
Health Care Workforce: Challenges and Opportunities

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Problem Definition

- Demographic Challenges

- Stagnant population (.2% decline from 2010 to 2016)
- Aging State (Median Age – 42.9, 3rd Oldest State)
- Percentage of individuals over 65 has increased from 14.6% to 18.1% from 2010 to 2016
- Trends expected to continue

- This means increased demand for health care and long term services and supports and yet....

- Declining workforce- since 2009 the labor force has declined by 15,000 workers



Problem Definition (cont.)

- Vermont's declining workforce has had an especially adverse impact on health care providers
- Unlike other industries, providers cannot reduce staffing levels, or cut hours, or install self-checkout kiosks
- Providers often have minimum staffing requirements they must meet, and they must provide quality care
- Providers are increasingly left with no choice but to hire agency and traveling nurses to adequately staff their operations

Existing Data

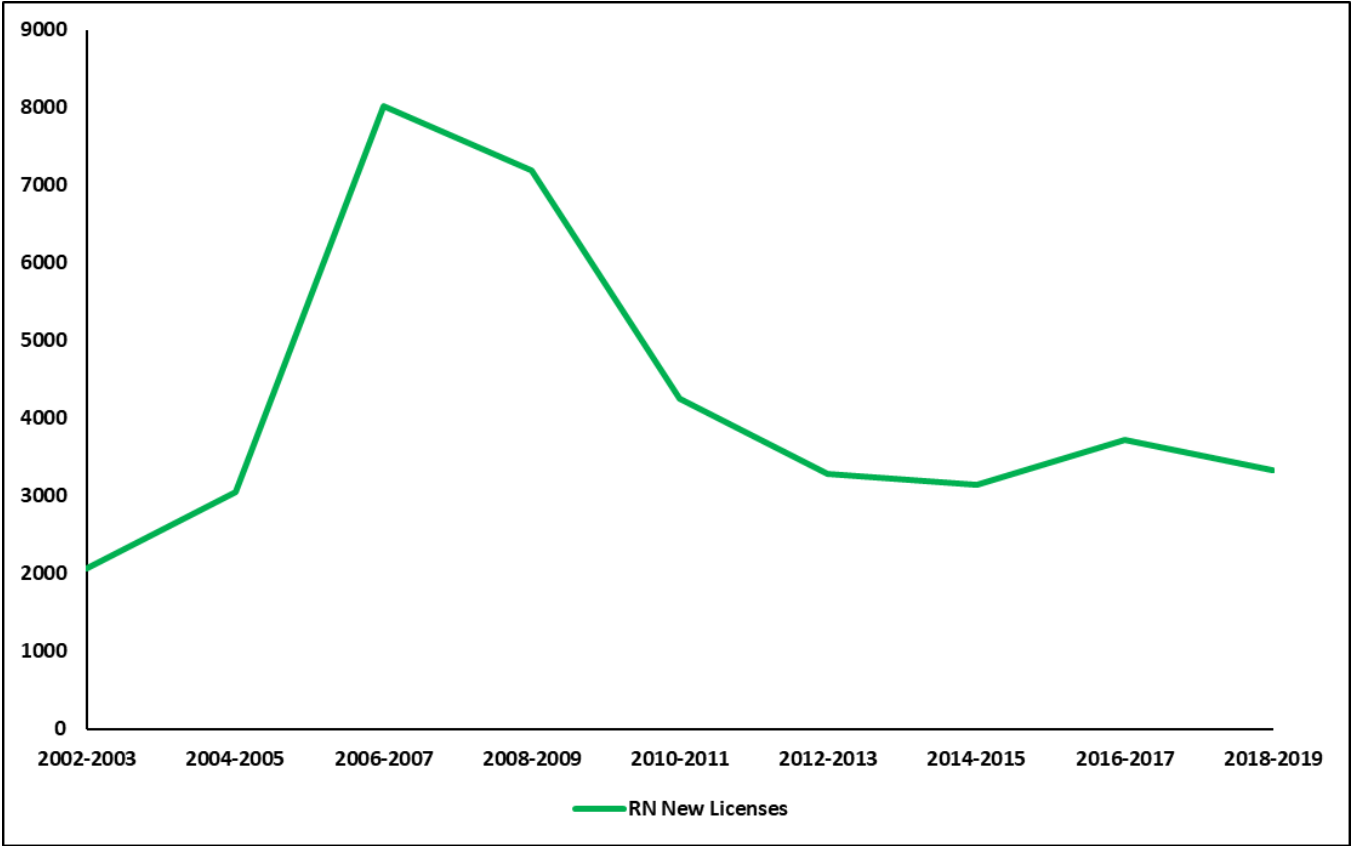
- Board of Nursing Licensing Data
- Vermont Talent Pipeline Survey
- Hospital budget submissions
- AHS Division of Rate Setting

