

**3/08/11
PRESENTA-
TION:
ALASKA'S
HEALTH
WORKFORCE**

<TARGET><BILL></BILL><SUBJECT>3-08-11 PRESENTATION
ALASKA'S HEALTH
WORKFORCE</SUBJECT><COMM>HHSS27</COMM></TARGET>

Alaska's Health Workforce

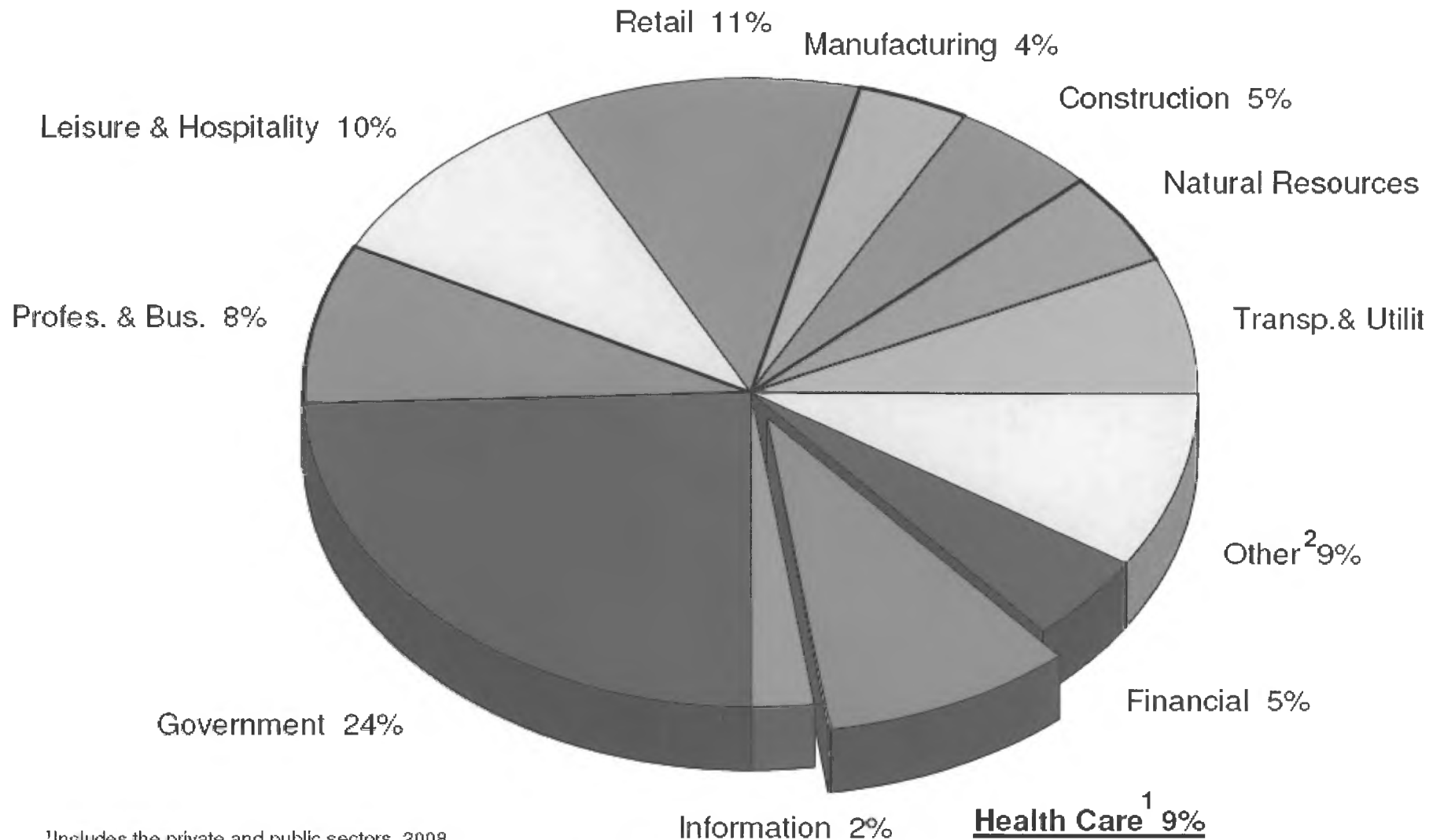
Alaska Health Workforce Coalition

January 2011

Health Care is a Vibrant Industry

- 11 of the 15 fastest growing Alaska jobs are in health care
 - Large employer ~ 10% of workforce in 2009
 - Payroll is more than \$1.4 billion a year
 - Has wide geographic distribution; many healthcare organizations are the largest employers in their region
 - Is a labor-intensive industry; has a broad range of occupations and professions requiring from on-the-job training to post-doctoral education

