

Data Update: Allied Health Vacancies and Health Workforce Diversity in NC

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FOR HEALTH SERVICES RESEARCH

Presentation Overview

- Brief intro to the North Carolina Health Professions Data System (NC HPDS)
- Review of the 2011 NC Allied Health Vacancy Report
- Review of the state of NC Health Workforce Diversity (2009 data)

NC Health Professions Data System (HPDS)

- Data for 19 health professions
- Derived from licensure files
 - Not a survey
 - Capture 100% of the workforce
 - Data voluntarily provided by boards, no mandate
- 30- years of data allow us to:
 - Monitor changes over time
 - Combine data on race/ethnicity with data on education and geographic characteristics



Area L 2011 HPDS Databook Page

A Report on Health Care Resources in North Carolina North Carolina Health Professions 2011 DATA BOOK

Effective: October 2011

Cecil G. Sheps Center for Health Services Research
University of North Carolina at Chapel Hill

through support provided by
The North Carolina Area Health Education Centers Program
The UNC-Chapel Hill Office of the Provost (Health Affairs)

Area L AHEC



Number of Counties in Region: 5

2011 ACTIVE HEALTH PROFESSIONALS*

Physicians

Non-Federal Physicians	416
Primary Care Physicians	162
Family Practice	52
General Practice	0
Internal Medicine	66
Obstetrics/Gynecology	22
Pediatrics	22
Other Specialties	254
Physicians per 10,000 Population**	13.4
Primary Care Physicians per 10,000 Population **	5.2
Federal Physicians ***	3

Dentists and Dental Hygienists

Dentists	86
Dental Hygienists	123

Nurses

Registered Nurses	2,600
Nurse Practitioners	70
Certified Nurse Midwives	1
Licensed Practical Nurses	719

Other Health Professionals

Chiropractors	26
Occupational Therapists	35
Occupational Therapy Assistants	25
Optometrists	44
Pharmacists	232
Physical Therapists	100
Physical Therapist Assistants	125
Physician Assistants	97
Podiatrists	6
Practicing Psychologists	18
Psychological Associates	24
Respiratory Therapists	129

DEMOGRAPHICS ■

Projected Population 2009 ***

	Total	Ages 0-19	Ages 20-64	Ages 65+
White	157,129	37,793	92,202	27,134
Nonwhite	146,225	44,492	86,442	15,291
Total	303,354	82,285	178,644	42,425
% of Pop.	100.0%	27.1%	58.9%	14.0%

Employment and Income Data

Labor Force 2011	145,765
Employed 2011	125,693
Unemployed 2011	20,072
Unemployment Rate 2011 (%)	13.8
Per Capita Income 2010	\$31,392
Medicaid Eligibles 2011	92,123

HEALTH-RELATED STATISTICS ■

Vital Statistics 2010

(Rates are per 1,000 population)

Resident Births	3,788	Total Pregnancies	4,775	Total Pregnancy Rate	83.1
Resident Deaths	3,175	Teen Pregnancies	719	Teen Pregnancy Rate	68.8
% Births <2500 gms (2009)	11.0	(ages 15-19)		(ages 15-19)	

Infant Mortality Rates 2010

(Rates are per 1,000 population)

Total	7.4	White	3.9	Nonwhite	9.2
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Hospital/Facility Data

General Hospital Discharges 2010**	44,116	General Hospital Beds 2011**	846	Nursing Facility Beds 2011	1,859
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* Please refer to page 4 of this book for an explanation of the change in physician numbers.

** Numbers reported include those active within the profession and those newly licensed in 2011 with unknown activity status; inactives are excluded

*** Rates are based on 2011 population data.

**** Includes NC licensed federal physicians in the armed services, US Public Health Service, Indian Health Service, and the Department of Veteran Affairs.

+ Counts are for discharges of county residents from acute-care, short-stay hospitals; numbers exclude normal newborns.

++ Counts of hospital beds in acute care short-stay hospitals in county.

+++ Population data by race/ethnicity and age for 2010 and 2011 were not yet available at the time of publication.



