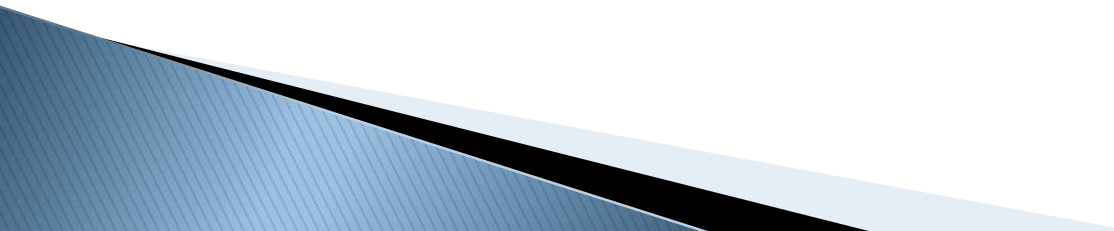


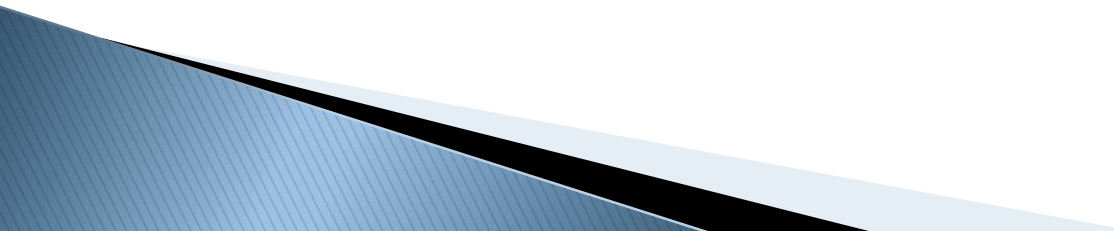
Alaska Health Workforce Coalition

Kathy Craft, DHSS & The Trust
Katy Branch, Alaska's AHEC

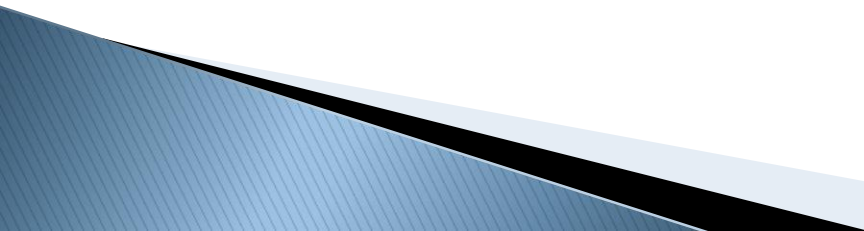
AWIB Priority Industry

- ▶ AHWC members always state that *HEALTH* is an AWIB priority industry when presenting the 2010 Plan or 2012–2015 Action Agenda.
 - ▶ AHWC members use this designation in funding justifications for project proposals to funders
 - ▶ The designation targets health care as an industry critical to Alaska's workforce and economic trends.
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AHWC Priority Occupations: Criteria

- ▶ Planning group consisted of industry, state government, University of Alaska.
 - ▶ Agreed upon criteria:
 - Health workforce is a statewide issue; especially acute in rural areas;
 - Training needs are substantial and costly. Therefore, resources must be allocated to areas of highest need, avoiding duplication and utilizing existing institutions;
 - Training under the Plan must meet industry standards.
 - ▶ High vacancy numbers & rates
 - ▶ Criticality to health care delivery
- 

AHWC Priority Occupations: Process

- ▶ Impact + Breadth + Scope + Outlook
 - ▶ Engage + Train + Recruit + Retain
 - ▶ Planning Process = utilize data and information + identified 35 critical need occupations + list distributed to health related groups for prioritization (top 5) + results reviewed by AHWC Assessment & Priorities Committee
 - ▶ 15 top priority groupings selected which amounted to 26 occupations and professions
 - ▶ Once priorities were identified an initial set of short, medium and long term strategies for each occupation was developed
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Health Workforce Vacancy Study

- ▶ Based on AHCWC's work; 2012 Vacancy Study enhanced and made more comprehensive
- ▶ Alaska Standardized Health Occupations Taxonomy
 - Primary Goal: Crosswalks with DOL Standardized Occupation Classifications (SOC) codes
 - Defines 160+ occupations based on scope of work
 - Provides “typical” minimum education requirements
 - Made the healthcare industry critically evaluate and define our workforce and industry; not an easy task

