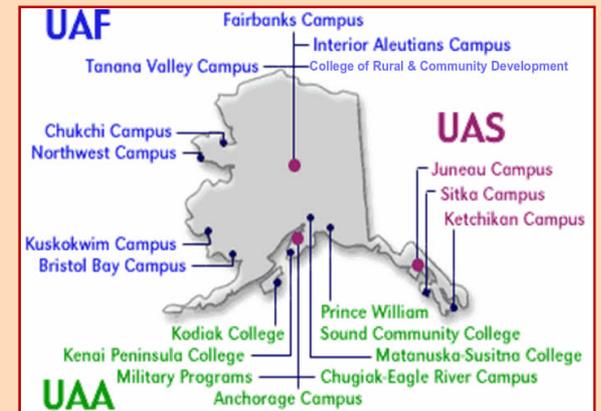




Alaska's Health Care Workforce

**Karen Perdue, Associate Vice President for Health Programs
University of Alaska**

May 1, 2009





Key Points

- Health care is big business
- Shortages are widespread and expensive
- Itinerant workers are a major cost to employers, and a drain to our local economies
- Collaborations are happening
- Solutions must be resourced at every level



Big Industry

- 8%+ of AK's workforce - 26,500 people
- 62% employment growth from 1992-2002, *triple all-industry growth*
- 11 of the 15 fastest growing Alaska jobs are in health care
- Training continuum ranges from OJT to PhD
- Shortages exist in virtually all occupations
- Lifelong satisfying jobs in local communities

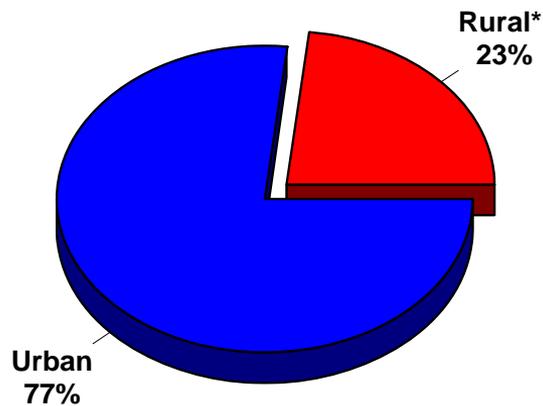


Big Employers

- Providence Health System - Alaska's largest employer since 2001 with about 4000 employees
- 5 of top 20 employers are in health care
- 24 of top 100 employers are health and social services organizations
- Health topped \$5 billion in 2005, 1/3 the value of North Slope oil exports that year

Where The Health Care Workers Are

Many Of Alaska's Health Care Workers Are Employed In Rural Alaska



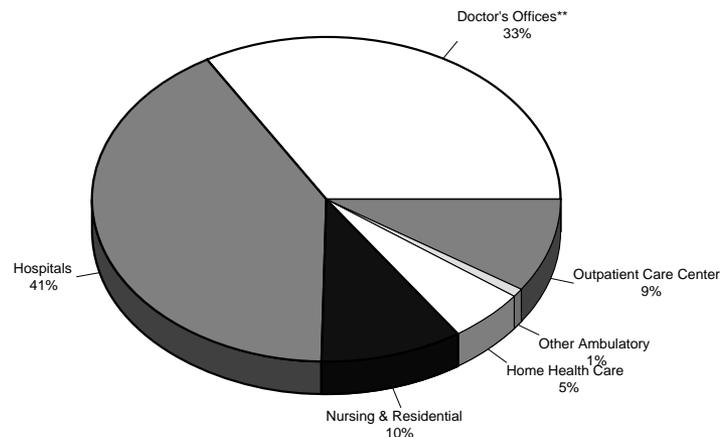
*Rural excludes Anchorage, Fairbanks, Juneau, MatSu and Kenai Peninsula, 2006.

