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# Health Care Workforce: Challenges and Opportunities

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# Problem Definition

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- Demographic Challenges

- Stagnant population (.2% decline from 2010 to 2016)
- Aging State (Median Age – 42.9, 3<sup>rd</sup> Oldest State)
- Percentage of individuals over 65 has increased from 14.6% to 18.1% from 2010 to 2016
- Trends expected to continue

- This means increased demand for health care and long term services and supports and yet....

- Declining workforce- since 2009 the labor force has declined by 15,000 workers



# Problem Definition (cont.)

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- Vermont's declining workforce has had an especially adverse impact on health care providers
- Unlike other industries, providers cannot reduce staffing levels, or cut hours, or install self-checkout kiosks
- Providers often have minimum staffing requirements they must meet, and they must provide quality care
- Providers are increasingly left with no choice but to hire agency and traveling nurses to adequately staff their operations

# Existing Data

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- Board of Nursing Licensing Data
- Vermont Talent Pipeline Survey
- Hospital budget submissions
- AHS Division of Rate Setting

# Board of Nursing Licensing Data

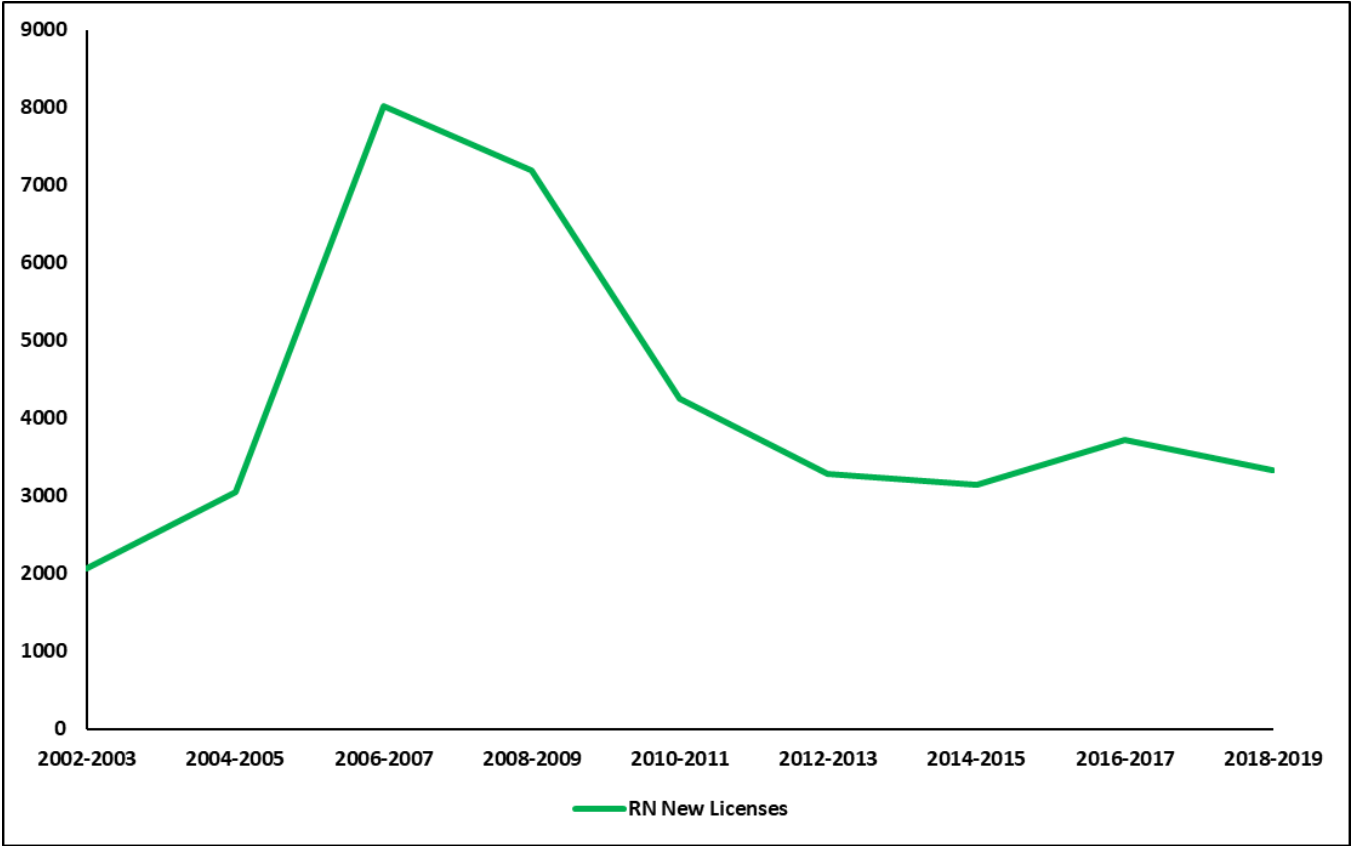
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- Data compiled from Board of Nursing Online Licensing Roster
- 2 year Licensing Cycles, RNs/APRNs odd years, LNA/LPNs even years
- Takeaways:
  - Number of new RN licenses declined 69% from 2007-2014
  - 66% increase in the number of expired RN licenses during the 2012-2013 renewal cycle
  - While a slight uptick in the number of new RN licenses 2014-2018, we believe it represents traveling nurses
  - Percentage of new RN licenses with out of state addresses has increased from 58% to 86% over this time period
  - Stark decline in new LNA licenses, and significant increase in expired LNA licenses

