

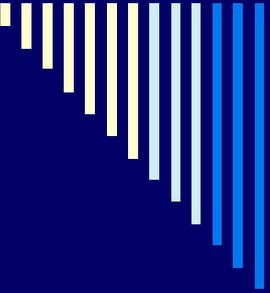
Addressing Washington's Health Care Personnel Shortages

**Status Update
for the Joint Select Legislative Committee on
Health Care Reform**

**Presenter: Madeleine Thompson
State Health Care Personnel Shortage Task Force**

July 30, 2010

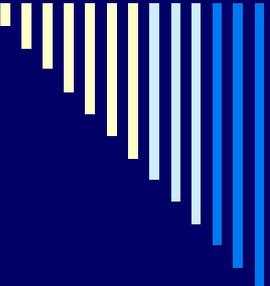




Today's Presentation

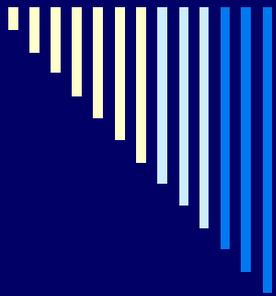
- The Health Care Personnel Shortage Task Force and the state plan
- Projected shortages for 2012-2017
- Major initiatives to advance state plan





Before the Passage of the Affordable Care Act...

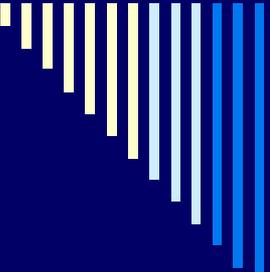
- Severe shortages across a wide range of health professions, all areas of the state
- The shortages are structural rather than cyclical due to demographic changes (the population is aging)
 - Aging population needs more health care, people are living longer, hospitals and clinics are expanding
 - Health care workers are retiring



The Health Care Personnel Shortage Task Force

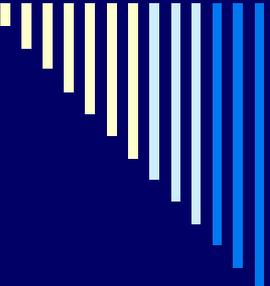
BACKGROUND

- Industry leaders called upon the state to address a growing problem – difficulty recruiting health care personnel.
- The Health Care Personnel Shortage Task Force published a state plan in January 2003: **“Crisis or Opportunity?”**
- In 2007 the Task Force updated the state plan:
<http://www.wtb.wa.gov/HCTFAbout.asp>



Health Care Personnel Shortage Task Force Members

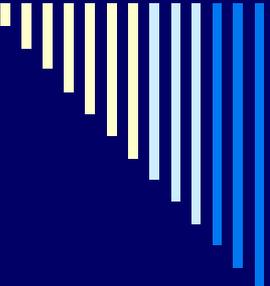
- * Michele Johnson, Chair (Chancellor - Pierce College District)
- * Bill Gray, Vice Chair (WSU Spokane)
- * Washington State Hospital Association
- * Washington State Nurses Association
- * Higher Education Coordinating Board
- * State Board for Community and Technical Colleges
- * Office of Superintendent of Public Instruction
- * Long-Term Care
- * Workforce Board
- * SEIU 1199
- * SEIU 775 (long-term care, pending)
- * Migrant and Community Health Centers
- * WA Dental Association
- * WA State Medical Assoc.
- * Allied Health
- * Group Health Cooperative
- * Department of Health
- * Rural Health
- * State Board of Health
- * WA Center for Nursing



State Plan for Addressing Shortages

6 Goals:

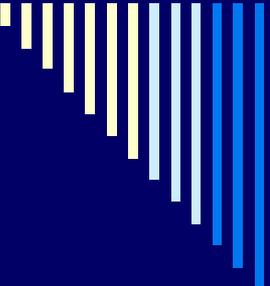
1. Increase educational capacity in health care education and training programs to enable more people to gain qualifications to work in health care occupations.
2. Recruit more individuals, especially targeted populations into health care occupations, and promote adequate preparation prior to entry.
3. Develop a data collection and analysis system to assess health workforce supply and demand.



State Plan for Addressing Shortages

6 Goals (continued...):

4. Retain current health care workers.
5. Enable local communities and organizations around the state to implement strategies to alleviate the health care personnel shortages in their areas.
6. Ensure continued collaboration among stakeholders to meet Washington's future health workforce needs.



