

Alaska Health Workforce Coalition

Presenters:

Karen Perdue, President/CEO, Alaska State Hospital and Nursing Home Association

Delisa Culpepper, COO, Alaska Mental Health Trust Authority

Jan Harris, Vice Provost, Health Programs, University of Alaska/UAA

Fall 2011
Priorities

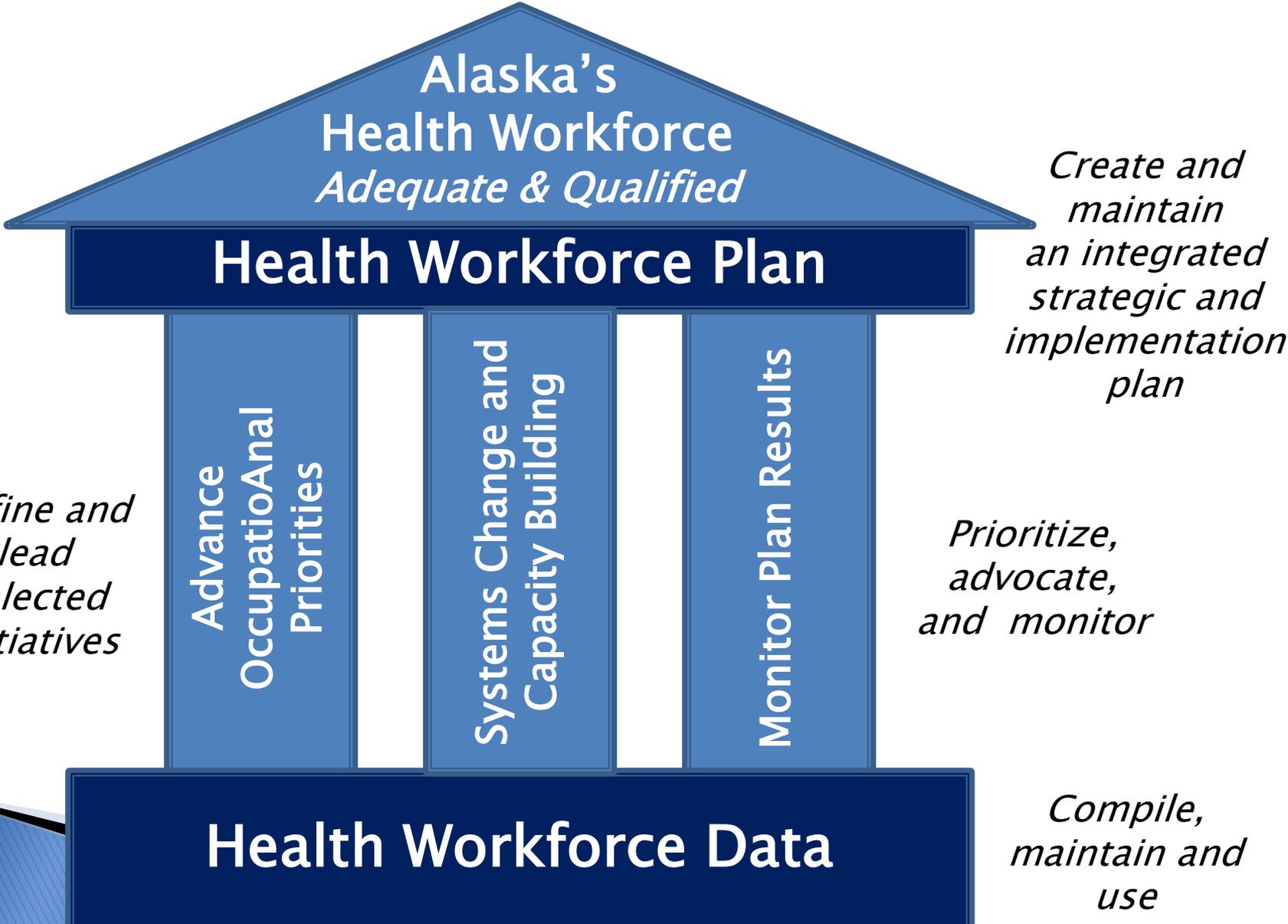
Health Care Commission Priorities

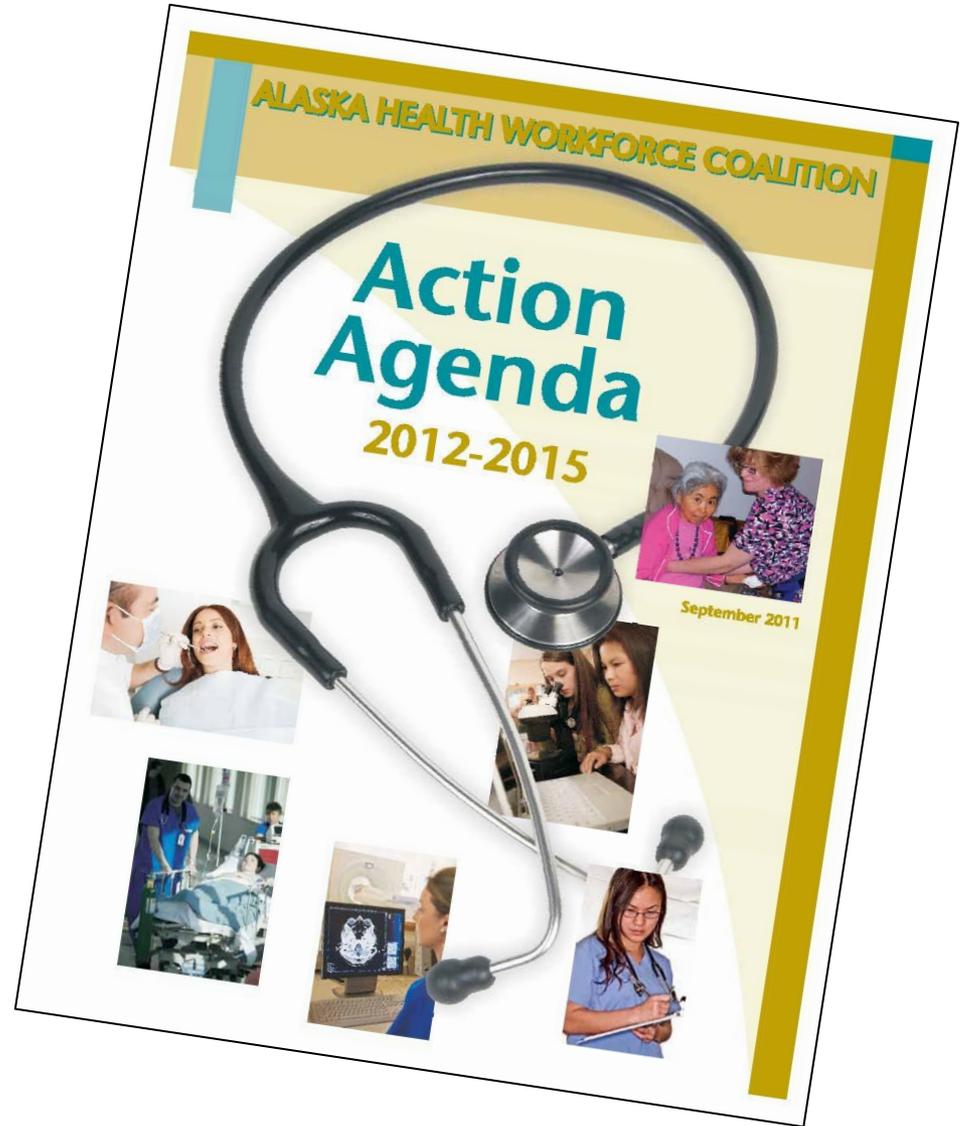
- ▶ **2009/10: Develop the health workforce**
 - Make health workforce development a priority, and support coordinated planning
 - Strengthen the pipeline of future health care workers
 - Support workforce innovation and adaptation as care models evolve
 - Increase the supply of primary care physicians
- ▶ **2011: Strengthen the health workforce**
 - Track Alaska Health Workforce Coalition planning activities

