Minnesota’s 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 (15.9 percent of state employment) in Minnesota
- 5% 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 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

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pharmacy Technicians</td>
<td>7,290</td>
</tr>
<tr>
<td>Dental Assistants</td>
<td>5,520</td>
</tr>
<tr>
<td>Dental Hygienists</td>
<td>4,620</td>
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<tr>
<td>Emergency Medical Technicians and Paramedics</td>
<td>4,380</td>
</tr>
<tr>
<td>Physical Therapists</td>
<td>3,960</td>
</tr>
<tr>
<td>Nurse Practitioners</td>
<td>3,290</td>
</tr>
<tr>
<td>Clinical, Counseling, and School Psychologists</td>
<td>3,110</td>
</tr>
<tr>
<td>Physician Assistants</td>
<td>2,010</td>
</tr>
</tbody>
</table>

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

- Physical Therapists: 6%
- Nurse Practitioners: 6%
- Nursing Assistants: 8%
- Family and General Practitioners (MD): 9%
- Licensed Practical Nurses: 9%
- Physician Assistants: 11%
- Internists, General (MD): 14%
- Psychiatrists (MD): 18%
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

<table>
<thead>
<tr>
<th>Education Program Type</th>
<th>Education Program Length and Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Up to 1 Year</td>
</tr>
<tr>
<td>Registered Nurse</td>
<td></td>
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<tr>
<td></td>
<td>1,939</td>
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<tr>
<td>Licensed Practical Nurse</td>
<td></td>
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<tr>
<td></td>
<td>2,013</td>
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<tr>
<td>Nursing Assistant/Aide</td>
<td>1,862</td>
</tr>
<tr>
<td>Nurse Practitioner</td>
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</tbody>
</table>

*LMIwise Minnesota Statewide data 2013-2014 program year*
## Supply: Minnesota Residency Slots

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</tr>
</thead>
<tbody>
<tr>
<td>Primary Care Residencies</td>
<td>248</td>
<td>221</td>
<td>231</td>
<td>232</td>
<td>233</td>
<td>241</td>
<td>-7</td>
</tr>
<tr>
<td>Psychiatry Residencies</td>
<td>21</td>
<td>21</td>
<td>23</td>
<td>24</td>
<td>24</td>
<td>24</td>
<td>3</td>
</tr>
<tr>
<td>All other Residencies</td>
<td>202</td>
<td>250</td>
<td>249</td>
<td>253</td>
<td>248</td>
<td>249</td>
<td>47</td>
</tr>
<tr>
<td>Total</td>
<td>471</td>
<td>492</td>
<td>503</td>
<td>509</td>
<td>505</td>
<td>514</td>
<td>43</td>
</tr>
<tr>
<td>Positions filled (primary care)</td>
<td>88%</td>
<td>100%</td>
<td>100%</td>
<td>97%</td>
<td>100%</td>
<td>100%</td>
<td>-</td>
</tr>
</tbody>
</table>

*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

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

Number of Actively Licensed Professionals

- RN (excluding APRN): 97,102
- LPN: 22,721
- Physicians (non-primary care): 15,820
- Social Workers: 11,152
- Pharmacist: 8,620
- APRN: 7,344
- Primary Care Physicians: 6,533
- Dentists: 4,043
- Physician Assistants: 2,422
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 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 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

Minnesota Boards of Nursing and Medical Practice data analyzed by MDH ORHPC staff, 2015-2016
Emerging professions: New professions fill gaps & support system changes

- Community Health Workers: 990*
- Dental Therapists: 64 dental therapists (26 advanced dental therapist)**
- Community Paramedics: 115***
- Doulas: 55 on MDH registry****
- Mental Health Peer Support Specialists (Certified Peer Specialists) 385 trained*****

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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