

Minnesota Health Care Workforce

Legislative Health Care Workforce Commission

October 4th 2016

Agenda

- **Overview of workforce data**
- **Supply and demand**
- **Trends and highlights**

Health care: A growing industry

Largest growth in any US industry

2.2 million jobs since December 2007*

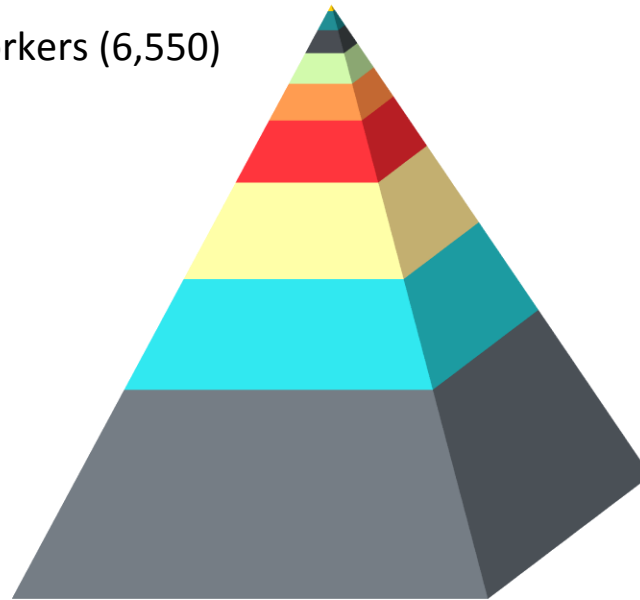
- Employs 466,077 people in Minnesota (15.9 percent of state employment)
- 4.3% increase in the last year**

*America's Divided Recovery, Georgetown University Center on Education and the Workforce, 2016

** Minnesota Department of Employment and Economic Development Current Employment Statistics, August 2016

Minnesota health care employment (Nurses are foundational)

- Dentists (1,810)
- Pharmacists (5,450)
- Child, Family and School Social Workers (6,550)
- Medical Assistants (8,730)
- Physicians (10,480)
- Licensed Practical Nurses (17,730)
- Home Health Aides (27,550)
- Nursing Assistants (31,570)
- Registered Nurses (59,640)



Minnesota Department of Employment and Economic Development 2016, Occupation Employment Statistics First Quarter; Employment Data from 2015, Second Quarter