Alaska Health Workforce Coalition

- ▶ A public–private partnership created to develop, implement, and support a statewide approach to ensure a robust workforce to address Alaska’s growing health care needs

Coalition Approach





Action Agenda 2012–2015

Occupational Priorities

Primary Care
Providers

Direct Care
Workers

Behavioral Health
Clinicians

Physical Therapists

Nurses

Pharmacists

Systems Change and Capacity Building

Health Profession Loan
Repayment and Incentive
Programs

Training and Professional
Development

Aligning regulatory policies
that impact the health
workforce

Engage and prepare Alaskan
youth for health careers

Health workforce recruiting

Health workforce data

Alaska Health Workforce Coalition

LEADERSHIP

Industry

- ASHNHA
- Alaska Primary Care Association
- Alaska Native Tribal Health Consortium
- Alaska Workforce Investment Board

State of Alaska

- The Trust
- University of Alaska
- DHSS
- DOLWD
- DEED

Coalition Member Organizations

INDUSTRY

- ▶ AFL-CIO/Alaska Nurses Association
- ▶ Laborers Local 341
- ▶ Alaska Native Health Board
- ▶ Alaska Native Tribal Health Consortium
- ▶ Alaska State Hospital and Nursing Home Association
- ▶ Alaska Primary Care Association
- ▶ Alaska Workforce Investment Board
- ▶ Fairbanks Memorial Hospital
- ▶ Providence Health and Services Alaska

STATE OF ALASKA

- Health Care Commission
- Department of Education and Early Development
- Department of Labor and Workforce Development
- The Alaska Mental Health Trust Authority
- Department of Health and Social Services

EDUCATION

- University of Alaska/Anchorage
- Anchorage School District
- Alaska Area Health Education Centers
- Avant-Garde Learning Alliance
- Career Academy

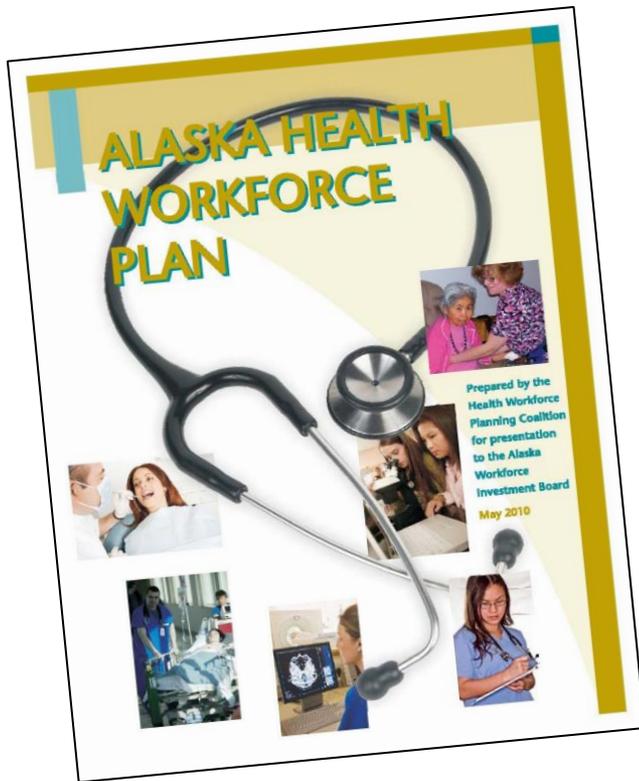
FEDERAL

- US Department of Labor

Prior to 2009

- ▶ AMHTA, DHSS and UA partnered to begin the Behavioral Health Initiative Partnership (BHIP)
- ▶ BHIP focused on occupations within the behavioral health, seniors and community based services field, such as
 - Direct Care Workers
 - Psychiatrists
 - Advanced Clinical Degrees

Planning Process, Part 1



▶ April 2009

- Coalition formed to develop a strategy for tackling workforce issues in the health industry
- Gathered vacancy data and discussed strategies

▶ September 2009– April 2010

- Outreach to conferences and constituency groups for additional perspectives

▶ May 2010

- Plan finalized and adopted by key stakeholders including Alaska Workforce Investment Board

