

Health Workforce Data and Issues

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Fort Drum Regional Health Planning Organization
Recruitment, Retention, & Education Committee

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Today's Presentation

- National Trends and Projections
- State Trends and Projections
- North Country Trends, Projections, and Workforce Issues
- Shortage Designations
- Service Obligated Programs
- North Country Health Workforce Issues
- COVID-19: Uncertain Workforce Future

National Trends and Projections

14% of the National Workforce is in Health Care

The U.S. Health Care Workforce, 2018 (in thousands)

Setting	Health Care Occupation Jobs	Other Jobs	Total
Health Care Settings	12,625.1	4,548.8	17,173.9
Other Work Settings	5,799.0	138,064.8	143,863.8
Total	18,424.1	142,613.6	161,037.7

Setting	Number	Percent
Health Care Occupations Jobs in Health Care Settings	12,625.1	7.8%
Other Jobs in Health Care Settings	4,548.8	2.8%
Health Care Occupations Jobs in Other Settings	5,799.0	3.6%
Total	22,972.9	14.3%

Sources: U.S. Bureau of Labor Statistics, Employment Projections, 2018-2028

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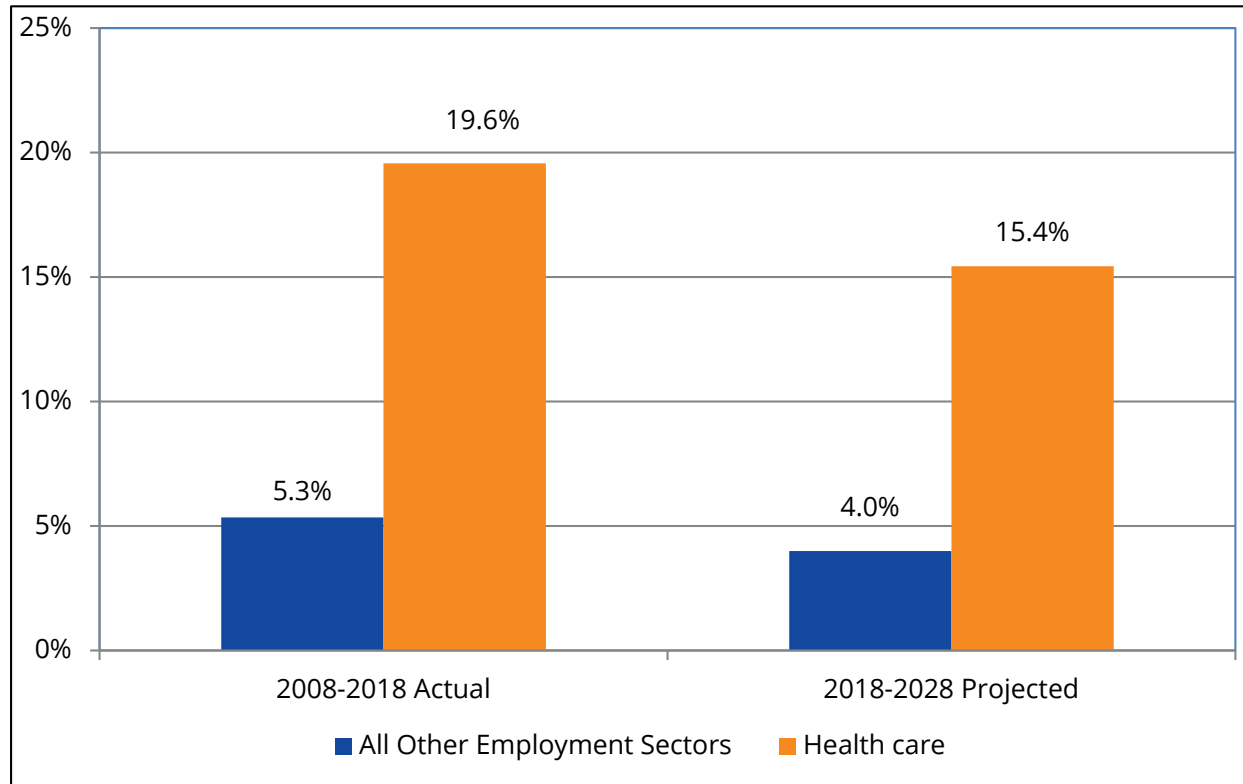
Health Sector
Jobs