Health Care-One Of The Biggest Players Alaska's Labor Market

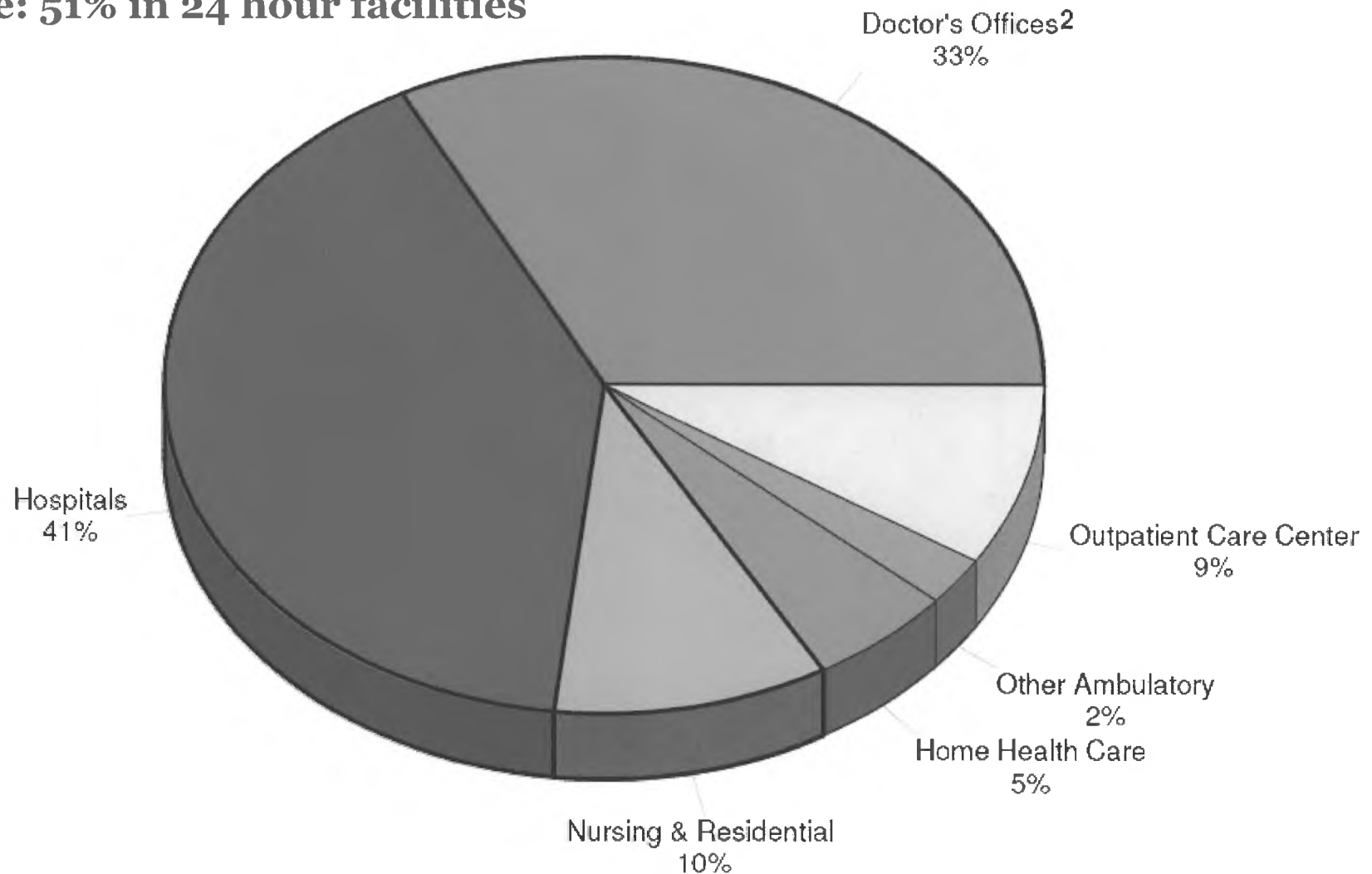


¹Includes the private and public sectors, 2008

