

Trends in the Healthcare Workforce

House Health Care & Wellness Committee
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**Workforce Training and
Education Coordinating Board**



Health Workforce Council Background & Leadership

Background

- Workforce Board first convened healthcare stakeholders in 2001
- Healthcare Personnel Shortage Task Force created in 2002
- Role formalized in statute in 2003
 - Legislative intent recognized shortages were structural, not cyclical
 - Goal: Address concerns about a significant shortage of healthcare workers
- **Changed name to Health Workforce Council in 2014**

Leadership

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

Health Workforce Council

2014 Membership

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

Note: Council membership will be changing to encompass a wider range of stakeholders, including behavioral health representatives.

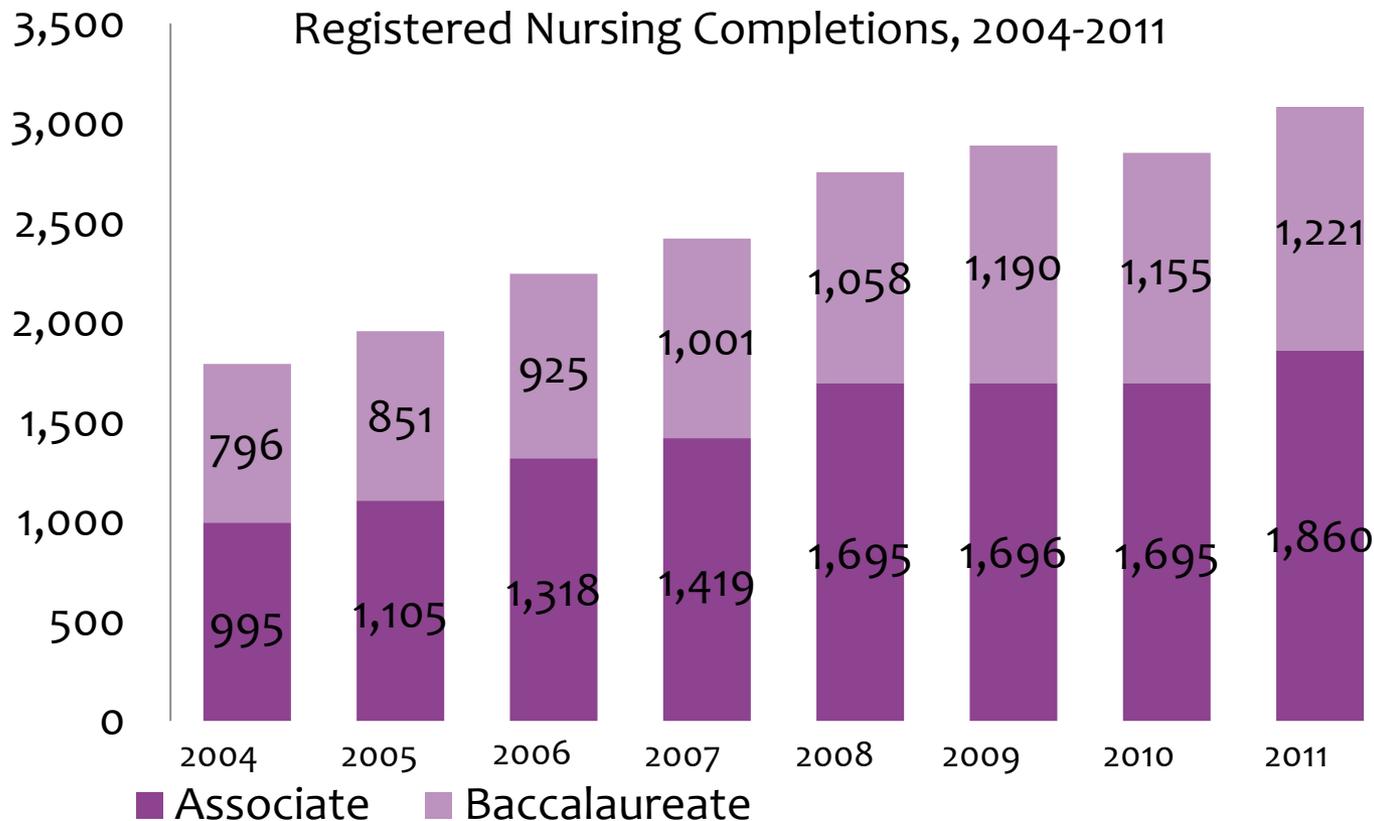
What is the Council's role?