Area L Snapshot: 2011 HPDS Data Book Page

Other Health Professionals

Chiropractors 26

Occupational Therapists 35

Occupational Therapy Assistants 25

Optometrists 44

Pharmacists 232

Physical Therapists 100

Physical Therapist Assistants 125

Physician Assistants 97

Podiatrists 6

Practicing Psychologists 18

Psychological Associates 24

Respiratory Therapists 129

Dentists and Dental Hygienists

Dentists 86

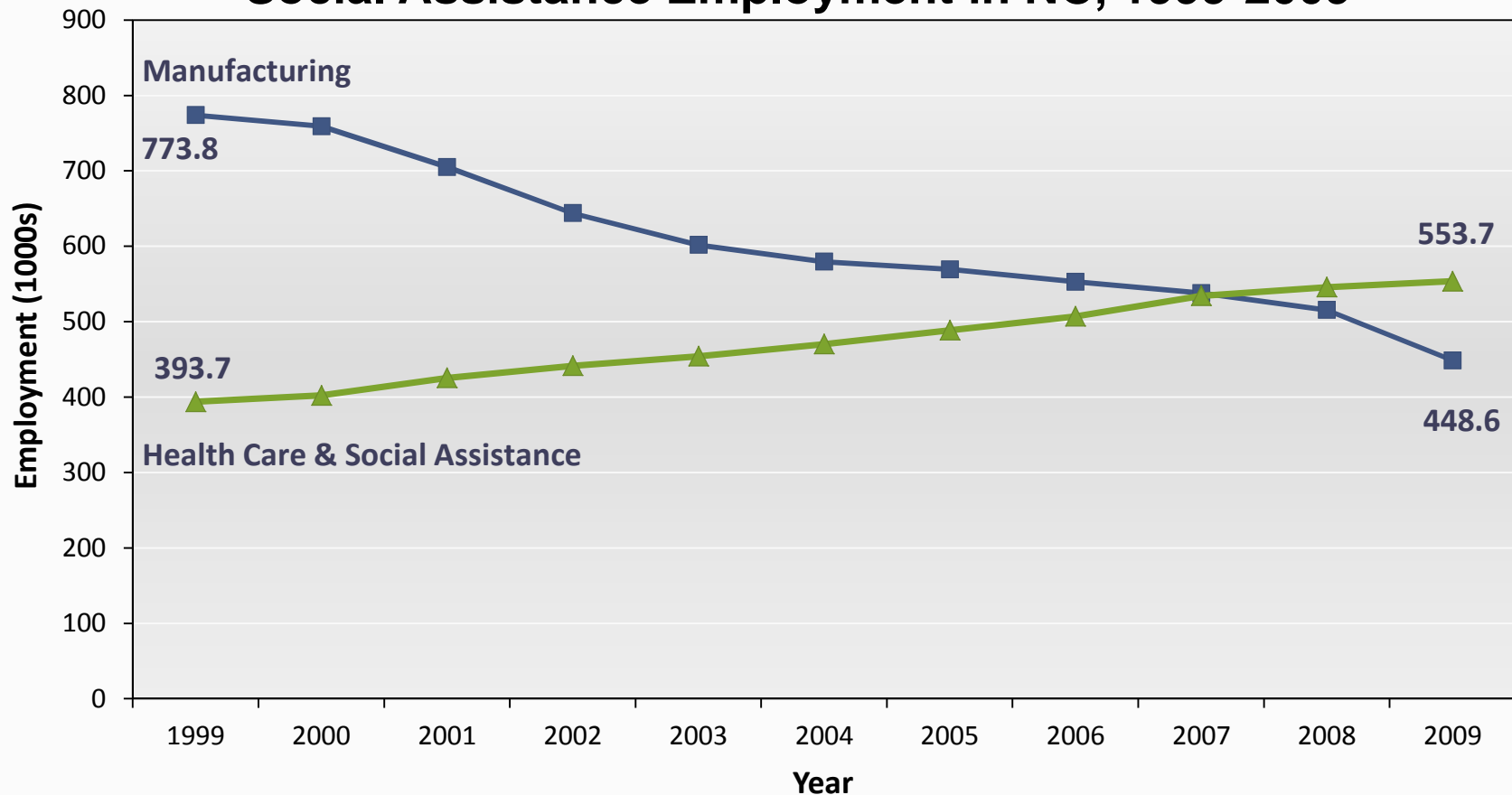
Dental Hygienists 123

Area L Snapshot: Unemployment Rate, August 2012

Location	Unemployment Rate
North Carolina Average	9.7%
Area L Average	13.2%
Edgecombe County	14.5%
Halifax County	13.9%
Nash County	12.0%
Northampton County	12.3%
Wilson County	13.1%

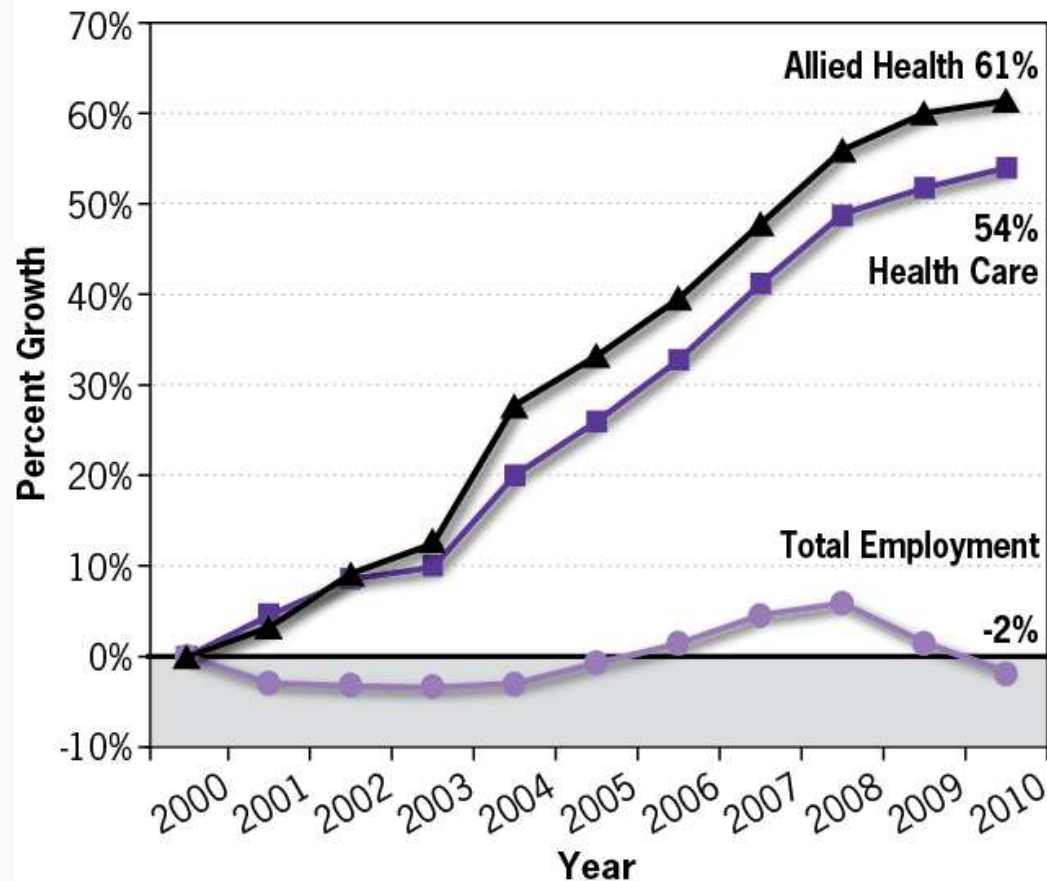
North Carolina Health Care Employment is Growing Rapidly

Total Employment in Manufacturing and Health Care and Social Assistance Employment in NC, 1999-2009



