

“Developing the Job Ready Healthcare Candidate”

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San Diego's Health Care Leader

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Three areas to address today

- Healthcare worker shortage
- Industry needs
- Educational requirements

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Preparing the Workers of Today for the Jobs of Tomorrow

A report from the President's Council of Economic Advisers (CEA)

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Important shifts that have implications for employment

- Healthcare and educational industries are expected to contribute most substantially to job growth in the future
- The decades-long decline in the share of workers that are employed in manufacturing is expected to moderate
- The construction industry is projected to eventually recover and add jobs in the coming decade
- Small but growing fields related to clean energy production and environmental protection

Key Points

- Employers value workers who can think critically and solve problems. This requires strong analytical and interpersonal skills
- Occupations that employ large shares of workers with post-secondary education and training are growing faster than others
- The U.S. post-high school education and training system provides valuable skills to those who complete programs in high-growth fields

Healthcare Jobs of the Future

- Healthcare practitioners and technicians including physicians, registered nurses and other health professionals and technicians
- Medical records and health information technicians
- Support occupations including physical therapists, physical therapist assistants, medical social workers and home health care aides

Nursing Shortage

By 2004, severe RN shortages nationwide

California had the lowest RNs per capita of the 50 states

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2005 California Nurse Education Initiative (NEI)

- **\$90 million**, five-year public-private partnership – ADN and BSN
- Increase of more than **54%** in the number of Registered Nurse (RN) graduates (9,526 graduated in 2008)
- Increase of more than **56%** new faculty members (over 1,240 new faculty members)
- Increase of more than **68%** new student enrollments in RN programs
- **22** new public and private RN programs since its inception

California continues to face **9,900** RNs job openings annually, with the number accumulating to **116,600 by 2020** according to Employment Development Department (EDD) statistics

Latest California Projections

- Population is projected to grow from approximately 38.2 million people in 2008 to 43.1 million in 2018
- By 2030, more than one million Californians will be 85 years of age or older
- Retirement at a faster rate
- Need to educate over 206,000 additional healthcare professionals by 2014

In spite of the economic downturn, the
healthcare industry continues to grow,
adding more than 27,000 jobs between
February 2008 and February 2009

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Allied Health Profession Shortage

- 68 occupations recognized by the Bureau of Labor Statistics
- Individuals work in support of nurse or doctor, such as clinical lab scientist, medical lab technicians, medical imaging technicians, respiratory therapists, dental hygienists and pharmacy technicians
- More than 60% of the health occupations in California
- California only has 73% of the pharmacists, 65% of the Medical Lab Technologists and 62% of the Radiation Technologists of the national average per 100,000 people

2009 \$60 Million Nurse Education Initiative (NEI) Second Round of Funding and \$32 Million Allied Health Initiative

- \$32 million, three year public-private partnership
- Labor and Workforce Development Agency and includes several state agencies, the California Community Colleges, along with the University of California and California State University systems, and the California Hospital Association and its member teaching hospitals.
- 25 community colleges enrolling more than 700 additional allied health students

To Err is Human: Building a Safer Health System The Institute of Medicine (IOM, 2000)

- Estimated 98,000 hospitalized Americans die each year from errors in care
- 45% of MDs and 42% of Americans reported experiencing medical errors

Government Response

- Research on why errors occur and prevention
- Collect patient safety data
- Support new information technology
- Information for consumers and providers

Engaged Workers

“Health Careers Pathway Programs”

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Competence

- Technically sound
- Tech savvy
- Strong academic and service provider partnerships

Strategic Thinkers

- Sound analytical skills
- Problem solvers
- Invent smarter ways to do old jobs
- New ways to combine existing technologies

Interpersonal Skills

- Culture of interdisciplinary collaboration
- Teamwork not autonomy
- Conflict resolution

Culturally Competent

- Ability to care for increasing diverse patient population

Questions?

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Thank you for your support!

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