



Recruitment Trends Today

The Outlook for Healthcare Employers and Job Seekers

NAHCR, 2016



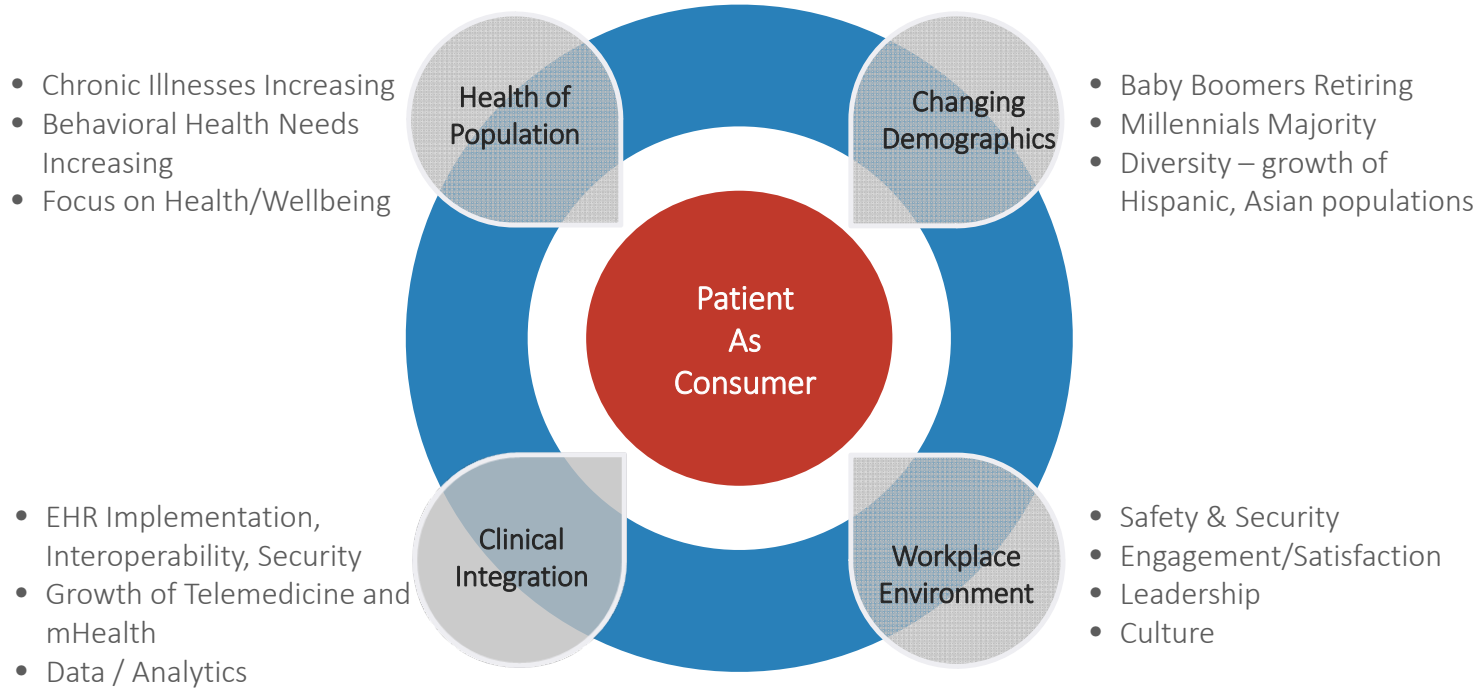


High Demands & Pressures



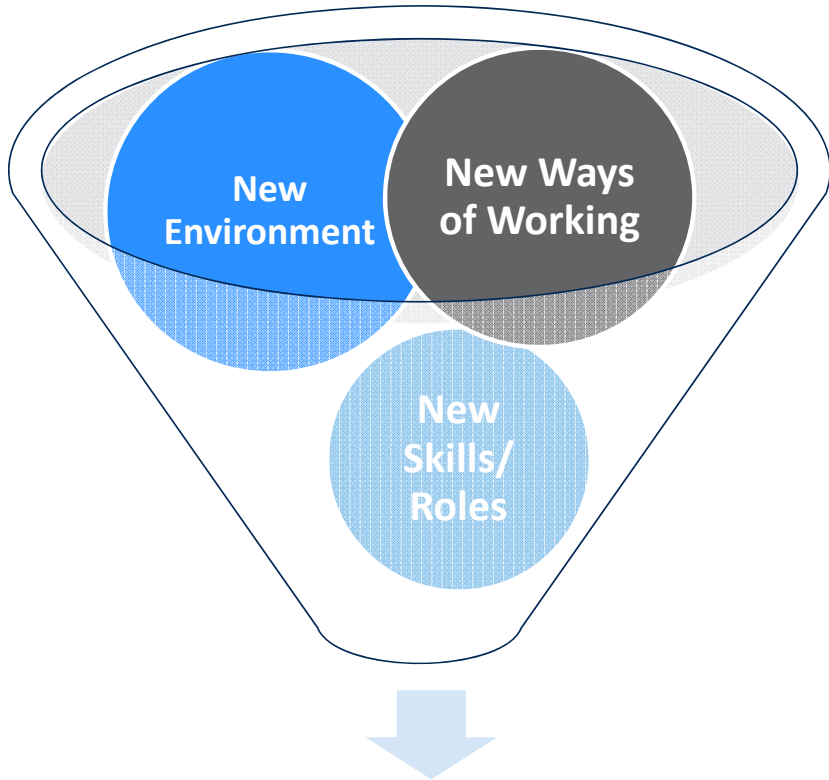


Market Forces



Source: AHA Environmental Scan, 2016

Making Sense of Change



Transformation



Role Changes at all Levels



- Executive leaders → Managing in dyads, triads
- Clinical providers → Shifting roles, teams
- Operations/front line → Perf Improvement



Image: ©2015 Trillium Solutions Group



Shifting Needs / Emerging Roles



Supporting key strategic areas

Population Health	Clinical Integration / IT	Leadership
<p>Care Coordination</p> <p>Communication and Engaging patient</p> <p>Data / Analysis</p>	<p>EHR Implementation, Security, Training</p> <p>Clinical Informatics</p> <p>Clinical Documentation</p> <p>Coders</p>	<p>Change Management</p> <p>Innovation</p> <p>Partner-building</p> <p>Vision</p> <p>Adaptable</p> <p>Listening Skills</p>
<p>Driving Outcomes:</p> <p>Reducing readmissions</p> <p>Reduce avoidable hospitalizations</p> <p>Preventive medicine</p> <p>Big data: anticipating needs of community</p>	<p>Driving Outcomes:</p> <p>Implementation EHR</p> <p>Interoperability across continuum</p> <p>Security</p> <p>Telemedicine</p>	<p>Driving Outcomes:</p> <p>Patient Experience</p> <p>Employee Engagement/Satisfaction</p> <p>Clinical Leadership - Quality and Safety</p> <p>Growth – new services and partnerships</p>



