HEALTHCARE
A need for leaders and programmers

Today's skills gap challenges the growth and global long-term competitiveness of both workers and employers. Using select data from LinkedIn and Strayer@Work's proprietary analysis, the Strayer@Work Skills Index takes an unprecedented look at specific skill sets that are in demand and in supply across top industries and provides actionable recommendations for getting the workforce up to speed.

▼ SKILL GAPS
High employer demand but low supply of employees with these skills

According to the 2013 Occupational Outlook Handbook by the U.S. Bureau of Labor Statistics, medical coding jobs are expected to increase 21% from 2010–2020. As such, three of the top **deficits** in healthcare skills in Q2 2016 are related to **programming:**

Strategy and **leadership** roles also continued to experience a strong **deficit** in Q2 2016, suggesting a need for a greater number of experienced leaders and leadership training in healthcare:

Enterprise software	Programming	Database administration		Strategy	Program management	Project management
75% ▼	66% ▼	48% ▼		55% ▼	39% ▼	39% ▼

Clinical trial skills in healthcare have a growing deficit, up to **22%** from **20%** in Q1 2016. According to an April 2016 article in the *American Pharmaceutical Review*, the growing length of clinical trials has prompted a trend of companies outsourcing part or all of trials.

▲ SKILL SURPLUSES
Low employer demand but high supply of employees with these skills

Meanwhile, healthcare's greatest **surpluses** revolve around factors related to the **patient experience:**

Patient satisfaction	Patient safety	Nursing
41% ▲	33% ▲	31% ▲

Takeaway: A push to digital across industries is leaving gaping holes in the ranks of healthcare organizations, suggesting that the digitization of healthcare is rapidly creating more jobs than organizations have been able to fill. At the same time, a **continued surplus of nursing skills (31%) corresponds to deficits in leadership positions and staff management (22% deficit).** The industry should focus on **attaining digital talent and developing leaders,** while considering the potential effects of a **growing reliance on remote access.**

For more information, visit **skillsindex.com.**