

# Understanding the Health Care Workforce and Needs in CNY

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Central New York Care Collaborative

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Robert Martiniano, DrPH, MPA  
Senior Program Manager  
Center for Health Workforce Studies  
School of Public Health | University at Albany, SUNY  
[Robert.martiniano@health.state.ny.us](mailto:Robert.martiniano@health.state.ny.us)



# The Center for Health Workforce Studies at the University at Albany, SUNY

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- Established in 1996
- Based at the University at Albany School of Public Health
- Committed to collecting and analyzing data to understand workforce dynamics and trends
- Goal to inform public policies, the health and education sectors and the public
- Broad array of funders

# Health Workforce Research Process

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- What is the story?
  - Demographic data
    - Age
    - Education
    - Income
    - Insurance status
  - The Health Care Infrastructure
    - Facilities
    - Workforce (where and who)
    - Who accepts what insurance

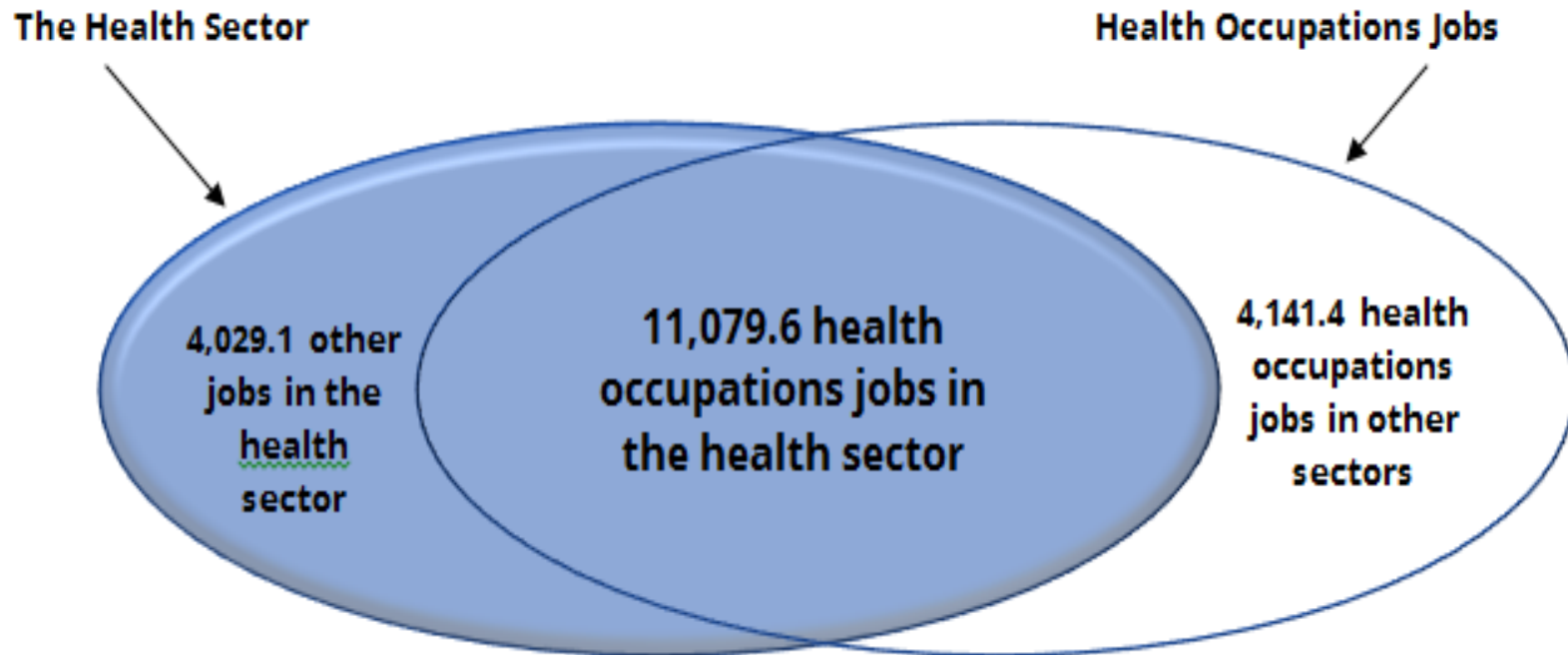
# Health Workforce Research Process

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- What is the story?
  - Health outcomes, status, and behavior
    - Hospitalizations
    - ED Visits
    - Diabetes
    - Asthma
    - Smoking
    - Drinking