New Titles

Population Health	Clinical Integration	Leadership
Chief Population Health Manager	Chief Clinical Transformation Officer	Chief Experience Officer / Patient Engagement Office
Health Coach	Chief Nursing Information Officer	Head of Technology Innovation
Patient Navigator	Chief Data Analytics Officer / VP	VP Cost Containment
Care Coordinator	VP Clinical Informatics	Chief Clinical Transformation Officer
Care Manager	Telehealth (MDs, RNs, etc.)	Chief Medical Informatics Officer
Case Manager	Medical Scribe	Chief Performance Officer
Community Health Worker	Clinical Documentation Specialist	Chief Investment Officer
	ICD-10 Coder	



What Leaders Are Saying:



- 57% Proactively adapting*
- 47% Recruitment is effective*
- 50% Difficulty recruiting experienced RNs**



Sources: *The 2015 Healthcare Workforce, Executive Insights Survey Results, HealthcareSource and ASHRA*



Current Employment Statistics





2015 vs. 2014 Growth



	<u>2014</u>	<u>2015</u>	<u>% Change</u>
<i>Total Healthcare Job Growth</i>			
<i>Hospital Job Growth</i>			
<i>Ambulatory Job Growth</i>			

Source: U.S. Bureau of Labor Statistics



Projected Industry Growth



Healthcare practitioners and technical occupations
Healthcare support occupations