And Many are Rural Alaska's Largest Employers*

Yukon Kuskokwim Health Corporation	1292
SE Alaska Regional Health Consortium	826
Maniilaq Association	555
Norton Sound Health Corporation	478
Bristol Bay Area Health Corporation	355

*2006

Where Alaska's Health Care Services Jobs Are-2008*



*includes public sector
 **includes offices of physicians, dentists, and offices of other health practitioners
 Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

Data from Alaska Dept of Labor and Workforce Development, Research & Analysis Section

Shortages: An Overview

Occupation Group	# Vacancies (estimated statewide)	Vacancy Rate	Mean Length of Longest Vacancy (months)	% Workers 50+ Years in 2005
Physicians	226	11.7%	18 months	Not Available
Physician Assistants	98	19.0%	--	42.3%
Professional Nurses	696	9.8%	24 months	38.2%
Behavioral Health	1033	13.9%	17 months	31.5%
Allied Health	434	6.0-9.3%	11 months	--
Dentists	71	10.3%	19 months	Not Available
Pharmacists	98	23.7%	15 months	30.9%
Therapists (PT,OT, ST, SLP)	234	15.6-29.3%	24 months	23.4%
Other Occupations	994			
TOTAL	3529	10.2%		



Industry Perspective

Itinerant workers and expensive out-of-state recruitments mean dollars lost to employers, and resources not invested in local economies

- In 2005, 80 Alaska health care organizations spent over \$11M in recruitment and \$13M in itinerants (**\$24M total**), for 16 occupations
- FMH spent over \$640K in recruitment, and \$920K on itinerants
- FMH has **saved at least \$3.0M** in nurse recruiting since local training started- 60 nurses trained

