



Health Conditions

Health Care Education

Spring 2007

Continuing Healthcare Workforce Shortages

As demand for healthcare dramatically increases over the next twenty years there is growing concern that the healthcare worker shortage may impact the quality of healthcare delivery. Faculty shortages and other constraints are keeping colleges and universities from increasing capacity to meet the number of qualified candidates interested in pursuing healthcare careers. In the past, health workforce shortages have been cyclical in nature as supply and demand shift. However, this shortage is believed to be different from those in the past for the following reasons:

- Aging population
- Fewer young people entering the workforce
- Aging of the existing workforce
- More career options for women
- Less satisfaction with the working environment
- Generation gap (Boomer workplace culture and Gen X workforce)
- Current workforce and population diversity mismatch
- Consumer activism changing healthcare expectations
- Ballooning healthcare system



In Arizona, the healthcare sector is currently responsible for 8.8 percent of all jobs.

Additionally, Arizona's population is expected to increase 108.8% between 2000 and 2030, increasing from 5,130,632 to 10,712,397 (US Census Bureau). This drastic change in population size will exacerbate the existing healthcare workforce shortage.

All ten of the fastest growing occupations projected for 2003 to 2013 are in the healthcare sector (Bureau of Labor Statistics). A number of strategies have been recommended to aid in alleviating the healthcare workforce shortage. The Robert Wood Johnson Foundation suggests the following:

- Increase supply through more effective recruitment
- Increase supply through expanded educational capacity and opportunity
- Increase supply and retention by making positive changes in the work environment
- Expand career options and improve compensation
- Creating clear career paths and easing career transition
- Strengthen healthcare leadership

Inside this issue:

Workforce Shortages	1
Instructional Council Corner	2
Partnerships Key to Alleviating Workforce Shortage	2
Credit for Prior Learning	3
Health Program Happenings	3
Student Recruitment and Retention	4
Day of Dialogue	4
MCCCD ASU Alliance	4



Next Issue:

Focus on Clinical Coordination with update on the March, 2007 Clinical Coordination Town Hall Meeting.

Quick Health Facts

- Arizona's population is expected to increase 108.8% between 2000 and 2030, increasing from 5,130,632 to 10,712,397.
- All ten of the fastest growing occupations projected for 2003 to 2013 are in the healthcare sector.
- Arizona's Hospitals Employ over 73,000 people, nearly 3% of all workers in the state.
- \$3.3 billion worth of hospital related construction projects underway



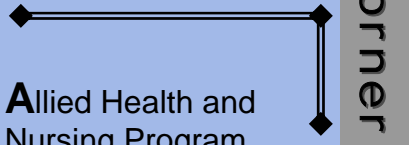
Partnerships Key to Alleviating Shortages

Developing educational partnerships can play a key role in alleviating healthcare workforce shortages. When colleges and universities, government, business, healthcare providers and the community all work together, existing resources can be used more efficiently to increase the pool of qualified healthcare professionals and health program faculty. Maricopa Community Colleges' Health Program faculty and administrators have worked hard to develop numerous successful industry partnerships. For example, healthcare programs such as Electroneurodiagnostics, Emergency Medical Technology, Histologic Technology, Medical Assisting, Medical Coding, Nursing, Patient Care Technician, Phlebotomy, and Radiation Therapy receive a wide range of industry, community, and other support in the form of:

- Clinical Instructors
- Faculty salary support
- On site classroom and lab space
- Equipment
- Student scholarships

The above list is not meant to be exhaustive as many other programs have also developed numerous successful partnerships and creative ways to expand resources. Strong partnerships between government, business, healthcare agencies, educational institutions, and the community means that Arizona will be well positioned to meet the rising demand for qualified healthcare workers in the future.

Instructional Council



Allied Health and Nursing Program Faculty continue to work on a broad range of initiatives to increase the number of students graduating with health degrees and certificates. Some of these initiatives include:

- Expanded industry partnerships;
- Increased enrollment capacity;
- Generated additional funding for program expansion;
- Additional transfer and articulation agreements; and much more.

Future publications will have information here with the latest updates.