Employment		Change, 2014-24	
2014	2024	Number	Percent
8,236.5	9,584.6	1,348.1	16.4
4,238.0	5,212.2	974.2	23.0



Projected Occupation Growth



Table 5. Fastest growing occupations, 2014-24
(Numbers in thousands)

Occupation	Employment		Change, 2014-24		Median annual wage, 2014
	2014	2024	Number	Percent	
Total, all occupations	150,539.9	160,328.8	9,788.9	6.5	\$35,540
Occupational therapy assistants	33.0	47.1	14.1	42.7	56,950
Physical therapist assistants	78.7	110.7	31.9	40.6	54,410
Physical therapist aides	50.0	69.5	19.5	39.0	24,650
Home health aides	913.5	1,261.9	348.4	38.1	21,380
Nurse practitioners	126.9	171.7	44.7	35.2	95,350
Physical therapists	210.9	282.7	71.8	34.0	82,390
Statisticians	30.0	40.1	10.1	33.8	79,990
Ambulance drivers and attendants, except emergency medical technicians	19.6	26.1	6.5	33.0	24,080
Occupational therapy aides	8.8	11.6	2.7	30.6	26,550
Physician assistants	94.4	123.2	28.7	30.4	95,820
Operations research analysts	91.3	118.9	27.6	30.2	76,660

42.7%

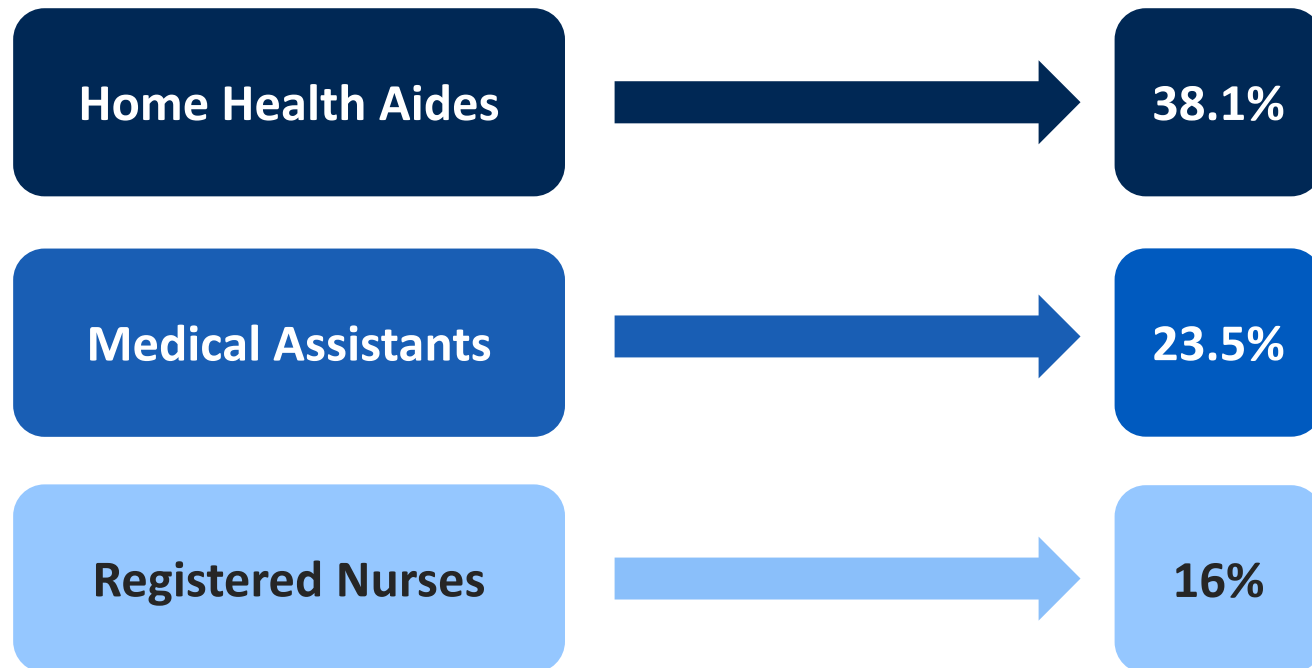


30.2%

Source: U.S. Bureau of Labor Statistics



Projected Occupation Growth





Supply/Demand – RN's



Estimated # of RNs: 2,941,000
Employers posting RN jobs: 14,963
of RN jobs posted: 244,397
RN candidates per job: 8
BLS Growth Rate: 16% (19%)

