

# Education, Pipeline, and Training Task Force

July 14<sup>th</sup>, 2016

WELCOME

# REVIEW & APPROVE MEETING MINUTES

Middle Skills Workforce & Graduate Medical Education

# REPORT UPDATE ON PREVIOUSLY DISCUSSED TOPICS

# Middle Skills: Priorities from Last Meeting

- **Review Document in Packet**

1. Value Matrix

- Identifying data to support the “return on investment” for occupations from multiple/systems perspective
  - Demand
  - Training (length and cost)
  - Income

2. Support Multi-State Military Credit Work

3. Develop strategies for long term care workforce training needs and enhance retention

# Priority #1: Value Matrix

- Focus Group held at Indiana Health Workforce Summit (6/29)
  - Red text are recommendations from focus group
- See document in packet

Value Matrix			
Variables	Sub – Topics	Current Data	Missing Data
Demand		<ul style="list-style-type: none"> <li>• Federal projections limited</li> <li>• Turnover rates for some occupations</li> </ul>	<ul style="list-style-type: none"> <li>• Employer Perspective</li> <li>• Insurance/Utilization</li> <li>• Variations in measuring Workforce capacity (Transparency)</li> <li>• Information on employee (Student) burnout (in healthcare training programs)</li> <li>• Evaluation of existing pathways</li> <li>• Workforce Characteristics</li> <li>• Future Legislation – changing policy environment</li> <li>• Bringing people who want to develop patient relationships</li> </ul>
Training Programs	<ul style="list-style-type: none"> <li>• Cost</li> <li>• Length</li> <li>• Supply produced</li> <li>• Quality of Training</li> <li>• School Advertisements</li> </ul>	<ul style="list-style-type: none"> <li>• Commission for Higher Education (public, private, and non-profit)</li> <li>• Dept. of Workforce Development</li> <li>• Information on Career Technical Education</li> <li>• State boards and accrediting bodies; National</li> </ul>	
Income	<ul style="list-style-type: none"> <li>• Income and Demographics</li> </ul>	<ul style="list-style-type: none"> <li>• Sample Survey</li> <li>• Professional Associations (National)</li> </ul>	
Market Entry	<ul style="list-style-type: none"> <li>• Licensure</li> <li>• Certification – Available or Required?</li> <li>• State Policies</li> </ul>	<ul style="list-style-type: none"> <li>• Professional Licensing Agency provided information on licensure and availability of certifications</li> </ul>	<ul style="list-style-type: none"> <li>• Employer perspective on certifications</li> </ul>
Reimbursements	<ul style="list-style-type: none"> <li>• Who and What?</li> </ul>	<ul style="list-style-type: none"> <li>• Fee Schedule</li> <li>• Administrative Code</li> </ul>	<ul style="list-style-type: none"> <li>• Best Practices</li> </ul>

# Demand Data: Employer Survey

- Sponsored by EmployIndy
- Administered from 1/27/16 - 3/11/16
- 156 Respondents
  - Hospitals
  - Long term care
  - Home health
  - Other



# Employer Survey: Difficulty in Finding the Right Skilled Worker

- Demand-side issues:
  - Job structure and pay – demanding work, low pay (related reimbursement rates)
  - Two of the lowest paid occupations - home health aides and personal care aides with an average wage of \$9-11/hour – are also the fast growing (projected to grow by 24% through 2019)
- Supply-side issues:
  - Competition for right skilled workers

## Employer Survey: Reasons Cited Why Positions Are Hard to Fill

Low pay, demanding jobs

Market saturation, competition from other healthcare providers

Low number of qualified candidates

Level of experienced candidates

Lack of critical thinking and customer service

Reimbursement rates limit pay able to offer candidates

Not enough trained, qualified applicants

Location of employer not near enough candidates

Shortage of appropriately licensed and credentialed workers

Demanding work environments

Source: CICP/Employ Indy Indiana Healthcare Employer Survey, 2016.  
Why are these positions hard to fill? N=143