And allied health is outpacing health care

Figure 2.
Percent Growth in NC Employment
Relative to 2000

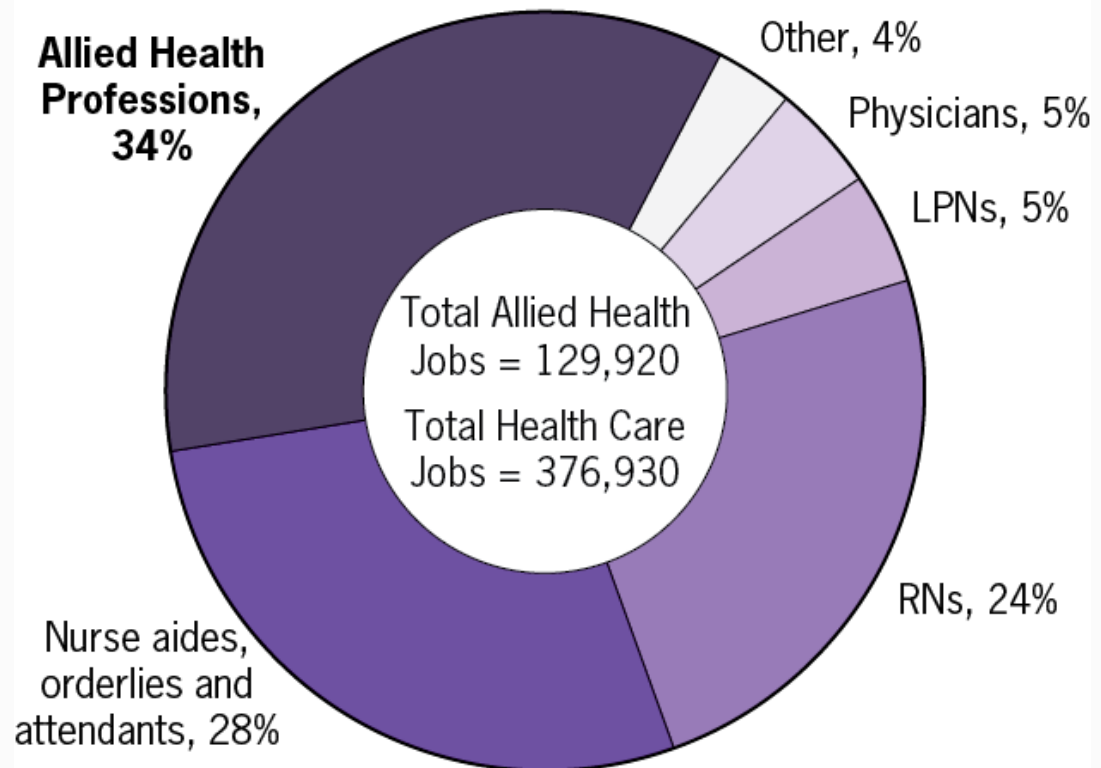


Health Care Jobs in NC, 2011

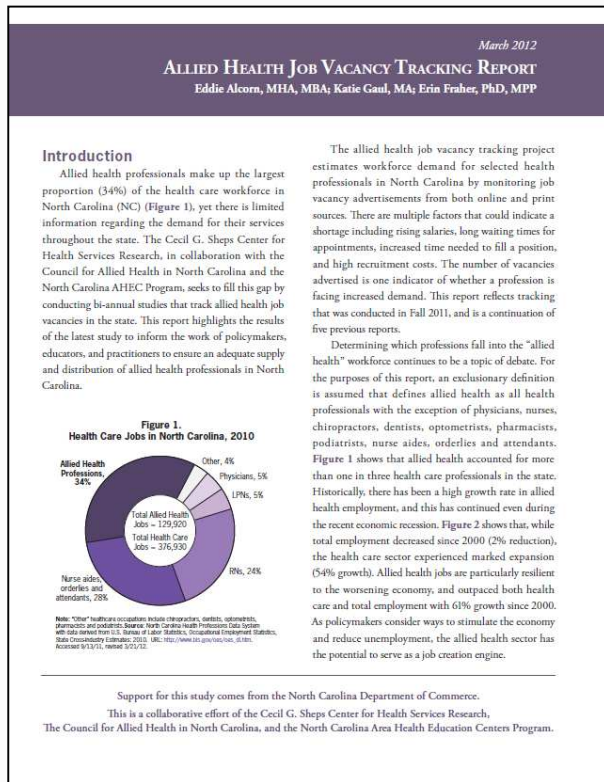
Allied Health: all health professionals except physicians, nurses, chiropractors, dentists, optometrists, pharmacists, podiatrists, nurse aides, orderlies, and attendants.

Other: chiropractors, dentists, optometrists, pharmacists, and podiatrists.

Figure 1.
Health Care Jobs in North Carolina, 2010



Demand Side Data: Allied Health Job Vacancy Tracking Reports



March 2012,
October 2011, May 2011, April 2007,
August 2006, and May 2005

Purpose: Estimate workforce demand for selected allied health professions

Method: Monitor weekly job listings in newspaper and online sources

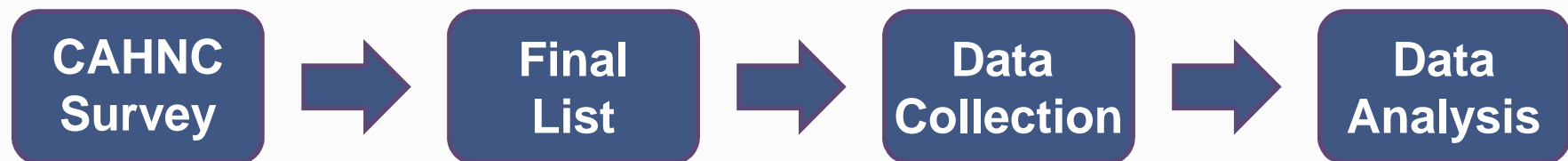
Conducted in partnership with:

- Council for Allied Health in NC
- AHEC

Funded by the NC Department of Commerce

Methodology

- Council members surveyed in September 2011
- Final list included 10 professions
- Ads collected over 10-weeks
(September 18 – November 26, 2011)
- Vacancy information analyzed to determine demand by profession, region, and employment setting



10 Professions Monitored

Professions Tracked for the March 2012 Report

Clinical Laboratory Sciences

Emergency Medical Services

Health Information Management/Technology

Imaging (PET, MRI, CT)

Medical Assistants

Occupational Therapy Assistants

Occupational Therapists

Physical Therapists

Physical Therapist Assistants

Speech-Language Pathologists

Clinical laboratory science professions added since last report. CLS had been tracked in reports from 2004-2006

