



Alaska's Health Workforce: *Quantifying the Crisis*

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Key Points

- Shortages are widespread and expensive
- Itinerants are a cost to employers, and a drain to our local economies
- Solutions must be resourced at every level

Possibles: Alaska
population 663,661

Prospects

Participants:
formal trng or OJT

Alaska
Trained
Professionals

Active Practitioners
AK HC Workforce
Direct Care
Non-Direct

Trained
outside
AK



Temporary In Migration

Attrition

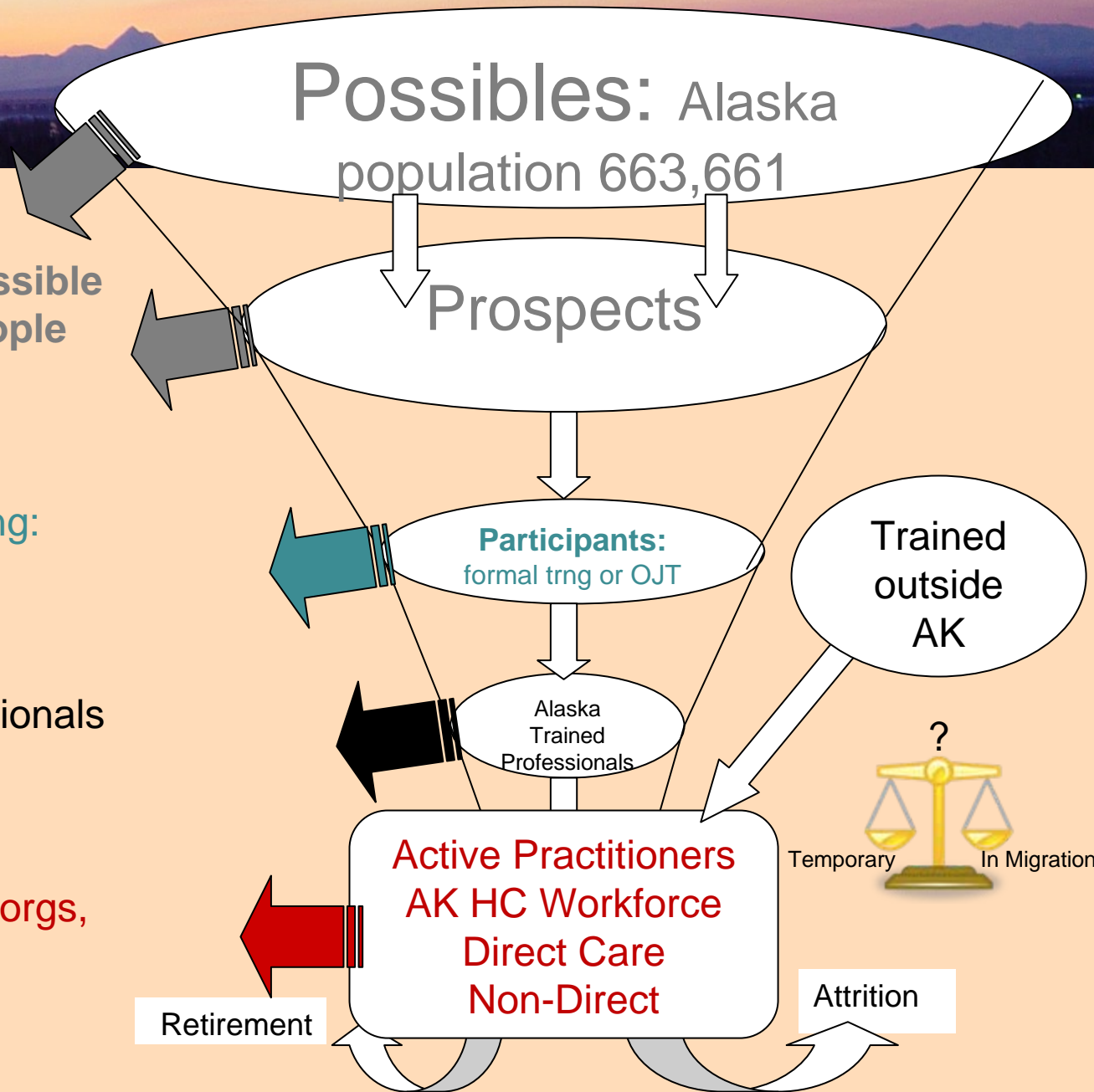
Retirement

- Universe of future possible health workers, and people seeking to enter health careers