# The National Scene

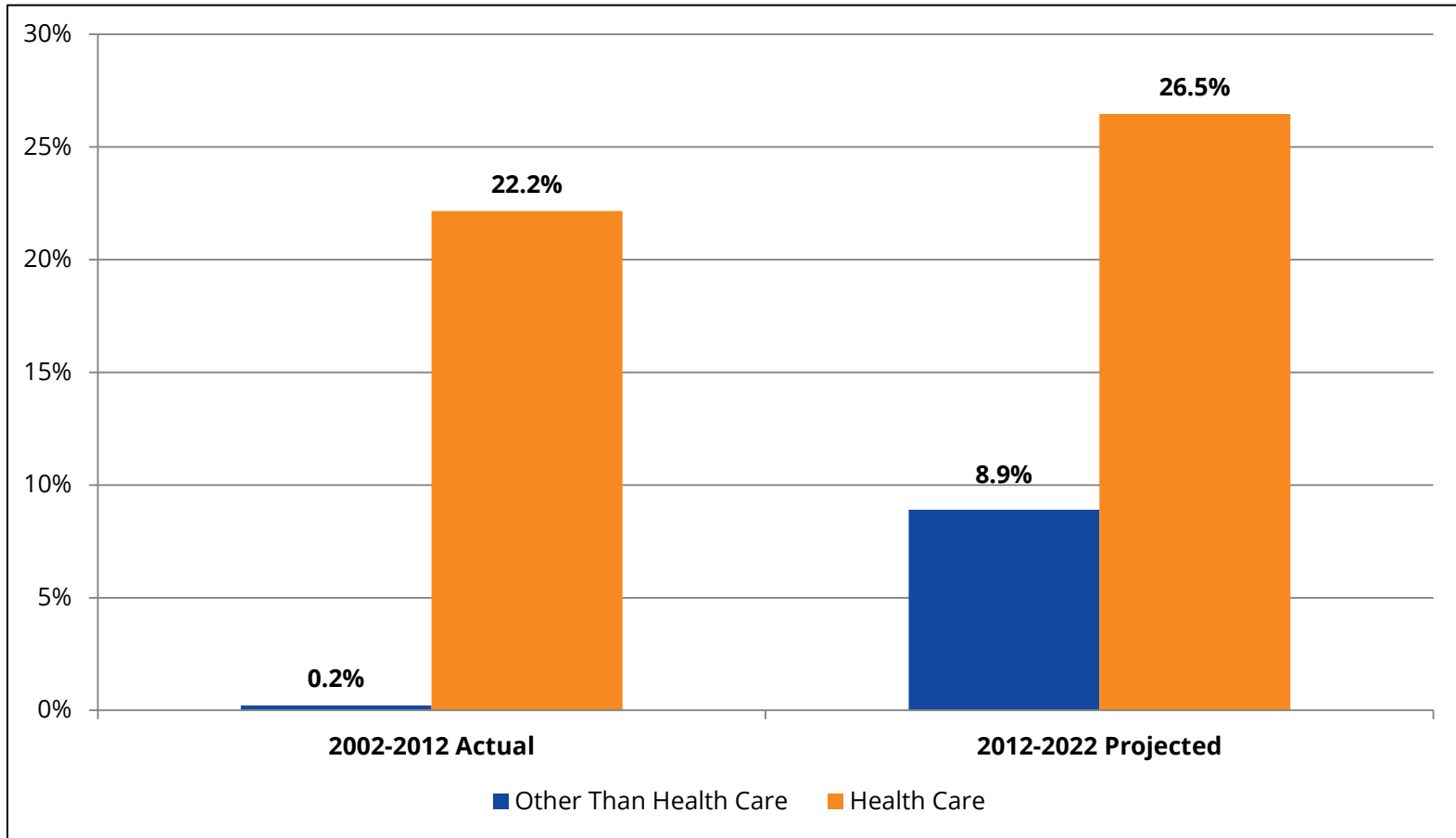
The US Health Workforce, 2012 (in Thousands)



Sources: US Department of Labor, Bureau of Labor Statistics.  
Employment by industry, occupation, and percent distribution, 2012 and projected 2022,  
2012-2022 Matrix Public.

