

Nevada's Healthcare Workforce

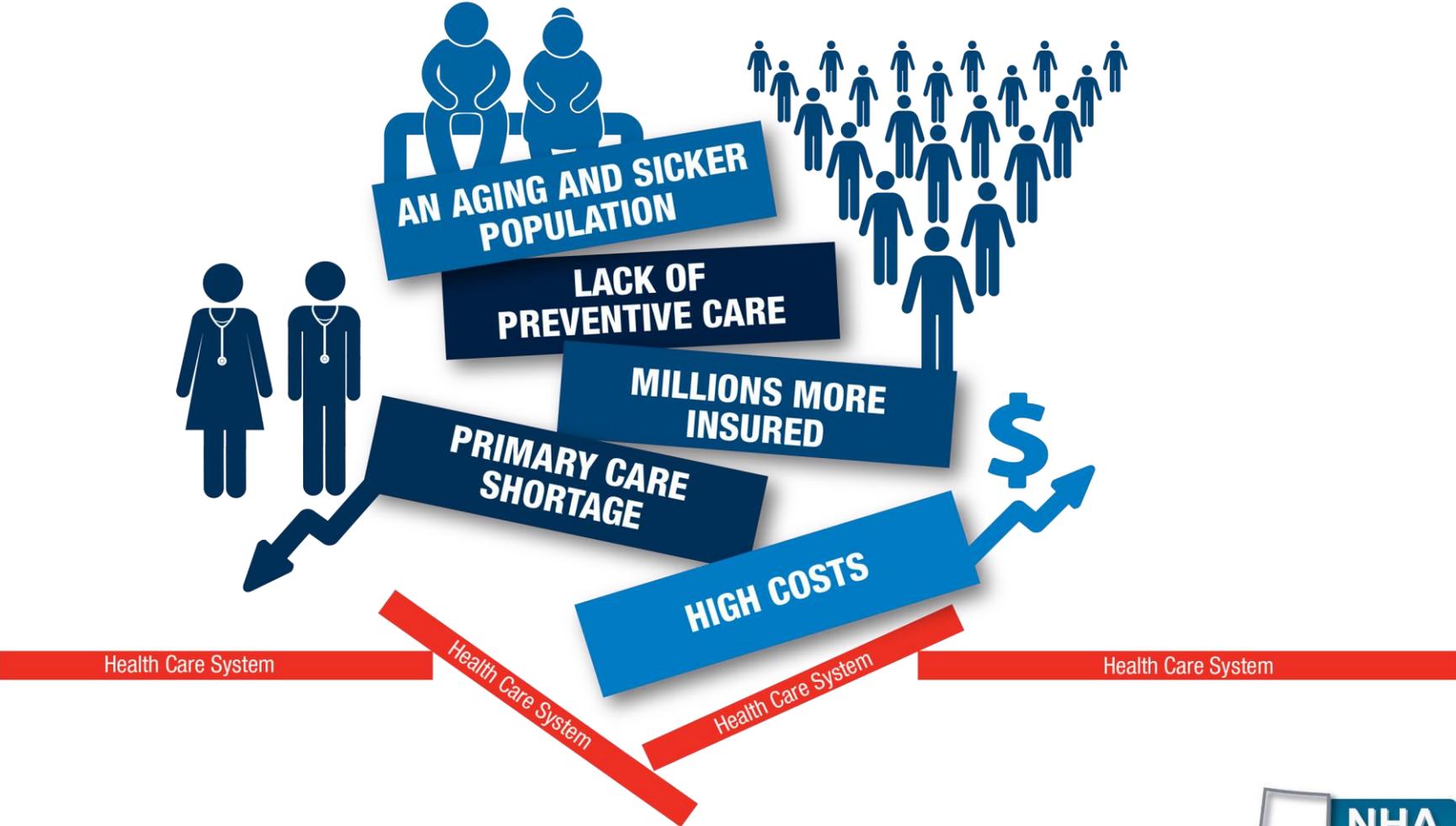
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Agenda

- Healthcare System Challenges
- Areas of Workforce Demands
- Challenges to Meeting these Demands
- Strategies to Resolve these Demands

Health Care System Challenges



A New Era in Health & Health Care

Patient-Centered



Areas of Workforce Demands

- Clinically Trained Staff for Specialty Areas
- Social Workers
- Clinical Laboratory Technologists
- Nurses
- Primary Care Providers
- Physical Therapists, Occupational Therapists, Speech Therapists
- Mental and Behavioral Health

See Attachment 1



Primary Care Professional Health Shortage Areas

Map 3.1: Primary Medical Care Health Professional Shortage Areas in Nevada



Mental Health Professional Shortage Areas in Nevada

Map 3.7: Mental Health Professional Shortage Areas in Nevada



Source: *Intellimed*, 2014



What are our challenges in meeting Health care workforce demands?

Based on a survey administered by John Packham, hospitals reported recruitment and retention challenges with the following occupations (See Attachment A):

- Specialty physicians (4.0)
- Physical therapists (4.0)
- Occupational therapists (3.7)
- Occupational therapy assistants (3.6)
- Primary care physicians (3.5)
- Speech-language pathologists (3.5)
- Registered nurses
- Community health workers (2.8)
- Clinical Laboratory technologists (2.7)
- Medical assistants (2.6)

The survey also indicated the following reasons for challenges in meeting the healthcare workforce demands:

- Shortage of Workers
- Competition for Workers
- Non-Competitive Salary
- Licensure issues
- New or Expanded Roles
- Reimbursement for Ancillary Positions

See Attachment 1



Other reasons for challenges in meeting the healthcare workforce demands:

- Lack of a skilled workforce
- Retention issues
- Employers want to hire nurses with BSN
- Tuition costs and limited resources for reimbursement
- Negative perceptions
- Practice barriers

See Attachment 1



Strategies to Resolve these Demands:

- Prepare nurses to meet the new challenges in health & health care with the appropriate competencies needed.
- Increase masters prepared nursing faculty, improved salaries (retention) and capacity for clinical rotations to increase our nursing supply
- Implement nursing residence programs
- We need to ensure nurses achieve higher levels of education and training through an improved educational system that promotes seamless academic progression.
- Build apprenticeship programs for new entry level professions and for all allied healthcare and specialty
- Enhanced hands on clinical experience

Other Strategies

- Change the content of health professional training to integrate health reform measures aimed at insurance coverage, delivery systems, payment systems and accountability for Quality.
- We need to continue to work to assure contemporary health workforce training and distribution that serves individual patients and communities without access to quality care.

Strategies Continued

- Early opportunities for educating students and career guidance for career paths into entry level positions
- Develop coloring books regarding healthcare for elementary education students
- Provide students with field trips to events that have all types of healthcare providers as interactive vendors to educate students on all the types of healthcare occupations and their roles.
- There is a disconnect between requirements for education and career path
- Integrated education system establishing a pipeline in secondary education
- Target young adults – Vocational High School
- Begin at a young age to develop critical thinking skills
- All stakeholders need to work together to ensure we can continue to be able to fill the pipeline of healthcare workforce
- We look forward to working together
- Integration between education and industry

Final Thoughts

- Collaborate with school districts and Chambers
- Specialty tracks
- More CTE type schools that provide thoughtful integration of STEM
- Development an assessment tool in middle school or high school that measures the likelihood of success in healthcare
- Loan forgiveness programs
- Professional support amongst our own peers to leverage alumni to speak to K-12 students
- As health care continues to evolve, challenges will be great and so will the opportunities
- All stakeholders need to work together to ensure we can continue to provide high quality health care to the communities we serve

Questions?