



Hospital Workforce Initiatives

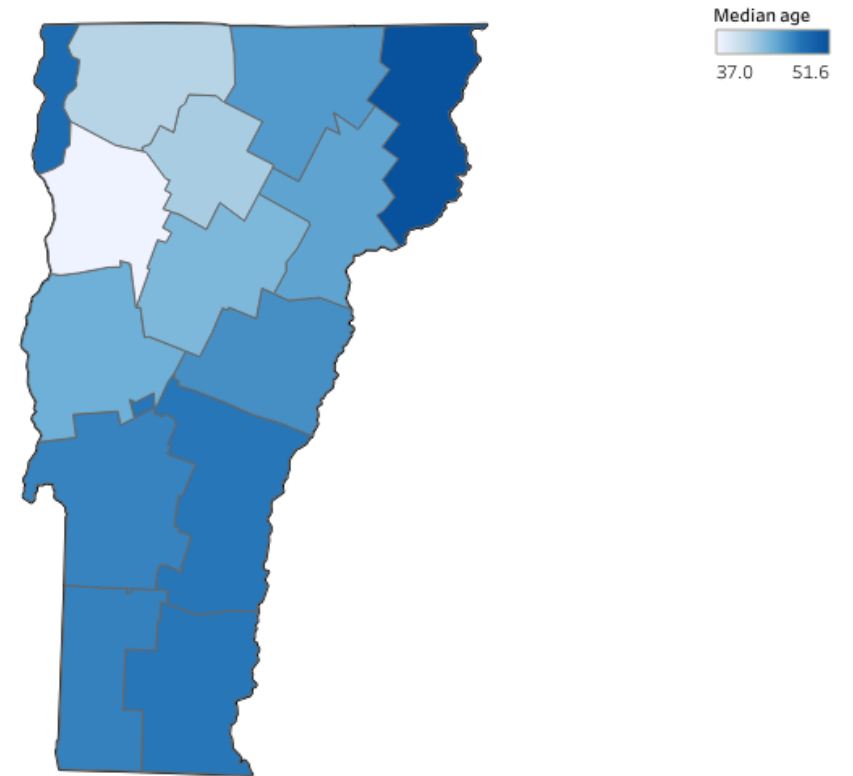
Devon Green, Vice President of Government Relations

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Vermont Landscape: Rural and Aging Population

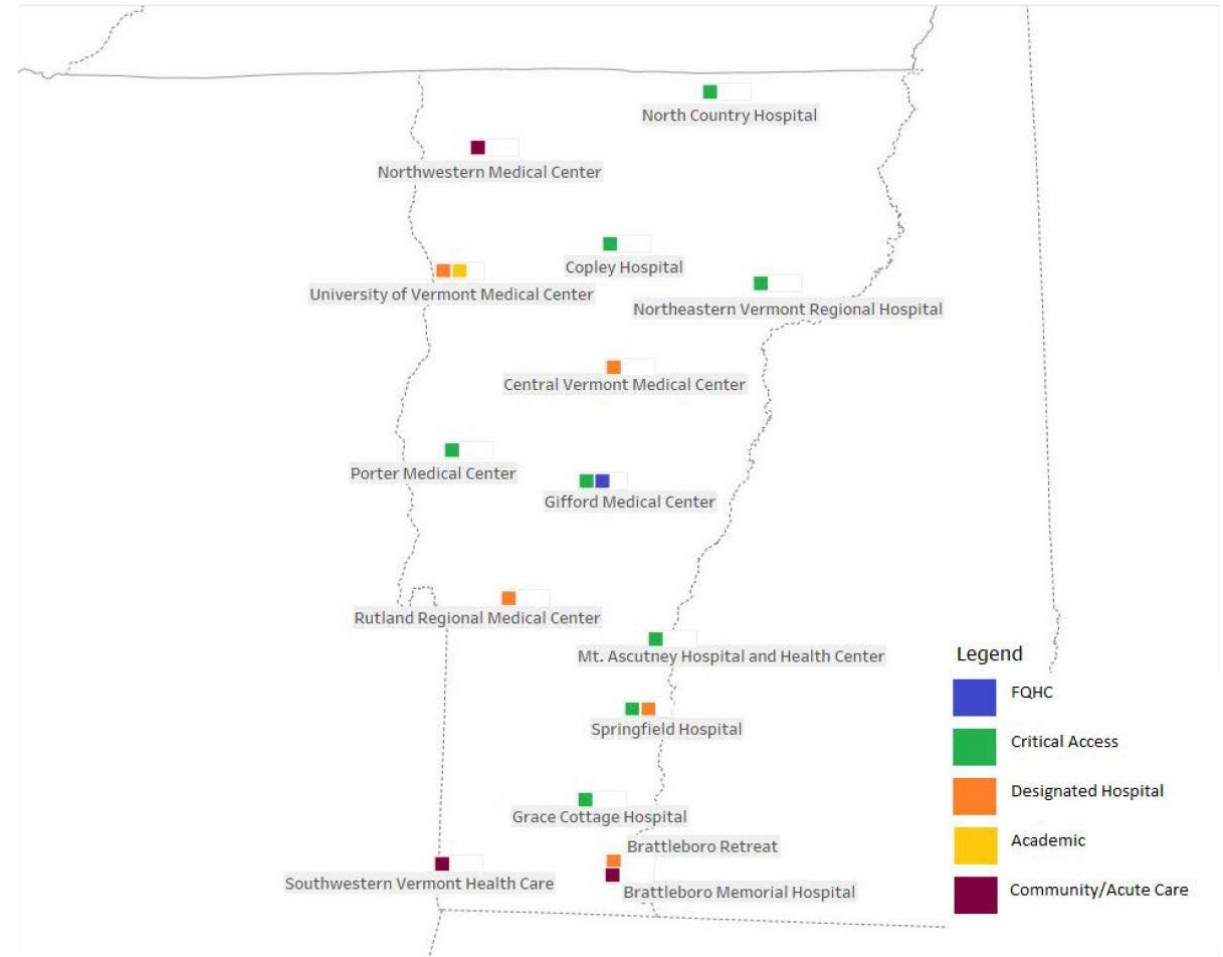
- According to the 2020 census, Vermont is the most rural state in the nation, with 65% of population residing in rural areas
- Vermont is also one of the oldest states in the nation with aging individuals dispersed throughout the state

