

Health Workforce Challenges and Opportunities

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California's Health Care Workforce: Readiness for the ACA Era

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California's Health Care Workforce— Are We Ready for the ACA?

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ABSTRACT

This research brief summarizes the report *California's Health Care Workforce: Readiness for the ACA Era*. The brief and corresponding report explore the current and future capacity of California's health care workforce to meet the expected increase in demand resulting from expanded insurance coverage under the Patient Protection and Affordable Care Act (ACA). Both documents present data, analyses, and policy recommendations for addressing the workforce challenges presented by the ACA.

The Patient Protection and Affordable Care Act (ACA) provides an unprecedented opportunity to address structural issues in the US health care system. Much of the work will reside at the state level, and California is taking a lead in improving financing and organizational structures. Meaningful decisions about expanding coverage and moving to new practice models require solid workforce data and analysis. *California's Health Care Workforce: Readiness for the ACA Era* uses key informant interviews, detailed analyses of the California Department of Consumer Affairs (DCA) Professional

License Masterfile, a literature review, and an environmental scan to highlight the challenges of comparing data across professions and identifying and analyzing the options for meeting workforce needs in the context of the current economic environment.

What are the drivers that affect the quantity and quality of California's health care workforce?

Several forces are exerting pressure on the state's health workforce to expand and evolve. Demographic factors include a population that is projected to grow 15% in the next 20 years, an increasingly culturally diverse and aging population, and an increase in chronic disease burden.

Market forces are also bringing about change. Advances in health information technology both facilitate and demand workflow redesign, providing unprecedented opportunity and challenge. New models of care such as retail clinics and school- and work-based clinics are emerging to offer enhanced access to health care.

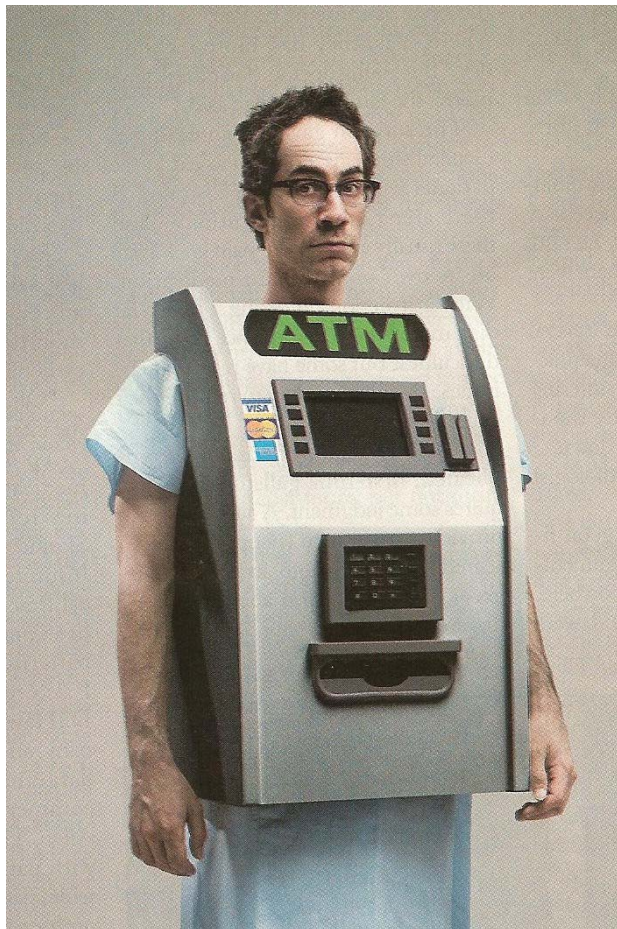
Perhaps most dramatically, the state is poised to implement the Patient Protection and Affordable Care Act, which will in part expand coverage to four to six million more Californians. Undocumented residents are not covered by the ACA, and this continues to provide special challenges to the state's safety net providers.

- There are over a million individuals in California's health care workforce.
- Geographic maldistribution of health care professionals has resulted in shortages in some areas of the state, and surpluses in others.
- Existing datasets are not standardized across the health professions and contain significant gaps.
- The health professions are overall not reflective of the state's ethnic and racial diversity.
- California has numerous health professions education programs, but many are oversubscribed.
- Practice models are changing in response to new pressures and opportunities.

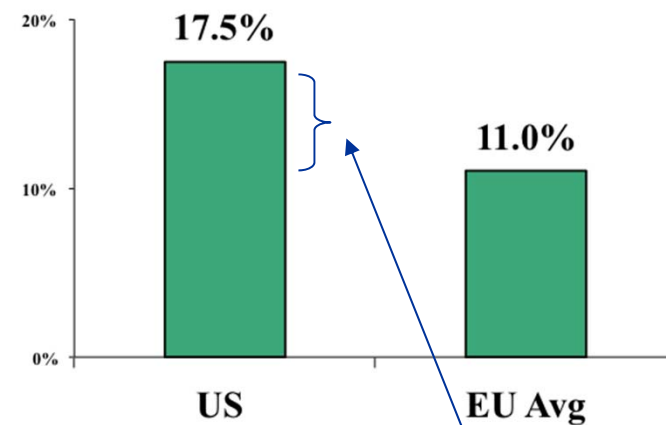
Challenges

- Costs
- Demography
- Adaptability

Challenges-Costs



2010 Percent GDP to Health Care



•US spends 1/3 more

Challenges: Demography

- Aging
- Diversity
- Growth



- 37% increase in population 2000-2030
- 130% growth 2000-2030
- 12.9 million
 - Uneven across age
 - Uneven across jobs

Adaptability

Tomorrow

Today

- Acute treatment
- Pay for transactions
- Cost unaware
- Professional practice
- In-patient
- Individual silos
- Traditional practice
- Information as record
- Patient passivity

PPACA
HCERA

Strategic Success

Market

- Chronic prevention and management
- Pay for value
- Price competitive
- Consumer responsive
- Regulatory - Home Community
- Integrated approaches
- Evidence based practice
- Information as tool
- Consumer engagement and accountability

Changing a Paradigm



What Changed?

- Professional role
- Management of information
- Sequencing of care
- Engagement of consumer
- Engagement of community
- Practice model
- Business model

New Value Proposition Created

Health Workforce as Solution



- Health care is labor intensive
60-70% of costs are labor
- Changing practice model
means changing workers
- Reframe this from burden to
opportunity

Needs

- More professionals; particularly at entry level
- Flexible and adaptive skills and competencies
- Less costly education; time and money
- Built on new information infrastructure
- **NEW VISION:** Health care professions as opportunity

Leadership

- Alameda County burdened by health care costs and the need to create employment opportunities
- Leadership to broaden and reframe this issue
- Help to see how to use existing resources
- Build new and unlikely partnerships
- Creates employment opportunities for young people
- Creates the ground to grow new type of health care