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.

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

Health Workforce Vacancy Study

- Based on AHWC'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

				As the senior nursing management position in an organization, supervise the nursing				
				staff and oversee the care of all patients at a health care facility. Develop and implement			i 1	
	Healthcare Managers.			plans for nursing care, treatment, and services. Determine the optimum types and numbers of nursing personnel in conjunction with all other medical, clinical and	Graduation from a two- or four-year accredited nursing school and successful completion		i I	
09 Healthcare Administration	A 09.A Directors, and Supervisors	1 09.A.1 Healthcare Managers, Directors, and Supervisors	a 09.A.1.a Chief Nursing Officers and Directors (CNO, DON)	therapeutic disciplines. Assume full responsibility for the quality of nursing care.	of board and licensure exams. Extensive experience supervising nurses.	Chief Nurse Executive, Nurse Executive, DON, CNO	09.A.1.a	11.0111
O) Healthcare Published Button	A USA Directors, and Supervisors	1 03.4.1 Healthcare managers, Directors, and Supervisors	a oskia die nasing oncessia breads (die, bon)	Oversee, direct, supervise, or evaluate the work of other behavioral health providers	Generally, graduation from a two- or four-year accredited program in psychology, social	CHE NUME EXECUTE, NO SE EXECUTE, DON, CHO	0334.1.0	11-3111
				within a professional unit or across an entire facility.	work or related field but educational requirements vary greatly. May require supervisory	Behavioral Health Manager, Behavioral Health supervisor, Mental Health Director, Clinic	i I	
09	A 09.A	1 09.A.1	b 09.A.1.b Behavioral Health Directors and Supervisors	. , ,	experience.	Director, Counselor/Clinical Supervisor, CDC-Supervisor	09.A.1.b	11-9111
				Plan, direct, or coordinate the activities of a social service program or community	Graduation from a two- or four-year accredited program in psychology, social work or		i I	
				outreach organization. Oversee the budget of a program or organization. Oversee	related field but educational requirements vary greatly. May require experience in		i I	
Catagory	A 09.A			policies regarding participant involvement, program requirements, and benefits. May	program management, budgeting and supervision. Required education levels vary		i I	
Category	A 09.A	1 09.A.1	c 09.A.1.c Social and Community Services Managers (Behavioral or Mental Health Related)	also direct social workers, counselors, or probation officers. As an MD and senior member of the facility management team, supervise all medical	greatly in this occupation	Program Manager, Director, Project Manager, Program Coordinator	09.A.1.c	11-9151
				staff. Oversee patient care delivery and assume responsibility for quality assessment and			i I	
				patient safety. Assess organization's healthcare services and ensure they meet the needs			i I	
				of the community demographic. Act as a liaison between medical staff and			ı I	
09	A. Commercial Commerci	1 09.A.1	d 09.A.1.d Chief Medical Officers (CMO)	administration.	Physician's License and extensive experience in practice, management, and supervision.	CMO, Medical Director	09.A.1.d	11-9111
				Using health care specific knowledge and experience, direct and oversee finance and			i I	
				accounting functions of a healthcare facility or organization. Provide timely and accurate			i I	
	Occupation			analysis of budgets, financial trends and forecasts. Determine optimal investment	L		i I	
	Occupation			options, considering risk and liquidity. Oversee the capital structure to determine the best mix of debt, equity and internal financing. Develop, enhance, and implement	Graduation from a college or university in business, finance or accounting with an emphasis in healthcare or non-profits. Graduate degree and extensive experience	CFO, Fiscal Officer, Financial Officer, Business Officer, Accounting Manager, Director of	i I	
09		19.4.1	e 09.A.1.e Financial Managers and Officers, Healthcare-specific	healthcare industry forecasting and modeling methodologies, as appropriate.	preferred	Finance	09.A.1.e	11-3031
	Group Title			Oversee the operations of a facility or organization that are directly related to the				
	droup ritie			efficient delivery of healthcare services. Assure and facilitate the efficient delivery of			i I	
				services. Oversee and coordinate clinical staff and/or department managers as it relates	Graduation from a college or university in healthcare or related field. May require		i I	
09		1 09.A.1	f 09.A.1.f Operations Managers and Officers, Healthcare-specific	to the efficiency of general operations and service delivery.	current licensure in related healthcare occupation.	Operations Supervisor, Operations Chief, Chief Operations Officer	09.A.1.f	11-1021
				Lead a hospital and/or long term care facility. Direct, administer, and manage finances	I		, I	
	A 09.A			and performance of a hospital or long term care facility. Differs from a Chief Executive	Typically, Master's degree in business, public administration or a health-care related field		i	
na na	A UY.A		g 09.A.1.g Hospital Administrators	Officer (a CEO leads a large system or group of facilities). Lead a large health management system or group of facilities. Responsible for the	preferred, but education requirements vary greatly.	CEO - Small Hospital, Small Hospital Administrator, Vice-President of Health Services	09.A.1.g	11-9111
		Broad Occ		direction, oversight, financial management, and performance of their organization.	Typically, Master's degree in business, public administration or a health-care related field		i I	
09	A 09.A	Broad Occ W	h 09.A.1.h Chief Executive Officers (CEO), Healthcare-specific	Excludes Hospital Administrators that are leaders of a single facility.	preferred, but education requirements vary greatly.	CEO	09.A.1.h	11-1011
09	Δ 09 Δ	1111	z 09 & 1 z All Other Healthcare-specific Managers Directors and Supervisors	All other healthcare-specific managers, directors and supervisors not listed separately	Variable, depending on the specific position		09 A 1 z	11-9111
		Category	V. I. C.	Analyze work environments and design programs to control, eliminate, and prevent			$\overline{}$	
	•	Calegory		disease or injury. Look for chemical, physical, radiological, and biological hazards. Make			i I	
	,	5.00		equipment more ergonomic-designed to promote proper body positioning, increase			i I	
				worker comfort, and decrease fatigue. May conduct inspections and inform an			i I	
				organization's management of noncompliance with state and federal laws or employer solicies. May advise management on the cost and effectiveness of safety and health	Bachelor's degree in occupational health and safety, or a related field, such as		i I	
	Occupational Health and			policies. May advise management on the cost and enectiveness of safety and nearth	anninearing highest or chemistry for some positions, a Master's degree in industrial		•	
na .	Occupational Health and	1 09.8.1 Occupational Health and Safety Occupations	Dotail	pointies. May advise management on the cost and effectiveness of safety and nearth programs. May provide training on new regulations and policies or recognition of	engineering, biology, or chemistry. For some positions, a Master's degree in industrial	OUS Specialiste Safety Officer Empressory Branaradoure manager Industrial Hydeolet	00.013	29.9011
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09		1 09.8.1 Occupational Health and Safety Occupations	I #/	orograms. May provide training on new regulations and policies or recognition of hazards. Work with Occupational Health and Safety Specialist to help prevent harm to workers,	engineering, biology, or chemistry. For some positions, a Master's degree in industrial	OHS Specialists, Safety Officer, Emergency Preparedness manager, Industrial Hygienist	09.B.1.a	29-9011
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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