Possibles: Alaska
Population 663,661

Prospects

Participants: Formal
Training or OJT

Alaska Trained
Professionals

Active Practitioners
Alaska HC Workforce
Direct Care
Non-Direct

Trained
outside AK

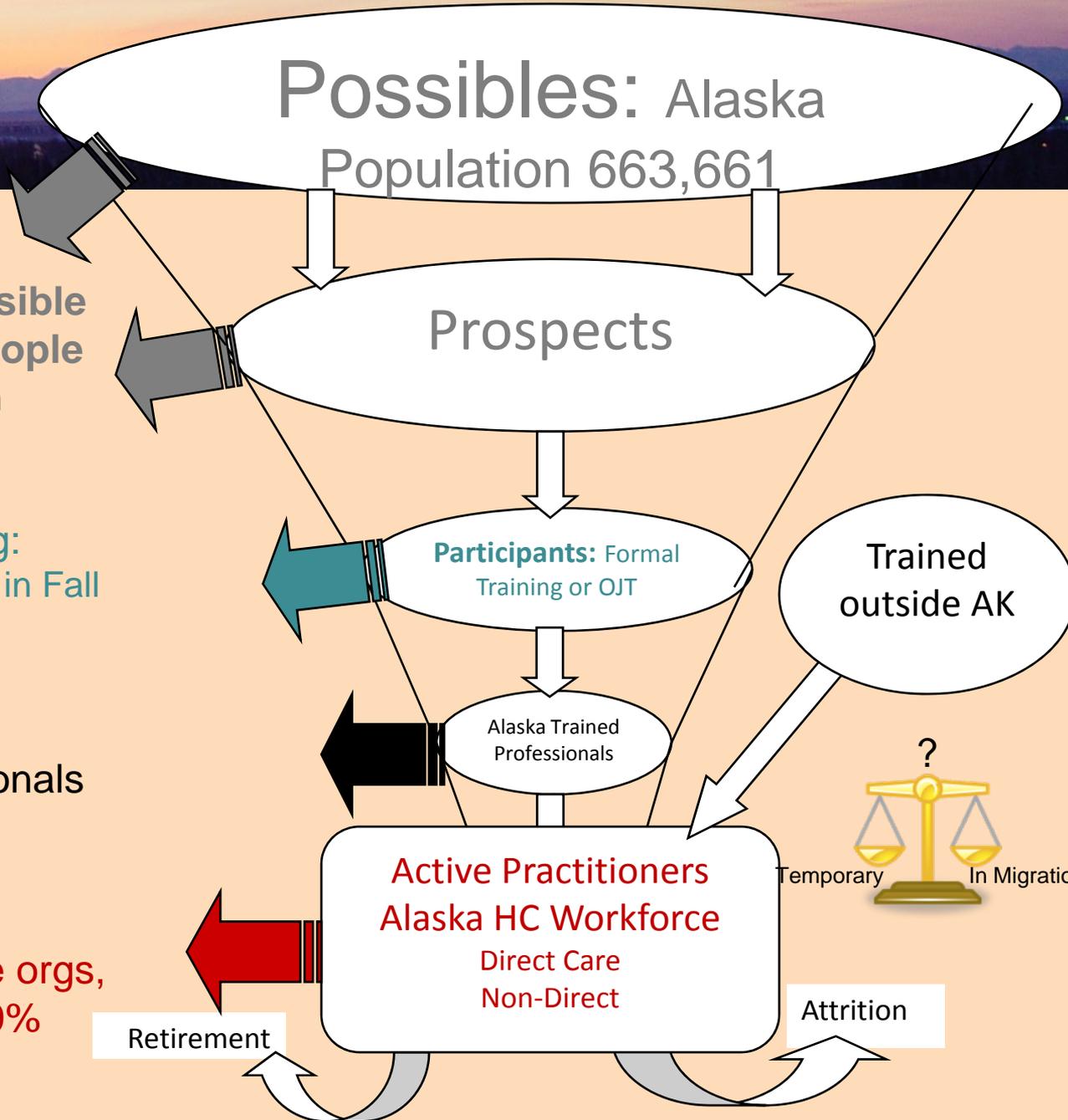
Temporary In Migration



Attrition

Retirement

- Universe of future possible health workers, and people seeking to enter health careers
- Actively in health training:
 - About 4,000 in UA system in Fall 2008
 - OJT and Other (unknown)
- Alaska Trained Professionals
- 26,500 employed in health and social service orgs, mean vacancy rate of 10%



What's Working: UA Health Students

- University of Alaska Health Students
 - Increase of **68%** in students (2001-2008)
 - Increase of **66%** in program completers

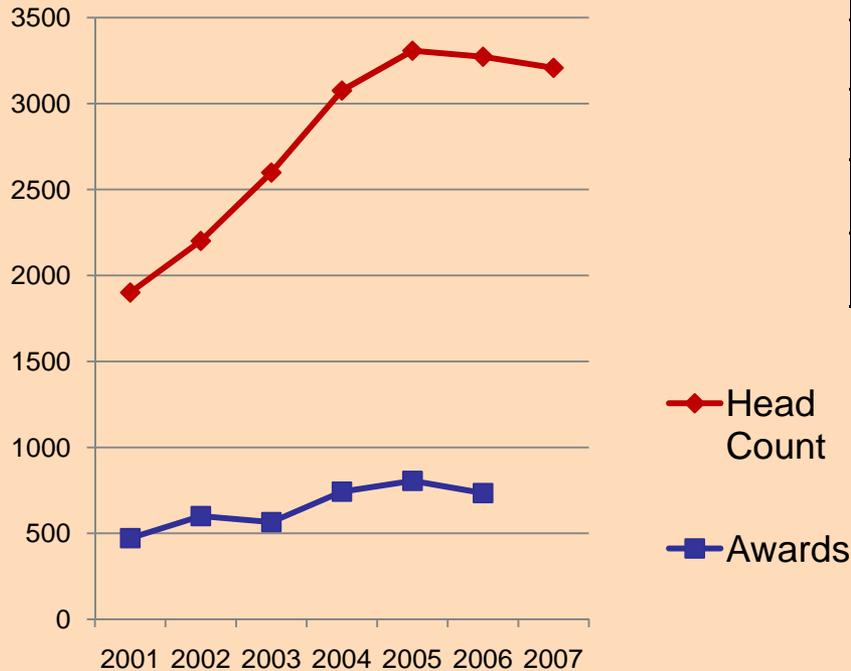


Health Student Locations



Bethel Limited Radiography Students and Faculty

Students in UA Health Programs*



<i>2007 Health Program* Areas:</i>	Fall 2007 Enrollment (Majors and Pre-Majors)	
	Allied Health	662
Behavioral Health	1,297	37%
Nursing	1,351	39%
Other	191	5%
Total Health Programs	3,501	100%

*Those leading to degrees, Regents' certificates, and occupational endorsements

University Health Programs

More than **80** program areas state wide: allied and behavioral health, emergency services, health management, medical office, nursing, primary care, public health, therapies

- **Recent expansions/additions**

- Nursing doubled in size to more than 220 admitted to AAS and BS programs per year; AAS distributed to 12 communities
- Medicine doubled from 10-20
- Radiologic technology implemented in 6 sites
- Occupational therapy with Creighton University
- Speech/Language/Audiology Pathology with East Carolina University
- Distance Master's in Social Work expanded
- Rural Allied Health training via distance delivery
- More than double MPH enrollment to about 70 distance students