Health Care
Occupations



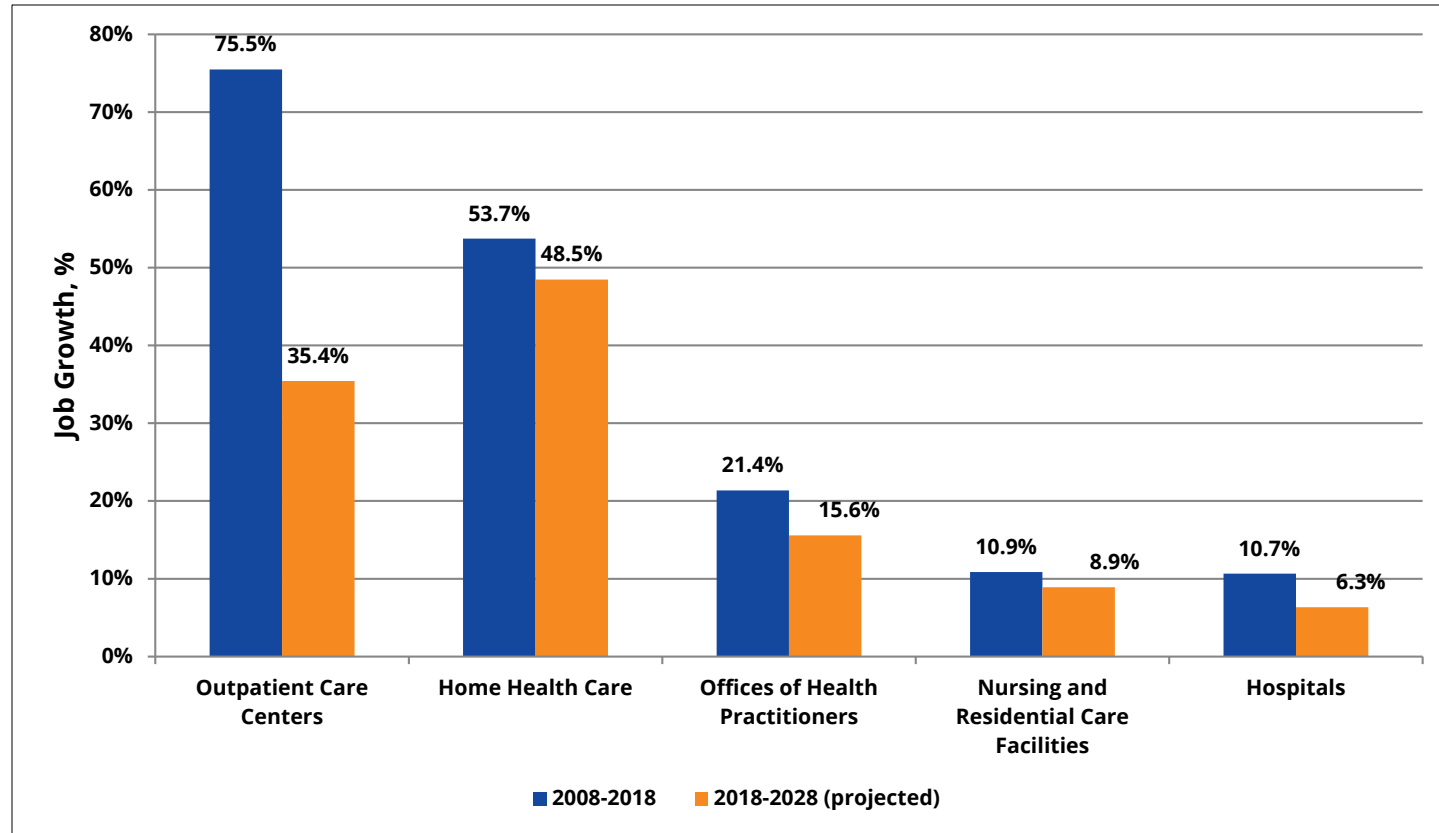
Source: Bureau of Labor Statistics, Employment Projections, 2018 - 2028, Employment and Output by Industry

Nationally, the Health Care Workforce Growing Faster than Other Employment Sectors



Source: Bureau of Labor Statistics, Employment Projections, 2018 - 2028, Employment and Output by Industry, Table 2.7 & Employment from the Current Employment Statistics.

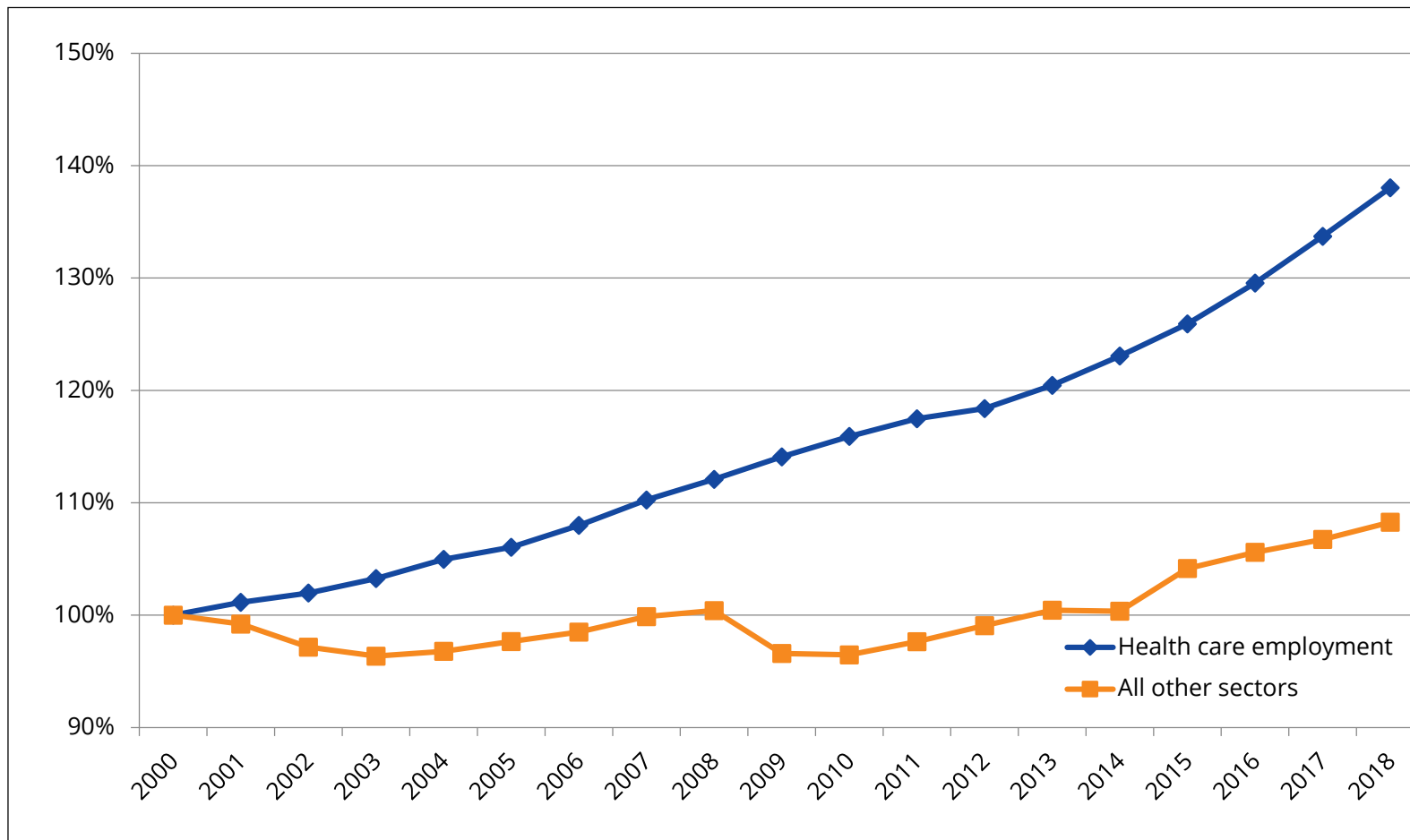
Nationally, Home Health Care and Outpatient Care Centers Growing the Fastest



Source: Bureau of Labor Statistics, Employment Projections, 2018 - 2028, Employment and Output by Industry, Table 2.7 & Employment from the Current Employment Statistics.