Board of Nursing Licensing Data

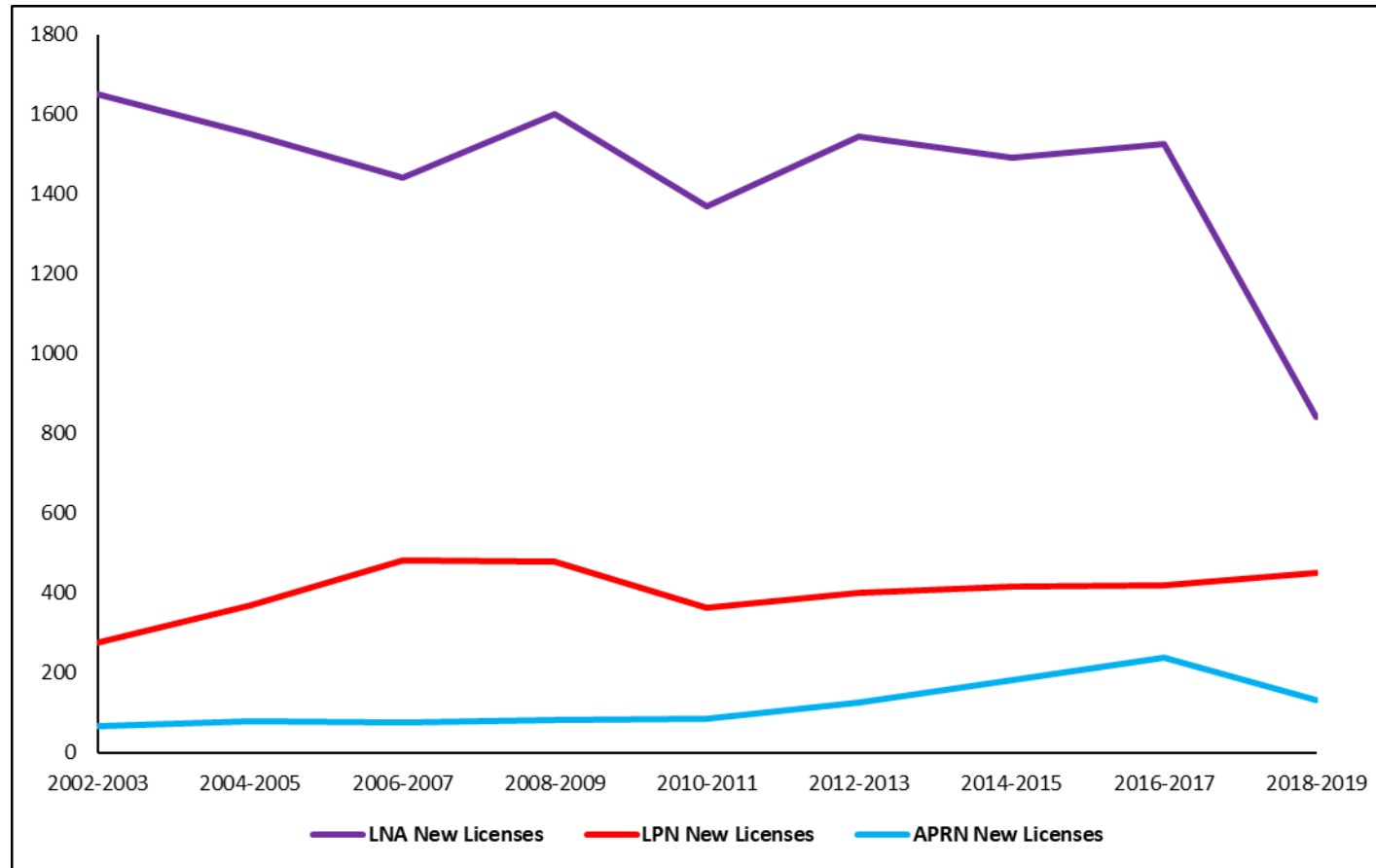
- Data compiled from Board of Nursing Online Licensing Roster
- 2 year Licensing Cycles, RNs/APRNs odd years, LNA/LPNs even years
- Takeaways:
 - Number of new RN licenses declined 69% from 2007-2014
 - 66% increase in the number of expired RN licenses during the 2012-2013 renewal cycle
 - While a slight uptick in the number of new RN licenses 2014-2018, we believe it represents traveling nurses
 - Percentage of new RN licenses with out of state addresses has increased from 58% to 86% over this time period
 - Stark decline in new LNA licenses, and significant increase in expired LNA licenses