- Actively in health training: 4,330 in UA system OJT (unknown)

- Alaska Trained Professionals

- 26,500 employed in health and social service orgs, mean vacancy of 10%



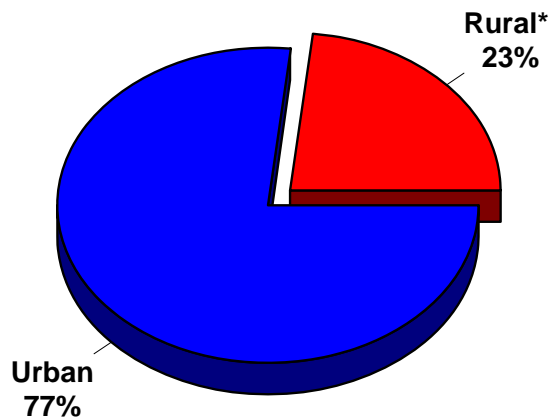


Big Industry/Great Jobs

- 8% of AK's workforce (aiming over 9%) - 26,500 people
- 62% employment growth from 1992-2002, *triple all-industry growth*
- 9 of the 10 fastest growing Alaska jobs, both at AAS and BS levels
- Lifelong satisfying jobs in local communities

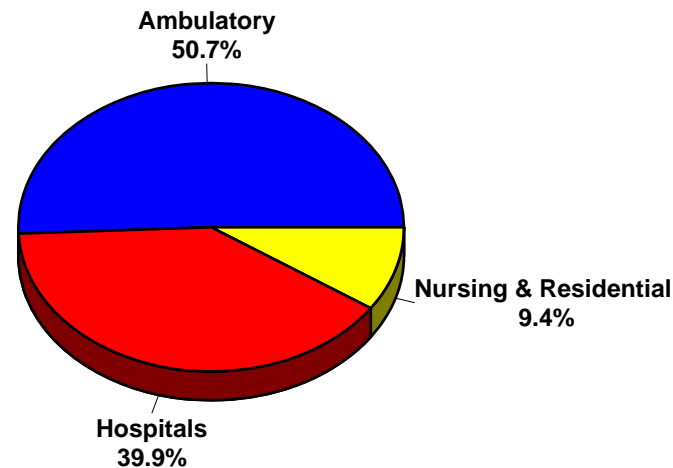
Where The Health Care Workers Are

Many Of Alaska's Health Care Workers Are Employed In Rural Alaska



*Rural excludes Anchorage, Fairbanks, Juneau, MatSu and Kenai Peninsula, 2006.