2010 Health Workforce Plan Highlights

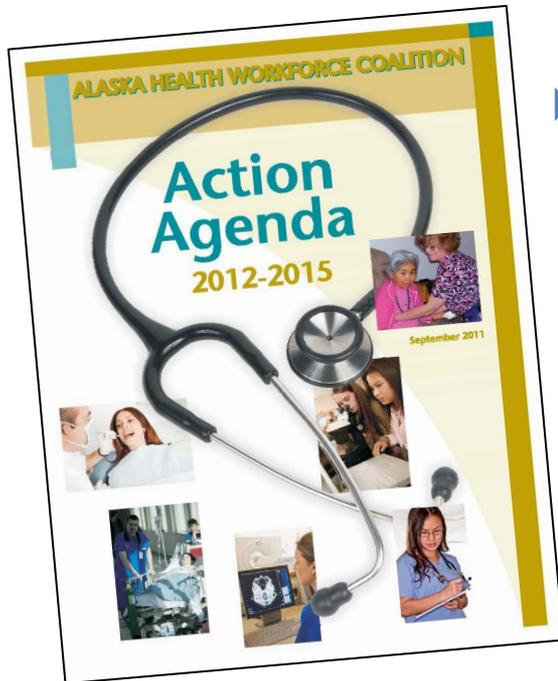
- ▶ 15 High Priority Occupational Groups including 30 occupations
- ▶ Comprehensive view of the workforce issues facing the industry
- ▶ Broad action steps identified

Articulated goals across the workforce development spectrum and applied them to high priority occupations:

- ▶ **Engage** – Alaskans in health workforce careers
- ▶ **Train** – Alaskans for health employment
- ▶ **Recruit** – qualified candidates to fill health positions
- ▶ **Retain** – a skilled workforce

Planning Process, Part 2

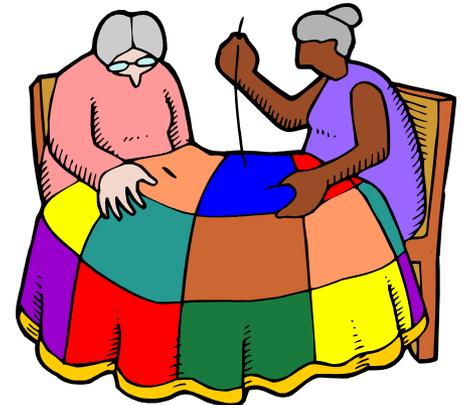
- ▶ **September 2010** Funding received from HRSA to focus on health workforce data
- ▶ **January– July 2011**
 - Engaged staff and consultants
 - Conducted information gathering on the high priority occupational groups
 - Narrowed down to 6 occupational groups and uncovered systemic issues that impact health workforce
 - Merger with Alaska Mental Health Trust Authority's Workforce Focus Area
- ▶ **September 2011 and beyond**
 - Action Agenda 2012–2015
 - Sustainability and accountability



The Picture of Health Workforce



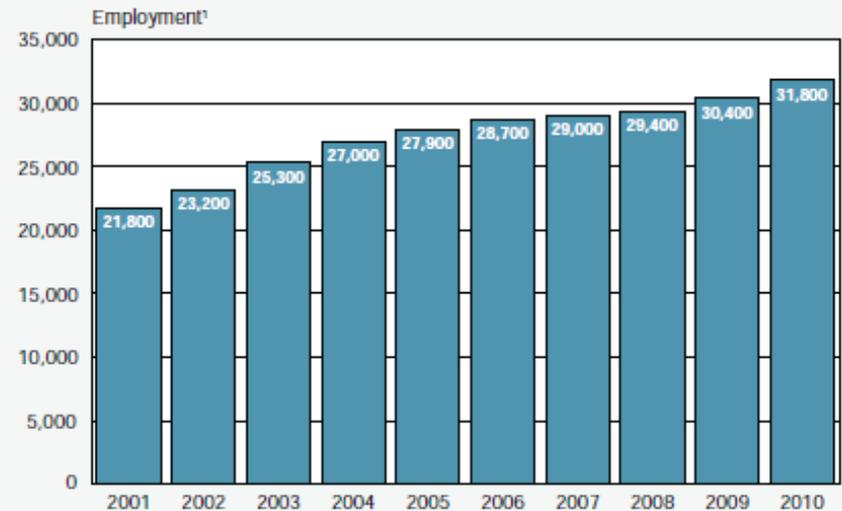
- ▶ Many types of data are available – occupations projections, vacancies, industry information, student data – but the picture is incomplete
- ▶ Working on developing a more comprehensive and integrated set of data to allow for better prediction of critical needs