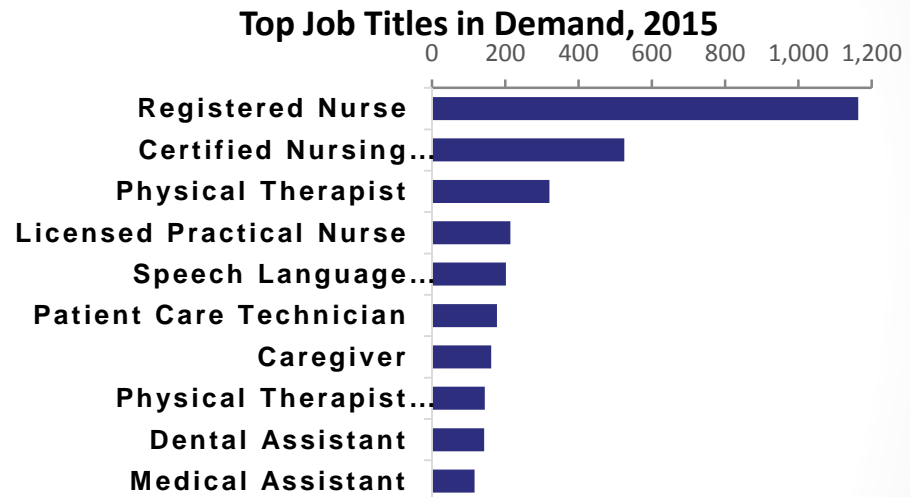


# Employer Survey: Summary of Recommendations

- Organize a joint Healthcare Workforce Initiative to:
  - Connect across segments
  - Translate skill change into curriculum change
- Invest in Healthcare Training Prototypes to:
  - Test, assess, and adopt innovation
- Training Prototypes focus on:
  - Frontline workers
  - Professional clinical workers
  - New/emerging positions

# Demand Data: Job Postings

- Greatest demand by sheer volume is nursing:
  - **Registered Nurse, Licensed Practical Nurse, and Certified Nursing Assistant have the *greatest number of job postings*** (Burning Glass)
  - **Registered Nurse, Licensed Practical Nurse, and Certified Nursing Assistant all listed as *hardest to fill positions*** (Employer Survey)



Source: Burning Glass Labor Insight, 2015. Total Postings, N = 11,782. Indianapolis-Carmel MSA.

# Demand: Job Postings

## Distribution of Minimum Education Required (Burning Glass)

Education	% Postings
High school or vocational training	34%
Associate's degree	21%
Bachelor's degree	31%
Graduate or professional degree	14%

# Training: Secondary Pipeline

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## Indiana High School Completers Having Taken at Least One Healthcare Pathway Course

Employment Status in Health Care	2011-2012		2012-2013	
	1 Year After Graduation Year		1 Year After Graduation Year	
	Graduates	Percent Total	Graduates	% Total
Employed in Health Care	1,137	8.27%	1,695	8.57%
Employed, but not in Health Care	7,550	54.92%	11,048	55.87%
Not Employed	3,020	21.97%	3,500	17.70%
Unknown	2,041	14.85%	3,533	17.87%

## Enrollment in Public Higher Education Anytime After Graduation\*

Postsecondary Enrollment Status	2011-2012		2012-2013	
	Graduates	Percent Total	Graduates	% Total
Enrolled in a health care major	2,121	15.43%	3,533	17.87%
Enrolled in a major other than health care	4,091	29.76%	5,191	26.25%
Not Enrolled	5,495	39.97%	8,361	42.28%
Unknown	2,041	14.85%	2,691	13.61%
<b>Total Graduates</b>	<b>13,748</b>	<b>100.00%</b>	<b>19,776</b>	<b>100.00%</b>

Source: Indiana Department of Workforce Development, 2016. \*Through 2015.

