

# HEALTHCARE WORKFORCE SHORTAGE

Because one of the goals of HOSA is to promote career opportunities in health care, it makes sense that HOSA members like to stay informed about the news and statistics related to the shortage of healthcare workers.

## HOSPITALCONNECT.COM.

A website providing extensive reports and information on the shortages of health workers is at HospitalConnect.com. HospitalConnect.com is a part of the American Hospital Association's website.

To access the important information at this site, go to [www.hospitalconnect.com](http://www.hospitalconnect.com). Scroll down to the bottom of the first link bar on the left of the page to "Hospital Connect sections" and click on "Workforce."

From the Healthcare Workforce Home Page, you will want to click on the Toolkit. The Toolkit contains a wealth of resources, including the following:

### Checklists and Guidelines

- Building a Framework for Workforce Solutions The American Society for Healthcare Human Resources Administration and the Society for Healthcare Strategy and Market Development
- Rx for the Nursing Shortage: A Guidebook American Organization of Nurse Executives (AONE) and Health Administration Press
- Workforce Strategy Map AHA Commission on Workforce for Hospitals and Health Systems

### Health Career Marketing Materials

- Alabama Hospital Association recruitment campaign materials, including Posters *middle- and high-school audiences* and *mature audiences*, and a Recruitment Brochure (*pages One and Two*)
- *Be A Nurse* interactive CD-ROM, available at no charge from the Kentucky Hospital Association.
- The *Campaign for Nursing's Future* is a nationwide initiative developed by the Johnson & Johnson company in support of the nursing profession. Included in the initiative are nationwide television and print ads saluting America's nurses, honoring their contributions, and recruiting new people into the profession; the web site, *Discover Nursing*.

- The *Guide for Recruiting Students into Health Careers*, a 95-page manual developed by the GHA Manpower Task Force, provides basic guidelines a hospital may follow to begin their preparation and presentation on health careers to grades K-12; plus current tools, information, best practice models, and available resources on health careers.
- *Nursing: The Power to Make a Difference* is a campaign developed by the North Carolina Center for Nursing is to promote awareness of and "spark an interest" in nursing careers among youth and minorities.
- The American Society of Radiologic Technologists has created a *Toolkit* for employers, students and practitioners to help in recruiting and retaining radiologic technologists.

### Data

- Labor Force Projections to 2010: Steady Growth and Changing Composition (2001) Monthly Labor Review
- Projected Supply, Demand and Shortages of Registered Nurses: 2000-2020 National Center for Health Workforce Analysis, Bureau of Health Professionals, HRSA
- State Health Workforce Profiles (2000) National Center for Health Workforce Analysis, Bureau of Health Professionals, HRSA

### Reports

- Health Care's Human Crisis: The American Nursing Shortage (2002) Robert Wood Johnson Foundation
- The Hospital Workforce Shortage: Immediate and Future (June 2001) American Hospital Association and the Lewin Group, *TrendWatch*
- The Key Ingredient of the National Prevention Agenda: Workforce Development (2001) National Center for Health Workforce Information and Analysis Services, HRSA Bureau of Health Professions

HOSA chapters should pay particular attention to the sites that offer free health career marketing materials.



## U.S. DEPARTMENT OF LABOR

The U.S. Department of Labor's Bureau of Labor Statistics publishes national data related to the US Workforce. Their most recent report in November, 2001 shows the following healthcare data:

### Health Occupations with the Largest Job Growth, 2000-2010

\* Numbers in thousands of jobs

Occupation	Employment		Percent Change
	2000	2010	
Registered nurses	2,194	2,755	26%
Nursing aides, orderlies and attendants	1,373	1,697	24%
Home health aides	615	907	47%
Personal and home care aides	414	672	62%
Medical Assistants	329	516	57%

### Fastest Growing Health Occupations, 2000-2010

Occupation	Employment		Percent Change
	2000	2010	
Personal and home care aides	414	672	62%
Medical Assistants	329	516	57%
Physician Assistants	58	89	53%
Medical records and health information technicians	136	202	49%
Home health aides	615	907	47%
Physical therapy aides	36	53	46%
Occupational therapy aides	9	12	45%
Physical therapy assistants	44	64	45%
Audiologists	13	19	45%
Veterinary assistants	55	77	40%
Occupational therapy assistants	17	23	40%
Veterinary technologists and technicians	49	69	39%
Speech-language pathologists	88	122	39%
Mental health and substance abuse social workers	83	116	39%
Dental assistants	247	339	37%
Dental hygienists	147	201	37%
Pharmacy technicians	190	259	36%

## STATE WORKFORCE DATA

The Center for Health Workforce Studies, School of Public Health, University of Albany, is located in New York. In November 2002 they published a 58-page report entitled "State Responses to Health Worker Shortages: Results of 2002 Survey of States." The report was supported by the National Center for Health Workforce Analysis, Bureau of Health Professions, and Health Resources and Services Administration. A copy of the report is available at <http://chws.albany.edu/reports/112002/stateresponses2002.pdf>

The report contains a summary on how states are responding to health worker shortages, followed by a state-by-state summary.

Key findings include the following:

- 44 states have established task forces or commissions to study the healthcare workforce shortage
- 90% of states reported that nursing shortages are a major concern.
- 70% of states reported that pharmacist shortages are a major concern.
- More than 50% of states reported shortages of:
  - ◆ Certified nurse aides
  - ◆ Home health aides
  - ◆ Radiologic technologists
  - ◆ Dentists
- The most common response strategies involve scholarship and loan repayment programs for health professions.
- 50% of all states have initiatives to market health careers.

### What does all this mean for HOSA?

HOSA clearly serves an important national need by promoting career opportunities in health care. Local chapters can take an active role in this effort and are encouraged to:

- **Contact your state's Task Force, Committee or Commission – and tell them about HOSA.**
- **Conduct activities that promote Health Occupations/Health Science Education in area elementary and middle schools.**
- **Establish active partnerships with local healthcare agencies and assure that they know about the good things your HOSA chapter is doing.**

Although the health and education communities have a major stake in the health workforce and have undertaken many efforts to address the shortages, their efforts alone have not been successful in preventing or reversing the shortages. States have a role to play in addressing health worker shortages, and HOSA chapters should be active participants in such efforts.