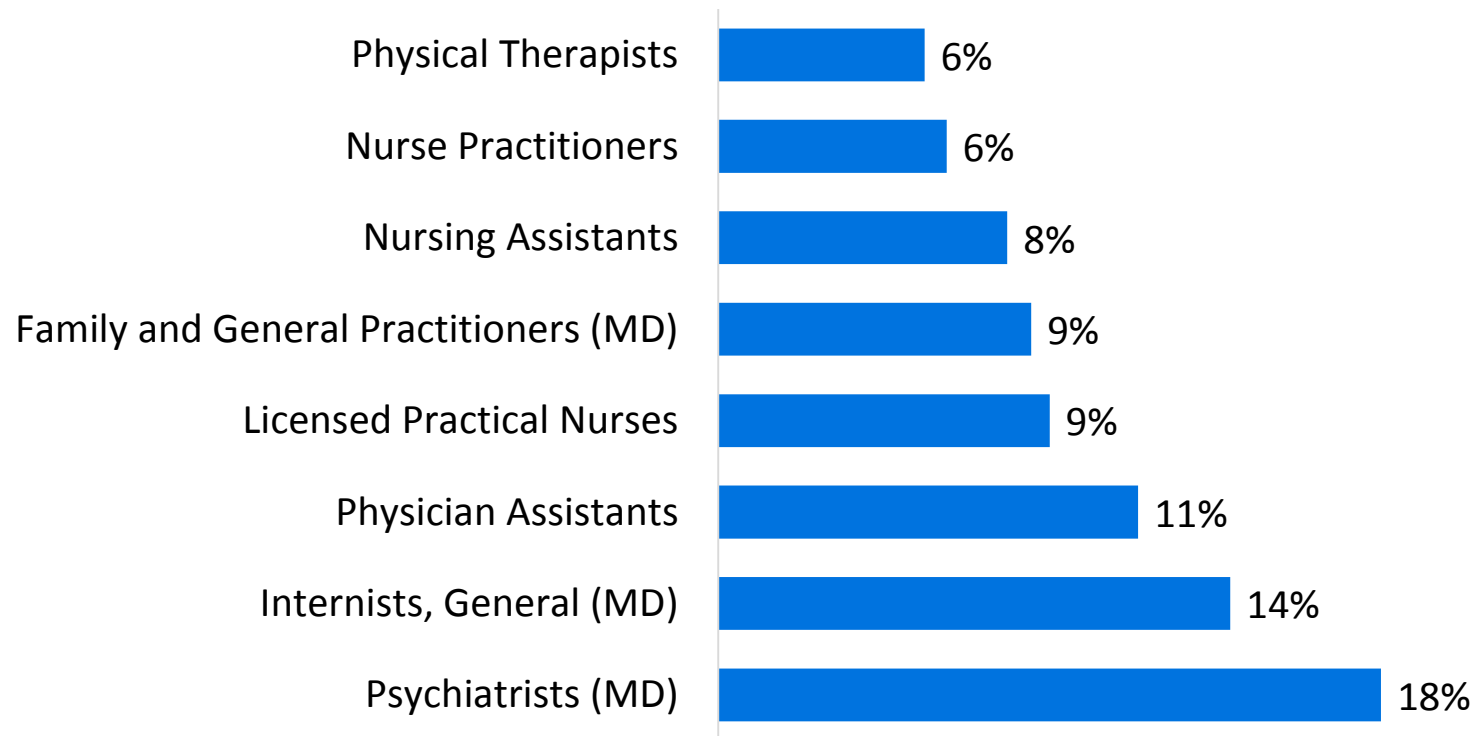
Other large health care occupations

Occupation	Employment
Pharmacy Technicians	7,290
Dental Assistants	5,520
Dental Hygienists	4,620
Emergency Medical Technicians and Paramedics	4,380
Physical Therapists	3,960
Nurse Practitioners	3,290
Clinical, Counseling, and School Psychologists	3,110
Physician Assistants	2,010

Minnesota Department of Employment and Economic Development 2016, Occupation Employment Statistics First Quarter; Employment Data from 2015, Second Quarter

Job vacancies: Current hiring demand

Percent of occupation with job opening



Nursing related occupations: Foundation of the industry

Initial education requirements*

Registered nurses: bachelor's degree

Nursing assistant: college certificate

Home health aides: less than high school

**Occupations with the most openings through 2024
(growth or replacement) include Registered Nurses,
Home Health Aides and Nursing Assistants****

*LMIwise Minnesota Statewide data 2013-2014 program year and DEED Occupations In Demand **

Minnesota Department of Employment and Economic Development Occupations with the Most Openings
From Employment Growth and Replacement Needs,2014-2024

Supply: Education pipeline for nursing

2013-2014	Education Program Length and Graduates				
Education Program Type	Up to 1 Year	Over 1 & Under 4 Years	4 Years	Graduate Level	Total
Registered Nurse		1,939	1,901	293	4,133
Licensed Practical Nurse		2,013			2,013
Nursing Assistant/Aide	1,862	1			1,863
Nurse Practitioner			7	217	224

