

NOHSIC?

What is Allied Health?

April 4, 2008

Business Week

(September 25, 2006)

Cover Story

What's Really Propping Up The Economy?

“Since 2001, the health-care industry has added 1.7 million jobs. The rest of the private sector? None”



“Crossing boundaries to solve Northeast Ohio’s regional challenges”



NOHSIC: Who are we?

The Northeast Ohio Health, Science and Innovation Coalition (NOHSIC) is an unprecedented regional consortium created to implement solutions to planning for and developing a healthcare workforce to meet the demands of the region.

The Coalition began in August 2007 and includes the Cleveland Clinic, MetroHealth, Southwest General Health Center, Summa Health System, University Hospitals, and Louis Stokes VA Hospital.

NOHSIC: Our Mission

To build a sustainable system that effectively aligns employer, public, and private sector resources for the development, recruitment, and retention of a skilled healthcare workforce.



NOHSIC: How are we unique?

The Northeast Ohio Health, Science and Innovation Coalition (NOHSIC) was created to implement employer guided solutions to our healthcare worker shortage.

Features

- Memorandum of Understanding
- Regional Consortium NOHSIC is applying for 501(c)3 nonprofit status
- NOHSIC is a partner with area Workforce Investment Boards
- Use best practices in workforce development

NOHSIC: How do we work?

- Implement *Future Worker*, *Incumbent Worker*, and *New Worker* recommendations
- National best practices approach
- Expand membership throughout region

NOHSIC: Impact on the region

- Economic impact of Cleveland area hospitals and their related healthcare facilities is \$13.48 billion. This includes a household earnings impact of \$3.28 billion.
- The total impact on employment in Northeast Ohio is 125,000 jobs.

FACING REALITY

- The National Center for Health Workforce Analysis (HRSA) predicts a shortfall of almost 32,000 RN's by the year 2020 (29% shortage).
- Data from Ohio hospitals show significant vacancy rates in certain Allied Health professions such as respiratory therapy, pharmacy, medical technology and radiologic technology.

FACING REALITY

National Shortages and Projections

Job Title	2002 Employment	2002 Vacancy Rate	2012 Projected Employment	Percent Employment Change 2002 to 2012
Physical Therapists	135,050	4.4%	183,440	36%
Occupational Therapists	81,450	4.7%	110,200	35%
Physician Assistants	62,700	6.1%	93,510	49%
Respiratory Therapists	85,770	6.3%	115,600	35%
Medical Lab Tech	146,070	4.5%	174,780	20%
Medical Lab Technologists	148,570	4.4%	177,540	20%
Surgical Technologists	72,250	3.9%	92,420	28%
Radiologic Techs	174,110	4.0%	214,070	23%
Cardiovascular Techs	43,390	5.0%	57,940	34%
Pharmacy	229,430	4.7%	298,640	30%
Totals	1,178,790	4.72%	1,518,140	31%

CCHS Shortages and Projections

Job Title	CCHS 8/1/05 Headcount	CCHS Vacancy Rate	CCHS 2010 Projected Need	CCHS Expected % Growth
Physical Therapists	199	5.48%	232	10.5%
Occupational Therapists	90	7.66%	112	14.7%
Physician Assistants*	114	9.53%	250	98.4%
Respiratory Therapist	297	9.73%	456	38.5%
Medical Lab Tech	105	5.41%	132	18.9%
Medical Technologists	361	7.44%	444	13.9%
Surgical Technologists*	84	8.70%	112	21.7%
Radiologic Techs	525	3.93%	790	44.5%
Cardiovascular Techs*	99	4.81%	120	42.9%
Pharmacy*	203	11.27%	316	38.3%
Totals	2077	7.08%	2964	33.9%
<i>National Total</i>		<i>4.72%</i>		<i>31%</i>

*Cleveland Clinic data only

FACING REALITY

Occupations with High Employment Prospects

Combined Cleveland-Elyria-Mentor, Akron MSA

(Occupations paying at least \$12.00 an hour and having at least 50 annual openings)

Healthcare Occupation	Annual Openings	Average Annual Salary
Emergency Medical Technician	94	\$30,472
Licensed Practical & Licensed Vocation Nurses	252	\$37,357
Registered Nurses	1,026	\$54,060
Respiratory Therapists	62	\$44,678
Medical and Clinical Laboratory Technicians	52	\$29,036
Radiologic Technologists & Technicians	94	\$42,515
Physical Therapist Assistants	55	\$41,829
Medical and Clinic Laboratory Technologists	64	\$44,346
Mental Health & Substance Abuse Social Work	66	\$35,651
Physical Therapists	55	\$63,898
Speech-Language Pathologists	63	\$53,706
Pharmacists	110	\$91,957