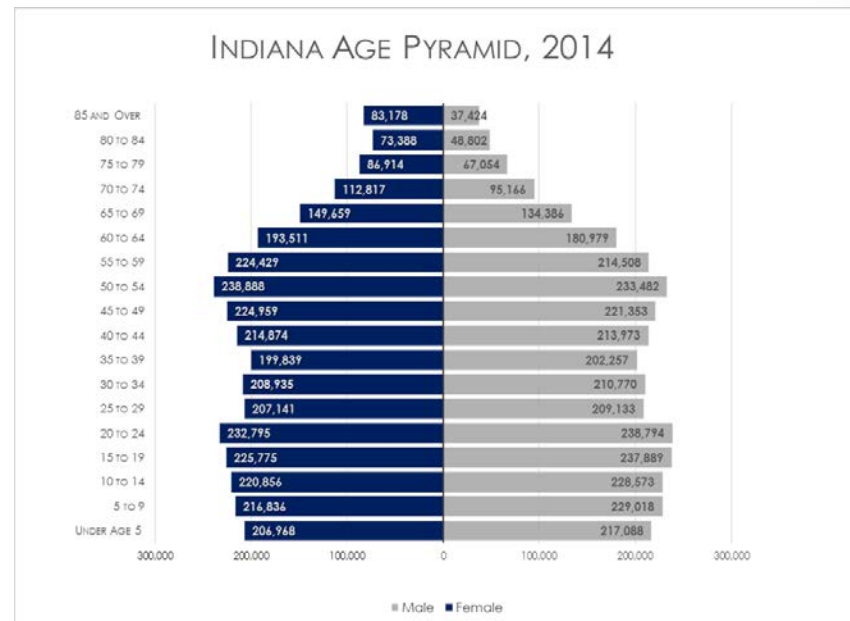
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# Priority #2: Support Multi-State Military Credit

- Updates from Dr. Ken Sauer, if available

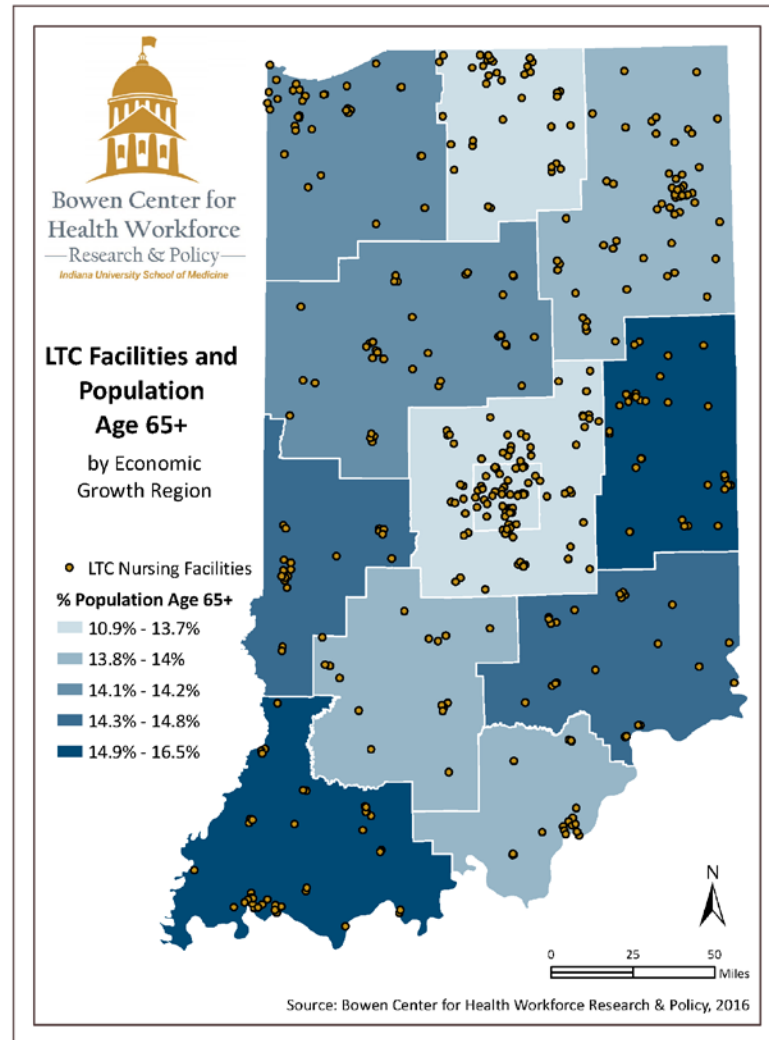
# Priority #3: Strategies for Long Term Care Workforce