*LMIwise Minnesota Statewide data 2013-2014 program year

Supply: Minnesota residency slots

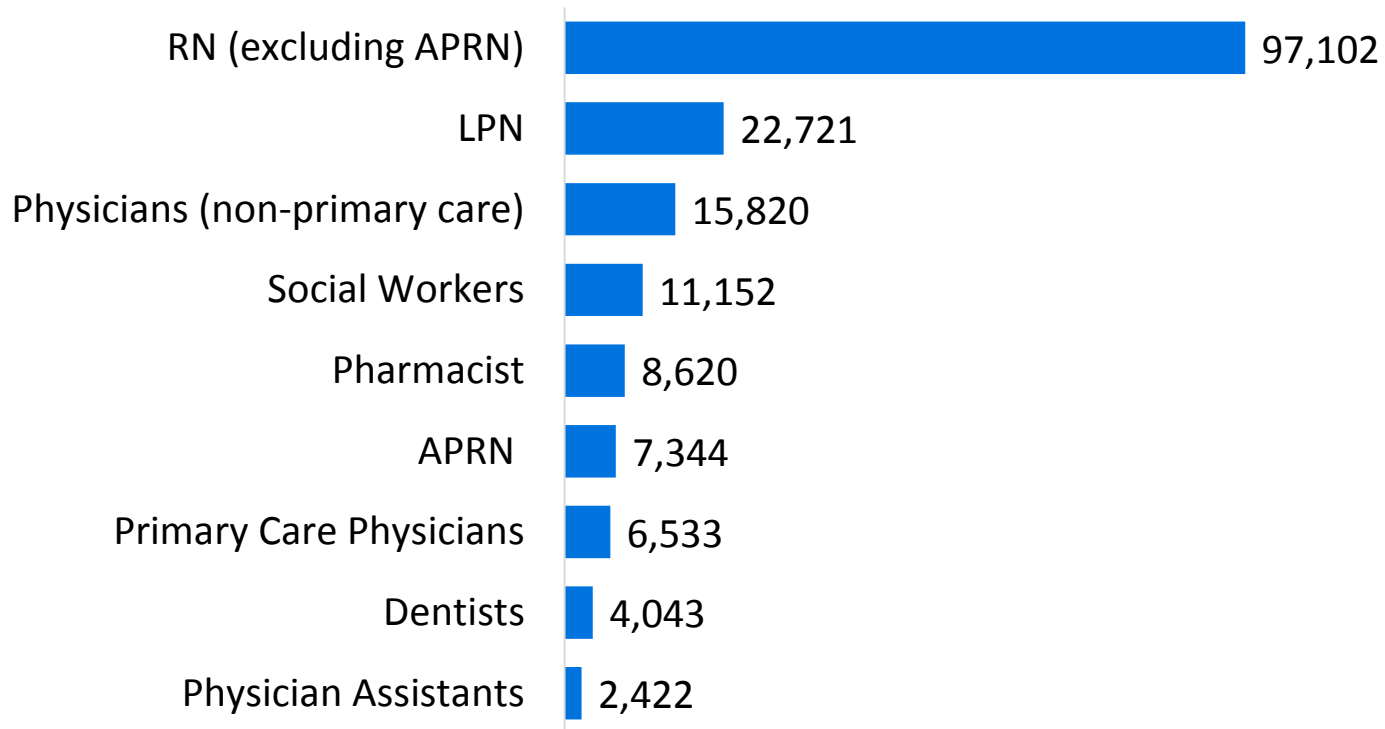
	2004	2012	2013	2014	2015	2016	Change from 2004
Primary Care Residencies	248	221	231	232	233	241	-7
Psychiatry Residencies	21	21	23	24	24	24	3
All other Residencies	202	250	249	253	248	249	47
Total	471	492	503	509	505	514	43
Positions filled (primary care)	88%	100%	100%	97%	100%	100%	-

Note: One IMG pediatrics spot in 2016 with 2 residents funded included in primary care counts.

Source: National Residency Matching Program, Main Residency Match: Match Results by State and Specialty, 2003-2014. All residencies reflect PY-1 unless otherwise specified.