# The National Scene

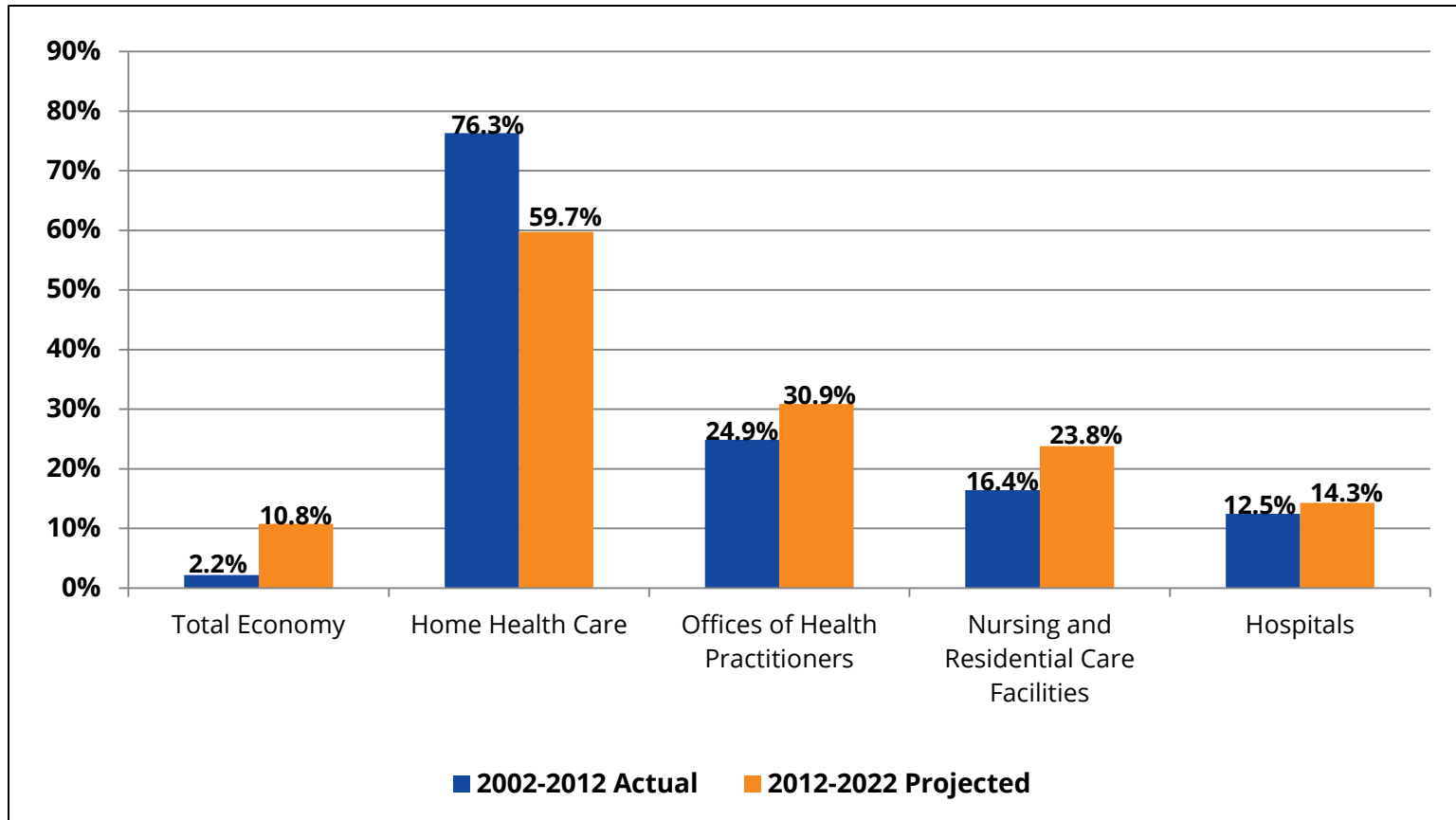
## Job Growth in the Health Care Sector Compared With All Other Employment Sectors in the United States, 2002-2012 and Projected 2012-2022



Sources: US Department of Labor, Bureau of Labor Statistics.  
Employment by industry, occupation, and percent distribution, 2012 and projected  
2022, 2012-2022 Matrix Public

# The National Scene

## Actual and Projected Growth of Selected Occupational Settings in the Health Care Sector in the United States, 2002-2012 and Projected 2012-2022



Sources: US Department of Labor, Bureau of Labor Statistics.  
Employment by industry, occupation, and percent distribution, 2012 and projected 2022, 2012-2022 Matrix Public

# Fastest Growing Health Care Jobs

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- Personal care aides (48.8%);
- Home health aides (48.5%);
- Diagnostic medical sonographers (46.0%);
- Occupational therapy assistants (43.2%);
- Physical therapy assistants (41.0%);
- Physical therapy aides (40.1%);
- Physician assistants (38.4%);
- Occupational therapy aides (36.2%);
- Medical secretaries (36.0%); and
- Physical therapists (36.0%).