HRSA Workforce Planning Grant: DOLWD Products



Nine Years of Growth in Health Care **2**
Alaska, 2001 to 2010



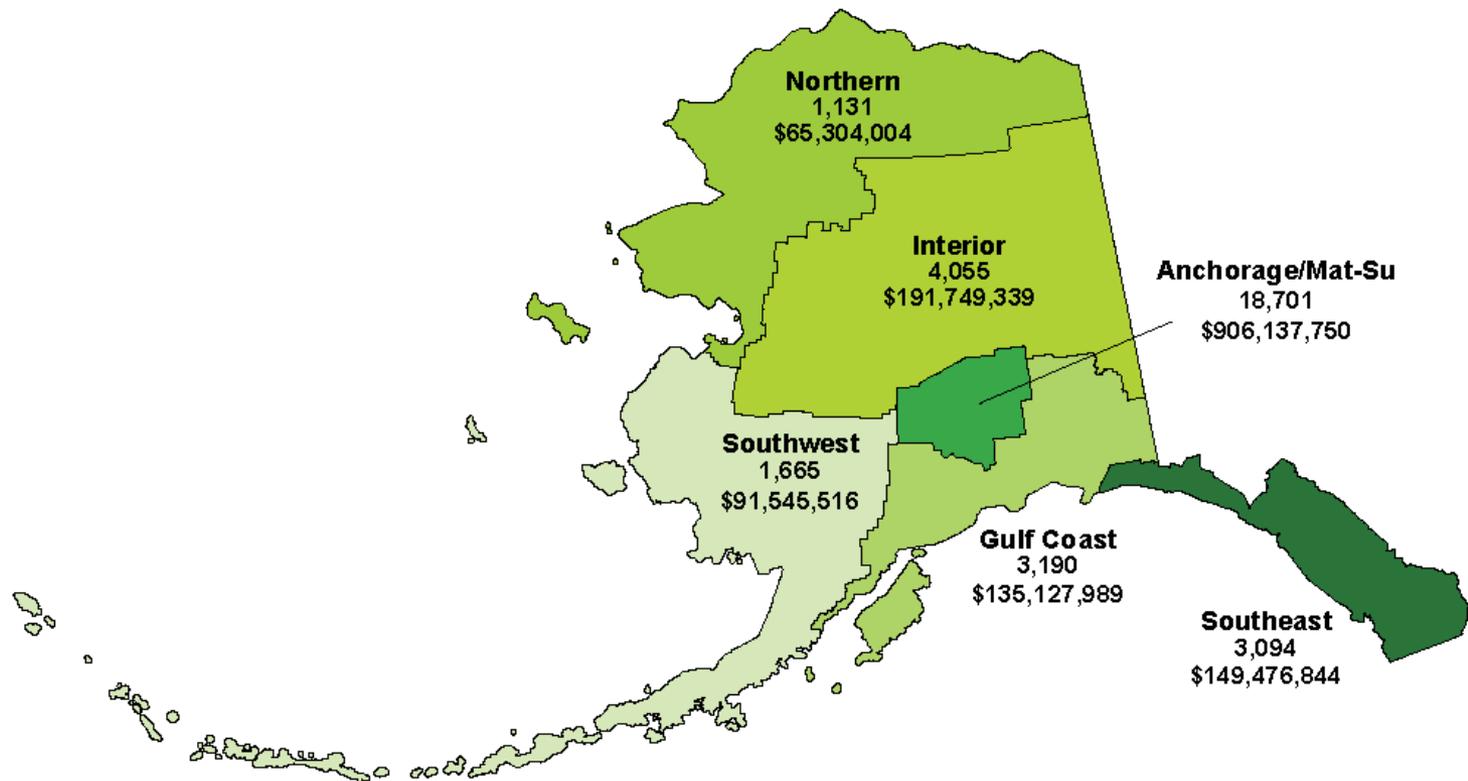
*Employment for public and private sectors, NAICS 621, 622, and 623.
Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