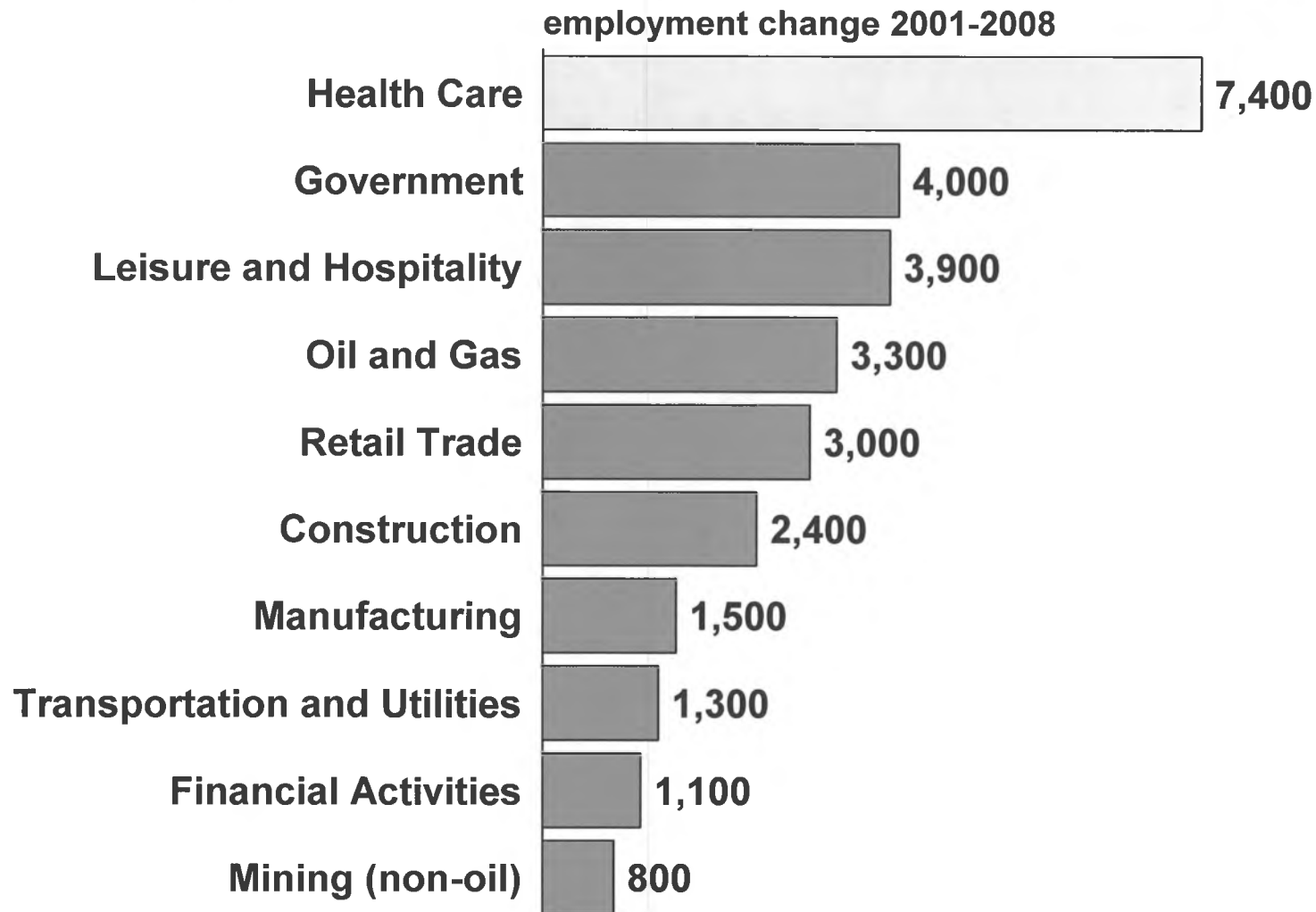
²Include other services, private education services, social assistance and wholesale trade

