

Maine Health Workforce Forum Annual Report to the Maine Department of Health and Human Services

March 29, 2012

Sally Sutton
Senior Policy Analyst
Muskie School of Public Service
University of Maine
207 228-8158
ssutton@usm.maine.edu



Maine Health Workforce Forum Annual Report to the Maine Department of Health and Human Services

March 29, 2012

Maine statute (MRSA §257) requires that the Maine Department of Health and Human Services at least once annually convene a health workforce forum to review the latest Department of Labor report regarding Maine's health workforce, to discuss health workforce issues, use the information gathered through the forum to develop its health policy and planning decisions and to make appropriate policy recommendations based on its analysis of the health care workforce. The Department is also required to post a report and recommendations on its website. That forum was held on October 18, 2011 as the 2011 Maine Health Workforce Forum Summit: *The State of the State's Health Workforce: Aligning Resources to Meet Maine's Needs*. This is the report of the Summit, and includes:

- A description of the Summit
- A briefing paper that was prepared for Summit participants (which has been updated)
- Highlights of some of the data presented at the Summit and links to that information as well as all of the presentations and videos of speakers posted on the Forum's website
- Information about other sources of data and information related to Maine's health workforce.

2011 Maine Health Workforce Forum Summit

The purpose of the Summit was to inform healthcare and long-term care employers, educators, economic developers, employment professionals, and policy makers about healthcare workforce needs and strategies. The proposed outcomes included:

- Understanding national workforce trends, issues and solutions
- Understanding data and demographics of Maine's health workforce
- Hearing from key state policymakers about how Maine is addressing current and future needs
- Gaining information about innovative approaches to train health workers
- Networking with colleagues interested in healthcare workforce issues and solutions

139 participants at the Wells Conference Center in Orono had an opportunity to hear Governor Paul LePage, introduced by UMO President Paul Ferguson, kick off the event, who stated that it was very important that Maine address this issue. Other presentations included:

- The commissioners of Labor, Education, Economic and Community Development and Health and Human Services discuss their departments' response to addressing health workforce needs;
- A discussion of national and Maine health workforce data
- A philanthropic repose to health workforce issues
- The sector approach to addressing health workforce needs
- Maine's educational and training response
- Innovative activities under the Maine DOL Health Care Sector Grant; and
- A review of data sources and how we use the information.

Support for the Summit was 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. This project provides equal opportunity in employment and programs. Additional support for the Summit was provided by the University of Maine,

Office of Academic Affairs, the School of Nursing and the College of Natural Science, Forestry and Agriculture.

For a complete agenda with speaker bios, links to the presentations and videos of each presentation go to: <http://www.mainehealthworkforceforum.org/index.php/events/recent-events/upcoming-events>

In 2012 a series of regional meetings will be held around the state. Check out the Forum's website for dates and locations.

Next Maine Health Workforce Forum statewide summit: January 31, 2013

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. (*Update – As of March 15, 2012, 527 trainees had been enrolled with an anticipated enrolment of an additional 175 trainees before December 2012, bring the total number of people trained to 702, or 176% of the original program goal.*)
- 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](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>) (*Update – As of March 2012, Maine and OMNE have been awarded a Coalition grant under the RWJ Future of Nursing Initiative Campaign for Action.*)
- 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

- Facilitate coordinated leadership to 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>)

Prepared by the Maine Health Workforce Forum and DOL Health Sector Grant Coordinating Committee (10/6/11)

Updated 3/29/12, Sally Sutton, ssutton@usm.maine.edu

Summit Data Highlights

Presentation by Paul Leparulo, CFA, Principal Economic Research Analyst, Maine Department of Labor, Center for Workforce Research and Information – for a complete set of slides and a video presentation go to: <http://www.mainehealthworkforceforum.org/index.php/events/recent-events/upcoming-events>

- Maine’s health sector employment growth has been remarkably consistent
- In the 1990’s healthcare generated nearly one out of every three new jobs in Maine. Since 2000, health care employment growth has partially offset declines in other sectors
- Healthcare has been a significant driver of employment growth in Maine
- Strong employment growth has helped sustain Maine’s relatively high numbers of healthcare workers per population compared to the nation
- Going forward healthcare is expected to remain as a key driver of statewide employment growth (2008 – 2018)
- Health sector employment growth is expected to be about 10%
- Health occupational employment growth is estimated to be about 12%
 - About 7,500 new jobs
 - Nearly half of the 40 occupations with the fastest projected rate of job growth in Maine are health occupations
- Maine’s aging population (over 65s growing faster than nation) is expected to lead to increased demand for health services
- Total projected job openings 17,620 (2008 – 2018 – does not take into account changes in demand for health services as a result of the Affordable Care Act)
 - +7,490 – New growth
 - + 10,130 - Replacement Needs
- Health workforce distribution is uneven across the state. Compared to the nation Maine has:
 - 70% fewer dentists per capita
 - 75% fewer physicians and surgeons, all other per capita
 - 40% fewer dental hygienists
 - 0% speech-language pathologists
 - 20% – 30% fewer pediatricians and registered nurses

