

Alaska's Healthcare Workforce “Problem”

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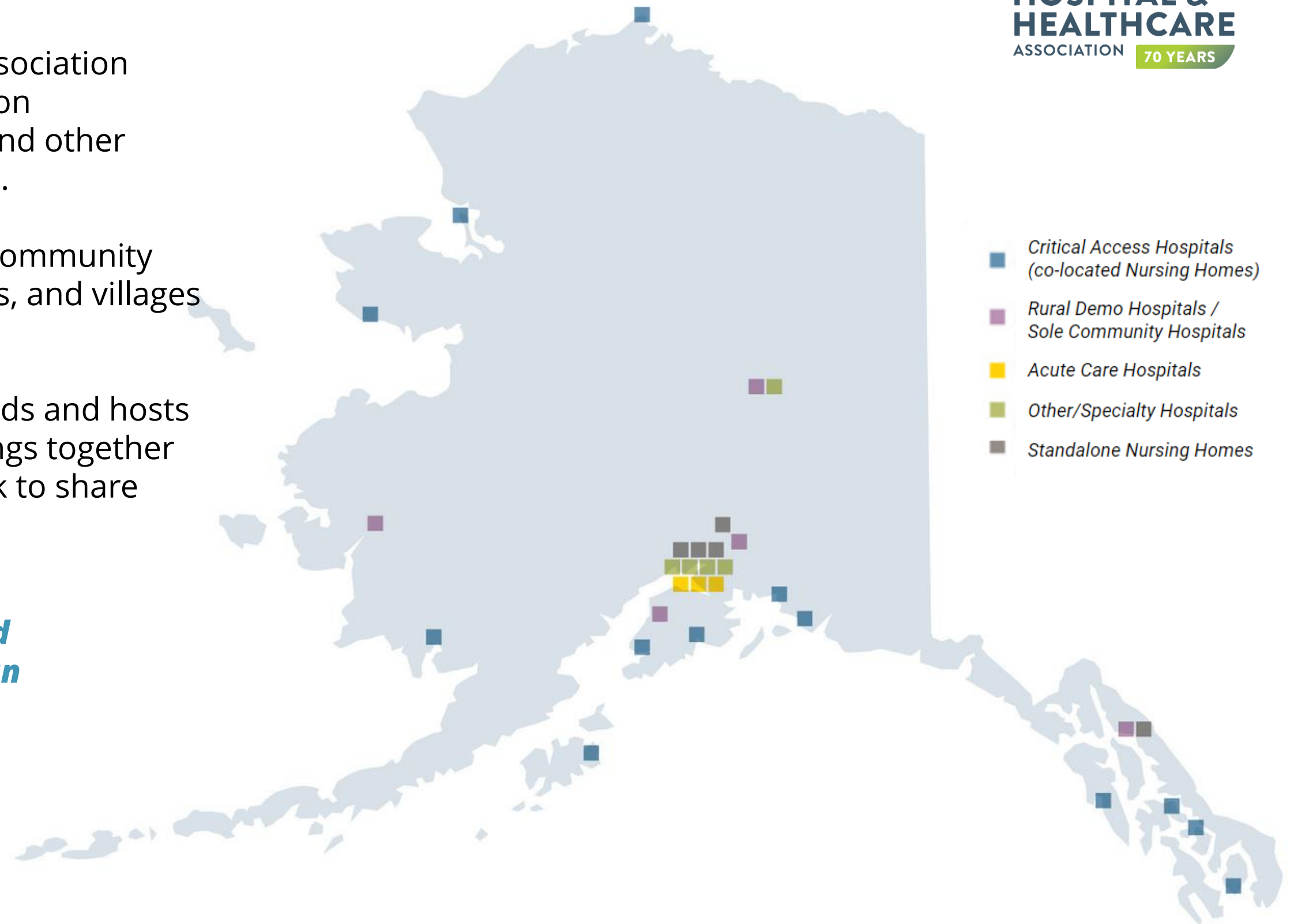
Advancing Healthcare for Alaska

For 70 years, the Alaska Hospital & Healthcare Association (AHHA) has served as a non-profit trade association representing Alaska's hospitals, nursing homes, and other healthcare partners across the continuum of care.

