Laura Long, Committee Chair
Director, National Workforce Planning and Development/Strategic Workforce Initiatives
Kaiser Permanente
When: Established in 2008

Who: Committee is made up of CHA members with expertise in workforce development, recruitment, and human resources

What: Leads statewide, coordinated effort to develop, support, and implement strategic solutions to critical health workforce shortages in the allied and other health professions
How?

Influence Policy Changes

Collaboration with State and Others

Communication with Education

Coordination of Resources and Workforce Investments
Critical Partners
Work Products

Allied Health: The Hidden Health Care Workforce
Addressing the Long Term Need for Qualified, Culturally Competent Allied Health Professionals

Critical Roles: California's Allied Health Workforce
California Hospital Association Allied Health Workforce Survey

Health Facility Work-Based Learning Program Guide
(The Health Employer/K-12 Partnership)
Data: Q4 2014 Survey tells us...

- 40% of the Clinical Lab Scientist workforce is age 56 or older*
- 30% of Coder workforce is age 56 or older*
- For most positions: 55%-60% is age 45 or under*

*Based on 4th Quarter 2014 data, approximately 226 hospitals responding
Our members and others also tell us...

- Clinical Laboratory Scientists still in high demand. Current workforce is aging rapidly.

- Physician shortage ongoing. One-third of doctors over the age of 57 in California.

- Experienced nurses still in demand, especially in rural areas. Labor and delivery and Emergency Department specialties in highest demand.
California’s Aging Health Care Workforce: Distribution by Age Group and Occupation

<table>
<thead>
<tr>
<th>Position</th>
<th>Distribution (%) by Age Group</th>
<th>Reported headcount</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>25-35</td>
<td>36-45</td>
</tr>
<tr>
<td>Respiratory Therapist</td>
<td>25.0</td>
<td>29.0</td>
</tr>
<tr>
<td>Physical Therapist</td>
<td>26.0</td>
<td>33.0</td>
</tr>
<tr>
<td>Pharmacist</td>
<td>30.0</td>
<td>32.0</td>
</tr>
<tr>
<td>CT Tech</td>
<td>18.0</td>
<td>33.0</td>
</tr>
<tr>
<td>Ultrasound Tech</td>
<td>27.0</td>
<td>30.0</td>
</tr>
<tr>
<td>Rad Tech</td>
<td>28.0</td>
<td>29.0</td>
</tr>
<tr>
<td>MRI Tech</td>
<td>18.0</td>
<td>31.0</td>
</tr>
<tr>
<td>Coder</td>
<td>13.0</td>
<td>23.0</td>
</tr>
<tr>
<td>CLS</td>
<td>14.0</td>
<td>18.0</td>
</tr>
</tbody>
</table>

41% of the Clinical Lab Scientist workforce is age 56 or older*
31% of Coder workforce is age 56 or older*

*Based on 4th Quarter 2014 data, approximately 226 hospitals responding
Top Workforce Concerns in the Next 5 Years

% of Hospitals Responding as "Concerned" to "Very Concerned" Regarding Issues that May Impact Health Workforce Shortages

- Diversity/Linguistic Population Capabilities
- Population Growth
- Aging Population
- Budget Cuts to Health Professions Education
- Aging Workforce
- Health Care Reform
So now what?
## Total Estimated Annual Openings due to Growth and Separation

<table>
<thead>
<tr>
<th>Area</th>
<th>Code</th>
<th>Occupation</th>
<th>Est Yr-Proj Yr</th>
<th>Total Annual Openings</th>
</tr>
</thead>
<tbody>
<tr>
<td>California</td>
<td>292032</td>
<td>Diagnostic Medical Sonographers</td>
<td>2006 - 2016</td>
<td>110</td>
</tr>
<tr>
<td>California</td>
<td>292034</td>
<td>Radiologic Technologists and Technicians</td>
<td>2006 - 2016</td>
<td>460</td>
</tr>
</tbody>
</table>
A New Vision for 21st Century Health Workforce Planning and Development

Population Health

Use of Technology

Health Care Delivery Teams
The CHA Workforce Committee will integrate new activities into their current work:

- **Creation of a learning community** that will work to elevate the conversation about health workforce planning and development both internally and externally.

- **Bringing back intelligence:** Cross-member sharing of best practices in workforce planning and development.

- What can we learn from **other sectors**?

- How do we need to **partner differently**?

- How do we best **leverage resources** from multiple sources to most effectively train health professionals at all levels?
Important Work Will Continue

- Legislation: Support for important workforce and education related bills

- Reporting: 2015 Report in Partnership with UCSF Center for the Health Professions and other partners will examine future workforce needs through the lens of ACA implementation using a formulary developed by experts in the field

- Collaboration with state agencies, education partners, state workforce board

- Strategic partnerships with philanthropy
CHA / Irvine Foundation Project on Work-based Learning

One-year planning grant to design a system of coordination around health sector work-based learning for high school students and to identify the value for employers.

Deliverables:

• Recommendations for future investments in WBL
• Roadmap/toolkit to guide partners in developing robust work-based learning programs
• Key messages designed for employers that will increase employer engagement in this work
Evolve care models resulting from implementation of the ACA will drive demand for health professionals in new ways. Care delivery models will look different than they do now and therefore education and training models may need to be modernized.

Job growth in the health sector will continue to increase in ambulatory settings and will level off or decrease in the acute care setting.

Health professionals will be required to have a more complex set of skills in the future due to the acuity of patients and emerging models of care delivery that include the use of technology and working as part of an interdisciplinary team.

An aging workforce is a significant long term factor. Workers will be retiring, while at the same time increasing demand for services.
For More Information:

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