Applied for Affordable Care Act: Health Workforce Planning Grant

To Broaden our State Plan, increasing focus on:

- A.** Identifying barriers for creating appropriate access to primary care and creating solutions:
 - 1.** Statewide primary care workforce (expert, stakeholder input)
 - 2.** Primary care workforce for rural/underserved areas
 - 3.** Culturally competent care
- B.** Development of data to target resources
- C.** Health career pathways for youth and dislocated workers

Health Care Shortages Are Severe (1)

Health Occupation	Supply Entrants* 2008	Annual Openings 2012-2017	Gap Between Supply & Demand 2012-2017
Registered Nurses	3,090	4,150	(1,060) 25%
Physicians (including all specialties)	170	510	(340) 67%
Physical Therapists	90	370	(280) 75%
Mental Health Counselors	30	200	(170) 83%
Occupational Therapists	80	200	(120) 62%
Speech-Language Pathologists	80	200	(120) 59%
Pharmacists	210	320	(110) 35%
Medical & Clinical Lab Technicians	40	150	(110) 76%
Medical & Clinical Lab Technologists	40	140	(100) 76%
Veterinarians	20	80	(60) 77%



Source: Workforce Board Gap Analysis November, 2009.

* Supply = Those completing educational programs in 2008.

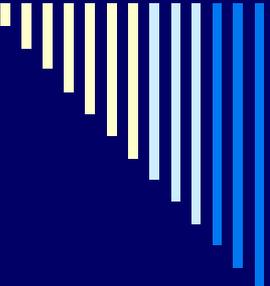
Health Care Shortages Are Severe (2)

Health Occupation	Supply 2008	Annual Openings 2012-2017	Gap Between Supply & Demand 2012-2017
Dentists	80	130	(50) 39%
Dieticians and Nutritionists	30	60	(30) 51%
Diagnostic Medical Sonographers	60	80	(20) 25%
Dental Hygienists	210	230	(20) 7%
Occupational Therapist Assistants plus Aids	20	30	(10) 43%
Surgical Technologists	100	110	(10) 11%
Dietetic Technicians	10	20	(10) 59%
Nuclear Medicine Technologists	10	20	(10) 61%
Chiropractors	10	20	(10) 34%



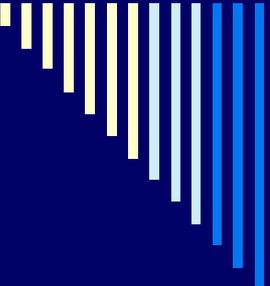
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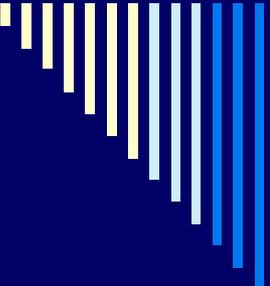
Major Initiatives in Washington

- ❑ Funding to expand high employer demand programs of study
- ❑ “Hospital Employee Education and Training.” Advancing incumbent workers
- ❑ Integrated Basic Education and Skills Training – IBEST (many in health care)
- ❑ Center of Excellence in Allied Health – WAHOTT.com
- ❑ RONE – Rural Online Nursing Education
- ❑ Health care Industry Skill Panels – developing local and innovative solutions, using state plan as template



Major Initiatives (continued...)

