



GOVERNOR'S COUNCIL FOR WORKFORCE
AND ECONOMIC DEVELOPMENT

EDUCATION

ECONOMIC DEVELOPMENT

EMPLOYMENT

Industry Report on Health Care 2006

June 15, 2006

OKLAHOMA'S ADVANTAGE

OKLAHOMA DEPARTMENT OF COMMERCE

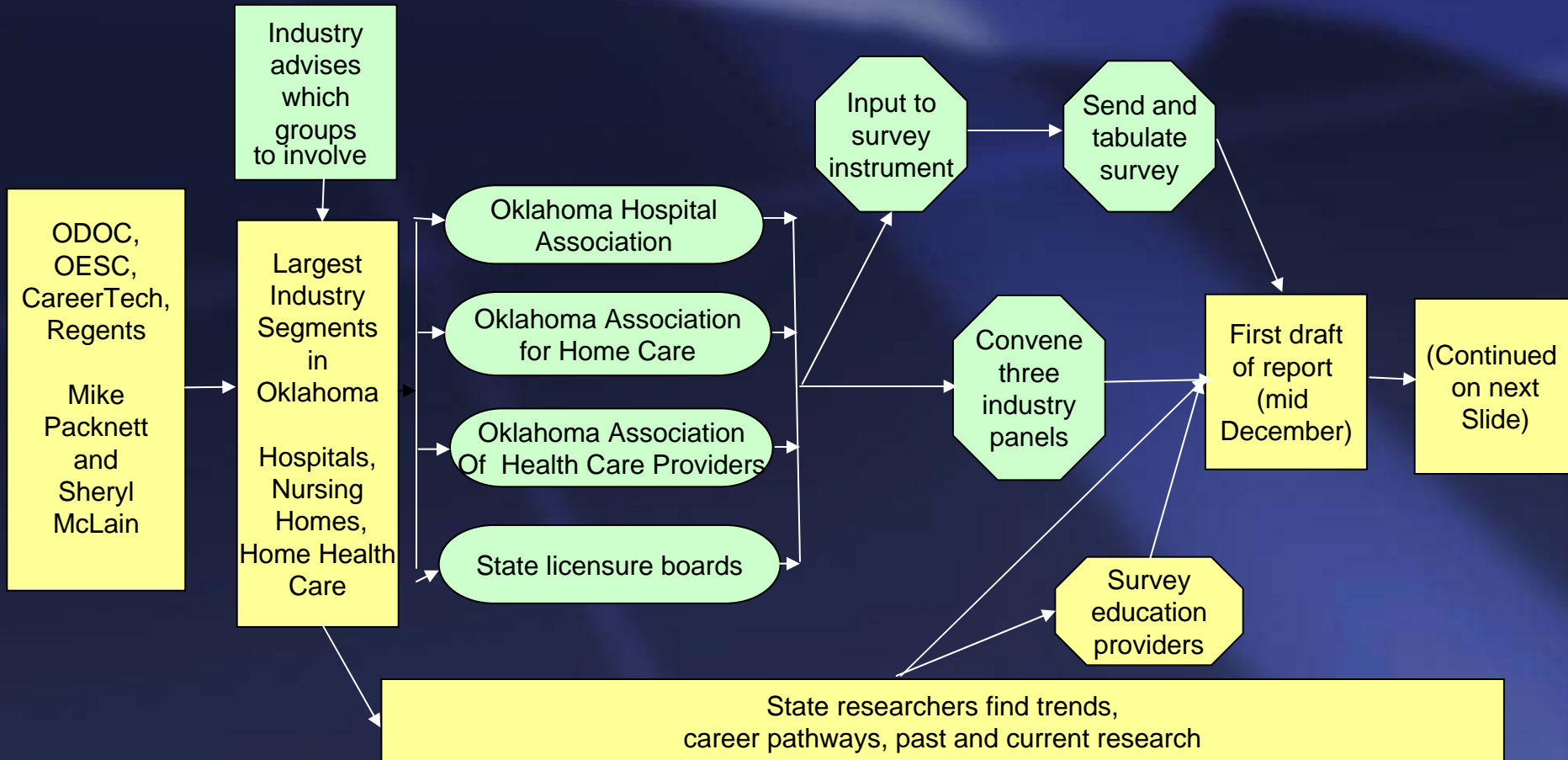


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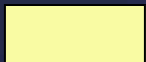
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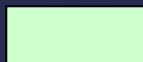
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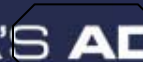
Key:



Staff support from state gov.