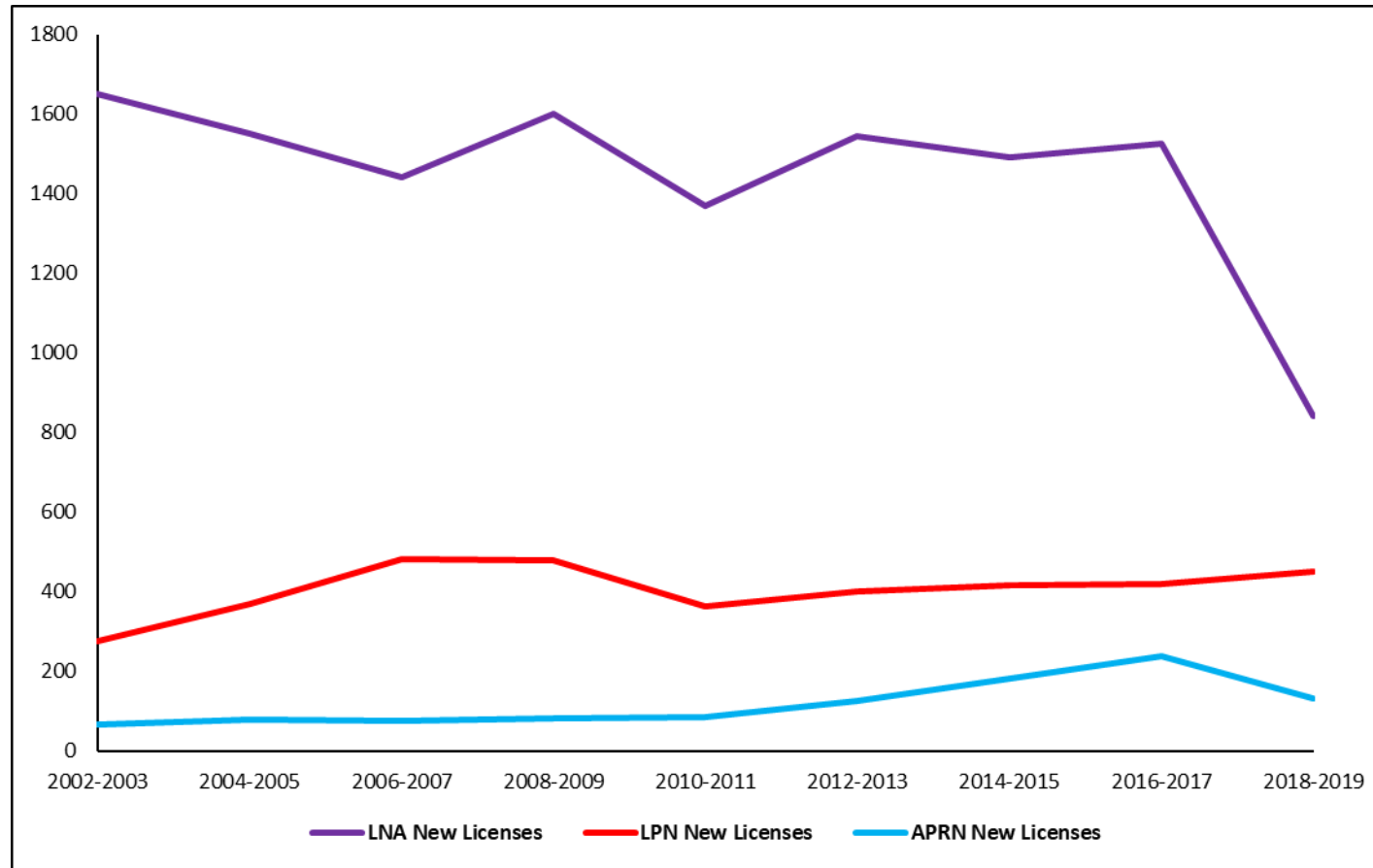


# RN New Licenses