Top 5 RN job posting employers nationally:



Source: WANTED Analytics, accessed 3/28/16

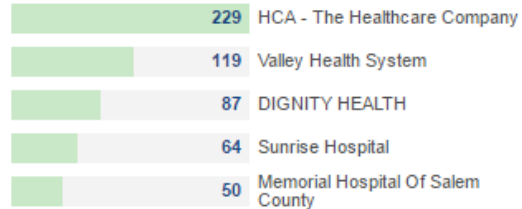


Supply/Demand – RN's (Vegas)



Estimated # of RNs: 15,000
Employers posting RN jobs: 181
of RN jobs posted: 1,342
RN candidates per job: 8
BLS Growth Rate: 16% (19%)

Top 5 RN job posting employers in the region:



Source: WANTED Analytics, accessed 3/28/16

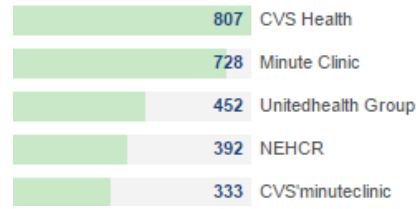


Supply/Demand – NP's



Estimated # of NPs: 135,000
Employers posting NP jobs: 2,246
of NP jobs posted: 10,281
NP candidates per job: 9
BLS Growth Rate: 35% (31%)

Top 5 NP job posting employers nationally:



Source: WANTED Analytics, accessed 3/28/16

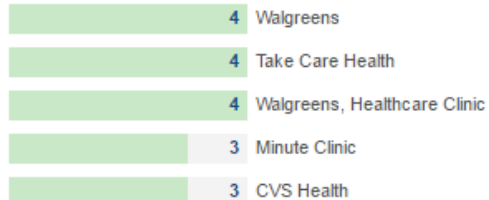


Supply/Demand – NP's (Vegas)



Estimated # of NPs: 400
Employers posting NP jobs: 24
of NP jobs posted: 42
NP candidates per job: 6
BLS Growth Rate: 35% (31%)

Top 5 NP job posting employers in this region:



Source: WANTED Analytics, accessed 3/28/16

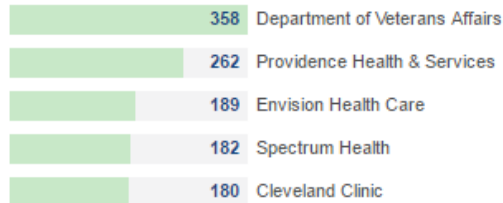


Supply/Demand – PA's



Estimated # of PAs: 102,000
Employers posting PA jobs: 3,846
of PA jobs posted: 18,042
PA candidates per job: 4
BLS Growth Rate: 30% (38%)

Top 5 PA job posting employers nationally:



Source: WANTED Analytics, accessed 3/28/16

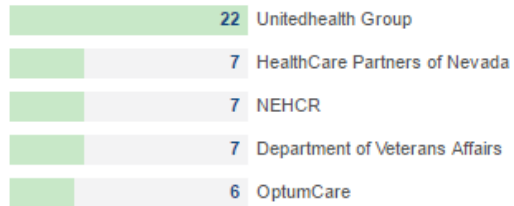


Supply/Demand – PA's (Vegas)



Estimated # of PAs: 600
Employers posting PA jobs: 56
of PA jobs posted: 140
PA candidates per job: 3
BLS Growth Rate: 30% (38%)

Top 5 PA job posting employers in this region:



Source: WANTED Analytics, accessed 3/28/16

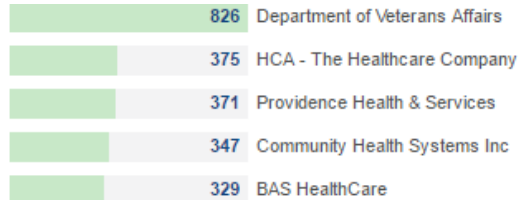


Supply/Demand – MD's



Estimated # of MDs: 139,000
Employers posting MD jobs: 4,842
of MD jobs posted: 20,640
MD candidates per job: 3
BLS Growth Rate: 14% (18%)

