

Health Work Force Challenges and Opportunities

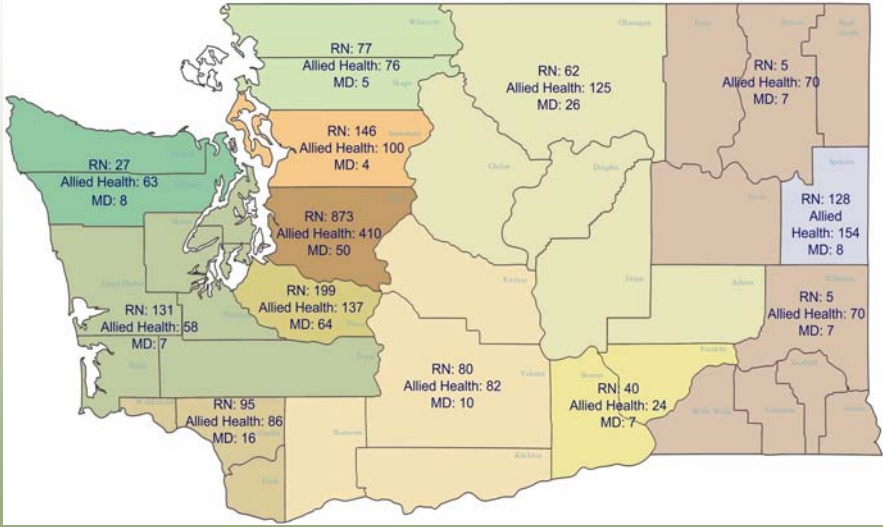
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August 15, 2007

Presentation Overview

- Great success expanding workforce
- BUT - shortages are as bad or worse
- Without changes, system will break down in 5-10 years
- We have had a head start, but war for talent will get worse
- We must redesign education and the workplace to succeed

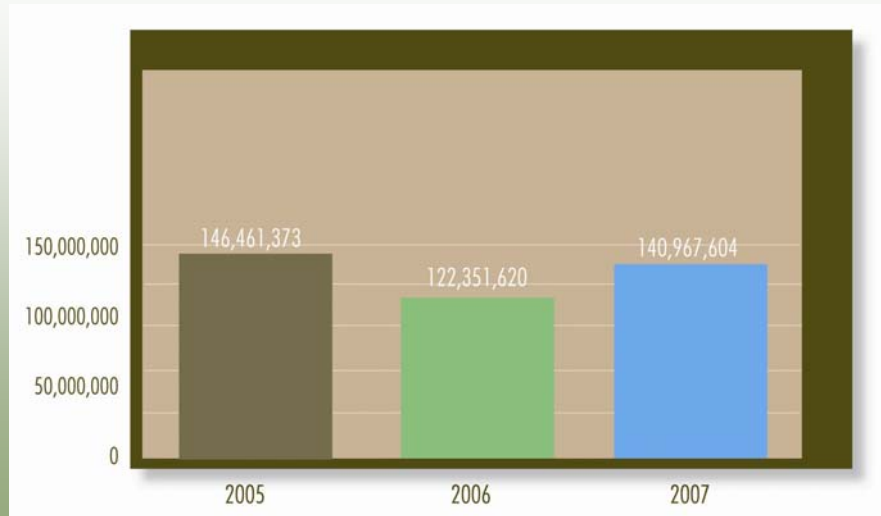
Overall Work Force Challenges

Estimated Hospital Vacancies



(Results of the 2007 Hospital Work Force Survey, HWFI, June 2007)