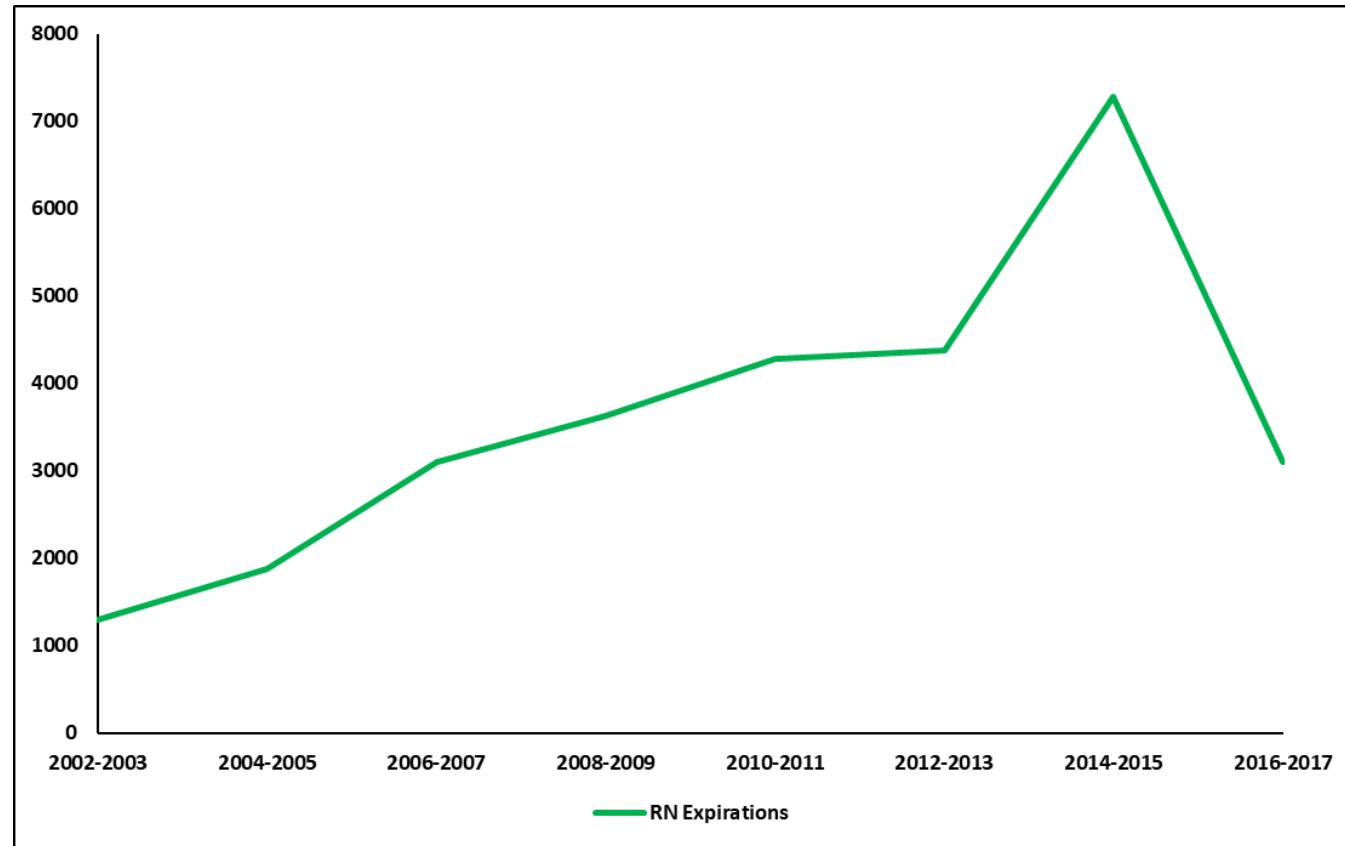
RN New Licenses



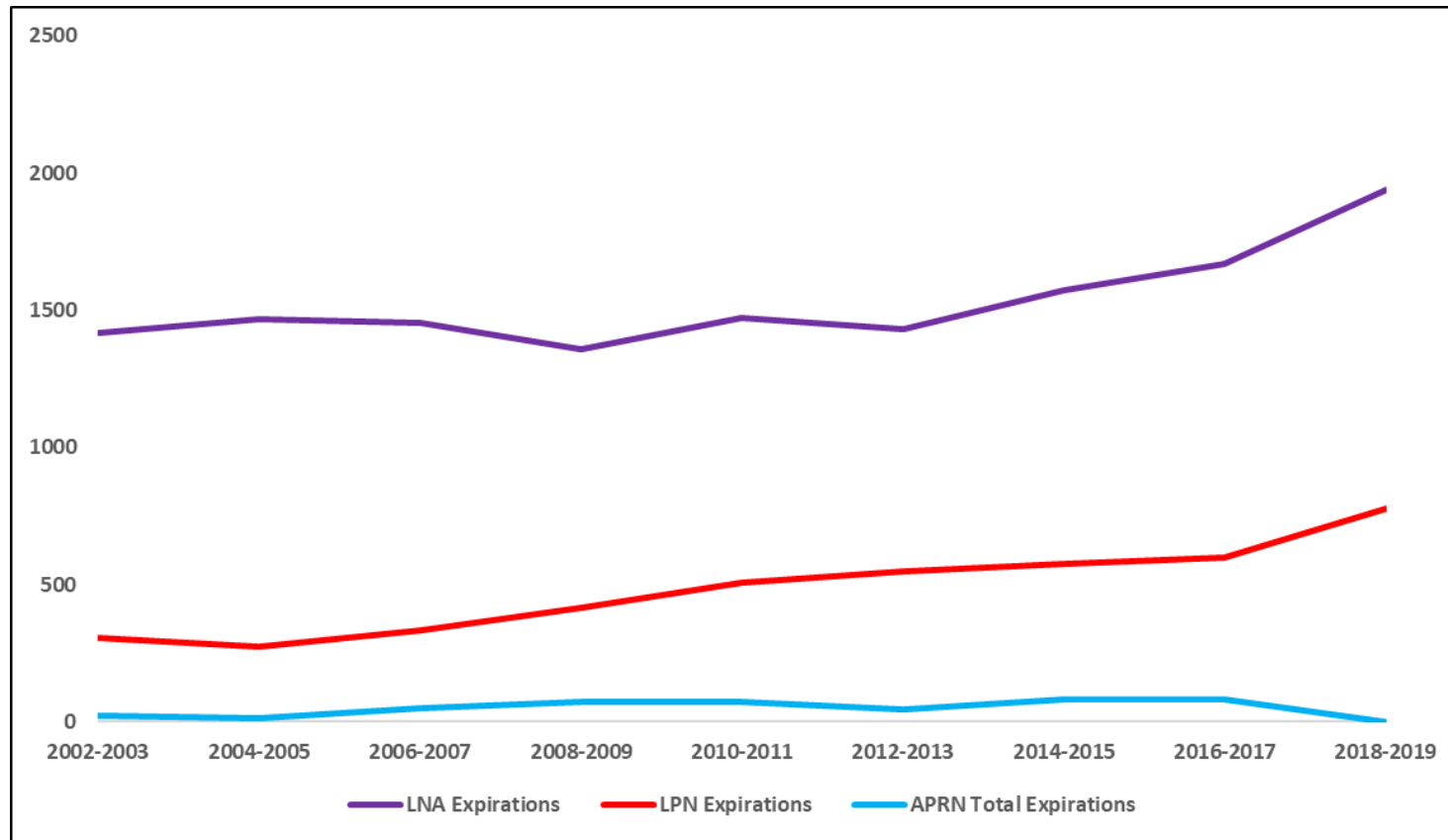
APRN, LPN, LNA New Licenses



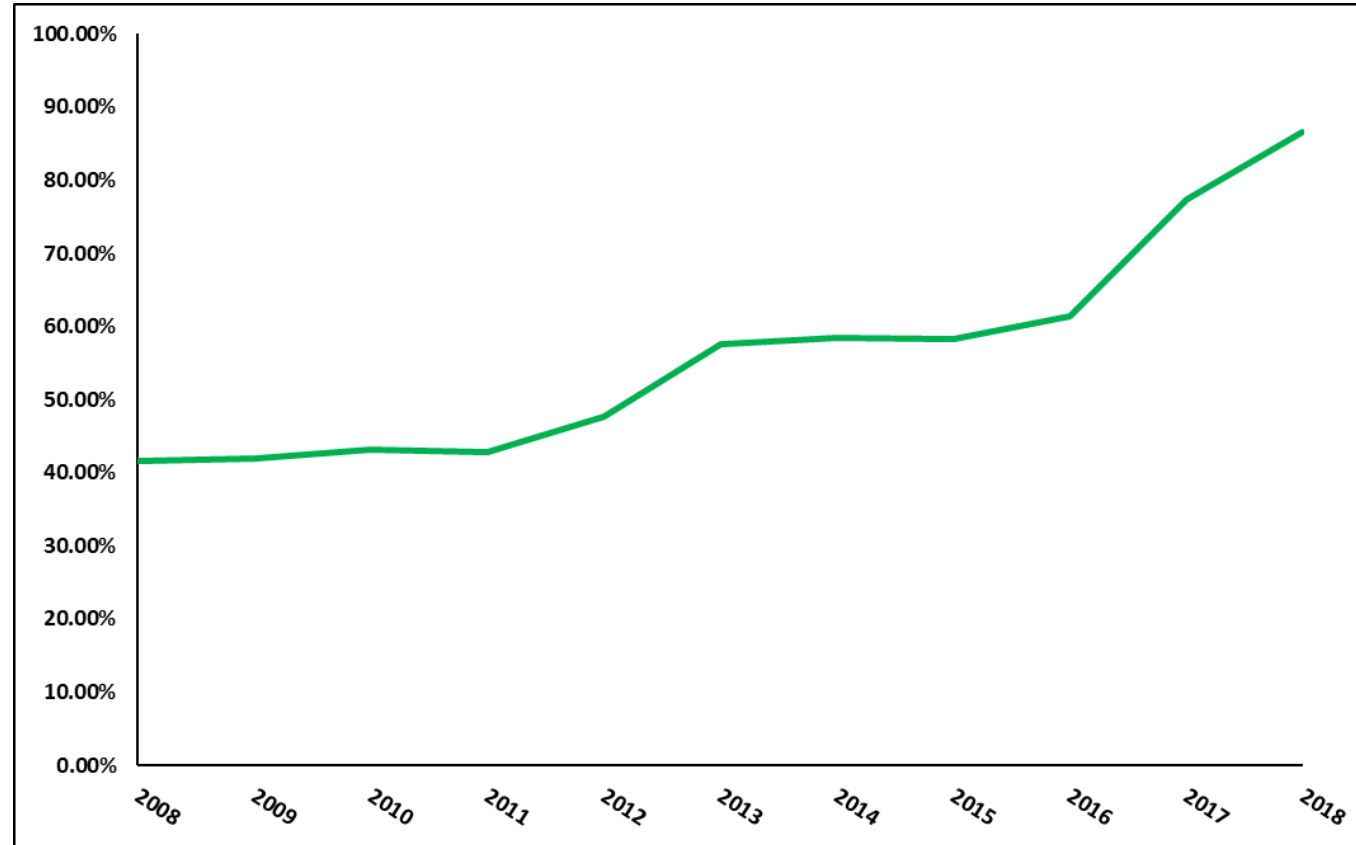
RN Licenses Expired



APRN, LPN, LNA Licenses Expired



Percentages of New RNs with Out of State Addresses



Vermont Talent Pipeline Management Survey

- Survey offers job forecast/demand for the period of April 2018 to April 2020
- Demand includes:
 - New jobs forecast represents planned or anticipated industry growth
 - Replacement jobs forecast represents attrition/turnover and retirements
- Demand for 3909 nursing related positions by April 2020



Vermont Talent Pipeline Management Survey

Position	New Demand Forecast	Replacement Forecast	Total
RN	378	1370	1748
LNA	225	771	996
LPN	65	267	332
APRN	94	111	205

Vermont Talent Pipeline Management Survey

- Identifies the Top 8 Critical Nursing Jobs in VT Healthcare
 - Registered Nurse
 - Licensed Nurse Assistants
 - Personal Care Attendants
 - Licensed Practical Nurse