Hospital Systems and HIM Professional Orgs Were Added to Online Sources

Online Sources	
Advance for Healthcare Careers	NC Office of State Personnel
AHIMA	NC Physical Therapy Association
American Speech-Language Hearing Association	NC Public Schools Application System
Carolinas HealthCare System	NC Society for Clinical Laboratory Sciences
Cone Health	NC Speech Hearing & Language Association
Duke University Health System	Novant Health
HIMSS	UNC Health Care
Indeed.com	Vidant Health (University Health Systems of Eastern Carolina)
NC Occupational Therapy Association	

■ Sources added since October 2011 report

Print Sources
Asheville Citizen Times
Charlotte Observer
Fayetteville Observer
Greensboro News & Record
Raleigh News & Observer
Rocky Mount Telegram
The Daily Reflector
Wilmington Star News
Wilson Daily Times
Winston Salem Journal

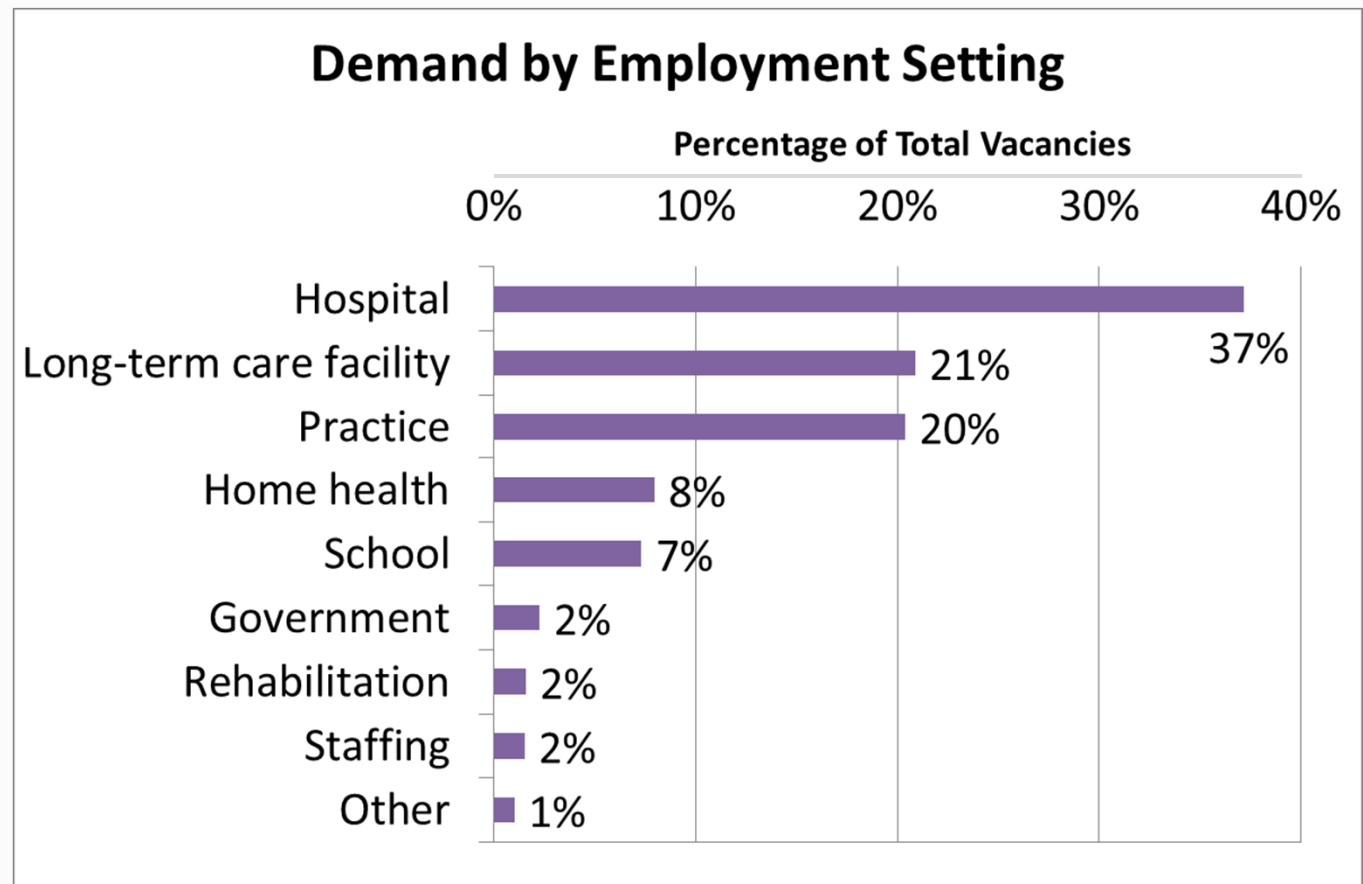
Vacancy Data Showed High Demand for Therapy Professions and HIM

Rank	Profession	Workforce Size	Vacant Positions	Vacancy Index
1	Occupational Therapy Assistant	880	102	11.6
2	Occupational Therapist	2,660	232	8.7
3	Physical Therapist Assistant	2,020	170	8.4
4	Physical Therapist	4,530	274	6.0
5	Speech Language Pathologist	3,630	202	5.6
6	Health Information Management	5,110	202	4.0
7	Clinical Laboratory Sciences	9,090	139	1.5
8	Medical Assistant	11,970	164	1.4
9	Imaging	9,680	68	0.7
10	Emergency Medical Services	8,940	46	0.5

The vacancy index is calculated by dividing the number of positions advertised by the profession's total workforce size and multiplying by 100.

