

NC Center on the Workforce for Health

Meeting 4

January 31, 2023

ACCESS	SYNTHESIS	ACTION
<p>The NC Center on the Workforce for Health provides access to the data, information, reports and tools that leaders need to make data-driven decisions to achieve their organizations' workforce goals.</p>	<p>The NC Center on the Workforce for Health provides opportunities to dig into what the data mean, filter out the most meaningful information, and generate insights and ideas to help organizations and our state take effective action to support our workforce goals.</p>	<p>The NC Center on the Workforce for Health brings people together to inform large-scale policy and system change solutions that need collaborative action. The Center provides support to NC leaders working together to achieve solutions that serve the larger health ecosystem.</p>

COMMUNICATION, COLLABORATION, AND TEAMWORK

The NC Center on the Workforce for Health provides a platform for communication and offers opportunities for collaboration and teamwork. The Center provides an avenue for facilitating valuable and sometimes challenging conversations and for connecting potential partners to develop collaborative approaches to problem-solving and opportunity building. Communication, collaboration, and teamwork are the foundation of the pillars of access, synthesis, and action.

Goals for our meeting today

Leaders from across North Carolina from a variety of different backgrounds will:

- review data insights to identify needs and priority areas for action
- identify short and longer-term policy priorities to address those needs, discuss potential partnerships and shared needs to move toward action
- co-design the Action priorities as we move to the next stage of development of the Center
- connect, learn and strengthen our network

Agenda for Our Meeting Today

2023 Policy Priorities for the Workforce for Health

Moving Forward:

Your Input on Priorities for the NC Center on the Workforce for Health

Round Robin Announcements and Next Steps

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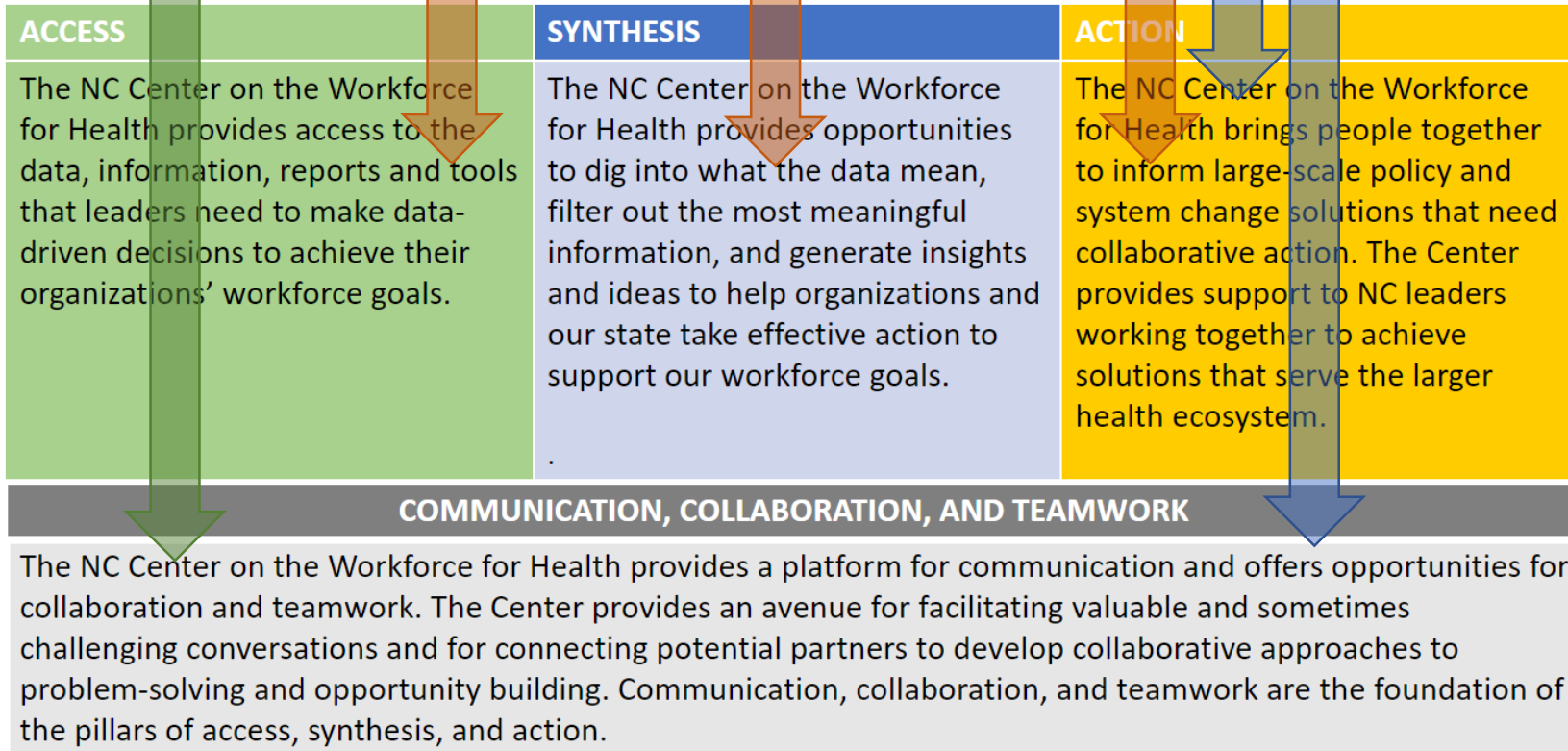
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Quick Announcement: Mark Your Calendars!