Where Alaska's Health Care Services Job Are-2009¹

Note: 51% in 24 hour facilities



Health Care-The Number One Job Generator In The 2001-08 period

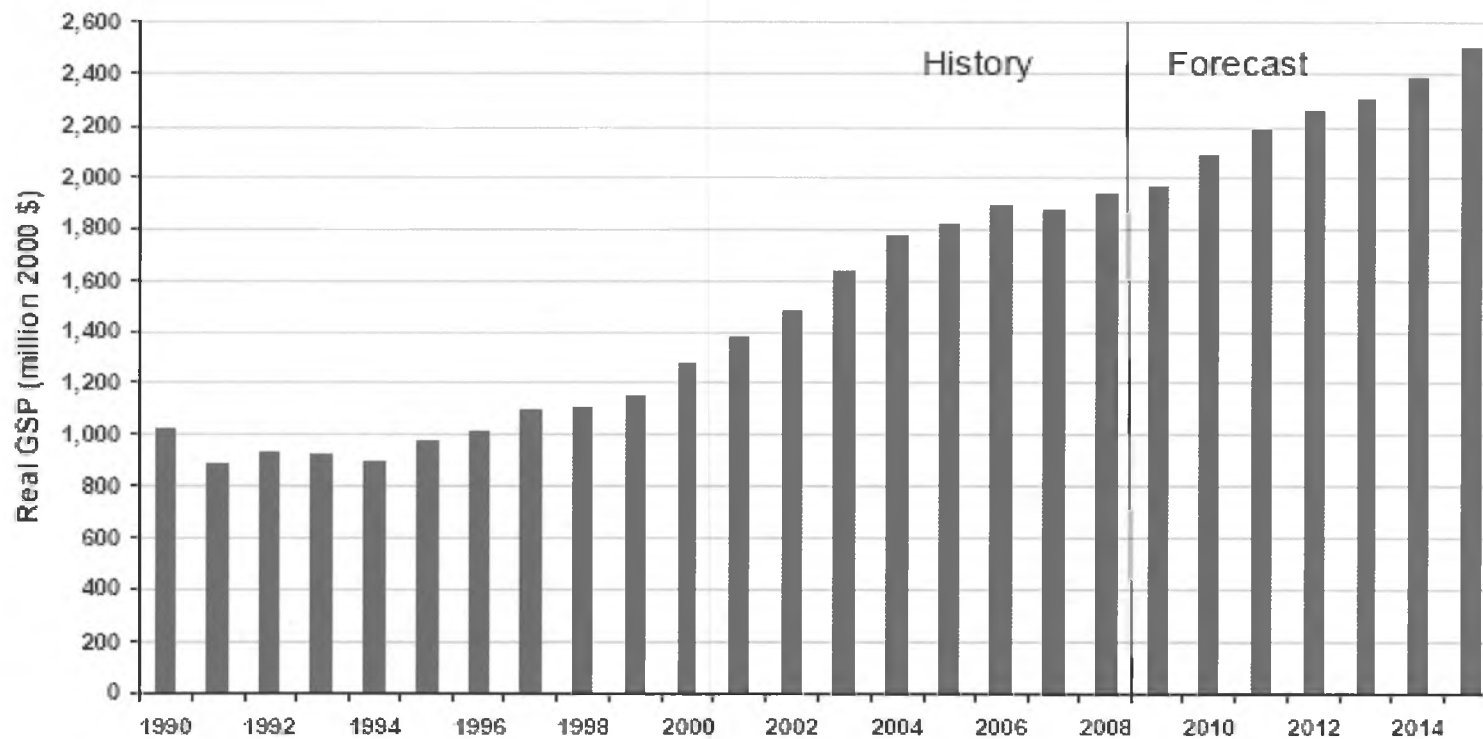


Source: Alaska Department of Labor and Workforce Development, Research and Analysis

Continued Growth is Expected

Healthcare Sector Expansion

Alaska's Real Gross State Product—Healthcare and Social Assistance



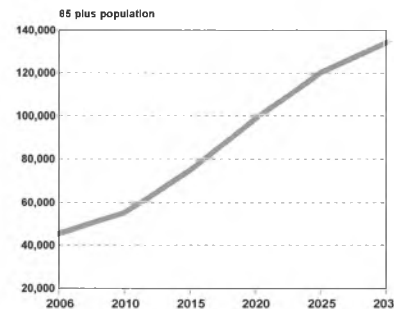
Source: Alaska Department of Labor and Workforce Development, Research and Analysis