- Alaska's fastest growing Industry
- Industry and occupational characteristics, costs, benefits, economic impact

Health Care Industry

Health Care's Employment and Total Wages
By economic region, Alaska 2010

10



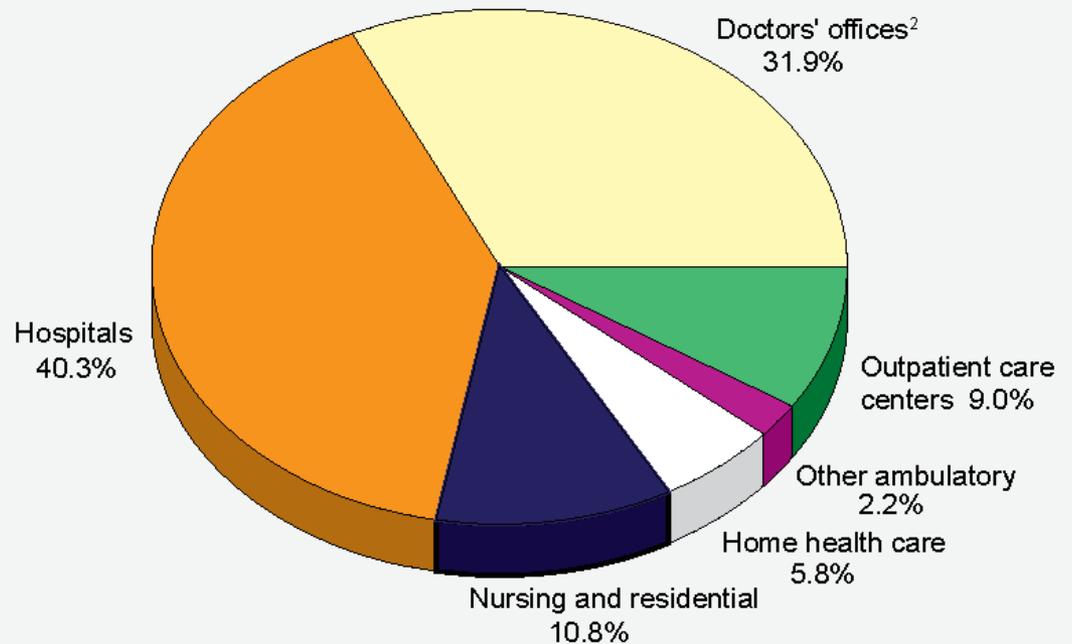
Note: Average annual employment

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

Job Locations

Where Health Care Jobs Are¹
Alaska, 2010

5



¹Includes private and public sectors

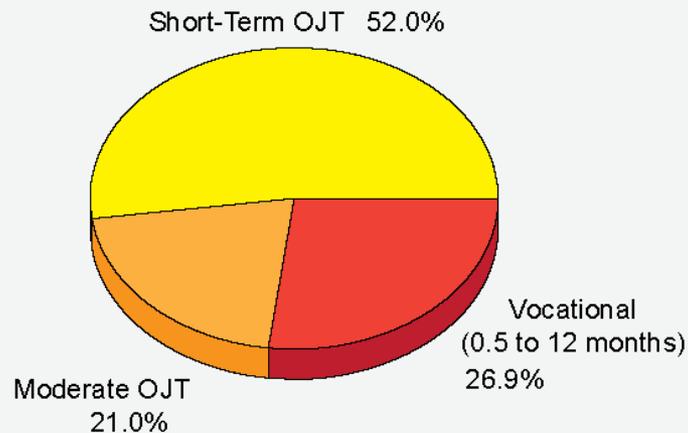
²Includes offices of physicians, dentists, and other health care practitioners