- As population ages the demand for health services increase
- Long Term Care (LTC) facilities provide basic health care and support services for the elderly
- LTC facilities face several workforce challenges



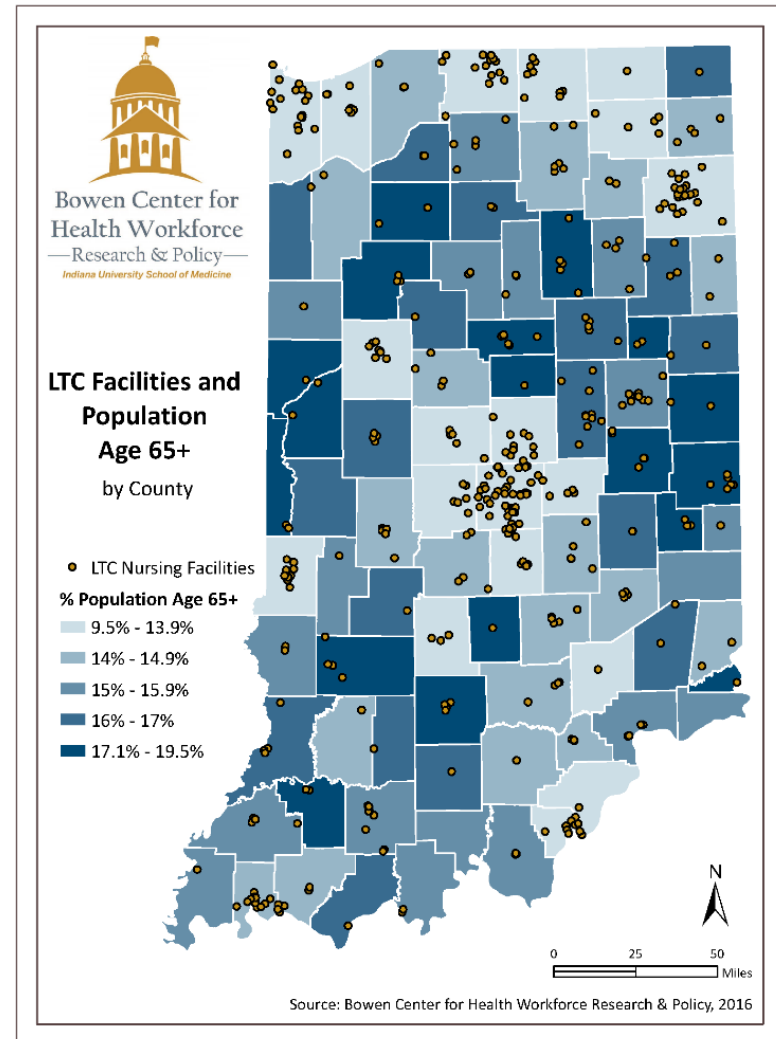
# LTC Facilities & Population Aged 65+ - EGR

- Oldest Economic Growth Regions (EGR)
  - Southwest (11)
  - West (6)