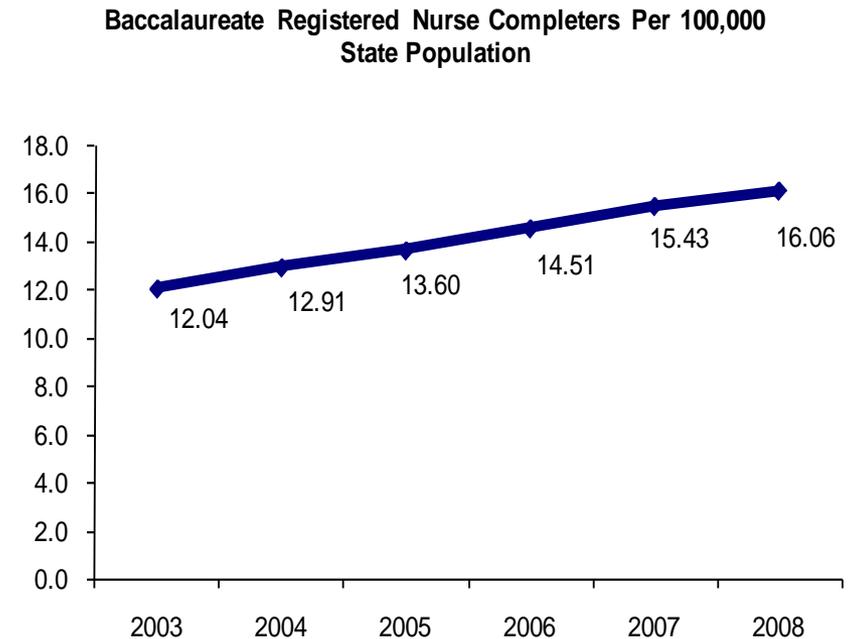
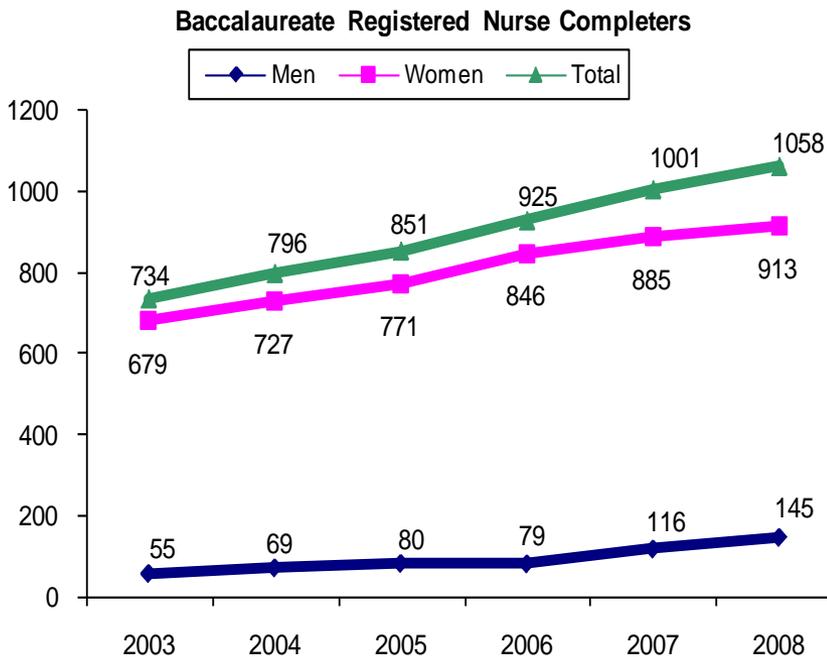
- ❑ Recovery Act grant expands online nursing program, implements home care aide apprenticeship, provides incumbent workers w/training to move up career ladder
- ❑ Welcome Back Center at Highline Community College for foreign-trained health care workers
- ❑ Interagency Council on Health Disparities: Health Workforce Diversity Advisory Committee
- ❑ Other grant opportunities in the works (e.g. SeaKing, South Central, Pierce, Edmonds College applying for TANF/Health Care Grant and NW Indian College applying for tribal grant)