At the October 2022 meeting, you heard about a workforce development strategy called “Talent Pipeline Management (TPM)” from Vincent Ginski. ***Many of you want to learn more.***

- The NC Center on the Workforce for Health is partnering with the NC Chamber to bring you more information on **TPM in Healthcare**.
 - **Tuesday, February 14 at 10 am via Zoom**
 - Features experienced “TPM in Healthcare” leaders from Kentucky and Vermont
 - Learn more about their work and the NC Chamber’s goals to advance TPM in NC
 - Invitations to go out from the NC Chamber this week.
- ***Please invite others in your network!***

myFutureNC invites you to join virtually for The State of Educational Attainment in NC on **Monday, February 6th at 3:00**. A link to register is here: <https://form.jotform.com/223534139765158>

For more information: <https://www.myfuturenc.org>

2023 Policy Priorities for the Workforce for Health



2023 Policy Priorities for the Workforce for Health

- *Nicholle Karim, NC Healthcare Association*
- *Heather Burkhardt, NC Coalition on Aging*
- *David English, UNC System Office*
- *Lori Byrd, NC Community College System Office*
- *Matt Gross, NC DHHS*

Facilitated by Hugh Tilson, NC AHEC

Questions

- *What is your sense of how the legislature will prioritize health workforce this session?*
- *Describe your organization's health workforce priorities for this session*
- *What thoughts do you have about the inventory of legislative priorities we've provided? Any obvious alignment opportunities?*
- *How can the Center appropriately respond to legislative actions?*
- *Any questions from meeting participants?*
- *Anything else you want to discuss?*

Moving Forward: Your **Input on Priorities** for the NC Center on the Workforce for Health

- Partner Survey Results and How they Inform Center Design Concepts
- Brief Dive into Analysis of Workforce Data
- Group Discussion of Priorities for **Action**

NC Center on the Workforce for Health



From your perspective, what would success for the Center look like a year from now?

As the Center identifies its first projects, what do you think these should be? In your opinion, where should our focus be in Year One?

NC Center on the Workforce for Health



From your perspective, what would success for the Center look like a year from now?

- **IT EXISTS:** Center has funding, dedicated staff, and a prioritized strategic plan.
- **COMPREHENSIVE, ACTIONABLE DATA:** Complete repository of healthcare worker data (including non-licensed) by location, that compares supply and demand and identifies the top challenges and opportunities. This source is used to inform employer and educational stakeholders.
- **PROCESS AND PRIORITIES:** Progress in one area of healthcare workforce (Nursing, Direct-Care, Behavioral Health) by improving placement and making successful policy changes.
- **RESULTS:** Increasing the number of North Carolinians in the pipeline or working on a healthcare degree or credential.

NC Center on the Workforce for Health



As the Center identifies its first projects, what do you think these should be? In your opinion, where should our focus be in Year One?

- **ACCESSIBLE DATA:** Development of a robust website, “a one-stop shop for all the information that is out there.”
- **LOCAL RELATIONSHIPS:**
 - Community listening sessions.
 - Improved partnerships with high schools and community colleges to improve the number of students entering the pipeline at earlier stages.
- **TALENT PIPELINE:** especially for nursing, pharmacy, primary care, behavioral health, pharmacy, respiratory therapy professions.
- **RURAL** provider shortages and trends.
- **RETENTION AND RE-ENTRY** strategies.

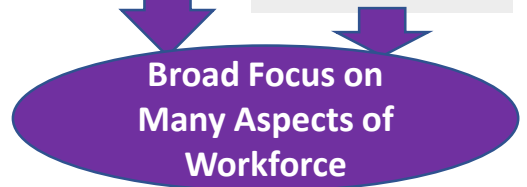
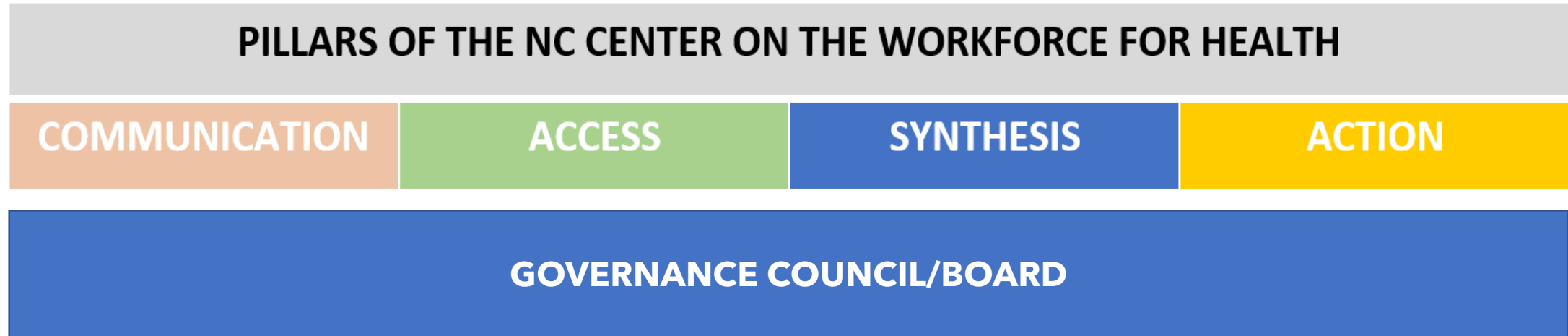
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COMMUNICATION, COLLABORATION, AND TEAMWORK