# LTC Facilities & Population Aged 65+ - County

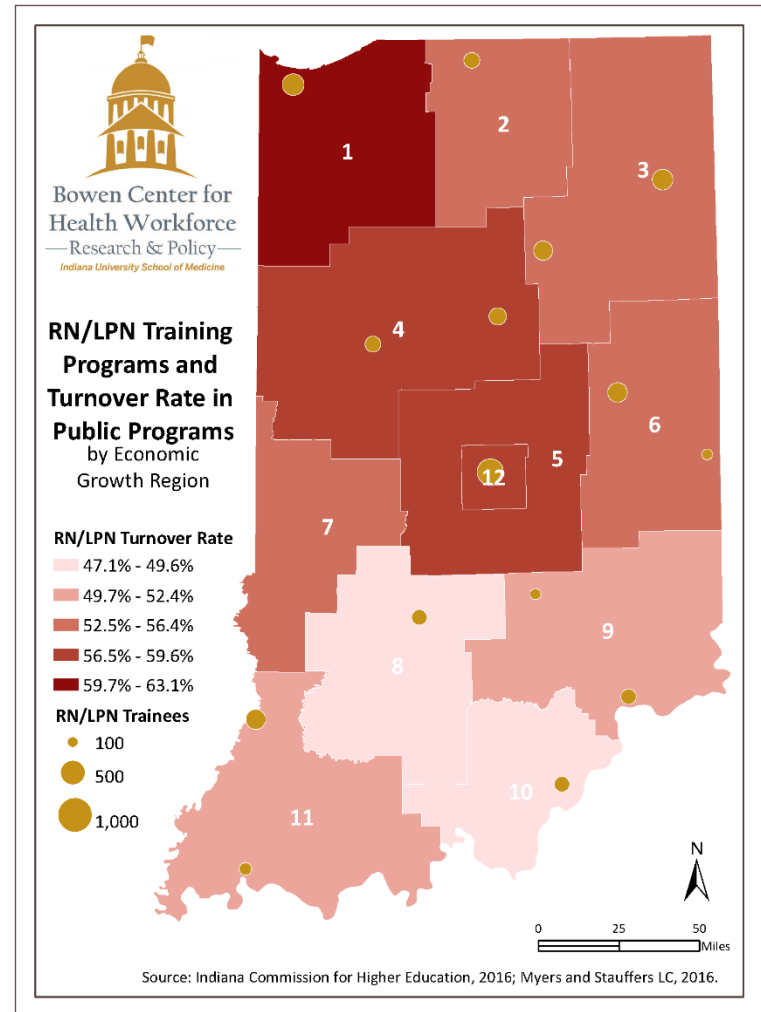
- EGR sliced into county
  - Provides additional detail at county level





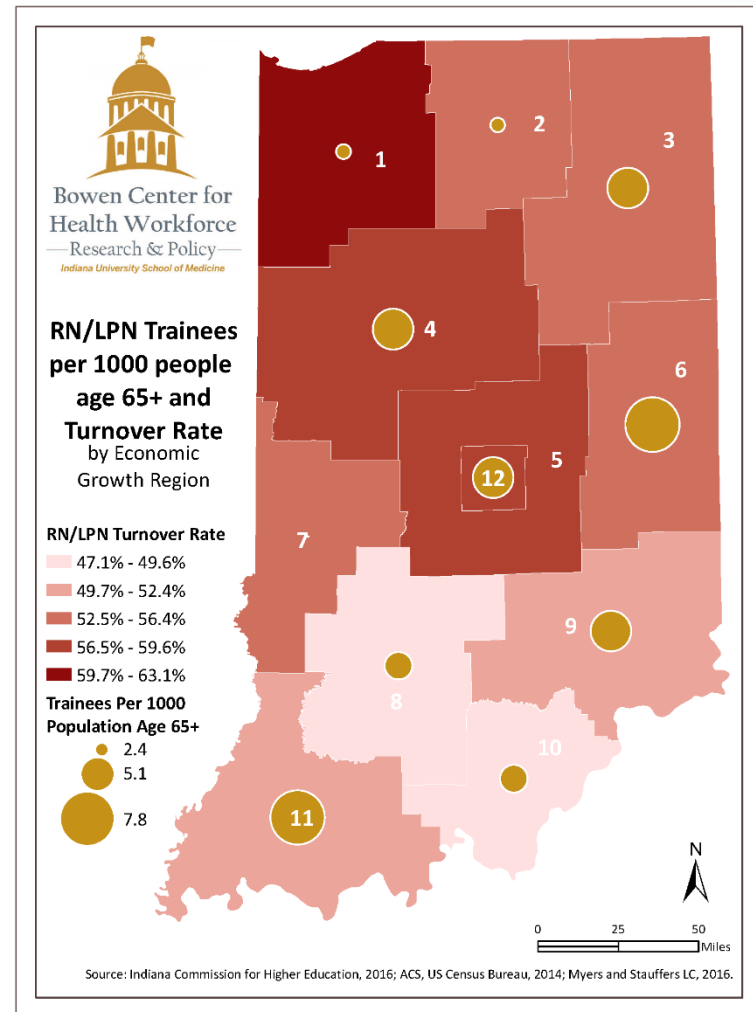
# LTC Facility Turnover Rates & Training Capacity