Hospitals had Highest Number of Vacancies

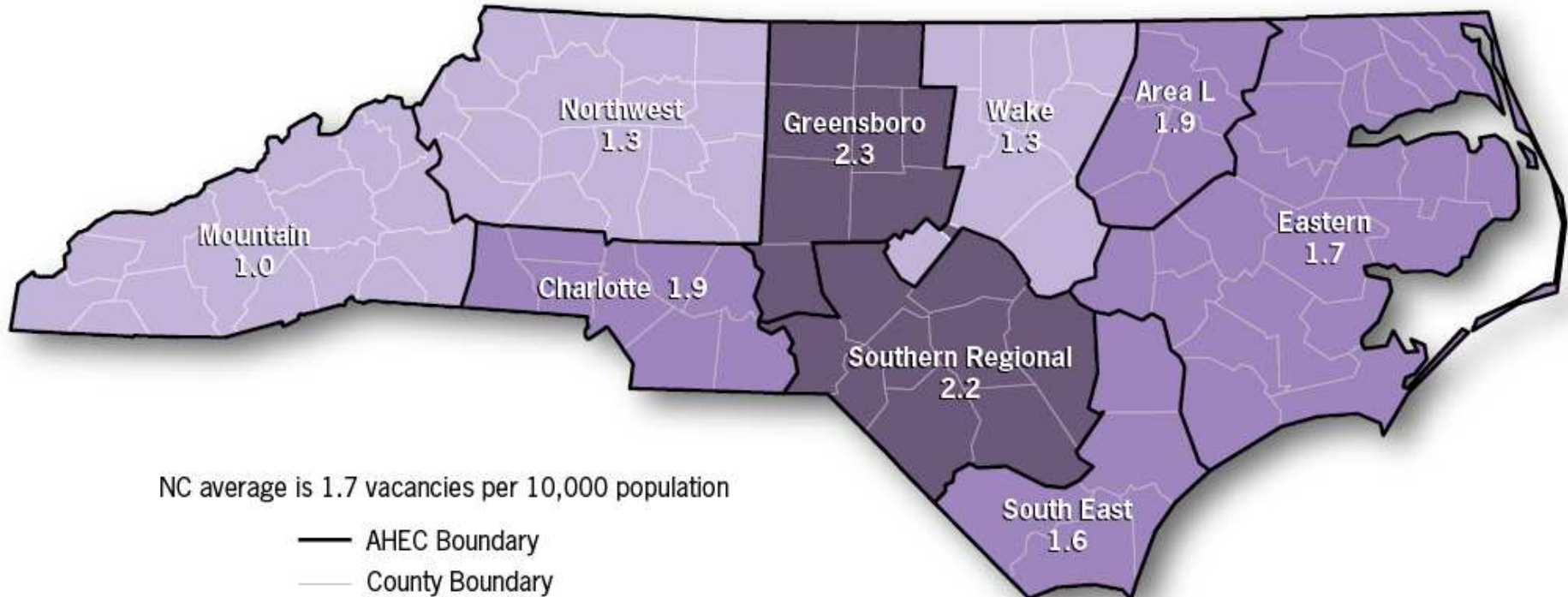
Hospitals, long-term care facilities, and practices accounted for almost 80% of all vacancies.



Fall 2011 Data

Greensboro and Southern Regional AHECs had the Greatest Regional Demand

Allied Health Job Vacancy Advertisements per 10,000 Population
by AHEC Region, North Carolina, Fall 2011



Notes: North Carolina newspapers and online listings for select allied health professions tracked from September 18, 2011 to November 26, 2011 (N=1,599).

Source: North Carolina Health Professions Data System, Cecil G. Sheps Center for Health Services Research, University of North Carolina at Chapel Hill, 2012.

Population source: North Carolina Office of State Budget and Management, Socioeconomic Data, 2010. URL: http://www.osbm.state.nc.us/ncosbm/facts_and_figures/. Accessed 01/12/12.

Sources: NC Health Professions Data System, with funding provided by the North Carolina Department of Commerce. Job listings tracked from 9/18/11 to 11/26/11 (N=1599). Health Workforce Solutions, Labor Market Pulse Index, <http://www.labormarketpulse.com/LMPI/lmpi-q1-2012/>



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Allied Health Job Vacancy Ads per 10,000 Pop by AHEC Region, NC

AHEC	Allied Health Vacancy Report Date					
	May-05	Aug-06	Apr-07	May-11	Oct-11	Mar-12
Area L	4.6	3.7	4.4	3.2	2.6	1.9
Charlotte	2.2	1.6	1.7	2.1	1.5	1.9
Eastern	2.0	2.3	2.5	1.9	1.7	1.7
Greensboro	3.4	2.8	2.4	2.0	1.8	2.3
Mountain	2.0	1.5	2.3	2.0	2.0	1.0
Northwest	2.4	2.0	2.4	1.3	1.5	1.3
South East (Coastal)	3.0	3.3	3.1	3.0	1.2	1.6
Southern Regional	1.9	3.4	2.8	1.6	2.2	2.2
Wake	2.7	2.4	2.2	1.6	1.1	1.3

What does this mean for Area L?

- Allied health is a job creator.
- The demand is there... How to get people into the pipeline?
- Number of allied health vacancies in Area L have been decreasing over time... Why?
- **Do these data reflect Area L's experience?**



Now to workforce diversity...