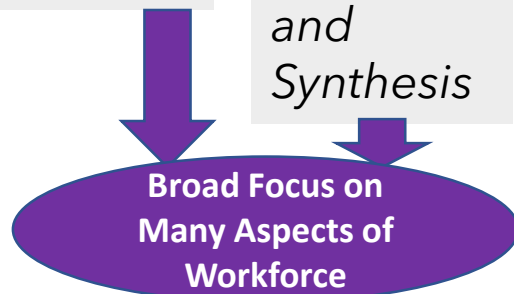
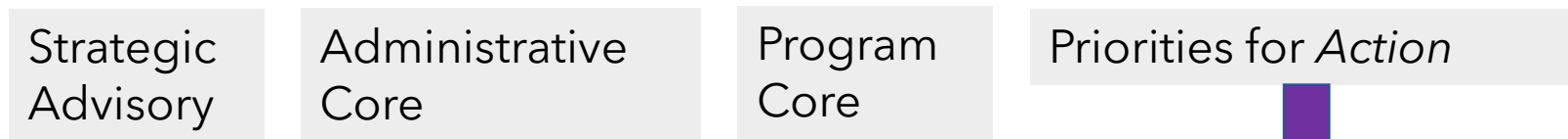
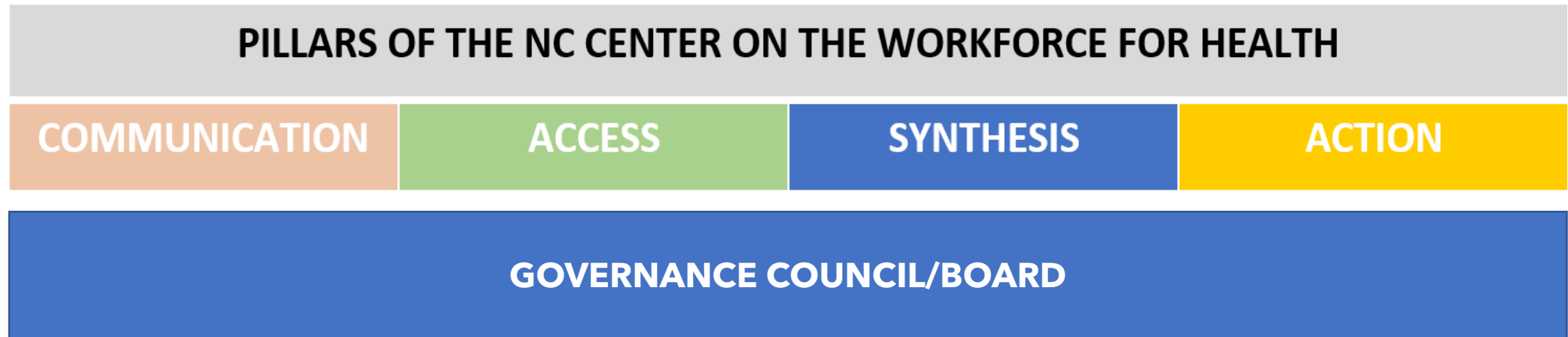
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*"There are so many vital areas pertaining to a health workforce."
"A one stop shop for all the information that is out there."
"Support a mix of strategies for short and long term priorities."*

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*"There are so many vital areas pertaining to a health workforce."
"A one stop shop for all the information that is out there."
"Support a mix of strategies for short and long term priorities."*

"Success: That we would have a list of priority steps and not try to boil the ocean."

OBJECTIVE: UNDERSTAND KEY WORKFORCE NEEDS FOR HEALTH IN NORTH CAROLINA

Overview of goal

Empirically understand the top health caregiving workforce needs facing North Carolinians currently and into the future, to ground our definition of the problem, inform initial focus areas, and move towards action.

Overview of key questions

- Overall: what are highest areas of need for a robust health caregiving workforce, based on overall supply and demand/need?
- By Geography: what are highest areas of need for a robust health caregiving workforce across geographies?
- By Demographics: what are highest areas of need for a robust health caregiving workforce to reflect the people served?