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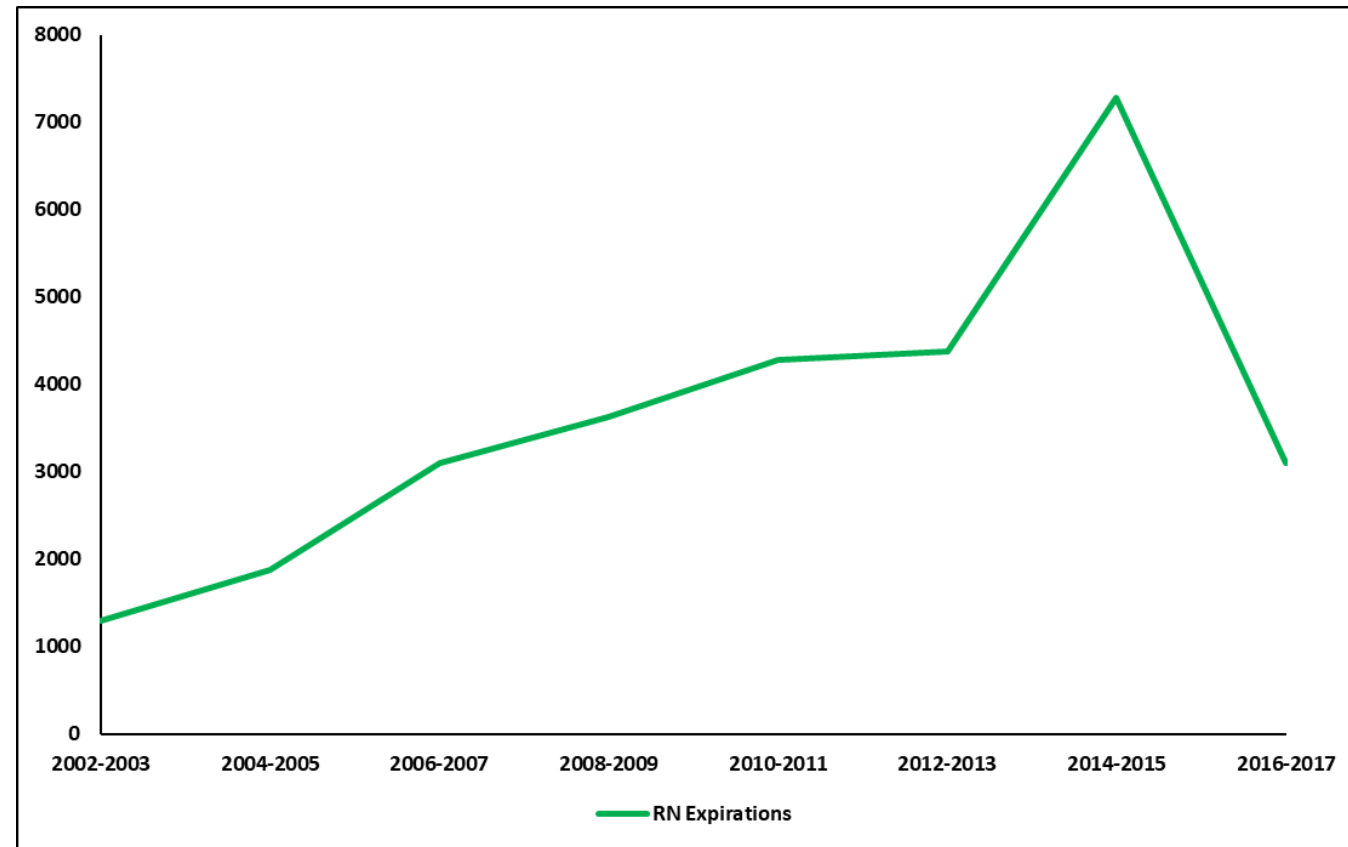