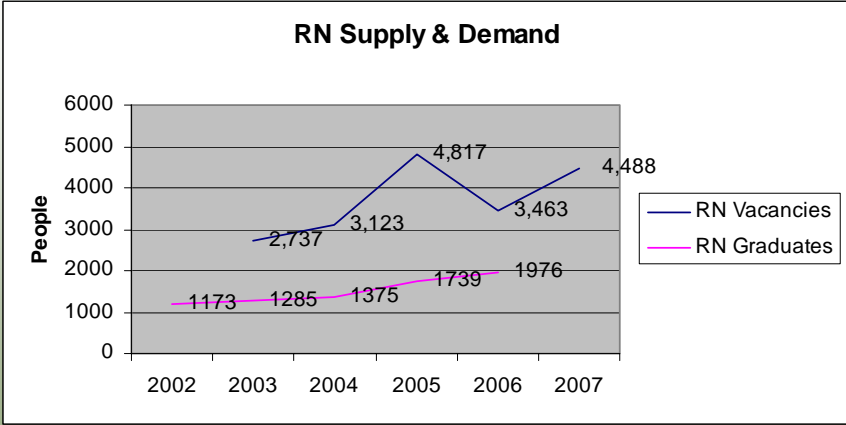
Expenditures on Contract Employees



(Results of the 2007 Hospital Work Force Survey, HWFI, June 2007)

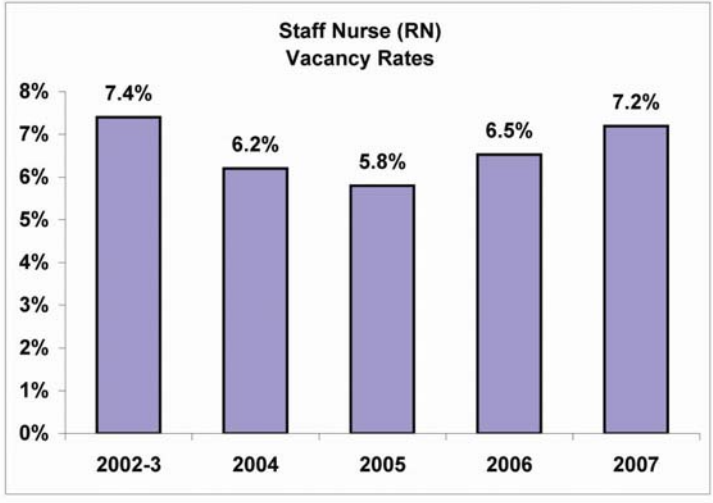
Nursing

Historical RN Supply & Demand



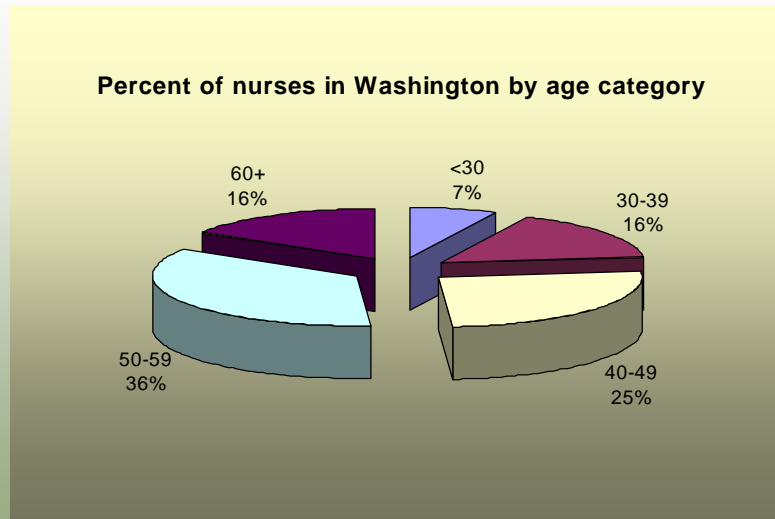
Demand – Employment Security Department, Labor Market and Economic Analysis Unit, “Job Vacancy Survey Reports, 2003, 2004, 2005, 2006”. Supply – Washington State Nursing Quality and Assurance Commission, “Nursing Programs Annual Report Summary 2004-05 Addendum 1: National Council Licensure Examination Data”