Next Steps

- **Coming soon**

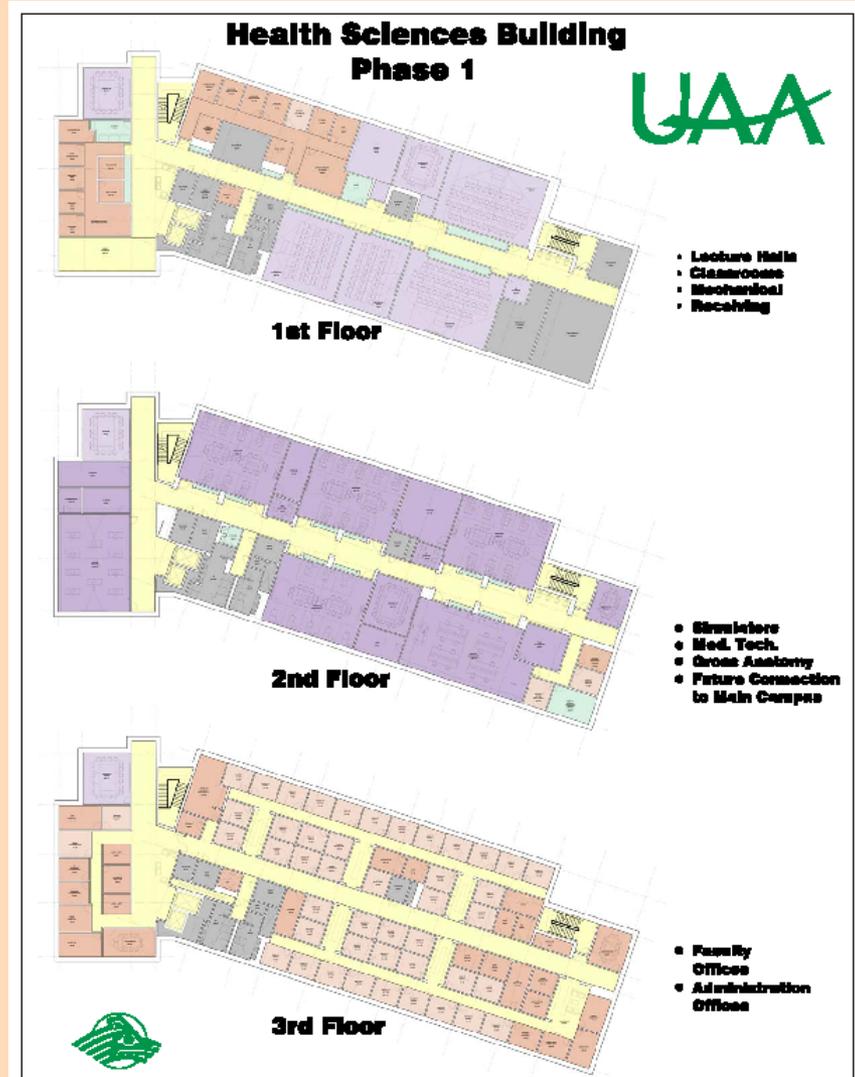
- Physician Assistant program – increasing from 8 to 24, entire program in Alaska
- Bachelor's degree in dietetics and nutrition – via distance
- Pharmacy – with Creighton University, distance delivered
- Accredited internship in clinical psychology
- Ultrasonography program
- Dental expanded functions training for dental assistants/hygienists
- Health Sciences Building and campus in Anchorage