New York State Trends and Projections

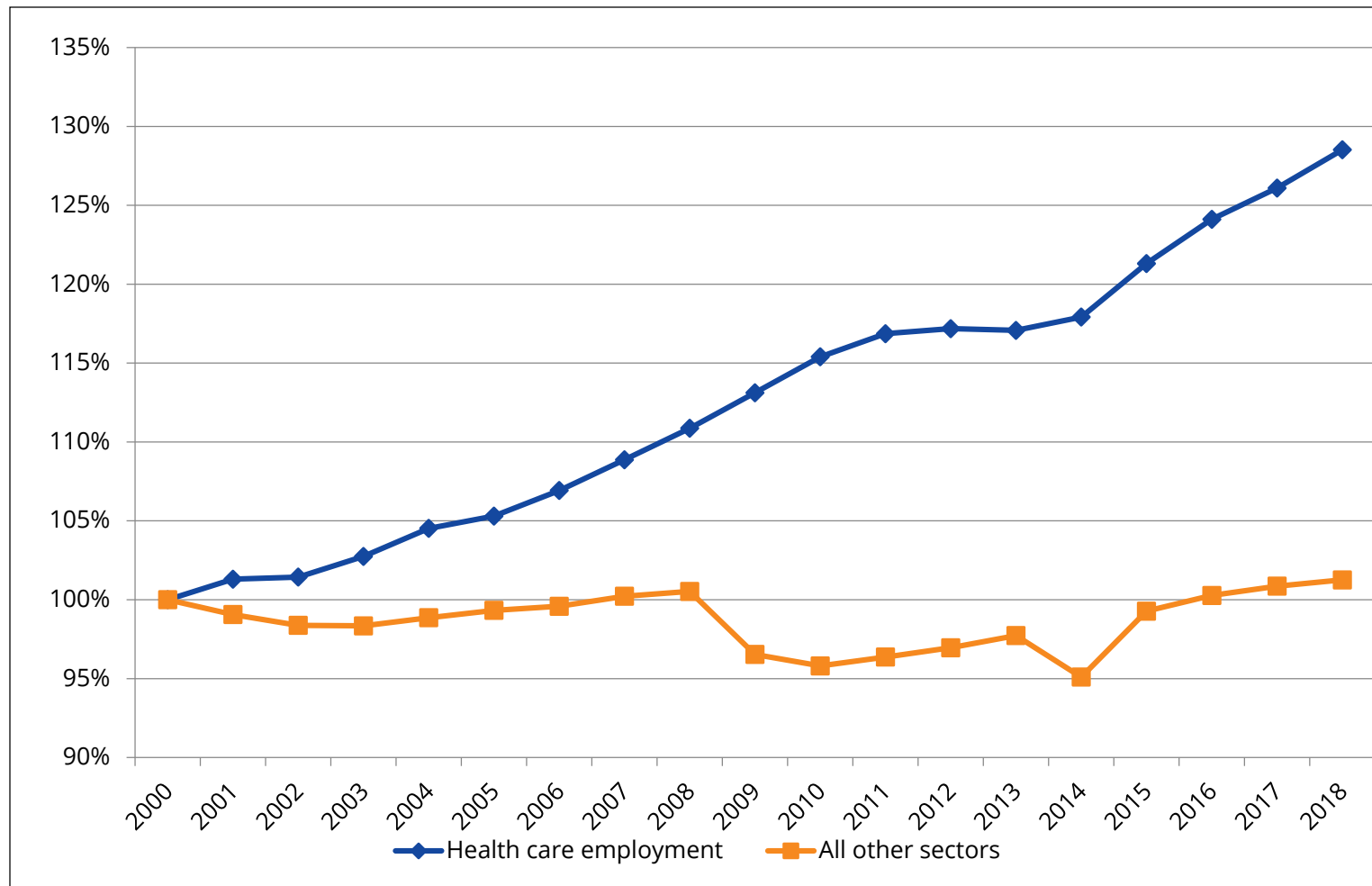
Employment in Health Care Growing Faster in New York State than in Other Employment Sectors



Source: New York State Department of Labor, Quarterly Census of Employment and Wages

www.chwsny.org

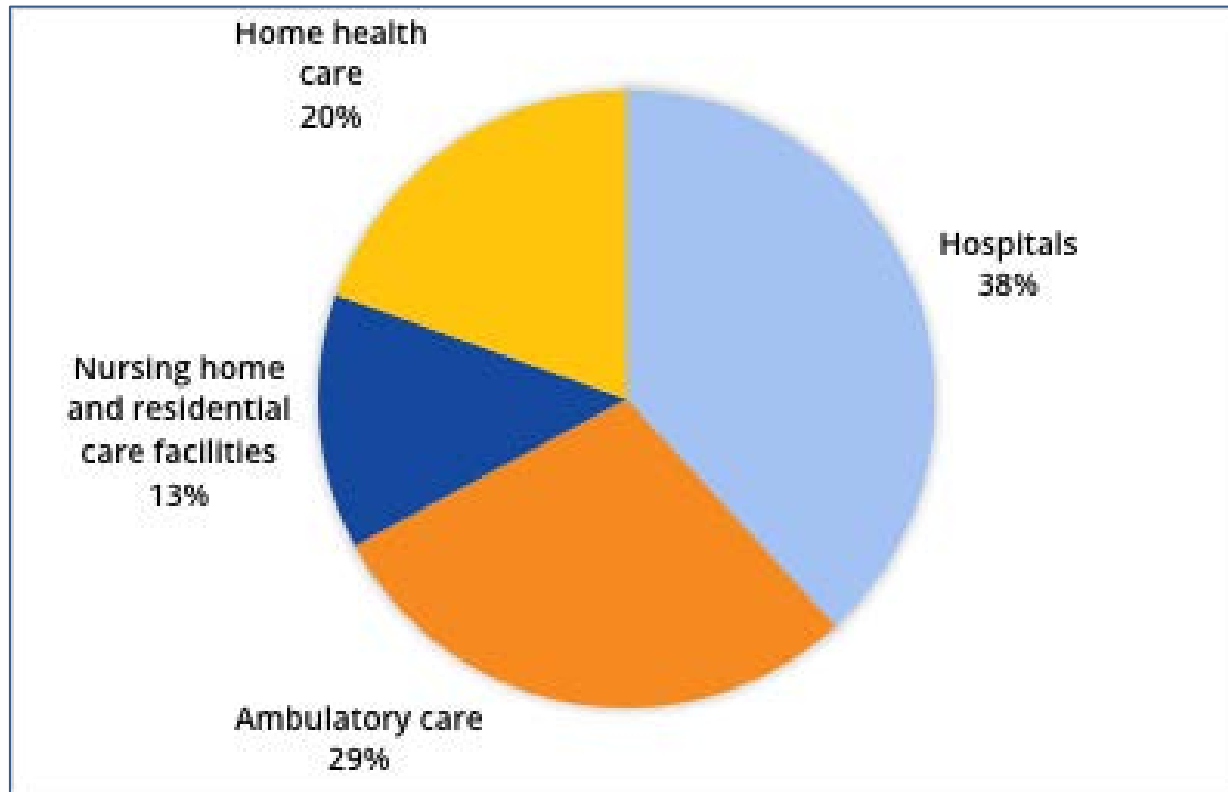
Employment in Health Care Growing Faster in Upstate New York than in Other Employment Sectors