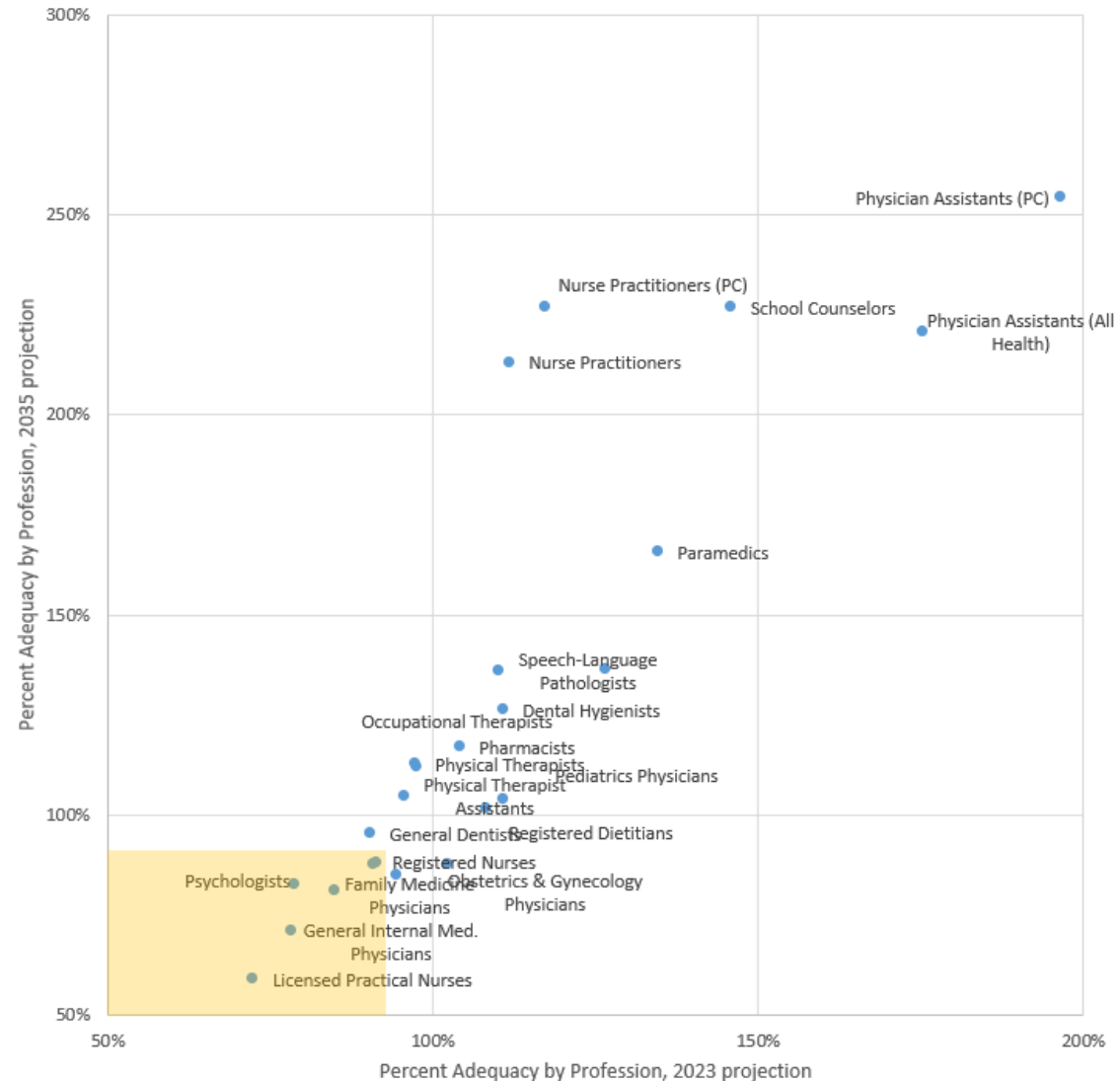
Overview of data

- Primary data sources: UNC Sheps Center for Health Services Research (“Sheps”), NC Commerce Labor & Economic Analysis Division (“LEAD”), Health Resources and Services Administration (“HRSA”), PHI International Workforce Data Center (“PHI”)
- Key data limitations:
 - Supply and demand are not always fully represented in all data/models, and demand may not represent health ‘need’
 - Not all professions are well-represented in data, with particular gaps for unlicensed professionals (e.g., direct care workers)
 - Overall adequacy may not reflect local mismatches (i.e., maldistribution)
 - Projections contain uncertainty, especially given COVID-era workforce shocks and varying economic cycles
- Data insights highlighted here in particular: those reflecting cross-profession, cross-sector/setting of care, cross-geography insights

TOP HEALTH WORKFORCE NEEDS CURRENTLY AND IN 2035 IN NC INCLUDE NURSING, BEHAVIORAL HEALTH, AND PRIMARY CARE PHYSICIANS PER HRSA PROJECTIONS

HRSA projections estimate supply and demand in NC across health professions by year. Note: this model was developed before COVID-19 and adjusted Nov 2022.

HRSA Percent Adequacy by Profession, projection by year



Highest needs indicated in NC for **nursing, BH, and primary care physicians** presently (2023) and in future (2035). Note: does not include all roles (e.g., direct care workers).