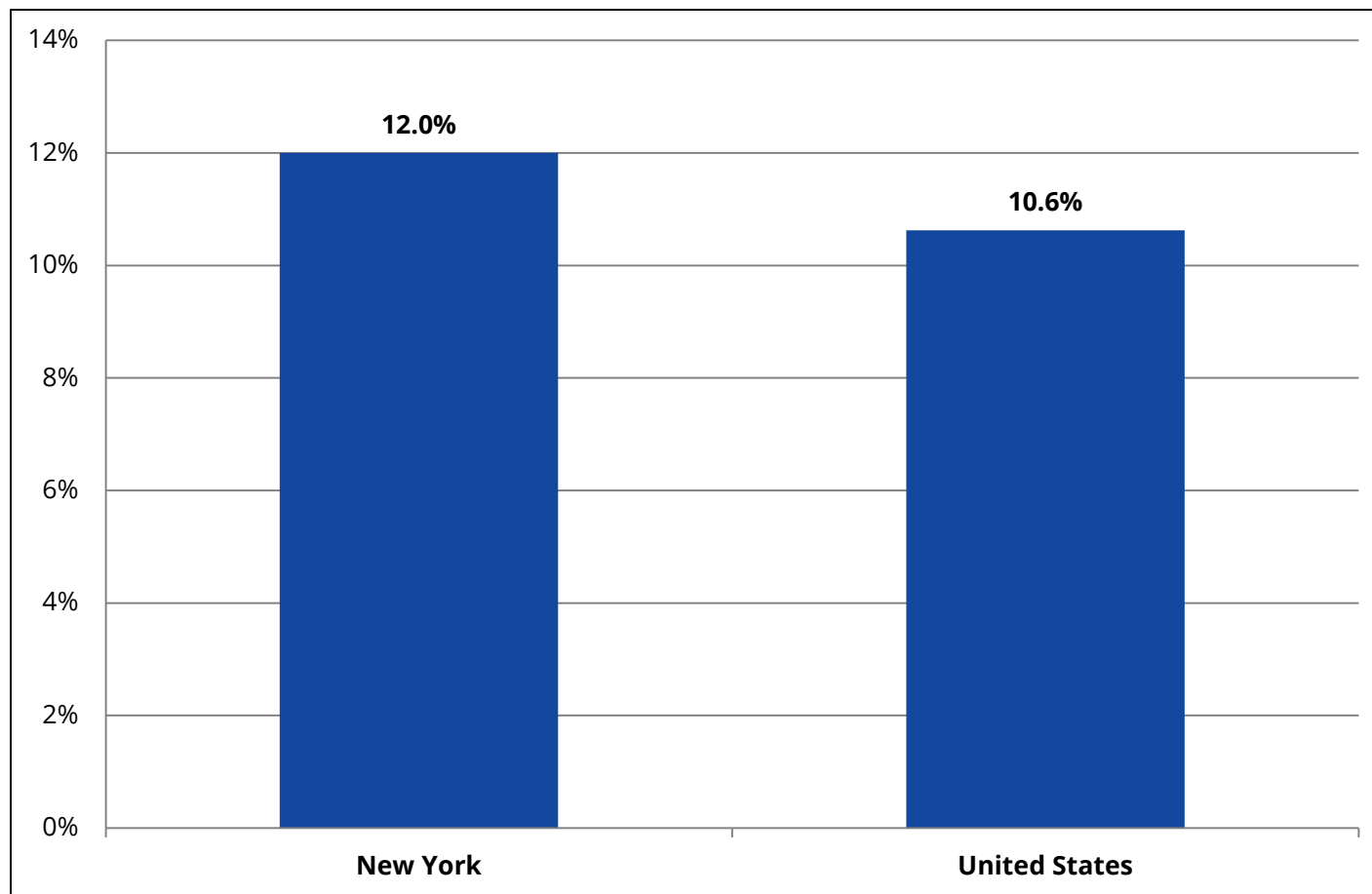
# Health Care Jobs with the Largest Growth

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- Personal care aides (580,800)
- Registered nurses (526,800);
- Home health aides (424,200);
- Nursing assistants (312,200);
- Medical secretaries (189,200);
- Licensed practical and licensed vocational nurses (182,900);
- Medical assistants (162,900);
- Physicians and surgeons (123,300);
- Dental assistants (74,400); and
- Physical therapists (73,500).