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

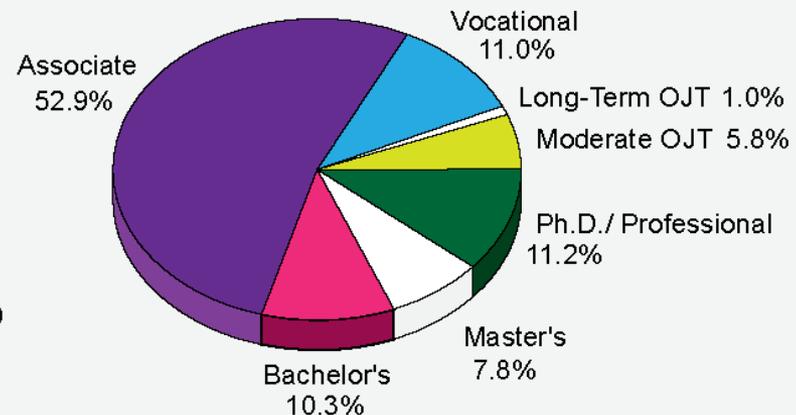
Preparing Health Care Workers

9 Training for Future Health Care Jobs¹ By required education level,² Alaska 2018

Health Care Support Occupations
Average Annual Wages = \$37,180 (2010)



Health Care Practitioner and Technical Occupations
Average Annual Wages = \$85,900 (2010)



Notes: Percentages do not sum to 100 percent due to rounding. OJT stands for "on-the-job training." Short term OJT is one month or less, moderate OJT is one to 12 months, and long-term OJT is more than a year.

¹Percentages are based on projected total openings in 2018 for health care occupations listed in Exhibit 8.

²Training levels are based on minimum training needed to get the position.

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

DOLWD Web Link

- ▶ <http://labor.alaska.gov/research/healthcare/healthcare.htm>

DOLWD Occupations Website

- The new online Web site for Alaska's Health Care Occupations is nearing completion. This Web site is one of R&A's HRSA deliverables for the Health Care Planning Grant.
- On the first page, you will be able to see an alphabetical list of health care occupations. There are also two additional options to either sort by wages or by employment outlook.
- After clicking on an occupation, you will be taken to a page of information about that occupation. The information presented includes:
 - Occupation Description
 - Employment and Job Openings
 - Wages
 - Labor Force Indicators
 - Training/Experience Requirements
- There is a right menu bar which provides more information. There will be the option of printing a "Printer Friendly PDF." This provides a professional looking report for a user to use as they wish.

The Picture of Health Workforce Data



- ▶ **SOA** – demographic, economic, community data
- ▶ **DOLWD 10 year occupational projections** – based on historical industry data regarding jobs and employees; also average wages, # > 50 years, # out-of-state residents
- ▶ **DOLWD industry data**
- ▶ **DHSS licensure analysis** – changes in numbers of license-holders by profession over time
- ▶ **UAA/AHEC vacancy studies** – point in time surveys of existing positions in Alaska health care organizations done every 2–3 years; also recruitment cost studies and retention
- ▶ **UA student data** – enrollment, awards (degrees, certificates) and supply projections
- ▶ **HRSA Bureau of Health Professions** – per capita professionals, compared to other states
- ▶ **Other** – special topics and studies; frequent interactions with industry; data spreadsheet

Improving the Picture

- ▶ **UAA/AHEC** – vacancy study trend analysis
- ▶ **UAA** – student persistence data
- ▶ **DOLWD** – turnover studies
- ▶ **Cross-walk** of industry job titles and DOLWD SOC codes
- ▶ **DHSS** – additional licensure studies
- ▶ **DHSS** – community health status data
- ▶ **DHSS** – use of discharge and claims data
- ▶ **Health workforce data compendium**