# APRN, LPN, LNA New Licenses



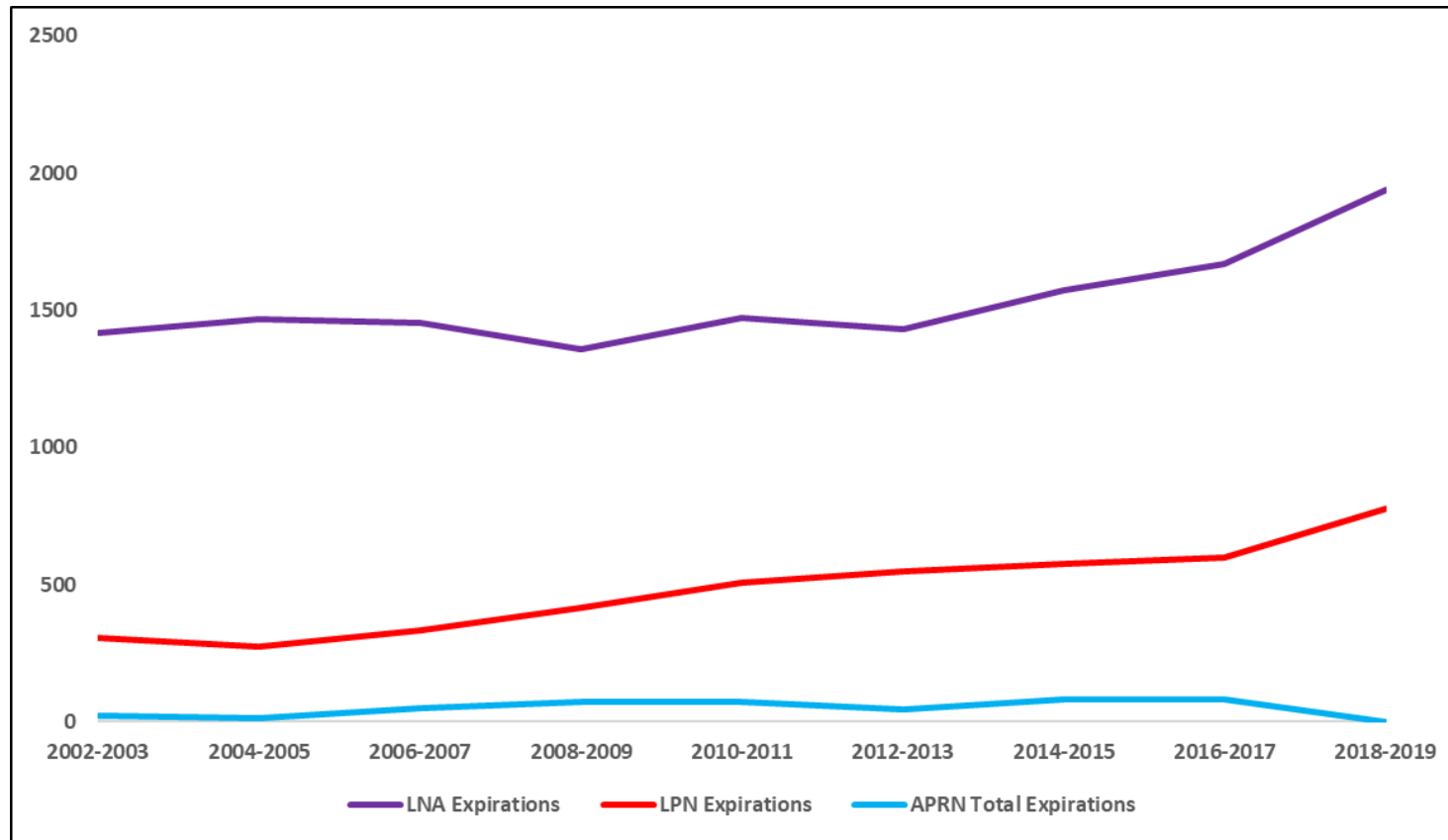
# RN Licenses Expired