Supply: Actively licensed professionals

Number of actively licensed professionals

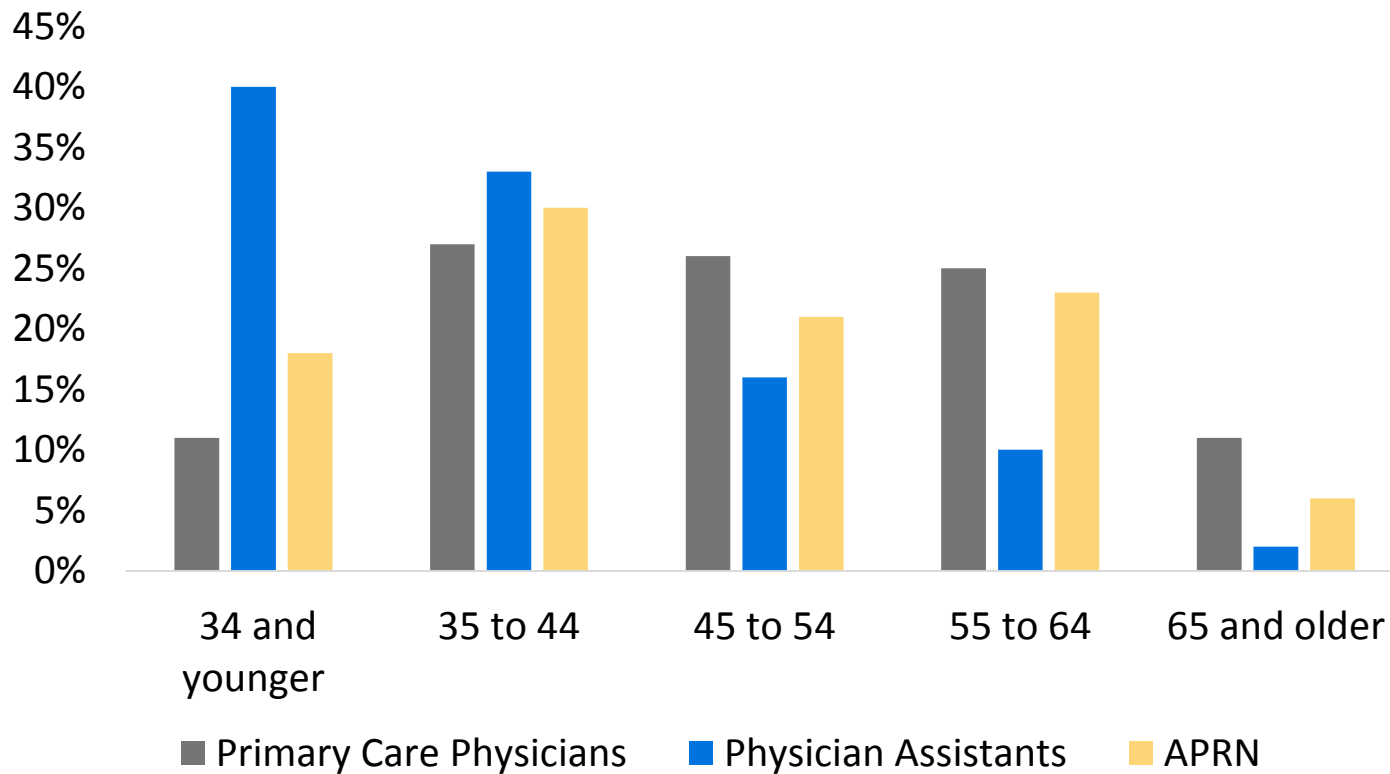


Data from Minnesota Board of Nursing, Minnesota Board of Social Work, Minnesota Board of Pharmacy, Minnesota Board of Medical Practice, and Minnesota Board of Dentistry 2016