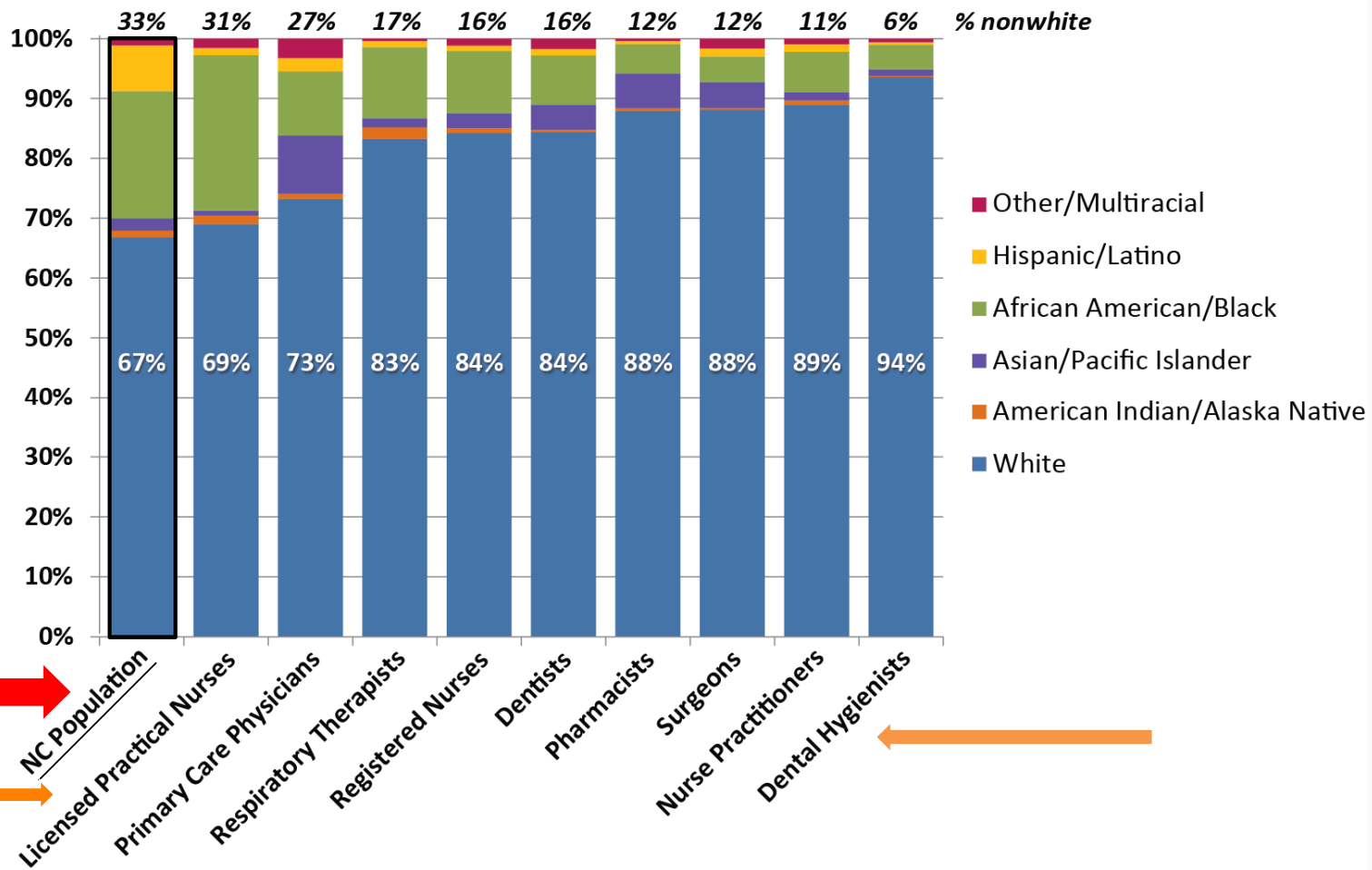
Diversity in the Health Workforce

- Emerging workforce shortages...are we adequately accessing a talented pool of workers?
- Transformed health care system emphasizes population health, reducing health disparities, and community-based models of care.
 - Can we do this without increasing workforce diversity?



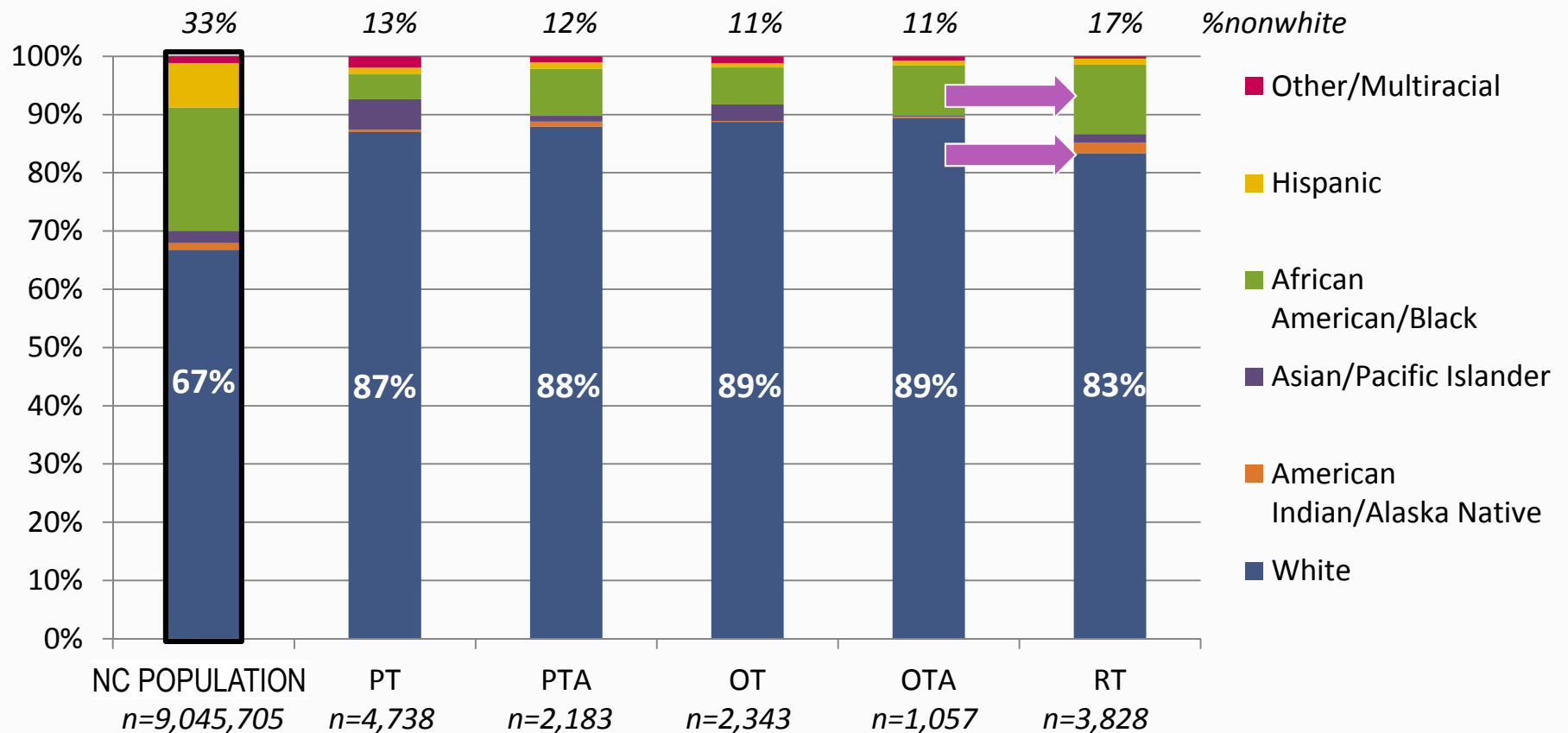
Race/Ethnicity of Practitioners Falls Short of Matching Population Diversity