Still More To Do



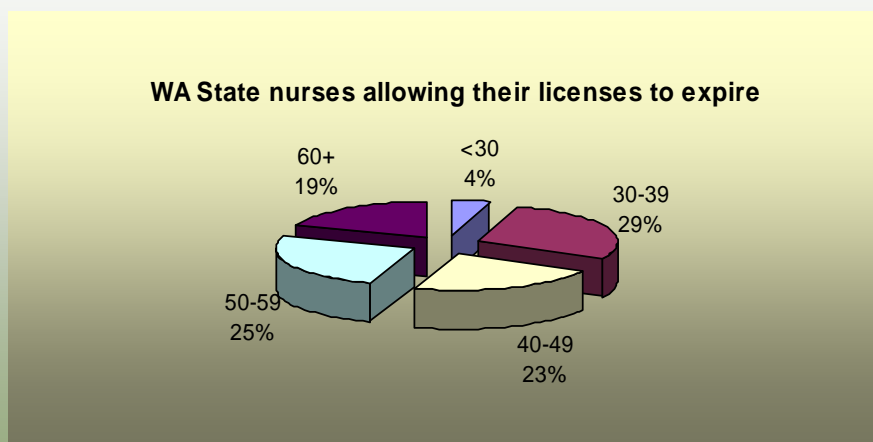
(Results of the 2007 Hospital Work Force Survey, HWFI, June 2007)

Washington's Nurses Getting Older



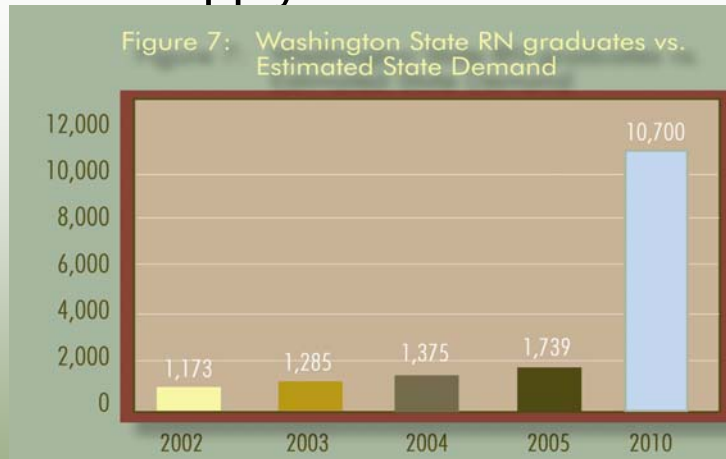
(Washington State Registered Nurse Supply and Demand Projections: 2006-2025, UW Center for Health Workforce Studies, June 2007)

Younger Nurses Are Leaving



(Washington State Registered Nurse Supply and Demand Projections: 2006-2025, UW Center for Health Workforce Studies, June 2007)

Nursing Paradox – Projected Supply & Demand



2002-05 – Washington State Nursing Quality and Assurance Commission, "Nursing Programs Annual Report Summary 2004-05 Addendum 1: National Council Licensure Examination Data"
2010 - U.S. Department of Health and Human Services, Health Resources Services Administration, Bureau of Health Professions, "Projected Supply, Demand and Shortages of Registered Nurses: 2000-2020", p. 16. July 2002.

Primary Care Providers

Physician Vacancy Rates

Table 4: Top Physician Vacancy Rates

	Overall Vacancy Rates
Cardiology	29.5%
Surgery - general	19.5%
Orthopedic surgery	16.7%
Cardio-thoracic surgery	16.7%
Pediatrics	15.8%
Neurosurgery	15.4%
Internal medicine	14.8%
Obstetrics - gynecology	14.5%
Hospitalist	14.1%
Oncologist	12.2%
Emergency medicine	11.5%

(Results of the 2007 Hospital Work Force Survey, HWFI, June 2007)

Shortages are Impacting Access

	% Who Said There Is a Serious Access Problem		
	2005	2006	2007
Anesthesiology	14%	33%	33%
Emergency Medicine	0%	60%	50%
Internal Medicine	67%	85%	95%
Cardiology	38%	80%	58%
Surgery (general)	50%	59%	91%
Surgery (specialty)	69%	75%	
Cardio-thoracic surgery			40%
Neurosurgery			58%
Orthopedic surgery			81%
Obstetrics-Gynecology	70%	76%	83%
Pediatrics	0%	57%	100%
Radiology	23%	72%	69%
Neurology	63%	59%	63%
Family Practice	56%	82%	80%
Nuclear medicine			40%
Physical rehabilitation			100%
Hospitalist			83%
Oncology			71%
Gerontologist			82%
Administrative			100%