2020 Census, Median Age



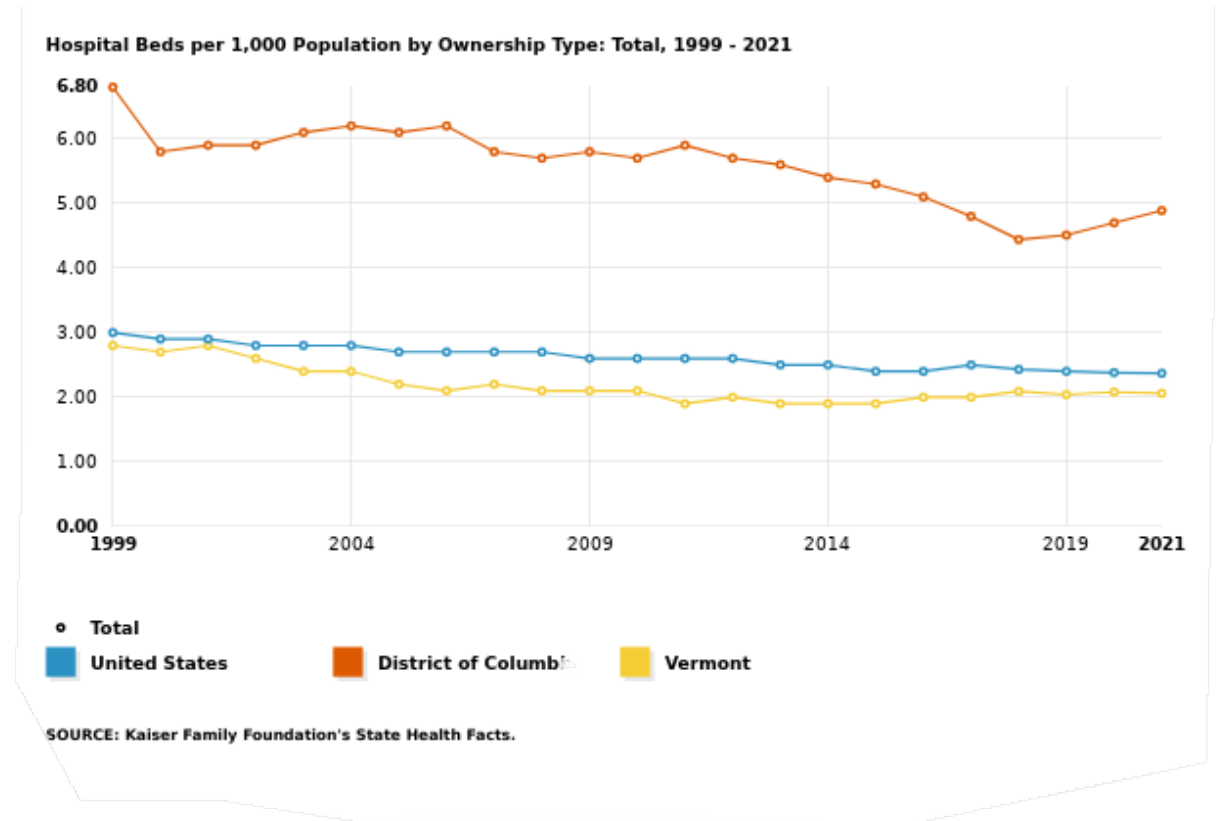
Vermont's Nonprofit Hospital System

- 16 Hospitals
- 8 Critical Access Hospitals
- 1 Academic Medical Center
- 7 Inpatient Psychiatric Care
- 1 Veteran's Affairs Hospital