Diversity of North Carolina's Population vs. Diversity of Selected Health Professions, 2009



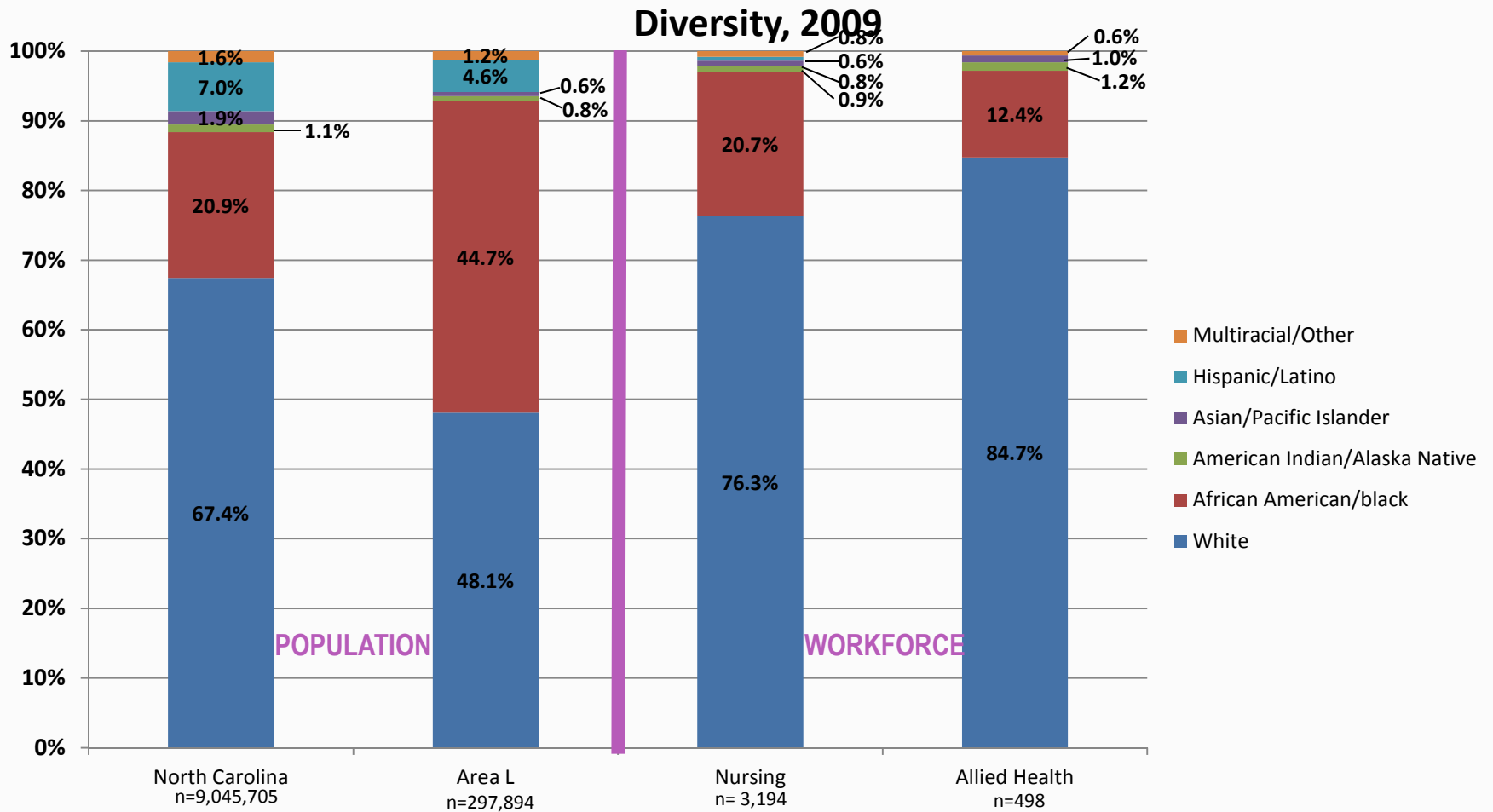
Therapist Professions in Allied Health Surprisingly Not Diverse