- 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 Council 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

Nursing Program Completions Show Success of HWC Interagency Collaboration



Note: The Health Workforce Council led a targeted initiative to address a severe shortage of nursing professionals. This table shows the results over the initiative period.

Healthier Washington (SIM) Grant Partnership: Health Workforce Council Priorities

- Identify current limitations and challenges to developing the health workforce envisioned in the grant application, and recommend solutions
 - Includes practice limitations, expansion of roles, transfer of competencies across professions, use of technology
 - HWC could lead this work if funded in the grant
- Funding for the State Health Professional Loan Repayment and Scholarship Program
- Increase post-graduate training opportunities to expand primary care delivery

Healthier Washington Grant Partnership: Identifying Health Workforce Priorities (Cont.)

- Training and practice support to promote integrated behavioral and physical healthcare teams
- Education, training and payment structures that help entry-level and paraprofessional workers advance their careers
- Create an Industry Sentinel Network to provide industry feedback and timely data on health workforce needs
- Establish framework to build stable, high-performing frontline workforce that responds to needs of elderly and chronically ill

Health Workforce Council Research: Progress in Completions in Last Five Years

Health Program of Study	Percent Increase in the Number of Program Completers from 2009-2013
Occupational Therapy Assistant	858%
Opticianry/Ophthalmic Dispensing Optician	500%
Dental Laboratory Technology/Technician	325%
Psychiatric/Mental Health Services Technician	300%
Substance Abuse/Addiction Counseling	200%
Physical Therapy Assistant	131%
Medical Records Technology/Technician	92%
Pharmacy Technician/Assistant	65%
Medical/Clinical Assistant	65%
Physician Assistant	59%
Medical Office Management Administration	57%
Vocational Rehabilitation Counseling	39%
Advanced Registered Nurse Practitioner	35%
Dental Assistant	28%
Clinical Laboratory Science/Medical Technology/Technologist	24%
Nursing (ADN/BSN)	15%