- **In the future**

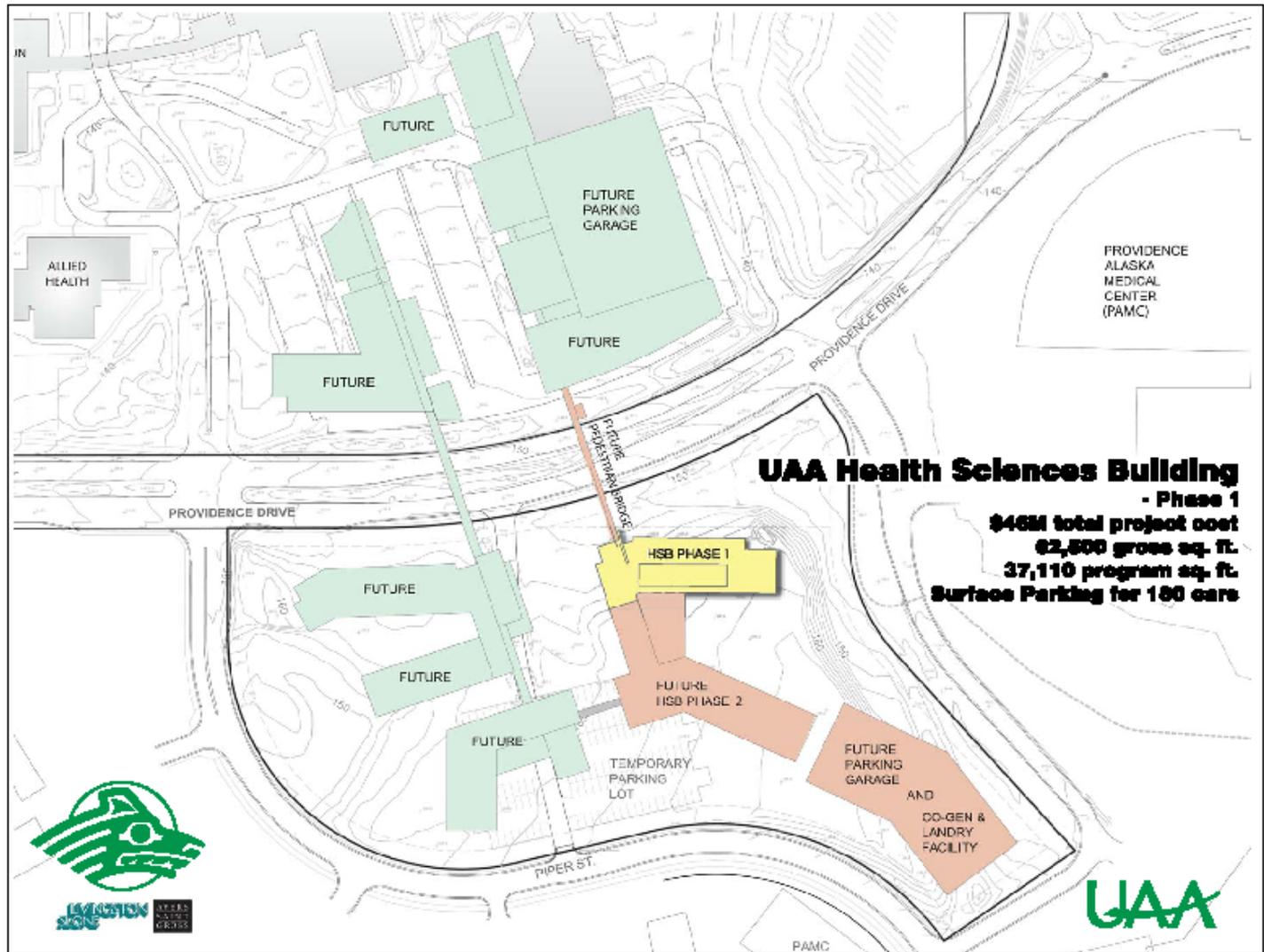
- Pharmacy education strategic options study
- Physical therapy and physical therapy assistant programs
- Doctorate in nursing practice (DNP)
- Possible partnerships in dentistry
- Additional programs in health education and health care management

Health Sciences Building

- The Health Sciences Building will house four programs: Nursing, Medicine, Physician Assistant, and Medical Laboratory
- It is expected to open in Fall 2011.
- The second floor will house several clinical simulation environments that will provide opportunities for interdisciplinary professional education
- This building is expected to be the first phase of a multi-building health campus.



Health Sciences Campus





What's Working: Partnerships

Funding Partners

- AK Mental Health Trust Authority (Trust)
- Denali Commission
- State of Alaska (HSS)
- Federal Government (HHS, DOL)
- Alaska's Hospitals and Health Care Providers

Collaborations – Selected Examples

- Trust Workforce Development Initiative (30)
- HSS Primary Care Council (17)
- Alaska Center for Rural Health-AHEC Board of Directors (18)