- Region 1
  - Highest turnover
- Region 8 & 10
  - Lowest turnover rate



# LTC Facility Turnover Rates & Pipeline

- Potential LTC Pipeline
  - RN/LPN trainees per 1,000 people age 65+
- EGR #1:
  - Worse Turnover Rate
  - Smallest pipeline



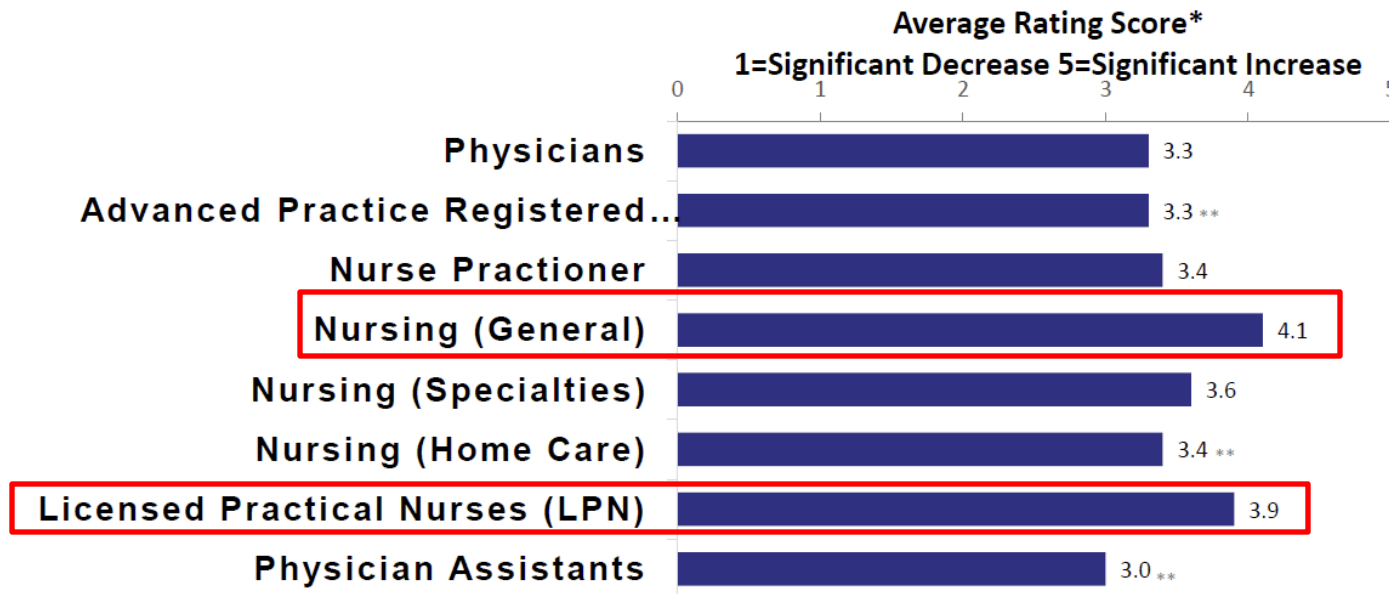
# Interactive Data: LTC



[Link to Online Data Story](#)

# Demand Data: Employer Survey Results for LTC

How much has the level of recruiting and hiring changed for professional and direct care positions in your long-term care or rehabilitation facility ?

