The Future of Health Care

Session Purpose:
• The purpose of this session is to share the latest trends in healthcare employment relating to data, labor trends, technology, and the Affordable Care Act.

Learning Objectives:
• *To learn about healthcare labor trends, shortages, and employer skill-needs nationally.*
• *To learn about the impact of the Affordable Care Act (ACA) on health care occupations and employers.*
Plenary Speakers

• Josh Fangmeier, Center for Healthcare Research and Transformation (CHRT), University of Michigan

• Randall R. Bovbjerg, Senior Fellow Health Policy Center, The Urban Institute

• Ed Salsberg, Director of Health Workforce Studies, Institute for Health Workforce Research and Policy, George Washington University
Overview of National Health Care Labor Trends and HPOG Specific Labor Trends

December 2, 2014
Recent Trends in Healthcare Employment
U.S. Employment Growth

Indexed Employment (January 2011 = 100)

U.S. Employment Growth, Select HPOG Occupations

Indexed Employment (2011 = 100)

Factors Affecting Health Care Employment

• Aging Population and Disease Prevalence
• Increasing Automation
• Changes in Health Care Delivery, such as:
  – Shift to Home and Community-based Services
  – Provider Scope of Practice Changes
  – Investments in Primary Care
  – Provider Payment Reforms
• Expansion of Insurance Coverage (ACA)
Current Status of Medicaid Expansion Decisions, 2014

NOTES: Data are as of August 28, 2014. *AR, IA, MI, and PA have approved Section 1115 waivers for Medicaid expansion. In PA, coverage will begin in January 2015. NH is implementing the Medicaid expansion, but the state plans to seek a waiver at a later date. IN has a pending waiver to implement the Medicaid expansion. WI amended its Medicaid state plan and existing Section 1115 waiver to cover adults up to 100% FPL in Medicaid, but did not adopt the expansion.

SOURCES: Current status for each state is based on data from the Centers for Medicare and Medicaid Services, available here, and KCMU analysis of current state activity on Medicaid expansion.
Understanding Employer Demand
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Identify Relevant Employment Trends

• **Why?** Use traditional LMI data to assess historic trends, the current state and future of specific occupations.

• **What?** Access data through local, state, and federal government agencies.

• **How?** Track key indicators by classification, industry, and growth. Have a comparison group to assess against.
Identify Relevant Employment Trends

• Employment over the previous decade
• Employment by industry: understanding changing staffing models
• Outlook for future employment growth: projected growth and job openings
Identify Real-Time Labor Market Trends

• **Why?** Get up to the minute information about occupations of interest.

• **Where?** Data is available through online companies that charge licensing fees to access it.

• **How?** Review job posting trends and their education/experience requirements. Compare them against traditional LMI.
Identify Real-Time Labor Market Trends

**Job Postings for Select Occupations (Example Region)**

- Registered Nurse: 3,028
- Nursing Assistant: 635
- Medical Records and Health Information Technicians: 327

Understand Wage Variation

• **Why?** Pursue occupations that guide participants along a career pathway that offers increasing wage opportunities.

• **What?** Public and commercial data sources that include median and average wage levels.

• **How?** Review median wages by occupation, the location quotient, and wage ranges.
Understand Wage Variation

- Median wage by occupation
- **Location quotient (LQ):** measure of occupation prevalence compared to national average
- **Wage ranges:** pathway opportunities within an occupation
Measure Local Training Capacity

- **Why?** To ensure training programs are meeting workforce needs and not over saturating the labor market.
- **What?** Access program completion data through federal government agencies.
- **How?** Track the number of local program graduates and their levels of education.
# Measure Local Training Capacity

## Regional Program Graduates for Select Occupations, 2013 (Example Region)

<table>
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<tr>
<th>Occupation (SOC code)</th>
<th>Education Level</th>
<th>Total Program Graduates</th>
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<tbody>
<tr>
<td>Registered Nurse (29-1141)</td>
<td>Less than 2-year award/certificate</td>
<td>4</td>
</tr>
<tr>
<td>Nursing Assistant (31-1014)</td>
<td>Associate’s degree</td>
<td>462</td>
</tr>
<tr>
<td>Medical Records and Health Information Technician (29-2071)</td>
<td>Bachelor’s degree or higher</td>
<td>144</td>
</tr>
</tbody>
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Work with Employers to Verify Demand

• **Why?** To verify individual employer needs, expectations, and compensation.

• **Where?** Find employers through local resources (i.e., local workforce investment board)

• **How?** Invite employers to discuss employer specific skill needs and identify employer challenges.
Use Evidence to Make Program Decisions

• **How?** Synthesize and analyze traditional and real-time LMI, wage data, and employer feedback. Use results to:
  – Adapt training offerings.
  – Modify participant recruitment materials.
  – Build employer and other community partnerships.
Measure Results

• **Why?** To assess the efficacy of data-driven approaches and ensure measures of success for the program and participants.

• **How?** Assess process and outcome measures and track and survey program graduates as they enter the workforce.
Measure Results

• **Process measures:**
  – Completion rates
  – Achievement of certification or licensure

• **Outcome measures:**
  – Future wages
  – Further training for advancement
  – Job retention rate
Make the Process Systematic

- **Why?** To monitor employment shifts in a changing healthcare environment.
- **What?** To make data a regular component of decision-making and evaluation processes.
- **How?** Create logic models, keep leaders informed, dedicate staff time, and leverage partnerships.

Step 1  Step 2  Step 3  Step 4  Step 5  Step 6  Step 7  Step 8
DISCUSSION QUESTIONS
Healthcare and ACA

“On February 20, 2014 the #WATCH team held a participant cohort for our Penn College Of Technology #RN, #LPN, #Paramedic students. Jan Tood, Outreach and Enrollment Assistance Coordinator at Susquehanna Community Health & Dental Center presented information on the Affordable Care Act. Not only were we able to provide our participants with information about this historic Act for their future success in the #healthcare field; we had two participants schedule appointments with Jan to provide assistance in the Marketplace for affordable insurance.”

- Paula Dickey

Central Susquehanna Intermediate Unit
Occumptions most promising for HPOG

In response to emerging trends in healthcare, CSPCD expects to continue training for Community Health Workers (CHW). This training is gaining momentum as more employers are seeking to employ individuals to serve as Community Health Workers. Efforts are underway to incorporate an apprenticeship component, as well as to make the training State-certified and/or college credit bearing.

- Temple CSPCD, October 2014 PPR
Future of Nursing

Our data analyst has completed initial evaluations for nursing assistant and medical assisting students. When comparing HPOG to non-HPOG students, HPOG students are more likely to complete the courses and pass the state certification tests. These successes can be attributed to the case management and supplemental instruction. We are using this data to bolster our argument for sustaining these services.

-Mary Pat Behler

Gateway Community & Technical College
Advice on using data

We would like to research more [labor market] data specific to our workforce regions in Wisconsin....and to drill down to obtain regional data which is significant to a key grant application we are in the process of developing that will be a vital component in our sustainability plan and requires our employer partner participation. We are also including this data in launching our 1st employer focused newsletter that will be ready for released in April.

- Delores Graves

Milwaukee Area Workforce Investment Board