Source: New York State Department of Labor, Quarterly Census of Employment and Wages

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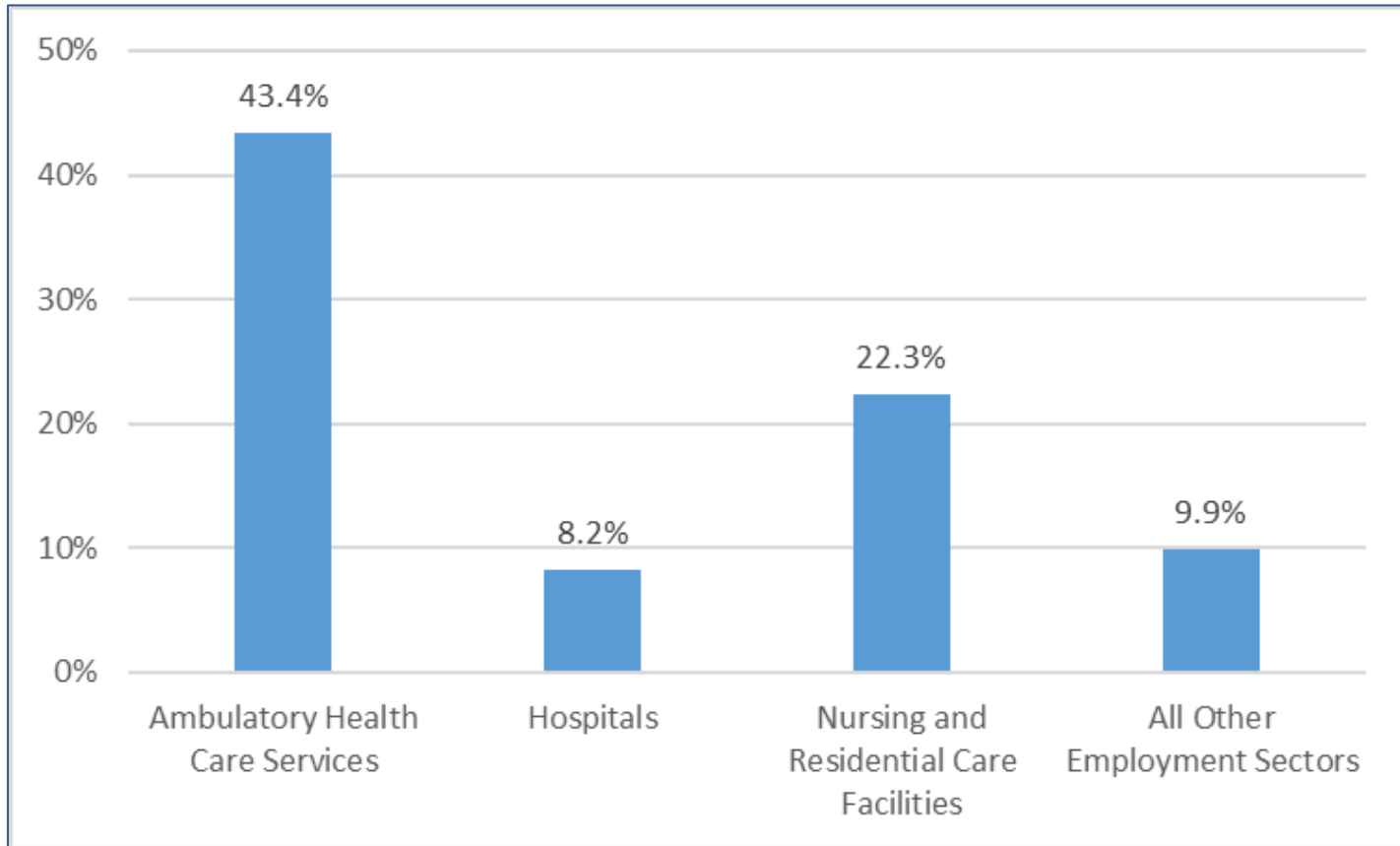
In 2018, Nearly 40% of Health Care Employment in NYS was in Hospitals



Source: New York State Department of Labor, Quarterly Census of Employment and Wages

www.chwsny.org

Between 2016 – 2026, Employment in Health Care in NYS is Projected to Grow Faster than in Other Employment Sectors