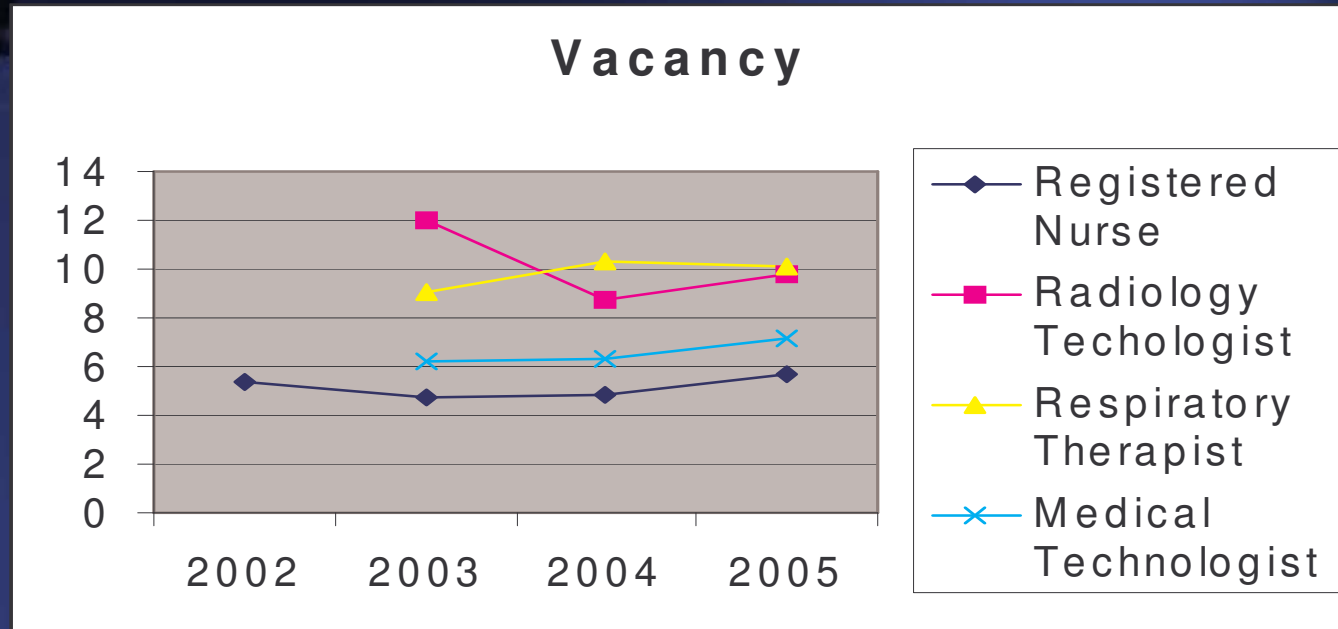
NOHSIC

Snapshot of Vacancies-May 2007

Hospital	Openings	Top Openings
Cleveland Clinic Health System	1,651	RN, Medical Secretary, Nursing Asst, medical tech
Louis Stokes Cleveland VA Medical Center	15	RN, support staff
MetroHealth Health System	265	RN, LPN, nursing assistant
Southwest General Hospital	143	LPN, RN
Summa Health System	328	RN, nursing assistant, pharmacist
University Hospitals Organization	1516	RN, nursing assistant, med tech, pharmacist

Total Open Positions = 3,918

Needs Assessment



Takeaways

- Threatens ability to serve
- Threatens returns on infrastructure investments
- Increased turnover costs are staggering
- Cost to recruit even more staggering

Financial Impact

- *Shrinking pool of trained applicants*
- *Ever increasing recruitment expenses*
- *Decreased productivity*
- *Increased turnover*
- *Increased wait times*
- *Lost efficiencies*

What do we want to achieve?

- Develop a pipeline of talent
- Make Northeast Ohio the global healthcare destination
- Support community development
- Attain and retain a sustainable flow of intellectual capital
- Become a key player in promoting economic growth in Northeast Ohio

Branding Region as a Healthcare Center

- Develop a campaign that ↑ supply of workers through use of a multi-media marketing campaign
- Helping define regions strength: HEALTHCARE
- Leverage regional resources for recruitment of healthcare workers
- Branding as a 'Healthcare Industry Region'
- Creating synergy with area initiatives

Cleveland Clinic Health System Center for Allied Health Education

Mission

To assure all CCHS Allied Health programs educate students to excel in academic achievement and become providers of the best care to patients.

Cleveland Clinic Health System Center for Allied Health Education

Goal

To coordinate the training of all Allied Health professionals across the Cleveland Clinic Health System in order to help ensure collaboration with academic partners to meet the workforce needs of system hospitals.

Challenges

- **Awareness**
- **Perception**
- **Preparation**
- **Academic Programs (faculty, space, technology, decline in state funding, operating costs)**
- **Accreditation Requirements**
- **Clinical Resources**

What are we doing? What do we need to do?

- Clearly explain the job opportunities in health care (nursing and allied health)
- Accurate media/marketing portrayal of the nursing and allied health professions (e.g. decision-making, job security, intellectual rigor)
- Emphasize Science and Mathematics – Decrease remediation
- Higher Education Allied Health Advisory Committee
- Primary and Secondary School Allied Health Advisory Committee
- Assess clinical resources for Education and Training throughout the CCHS