On some areas, we have more NC-specific data like UNC Sheps' **NurseCast**, through which we can drill further in by NC region and setting.

PROJECTED AVERAGE ANNUAL JOB OPENINGS IN NORTH CAROLINA

NC Commerce LEAD projections show occupations by average annual job openings for a 10-year period. Note: the roles are based on occupational classifications available from Bureau Labor Statistics; it does not forecast either economic cycles (growth, recession) or significant technological change.

Top Projected Health Care Occupations

by Average Annual
Job Openings,
2018-2028

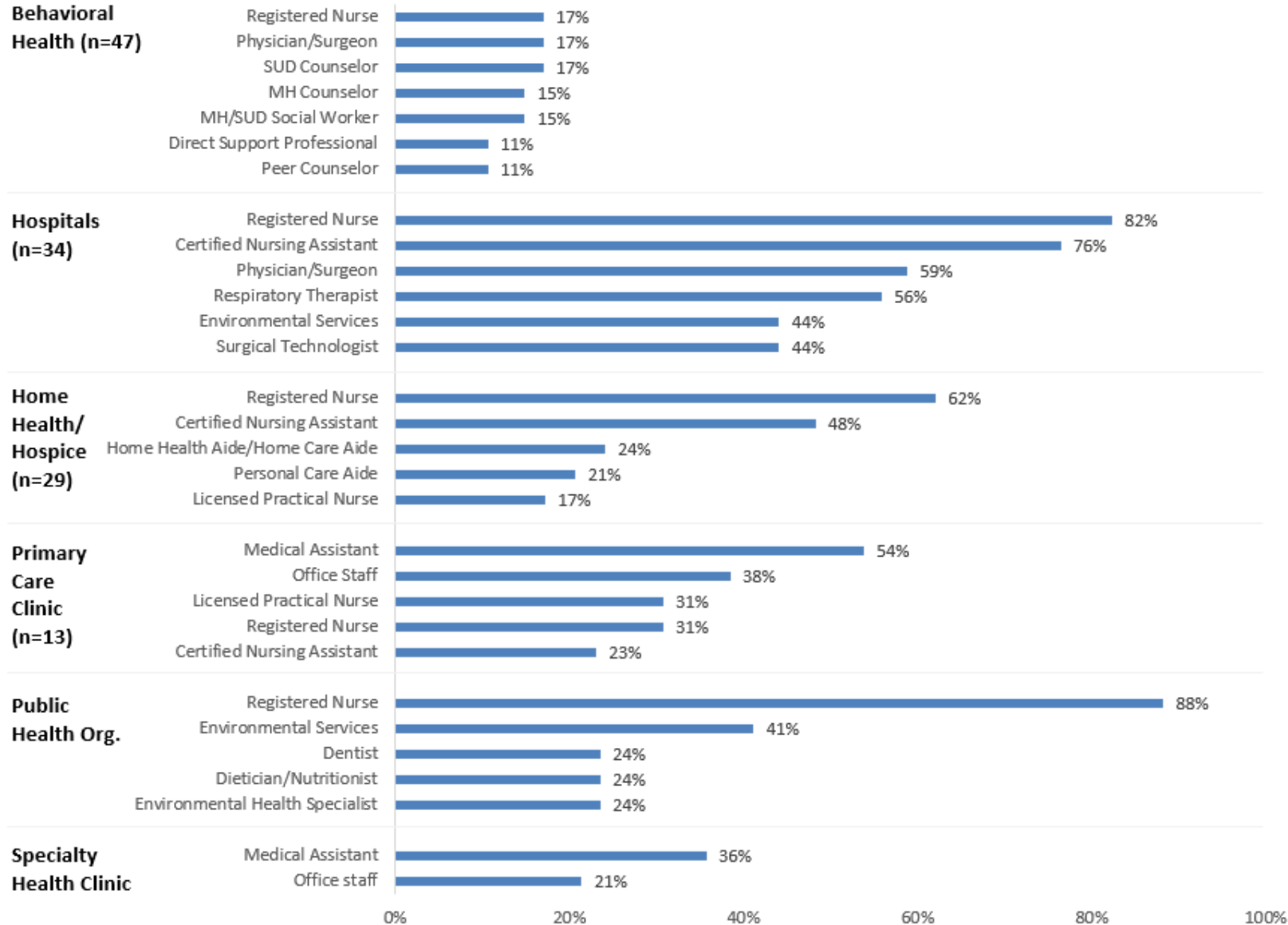
excluding Master's & PhD
required positions

Nursing Assistants	8,212	Postsecondary nondegree award
Registered Nurses	7,018	Associate's/Bachelor's degree
Home Health Aides	4,313	High school diploma or equivalent
Medical Assistants	2,684	Postsecondary nondegree award
Licensed Practical & Vocational Nurses	1,554	Postsecondary nondegree award

Four of five highest job openings indicated are for **nursing and direct care workers** (e.g., home health). Many are also professions that can be hard to retain in tight labor market given compensation and other pressures. Note: this shows demand by volume, not depth of need (e.g., mismatch in supply/demand) for smaller areas.