Source: New York State Department of Labor, Division of Research and Statistics

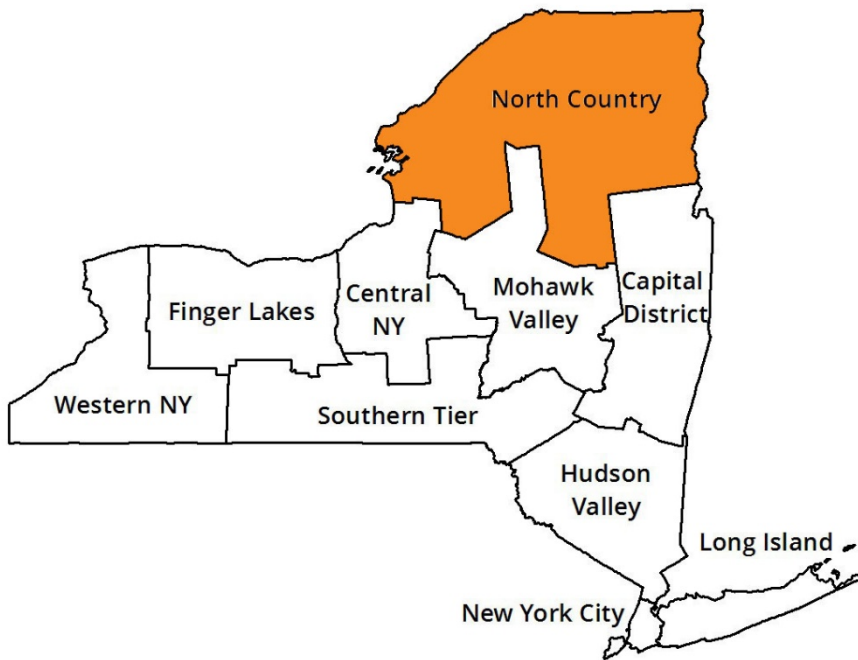
www.chwsny.org

The North Country Trends, Projections, and Workforce Issues

NYS DOL Regions

North Country counties:

- Clinton
- Essex
- Franklin
- Hamilton
- Jefferson
- Lewis
- St. Lawrence



Employment in Hospitals Fastest Growing in the North Country

Setting	2014	2015	2016	2017	2018	Change Between 2014 and 2018	
						Number	Percent
Hospitals	8,957	9,216	9,438	9,507	9,710	753	8.4%
Ambulatory Care	5,358	5,559	5,637	5,698	5,703	345	6.4%
Nursing and Residential Care	3,063	3,023	3,019	2,975	2,887	-176	-5.75%
Home Health Care	837	803	804	796	726	-111	-13.3%

Source: New York State Department of Labor, Quarterly Census Wages and Employment

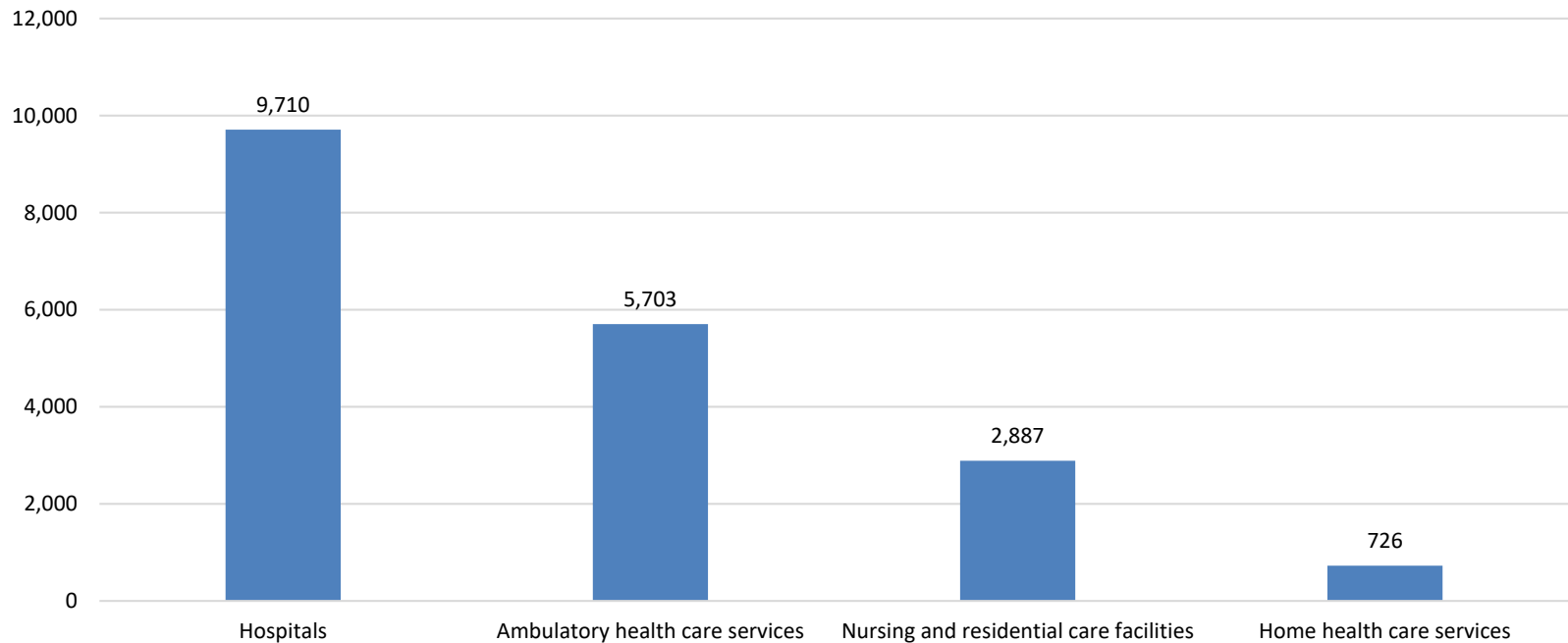
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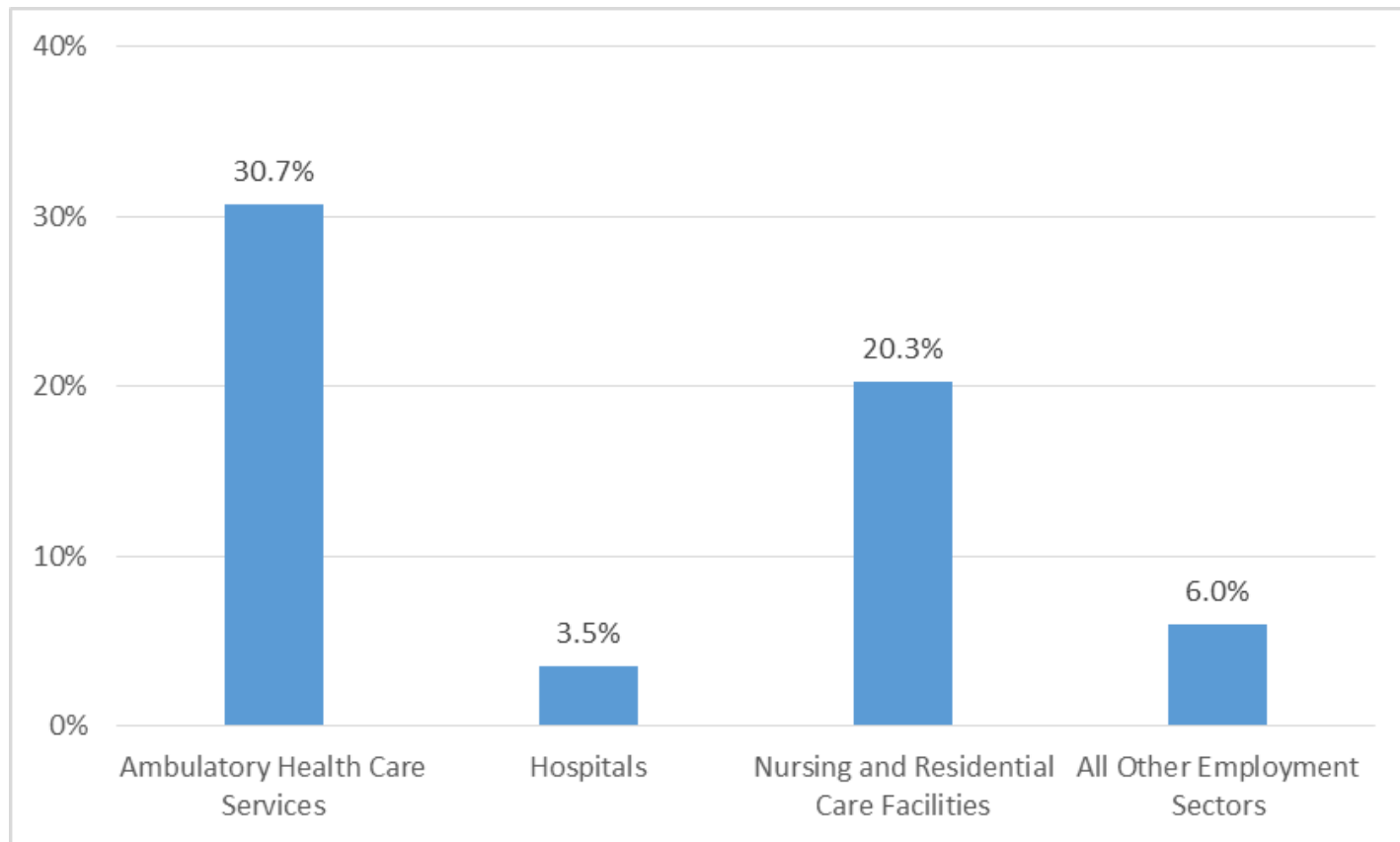
In 2018, Hospitals Employed the Most Health Care Workers