Industry involvement



Primary research

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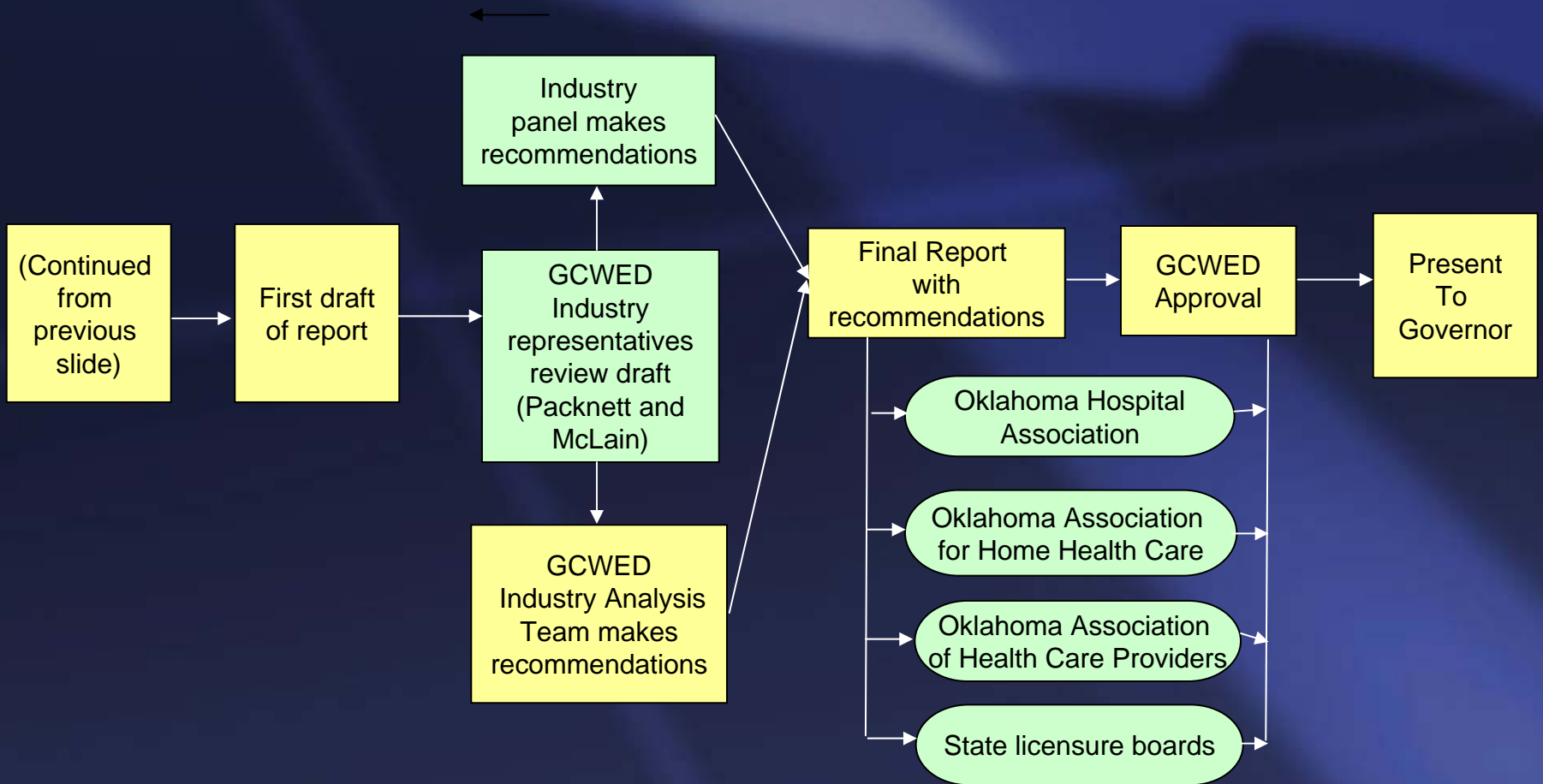


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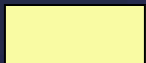
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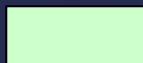
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Health Care Is Important To Oklahoma's Economy

- **198,636** direct jobs in health care in 2004
- 14% of Oklahoma's total employment in 2004
- **141,032** indirect jobs created in other industries
- 6.4% of Oklahoma's Gross State Product in 2003





Assessing Current And Future Need

Surveys conducted in 2005 were addressed to

- Hospitals
- Ambulatory care facilities
- Residential nursing homes
- Home health providers
- Oklahoma State Department of Health



Data Used For This Report

- Represent only demand and vacancy data from survey respondents
- Projections do not take into consideration
 - Expected growth in demand as result of aging of Baby Boomer generation
 - Changes in health care services required to improve overall health of Oklahoma's citizens
- Represent no change in educational program capacity