TOP POSITIONS WITH EXCEPTIONALLY LONG VACANCIES PER NC EMPLOYERS

Top positions with exceptionally long vacancies, by organization type
(Sheps Sentinel Survey, Jun 2022)

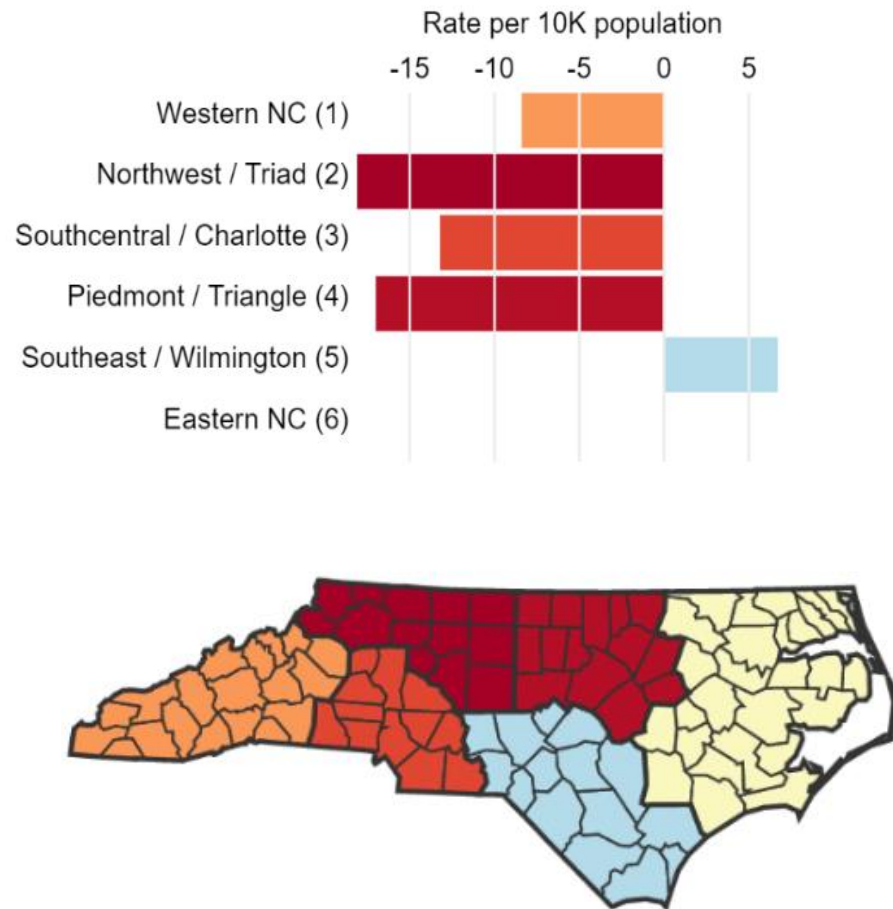


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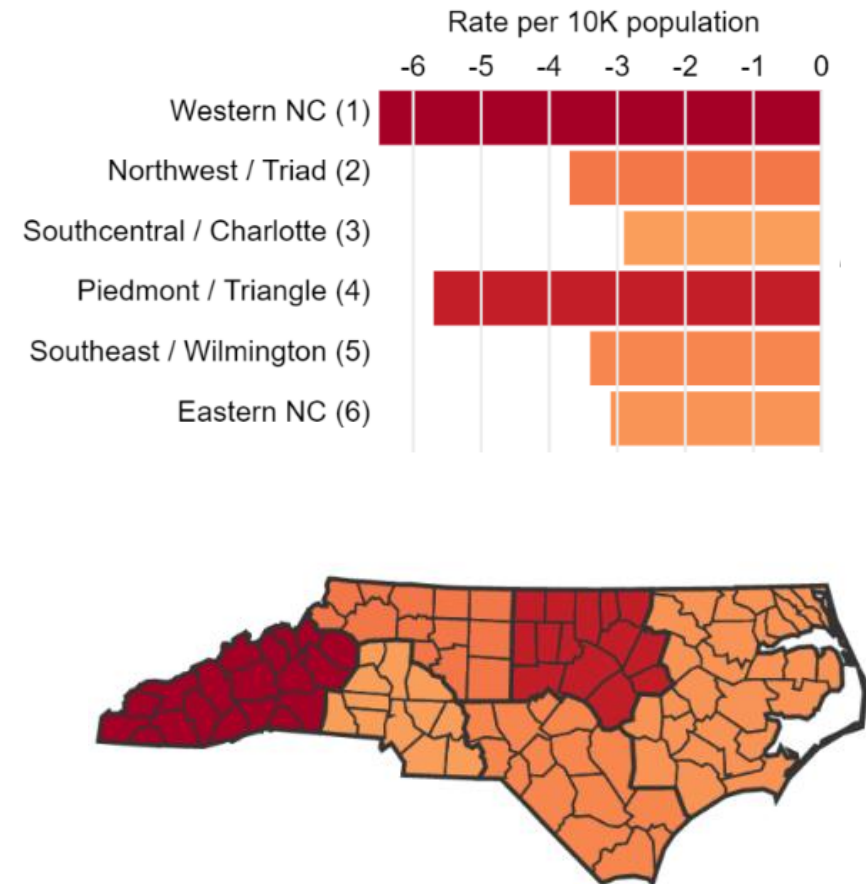
- Needs for **nurses and direct care workers** exist across settings, consistent with fall 2021
- Also elevated need for **medical assistants, environmental services**
- Note: that these are survey-based findings and are not necessarily fully reflective of need