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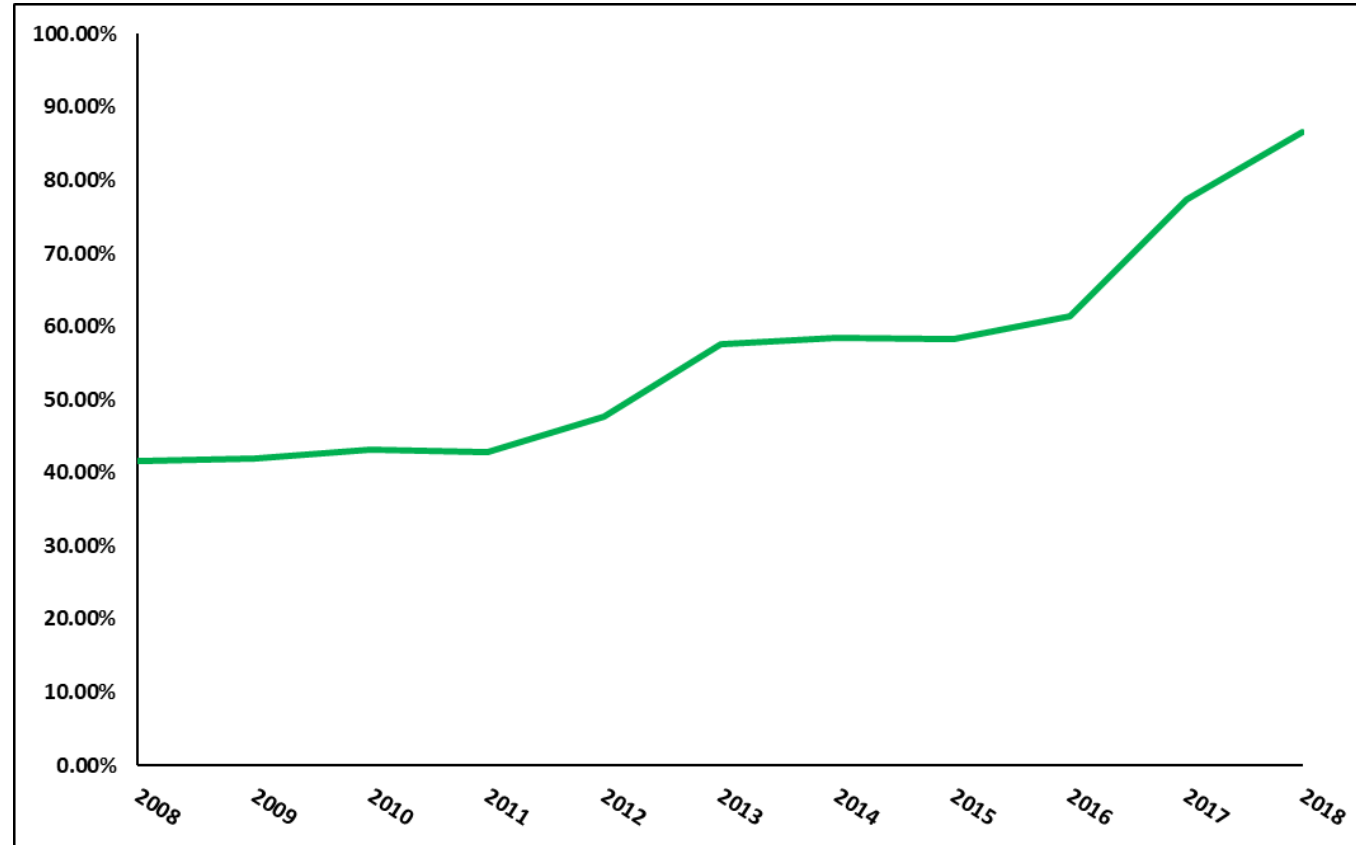