Presentation by Charles Dwyer, Director, Maine CDC Office of Rural Health and Primary Care – for a complete set of slides and a video presentation go to:

<http://www.mainehealthworkforceforum.org/index.php/events/recent-events/upcoming-events>

Demographics of Physicians from re-licensure survey data

- Most physicians practicing in Maine are white males under the age of 54
- 70% of those surveyed have been working 20 years or less
- Survey respondents work an average of 41.2 hours/week; are on-call another 19.6 hours and work an average of 47.5 weeks per year
- As doctors get older they cut back on hours and generally work part-time and fewer weeks/year
- Female doctors work fewer hours per week but on average work the same number of weeks/year
- If reaching age 65 was the only determinant of turnover, 20% of doctors currently working will retire within 5 years, 37% within 10 years and 54% within 15 years
- Rural areas will experience greater retirement-related turnover in the coming years
- Intent to leave within 5 years is correlated with job satisfaction and primary care physicians may be less satisfied with their jobs compared to other physicians

Health Professional Shortage Area Designations (HPSA)

- There are an estimated 63,291 people considered to be an underserved population according to Primary Care Health Professional Shortage Area designation
- There are an estimated 221,712 people considered to be an underserved population according to Dental Health Professional Shortage Area designation
- There are an estimated 158,303 people considered to be an underserved population according to Mental Health Professional Shortage Area designation

Presentation by Judith Feinstein, Director, Maine CDC Oral Health Program – for a complete set of slides and a video presentation go to: <http://www.mainehealthworkforceforum.org/index.php/events/recent-events/upcoming-events>

Data from the Cooperative Health Manpower Resource Inventory – Dentists and Hygienists, 2008

- Most dentists practicing in Maine are white males over the age of 50
- The typical dentist in Maine has been practicing for 24.4 years. Only 15% of those surveyed had been working less than 10 years
- As dentists get older they cut back on hours and are more likely to work part-time
- Female dentists work fewer hours and weeks/year than male dentists
- If reaching age 65 was the only determinant of retirement-related turnover, 25% of dentists currently working will retire within 5 years, 44% within 10 years and 62% within 15 years
- If rural areas are not able to recruit younger dentists the gap between retirement-related turnover in rural and urban areas becomes more severe as time passes
- Intent to leave within 5 years is correlated with job satisfaction and attachment
- Most Maine hygienists are white women between 35 and 54 years of age
- Where hygienists work is distributed fairly equally among urban core areas, suburban areas, large town areas and “small town and isolate rural areas”
- The characteristics and distribution of dental professional impact access

Sources for Additional Health Workforce Data

Workforce Analysis of Maine’s Health Services Sector, Maine Department of Labor, Center for Research and Information – April 2010 – This is the report that Maine Department of Labor is required to produce every 4 years under MRSA § 256-A:

<http://www.maine.gov/labor/cwri/publications/pdf/WorkforceAnalysisMaine'sHealthServicesSector.pdf>

Maine Department of Labor Data [Health Care Sector Grant](#) – This site provides information about the number and types of trained workers as well as innovative training programs that have been supported under this \$4.9 million 3 year grant to the Maine Department of Labor to increase the supply and employment of credentialed health care workers in high-demand occupations and can be found on the grants website.

[State Health Care Workforce Planning Grant Final Report](#) - The Forum's Recommendation's Guide provided a foundation for the state's successful application for funds from a HRSA award of a State Health Workforce Planning Grant to the Maine Job's Council to develop a 10 year health workforce strategic plan. That plan was completed at the end of 2011 and will guide the Forum's future work. Prior to completion of the strategic plan, a final report was issued and includes the following types of data:

- Analysis of labor market information to support the development of health care career pathways
- Projected high demand areas
- Existing federal, state and private resources
- Academic and industry skill standards for credentials and licensure
- Secondary and postsecondary education and training policies regarding career information and guidance counselling, and
- Federal and state policies or rules that act as barriers to the development of a coherent strategy and plan to address the barriers.

For information about the Maine Health Workforce Forum, its members, meeting information etc, go to: www.mainehealthworkforceforum.com or contact:

Sally Sutton
Senior Policy Analyst
Muskie School of Public Service
University of Maine
207 228-8158
ssutton@usm.maine.edu
3/29/12