# The Health Care Sector a Major Employer in NYS

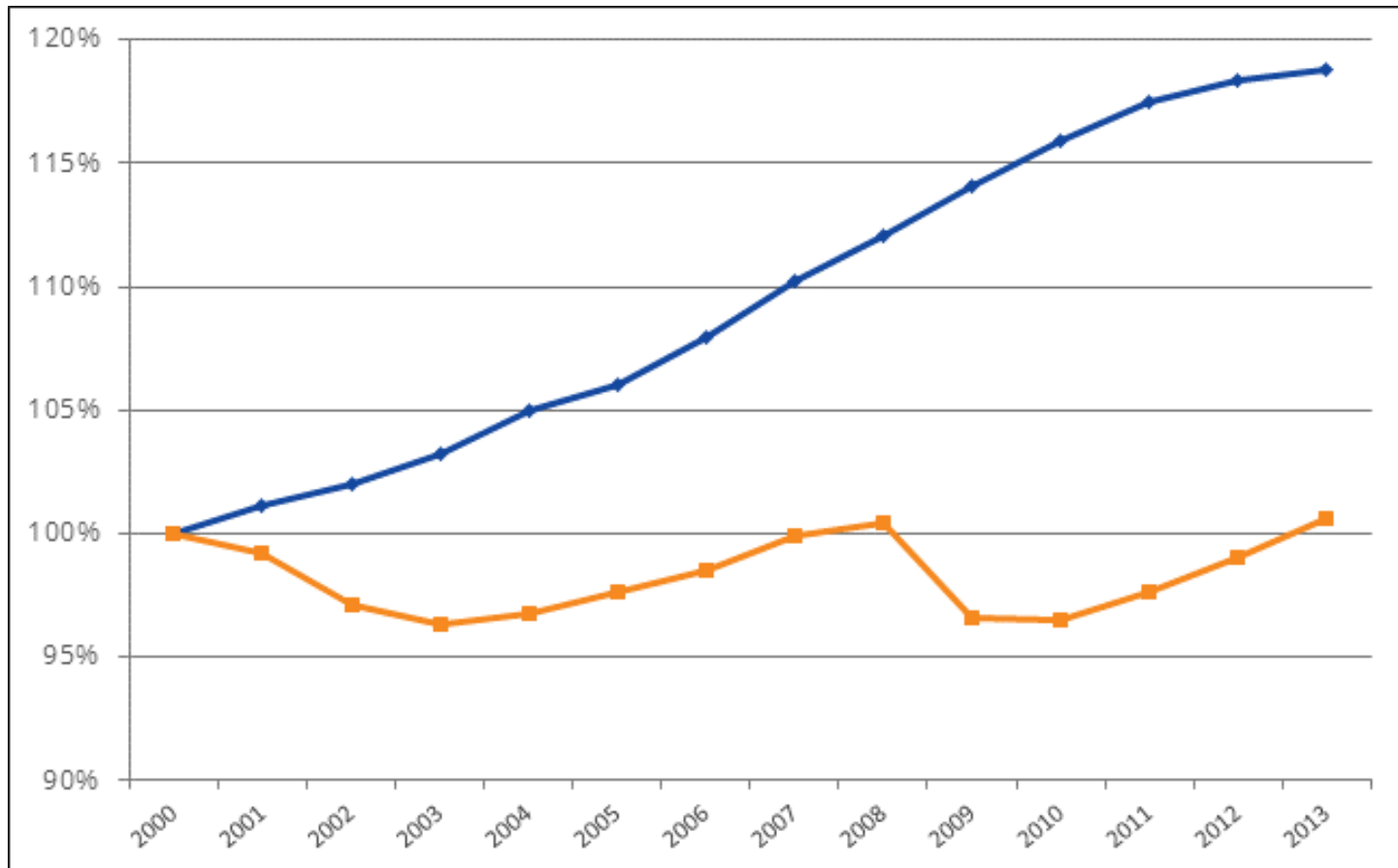
## Health Sector Employment as a Percentage of Total Employment, 2013



Sources: US Department of Labor, Bureau of Labor Statistics.