Demographics of key occupations

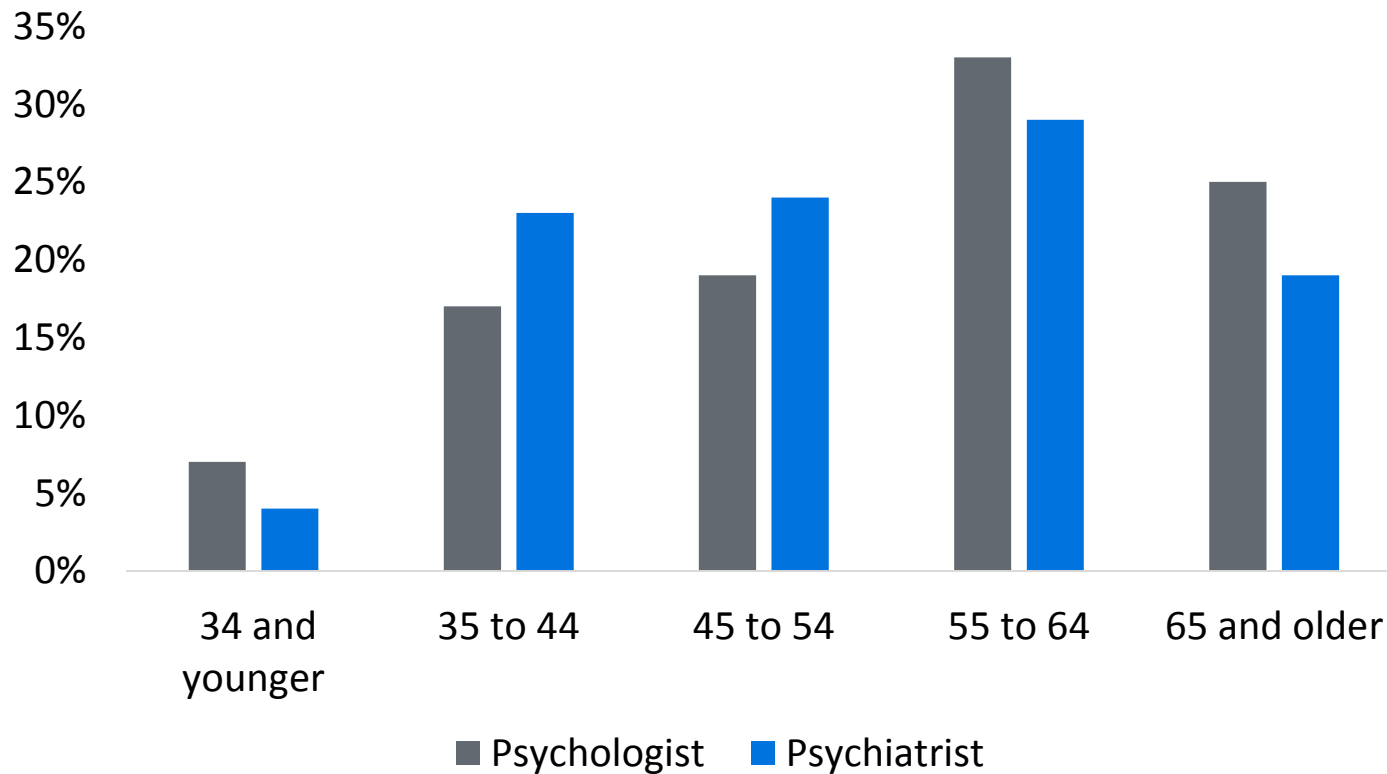
The aging population is a key workforce planning factor

Primary care workforce: Physicians oldest



Minnesota Board of Nursing and Medical Practice data analyzed by MND ORHPC staff, 2016

High-level mental health occupations: Aging quickly



Minnesota Board of Psychology and Medical Practice analyzed by MDH ORHPC staff, 2016

Other key workforce data

Clinical training or supervision to students, interns, or residents:

- 44% of Minnesota physicians occasionally provide training, and
- 18% never provide clinical training*

Educated in Minnesota:

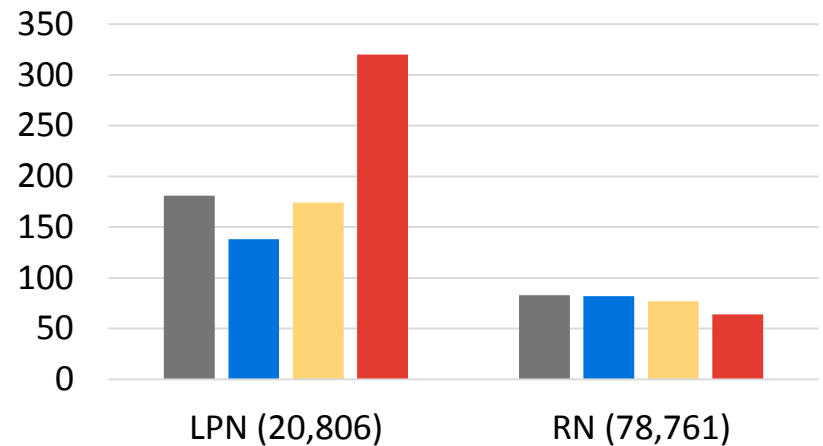
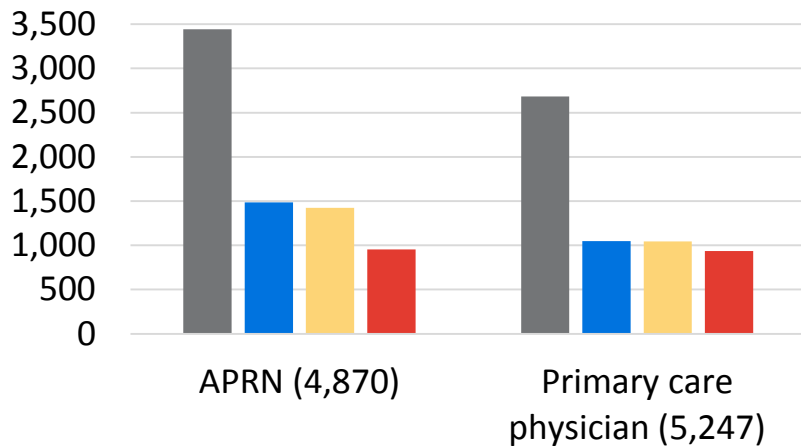
- LPNs 93% , RNs 77% , social workers 75% , physicians 34%*

Licensed APRNs increased 15 percent between Q1 2015 and Q2 2016 after independent licensure legislation**

*Minnesota Department of Health Workforce Survey, **2014-2016 Minnesota Board of Nursing, 2016

Not all areas of the state experience the same access to health care professionals

Population to provider ratios: Lower is better



■ Rural or Isolated

■ Small Town or Small Rural

■ Micropolitan or Large Rural

■ Urban

■ Rural or Isolated

■ Small Town or Small Rural

■ Micropolitan or Large Rural

■ Urban

Emerging professions: New professions fill gaps and support system changes

- Community health workers: 990*
- Dental therapists: 64 dental therapists**
(26 advanced dental therapists)
- Community paramedics: 115***
- Doulas: 55 on MDH registry****
- Mental health peer support specialists
(Certified peer specialists)
385 trained*****

* MDH Toolkit report, 2015 **Minnesota Board of Dentistry, August 2016 ***Emergency Medical Services Regulatory Board, 2016, **** MDH Doula Registry September 2016 *****Use of Certified Peer Support Specialists MN DHS February 2016

Workforce trends

- Continued job growth, especially in nursing occupations
- Investing in and attracting an educated workforce is key
- Rural areas have different occupation distributions
- New and innovative solutions such as emerging occupations and scope of practice changes are helpful
- Aging a factor in many professions, but some positive signs

Workforce take-aways

- Team care is important: Variety of occupations will play roles
- Primary care physicians: Early signs of improvement but outlook uncertain
- Nursing workforce: Continued attention needed
- Mental health workforce aging: New data makes difficulties even more clear

Questions

Thank you



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