring fresh, locally sourced food, a brewery, a large banquet, and events center, enriching programs, health and wellness-focused on mind, body and spirit, and more. The Overlook's bucolic setting on 450 acres of beautiful New England countryside, 16 miles of nature trails, a dog park, and a wealth of amenities offer limitless possibilities in helping us reposition our Campus.

THE OVERLOOK WAY

All Team Members of The Overlook must embrace and commit to conducting themselves at all times in support of our 28 Guiding Principles, Culture of Excellence, and core values, which form the foundation of our unique culture. The Overlook strives to exceed expectations, inspire and "Do what's best for those we serve."

Integrity:

saying what you mean, meaning what you say (in action and words), even if it hurts you personally or professionally Respect for

Individual Choice:

empowering and supporting others in their Self-determination for health and well-being, as they define it

Compassion:

understanding and empathy for others

Creativity/Innovation:

thinking wildly, planning accordingly

Grace:

putting people at ease, without compromising performance or outcomes

JUST SOME OF OUR BENEFITS AND PERKS

Solid Track Record of Promoting Team Members from within Plenty of Free Parking Free Daily Lunch on Campus Vacation, Sick, Holiday Time + Floating Holidays Travel Reimbursement Professional Development Flexible Spending and Health Reimbursement Accounts Employee Assistance Programs Tuition Reimbursement Short + Long Term Disability, Life Insurance Medical, Dental, and Vision Insurance Access to Fitness Center, Pool, and Onsite Massages In compliance with the Americans with Disabilities Act, The Overlook will provide reasonable accommodations to qualified individuals with disabilities and encourages prospective Team Members and incumbents to discuss potential accommodations with the employer. The Overlook is strongly committed to diversity and a workplace environment that respects, appreciates, and values employee differences and similarities. By providing and supporting a work culture that fosters and builds upon diversity and its strengths, The Overlook will better serve our communities. The Overlook is an employment-at-will organization and an equal opportunity employer committed to maintaining a work and learning environment free from discrimination on the basis of sex, race, color, religion, national origin, pregnancy, gender identity, sexual orientation, marital/civil union status, ancestry, place of birth, age, citizenship status, veteran status, political affiliation, genetic information or disability, as defined and required by state and federal laws. Additionally, The Overlook prohibits

retaliation against an applicant or employee because he or she has engaged in protected activity under the statutes prohibiting discrimination in the workplace.

Direct Support Professionals – Life Skills in Gardner, MA (Sep 2023 - Active)

Direct Support Professional (DSP)-Female Staff-516

Link to Live Job Posting: www.indeed.com

Location: Gardner, MA

O*NET: 31-1122.00

Company: Life Skills

Job Title: Direct Support Professionals

Direct Support Professional (DSP)-Female Staff-516 Gardner, MA From \$17 an hour - Full-time Life-Skills, Inc. 58 reviews Read what people are saying about working here. Job details Heres how the job details align with your job preferences. Manage job preferences anytime in your . Pay From \$17 an hour Job type Full-time Shift and schedule 8 hour shift Overtime Weekends as needed Overnight shift Night shift Evening shift Day shift Monday to Friday Holidays Benefits Pulled from the full job description Dental insurance Flexible schedule Health insurance On-the-job training Opportunities for advancement Paid time off Referral program Show more chevron down

- Full Time employees will receive a \$1000 Sign On Bonus
- Part Time employees will receive a \$500 Sign on Bonus
- FT-\$500 upon hire and \$500 after 6 months.

PT-\$250 upon hire and \$250 after 6 months. We are looking for people who will work together to: Maintain a safe and secure environment for adult disabled individuals Be comfortable with behaviors that may arise Assist with activities of daily living (I.E personal hygiene and care which will include showering and toileting), community recreational activities, and functional activities Maintain confidential files and complete daily report Be a positive role model and provide the highest quality of service to our individuals by creating an environment that is safe, respectful and positive. Here's what's in it for you: Excellent benefits including Paid Time Off for full-time and part-time eligible employees Tuition reimbursement On the job training

Requirements:

Must be at least 18 years old with a High School Diploma or GED as well as a valid driver's license and good driving record, reliable transportation and the ability to pass a CORI and background check. Must be able to pass all required trainings including Medical Administration Program (MAP), CPR and First Aid. EOE/AA Life-Skills, Inc., is an accredited non-profit corporation providing a wide variety of services to individuals with intellectual/developmental, physical, and emotional disabilities throughout Central and Western Massachusetts. It is the mission of Life-Skills, Inc. to provide person-centered supports, services, and advocacy for adults with intellectual and developmental disabilities, and to actively assist them in the pursuit and achievement of their goals and interests while encouraging independence, personal growth, and self-determination to enhance their overall quality of life. Life Skills Inc., is an Equal Opportunity Employer (EEO.) Life-Skills Inc. is committed to a diverse, inclusive, and equitable work environment where all employees feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, education, or any other protected class. Were committed to being nondiscriminatory and providing equal opportunities for employment and advancement in all areas of our work. Persons from diverse backgrounds including women, communities of color, the LGBTQ community and people with disabilities are encouraged to apply. Life-Skills' mission is to ensure that each resident receives the same opportunities as everyone else. They need to reside in a home where caring and dedicated people can assist them to live a fulfilling life. This is why our employees choose to do the job they do. The right person makes all the difference. If that's you, please contact us.