# APRN, LPN, LNA Licenses Expired



# Percentages of New RNs with Out of State Addresses



# Vermont Talent Pipeline Management Survey

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- Survey offers job forecast/demand for the period of April 2018 to April 2020
- Demand includes:
  - New jobs forecast represents planned or anticipated industry growth
  - Replacement jobs forecast represents attrition/turnover and retirements
- Demand for 3909 nursing related positions by April 2020

# Vermont Talent Pipeline Management Survey

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Position	New Demand Forecast	Replacement Forecast	Total
RN	378	1370	1748
LNA	225	771	996
LPN	65	267	332
APRN	94	111	205

# Vermont Talent Pipeline Management Survey

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- Identifies the Top 8 Critical Nursing Jobs in VT Healthcare
  - Registered Nurse
  - Licensed Nurse Assistants
  - Personal Care Attendants
  - Licensed Practical Nurse
  - Nurse Practitioner
  - Clinical Nurse Educator
  - Clinical Nurse Manager
  - Advance Practice Mental Health Nurse



# Vermont Talent Pipeline Management Survey

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- Doesn't address the needs of primary care workforce at the physician level
- Doesn't address the needs for rehabilitation professionals, i.e. PT, OT, SLP
- 2016 AHEC Primary Care Practitioner Workforce Snapshot

[https://nevahec.org/media/pdf/2016\\_vt\\_workforce\\_sn.pdf](https://nevahec.org/media/pdf/2016_vt_workforce_sn.pdf)



# Impact on Providers

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- Providers are using several strategies to recruit prospective employees and keep a high retention rate.
  - Increasing wages, offering sign-on bonuses, referral bonuses, loan repayment, tuition assistance, etc.
  - Providers reach beyond their geographical region to recruit nurses from Canada, nearby states, Puerto Rico



# Impact on Providers (cont.)

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- In lieu of full time employees, providers often have to resort to traveling staff
- Traveling nurse and contract staff are expensive
- Vermont hospitals had an average traveling nurse annualized cost of \$158,000/nurse in FY18
  - Likely 50-75% more than an average FTE w/benefits, FICA, and WC
- Vermont nursing homes spent \$11.6 million on traveling nurses in FY17
  - 145% increase from FY14, 68% from FY16
  - Roughly half of VT facilities used travelers in FY14. Over 80% of facilities used travelers in FY17



# Solutions

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- Financial Incentives specifically for health care workforce
- Licensing Reforms
- Educational Initiatives
- Targeted marketing and recruitment specifically for health care workforce

# Financial Incentives

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- Tax or other financial incentives tailored towards **health care workforce**
- Must capture degree and non-degree categories, not solely tuition based
- Other States have bold initiatives
- Maine's Education Opportunity Tax Credit was enacted in 2008
  - Initiative to retain young Maine residents
  - Expanded three times. All college graduates qualify, regardless of residency
  - STEM focus
- Other states have enacted similar programs (OK, OR)
- Consider employer tax incentives



# Licensing Reforms

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- Establish a Military Medic to LPN Bridge/Apprenticeship Program
  - Expand upon Act 119 (2018)
  
- Join the Interstate Nurse Licensure Compact
  - 33 member states



# Educational Initiatives

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- Strengthen Loan Repayment programs
- Increase the number of admissions into nursing programs- need nurse educators
- Promote the value of LPN and ADM programs and increase offerings
- Identify and remove barriers to accessing educational programs
  - Pre-requisites to LPN programs
  - Life/work/school balance issues
  - Online offerings
- Market Vermont **health care** career opportunities



# Governor Scott FY20 Budget Initiatives

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- \$1 million in recruitment grants and contracts
- \$500k in regional relocation and recruitment initiative in collaboration with Vermont Chamber of Commerce
- \$3.7 million investment in Vermont colleges for tuition support
- \$1 million in non-degree grant programs to VSAC for alternative career paths
- \$2.5 million to the Think VT Move Program