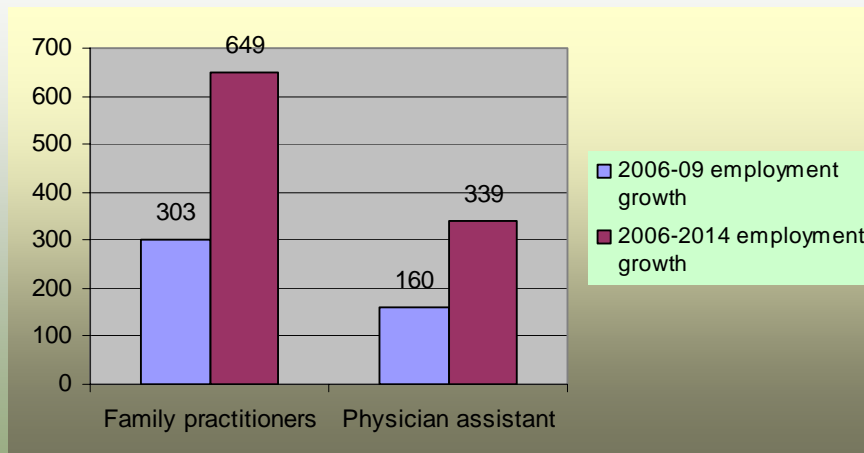
(Results of the 2007 Hospital Work Force Survey, HWFI, June 2007)

Rural Shortages

	Percent and Number Hospitals Who Said There Is a Serious Access Problem					
	Overall	N =	Rural Hospitals	N =	Urban Hospitals	N =
Internal Medicine	95%	18	100%	6	92%	12
Cardiology	58%	7	50%	2	63%	5
Surgery (general)	91%	10	100%	6	80%	4
Orthopedic surgery	81%	13	100%	7	67%	6
Obstetrics-Gynecology	83%	10	75%	3	88%	7
Pediatrics	100%	4	100%	2	100%	2
Radiology	69%	9	88%	7	40%	2
Family Practice	80%	12	60%	3	90%	9
Hospitalist	83%	10	100%	1	82%	9
Oncology	71%	5	50%	1	80%	4
Gerontologist	82%	9	100%	1	80%	8

(Results of the 2007 Hospital Work Force Survey, HWFI, June 2007)

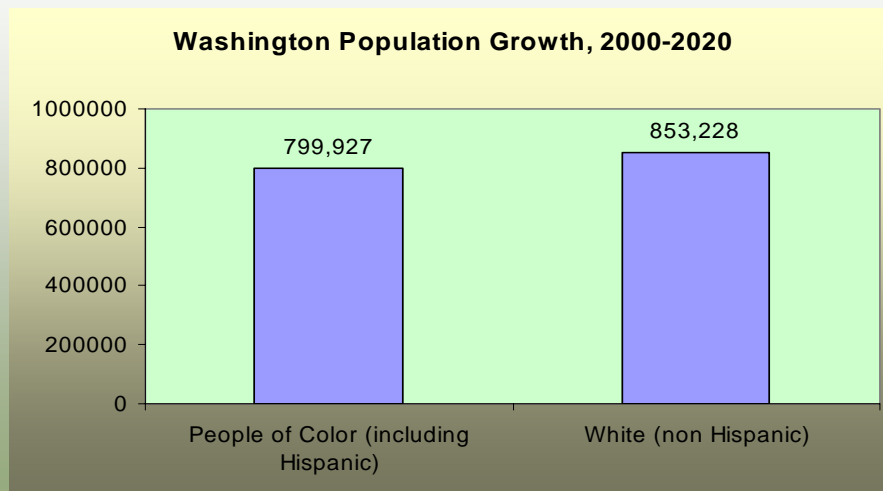
Projected Demand for Primary Care



WA. State Employment Security Department, Labor Market and Economic Analysis Division, *Long Term Occupation Projections, 2007*