# Health Care is a Major Economic Driver in NYS

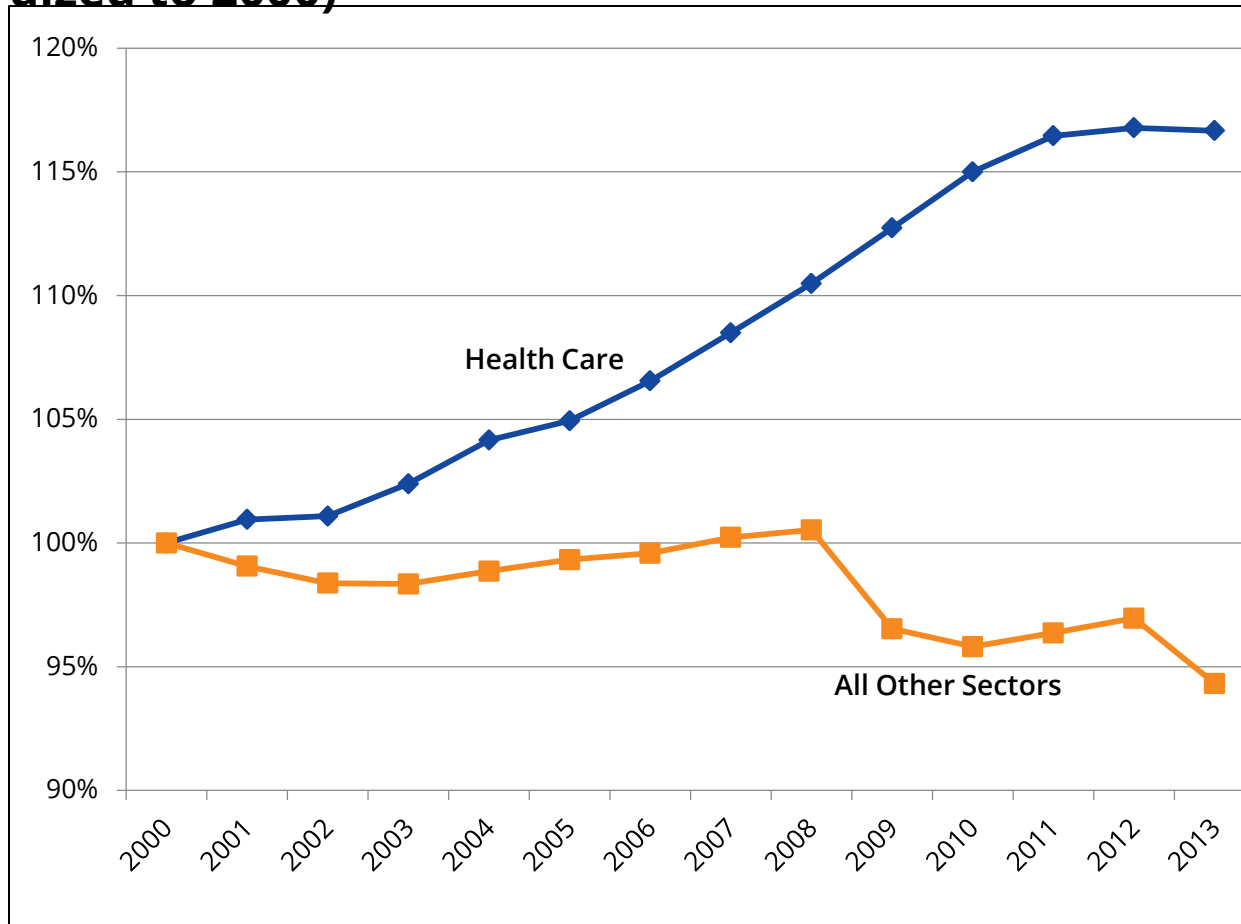
## Employment Growth in New York, 2000-2013, Standardized to 2000



Source: New York State Department of Labor, ES-202

# Health Care Employment More Important Upstate

## Employment Growth in Regions Outside of New York City, 2000-2013 (Standardized to 2000)



Source: New York State Department of Labor, ES-202

# Growth Occurring in All Health Sectors

## Number of Health Care Jobs in New York, by Setting, 2000, 2013

Setting	2000	2013	Number Change	Percent Change
Hospitals	410,300	435,900	25,600	6.2%
Ambulatory care (excluding home health)	245,600	314,100	68,500	27.9%
Nursing home and personal care facilities	143,200	150,200	7,000	4.9%
Home health care	64,600	141,400	76,800	118.9%
<b>Total</b>	<b>863,700</b>	<b>1,041,600</b>	<b>177,900</b>	<b>20.6%</b>

Sources: New York State Department of Labor, ES-202; US Bureau of Labor Statistics, Current Employment Statistics.

