



Healthcare Workforce Study: Key Findings Central/Mother Lode Region September 2014

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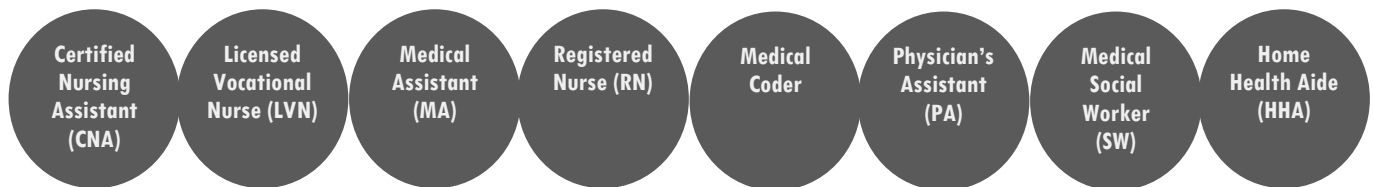
Research Objectives:

In partnership with the Health Workforce Initiative (HWI) and the California Hospital Association (CHA), the Centers of Excellence (COE) conducted a study of 12 healthcare occupations in the Central/Mother Lode Region. The study included a survey of ambulatory care employers, and nursing/residential care facilities, and an additional survey to hospitals with CHA membership. The purpose of the study was to assess demand for the identified occupations. Specific research objectives for this study were:

- ⇒ Determine current and projected employment levels
- ⇒ Assess level of difficulty hiring employees
- ⇒ Identify challenges in the recruitment of applicants
- ⇒ Understand current trends impacting roles and duties of healthcare occupations

In the Region, survey results provided representative data for 8 of the 12 occupations. This key findings report provides a highlight of these 8 occupations. A statewide summary of all 12 occupations can be found at: www.coecc.net/health.

Healthcare Occupations Studied



Healthcare Employers

In the Central/Mother Lode Region, there are more than 6,500 healthcare employers. Two-hundred seventy-six (276) ambulatory healthcare and nursing/residential care employers (4% of employers), as well as 31 hospitals in the region (40% of hospitals) provided responses to the survey. Collectively, these employers account for nearly 45,000 jobs in the eight occupations included in this report.



Important Disclaimer: All representations included in this report have been produced from survey data. Efforts have been made to qualify and validate the accuracy of the data and reported findings. Neither the Centers of Excellence (COE), Health Workforce Initiative (HWI), host districts, nor the California Community Colleges Chancellor's Office are responsible for applications or decisions made by recipients of this report based upon components or recommendations contained in this report.

Healthcare Employment

In the Central/Mother Lode Region, more than 6,200 new jobs are projected in the next 12 months for the occupations studied in the ambulatory and residential care facilities. The following table details job growth projections in the region:

| Employment Estimates and Projections: Ambulatory and Residential Care Facilities Central/Mother Lode Region | | | | |
|--|---------------------------|----------------------------|------------------|--------------------|
| Occupation Title | Current Employment (2014) | New Jobs (12-Month Growth) | Replacement Jobs | Total Job Openings |
| Certified Nursing Assistant (CNA) | 20,344 | 3,488 | 8,382 | 11,870 |
| Licensed Vocational Nurse (LVN) | 6,236 | 333 | 2,931 | 3,264 |
| Home Health Aide (HHA) | 6,444 | 1,085 | 1,714 | 2,799 |
| Registered Nurse (RN) | 3,402 | 558 | 1,089 | 1,647 |
| Medical Coder | 2,289 | 305 | 309 | 614 |
| Physician Assistant (PA) | 2,171 | 332 | 219 | 551 |
| Medical Assistant (MA) | 2,463 | 71 | 328 | 399 |
| Medical Social Worker (SW) | 897 | 60 | 131 | 191 |
| TOTAL | 44,246 | 6,232 | 15,103 | 21,335 |

Hospital survey respondents provided information related to the current employment levels for each of the occupations studied. Registered nurses is, by far, the largest occupation with 9,728 workers.

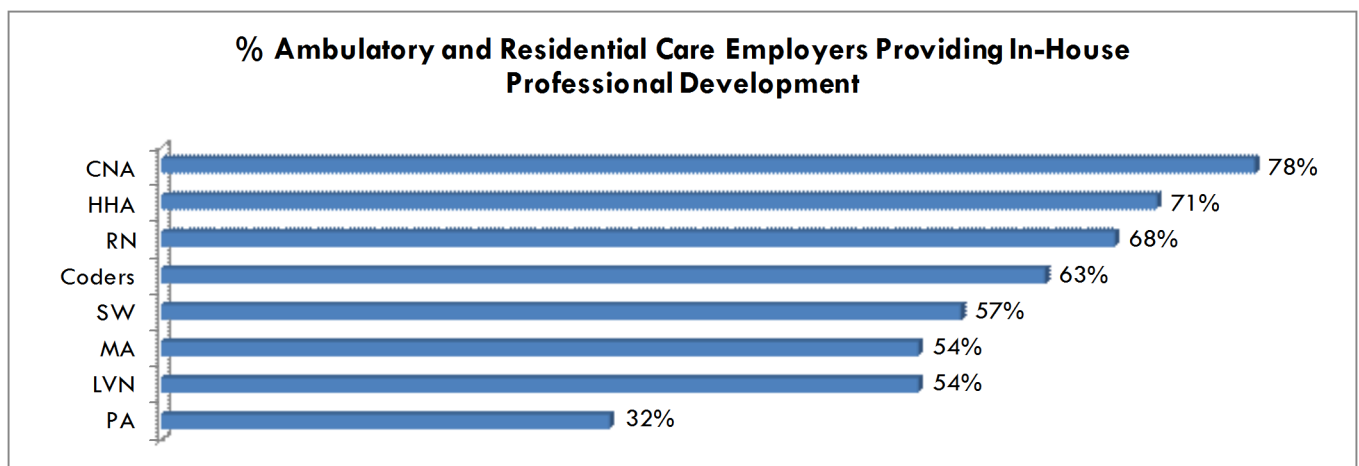
Employment Estimates, 2014: Hospitals Central/Mother Lode Region