Devil is in the details

Category		Occupation Group Title		Broad Occ Category		Detail Occupation Title		Detail Occupation Definition		Typical Minimum Education		Sample Job Titles	
09	Healthcare Administration	A	09.A	Healthcare Managers, Directors, and Supervisors	1	09.A.1	Healthcare Managers, Directors, and Supervisors	a	09.A.1.a Chief Nursing Officers and Directors (CNO, DON)	Graduation from a two- or four-year accredited nursing school and successful completion of board and licensure exams. Extensive experience supervising nurses.	Chief Nurse Executive, Nurse Executive, DON, CNO	09.A.1.a	11-9111
09		A	09.A		1	09.A.1		b	09.A.1.b Behavioral Health Directors and Supervisors	Generally, graduation from a two- or four-year accredited program in psychology, social work or related field but educational requirements vary greatly. May require supervisory experience.	Behavioral Health Manager, Behavioral Health supervisor, Mental Health Director, Clinic Director, Counselor/Clinical Supervisor, CDC Supervisor	09.A.1.b	11-9111
09		A	09.A		1	09.A.1		c	09.A.1.c Social and Community Services Managers (Behavioral or Mental Health Related)	Graduation from a two- or four-year accredited program in psychology, social work or related field but educational requirements vary greatly. May require experience in program management, budgeting and supervision. Required education levels vary greatly in this occupation	Program Manager, Director, Project Manager, Program Coordinator	09.A.1.c	11-9151
09		A	09.A		1	09.A.1		d	09.A.1.d Chief Medical Officers (CMO)	Physician's License and extensive experience in practice, management, and supervision.	CMO, Medical Director	09.A.1.d	11-9111
09		A	09.A.1		1	09.A.1		e	09.A.1.e Financial Managers and Officers, Healthcare-specific	Graduation from a college or university in business, finance or accounting with an emphasis in healthcare or non-profit. Graduate degree and extensive experience preferred.	CFO, Fiscal Officer, Financial Officer, Business Officer, Accounting Manager, Director of Finance	09.A.1.e	11-3031
09		A	09.A.1		1	09.A.1		f	09.A.1.f Operations Managers and Officers, Healthcare-specific	Graduation from a college or university in healthcare or related field. May require current licensure in related healthcare occupation.	Operations Supervisor, Operations Chief, Chief Operations Officer	09.A.1.f	11-1021
09		A	09.A		1	09.A		g	09.A.1.g Hospital Administrators	Typically, Master's degree in business, public administration or a health-care related field preferred, but education requirements vary greatly.	CEO - Small Hospital, Small Hospital Administrator, Vice-President of Health Services	09.A.1.g	11-9111
09		A	09.A		1	09.A		h	09.A.1.h Chief Executive Officers (CEO), Healthcare-specific	Typically, Master's degree in business, public administration or a health-care related field preferred, but education requirements vary greatly.	CEO	09.A.1.h	11-1031
09		A	09.A		1	09.A.1		i	09.A.1.i All Other Healthcare-specific Managers, Directors and Supervisors	Variable, depending on the specific position.		09.A.1.i	11-9111
09		B	09.B	Occupational Health and Safety Occupations	1	09.B.1	Occupational Health and Safety Occupations	a	09.B.1.a	Bachelor's degree in occupational health and safety, or a related field, such as engineering, biology, or chemistry. For some positions, a Master's degree in industrial hygiene, health physics, or a related subject is required.	OHS Specialists, Safety Officer, Emergency Preparedness manager, Industrial Hygienist	09.B.1.a	29-9011
09		B	09.B		1	09.B.1		b	09.B.1.b	Graduation with less than a bachelor's degree in occupational health, safety or a related field, such as engineering, biology or chemistry.	Occupational Health and Safety Tech, Safety Assistant, Safety Program Coordinator, Emergency Preparedness Technician	09.B.1.b	29-9012
09		C	09.C	Administrative Support Occupations	1	09.C.1	Health Information Occupations	a	09.C.1.a	High School graduation or GED.	Filing Clerk, Records Clerk, Medical Records Clerk	09.C.1.a	43-4071
09		C	09.C		1	09.C.1		b	09.C.1.b Medical Transcriptionists	High School graduation or GED. Medical terminology training preferred.	Transcriptionist, Transcriber	09.C.1.b	31-9094
09		C	09.C		1	09.C.1		c	09.C.1.c Medical Secretaries	Graduation from high school. Years of healthcare related experience often required. Associate's degree in medical office management or business administration may be preferred.	Executive Assistant, Medical Secretary, Assistant to the Administrator, Office Manager	09.C.1.c	43-6013
09		C	09.C		1	09.C.1		d	09.C.1.d Medical Records and Health Information Technician (RHIT required)	High School diploma or GED and one of the following certifications: CPC, CCS, CCS-P.	Medical Records and Health Information Tech, RHIT	09.C.1.d	29-2071
09		C	09.C		1	09.C.1		e	09.C.1.e Medical Records and Health Information Technician (RHIT not required)	High School diploma or GED and one of the following certifications: CPC, CCS, CCS-P. Information Technology proficiency level not required.	Medical Records and Health Information Technician	09.C.1.e	29-2071
09		C	09.C		1	09.C.1		f	09.C.1.f Professional Medical Coders (CPC, CCS, or CCS-P required)	High School diploma or GED and one of the following certifications: CPC, CCS, CCS-P.	Coder	09.C.1.f	29-2071
09		C	09.C		1	09.C.1		g	09.C.1.g All Other Health Information Occupations	Variable, depending on the specific position.		09.C.1.g	29-2071

Anticipated outcomes

- ▶ AK SHOT will be “tested” in the Vacancy Study; revised accordingly
 - ▶ Vacancy Studies will yield trending analysis; replicable methodology established
 - ▶ Closer relationship with the Department of Labor (DOL) and Institute for Social and Economic Research (ISER)
 - ▶ Progress on the Action Agenda – strengthened health workforce in Alaska
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