 - Nurse Practitioner
 - Clinical Nurse Educator
 - Clinical Nurse Manager
 - Advance Practice Mental Health Nurse



Vermont Talent Pipeline Management Survey

- Doesn't address the needs of primary care workforce at the physician level
- Doesn't address the needs for rehabilitation professionals, i.e. PT, OT, SLP
- 2016 AHEC Primary Care Practitioner Workforce Snapshot

https://nevahec.org/media/pdf/2016_vt_workforce_sn.pdf



Impact on Providers

- Providers are using several strategies to recruit prospective employees and keep a high retention rate.
 - Increasing wages, offering sign-on bonuses, referral bonuses, loan repayment, tuition assistance, etc.
 - Providers reach beyond their geographical region to recruit nurses from Canada, nearby states, Puerto Rico



Impact on Providers (cont.)

- In lieu of full time employees, providers often have to resort to traveling staff
- Traveling nurse and contract staff are expensive
- Vermont hospitals had an average traveling nurse annualized cost of \$158,000/nurse in FY18
 - Likely 50-75% more than an average FTE w/benefits, FICA, and WC
- Vermont nursing homes spent \$11.6 million on traveling nurses in FY17
 - 145% increase from FY14, 68% from FY16
 - Roughly half of VT facilities used travelers in FY14. Over 80% of facilities used travelers in FY17

Solutions

- Financial Incentives specifically for health care workforce
- Licensing Reforms
- Educational Initiatives
- Targeted marketing and recruitment specifically for health care workforce

Financial Incentives

- Tax or other financial incentives tailored towards **health care workforce**
- Must capture degree and non-degree categories, not solely tuition based
- Other States have bold initiatives
- Maine's Education Opportunity Tax Credit was enacted in 2008
 - Initiative to retain young Maine residents
 - Expanded three times. All college graduates qualify, regardless of residency
 - STEM focus
- Other states have enacted similar programs (OK, OR)
- Consider employer tax incentives



Licensing Reforms

- Establish a Military Medic to LPN Bridge/Apprenticeship Program
 - Expand upon Act 119 (2018)

- Join the Interstate Nurse Licensure Compact
 - 33 member states



Educational Initiatives

- Strengthen Loan Repayment programs
- Increase the number of admissions into nursing programs- need nurse educators
- Promote the value of LPN and ADM programs and increase offerings
- Identify and remove barriers to accessing educational programs
 - Pre-requisites to LPN programs
 - Life/work/school balance issues
 - Online offerings
- Market Vermont **health care** career opportunities



Governor Scott FY20 Budget Initiatives

- \$1 million in recruitment grants and contracts
- \$500k in regional relocation and recruitment initiative in collaboration with Vermont Chamber of Commerce
- \$3.7 million investment in Vermont colleges for tuition support
- \$1 million in non-degree grant programs to VSAC for alternative career paths
- \$2.5 million to the Think VT Move Program