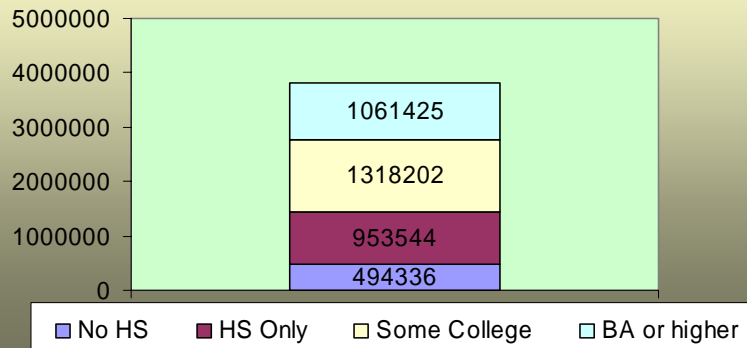
Opportunities

Labor market growth will be concentrated in populations of color



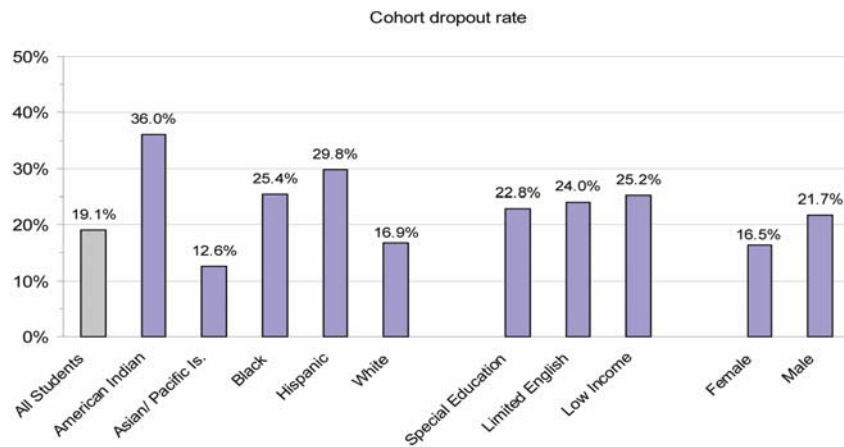
Focus on Current Work Force

Nearly 1/3 of all WA working age adults (1.4 million) have a high school education or less (Census 2000)



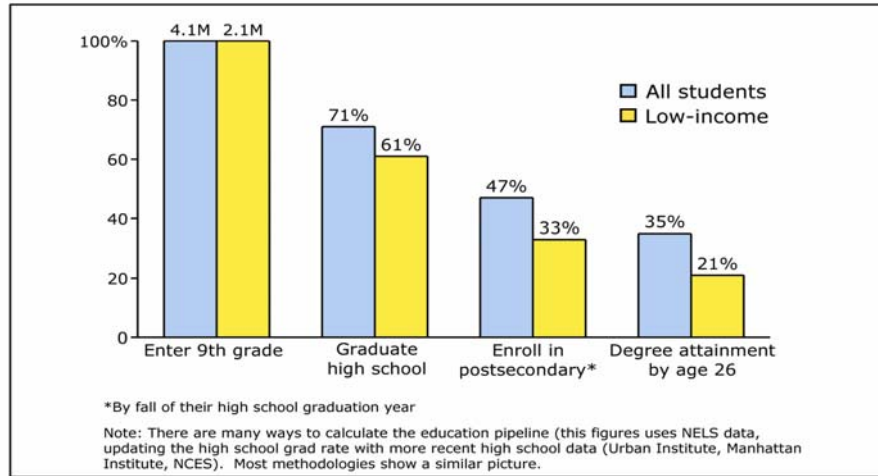
Education systems need reform

Figure 11: Cumulative Dropout Rates by Race/Ethnicity, Program, and Gender (Class of 2005)



Poor students failing to enter and graduate from college

Exhibit 1: The loss of students in the education pipeline



Redesign Education Pipeline

Nursing education at a distance

- Led by Ferry County Memorial Hospital
- 100 percent online associates degree program pre-requisites, didactic and labs
- Incumbent worker training model
- Status: committee exploring feasibility, DOH has committed \$56,000

Work-based learning

- Work process is source of learning
- Capture, document, formalize, and reward learning that occurs on the job
- Structured expectations and competencies
- Results in academic credit or industry-recognized credentials for achievement
- Status: pilots at 3 Seattle hospitals, exploring statewide initiative

Redesign care process

- Lean for health care at VMMC
 - Increased nursing direct patient care from 38 to 90 percent
 - Eliminated call lights
- Yakima Valley Memorial Hospital
 - Lean demonstration in laboratory
- Statewide initiative