Action Agenda Highlights

»» 2012–2015

Primary Care Providers

- ▶ Focus on training Nurse Practitioners and assessing current medical education options and other training programs
- ▶ Objectives:
 - Medical education options assessment
 - Fairbanks family medicine residency feasibility study (DO/MD)
 - UAA Nurse Practitioner programs expansion
 - Support-for-service resources
 - Physician recruitment/retention survey
 - Plan for medical residencies



Direct Care Workers

- ▶ Implementing the Competency Tools and overcoming barriers to implementing apprenticeship
- ▶ Objectives:
 - ▶ *Alaska Core Competencies for Direct Care Workers*
 - ▶ *Assessment Tools*
 - ▶ Advanced CNA registered apprenticeship at Pioneer Homes
 - ▶ Work group results/recommendations for improved training



Behavioral Health Clinicians

- ▶ Master's/doctoral preparation; focus on psychiatric residency and psychiatric nurse practitioners, shared learning and practice models
- ▶ Objectives:
 - ▶ Psychiatric residency
 - ▶ Psychiatric/Mental Health Nurse Practitioner collaboration
 - ▶ Plan for structures/models to reduce burnout
 - ▶ Loan repayment/employment incentives for Behavioral Health Clinicians



Physical Therapists / Physical Therapist Assistants

- ▶ Alaska specific solutions to training; partnerships
- ▶ Objectives:
 - Assessment of options for physical therapy careers education, including partnerships
 - Funding physical therapy careers programs
 - Equipping physical therapist assistant program
 - Implementing Alaska solutions for physical therapy careers education



Nurses

- ▶ Focus on professional development (specialties, RN→BS, nurse educators)
- ▶ Objectives:
 - ▶ Formal industry input into programs
 - ▶ Pilot enhanced RN→BS program model
 - ▶ Review and incorporate exemplary models for the nursing pathway
 - ▶ Employer encouragement of education advancement
 - ▶ Sub-specialty training model
 - ▶ Plan for development of nurse educators



Pharmacists

- ▶ Support current program and explore new partnership
- ▶ Objectives:
 - Strengthen pre-pharmacy curriculum and advising
 - Support current pharmacy education partnership
 - Determine potential for more robust, in-state program partnership
 - Strategy for linking students doing rotations in Alaska with employment opportunities



Health Professional Loan Repayment and incentive Programs

- ▶ Objectives:
 - Increased support-for-service resources
 - Continue SHARP program



Training and Professional Development

- ▶ Objectives:
 - Determine benefits of Trust Training Cooperative learning management system
 - Non-academic training for direct service workers and their supervisors
 - Alaska CACHE will provide information about continuing education/continuing medical education opportunities
 - Preceptor/mentor Clinical Coaching course



Aligning Regulatory Policies that Impact the Health Workforce

- ▶ Objectives:
 - Convene industry work group to identify opportunities to improve regulatory policies including those regarding licensure and background checks
 - The Background Check Program will review agency policies and provide recommendations



Engage and Prepare Alaska Youth for Health Careers

▶ Objectives:

- Develop Health Career/Technical Education Program of Study framework
- Pilot Health Program of Study
 - Partners:
 - Three school districts
 - AHECs
 - UA Tech Prep staff
 - UA Allied Health Alliance



Health Workforce Recruiting

- ▶ Using existing resources more effectively
- ▶ Objectives:
 - Industry/state work group to explore coordinated recruitment and retention efforts
 - Plan for communication regarding recruitment focused on use of DOLWD resources



Health Workforce Data

▶ Objectives:

- Compile and update comprehensive picture of health workforce using current data; identify gaps
- Improve and compile additional data
- Produce compendium of data useful for planning (may be in online format)



Support Requested for...

- ▶ Coordinated data collection and analysis efforts
- ▶ Loan repayment/employment incentives
- ▶ Psychiatric residency
- ▶ Alaska Area Health Education Center (AHEC) system
- ▶ Physical therapy careers program strategies
- ▶ Graduate nursing programs

Questions?

- ▶ **Contact: Kathy Craft**, Alaska Health Workforce Coalition Coordinator
 - Kathryn.Craft@alaska.gov
 - (907) 388-3501
- ▶ **Website:**
www.sites.google.com/site/alaskahealthworkforcecoalition