Top 5 MD job posting employers nationally:



Source: WANTED Analytics, accessed 3/28/16

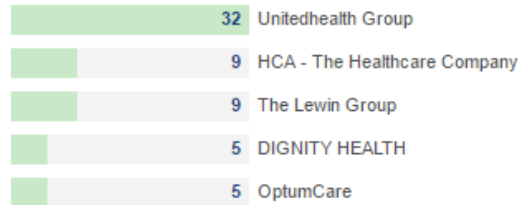


Supply/Demand – MD's (Vegas)



Estimated # of MDs: 48,000
Employers posting MD jobs: 978
of MD jobs posted: 4,837
MD candidates per job: 5
BLS Growth Rate: 14% (18%)

Top 5 MD job posting employers in this region:



Source: WANTED Analytics, accessed 3/28/16

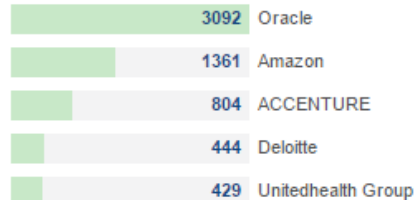


Supply/Demand – IT & Mathematical



Estimated IT Pool: 235,000
Employers posting IT jobs: 7,809
of IT jobs posted: 36,119
IT candidates per job: 4

Top 5 IT job posting employers nationally:



Source: WANTED Analytics, accessed 3/28/16

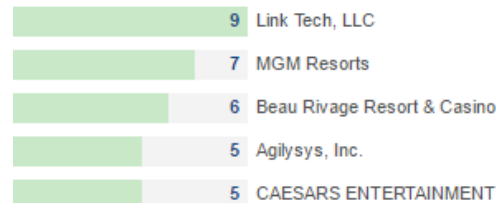


Supply/Demand – IT & Mathematical (Vegas)



Estimated IT Pool: 1,900
Employers posting IT jobs: 81
of IT jobs posted: 138
IT candidates per job: 9

Top 5 IT job posting employers in this region:



Source: WANTED Analytics, accessed 3/28/16



Job Search Insights Report



By the numbers

72%

Employed

42%

Seeking new employment or advancement opportunities

3

resources job seekers reported using during his/her search on avg

69% online job boards 59% company websites

64%

Cited LinkedIn as the most effective social channel for online job searches

27% Google+



Job Search Insights Report



In-demand information: All about the employer

What info do job seekers value most?



Details about the organization and specific roles



Organizational and team structure

Career paths and development trends



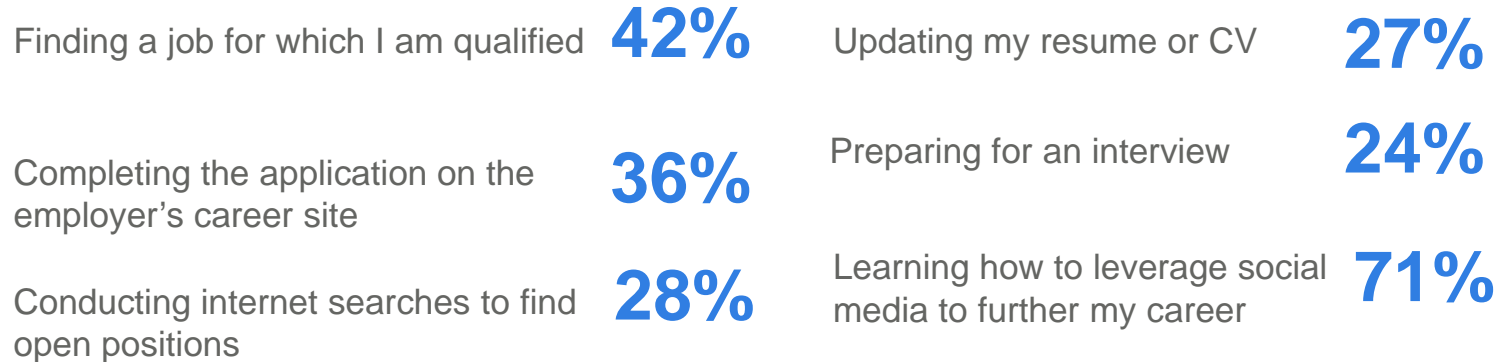


Job Search Insights Report



Job search challenges: Am I qualified?

