Northern Counties Health Care, Inc.

COMPLETE, COMPASSIONATE CARE FOR THE WHOLE FAMILY, IN OUR HOME OR YOURS.

Workforce challenges & the future of health care in the NEK

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

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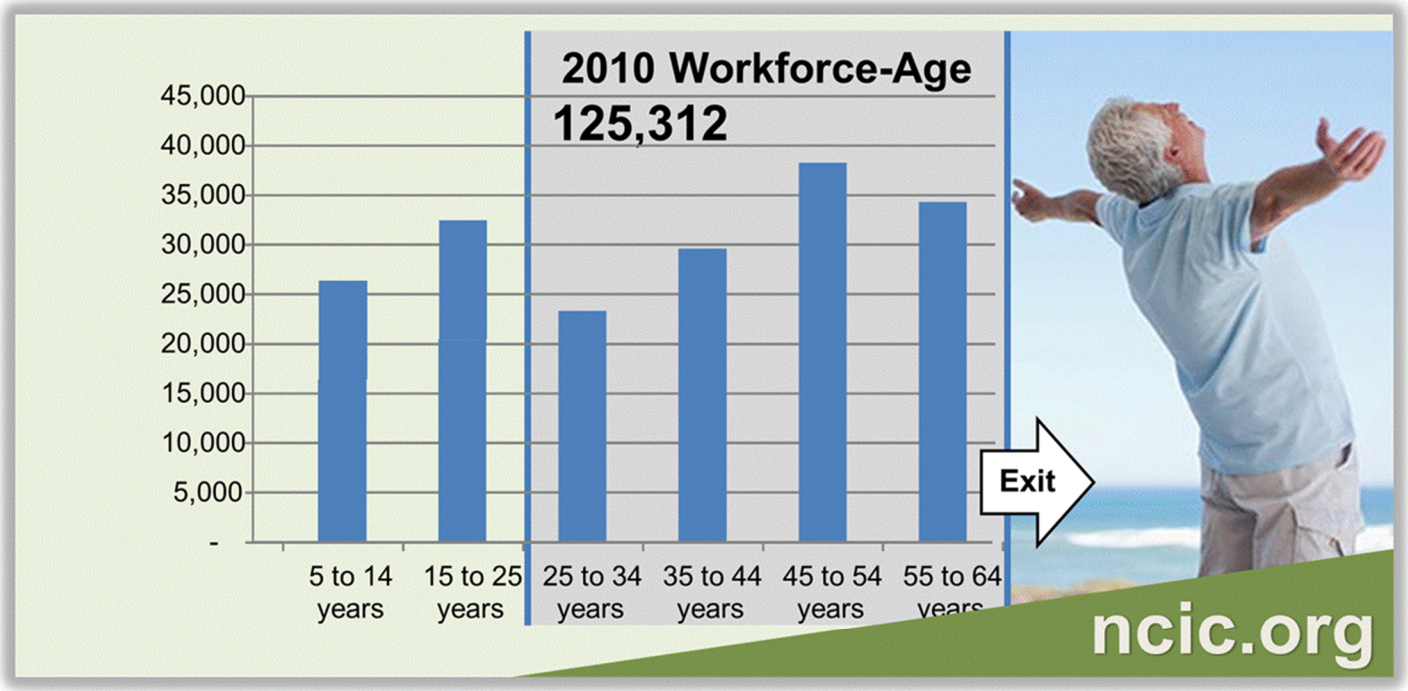
Demographic challenges