Additional Funding, Instructors, and Space for Clinical Training Needed to Address Shortage

A December 25, 2006 article that appeared in the Washington Post entitled "In Health Profession, College is Bottleneck" clearly articulated some of the main challenges to overcoming the healthcare worker shortage. It seems that there is not a lack of students interested in pursuing healthcare as a profession, it's just that the resources and capacity to train them doesn't exist. Many colleges cite a scarcity of funding, shortage of instructors, and limited space for the clinical training of students as key barriers to producing larger numbers of graduates in the health professions. The article went on to quote Robert G. Templin Jr., president of Northern Virginia Community College as saying "The basic choke points are that our colleges and universities don't have the capacity to generate graduates...we generally have a high demand for people who want to enter these professions, and we have employers that are prepared to employ them. But our higher education institutions just simply aren't equipped to graduate enough trained professionals."

Clearly effective solutions to the healthcare worker shortage will require broad based initiatives with a diverse array of partnerships. The Maricopa Community Colleges have already taken a number of steps to effectively begin to address these issues, but innovative solutions will continue to be needed.

"For years, experts in health-care fields have fretted that they won't be able to replace an aging generation of nurses, technicians, hygienists and other specialists. But what they're finding now is that the lack of interest isn't the problem — the ability to train students is. A scarcity of state funding, a shortage of trained instructors and limited space for clinical training have helped keep eager students from filling job vacancies that increase daily."
- Washington Post, December 25, 2006

Credit for Prior Learning: More Options for Students

The Maricopa Community Colleges recognize that learning takes place in a variety of situations and circumstances. To better serve our students and the community, Allied Health care faculty and staff have created a credit for prior learning procedure to be piloted through 2007. The new procedure provides a standardized method for allied health program directors to evaluate prior learning of potential program candidates and award credit for relevant college level learning obtained outside the traditional academic environment. An Allied Health Credit for Prior Learning handbook was developed that outlines in detail the process and should be a valuable resource for students, faculty and staff interested in the Credit for Prior Learning option. The new procedures are fully aligned with existing administrative regulations (A.R.2.2.4) related to departmental credit by evaluation. For more information, the Allied Health Credit for Prior Learning Handbook can be accessed at:

<http://healthcare.maricopa.edu/creditforpriorlearning.php>

Quick Health Facts

- A survey by the Bernard Hodes Group (New York, NY) reveals that 75% of current nurse leaders plan to retire by the year 2020.
- An October, 2006 survey conducted by the nonprofit organization Health Affairs (www.healthaffairs.org) shows that Americans' top health concerns are:
 - ⇒ High cost
 - ⇒ Lack of insurance
 - ⇒ Medicare and drug benefits
 - ⇒ Low quality of care

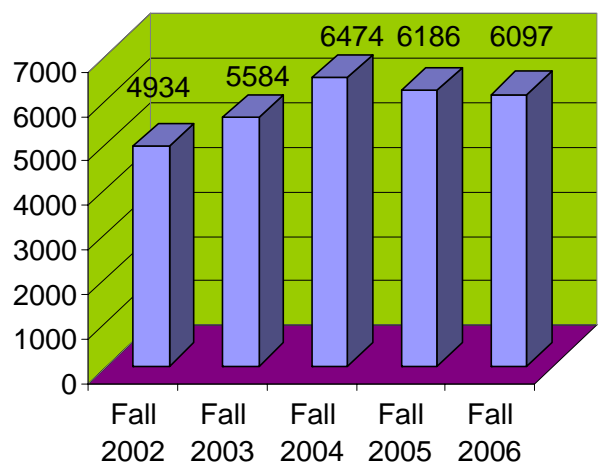
Health Program Happenings

The Maricopa Community Colleges are the largest provider of healthcare workers in Arizona, preparing more than 3,000 adults each year for healthcare industry jobs critical to our community. Current Health Career Pathways offered are:

<p>Clinical Laboratory Sciences</p> <p>Clinical Research Coordinating</p> <p>Community Health Advocate</p> <p>Computed Tomography</p> <p>Dental Assisting</p> <p>Dental Hygiene</p> <p>Dental Office Management</p> <p>Diagnostic Medical Ultrasound</p> <p>Dietetic Technology</p> <p>Electroneurodiagnostic Technology</p> <p>Emergency Medical Technology</p> <p>Health Information Management</p>	<p>Health Services Management</p> <p>Health Unit Coordinating</p> <p>Histology Technician</p> <p>Hospital Central Service</p> <p>Laboratory Assisting</p> <p>Medical Assisting</p> <p>Medical Billing</p> <p>Medical Coding</p> <p>Medical Radiography</p> <p>Medical Transcription</p> <p>Nuclear Medicine Technology</p> <p>Nurse Assisting</p>	<p>Patient Care Technician</p> <p>Perioperative Nursing</p> <p>Pharmacy Technician</p> <p>Phlebotomy</p> <p>Physical Therapist Assisting</p> <p>Practical Nursing</p> <p>Professional Nursing</p> <p>Radiation Therapy Technology</p> <p>Respiratory Care</p> <p>Surgical Technology</p> <p>Therapeutic Massage</p>
--	--	--

Additional programs, such as MRI Technology, are in development. Although Health Program enrollment increased more than 100% between Fall 1999 and Fall 2004, total enrollment declined approximately 6% between Fall 2004 and Fall 2006. This decrease appears to be due in part to recent changes in program requirements. For example, the Maricopa Community Colleges' District Nursing Program recently discontinued the Nurse Assisting prerequisite requirement. Analysis of enrollment and graduation trends support the contention that most of the decrease is due to changes in program prerequisite requirements rather than a lack of interest in healthcare careers. Continuous monitoring of enrollment trends provides valuable data necessary to plan for changes and better meet student needs.

Total Health Program Enrollment at 45th Day



Student Recruitment and Retention

Today's students have an incredible number of career options available to them. As a result, it is becoming more difficult to recruit quality students into some healthcare programs. Additionally, there is a constant dilemma as we recruit students to healthcare careers when a number of programs have ongoing waiting lists.

In order to support the colleges' efforts in recruitment and retention, the Health Care Education department continues to:

- Provide promotional materials to K-12 teachers and guidance counselors to increase their knowledge of health career options available to students.
- Give presentations in classrooms, at career fairs, and at conferences to discuss health care careers.
- Work with the Arizona Hospital and Healthcare Association to support efforts to attract a diverse population to healthcare careers.



The latest recruitment initiative includes developing an online career exploration tutorial for potential students. Health Program Directors will soon be asked to assist in the development of information pages about their specific health programs.

Upcoming Day of Dialogue

Focusing on Student Success: Native American Students in Health and Science Education

Health care faculty and staff have partnered with MCLI (Maricopa Center for Learning and Instruction) and UTEC (United Tribal Employees' Council) to develop a dialogue day to address the cultural needs of Native American students in science and health science classes. This unique Day of Dialogue will take place on April 20th, 2007 at GateWay Community College. For further details please visit:



<http://www.mcli.dist.maricopa.edu/dd/>

Please SAVE the DATE and join us on April 20, 2007.

One of the many reasons it is important to address diversity issues is that Arizona's population is growing dramatically. Along with this rapid growth is a change in population demographics. Currently, the healthcare workforce does not "match" the population it serves, increasing the likelihood of cultural miscommunication. A more diverse healthcare workforce can improve the quality of care provided to all patients and increasing diversity is an ongoing goal for all MCCC health care programs.

To submit material or request specific topics for future issues, please contact Suzanne Martin by phone at 480.731.8922 or email at: suzanne.martin@domail.maricopa.edu Thank you.



The Maricopa Community Colleges - Arizona State University Alliance

The MCCC — ASU Alliance is a partnership designed to create a seamless transfer experience for students that wish to complete an Associate or transfer-block program at the community college and a Bachelor's degree at ASU. The Alliance includes formal agreements within several degree programs to help students have a seamless transfer experience; graduate in a timely manner; and meet the growing demand for Arizona workers in those fields. Students in the Alliance participate in specially tailored programs to help them understand more about their degree programs and how to transfer to ASU. For more information about the alliance, please visit:

<http://www.maricopa.edu/alliance/>