The journey to a new job can be daunting at times. Of the tasks required during a job search, here's what job seekers found most challenging...





Job Search Insights Report



Job seekers evaluate a number of items before deciding to take the next step with an employer. What's at the top of their list?

Great benefits (health insurance, vacation policy, etc.)

Flexible hours/scheduling

Clear long-term growth opportunities

Training and development programs

Competitive compensation



Job Search Insights Report



Job seekers evaluate a number of items before deciding to take the next step with an employer. What's at the top of their list?

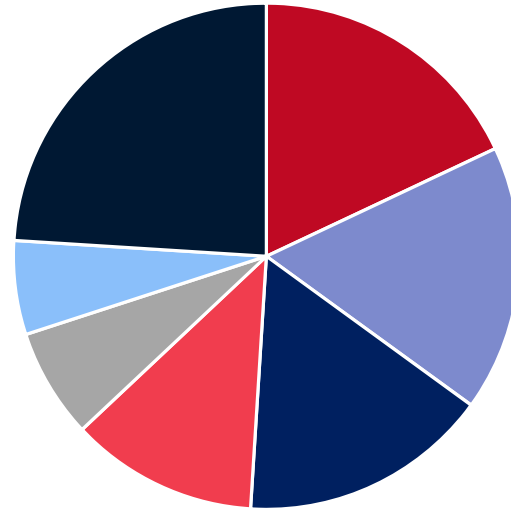
- 70%** Competitive compensation
- 61%** Great benefits (health insurance, vacation policy, etc.)
- 41%** Flexible hours/scheduling
- 39%** Clear long-term growth opportunities
- 35%** Training and development programs

Job Search Insights Report

Top disciplines represented



- 18% nursing & nursing support**
- 17% operations, risk management & executive**
- 16% administrative/clerical**
- 12% allied health**
- 8% executive**
- 7% mental health/social services**
- 6% information technology**
- 24% other**



Others include academic/research, advanced practice nurses/physician assistants, hospitality/facility/environmental support, pharmacy and more.

Job Search Insights Report



Participants have a high level of experience

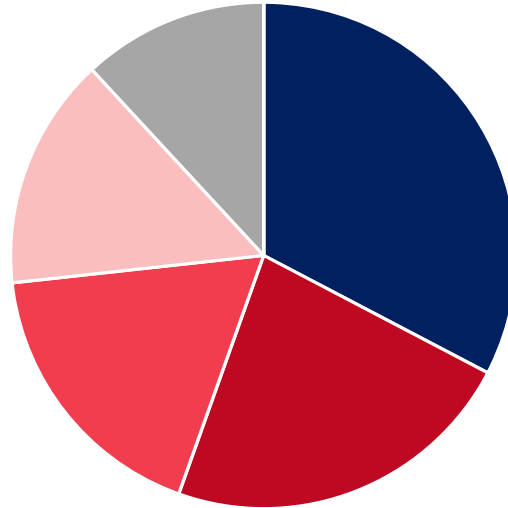
33% 20+ years

23% 10-19 years

18% 3-5 years

15% 0-2 years

12% 6-9 years





Sources & Resources



Sources:

- *2016 Environmental Scan*, American Hospital Association, www.aha.org
- *2015 Healthcare Talent Acquisition Environmental Scan*, Health Career Center, www.HealthCareerCenter.com
- Wanted Analytics, www.wantedanalytics.com
- *2016 Healthcare Job Search Insights Survey*, Health Career Center, www.HealthCareerCenter.com
- *The 2015 Healthcare Workforce, Executive Insights Survey Results*, HealthcareSource and ASHRA

Other Resources:

- www.HPOE.org – useful guides and case studies on healthcare transformation
- [*Changing the Conversation: Accelerating Workforce Transformation in Healthcare*](#), MHA, 2014
- [*2015 Nursing and Allied Professionals Workforce Survey Report: Exploring Emergent Healthcare Workforce Titles and Functions*](#), HANYs, GNYHA, CHWS



Thank you!

Questions?

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