UNC SHEPS' NURSECAST AS ILLUSTRATION OF MODELING THAT DRILLS FURTHER INTO NEEDS ACROSS NORTH CAROLINA

RN Shortage/Surplus per 10K Population, All Settings, by Medicaid Region



LPN Shortage/Surplus per 10K Population, All Settings, by Medicaid Region



TOP WORKFORCE AREAS OF NEED IDENTIFIED INCLUDE NURSING, DIRECT CARE, & BEHAVIORAL HEALTH

Category	Analysis	Source	Top Workforce Areas of Need			
			Nursing	Direct Care Workers	Behavioral Health	Other
A. Overall Need: Supply and Demand	1. By NC Supply/Demand Need, 2023-35	HRSA	✓	N/A	✓	✓ Primary Care Physicians
	2. By NC Job Opening Projections, 2018-28	NC Commerce LEAD	✓	✓		✓ Med. Assistant
	3. By Longest Vacancies per Employers, 7/2022	UNC Sheps	✓	✓		✓ Med. Assistant
	4. By Coverage Rate per 10k Decline, 2001-21	UNC Sheps, PHI (2016-21)	✓	✓	✓	
	5. By Pct. Profession Age 65+, 2021	UNC Sheps, PHI			✓	
B. By Geographic Distribution	1. By Counties without Health Workforce, 2021	UNC Sheps		N/A	✓	✓ Women's Health
C. By Demographics	1. By Alignment with Population Demographics, 2018	UNC Sheps	✓	✓ Beyond Black	✓	✓ Many

While significant needs exist across many workforces, the preliminary analysis based on available data suggests highest repeated needs shown in:
Nursing, Direct Care, Behavioral Health

Discussion: Priorities for Action

Priority Areas for Action: Poll

Nursing

<https://jamboard.google.com/d/100fzqawNXGvNZZAnqCEQtM5abFh9Uh2EOmgiJph7YVA/edit?usp=sharing>

Direct care workers

<https://jamboard.google.com/d/1gBkFO0YcbImNQb8jCx3ln-BQ6W7GvbgwuUGf4E3Sg9A/edit?usp=sharing>

Behavioral health

<https://jamboard.google.com/d/11MKbHxdHUjsWQ4PmY-KOs9L8tMjxs37sZnPjuRZTWrs/edit?usp=sharing>

Primary care

Med. Assistant

Women's health

Discussion: Priorities for Action

Link to Jamboard slides for each area that we've selected through the poll.

We will take about 15 minutes to move through the discussion questions:

1. What is the story behind the challenges in this area? What are the root causes and underlying drivers of these challenges?
2. What is already being done to turn the curve in a positive direction, and who is doing it?
3. What else would start to turn the curve in a positive direction? What types of strategies would create an incentive and/or remove a barrier to the actions that would turn the curve?

Discussion: Priorities for Action

Large group discussion:

Do these strike the group as the right questions to be asking to move us to action?

