

# The Rogue Valley's Healthcare Workforce

Meeting Demand through Collaboration and Innovation



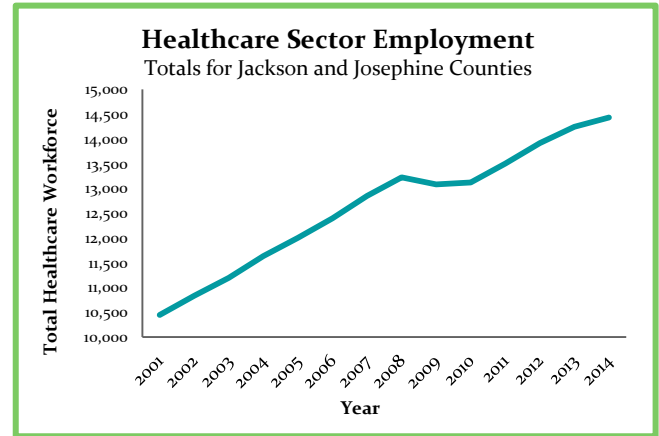
Since 2012, Rogue Valley healthcare professionals have joined forces with workforce development partners and educators to create the Rogue Workforce Partnership's Healthcare Workforce Steering Committee, in order to address the workforce needs of the region, and align the workforce development and education systems of the Rogue Valley to meet those business-driven needs. This is a brief snapshot of the demand, the collaborative intervention, and the resulting improvement in our region's healthcare workforce pipeline.

## The Demand

Our region's healthcare workforce has been growing rapidly for the past decade, and after a modest leveling during the recession, growth in the sector is back to pre-recession rates.

Workforce pipeline needs identified by healthcare sector leaders in 2012 included:

- CNA & CNA II
- Certified Caregivers
- Physical Therapy Assistants
- Occupational Therapy Assistants
- Clinical Lab Assistants
- Home Healthcare Workers
- Nurses/RNs
- Speech Therapists
- Surgery Technicians
- Data-Driven Performance Management Training
- Leadership/Management Training
- Licensed Practical Nurses



## Rogue Valley Healthcare Occupations · 2012-2022 Projected Openings

(Rank is based on Oregon Employment Department's Prioritization for Training algorithm. Vacancies based on 2013 labor market snapshot survey.)

Occupations	Total Projected Openings	2014 Median Wage	Rank	2013 Vacancies
Physical Therapists	100	\$79,186	1	16
Medical & Health Services Managers	86	\$103,688	2	5
Nursing Assistants	417	\$27,893	6	47
Nurse Practitioners	49	\$109,325	6	9
Physician Assistants	47	\$104,000	6	5
Medical & Clinical Laboratory Technologists	45	\$72,426	6	8
Physicians & Surgeons	214	N/A	14	0
Medical & Clinical Laboratory Technicians	29	\$57,549	23	3
Physical Therapist Assistants	23	\$56,077	23	5
Registered Nurses	834	\$78,936	35	199
Pharmacists	101	\$125,570	35	4
Healthcare Social Workers	43	\$64,418	46	4
Home Health Aids	376	\$23,434	65	112
Substance Abuse & Behavioral Disorder Counselors	31	\$35,880	65	6
Healthcare Practitioners & Technical Workers	22	\$89,586	65	2
Surgical Technologists	26	\$43,410	87	8
Nurse Midwives	9	\$108,992	87	0
Medical Secretaries	552	\$31,179	145	2
Licensed Practical and Licensed Vocational Nurses	87	\$47,726	145	4
EMT & Paramedics	71	N/A	145	5
Radiologic Technologists	71	\$59,363	145	8
Healthcare Support Workers, All Other	55	\$34,299	145	4
Physical Therapist Aides	33	\$24,357	145	2
Dental Laboratory Technicians	21	\$38,979	145	0
Ophthalmic Medical Technicians	8	\$35,464	145	3
Radiation Therapists	6	N/A	145	2
Occupational Therapy Assistants	5	N/A	145	0
Dental Hygienists	116	\$80,267	207	0
Mental Health Counselors	55	\$49,192	207	0
Health Technologists & Technicians, All Other	34	\$42,245	207	0
Respiratory Therapists	30	\$57,408	207	11
Dentists, General	19	N/A	207	0
Diagnostic Medical Sonographers	16	\$81,307	207	2
Optometrists	9	N/A	207	0
Nuclear Medicine Technologists	5	N/A	207	0
Audiologists	3	N/A	207	0
Podiatrists	3	N/A	207	0
Medical Assistants	350	\$33,134	268	5
Medical Records & Health Information Technicians	85	\$33,862	268	5
Phlebotomists	40	\$32,739	268	9
Psychiatric Aides	14	N/A	268	0
Ophthalmic Laboratory Technicians	8	N/A	268	0
Hearing Aid Specialists	6	N/A	268	0
Therapists, All Other	2	N/A	268	0
Dentists, All Other Specialists	4	N/A	350	0

Data Source: Oregon Employment Department (<https://www.qualityinfo.org>)