North Country Health Care Employment, by Setting, 2018



Source: NYSDOL, Occupational Employment and Wages, 2018

Between 2016 – 2026, Employment in Health Care in the North Country is Projected to Grow Faster than in Other Employment Sectors



Source: New York State Department of Labor, Division of Research and Statistics

Recruitment Difficulties in Regional NY Hospitals

Recruitment Difficulties and Reasons in Capital District, Central, Mohawk Valley, and North Country Hospitals, 2019

Occupations Rated Difficult to Recruit in Region	Percentage of Respondents Indicating Difficulty	Reasons for Recruitment Difficulty		
		Shortage of Workers	Non-competitive Salaries	Non-competitive benefits
Neurologists	100.0%	50.0%	25.0%	0.0%
Clinical Laboratory Technicians	100.0%	88.9%	11.1%	0.0%
Clinical Laboratory Technologists	100.0%	88.9%	11.1%	0.0%
Psychiatrists	100.0%	87.5%	0.0%	0.0%
Gastroenterologists	87.5%	62.5%	0.0%	0.0%
Psychiatric NPs	87.5%	87.5%	25.0%	0.0%
Cardiologists	85.7%	71.4%	0.0%	0.0%
Psychologists	75.0%	62.5%	0.0%	0.0%
Registered Nurses	70.0%	40.0%	20.0%	0.0%

Retention Difficulties in Regional NY Hospitals

Retention Difficulties in Capital District, Central, Mohawk Valley, and North Country Hospitals, 2019

Occupations Rated Difficult to Retain in Region	Percentage of Respondents Indicating Difficulty	Reasons for Retention Difficulty					
		Left for a better paying position	Left for job outside of health care	Family Commitments	Retirement	Burnout	Workplace violence
Licensed Practical Nurses	77.8%	11.1%	0.0%	33.3%	33.3%	33.3%	0.0%
Patient Care Techs/CNAs	66.7%	55.6%	0.0%	33.3%	33.3%	0.0%	0.0%
Surgical Technicians	66.7%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%
Family and General Physicians	62.5%	0.0%	0.0%	37.5%	0.0%	12.5%	0.0%
Registered Nurses	60.0%	30.0%	0.0%	50.0%	40.0%	40.0%	0.0%
Clinical Laboratory Technologists	40.0%	20.0%	0.0%	0.0%	20.0%	0.0%	0.0%
Psychiatric NPs	40.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Clinical Laboratory Technicians	33.3%	22.2%	0.0%	0.0%	11.1%	0.0%	0.0%

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CNAs and Personal Care Aides Among Most Difficult to Recruit in Nursing Homes

Recruitment Issues in Nursing Homes in the North Country, 2019



“Staff finding higher pay elsewhere” Most Common Reason for Leaving in Nursing Homes

Retention Issues in Nursing Homes in the North Country, 2019

Occupation	Percentage of Respondents Indicating Difficulty	Retention Difficulty Reasons			
		Staff found higher pay elsewhere	Staff left for other employment sectors	Paperwork and regulatory burdens	Retirement
Occupational Therapists	100.0%	100.0%	0.0%	0.0%	0.0%
Occupational Therapy Assistants	100.0%	100.0%	0.0%	0.0%	100.0%
Physical Therapists	100.0%	100.0%	0.0%	0.0%	100.0%
Physical Therapy Assistants	100.0%	100.0%	0.0%	0.0%	0.0%
Registered Nurses (RN) -- Newly Licensed	100.0%	100.0%	0.0%	50.0%	50.0%
Speech Language Pathologists	100.0%	100.0%	0.0%	0.0%	0.0%
Certified Nurse Aides/ Assistants	83.3%	66.7%	66.7%	33.3%	0.0%
Home Health Aides	75.0%	75.0%	50.0%	0.0%	0.0%
Nurse Directors/Managers	75.0%	50.0%	75.0%	25.0%	25.0%
Registered Nurses (RNs) -- Experienced	75.0%	50.0%	50.0%	25.0%	25.0%