Where Alaska's Health Care Services Jobs Are-2006*



*includes public sector

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

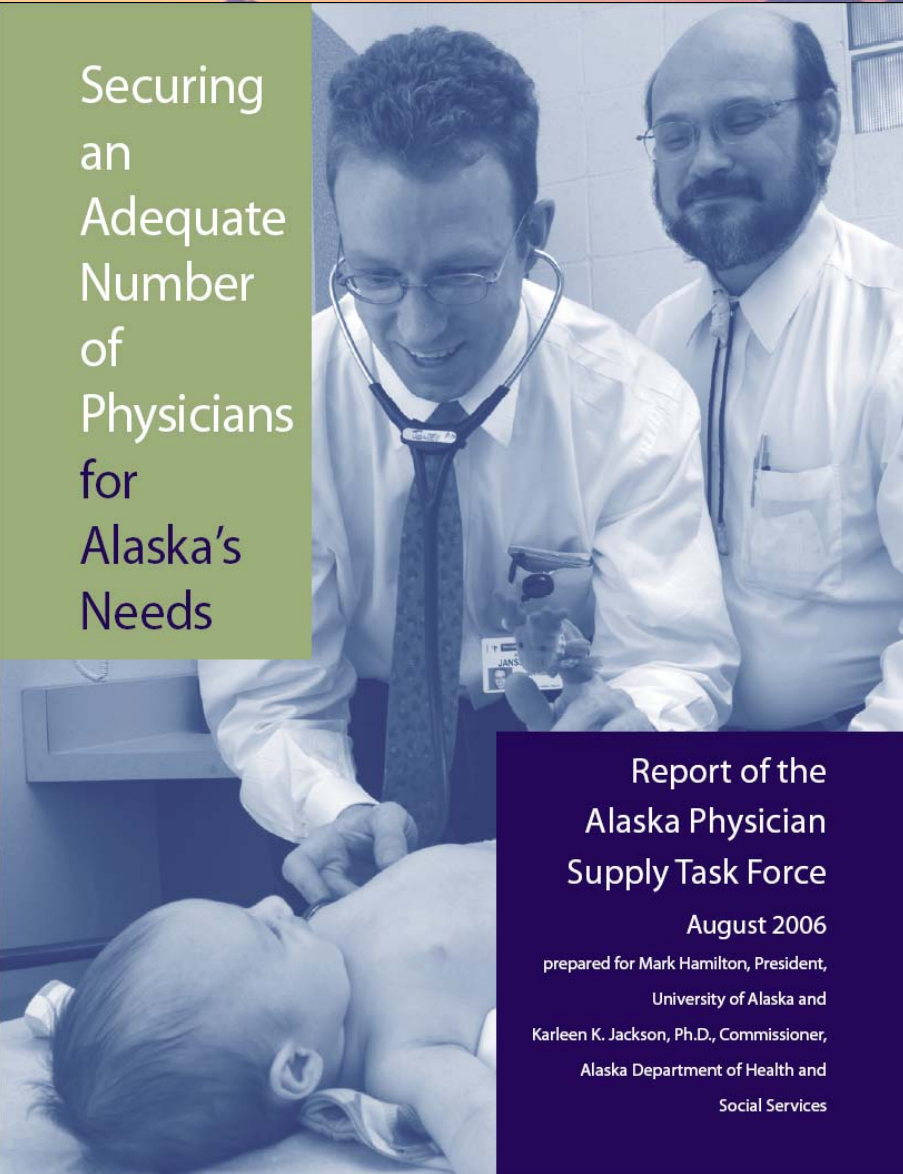
Shortages: An Overview

Occupation Group	# Vacancies	Vacancy Rate	Mean Longest Vacancy (months)
Physicians	226	11.7%	18 months
Registered Nurses	439	8%	Two years
Behavioral Health	1033	13.9%	17 months
Allied Health	434	7.9%	11 months
Dentists	71	10.3%	19 months
Pharmacists	98	23.7%	15 months
Therapists (PT,OT, ST, SLP)	234	15-30%	Two years
Other Occupations	994		
TOTAL	3529		



- **Itinerant providers mean dollars lost to employers, and resources not invested in local economies. In 2005, we know:**

- 80 hospitals/THOs/Mental Health Centers spent over \$11M in recruitment, \$13M in Itinerants (**\$24M total**), 16 occs
- YKHC spent over \$1M in recruitment, but \$3.5M in Itinerants
- FMH spent over \$640K in recruitment, and \$920K in Itinerants
- FMH has **saved at least \$1.5M** in nurse recruiting since local training started
- ANMC spent over \$1.2M in recruitment, but \$1.8M in Itinerants



Securing
an
Adequate
Number
of
Physicians
for
Alaska's
Needs

Report of the
Alaska Physician
Supply Task Force

August 2006

prepared for Mark Hamilton, President,
University of Alaska and
Karleen K. Jackson, Ph.D., Commissioner,
Alaska Department of Health and
Social Services



Physicians

- Current shortage growing worse every year
- Need to increase new physicians by 50% each year for 20 years

Task Force Recommendations:

- Increase instate production of physicians- WWAMI, Residency
 - Increase recruitment
 - Expand programs that prepare students – AHEC
 - Increase retention of physicians
-
- Governor Palin signed WWAMI legislation in March. UAA program expanded to 20 students in Fall 2007

Behavioral Health

- 21% of our health workforce
- Average 13.9% vacancy rate
- Need 1,033 more workers now
- 17.1 month mean maximum vacancy length
- Significant unmet demand for services