The Aging Workforce

NCIC



CHHC

COMMUNITY HEALTH CENTER FQHC QUALITY SM

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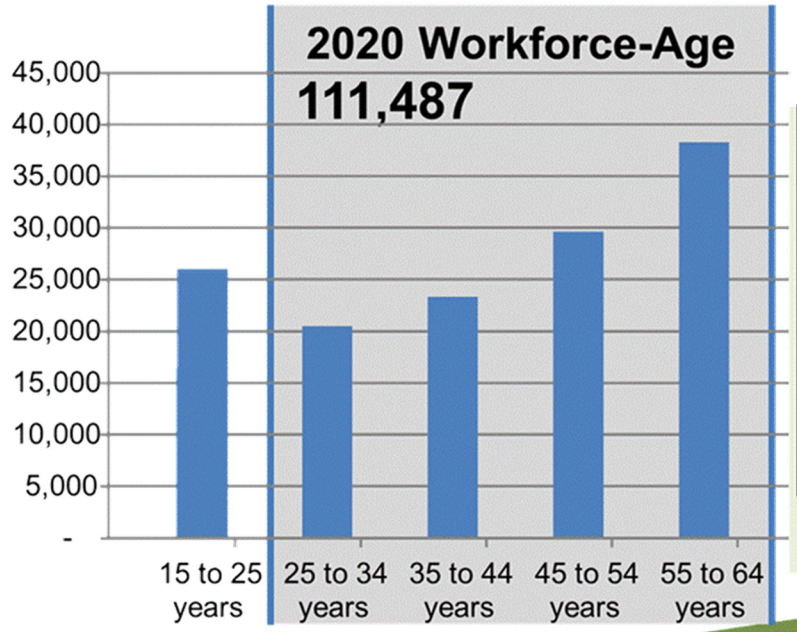

2010 - 2020
Excluding Death and Relocation - Projecting **13,825** less Workforce Age

ncic.org

CHHC

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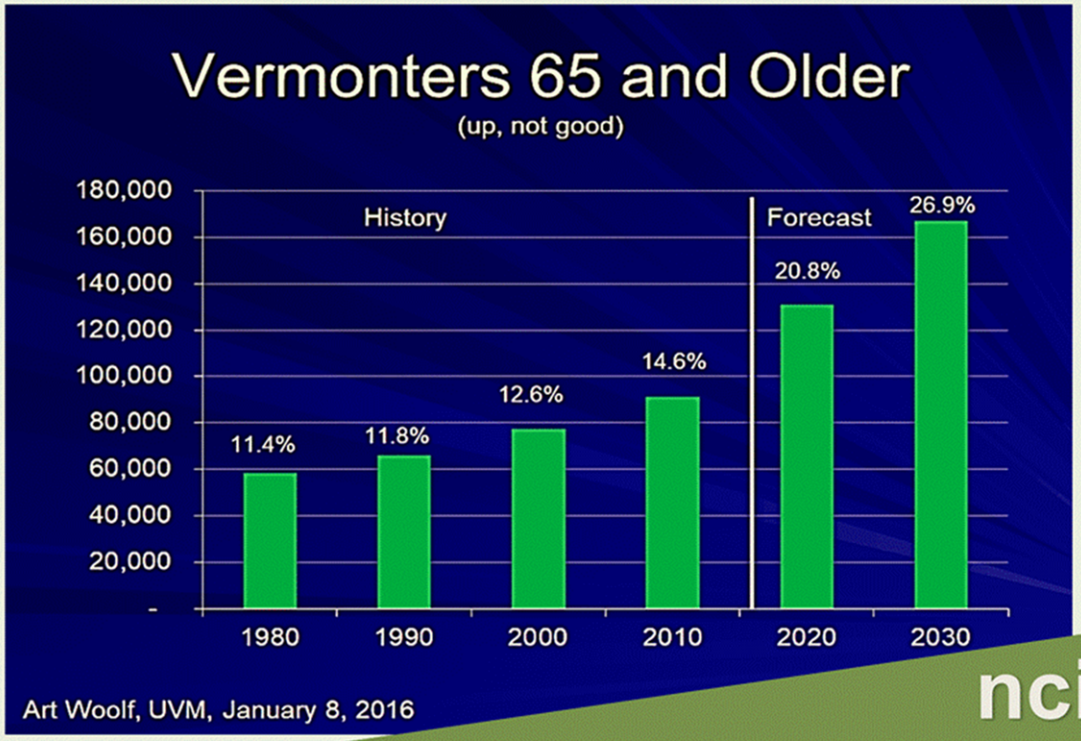
Demographic challenges



Our Healthcare Workforce needs

- *Primary care physicians*
- *Physical therapists*
- *Mental health professionals*
- *Nurses*
- *Dentists*
- *Information systems*
- *… and more….*

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Headwinds facing the NEK….

- Culture/Community
- Housing stock
- "Trailing partner"
- Wage inflation vs. reimbursement rate inflation
- Provider ***burnout***

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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.