Internal Coordination and Collaboration

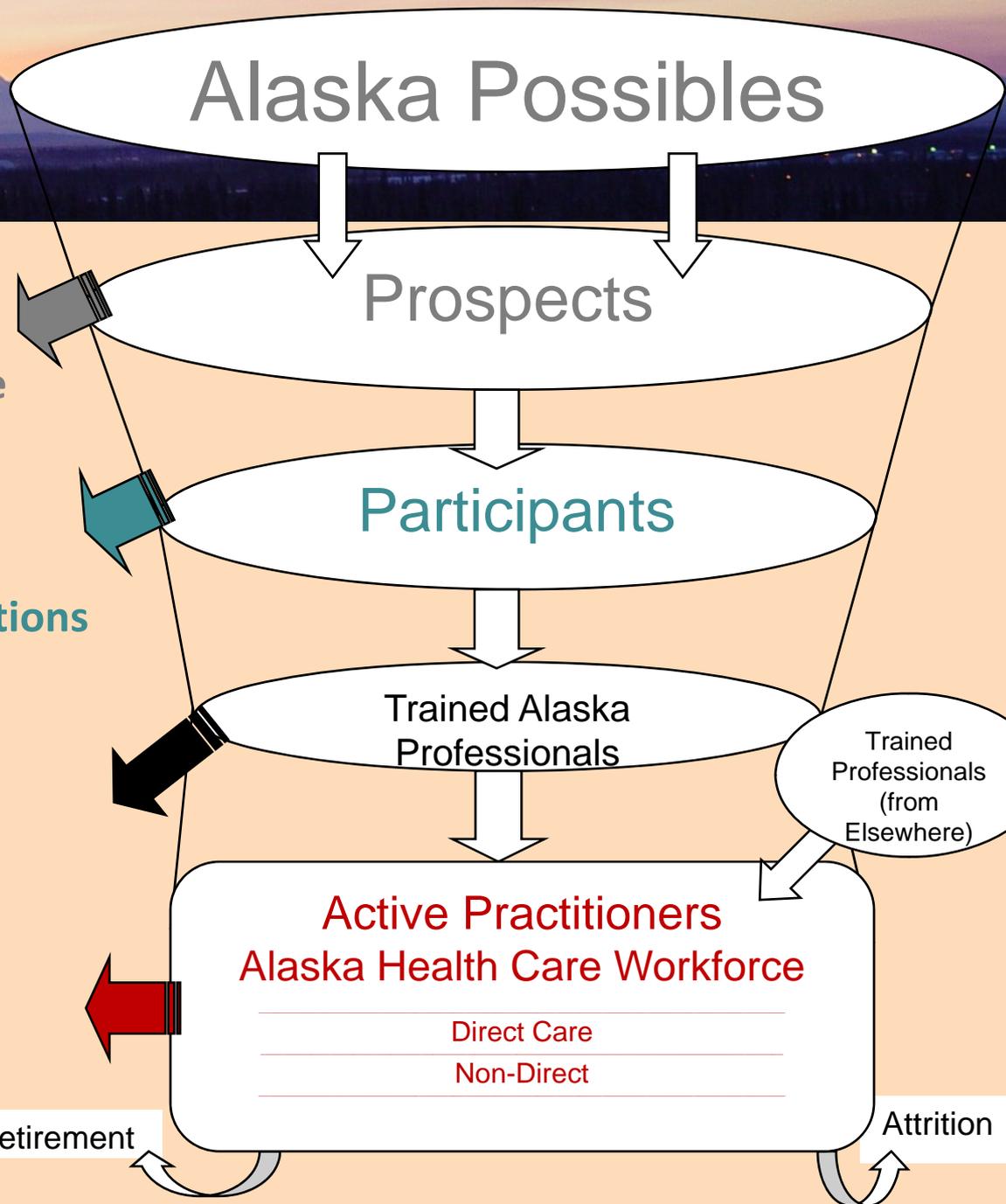
Alaska's AHEC



Goals

1. Alaskans Into Health Careers
2. Clinical Rotations to Underserved Areas
3. CE/CME in Underserved Areas

Critical Actions: Grow Our Own



- Institutionalize Regional System to Recruit and Prepare K-20
- Training Cooperatives
- Apprenticeships/Clinical Rotations
- Increased Resources at Postsecondary Level
- Loan Repayment Program
- Training Plan



Recommendations

- Make Health Workforce Reform a part of Health Care Reform
- Keep it a standing item on your work plan
- Demand cooperation, collaboration
- Continue planning, collaboration, and state investment in **Grow Our Own** initiatives, including in the health professions
- Make progress on postgraduate programs: internships, residencies



Recommendations

- Strengthen pipeline programs
 - AHEC
 - U-DOC/Della Keats/NIDDK
 - Nursing Workforce Diversity
 - Recruitment and Retention of Alaska Natives Into Nursing (RRANN) – **101** Alaska Native/American Indian nursing graduates since 1998
- Other programs for academically disadvantaged health students, and those from underrepresented and underserved populations