Selected Occupations: Percent Growth of Program Completion In Five Years

Medical/Clinical
Assistant



65.12%



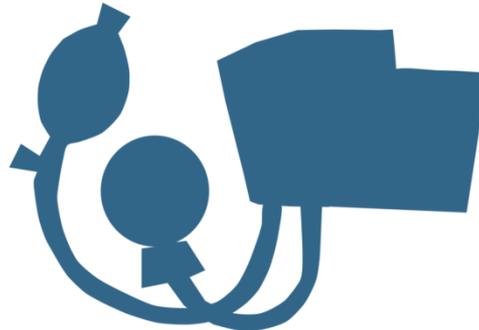
Medicine



23.33%



Nursing
Assistant/Aide and
Patient Care



19.44%



Associate
Registered Nurse



19.34%



Baccalaureate
Registered Nurse



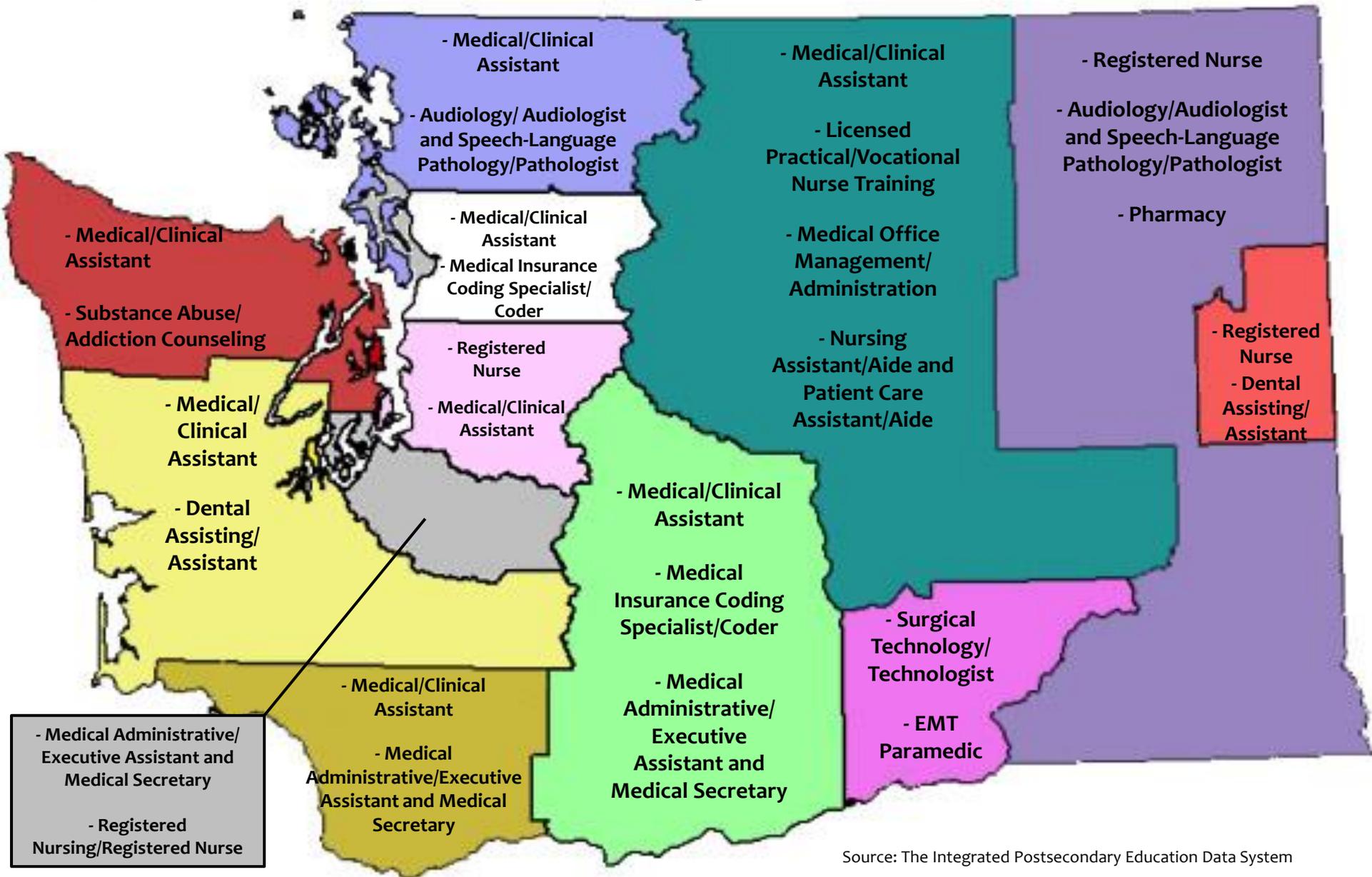
10.08%



Percentage Change of Completers Between 2012-2013

Health Program of Study	Percent Change in the Number of Program Completers from 2012-2013
Vocational Rehabilitation Counseling	60.0%
Opticianry/Ophthalmic Dispensing Optician	50.0%
Substance Abuse/Addiction Counseling	49.6%
Dental Laboratory Technology/Technician	41.2%
Occupational Therapy	24.1%
Physician Assistant	22.0%
Physical Therapy Assistant	21.4%
Occupational Therapy Assistant	20.0%
Psychiatric/Mental Health Services Technician	18.2%
Medical Transcription	17.1%
Physical Therapy	15.3%
Advanced Registered Nurse Practitioner	12.5%
Surgical Technology Program	7.8%
Licensed Practical Nurse	7.3%
Medicine – MD	5.0%

Top 2013 Completions by Workforce Area



Selected Healthcare Personnel: Projected Gaps in Demand

Occupational Title	New Supply	Projected Annual Net Job Openings 2017-2022	Annual Difference Between Supply & Projected Demand
Pharmacists*	199	249	-150
Clinical Laboratory Science/Medical Technology/Technologist*	26	171	-145
Dentists, General	66	200	-134
Medical Doctor	222	340	-118
Dental Hygienists	225	336	-111
Emergency Medical Technicians and Paramedics	69	158	-89
Physical Therapists*	118	186	-68
Respiratory Therapists*	30	90	-60
Opticians, Dispensing*	24	64	-40
Dental Laboratory Technicians*	17	51	-34
Registered Nurses	2,367	2,384	-17
Medical Transcriptionists*	82	98	-16

*Indicates occupations where demand projection data is pending (anticipated date: Dec., 2014). The 2016-21 job forecast was used for these occupations.

Health Workforce Council

Thank you for your interest in the Health Workforce Council!

Next Meeting:

December 3, 1:00-4:00 PM - Pierce College Puyallup

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

For more information about Health Workforce Council activities contact:

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