



Health Conditions

Health Care Education

Fall 2008

Partnerships for Success: Working Together to Build a "Pipeline" of Healthcare Workers to Meet Arizona's Future Healthcare Needs

The Maricopa Community College's Health Care Education department is co-sponsoring the Arizona Chapter of the Health Occupation Students of America (AzHOSA) annual Fall Leadership Conference at Phoenix College on November 13, 2008. Endorsed by the U.S. Department of Education, HOSA operates in secondary, postsecondary, and collegiate institutions as an integral part of the Health Science Curriculum. HOSA is a student-led organization of future health care professionals that provides opportunities for students to develop, practice, and refine leadership and team work skills. HOSA also promotes career opportunities and plays a unique role in preparing students for further education and entry level certification (EMT, CNA, etc.). Some HOSA partner organizations include the American Medical Association, American Dental Association, Johnson and Johnson, National Health Council, Association of Medical Transcriptionists, USA Today, and many more.



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Upcoming Topics:

- ⇒ **Simulation in Clinical Training**
- ⇒ **Allied Health Workforce**



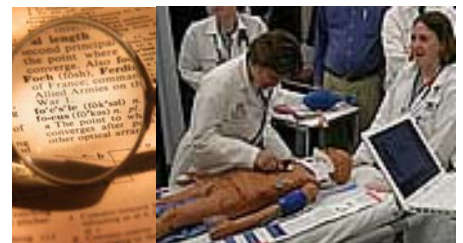
Arizona Health Occupation Students of America Fall Leadership Conference to be held at Phoenix College on November 13, 2008

Initiated in 2005-2006, the Arizona chapter of HOSA only has already doubled membership and continues to grow at a rapid pace. In fact, AzHOSA was recently recognized as the fastest growing new state chapter of the national organization and now has over 1,600 student members statewide. Many of these students will funnel through the healthcare "pipeline" by entering into postsecondary healthcare career educational programs and eventually

join the local workforce. Considering healthcare workforce shortages in Arizona and the U.S., AzHOSA is a welcome addition of educational and professional opportunities for students interested in pursuing careers in health professions. The AzHOSA Fall Leadership conference is an opportunity for AzHOSA student members to interact with other health care students and professionals and participate in competitive events and activities directed at improving their leadership skills. Over 500 students are expected to attend the event. For more information please contact:

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It's our pipeline of students into the health professions...the opportunity to partner with HOSA and...help build Arizona's future health care worker. - Darlene Rodriguez *The Business Journal. January 15, 2007*



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

Building a Better Healthcare “Pipeline” to Combat the Healthcare Worker Shortage

The Healthcare Workforce “Pipeline” is a conceptual vision of the educational and training pathway of students that eventually work as professionals in the healthcare system. The Pipeline is comprised of educational institutions such as K-12 and Higher Education, clinical training sites, and healthcare providers including hospitals, clinics, doctor’s offices, and more. By identifying Healthcare Pipeline components, understanding these interconnected systems, and discovering where the pipeline may be “leaking”, it should be possible to increase the supply of qualified healthcare workers in order to help alleviate the healthcare worker shortage. A “leakage” could mean any types of issues that significantly



affect and/or reduce the efficiency of the pipeline now or in the future. For example a shortage of nursing faculty or lack of clinical space to train students clearly reduces training capacity now, while limited exposure to healthcare career possibilities for K-12 students early on might be reduce the number of students seeking to enter healthcare in the future—both can be serious pipeline leakages. Finding and fixing these “leaks” often requires a healthy collabora-

tion between education, industry, and the community. The Maricopa Community Colleges’ Clinical Coordination Collaborative is one example where a critical component of the pipeline was coordinated and enhanced to reduce “leakage”. The Collaborative brought together multiple educational institutions, both public and private, two-year and four-year, along with multiple hospitals and clinical sites throughout the community to more efficiently schedule the clinical training of nursing students. Another example is the Arizona Chapter of the Health Occupation Students of America organization (AzHOSA). Programs like AzHOSA may not only increase student interest early on in healthcare programs, but provide a unique support network of fellow students, educators, and healthcare professionals that may reduce attrition levels once students begin the rigor of coursework and training at the technical and college level.



Source: University of North Dakota (2008). http://www.ndmedicine.org/archive/holiday2007/workforce_pipeline.cfm

Quick Health Facts

- ⇒ According to the U.S. Census Bureau, Arizona is the second fastest growing state in the nation.
- ⇒ Arizona will need 20,000 more RNs to keep pace with its population growth and close the gap between Arizona’s current average ratio of 681 RNs per 100,000 residents and U.S. average ratio of 825 RNs per 100,000 residents.
- ⇒ Arizona ranks 43rd, 49th and 50th in the numbers of physicians, pharmacists and nurses per capita, respectively.
- ⇒ The U.S. Department of Labor reports that the allied health professions represent 60 percent of the American health care workforce. Half of the fastest growing occupations in 2004 were in the allied health fields.
- ⇒ Twelve of the state’s 15 counties fall below the national average of RNs per 100,000 Population.

Sources:

Arizona healthcare Workforce Data Center. *The Facts: Arizona’s RN Shortage*. Fact Sheet June 2, 2008 <http://www.azhcnf.org/>

Arizona Telemedicine Program (2007) <http://www.telemedicine.arizona.edu/Health/index.html>

Medical News Today (2006) <http://www.medicalnewstoday.com/articles/56473.php>



To submit material or request specific topics for future issues, please contact Suzanne Martin or Steve Schroeder by phone at 480.731.8240 or email at: healthed@domail.maricopa.edu Thank you.