Hospital Association of Southern California (HASC)

Who We Are

HASC is a regional trade association. The association provides members with public policy development and advocacy, education and the latest technical and industry information and products and services. It serves as a forum for improving access and quality.
Health care professionals working at the bedside and behind the scenes to provide laboratory, imaging and other critical services needed to diagnose and treat patients.
Background – February 2011 Report

- February 2011, CHA released a report titled Critical Roles: California’s Allied Health Workforce

- 125 hospitals and health systems were represented

- The report presented information on allied health workforce vacancy rates as well as retirement estimates for select allied health occupations.
1. Preserve and Protect Funding for California’s Public Institutions of Higher Education

2. Protect Funding for California’s Community College Workforce Preparation Programs

3. Align Programs with Industry Demand

4. Standardize Prerequisite Courses
Recommended Strategies: February 2011 Report (cont’d)

5. Improve Course Articulation Between California’s Institutions of Higher Education

6. Develop Innovative Models for Education and Training Allied Health Professional

7. Alleviate Barriers Related to Clinical Training
Critical Roles: CA Allied Health Workforce - 2014 Follow-up Report

• Reflects fourth quarter of 2012

• 174 hospitals

• 38,249 licensed beds

• Approximately 41% of total beds at GAC hospitals in CA
Selected Occupations

1. Coder
2. Ultrasound Technologist
3. Clinical Laboratory Scientist
4. Pharmacist
5. Physical Therapist
6. MRI Technologist
7. CT Technologist
8. Radiologist Technologist
9. LCSW
10. Respiratory Therapist
11. CVIR Technologist
Key Findings: Vacancies by Position

<table>
<thead>
<tr>
<th>Position</th>
<th>Headcount</th>
<th>Vacancies</th>
<th>Vacancy Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Coder</td>
<td>1,012</td>
<td>58</td>
<td>5.3%</td>
</tr>
<tr>
<td>Ultrasound Technologist</td>
<td>1,096</td>
<td>56</td>
<td>4.9%</td>
</tr>
<tr>
<td>Clinical Laboratory Scientist</td>
<td>3,401</td>
<td>127</td>
<td>3.6%</td>
</tr>
<tr>
<td>Pharmacist</td>
<td>2,451</td>
<td>84</td>
<td>3.3%</td>
</tr>
<tr>
<td>Physical Therapist</td>
<td>2,706</td>
<td>93</td>
<td>3.3%</td>
</tr>
<tr>
<td>MRI Technologist</td>
<td>402</td>
<td>12</td>
<td>2.9%</td>
</tr>
<tr>
<td>CT Technologist</td>
<td>1,165</td>
<td>33</td>
<td>2.8%</td>
</tr>
<tr>
<td>Radiologic Technologist</td>
<td>2,177</td>
<td>50</td>
<td>2.2%</td>
</tr>
<tr>
<td>LCSW</td>
<td>797</td>
<td>18</td>
<td>2.2%</td>
</tr>
<tr>
<td>Respiratory Therapist</td>
<td>4,720</td>
<td>63</td>
<td>1.3%</td>
</tr>
<tr>
<td>CVIR Technologist</td>
<td>242</td>
<td>2</td>
<td>1.2%</td>
</tr>
<tr>
<td>All Employees (avg.)</td>
<td>233,458</td>
<td>7,621</td>
<td>3.2%</td>
</tr>
</tbody>
</table>

Higher than average vacancy rates:
- Coders
- Ultrasound Technologist
- Clinical Laboratory Scientist
- Pharmacist
- Physical Therapist

Vacancy rate is calculated as: of vacancies in the quarter / (Total # of vacancies + Total headcount)
Key Findings: Distribution of Age Survey

- 40% of the Clinical Lab Scientist workforce is age 56 or older

- 30% of Coder workforce is age 56 or older
Key Findings: Top Workforce Concerns in the Next 5 Years

% of Hospitals Responding as "Concerned" to "Very Concerned" Regarding Issues that May Impact Health Workforce Shortages

- Diversity/Linguistic Population Capabilities
- Growth
- Aging Population
- Budget Cuts to Health Professions Education
- Aging Workforce
- Health Care Reform
Hospital Industry: Contributions to Health Workforce Development

- RN Training Programs
- Hospital-based CLS Programs
- Faculty
- Scholarships to students
- Intern/externships
Summary: Health Care Workforce - A Long Term Perspective

- Evolving care models resulting from implementation of the ACA will drive demand for health professionals, these models may look different than they do now.

- Health professionals will be required to have a more complex set of skills in the future.

- An aging workforce is a significant long term factor. Workers will be retiring, while at the same time increasing demand for services.
A Long Term Perspective

- Regional workforce development efforts must be aligned with industry needs because the health sector will play a critical role in job creation.

- Funding for public higher education must be preserved and protected so that there is a workforce to meet the needs for high demand occupations that typically require some post-secondary education.
Recommended Strategies: 2014 Follow-up Report

1. Health professional education and training programs need to evolve and innovate to meet the need of the current skill demands of health employers.

2. Partners statewide must collaborate and coordinate in order to leverage the resources that are available for workforce planning and development.

3. Employer engagement at the early stages is critical.

4. Training sources must be directed toward occupations that are in high demand.
For more information:

Contact:

Teri Hollingsworth
VP, Human Resources Svcs.
Hospital Association of Southern CA
thollingsworth@hasc.org
www.hasc.org
(310) 245-1114