

# Statewide Health Care Review Committee

November 3, 2021

# Healthcare Workforce Shortages and Employer Needs

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- ❖ Industry Projections
- ❖ Job Posting Data
- ❖ Critical Segments
- ❖ Solutions in Flight

# Industry Projections -Healthcare and Social Assistance

## Recovery Rate of 79%

- ❖ -36,900 jobs from February - April 2020
- ❖ +29,100 jobs from April 2020 - September 2021

# Industry Projections -Healthcare and Social Assistance

## 2020-2022

- ❖ Expected growth 2.57%
- ❖ +17,310 employment change projected
- ❖ Projected 350,430 employed in the industry

## 2020-2030

- ❖ Expected growth 29.69%
- ❖ +99,204 employment change projected
- ❖ Projected 433,313 employed in the industry

<b>Colorado's Fastest Growing Major Occupational Groups</b>			
<b>Major Occupational Group</b>	<b>Avg. 2020-2030 % Change</b>	<b>Median Hourly Wage</b>	<b>Sum of Projected Annual Openings</b>
Computer and Mathematical	42.20%	\$44.83	280
<b>Personal Care and Service Occupations</b>	<b>32.70%</b>	<b>\$14.11</b>	<b>16,645</b>
<b>Healthcare Support</b>	<b>30.60%</b>	<b>\$17.75</b>	<b>6,128</b>
<b>Healthcare Practitioners and Technical</b>	<b>28.60%</b>	<b>\$34.65</b>	<b>10,326</b>
Food Preparation and Serving Related	28.10%	\$12.24	29,814
Source: Colorado Department of Labor and Employment: Office of Labor Market Information			

# Job Posting Data

Top 5 Posted Industries (March 2020 - Aug. 2021)	
Industry Sector	Unique Postings
Administrative and Support and Waste Management and Remediation Services	247,955
Professional, Scientific, and Technical Services	178,768
<b>Health Care and Social Assistance</b>	<b>163,871</b>
Retail Trade	162,349
Manufacturing	101,292
Source: EMSI 2021.3 Datarun	

Top 5 Posted Occupations (March 2020 - Aug. 2021)	
Occupation	Unique Postings
Heavy and Tractor-Trailer Truck Drivers	105,438
<b>Registered Nurses</b>	<b>92,656</b>
Software Developers and Software Quality Assurance Analysts and Testers	74,576
Computer Occupations, All Other	37,066
Retail Salespersons	37,307
Source: EMSI 2021.3 Datarun	

Top 10 Qualifications (March 2020 - Aug. 2021)	
Qualification	Frequency in Job Postings
Commercial Driver's License (CDL)	92,668
Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)	25,714
<b>Certified Nursing Assistant</b>	<b>21,469</b>
<b>Licensed Practical Nurse</b>	<b>18,815</b>
Master of Business Administration (MBA)	18,525
<b>Bachelor of Science in Nursing (BSN)</b>	<b>13,740</b>
Bachelor of Science in Business	12,053
Secret Clearance	13,898
Certified Information Systems Security Professional	8,398
<b>Associate Degree in Nursing</b>	<b>8,070</b>

Source: EMSI 2021.3 Data

# Critical Segments

- ❖ Behavioral Health
- ❖ Public Health
- ❖ Direct Care



# Solutions in Flight

- ❖ Healthcare Apprenticeships
- ❖ Sector Partnerships



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# Department of Regulatory Agencies

Statewide Health Care Review Committee

Wednesday, November 3, 2021

# Key Ongoing Healthcare Workforce Initiatives

## Licensing WIGs (Wildly Important Goals)

1- 100% of occupational license applications processed within an average of 30 days, sustained through June 30, 2023

- Current timeline = 20 days

2- Decrease timelines for healthcare mobility licensing by 10% by June 30, 2022 for Physicians, Physician Assistants, Certified Nurse Aides, Licensed Practical Nurses, Registered Nurses

- Goal= 17 days
- Current= 30

## Foreign Trained Applicants

The Division of Professions and Occupations will increase transparency and accessibility for foreign trained applicants to identify clear pathways to licensure by analyzing 3 professions to identify barriers and to develop policy or rules to streamline licensure by June 30, 2022

## Military Spouse & Veterans Licenses

Allows for the spouse of an active duty member to receive 3-year licenses to practice their profession, free of any fee, as long as they can show proof of a substantially similar credential issued by another state.

VOCAL - The Division has also implemented the military experience equivalency program, allowing military veterans to utilize their military experience to streamline requirements for licensure.

# Pandemic Response to Workforce

As a response to the COVID-19 pandemic, Colorado has faced an unprecedented demand for health care workers. To respond to this soaring demand, our state has pursued a variety of actions. While this is not an all encompassing list, here are some of the ways DORA has worked to break down barriers:

- Reducing licensing barriers with issuance of temporary licenses
- Reducing licensing barriers with issuance of emergency licenses
- Temporary scope of practice expansions for certain health care workers
- Suspension of certain education requirements for Certified Nurse Aides and Registered Nurses

# QUESTIONS?



Thank you!