# Who are we?

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# Demographics in Central NY

## What Does the Population Look Like?

	Central NY	Mohawk Valley	Southern Tier	Statewide
% Population Under 100% FPL	14.5%	15.7%	16.0%	14.9%
% Minority	14.8%	7.4%	11.9%	41.7%
% Under 18	22.4%	21.4%	19.9%	22.3%
% over 65	14.7%	16.8%	15.4%	13.6%
% HS Grad or Less	72.3%	76.8%	71.1%	69.1%
% College Degree	27.7%	23.2%	28.9%	30.9%
% Medicaid	21.2%	22.2%	19.6%	26.3%

Sources: American Community Survey

# What about our health?

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# Health Behaviors in Central NY

## What are our health status and behaviors?

	Central NY	Mohawk Valley	Southern Tier	Statewide
% with Usual Source of Care	84.3%	85.2%	83.8%	83.4%
% with Hypertension	30.9%	34.3%	30.1%	28.5%
% with Diabetes	10.2%	12.9%	10.2%	9.6%
% with Asthma	11.3%	12.4%	11.1%	10.0%
% Smoking	22.2%	25.3%	20.1%	16.6%
% Obese	30.9%	30.8%	28.6%	25.8%
% with Poor Mental Health	14.7%	12.5%	10.6%	11.2%

Sources: 2009 BRFSS

# Health Outcomes in Central NY

## What Are Our Hospitalizations?

Per 10,000 Population	Central NY	Mohawk Valley	Southern Tier	Statewide
Total Hospitalizations	1,200.0	1,234.5	992.8	1,263.4
Avoidable Hosp.	165.5	188.3	145.0	156.5
ED Visits	3,625.0	4,475.6	3,755.5	4,007.6
Diabetes Hospitalizations	248.0	262.6	198.9	249.7
Heart Dx. Hospitalizations	117.2	130.2	101.6	114.6
Asthma Hospitalizations	9.3	10.2	7.5	18.9
Falls Hosp. Under 10	6.7	7.8	5.1	9.6
Falls Hosp. 65 Plus	183.1	208.4	196.0	195.5
Self-Inflicted Injury Hosp.	9.4	8.4	7.3	5.6

Sources: 2009 BRFSS

# Health Outcomes in Central NY

## What is Killing Us?

Per 100,000 Population	Central NY	Mohawk Valley	Southern Tier	Statewide
Total Mortality	914.5	1,015.5	937.7	752.2
Diabetes Mortality	21.1	26.9	23.9	19.7
Heart Dx. Mortality	223.3	298.3	261.6	225.6
Motor Vehicles Mortality	9.9	11.7	9.8	6.4
Non-Motor Veh. Mortality	26.1	21.1	28.1	20.0
Cancer Mortality	213.6	216.9	204.6	180.3
Childhood Mortality, 1-4	27.2	30.0	20.3	19.3
Childhood Mortality, 5-14	9.0	13.0	15.1	11.0

Sources: 2009 BRFSS

# What about health care?

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# Health Care Jobs in Central New York

## Number of Health Care Jobs in the Central New York Region, by Setting, 2009-2013

Setting	2009	2010	2011	2012	2013	Change Between 2009 and 2013	
						Number	Percent
Hospitals	12,706	13,133	13,202	13,781	13,869	1,163	9.2%
Ambulatory care (excluding home health)	13,632	13,414	13,644	14,125	14,337	705	5.2%
Nursing home and personal care facilities	9,347	9,142	8,929	8,765	8,623	-724	-7.8%
Home health care	1,377	1,404	1,593	1,829	2,112	735	53.4%
<b>Total</b>	<b>37,061</b>	<b>37,093</b>	<b>37,367</b>	<b>38,500</b>	<b>38,941</b>	<b>1,880</b>	<b>5.1%</b>