AHHA members play an invaluable role, both as community providers and essential employers, in cities, towns, and villages across Alaska.

AHHA provides policy and advocacy expertise, leads and hosts opportunities for education and training, and brings together members and stakeholders for collaborative work to share data, resources, and best practices.

AHHA's mission is to advance the shared interests of Alaska healthcare to build an innovative sustainable system of care for all Alaskans.



Presentation

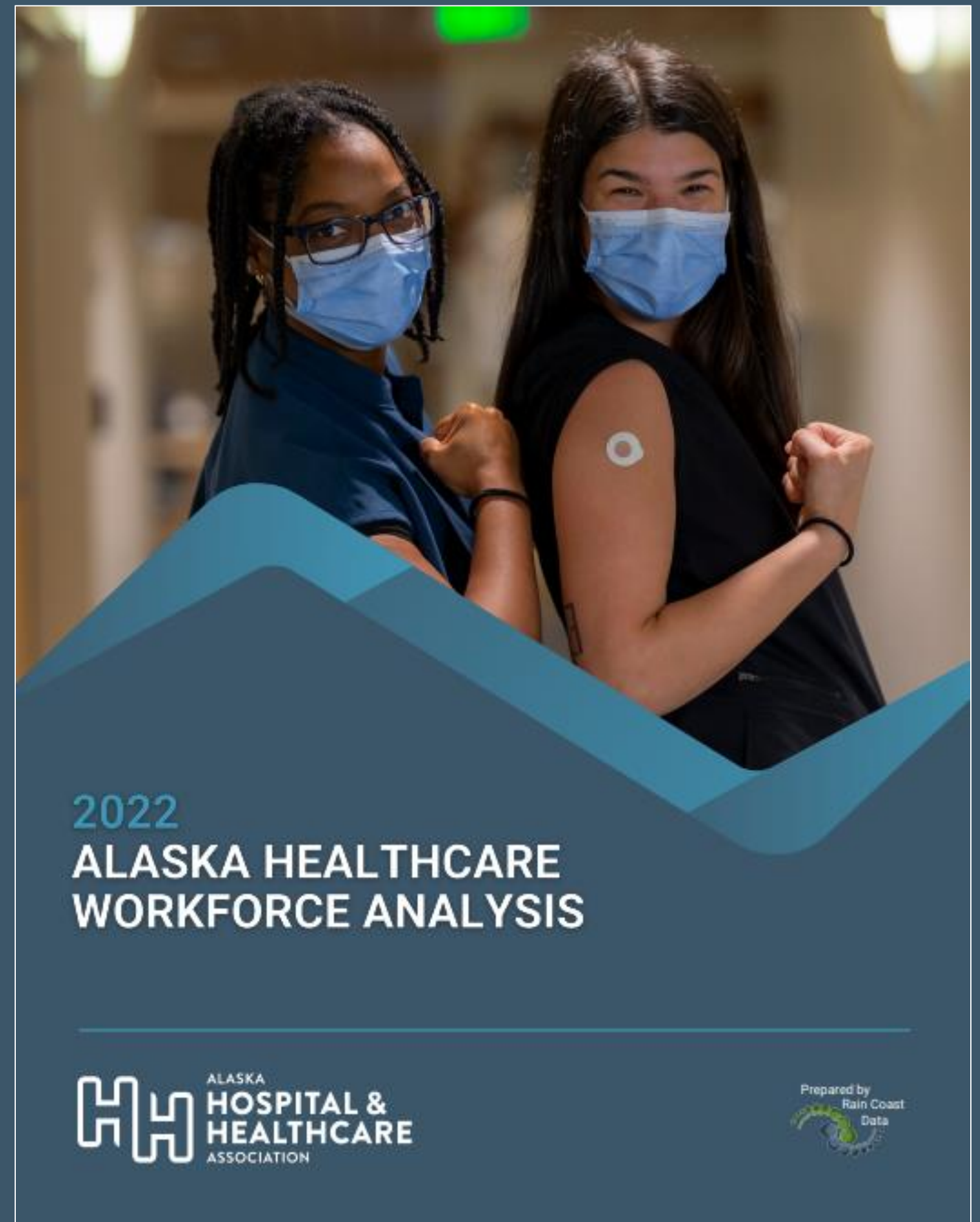
1. Industry footprint

2. Worker shortage

- Ecosystem growth / need
- The dominant position
- Shortages everywhere

3. The consequences