Selected Current Occupational Vacancies

Occupation	Number of Vacancies Reported	As % of Respondent Employment
Registered Nurses	1,160	10%
Licensed Practical Nurses	245	8%
Certified Nurses Aides	130	18%
Physical Therapists	109	18%
Occupational Therapists	57	22%



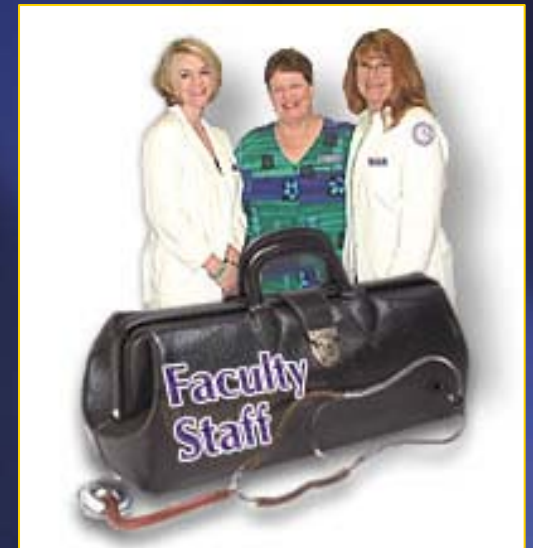
We are losing 20 to 25 years of productivity

- Average age of nursing students between 27 and 32 years old
- RNs on average retire from bedside care between 53 and 56 years old



How do we rank?

- Oklahoma wages are typically at or near bottom of the region
- Oklahoma exports more nurses than we import





Turnover is an issue

Some sectors and smaller employers experiencing significant turnover

- Disrupts service to patients
- Increases workload on some workers
- Fosters discouraging work environment
- Difficult to attract workers



Applicants Exceed Educational Capacity

In 2004 Nursing and Allied Health Educational Programs

- 11,619 applicants
- 9,193 were qualified (79% of all applicants)
- 5,266 applicants admitted (57% of qualified applicants)



The Problem is Lack of Capacity

- *To increase number qualified applicants admitted*
- *To have additional qualified instructors*
- *To have additional clinical sites required for experience*





Capacity must exceed need

- Students who choose not to complete programs
- Students who find employment outside of state
- Students who complete programs but choose not to be employed immediately



Projected Results If Trends Continue

Occupation	Projected Shortage in 2012	Percentage of Projected Total Employment in 2012
Registered Nurses	3,135	12%
Medical and Lab Technicians and Technologists	606	15%
Occupational Therapists	171	16%
Physical Therapists	432	20%
Surgical Technicians	303	21%



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Conclusions

Strategies

Recommendations

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Education

Conclusion

- It is vital that capacity in the educational system be increased in order to maintain an adequate pipeline for the future needs of the state's health care workforce

Strategy

- Education and its health care industry partners must increase the number of Oklahomans who enter and complete a health care education program in key priority areas





Recommendations

- Increase capacity of Oklahoma's health care education pipeline by prioritizing allocation of education funds for high-demand professions and occupations
- Develop solutions to limitations in clinical facilities in order to increase class size
- Raise educator salaries to be competitive to increase recruitment and retention of faculty
- Increase retention and graduation rates in health care education programs



Employment

Conclusions

- Oklahoma must work to ensure that the state has an adequate talent pool within key health care professions and occupations
- Oklahoma must also work to help health care employers address recruitment and retention issues

Strategy

- Oklahoma health care industry and its government and educational partners must develop new and innovative programs to recruit and retain a sufficient and quality workforce



Recommendations

- Identify and distributing best practices that will help employers promote employee satisfaction and foster positive working environments, reduce vacancy rates, and reduce turnover rates
- Develop solutions to lengthen the active work life for health care personnel
- Implement WorkKeys to help match applicant skills and position requirements
- Increase youth and adult awareness and exploration of health care career opportunities and future employment



Economic Development

Conclusion

- Support for the industry contributes to the state's overall economic vitality and efforts to attract new businesses to Oklahoma require that the state develop and maintain a strong health care workforce

Strategy

- Oklahoma's economic development community and its partners must continue to promote the importance of the industry and monitor Oklahoma's health care workforce for adequate number of workers





Recommendations

- Coordinate comprehensive, consistent and ongoing health care workforce data collection and analysis
- Engage Oklahoma's workforce and economic development community in implementing plans that address the need for health care workers
- Establish an annual review process through the Governor's Council for Workforce and Economic Development to determine whether necessary action is being taken to avoid crisis situations, and ensure that Oklahoma maintains an adequate supply of health care workers



By investing now in the current
and future health care workforce,



Oklahoma will ensure that the state preserves
access to needed medical services,



and Oklahoma will continue to be
an attractive place to work, play
and live.

Source: Oklahoma Health Care Industry Report 2006

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