Demographic Pressures



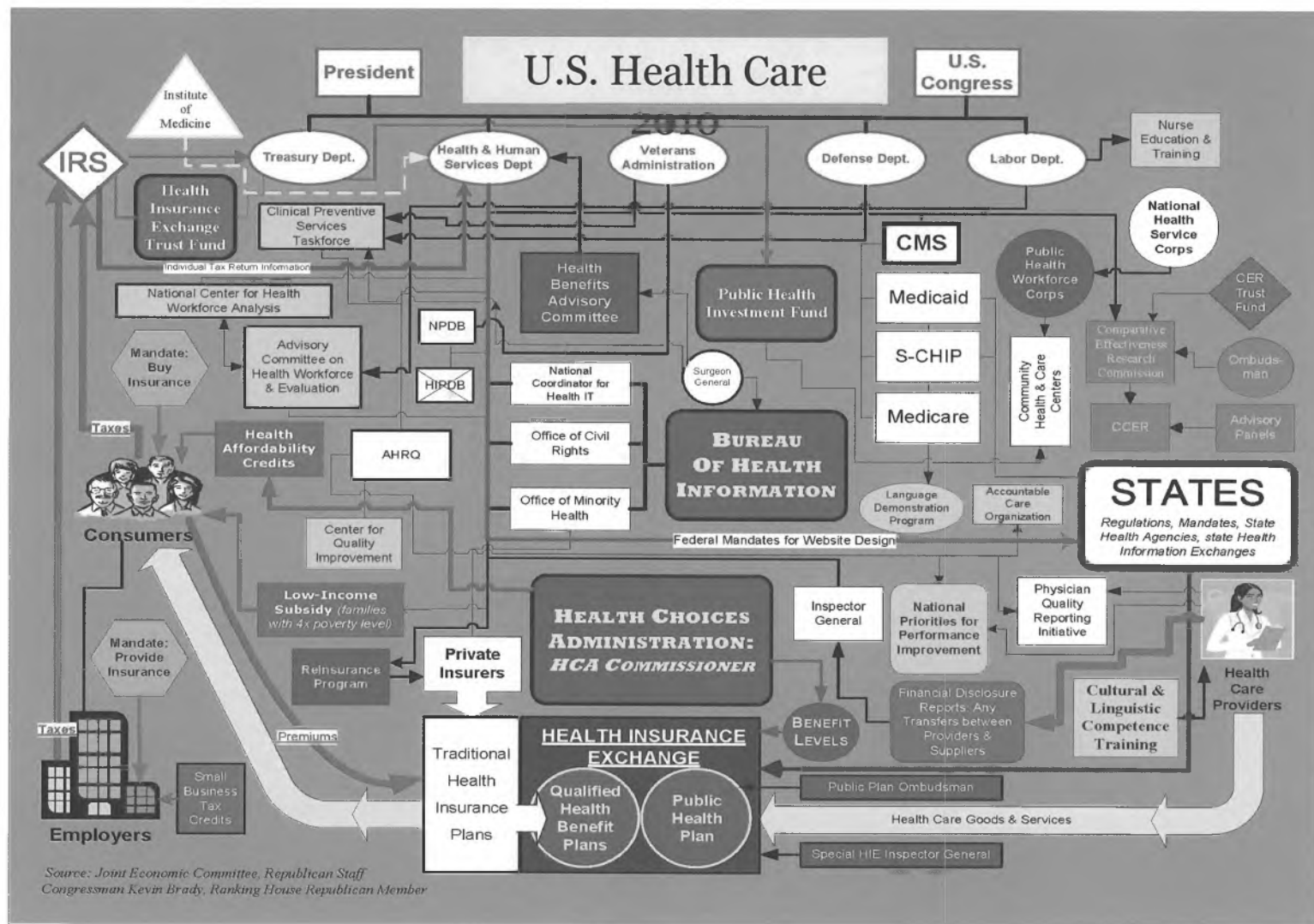
The Silver Tsunami

- **Fastest growing senior population in the nation - will increase utilization of health services**
 - Age 65+ will grow to ~20% of Alaska's population by 2025



- **Retirements** will accelerate health care staffing vacancies
- **Federal Health Reform** –potentially 64,000 Alaskans added to insurance rolls (50% Medicaid, 50% Exchange/Employer plans)
- **Result – growing critical workforce shortages in many occupations and professions**

Health Care is a Complex Industry



An Investment in Health Workforce Development is an Investment in Alaska

- Workforce shortages
 - Higher costs for health care
 - Limited access to care
 - Enormous recruitment/retention costs
 - ~\$25 million in 2005 for 12 professions (> half for “travelers”)
- Economic impact of industry/on other industries
- Educating Alaskans for Alaska legacy jobs

Critical Shortages/Distribution Issues

PRIMARY CARE

Physicians
Nurse Practitioners
Physician Assistants
Community Health Aides
Pharmacists

HEALTH INFORMATICS

NURSING

Nurse Specialists
Nurse Educators
Nurse Practitioners
Direct Service Workers

BEHAVIORAL HEALTH

Psychiatrists
Licensed Clinicians
Nurse Practitioners
Counselors
Behavioral Health Aides

ORAL HEALTH

Dental Hygienists
Dental Health Aide Therapists
Dentists

THERAPIES

Physical Therapists
Therapy Assistants
Occupational Therapists
Speech-Language Therapists