Note: Data is from a sample of employers, and does not reflect an estimate of total employment for hospitals in the region. Only 40% of the region's hospitals provided information for the survey.

Ambulatory and Residential Care Employer Professional Development

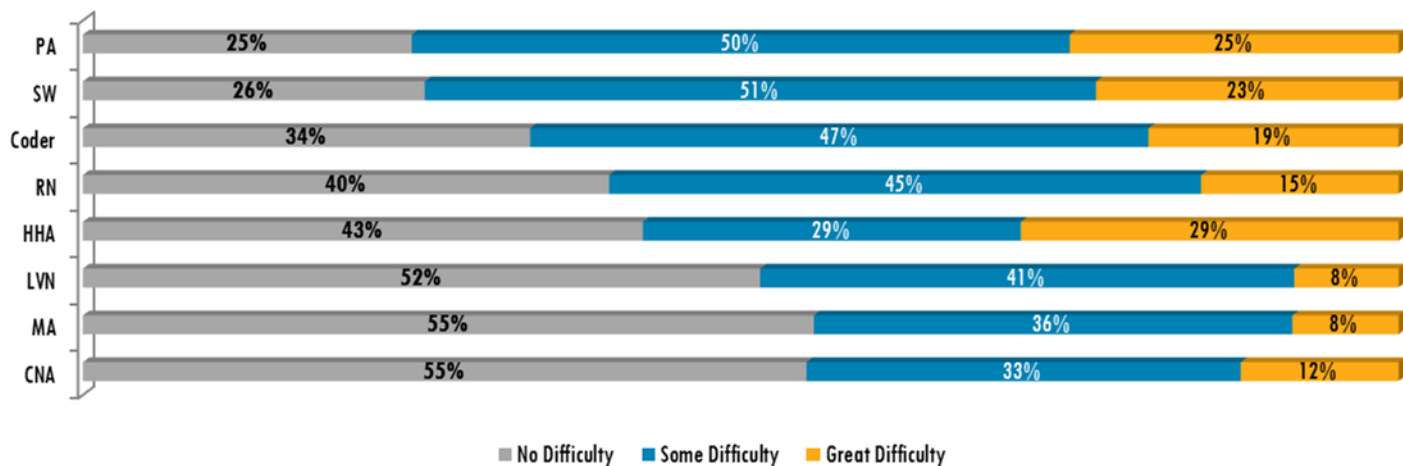
Ambulatory and residential care employers provided information related to professional development provided to current employees. With the exception of physician assistants, the majority of employers currently offer professional development opportunities to employees.



Ambulatory and Residential Care Workforce Challenges

Ambulatory and residential care employers expressed the greatest difficulty hiring physician’s assistants and medical social workers, and the least difficulty hiring certified nursing assistants and medical assistants.

Difficulty Hiring Entry-Level Employees



Education Offerings

Across California, community colleges offer training for a wide variety of healthcare programs. Regional community colleges provide education and training for most of the occupations studied. While there are no home health aide programs offered, several colleges offer home health aide courses within CNA programs and there are courses offered through ROP programs and adult schools.

| | | |
|--|---|---|
| <p><u>Certified Nursing Assistant</u></p> <p>Bakersfield College Modesto Junior College College of the Sequoias</p> | <p><u>Registered Nurse</u></p> <p>Fresno City College San Joaquin Delta College Modesto Junior College College of the Sequoias Bakersfield College Merced College West Hills College Lemoore Reedley College (Madera Center) Porterville College</p> | <p><u>Licensed Vocational Nurse</u></p> <p>Merced College Cerro Coso College Porterville College Bakersfield College San Joaquin Delta College</p> |
| <p><u>Medical Assisting</u></p> <p>Modesto Junior College Fresno City College Reedley College</p> | <p><u>No Regional Programs</u></p> <p>Physician’s Assistant Medical Social Worker Home Health Aide</p> | <p><u>Medical Coding</u></p> <p>Fresno City College</p> |

For More Information

This document is one in a series of reports related to healthcare occupations. To access this and other reports, visit www.coecc.net/health. For more information on this study, contact the Central/Mother Lode Region HWI Center:

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