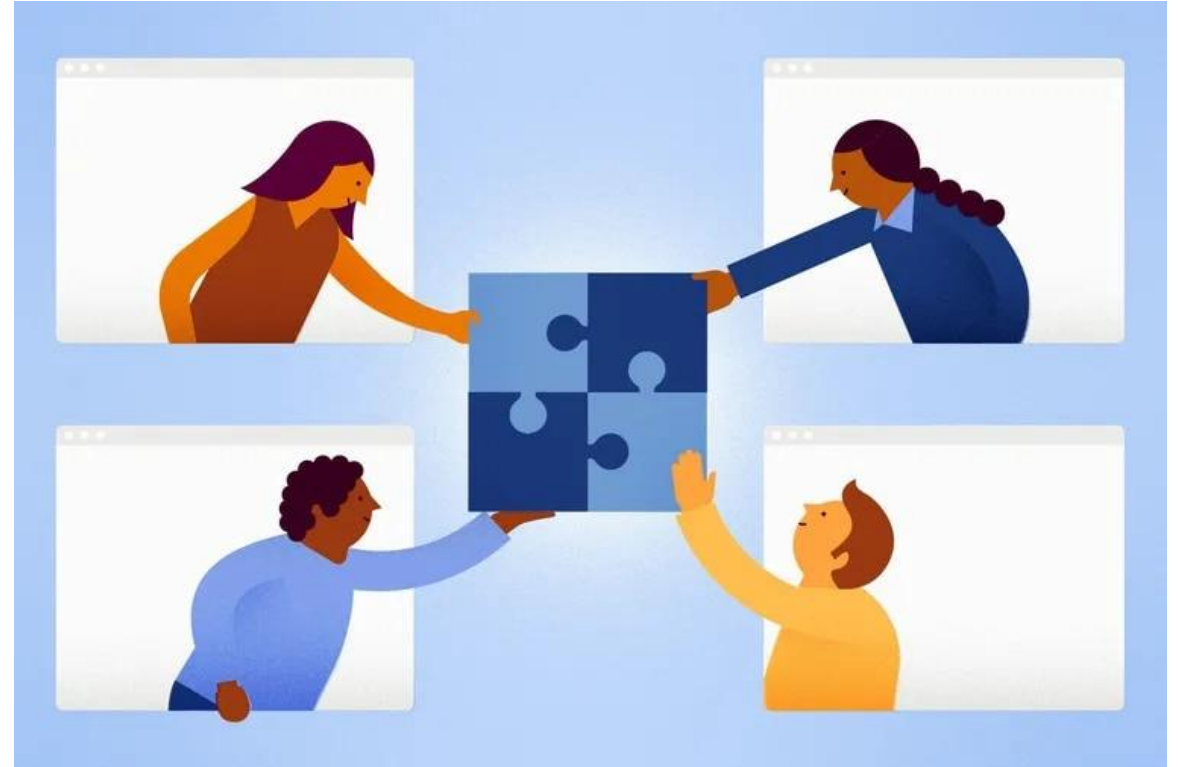
What else should we consider as we develop these priority areas for action?

Continue to ask – who else should be joining us?

Continue to ask – to what end? What are long term goals of actions?

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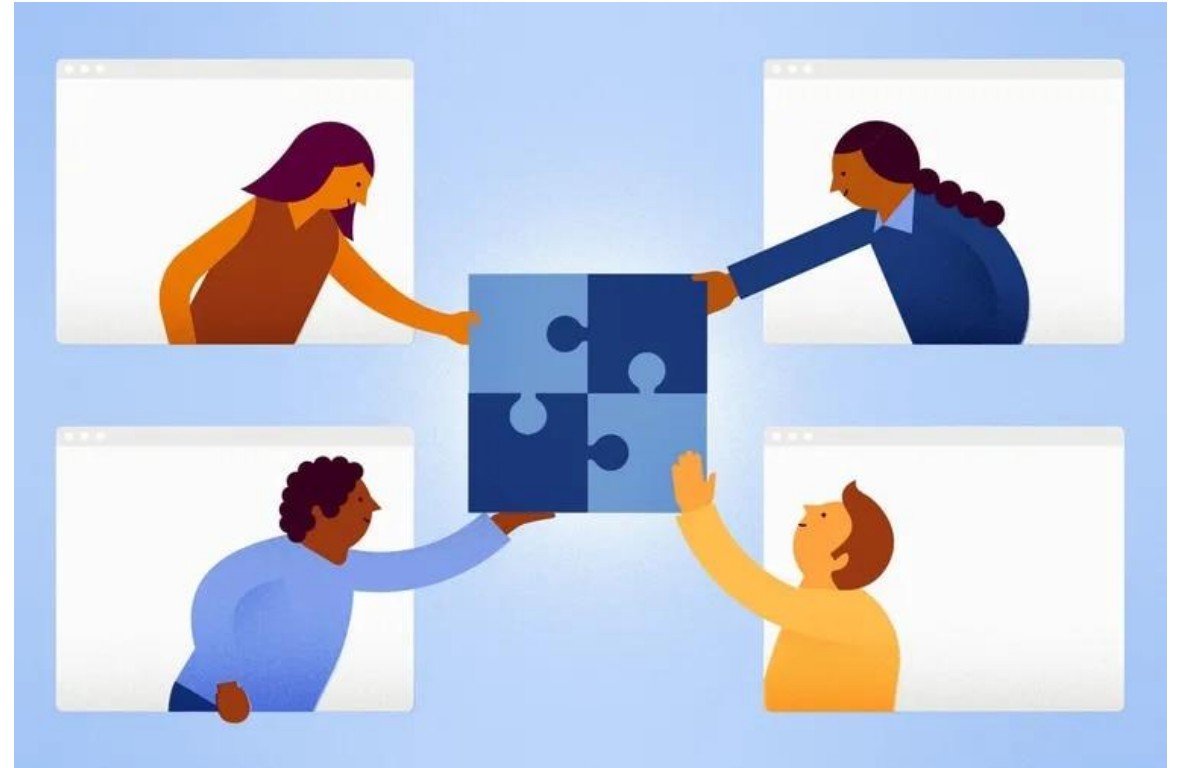
- Celebrations
- Learning from Each Other
 - What Have You Done that Would be Helpful to Share?
 - What's Coming Up that You are Excited About?



Round Robin Announcements and Next Steps

Future Quarterly Meeting Dates:

- April 25
- July 25
- October 24



Goals for our meeting today

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