Source: New York State Department of Labor, ES-202

# Health Care Jobs in the Mohawk Valley

## Number of Health Care Jobs in the Mohawk Valley, by Setting, 2009-2013

Setting	2009	2010	2011	2012	2013	Change Between 2009 and 2013	
						Number	Percent
Hospitals	12,450	12,501	12,359	12,153	12,069	-381	-3.1%
Ambulatory care (excluding home health)	6,476	6,646	6,635	6,757	6,753	277	4.3%
Nursing home and personal care facilities	6,618	6,632	6,561	6,555	6,693	75	1.1%
Home health care	1,398	1,416	1,464	1,396	1,390	-8	-0.6%
<b>Total</b>	<b>26,942</b>	<b>27,195</b>	<b>27,019</b>	<b>26,861</b>	<b>26,905</b>	<b>-37</b>	<b>-0.1%</b>

Source: New York State Department of Labor, ES-202

# Health Care Jobs in the Southern Tier

## Number of Health Care Jobs in the Southern Tier, by Setting, 2009-2013

Setting	2009	2010	2011	2012	2013	Change Between 2009 and 2013	
						Number	Percent
Hospitals	12,906	12,943	13,319	13,659	13,694	788	6.1%
Ambulatory care (excluding home health)	7,550	7,703	7,740	7,586	7,591	41	0.5%
Nursing homes and personal care facilities	6,637	6,901	6,733	6,706	6,665	28	0.4%
Home health care	1,079	1,102	1,133	1,131	1,139	60	5.6%
<b>Total</b>	<b>28,173</b>	<b>28,648</b>	<b>28,925</b>	<b>29,082</b>	<b>29,089</b>	<b>916</b>	<b>3.3%</b>

Source: New York State Department of Labor, ES-202

# Health Care Providers

## Who is Serving Us?

Per 100,000 Population	Central NY	Mohawk Valley	Southern Tier	Statewide
Family/General Practice	27.4	22.7	25.7	17.1
Internal Medicine (Gen)	14.6	16.0	19.0	31.2
Geriatrics	2.7	3.6	0.0	4.2
Ob/Gyn	38.3	24.3	30.1	41.2
Pediatrics (Gen)	57.6	46.8	30.8	77.0
Total	62.7	53.7	56.9	74.5

Sources: 2009 BRFSS



# Recruitment Issues: Hospitals

Central New York	Mohawk Valley	Southern Tier
Physician Assistants	Licensed Clinical SWs	Clinical Lab Technologists
Clinical Lab Technologists	Care Coordinators	Radiological Technologists
Occupational Therapists	Clinical Lab Technologists	Newly Licensed RNs
Speech-Lang Pathologists	Physical Therapists	Clinical Lab Technicians
Nurse Managers	Newly Licensed RNs	Licensed Clinical SWs
Care Coordinators		Medical Hosp Coders
Physical Therapists		Pharmacists
Experienced RNs		Physician Assistants

# Recruitment Issues: Nursing Homes

Central New York	Mohawk Valley	Southern Tier
CNAs	MDS Coordinators	Speech-Lang Pathologists
Experienced RNs	Nurse Managers	Directors of Nursing
LPNs	LPNs	Physical Therapists
Nurse Managers		Experienced RNs
Licensed Clinical SWs		Occupational Therapists
Licensed Masters SWs		MDS Coordinators
		Occupational Therapy Asst.
		LPNs

# Recruitment Issues: FQHCs

Central New York	Mohawk Valley	Southern Tier
Psychiatric NPs	Psychiatric NPs	Psychiatric NPs
Psychiatrists	Psychiatrists	Psychiatrists
Psychologists	Psychologists	Psychologists
Family Practice Docs	Family Practice Docs	Family Practice Docs
Ob/Gyns	Ob/Gyns	Ob/Gyns
Dentists	Dentists	Dentists
Registered Nurses	Registered Nurses	Registered Nurses

# Recruitment Issues: Home Care

Central New York	Mohawk Valley	Southern Tier
Experienced RNs	Personal Care Aides	Dietitians/Nutritionists
Occupational Therapists	Physical Therapists	Licensed Clinical SWs
Physical Therapists	Licensed Clinical SWs	Speech-Lang Pathologists
Newly Licensed RNs	Experienced RNs	Personal Care Aides
Respiratory Therapists	Licensed Masters SWs	Respiratory Therapists
Speech-Lang Pathologists		

# Creating the Story

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- Older population with corresponding needs
- Need to think about avoidable hospitalizations
- Population education is necessary to change behaviors
- Shortages in primary care and behavioral health providers
- Lack of education in the population
  - Difficult to have home grown providers
  - May need to consider educational level for care coordinators, etc.
- Shortages and recruitment difficulties in many different health occupations while trying to expand services

# Thank You

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## Questions?

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