Workforce challenges & the future of health care in the NEK

- Demographic challenges
- Workforce needs
- Headwinds facing the NEK
- The NCHC recruiting experience
Demographic challenges

The Aging Workforce

2010 Workforce-Age
125,312

Exit

ncic.org
Demographic challenges

The Aging Workforce

2020 Workforce-Age
111,487

2010 - 2020
Excluding Death and Relocation - Projecting 13,825 less Workforce Age

ncic.org
Demographic challenges

Vermonters 65 and Older
(up, not good)

<table>
<thead>
<tr>
<th>Year</th>
<th>History</th>
<th>Forecast</th>
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<td>1980</td>
<td>11.4%</td>
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<tr>
<td>1990</td>
<td>11.8%</td>
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<tr>
<td>2000</td>
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<tr>
<td>2010</td>
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<td>2020</td>
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<td>2030</td>
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Art Woolf, UVM, January 8, 2016

ncic.org
Our Healthcare Workforce needs

• Primary care physicians
• Physical therapists
• Mental health professionals
• Nurses
• Dentists
• Information systems
• ... and more....
Headwinds facing the NEK....

- Culture/Community
- Housing stock
- “Trailing partner”
- Wage inflation vs. reimbursement rate inflation
- Provider **burnout**
The NCHC recruiting experience...

- “All hands on deck” approach.
- Sell the lifestyle.
- Loan repayment is critical.
- You recruit the family, not the person.
- Collaboration is key.