Job Type:

Full-time Pay:

From \$17.00 per hour

Benefits:

Dental insurance Flexible schedule Health insurance Paid time off Referral program Tuition reimbursement Vision insurance

Schedule:

8 hour shift Day shift Evening shift Holidays Monday to Friday Night shift Overnight shift Overtime Weekends as needed

Education:

High school or equivalent (Required)

Experience:

human service: 1 year (Required)

License/Certification:

Driver's License (Required) Shift availability: Night Shift (Required) Overnight Shift (Required)

Work Location:

In person If you require alternative methods of application or screening, you must approach the employer directly to request this as Indeed is not responsible for the employer's application process.

Central Sterile Supply Tech 40 Hours Temporary Position

Link to Live Job Posting: www.indeed.com

Location: Putnam, CT

O*NET: 31-9093.00

Company: Day Kimball Hospital

Job Title: Central Sterile Supply Technicians

Central Sterile Supply Tech 40 Hours Temporary Position 50 reviews 320 Pomfret St, Putnam, CT 06260 Full-time, Temporary Day Kimball Healthcare 50 reviews Read what people are saying about working here. Job details Heres how the job details align with your job preferences. Manage job preferences anytime in your . Job Type Full-time Temporary Shift and Schedule 8 hour shift Full job description Central Sterile Supply Technician (Temporary) Day Kimball Healthcare is Hiring CSS Tech!

Job Title:

Central Sterile Supply Technician (temporary)

Department:

CSS Position Type:

Staff 8 Hours Daily, 40 Hours per week

Central Sterile Supply Technician Job Summary:

Under the direction of the Director, CSS Tech II must meet advanced competencies of CSS Tech I. In addition to routine instrument assembly, this position must be familiar with complex instrumentation to include laparoscopic, ENT, Gyn/OB, General, Urology and Ortho specialties. CSS Tech II may assist in the orientation and continuing training of other technicians. CSS Tech II must be familiar with case cart process.

Central Sterile Supply Technician Essential Responsibilities:

Must know all CSS Technician I responsibilities. Assist in the orientation & precepting of CSS Tech I Responsible for gaining advanced knowledge of instruments through the entire CSS process. This includes, but is not limited to, decontamination, assembly complete inspection and packaging and sterilization. Responsible for gaining knowledge and competency in case cart assembly and management. Responds to OR needs via telephone documentation of request follow through. Participates on Quality Improvement Teams as requested and Quality initiative in department. Complies with established departmental policies, procedures, and objectives. Attends variety of meetings, conferences, and seminars as required or directed. Assists in collection and monitoring of use of quality indicators in daily operations. Complies with all health and safety regulations and requirements. Performs other similar and related duties as required or directed. All responsibilities are essential job functions unless noted otherwise. Responsible for CEUs and maintaining certification with a recognized certification agency.

Central Sterile Supply Technician Education Qualifications:

High school diploma or GED certification. Certification by a recognized certification agency as a Certified Central Processing Technician is required.

Central Sterile Supply Technician Experience Requirements:

Advanced knowledge of CSS processing functions. Demonstrated competencies in complex instrumentation such as but not limited to ENT, GYN/OB, Laparoscopic, Ortho, and Urology services. Demonstrates the cleaning and sterilization method that is appropriate. Must demonstrate competencies of training (Processing Tech) Day Kimball Healthcare is a non-profit, integrated medical services provider comprised of Day Kimball Hospital, healthcare centers in Danielson, Dayville, Plainfield and Putnam, Day Kimball HomeCare, Hospice & Palliative Care of Northeastern CT, Day Kimball HomeMakers, and Day Kimball Medical Group. Its service area includes Northeast Connecticut as well as nearby Massachusetts and Rhode Island communities. Day Kimball Healthcare's comprehensive network offers more than 1,400 employees including nearly 300 associated, highly-skilled physicians, surgeons and specialists. Its website is daykimball.org. Day Kimball Healthcare is an Affirmative Action / equal opportunity employer committed to providing equal opportunity to all applicants for all positions without regard to race, color, religion, gender, national origin, age, disability, veteran status or any other status protected under local, state or federal laws. Day Kimball is a smoke free environment. If you require alternative methods of application or screening, you must approach the employer directly to request this as Indeed is not responsible for the employer's application process.

Appendix C - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

Occupation Data

Emsi occupation employment data are based on final Emsi industry data and final Emsi staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates are also affected by county-level Emsi earnings by industry.

State Data Sources

This report uses state data from the following agencies: Connecticut Department of Labor; Commonwealth of Massachusetts, Mass.gov