Top 10 Positions/Vacancies/Vacancy Rates

| Top Ten Health Occupations/Professions Based on Estimated Total Positions | | | | | | |
|--|-----------|-----------|--------------|-----------|-----------|--------------|
| Occupations | Sample | | | Estimate | | |
| | Positions | Vacancies | Vacancy Rate | Positions | Vacancies | Vacancy Rate |
| Registered Nurse | 2680.8 | 273.5 | 10.2% | 3176.0 | 321.6 | 10.1% |
| Certified Nurse Assistant | 1245.5 | 102.0 | 8.2% | 1444.9 | 120.0 | 8.3% |
| Administrator/Director/CEO/Manager | 837.0 | 25.0 | 3.0% | 1246.4 | 33.5 | 2.7% |
| Human Services Worker HS | 804.0 | 104.0 | 12.9% | 1198.9 | 146.4 | 12.2% |
| Firefighter with Emergency Medical Service | 903.0 | 26.0 | 2.9% | 1114.1 | 32.1 | 2.9% |
| Billing Clerk/Technician | 689.5 | 37.0 | 5.4% | 1096.1 | 58.6 | 5.3% |
| Dental Assistant | 574.0 | 34.0 | 5.9% | 968.3 | 61.7 | 6.4% |
| Pharmacy Technician | 774.5 | 23.0 | 3.0% | 819.9 | 27.8 | 3.4% |
| Case Manager | 620.5 | 33.0 | 5.3% | 810.2 | 48.7 | 6.0% |
| Medical Assistant | 357.0 | 13.5 | 3.8% | 706.7 | 30.3 | 4.3% |
| Top Ten Health Shortage Occupations/Professions Based on Estimated Number of Vacancies | | | | | | |
| Occupations | Sample | | | Estimate | | |
| | Positions | Vacancies | Vacancy Rate | Positions | Vacancies | Vacancy Rate |
| Registered Nurse | 2680.8 | 273.5 | 10.2% | 3176.0 | 321.6 | 10.1% |
| Human Services Worker HS | 804.0 | 104.0 | 12.9% | 1198.9 | 146.4 | 12.2% |
| Certified Nurse Assistant | 1245.5 | 102.0 | 8.2% | 1444.9 | 120.0 | 8.3% |
| Licensed Practical Nurse | 393.0 | 44.5 | 11.3% | 578.6 | 68.2 | 11.8% |
| Family Physician | 315.8 | 43.0 | 13.6% | 615.4 | 67.1 | 10.9% |
| Dental Assistant | 574.0 | 34.0 | 5.9% | 968.3 | 61.7 | 6.4% |
| Billing Clerk/Technician | 689.5 | 37.0 | 5.4% | 1096.1 | 58.6 | 5.3% |
| Family Nurse Practitioner | 193.0 | 36.5 | 18.9% | 337.3 | 58.2 | 17.2% |
| Case Manager | 620.5 | 33.0 | 5.3% | 810.2 | 48.7 | 6.0% |
| Chemical/Substance Counselor | 225.0 | 37.0 | 16.4% | 311.0 | 48.0 | 15.4% |
| Top Ten Health Shortage Occupations/Professions Based on Estimated Vacancy Rates | | | | | | |
| Occupations | Sample | | | Estimate | | |
| | Positions | Vacancies | Vacancy Rate | Positions | Vacancies | Vacancy Rate |
| Radiation Oncologist | 5.0 | 3.0 | 60.0% | 5.0 | 3.0 | 60.0% |
| Paramedic | 9.0 | 4.0 | 44.4% | 9.0 | 4.0 | 44.4% |
| Pediatric Nurse Practitioner | 15.0 | 4.0 | 26.7% | 27.8 | 10.4 | 37.4% |
| Physical Therapy Assistant | 53.0 | 16.0 | 30.2% | 62.3 | 17.8 | 28.5% |
| Nurse Midwife | 25.0 | 4.0 | 16.0% | 41.0 | 10.4 | 25.4% |
| Dietitian | 36.5 | 9.0 | 24.7% | 37.2 | 9.0 | 24.2% |
| Occupational Therapist | 115.0 | 26.0 | 22.6% | 128.5 | 29.3 | 22.8% |
| Women's Health Care Nurse Practitioner | 23.0 | 5.0 | 21.7% | 51.9 | 11.4 | 22.0% |
| Psychiatric Nurse Practitioner | 25.0 | 6.0 | 24.0% | 41.9 | 8.6 | 20.5% |
| Family Nurse Practitioner | 193.0 | 36.5 | 18.9% | 337.3 | 58.2 | 17.2% |



Activity Across the Workforce Continuum

- Engage – filling the pipeline; ensuring adequate preparation
- Train – supporting basic training and education, as well as continuing education; distributing across the state
- Recruit – improving Alaska’s draw
- Retain – reducing turnover and its attendant costs



Alaska Health Workforce Plan

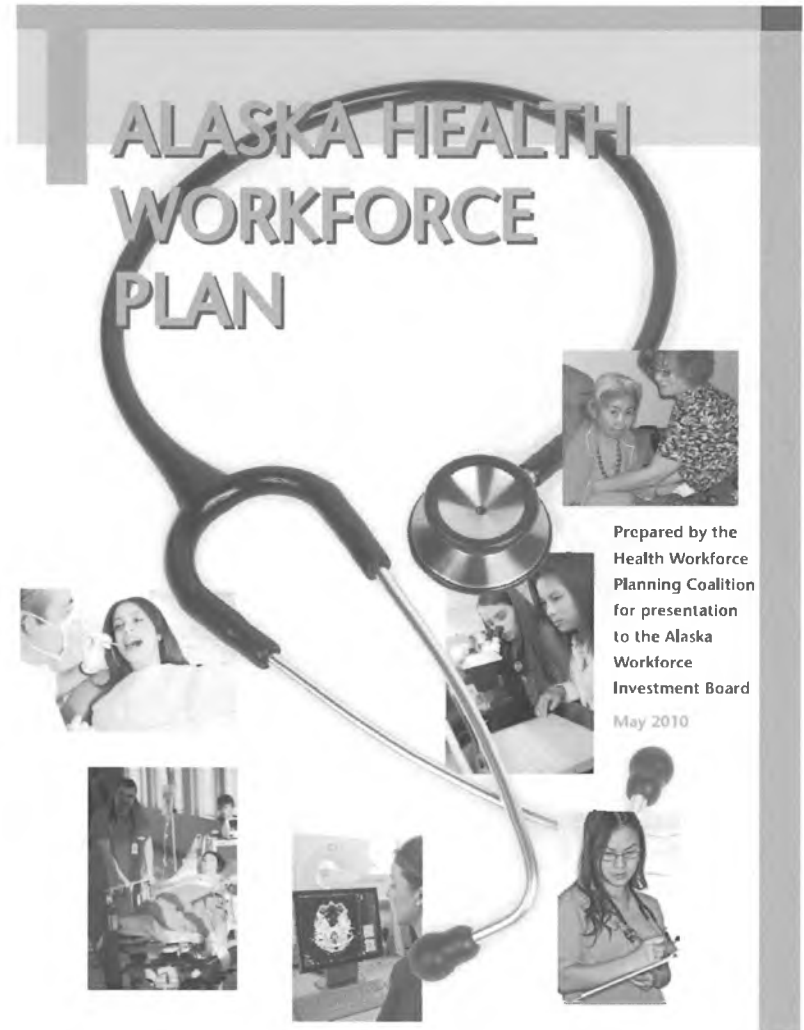
Alaska Healthcare Workforce Opportunities in 2011----and Beyond

Prepared by: Alaska Health Workforce
Coalition

Who are we: An informal network of
healthcare providers,
educators and state
agencies

Why is the plan needed:

Alaska continues to have a shortage
of trained healthcare workers;
state-wide strategies for workforce
are critical to Alaska's success in
providing services to its citizens



Plan Development

- Ad hoc group gathered in Summer 2009 to discuss health workforce development – became known as the Alaska Health Workforce Coalition
- Stakeholders were asked to provide input into a statewide health workforce plan – through forums, surveys and work groups - in Fall and Winter 2009-10
- AHW Plan was approved by the Alaska Workforce Investment Board in May 2010
- The AWIB received a small HRSA planning grant in September 2010 to continue refining Plan this year; Coalition members have also contributed funds to the effort