% of Total BH Degrees 05

Psychology	27.6 %
Human Services	26.0 %
Social Work	15.3 %
Rural Human Svcs	11.3 %
Counseling/ Guidance	8.8 %
Disabilities/ Special Ed	4.8 %
Other	6.2 %

Nursing

Trouble

- \$36K rural recruitment, over half for itinerants
- Vacancy rate is 8%, or *439 FTEs*
- Mean max. vacancy length is *2 years*

Progress

Program	Before Expansion	Current Year
BS	64	120
AAS Anchorage	32	40
AAS Outreach	0	55
TOTAL	96	215



Current:
Anchorage
Bethel
Fairbanks
Homer
Juneau
Kenai
Ketchikan
Kodiak
Kotzebue
Mat-Su
Sitka

Potential:
Barrow
Dillingham
Nome
Petersburg
Valdez





Nursing Students



Fairbanks Nursing Students



Anchorage Nursing Students



Anchorage Nursing Student



Anchorage Nursing Student



Ketchikan Pediatrics Nursing Lab



Ear Check - Anchorage



93% of UAA Nursing Graduates
work in Alaska



Dentists

- \$35K recruitment cost
- Statewide vacancy 10%
 - 15% rural, *42% tribal*
- Mean max. vacancy length is *19 months*
- AK has dental residencies, and increasing rotations, but no program



Pharmacists

- Statewide vacancy 24%
 - *51% tribal*
- Sign-on bonuses \$100K +
- Mean max. vacancy length is *15 months*
- Alaska is the only state without a Pharmacy School

Therapists



Good News

Formal distance trng
partnership
for OT to start Fall '08

- Mean max. vacancy length up to *3 years*
- Vacancy rates range from *15% to 30%*

A scenic background image of a mountain range at sunset or sunrise, with the sky transitioning from orange to purple. The title "Alaska Lacks Key Programs" is overlaid in a large, bold, white font.

Alaska Lacks Key Programs

- Professional Education
 - Pharmacist (only state in country without)
 - Physical and Occupational Therapist
 - Speech Pathologist/Speech-Language Therapist
 - Dentist
 - Doctoral Education in Advanced Nurse Practice
 - Stand-alone Physician and Physician Assistant Education
 - Nutrition Degree leading to Registered Dietician
- Allied Health
 - Respiratory Therapist
 - Physical Therapy Assistant

Options for Developing Professional Education

- **Distance Education Partnership Model** – use distance education to bring another university’s program to Alaska; provide some level of coordination of on-site activities and clinical rotations
- **Buying Seats Model** – arrange to buy seats for Alaskans in professional schools outside of the state
- **Full Partnership Model** – engage significantly in the development or continuation of an out-of-state professional school
- **In-State School** – develop a professional school in Alaska; this would increase numbers the most because it would draw people from out of state, but would take time and significant funding to develop

The top of the slide features a scenic background image of a mountain range at sunset or sunrise, with a city skyline visible in the distance. The title "UA Health Students" is overlaid on this image in a large, bold, white font.

UA Health Students

- University of Alaska Health Students
 - Increase of **66%** in enrollment
 - Increase of **55%** in graduates

 - 4,330 Students
 - 1,298 Graduates



- Physician Education – WWAMI Doubled Incentives Strengthened
- School of Nursing
 - graduates doubled
- Behavioral Health
 - graduates up 20%
 - \$4.2M contributed over past 4 years
- Allied Health enrollments up 120%, graduates up 87%
- Distance Delivery - Over 50 courses created to date

Critical Actions: Grow Our Own

- Institutionalize a regional system to recruit and prepare K-20
- Increase resources at postsecondary level to expand and solidify training programs, and ensure support systems for students
- Expand and institutionalize Loan Repayment program, other direct incentives, i.e. housing, stipends
- Form a Recruitment Clearinghouse
- Support on-going training as well as innovations in delivery (licensure, range of practice, etc.)





What is **NEEDED**

- Need a **FOCUS** on health workforce in State government
- Need a **PLAN** to make focus a reality
- Need **RESOURCES** to implement plan



UNIVERSITY
of ALASKA

Many Traditions One Alaska