## Workforce Solutions to Meet Demand

### Key Interventions

- ▶ RCC wrote and received a \$3,000,000 U.S. Department of Labor grant to train healthcare workers to meet identified demands, including: Physical Therapy Assistants, Occupational Therapy Assistants, Clinical Lab Assistants and Certified Nurse NA I & II's.
- ▶ Joan Eberling, an original member of the Steering Committee, decided to move from her position as Director of Nursing at Fairview Transitional Health Center to start Pacific Healthcare Training to fill the unmet need for additional CNA training capacity.
- ▶ The Job Council developed a healthcare pre-employment program to prepare job-seekers in the foundational skills needed to pursue training and employment in the field.
- ▶ Southern Oregon University created the Innovation & Leadership Degree (Bachelor of Science), a multidisciplinary degree completion program for professionals with at least 5 years of work experience.
- ▶ RWP reconvened a Nursing Workforce Subcommittee, in partnership with NWO, to address specific nursing workforce issues, needs and solutions.
- ▶ Nursing and other healthcare programs at RCC, OHSU/SOU and Oregon Tech continued to maximize capacity in preparing students to meet demand.
- ▶ Rogue Workforce Partnership provided a new screening tool known as the National Career Readiness Certificate, as part of the Governor's Certified Work Ready Communities Initiative, which is being utilized by healthcare employers.

### Workforce Pipeline Solutions

#### The Job Council / WorkSource Oregon Centers

- ▶ Healthcare Pipeline Program (5-steps)
  - Healthcare Career Learning Tours
  - Access to Scholarships for CNA I Training
  - Entry-Level Job Search Assistance
  - Access to Training Scholarships for CNA II (After at least 6 months experience following CNA I)
  - CNA II Job Search Assistance
  - So far, this program has provided training scholarships for more than 350 job seekers, in order to provide an entry point and ongoing support to dislocated workers seeking a healthcare career path.
- ▶ National Career Readiness Certificate (NCRC)

#### Private Occupational Training Providers

##### **Abdill Career College**

Certificate of Completion programs: Medical Assistant, Dental Assistant, Limited X-Ray Technician, Medical Front Office Management, Phlebotomy Technician, and Pharmacy Technician.

- Approximately 100-120 Graduates per Year

##### **Pacific Healthcare Training**

An Oregon State Board of Nursing approved CNA I and CNA II training facility. (First Graduating Class was May 2013.)

- Approximately 800-1000 total graduates to date
  - 560-760 CNA I Graduates
  - 240 CNA II Acute Graduates

### **Rogue Workforce Partnership Healthcare Workforce**

#### **Steering Committee's Purpose:**

*"Healthcare industry leaders have joined together to comprehensively coordinate healthcare education and workforce issues for our region. The partnership seeks to establish a collaborative relationship between local healthcare employers and a team of education, workforce, and economic development partners. This partnership generates responsive solutions to healthcare employers' hiring, staff development, and other related workforce training and education needs. The partnership believes that an industry-led, community-sponsored group can collectively address the workforce needs of the healthcare industry and benefit our Southern Oregon community."*

#### Rogue Valley Healthcare Graduation Statistics

##### **Rogue Community College**

Adult Foster Care Certification, EMT Licensure, Emergency Medical Services, Paramedicine, Massage Therapy, Dental Assistant, Basic Health Care, Medical Assistant, Clinical Lab Assistant, Physical Therapy Assistant, Occupational Therapy Assistant, Community Health Worker Certification, CNA II, Nursing Assistant, Practical Nursing, and Nursing programs offered.

- 2013-2014: 354 Healthcare Program Graduates
- 2014-2015: 477 Healthcare Program Graduates
- 2015-2016: 514 Healthcare Program Graduates

##### **Oregon Health & Science University Ashland/SOU Campus**

Offers a Bachelor of Science with a Major in Nursing

- 2010: 45
  - 2011: 50
  - 2012: 49
  - 2013: 51
  - 2014: 48
  - 2015: 58
- 2013 Grad Snapshot:** 75% received initial employment in southern Oregon; and 86% are currently employed in Oregon
- 2014 Grad Snapshot:** 77% received initial employment in southern Oregon; and 90% are employed in Oregon

##### **Oregon Institute of Technology**

Offers Healthcare-related Bachelor Degrees: Applied Psychology, Biology-Health Sciences, Clinical Lab Science, Dental Hygiene, Diagnostic Medical Sonography, Echocardiology, EMT Paramedic, Nuclear Medicine Technology, Polysomnography, Radiologic Science, Respiratory Care, Vascular Technology, Population Health Management, and Marriage and Family therapy.

- Approximately 330 Graduates per Year

##### **OHSU Klamath Falls/Oregon Tech Campus**

Offers a Bachelor of Science in Nursing

- Approximately 25 Graduates per Year

#### Creating Win/Win/Win Situations for Southern Oregon's Healthcare Workforce:

**Employers Win:** healthcare organizations gain access to a better trained local applicant pool, reducing hiring failure and training costs

**Educators Win:** educational institutions attract more students by creating targeted programs based on the demands of local employers

**Job Seekers Win:** job seekers gain entry into a growing career path offering meaningful and gainful employment