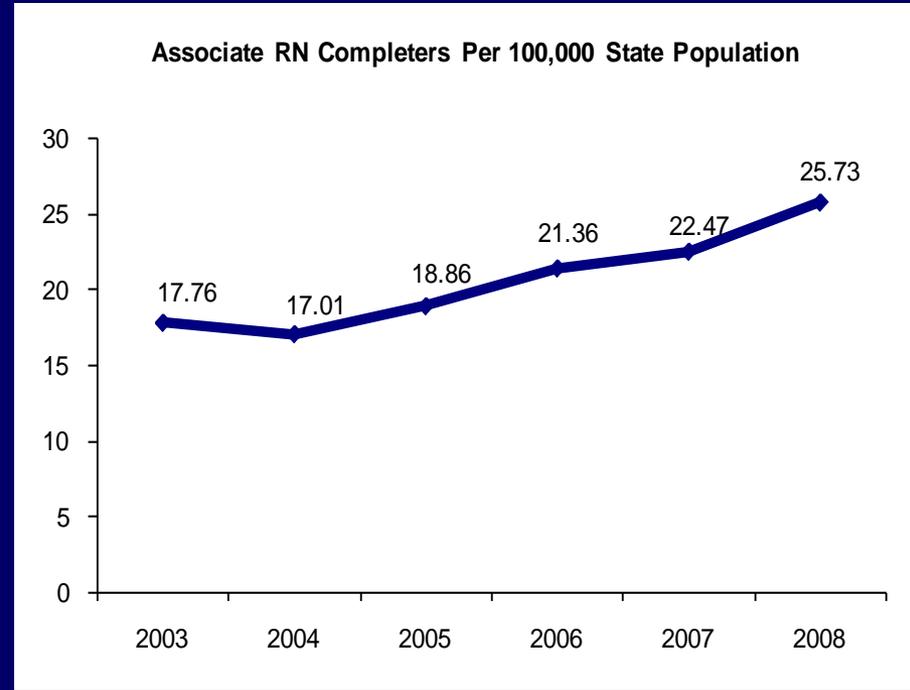
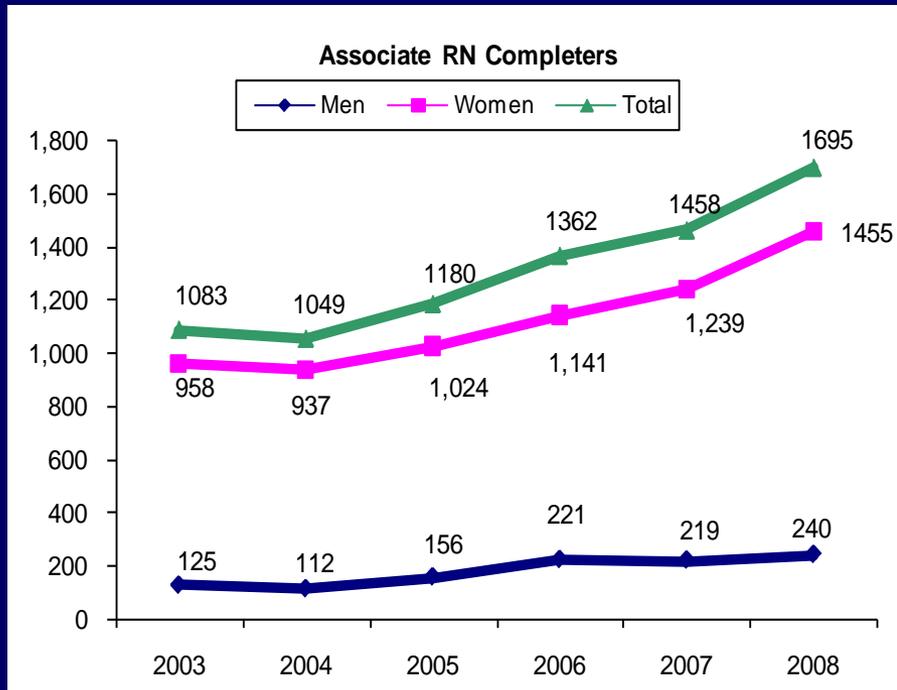
Major Areas of Progress

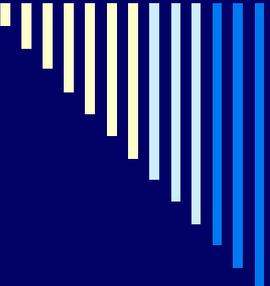
- Nurses completing both Associate Degree programs and Bachelors of Science in Nursing programs increased by 50 percent in five-year period
 - From > 1,800 completers to > 2,700 between 2003- 2008
- Number of completions for many other (but not all) health care education programs has increased

Baccalaureate RN Completers



Associate Degree RN Completers





Vacancies Still Top All Industries

Even during the recession vacancies are still high:

- Spring 2010 job vacancy survey: Health care industry still leads all industry sectors in numbers of jobs openings employers seeking to fill at >8,300.
- Health care occupations are the individual occupations most in demand: Nursing aids ranked 1st (2,319 openings)
- Registered Nurses: over 2,300 vacancies
- Majority of health care job vacancies are for occupations that require postsecondary preparation.