

Summit Briefing Paper

Tuesday, October 18, 2011, UMO Wells Conference Center, Orono, 8:30 AM – 4:00 PM

1. Audience

Health care professionals and employers, state government leaders, policy makers, college and university leaders, and workforce specialists. Currently, more than 150 people have registered.

2. Conference Host

Maine Health Workforce Forum—an alliance of health care workforce stakeholders including employers, health care organizations, educational institutions, state agencies (Departments of Health and Human Services and Labor), policy makers, professional associations, and others. (<http://www.mainehealthworkforceforum.org/>)

3. Conference Sponsor

Support for the Summit is provided by the Maine Health Care Sector Grant, which is funded by the American Recovery and Reinvestment Act through the United States Department of Labor Employment and Training Administration and the Maine Department of Labor. Additional support for the Summit is provided by the University of Maine Office of Academic Affairs, School of Nursing and the College of Natural Science, Forestry and Agriculture

4. Agenda Overview

Health care workforce data, trends, issues, strategies and solutions, featuring state and national experts including the National Center on Health Workforce Analysis.

5. Key Themes

- Health care workforce planning is essential to ensure a sufficient supply of qualified professionals to meet health care, long-term care, and public health needs.
- Today's summit is one of a number of ongoing initiatives of the Maine Health Workforce Forum to convene stakeholders and develop solutions.
- Summit presenters will be asked to address the challenges of aligning demand and supply of workforce.

6. Overview of the Health Care Sector and Workforce

The sector is:

- Maine's most significant job producing sector over the last 10 years.
- projected to have the highest service demands and job growth for the next 10 years.
- the state's largest and most varied provider of services and jobs.
- multiple employers including hospitals, ambulatory care, nursing and residential care services and social assistance industries and located in every county of the state (and nation).
- employing over 60 occupational titles with skill requirements ranging from a high school diploma to advanced degrees, some of which are among the highest paying jobs in the state (and nation).
- employing an array of technical and support staff and computer/health information technologists, jobs that extend into biotechnology, research, regulatory and administrative functions, and higher education.

7. Highlights of Maine Health Workforce Data

Health care and long term care are vital to Maine's employment and economic picture

This industry sector includes hospitals, ambulatory care, nursing and residential care services and social assistance industries, is represented in all counties in the state and offers significant job opportunities:

(Bureau of Labor Standards: <http://www.maine.gov/labor/cwri/data.html> ; Maine Center for Workforce Research and Information, Health Workforce Analysis: <http://www.maine.gov/labor/cwri/publications/pdf/WorkforceAnalysisMaine%27sHealthServicesSector.pdf>)

- 10% of Maine's business establishments are in the health care sectors;
- Health care is Maine's largest economic sector, in terms of number of jobs and wages paid. Representing 18% of statewide employment and 19% of wages paid;
- The sector holds state records for sustained job growth (job creation and hiring) over the last 10 years;
- The sector employs more than 60 occupational titles with jobs across all Maine counties;
- Increasing demands for service are projected based on population aging and health service use/needs;
- Rising demand for services: Maine's older population groups are projected to grow larger, relative to younger working-age groups, between the period of 2008 to 2020.
 - 65-74 year olds will Maine's fastest growing age group, with increases from 15% to 18% by 2015, and to over 21% by 2020. 85 and older group will grow by 3,000 people (to 11%) between 2008 and 2020. (<http://www.maine.gov/dhhs/oes/Chartbook-LTC-Needs-Assessment-2010.pdf>)

Focus on Jobs

Current Maine Department of Labor (MDOL) data shows that:

- Projected health sector **job growth** through 2018 exceeds all other industry sectors in the state;
- The **over 60 occupational titles** have job requirements ranging from a high school diploma/GED with on the job training to professional certification programs and advanced degrees and professional credentials, some of which are among the highest paying jobs in the state, and provides employment in every county.
- In addition to direct care and health professional occupations the industry employs a wide array of technical and support staff and computer/health information technologists, jobs that **extend into Maine's private and public sectors**, working in biotechnology, research, regulatory and administrative jobs, and education and training organizations.
- **High Wage Jobs:** Health care sector wages are relatively high (\$25/hr compared to statewide mean of \$18/hr), although the entry level direct care/support jobs are demand with low wages.
- **High Job Demand:** The number of jobs in health occupations will increase by 12% (approximately 7,500 jobs) over the 2008-2018 period.
- **Higher Job Demand:** Projected retirements and attrition adds to the demand: Current projections estimate that approximately 10,000 of Maine's health care workers will permanently exit the workforce by 2018, potentially adding an additional 10,000 jobs to the 2018 demand levels. NOTE:
 - **If reaching 65 years was the only determinant of turnover:**
 - Doctors:** 20% of Maine's doctors currently working will retire within 5 years, 37% within 10 years and 54% within 15 years. (Maine CDC, Office of Research Data and Vital Statistics: (<http://www.maine.gov/dhhs/boh/phs/odrvs/data/index.html#health>)
 - Dentists:** 26% of Maine's dentists currently working will retire within 5 years, 44% within 10 years, and 62% within 15 years. (Maine CDC, Office of Research Data and Vital Statistics-see above)
 - Nurses:** Maine licensure renewal survey of 2006-2008 respondents show the average age of Maine's nurses to be older than the national average (Maine: 54 years old) with the approximately 53% respondents age 51 years or older. (Nurses Minimum Data Set: (<http://www.maine.gov/tools/whatsnew/attach.php?id=123514&an=1>)

8. Recent Maine Initiatives (does not represent all activities)

- \$4.9 million 3 year [Health Care Sector Grant](#) to the Maine Department of Labor to increase the supply and employment of credentialed health care workers in high-demand occupations. As of October 2011, half way through the grant period, the overall target of training 400 people has been surpassed, with 427 individuals participating in training programs for clinical instructors, allied health professionals, associate and bachelor degree nurses and Certified Nursing Assistants. (<http://www.mainecareercenter.com/workforce/hcgrant/index.shtml>)
- The Health Resources and Services Administration (HRSA) of the US Department of Health and Human Services provided funding to help create a strategic plan for the state's health workforce development. ([Final Report](#) http://www.mainehealthworkforceforum.org/index.php/library/cat_view/8-forum-strategic-workplan)
- The Organization of Maine Nurse Executives (OMNE) and the Bingham Program are partners in the Maine Partners in Nursing Education & Practice Collaborative, a Robert Wood Johnson Partners Investing in Nursing Grant, which will focus on the educational infrastructure and faculty development as a way to develop Maine's nursing workforce. (<http://www.mainenursepartners.com/news.html>)
- US Department of Health and Human Services, Health Resources and Services Administration (HRSA), 3 year Personal Health Care Assistant Services Training grant, \$2.2 million, 2010-2013, funded to Maine DHHS, to develop a competency-based curriculum and a coordinated training and credentialing system to prepare personal and home care assistance workers in their choice of three entry level positions; PSS (Personal Support Specialist), DSP (Direct Support Professional) and MHRT-1 (Mental Health Rehabilitation Technician-1). (<http://bhpr.hrsa.gov/nursing/grants/phcast.html>)

9. Key Recommendations from the Health Workforce Forum Recommendations Guide

- Leadership to coordinate and implement effective strategies.
- Improve the collection, analysis, and reporting of data needed to inform health workforce planning and result in effective solutions, both short and long-range.
- Align resource development with projected demand.
- Coordinate resources from multiple sources including state agencies and private resources. Eliminate duplication of effort.
- Foster employment strategies that will help address immediate and future workforce needs.
- Consider expanded number of occupations and scope of services to address changing workforce needs or priorities, such as health information technology (HIT).
(Recommendations Guide: <http://www.mainehealthworkforceforum.org/index.php/resources/reports>)

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