Homemakers the Most Difficult to Recruit in Home Health Care Agencies

Recruitment Issues in Home Health Care in the North Country, 2019

Occupation	Percentage of Respondents Indicating Recruitment Difficulty	Reasons for Recruitment Difficulty			
		Non-Competitive Benefits	Non-Competitive Salaries	Shortage of Workers	Shortage of Workers Meeting Minimum Job Qualifications
Homemaker	100.0%	0.0%	0.0%	100.0%	0.0%
Registered Nurse (RN)	88.5%	32.0%	68.0%	40.0%	28.0%
Physical Therapist	72.7%	12.5%	37.5%	87.5%	0.0%
Home Health Care Aide	71.4%	26.3%	52.6%	57.9%	52.6%
Personal Care Aide	69.2%	63.6%	81.8%	63.6%	72.7%
Licensed Clinical Social Worker (LCSW)	66.7%	14.3%	71.4%	14.3%	42.9%
Licensed Masters Social Worker (LMSW)	63.6%	22.2%	22.2%	22.2%	55.6%
Occupational Therapist	63.6%	10.0%	20.0%	80.0%	10.0%
Licensed Practical Nurse (LPN)	47.1%	21.4%	35.7%	42.9%	35.7%

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Retirement the Main Reason for Retention Issue among Homemakers in Home Health Care Agencies

Retention Issues in Home Health Care in the North Country, 2019

Occupation	Percentage of Respondents Indicating Retention Difficulty	Reasons for Retention Difficulty			
		Paperwork and Regulatory Burdens	Retirement	Found Higher Pay Elsewhere	Left for Other Employment Sectors
Homemaker	100.0%	0.0%	100.0%	0.0%	0.0%
Personal Care Aide	84.6%	8.3%	0.0%	91.7%	58.3%
Registered Nurse (RN)	59.3%	59.1%	27.3%	72.7%	36.4%
Home Health Care Aide	59.1%	6.7%	13.3%	86.7%	53.3%
Licensed Practical Nurse (LPN)	27.8%	18.2%	9.1%	72.7%	27.3%
Licensed Masters Social Worker (LMSW)	27.3%	28.6%	14.3%	71.4%	14.3%
Occupational Therapist	27.3%	14.3%	0.0%	71.4%	28.6%
Licensed Clinical Social Worker (LCSW)	22.2%	33.3%	0.0%	83.3%	0.0%
Physical Therapist	18.2%	33.3%	0.0%	50.0%	50.0%

Psychiatrists, NPs and Physicians Among the Most Difficult to Recruit in Upstate FQHCs

Recruitment Issues in FQHCs in Upstate New York, 2019

Occupation	Percentage of Responses Reporting Difficulty	Reasons for Difficulty		
		Shortage of Workers	Non-Competitive Benefits	Non-Competitive Salaries
Psychiatrists	100.0%	100.0%	0.0%	62.5%
Family Practice Physicians	90.0%	70.0%	0.0%	90.0%
General Practice Physicians	87.5%	71.4%	14.3%	71.4%
NP Psychiatric	83.3%	100.0%	0.0%	66.7%
Psychologists	83.3%	100.0%	0.0%	57.1%
Pediatricians	80.0%	87.5%	12.5%	75.0%
Licensed Clinical Social Workers	80.0%	88.9%	0.0%	33.3%
Internal Medicine Physicians	75.0%	66.7%	16.7%	83.3%

NPs and Physicians Among the Most Difficult to Retain in Upstate FQHCs

Retention Issues in FQHCs in Upstate New York, 2019

Occupation	Percentage of Respondents Indicating Difficulty	Reasons for Retention Difficulties				
		Shortage of Workers	Non-Competitive Salaries	Non-Competitive Benefits	Paperwork and Regulatory Burdens	Retirement
NP Psychiatric	83.3%	33.3%	83.3%	0.0%	33.3%	0.0%
General Practice Physicians	71.4%	28.6%	85.7%	0.0%	57.1%	14.3%
Internal Medicine Physicians	62.5%	5.6%	16.7%	0.0%	8.3%	2.8%
Ob/Gyn	57.1%	18.8%	18.8%	6.3%	6.3%	6.3%
Family Practice Physicians	45.5%	36.4%	63.6%	0.0%	63.6%	9.1%
Licensed Clinical Social Workers	44.4%	50.0%	83.3%	0.0%	16.7%	0.0%
Substance Abuse Counselors	42.9%	66.7%	50.0%	0.0%	0.0%	0.0%
Patient Health Educators	40.0%	66.7%	33.3%	0.0%	0.0%	0%

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Internal Medicine Physicians	62.5%	5.6%	16.7%	0.0%	8.3%	2.8%
Ob/Gyn	57.1%	18.8%	18.8%	6.3%	6.3%	6.3%
Family Practice Physicians	45.5%	36.4%	63.6%	0.0%	63.6%	9.1%
Licensed Clinical Social Workers	44.4%	50.0%	83.3%	0.0%	16.7%	0.0%
Substance Abuse Counselors	42.9%	66.7%	50.0%	0.0%	0.0%	0.0%
Patient Health Educators	40.0%	66.7%	33.3%	0.0%	0.0%	0%

Growth is Expected in Several Health Care Occupations in the North Country

	% Increase	Average Annual Openings
Home Health Aides	41.5%	220
Personal Care Aides	31.5%	710
Registered Nurses	16.1%	270
Nursing Assistants	11.6%	290
Social Workers	19.0%	30
LPNs	9.8%	140

Source: New York State Department of Labor, Jobs in Demand/Projections, Long-Term Occupation Projections, 2016-2026

A Lower Percentage of The Population in the North Country Have Bachelor's or Higher Degrees