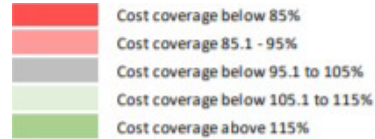
Vermont's Hospitals in Context

- Half the beds per capita of Washington D.C., despite similar-sized population
- Lower per capita for beds than the national average
- Vermont consistently ranks as one of top five healthiest states



Hospital Financial Picture

- 9 out of 14 hospitals have negative operating margins
 - 65% of expenses are labor
 - 30% of expenses are medical and surgical supplies and pharmaceuticals



		Inpatient									Outpatient								
		Medicaid			Medicare			Commercial			Medicaid			Medicare			Commercial		
		HFY17	HFY18	HFY19	HFY17	HFY18	HFY19	HFY17	HFY18	HFY19	HFY17	HFY18	HFY19	HFY17	HFY18	HFY19	HFY17	HFY18	HFY19
Weighted Average		73.1	73.1	72.6	95.4	89.4	81.8	114.5	109.7	109.1	76.0	72.6	71.2	68.7	73.8	75.1	255.6	254.6	204.0
Dartmouth	AMC	Red	Red	Red	Gray	Green	Gray	Green	Green	Green	Red	Red	Red	Red	Red	Red	Green	Green	Green
LVMC	AMC	Red	Red	Red	Red	Red	Red	Green	Green	Green	Red	Red	Red	Red	Red	Red	Green	Green	Green
Brattleboro Mem	PPS	Red	Red	Red	Gray	Red	Red	Gray	Gray	Green	Red	Red	Red	Red	Red	Red	Green	Green	Green
Central Vermont	PPS	Red	Lightcoral	Red	Lightgreen	Lightcoral	Red	Red	Red	Lightcoral	Lightcoral	Red	Red	Red	Red	Red	Green	Green	Green
Northwestern	PPS	Red	Red	Red	Lightgreen	Lightcoral	Lightcoral	Red	Red	Lightcoral	Lightcoral	Red	Red	Red	Red	Red	Green	Green	Green
Rutland	PPS	Red	Red	Red	Red	Red	Red	Gray	Green	Lightgreen	Red	Red	Red	Red	Red	Red	Green	Green	Green
Southwestern	PPS	Red	Lightcoral	Red	Lightcoral	Lightcoral	Red	Gray	Green	Gray	Red	Red	Red	Red	Red	Red	Green	Green	Green
Copley	CAH	Gray	Gray	Lightcoral	Gray	Gray	Gray	Green	Green	Green	Red	Red	Red	Gray	Gray	Gray	Green	Green	Green
Gifford	CAH	Red	Red	Red	Gray	Gray	Gray	Green	Green	Gray	Red	Red	Red	Gray	Gray	Gray	Green	Green	Green
Grace Cottage	CAH	Red	Lightcoral	Red	Gray	Gray	Gray	Red	Red	Red	Red	Red	Red	Gray	Gray	Gray	Gray	Lightgreen	Lightgreen
Mt Ascutney	CAH	Red	Red	Red	Gray	Gray	Gray	Red	Red	Red	Red	Red	Red	Gray	Gray	Gray	Green	Green	Green
North Country	CAH	Lightcoral	Lightcoral	Lightcoral	Gray	Gray	Gray	Green	Green	Lightgreen	Red	Red	Red	Gray	Gray	Gray	Green	Green	Green
Northeastern	CAH	Red	Red	Red	Gray	Gray	Gray	Lightcoral	Gray	Red	Red	Red	Red	Gray	Gray	Gray	Green	Green	Green
Porter	CAH	Red	Red	Red	Gray	Gray	Gray	Green	Gray	Lightcoral	Red	Red	Red	Gray	Gray	Gray	Green	Green	Green
Springfield	CAH	Lightgreen	Gray	Gray	Gray	Gray	Gray	Gray	Gray	Lightcoral	Red	Red	Red	Gray	Gray	Gray	Green	Green	Green

HEALTH MANAGEMENT ASSOCIATES

Health Care System in Crisis



Emergency Dept.

- 30 people needing mental health care boarding in EDs, half for longer than 24 hours
- 25 patients boarding in ED waiting for a medical surgical bed
- Increase in workplace violence



ICU/Medical Surgical

- Last week, medical surgical beds were over 97% full
- Largest hospitals were at 100% capacity
- 3-6 ICU beds available



Sub-Acute Care

- Last week, 137 patients waiting for discharge because there are no placement options
- Hospitals have seen 35% of inpatient beds filled by patients waiting to be discharged

Invest in Workforce

- Survey of 5 hospitals revealed over 500 open positions
- Sec. 23:
 - \$5/hr incentive for nurses to train nursing students
 - \$450k for Critical Access Hospitals → ?? For all health care providers
 - \$2.5M for pipeline programs → more flexible requirements but ?? funding
- Question of funding– if there is no funding available, then there will be no investment in future workforce