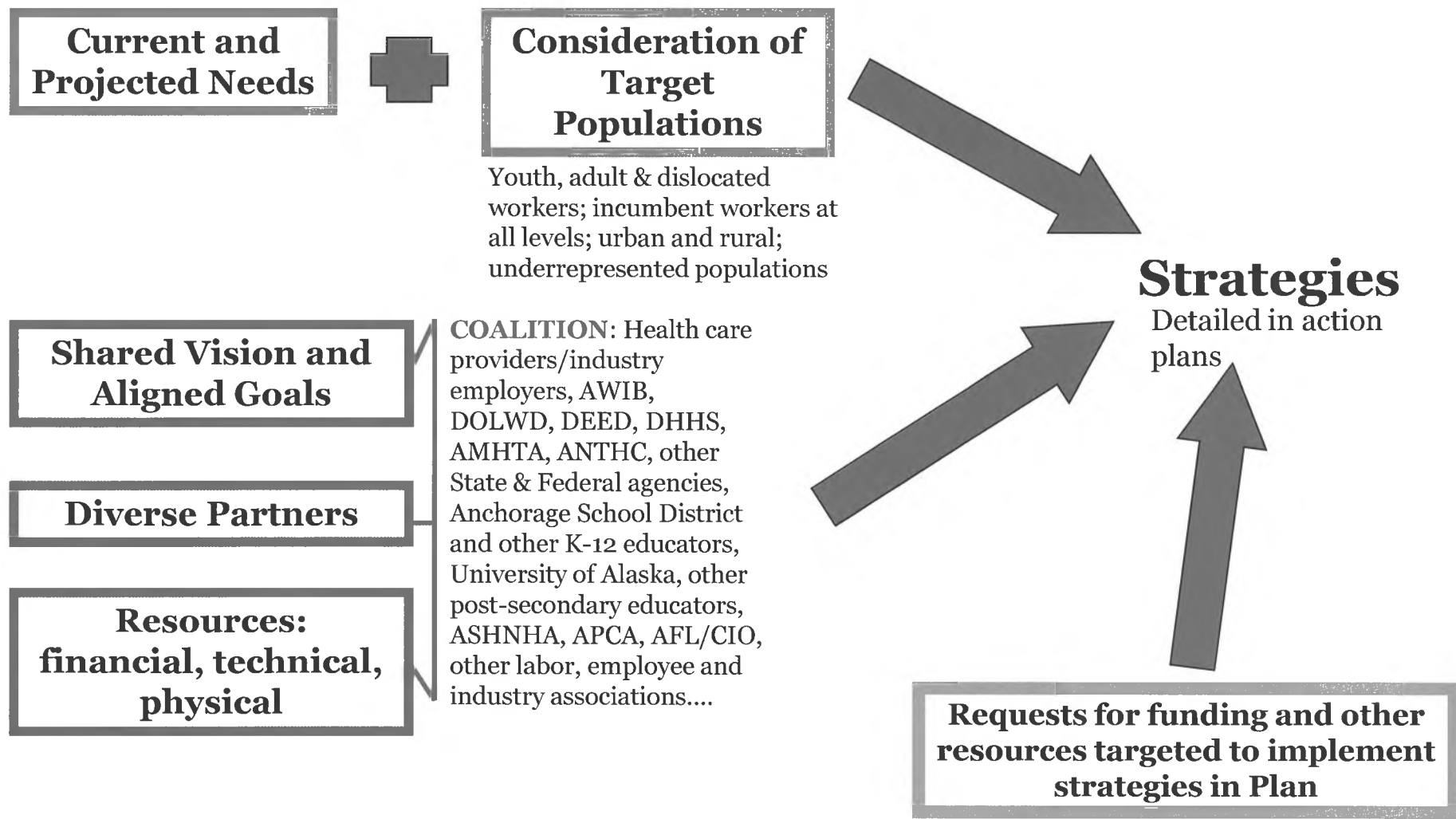
Health Care Workforce Plan Overview

| ENGAGE | TRAIN | RECRUIT | RETAIN | SUSTAIN |
|---|---|--|--|---|
| <ul style="list-style-type: none"> ▸ Engage Alaskans in health care workforce development · Create public awareness · Expand career awareness and counseling · Market high need professions · Attract Alaska job seekers into health careers | <ul style="list-style-type: none"> ▸ Train Alaskans for health care employment · Strengthen secondary school offerings and programs · Provide health care occupational training and education programs · Deliver post-employment training opportunities · Develop needed faculty | <ul style="list-style-type: none"> ▸ Recruit qualified candidates to fill health care positions · Promote health care employment opportunities in Alaska · Expand post-graduate opportunities · Improve coordination in recruitment among health care providers · Establish incentives to attract needed professionals · Create a positive environment for health care providers | <ul style="list-style-type: none"> ▸ Retain a skilled health care workforce · Support and disseminate effective orientation programs for new employees · Provide opportunities for professional development and advancement · Promote positive work environments | <ul style="list-style-type: none"> ▸ Develop formalized structure for ongoing activity and accountability · Ensure regular collection and assessment of workforce data · Align health status and workforce data · Develop effective funding sources to support strategies · Align granting agencies · Leverage existing resources · Monitor plan results · Ensure plan is reviewed and revised to changing health care environment · Develop policy environment that supports healthcare workforce |

Initial Priority Occupations

- The 15 selected occupational groups include about 30 occupations and professions
 - Advanced Nurse Practitioner
 - Behavioral Health Aide/Village Counselor
 - Behavioral Health Clinician
 - Community Health Aide/Practitioner
 - Direct Care Worker
 - Health Informatics Staff
 - Human Services Worker
 - Nurse Educator
 - Oral Health Practitioner
 - Pharmacist
 - Primary Care Physician
 - Psychiatrist
 - Registered Nurse
 - Substance Abuse Counselor
 - Therapist and Therapist Assistant (Physical, Occupational, Speech-Language)

Alaska's Health Care Workforce Plan





Investments Needed

What Will It Take to Resolve These Issues?

- Continued commitment of all stakeholders, including State government
- Support needed
 - **Strategic direction**
 - **Attention and advocacy**
 - **Loan Repayment/employment incentives** legislation
 - Support for **medical residency development** – psychiatry, pediatrics, others
 - **Implementation of plan** elements as they are ready – Alaska Health Workforce Plan and Career and Technical Education Plan
 - Funding of the **University of Alaska** budget
 - Funding for the **Area Health Education Center (AHEC)** workforce development system
 - **Participation**
 - **Other resources**



QUESTIONS?