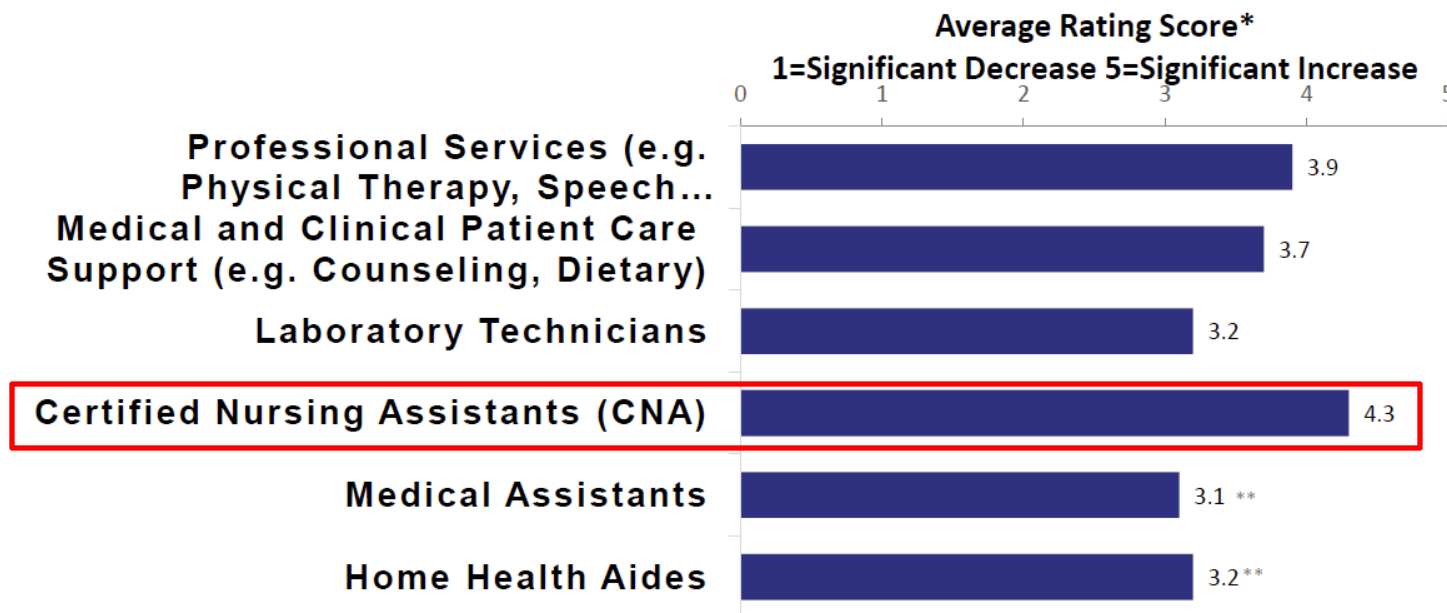


\*The Rating Score is the weighted average calculated by dividing the sum of all weighted ratings by the number of total responses.

\*\*At least one-third to one-half of the respondents selected "Don't Know" for this category.

# Employer Survey: LTC

How much has the level of recruiting and hiring changed for **therapeutic and front line** positions in your long-term care or rehabilitation facility ?



\*The Rating Score is the weighted average calculated by dividing the sum of all weighted ratings by the number of total responses.

\*\*At least one-third to one-half of the respondents selected "Don't Know" for this category.

# Employer Survey: LTC

## Long-Term Care or Rehabilitation Facility: Hardest to Fill Positions

Position	Frequency
Certified Nursing Assistant	35
Registered Nurse	31
Licensed Practical Nurse	21
Dietary Technician	10
Administrator	9
Speech Therapist	6
Occupational Therapist	4
Housekeeper	4
Physical Therapist	3
Registered Nurse Director/Manager	3
Social Worker	3
Scheduler	3
MDS Coordinator	3
Qualified Medication Aide	3

Please list the five most hard to fill positions in your organization. Survey respondents allowed to select up to five positions, N=49

# Training/Certification: CNA Certification Rates

	Certification Rates			
TermName	AssessmentType	Taken	Passed	%
2011-2012	Certified Nurse Aide	1420	1402	98.73%
2012-2013	Certified Nurse Aide	1651	1627	98.55%
2013-2014	Certified Nurse Aide	1490	1432	96.11%
2014-2015	Certified Nurse Aide	1270	1188	93.54%

Data from Department of Workforce Development,  
Career Technical Education

# REPORT UPDATE ON GRADUATE MEDICAL EDUCATION



DISCUSS PLAN MOVING FORWARD

# Next Task Force Meeting

- Monday, August 22, 1:00pm-3:00pm
- IUPUI Campus Center, Room # 305