4. What should we do?



Industry Footprint: Healthcare



\$3 billion in direct wages

✓ More than any sector in Alaska

12% of all workforce earnings

✓ Outpacing military, natural resource sectors

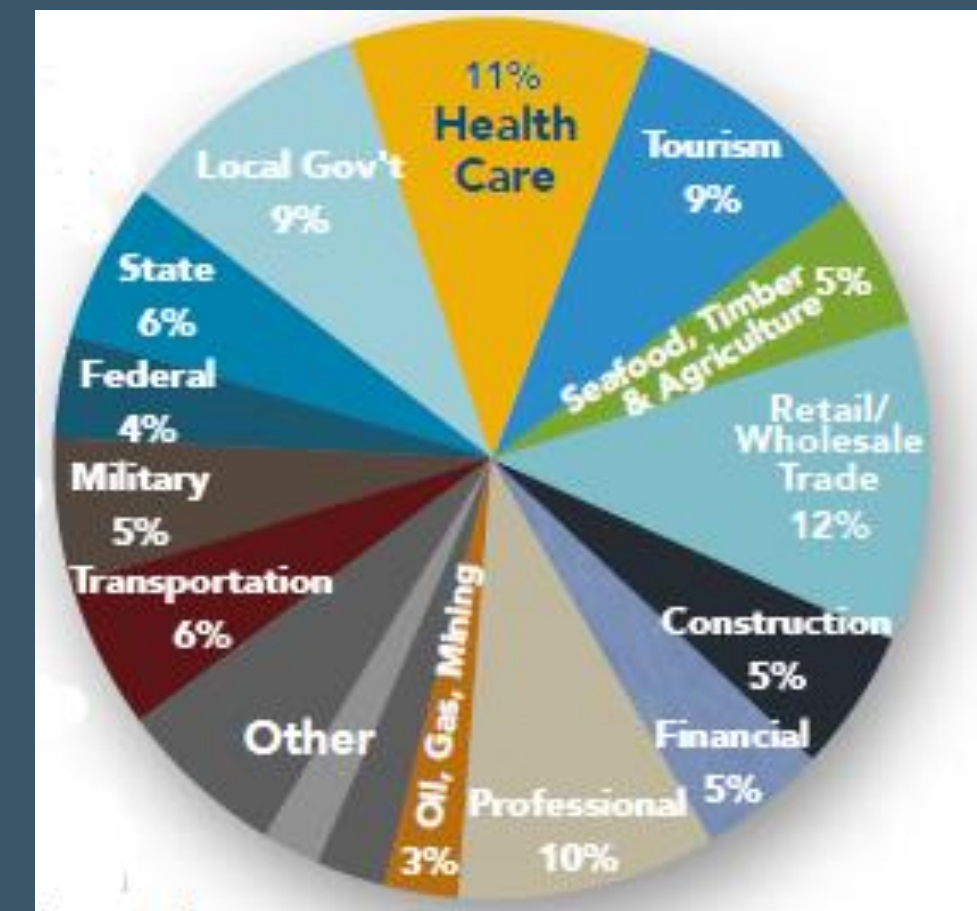
43,000 jobs / 11% of AK's workforce

✓ 2nd only to retail / wholesale trade sector

2021 Alaska Workforce Earnings



2021 Alaska Workforce Jobs



“When this analysis is expanded to include the multiplier effect, the total impact of Alaska’s healthcare sector was 75,060 jobs across the state’s economy with a total Alaska income impact of \$4.4 billion in 2021.”

Ecosystem Growth / Need

“Growth is projected among every single healthcare position in Alaska.”

4,500 new jobs over next 10 years

✓ More than any sector in Alaska

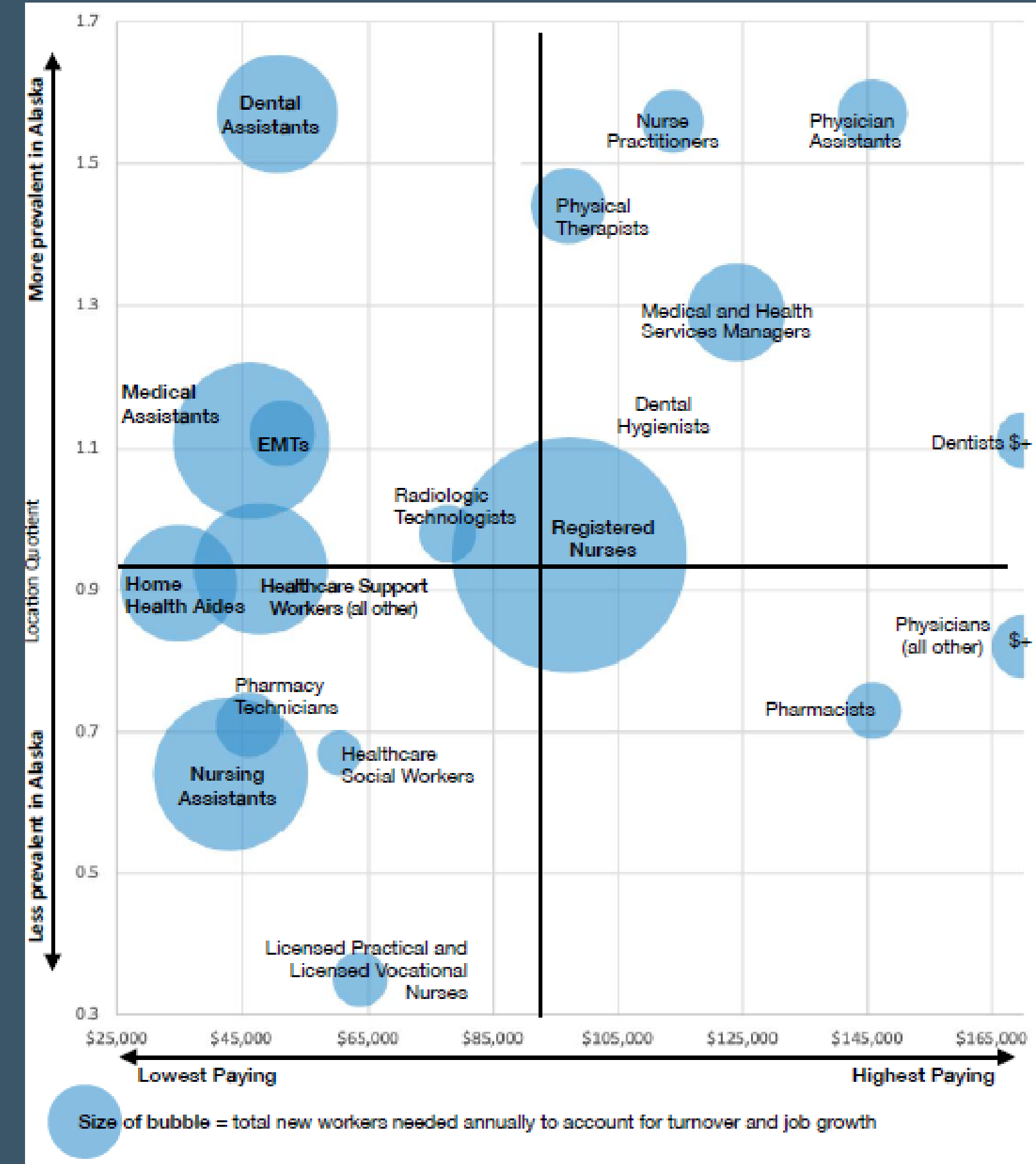
28% wage growth from 2016-2021

✓ Alaska wages are 1st or 2nd highest in U.S. for 18 categories of healthcare positions

7,500 new healthcare workers needed every year

✓ Registered nurses is the top position with more than 1,500 recruits needed annually.

Graphic of Annual Healthcare Workforce Development Needs



The Dominant Position



Largest Employer: Hospitals

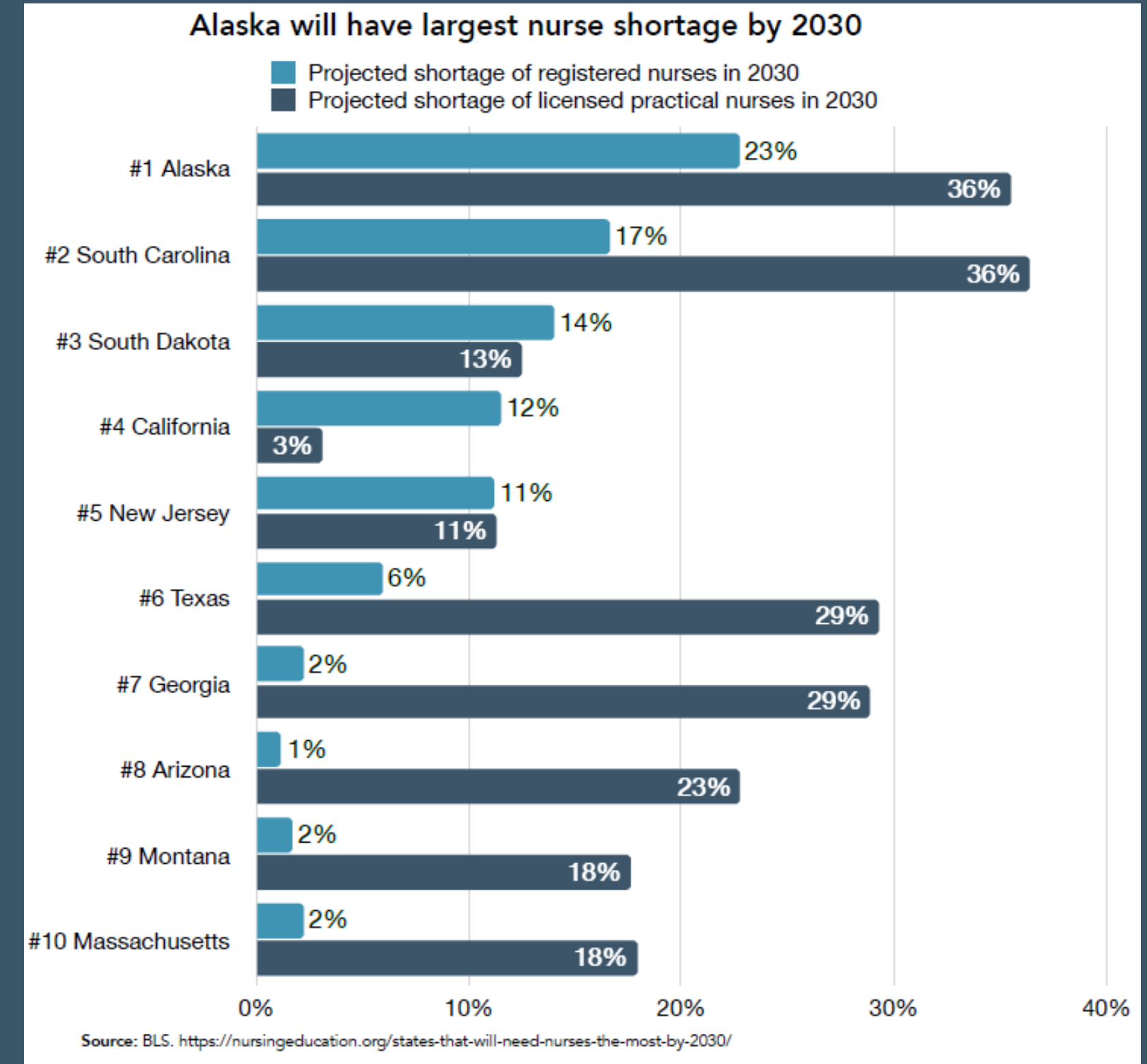
- Employ 34% of all healthcare workers
- Pay 40% of healthcare wage

Largest Employee: Registered Nurses

- Highest number of total workers
- Account for 18% of all healthcare wages

The Problem: Vacancies

- Alaska is projected to lead the U.S. in nursing vacancies by 2030 with 23% shortfall



Shortages Everywhere



Alaska's Workforce Pipeline

- Accredited nursing programs in AK produce 324 RN graduates per year
- Supply of 324 RNs v. Demand for 1,500 RNs
- Look at 7 priority positions: AK has capacity to train just 13% of workers needed

Nonresident Healthcare Workers

- 11.2% of total healthcare workforce in 2021 (5,000 nonresident workers)
- 23.3% go on to attain residency
- Healthcare has the highest non-resident-to-resident conversion in Alaska

Juneau hospice and nursing home closures are the latest symptom of the nation's nursing shortage

Impact of Vacancies

Local hospitals running near capacity as flu, RSV cases rise

- CNAS: 22% shortfall, 100 days to fill
- RNs: 20% shortfall, 100 days to fill

Juneau's hospital is losing more than \$1M a month

Contraction

- Limited staff – limited access

BARTLETT (AK) REGIONAL HOSPITAL, WILDFLOWER COURT TO MERGE

What happens?

Providence's operating loss grows to \$1.1B for 2022

This Sunday, we will have had a patient in house waiting for long-term care for 1 year. V first admitted and then APS took to court in July and we got a conservator with OPA. Sir



PIPELINE

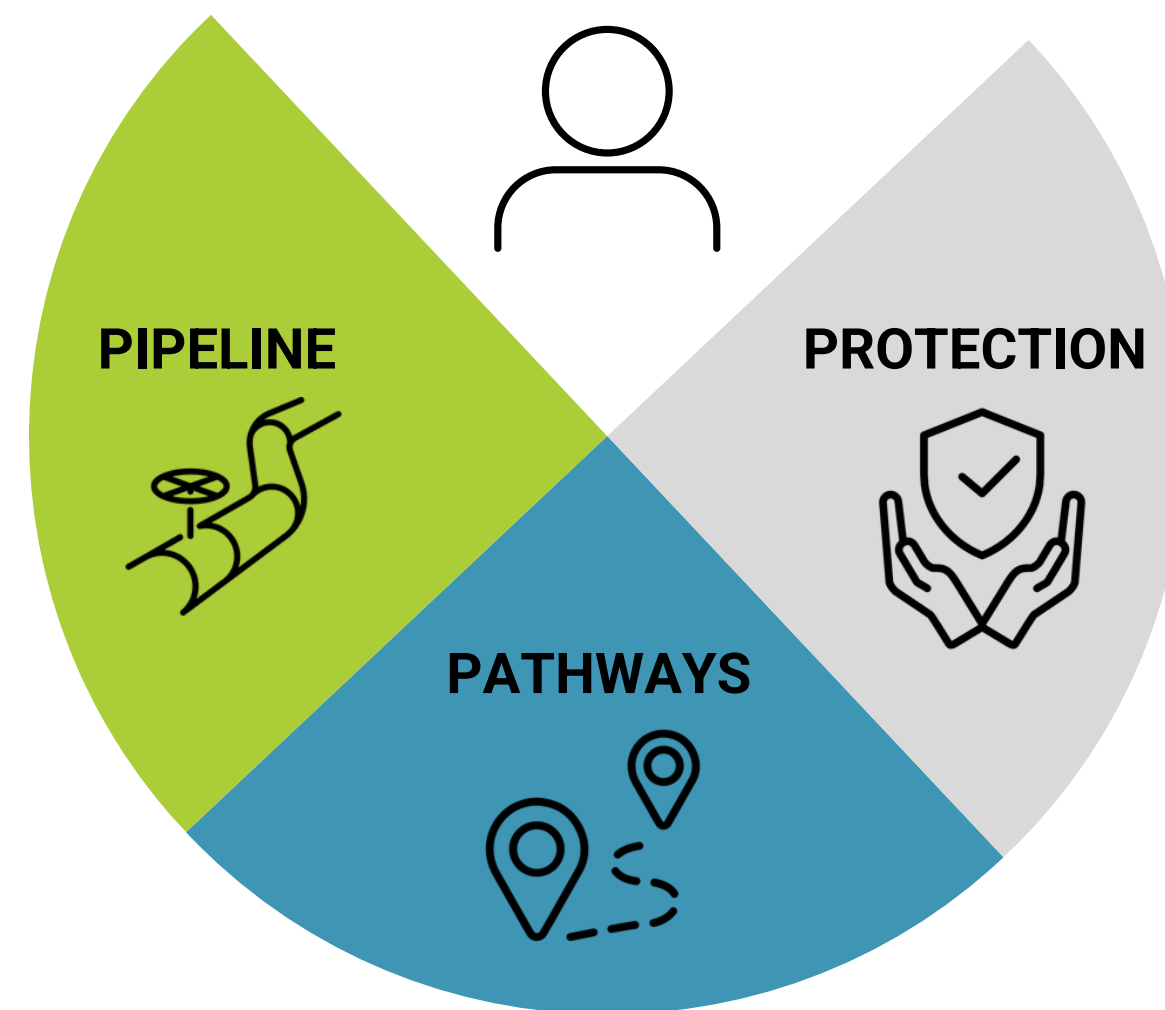
Forge strong partnerships between the healthcare industry, schools, and students to recruit, train, and graduate healthcare professionals to build a sustainable workforce pipeline in Alaska.

PATHWAYS

Develop healthcare career pathways and professional development opportunities to provide training and advance skills that will improve patient care and employee retention.

PROTECTION

Develop and implement strategies that support wellness, increase resiliency, and address burnout, violence, and other treats to retention. Remove barriers that overburden the industry and workers.



Nurse Licensure Compact

How it works

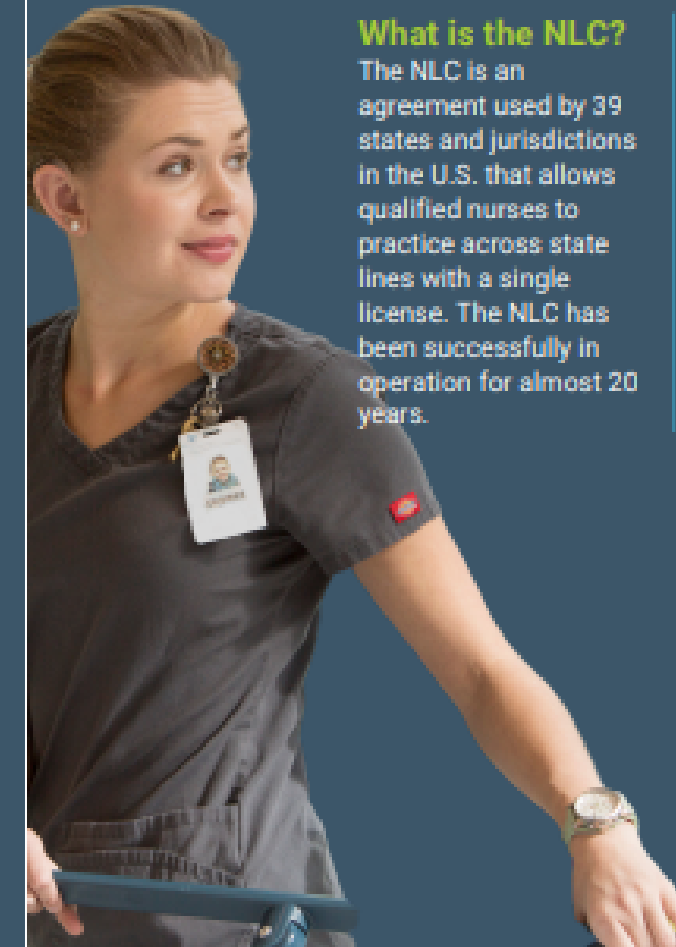
- 39 states and jurisdictions
- Reciprocity → Single RN license across state lines
- Uniform standards, including background checks
- Local jurisdiction for oversight / enforcement

The Coalition

- 75+ orgs (every facet of healthcare) say this will help!
 - Medical, tribal, nursing schools, aging population, behavioral health, chambers of commerce, local governments, public health, military, post acute providers . . .

Alaska faces a debilitating healthcare workforce shortage.

The combination of growth and turnover creates a need for over 7,500 new healthcare workers each year, including more than 1,500 registered nurses. And it's predicted to get worse – Alaska will have the highest nurse vacancies in the United States by 2030 with over 5,000 openings and a 22% shortfall.



What is the NLC?

The NLC is an agreement used by 39 states and jurisdictions in the U.S. that allows qualified nurses to practice across state lines with a single license. The NLC has been successfully in operation for almost 20 years.

Why should Alaska join the NLC?

The output of professionals from Alaska-based programs is nowhere near meeting demand. Alaska training programs only graduate 841 professionals for key healthcare positions. For nursing alone, Alaska programs produce just 324 graduates to fill a hole of over 1,500 openings. While the healthcare sector works to "grow our own," these strategies will take years to play out. Joining the NLC will:

- **Get nurses to work faster** – a survey of Alaska hospitals shows that nurse openings at our facilities have ballooned to 24% and, on average, it takes 161 days to fill a position. This can drastically limit access to care and drive up costs, especially in rural Alaska. The NLC's uniform standards and best practices will help speed up licensure and placement from months to a matter of days.
- **Aid recruitment and retention** – certain nurse professionals interested in providing telehealth services to the lower 48 from Alaska to enhance income will immediately have access to nearly the whole country courtesy of the NLC. Additionally, traveling nurses interested in staying in Alaska on long-term assignments will no longer be deterred by the ultimatum of forfeiting their compact license to stay in a non-NLC state.
- **Support Alaska military families** – Alaska is home to thousands of military members on assignment, many with spouses and family who are nurses. Joining the NLC will help welcome these individuals to our state and seamlessly transition into our healthcare workforce.

Photo: Foundation Health Partners

A Coalition of Support

Over 75 organizations representing every facet of Alaska's healthcare system want legislation passed to join the NLC!

AARP | Airlift Northwest | Alaska APRN Alliance | Alaska Association on Developmental Disabilities | Alaska Behavioral Health Association | Alaska Behavioral Health Services | Alaska Board of Nursing | Alaska Chamber of Commerce | Alaska Department of Commerce | Alaska Municipal League | Alaska Native Health Board | Alaska Native Medical Center | Alaska Native Tribal Health Consortium | Alaska Pacific University School of Nursing | Alaska Primary Care Association | Alaska Psychiatric Institute | Alaska Public Health Association | Alaska Regional Hospital | Alaska State Medical Association | Alzheimer's Resource of Alaska | American Academy of Ambulatory Care Nursing | American Association of Colleges of Nursing | American Association of Occupational Health Nurses | Anchorage Chamber of Commerce | Asian American/ Pacific Islander Nurses Association | Bartlett Regional Hospital | Bristol Bay Area Health Corporation | Central Peninsula Hospital | Charter College School of Nursing | City of Seward | Cordova Community Medical Center | Denali Center Fairbanks | Emergency Nurses Association | Fairbanks Memorial Hospital | Foundation Health Partners | Fresenius Medical Care | Heritage Place | Kodiak Island Borough | Maniilaq Health Center | Maple Springs Palmer | Maple Springs Wasilla | Mat-Su Health Foundation | Mat-Su Regional Medical Center | Moda | National Council of State Boards of Nursing | National Governor's Association Center for Best Practices | National League for Nursing | National Military Family Association | National Patient Safety Foundation | National Student Nurses' Association | North Star Behavioral Health | Norton Sound Health Corporation | PeaceHealth Ketchikan Medical Center | Petersburg Medical Center | Population Health Alliance | Premiera Blue Cross Blue Shield Alaska | Prestige Care and Rehabilitation of Anchorage | Providence Alaska Medical Center | Providence Extended Care | Providence Horizon House | Providence Kodiak Island Medical Center | Providence Seward Medical Center | Providence St. Elias Specialty Hospital | Providence Transitional Care Center | Providence Valdez Medical Center | Quyanna Care Center | Southeast Alaska Regional Health Consortium (SEARHC) | SEARHC Mt. Edgecumbe Hospital | SEARHC Sitka Long-Term Care | SEARHC Wrangell Medical Center | South Peninsula Hospital | Tanana Valley Clinic Fairbanks | U.S. Department of Commerce | U.S. Department of Defense | UAA School of Nursing | Wildflower Court | Yukon-Kuskokwim Health Corporation



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