Educational Attainment by Individuals 25 Years of Age or Older

	Less than High School	High School Degree or GED	Associate's Degree	Bachelor's Degree	Graduate or Professional Degree
Statewide	13.9%	41.8%	8.7%	20.2%	15.7%
Clinton	13.2%	54.6%	10.4%	11.6%	11.3%
Essex	8.9%	52.2%	11.4%	15.8%	11.8%
Franklin	13.2%	55.9%	11.5%	9.4%	10.0%
Hamilton	17.4%	51.3%	12.0%	8.9%	10.4%
Jefferson	8.9%	56.3%	12.6%	12.9%	9.4%
Lewis	10.2%	61.3%	12.2%	9.0%	7.3%
St. Lawrence	11.3%	53.9%	11.1%	11.5%	12.1%

Source: American Community Survey, 5-year Estimates, 2014 - 2018

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Shortage Areas and Service Obligated Programs

Shortage Area Designations

- Medically Underserved Areas/Populations (Primary Care Only)
- Health Professional Shortage Areas
 - Primary Care
 - Dental Health
 - Mental Health
- Geographic
 - Counties (rural areas)
 - Sub-counties (rural areas)
 - Census Tracts (urban areas)

Shortage Area Designations

- Special Populations
 - Medicaid Eligible
 - Low Income
 - Migrant Farm Workers
- Auto (Facility) Designations (HPSAs only)
 - Federally Qualified Health Centers
 - Indian Health Services
 - Rural Health Clinics
- Other Facility Designations (HPSAs only)
 - Outpatient Clinics (not-for-profit)
 - State Medium and Maximum-Security Prisons
 - State and County Mental Hospitals

Benefits of Shortage Area Designations

- 330 funding for Federally Qualified Health Centers
- Medicare enhanced rates
 - Geographic HPSAs only
 - Primary care and mental health HPSAs only
- Service obligated program placements
- Rural health clinics

Types of Service Obligated Programs

- J-1 Visa Waiver
 - New York State 30
 - Health and Human Services Exchange Visitor Program
- Scholarships
 - Federal
 - NHSC
 - Nursing Corps

Types of Service Obligated Programs

- Loan Repayment
 - Federal
 - Indian Health Services
 - National Health Service Corps (NHCS)
 - NHSC Student to Service
 - NHSC Substance Abuse Disorder Workforce
 - Nursing Corps
 - New York State
 - Doctors Across New York
 - HESC Social Worker Loan Forgiveness
 - Primary Care Service Corps
 - Regents Loan Forgiveness

HPSAs Near You

Current as of June 16, 2020

<https://data.hrsa.gov/tools/shortage-area/hpsa-find>

Federally Qualified Health Centers: Dental, Mental Health, Primary Care

United Cerebral Palsy Association, St. Lawrence County
North Country Family Health Center, Jefferson County
Edwards Health Center, St. Lawrence County

Medicaid Eligible Population HPSA : Dental, Mental Health, Primary Care

Jefferson County
St. Lawrence County
Lewis County-also a Geographic HPSA

Rural Health Clinic: Dental , Mental Health, Primary Care

Edwards Health Center

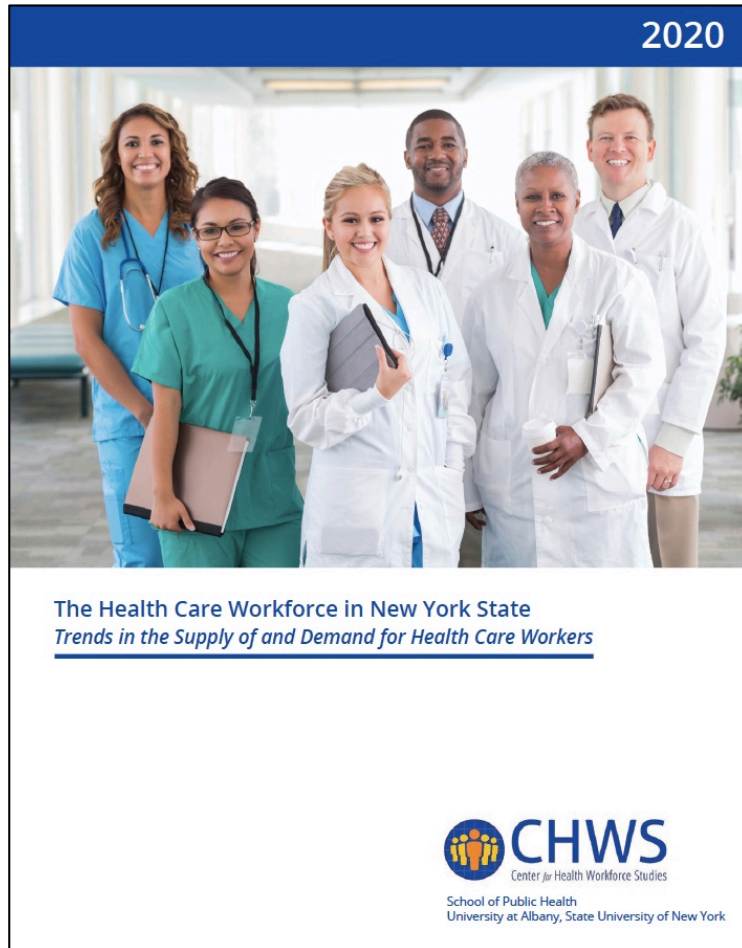
North Country Health Workforce Issues

- Declining and aging population
- Educational Attainment
- Maldistribution of providers
- Lack of access to basic and specialty services
- Minimum wage
- Scope of practice restrictions
 - Health professionals not always allowed to do what they are trained and competent to do
 - Shared responsibility (scope overlap) needed for team-based care is challenging to achieve
- Lack of workforce data to inform effective health workforce planning

COVID-19 & Uncertain Health Workforce Future

- Potential increased demand for homemakers, home health care aides, personal care aides in nursing/residential facilities and home health care agencies
- Increased use of telemedicine/telehealth
- Mental health needs of health care workers will need to be addressed
- Changes to education pipeline may impact immediate supply
- Newly graduated professionals unlicensed despite providing care during pandemic
- NPs and PAs temporary scope of practice changes
- Second-wave preparedness

NYS Health Care Workforce Annual Report



2020 Health Care Workforce in New York State

- Primary and Secondary data, pre-pandemic
- Statewide and regional data

Find it at our website:

<https://www.chwsny.org/>

Questions and Discussion

- For more information, please email me at:
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Visit us at:

