

# Healthcare Personnel Shortage Task Force Update

Workforce Board Meeting

March 20, 2014

Nova Gattman

Legislative Liaison & Task Force Staff

Workforce Training and  
Education Coordinating Board



# Healthcare Personnel Shortage Task Force Background & Leadership

## Background

- Workforce Board first convened healthcare stakeholders in 2001
- Healthcare Personnel Shortage Task Force created in 2002
- Task Force formalized in statute in 2003
  - Legislative intent recognized shortages were structural, not cyclical
- Goal: Address concerns about a significant shortage of healthcare workers

## Leadership

- **Michele Johnson, Ph.D.**, Task Force **Chair**, Chancellor, Pierce College
- **Suzanne Allen, MD**, Task Force **Vice-Chair**, Vice Dean for Regional Affairs, University of Washington School of Medicine

## What is the Task Force's role?

- Facilitate collaboration among healthcare stakeholders and education providers
- Make recommendations to address healthcare personnel shortages
- Report to Governor and Legislature on progress made to address shortages
- Provide data and research about the skills shortage

## What factors does the Task Force consider?

- Rural and urban, Eastern and Western Washington
- Increasing workforce diversity
- All types of health facilities and services
- All healthcare occupations
- Impact on quality of care, cost v. benefit
- Current budgetary climate
- Prioritizing limited resources for training and upskilling Washington's healthcare workforce

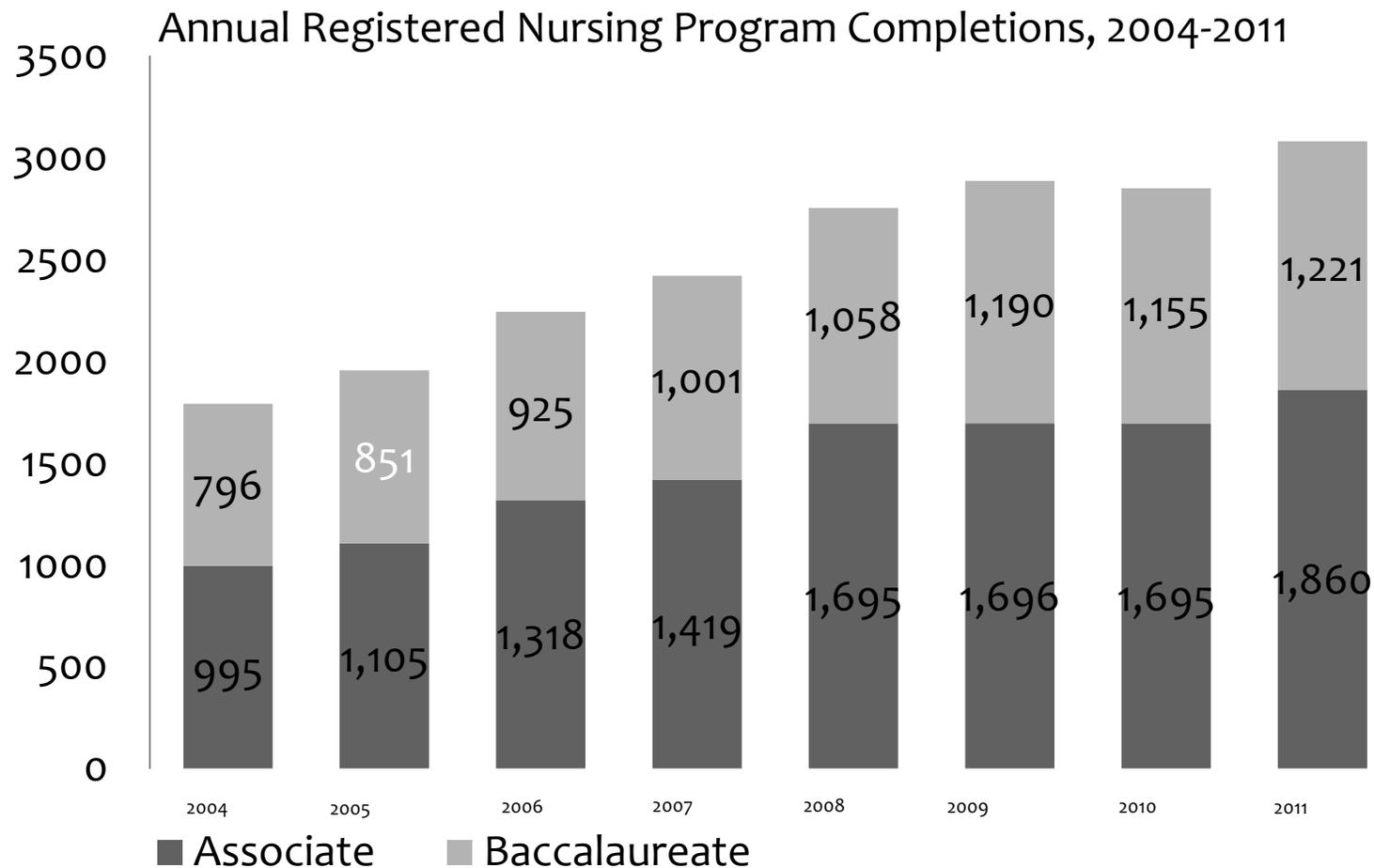
# Healthcare Personnel Shortage Task Force 2013 Membership

<b>Michele Johnson, Chair</b>	<b>Chancellor, Pierce College District</b>
<b>Suzanne Allen, M.D., Vice Chair</b>	Vice Dean for Regional Affairs, University of Washington School of Medicine
<b>Dan Ferguson</b>	Allied Health Center of Excellence
<b>Dana Duzan</b>	Allied Health Professionals
<b>Vacant</b>	Non-Profit Healthcare System Provider
<b>Kathleen Lopp</b>	Office of Superintendent of Public Instruction
<b>Diane Sosne</b>	Service Employees International Union (SEIU) 1199NW
<b>Charissa Raynor</b>	SEIU Health Care NW Training Partnership
<b>Marty Brown</b>	State Board for Community and Technical Colleges
<b>Diane Zahn</b>	United Food and Commercial Workers Union
<b>Mary Looker</b>	Washington Association of Community and Migrant Health Centers
<b>Deb Murphy</b>	Washington Association of Housing and Services for the Aging
<b>Linda Tieman</b>	Washington Center for Nursing
<b>Lauri St. Ours</b>	Washington Health Care Association
<b>Nancy Alleman</b>	Washington Rural Health Association
<b>Bracken Killpack</b>	Washington State Dental Association
<b>John Wiesman</b>	Washington State Department of Health
<b>Vergil Cabasco</b>	Washington State Hospital Association
<b>Roger Rosenblatt, M.D.</b>	Washington State Medical Association
<b>Sally Watkins</b>	Washington State Nurses Association
<b>Daryl Monear</b>	Washington Student Achievement Council
<b>Eleni Papadakis</b>	Workforce Training and Education Coordinating Board

## Task Force Results (Advocacy & Support)

- High employer-demand programs of study targeted funding
- Healthcare Industry Skill Panels
- Nursing program completions increased 72% from 2004-11
- Hospital Employee Education and Training (HEET)
- Basic Education and Skills Training (I-BEST) programs in healthcare
- Allied Health Center of Excellence
- The Rural Outreach Nurse Education (RONE) program
- Recovery Act and Healthcare Reform grant funds
- 2013 state funding to study feasibility of uniform clinical affiliation agreements

# Task Force Success in Nursing Program Completions



Source: Health Professions Education in Washington State: 2004-2011 Completion Statistics.  
Workforce Training and Education Coordinating Board, 2012

# Healthcare Personnel Shortage Task Force

## 2013 Progress in Completions

Health Program of Study	Percent Increase in the Number of Program Completers from 2005-2012
Occupational Therapy Assistants and Aides	922.22%
Physical Therapist Assistants	177.55%
Ophthalmic Medical Technicians	170.00%
Psychiatric Technicians and Aides	157.14%
Nursing Assistants	110.20%
Medical Records and Health Information Technicians	106.19%
Associate Degree Registered Nurses	85.43%
Substance Abuse/Addiction Counseling	82.86%
Physician Assistants	73.33%
Nurse Practitioners	68.70%
Surgical Technologists	66.67%
Bachelor's Degree Registered Nurses	55.46%
Dental Hygienists	47.74%
Occupational Therapists	46.67%
Medical/Clinical Laboratory Assistants	34.43%

# Healthcare Personnel Shortages Remain

Healthcare occupations with substantial gaps between in-state supply and demand:

- Clinical Laboratory Science/  
Medical Technology/  
Technologists
- Dental Hygienists
- Dental Laboratory Technicians
- Dentists, General
- Emergency Medical Technicians  
and Paramedics
- Health Unit Coordinator/Ward  
Clerk
- Medical Transcriptionists
- Occupational Therapists
- Opticians, Dispensing
- Pharmacists
- Physical Therapists
- Physician Assistants
- Radiologic Technologists
- Respiratory Therapists
- Vocational Rehabilitation  
Counseling

## 2013 Healthcare Personnel Shortages Projected Skill Gaps

Occupational title	New Supply	Projected Annual Net Job Openings 2016-2021	Annual Gap Between Supply & Projected Demand
Vocational Rehabilitation Counseling	10	257	-247
Radiologic Technologists	239	389	-150
Clinical Laboratory Science/Medical Technology/Technologist	26	171	-145
Health Unit Coordinator/Ward Clerk	269	413	-144
Emergency Medical Technicians and Paramedics	79	193	-114
Dentists, General	64	164	-100
Physical Therapists	100	186	-86
Respiratory Therapists	36	90	-54
Opticians, Dispensing	12	64	-52
Pharmacists	198	249	-51
Occupational Therapists	66	115	-49
Dental Laboratory Technicians	10	51	-41
Dental Hygienists	229	267	-38
Physician Assistants	78	115	-37
Medical Transcriptionists	68	98	-30

## Why is the market falling short in meeting healthcare workforce demand?

- Healthcare training programs are more expensive than other programs
- Issues recruiting qualified healthcare faculty
- Limited clinical training sites and residency opportunities
- Lack of clarity on healthcare reform efforts and the impacts on the current and future workforce

## The Affordable Care Act (ACA) and Task Force Alignment

- Task Force research has focused on Affordable Care Act (ACA) implementation for the last two years due to:
  - Anticipated greatly increased demand for healthcare services
  - Uncertainty of specific needs for occupations
- 2012 and 2013 Task Force research and recommendations specifically aimed at addressing ACA shortage issues

# Healthcare Personnel Shortage Task Force

## 2012 Recommendations

- Continue targeted funding for high employer demand programs of study
- Healthcare career pathways/programs of study
- Adopt common course numbering and increase articulation in the postsecondary system
- Increase residency opportunities for medical students in medically underserved areas
- Develop standardized language for clinical affiliation agreements
- Expand use of technology for online education and training opportunities, and increase utilization of telemedicine
- Restore funding for Health Professionals Loan Repayment Program
- Provide funding for a survey of healthcare professionals connected to online license renewal

## 2013 Task Force Recommendations

- Increase primary care residency opportunities in medically underserved communities
- Restore funding for the State Health Professional Loan Repayment and Scholarship Program
- Support increased technology for delivery of healthcare career education
- Create an Employer Sentinel Network that provides employer feedback on industry healthcare needs
- Collect demographic information on healthcare providers with online renewals
- Support healthcare payment reform models that provide career pathways for entry level and paraprofessional workers

## Future Task Force Direction

- Explore administrative barriers limiting residency opportunities in medically underserved communities
- Encourage creative methods to recruit healthcare faculty from healthcare employers
- Advocate for funding for high employer demand programs of study in healthcare fields
- Explore creative funding methods to address the healthcare personnel shortage

# Healthcare Personnel Shortage Task Force

Thank you for your interest in the Healthcare Personnel Shortage Task Force!

## Next Meeting:

**May 19, 1:00-4:00 PM - Pierce College Puyallup**

The Task Force reports annually to the Legislature with recommendations to address Washington's healthcare personnel shortage.

For more information about Task Force activities:

Nova Gattman, Legislative Liaison and Task Force Staff – 360 709-4612

<http://www.wtb.wa.gov/HCTFIntro.asp>