Allied Health Diversity vs. State Diversity, North Carolina, 2009



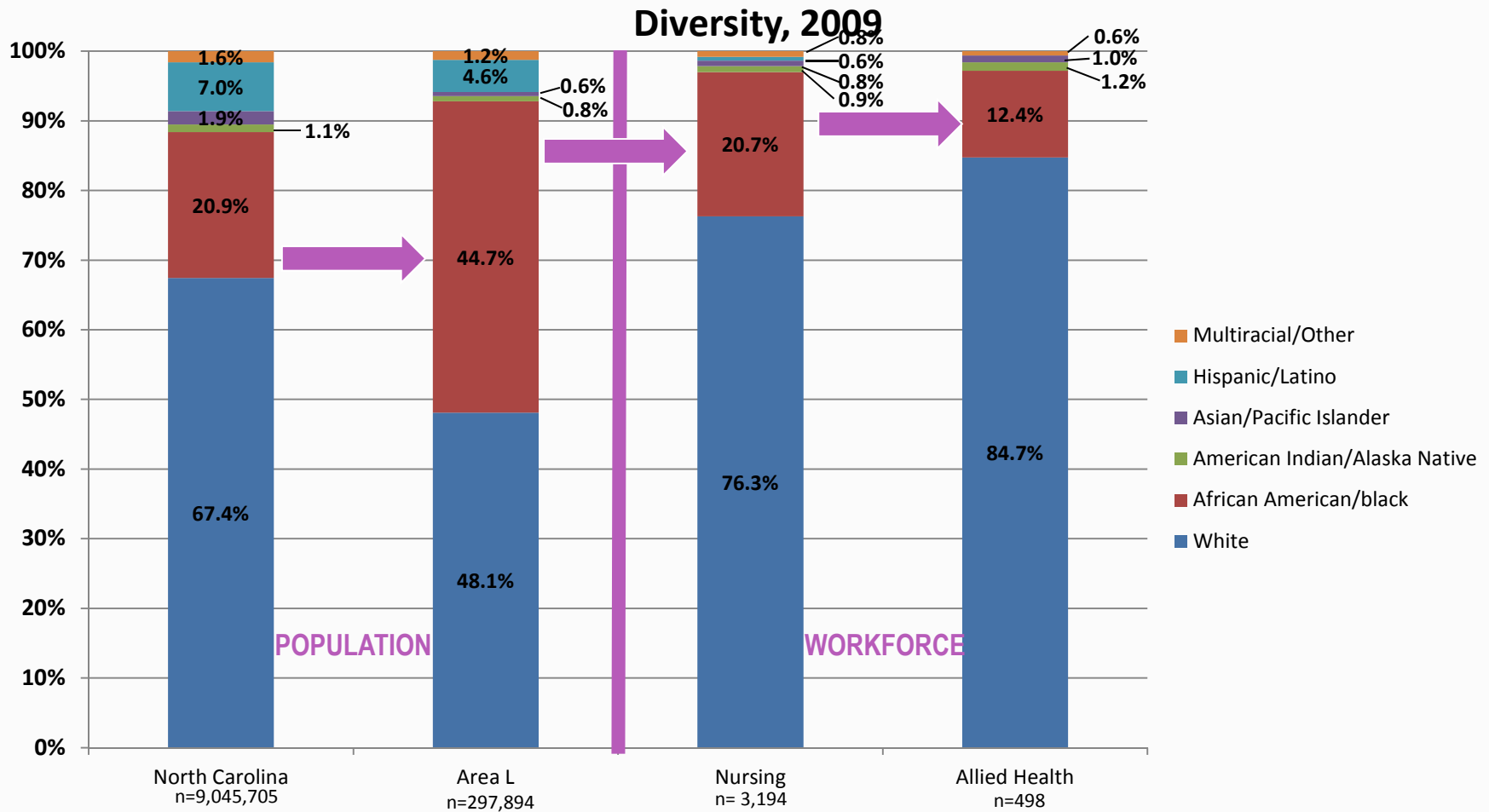
Area L: more diverse population, less diverse health professions

NC and Area L Population Diversity vs Area L Nursing and Allied Health



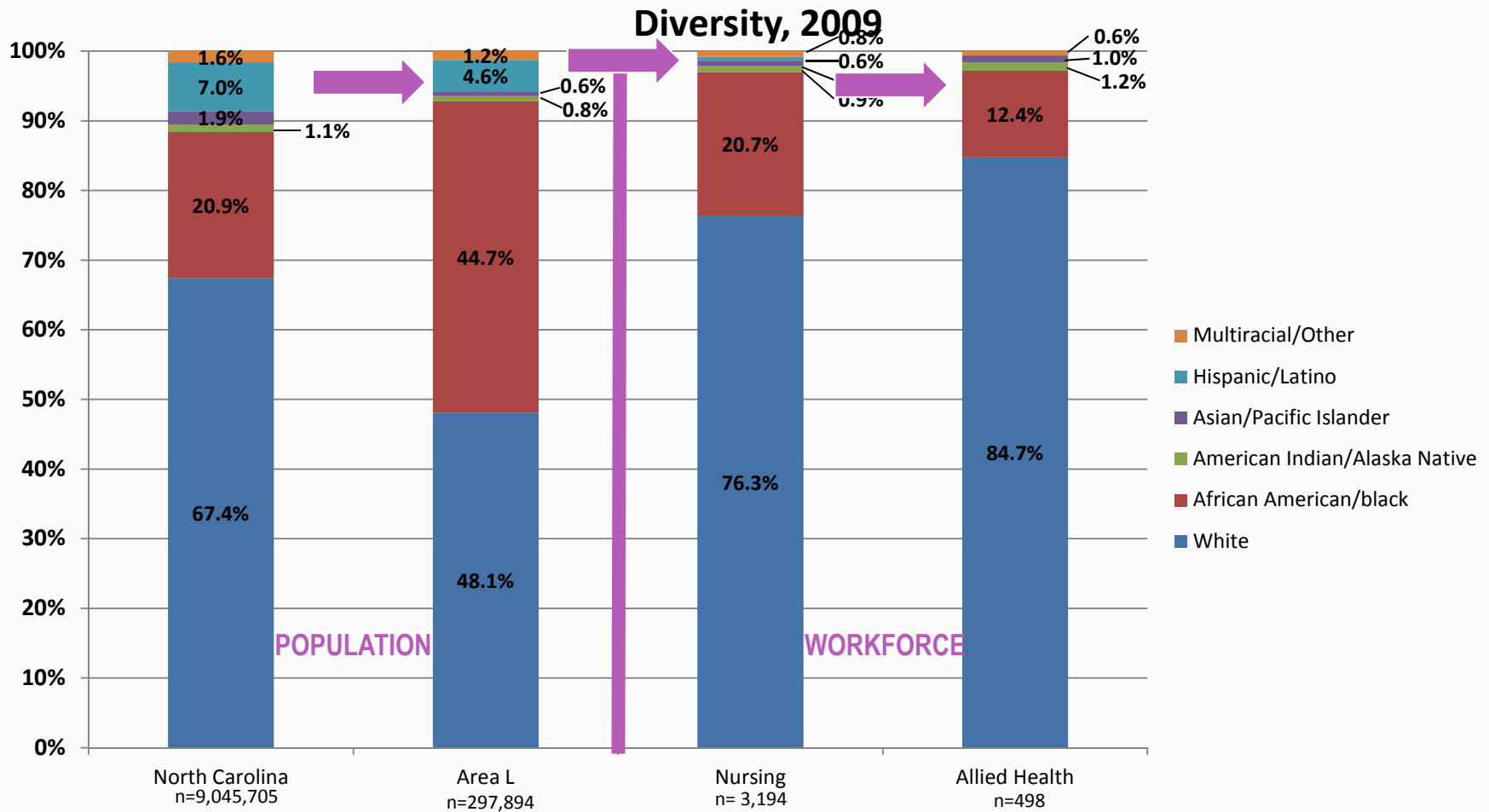
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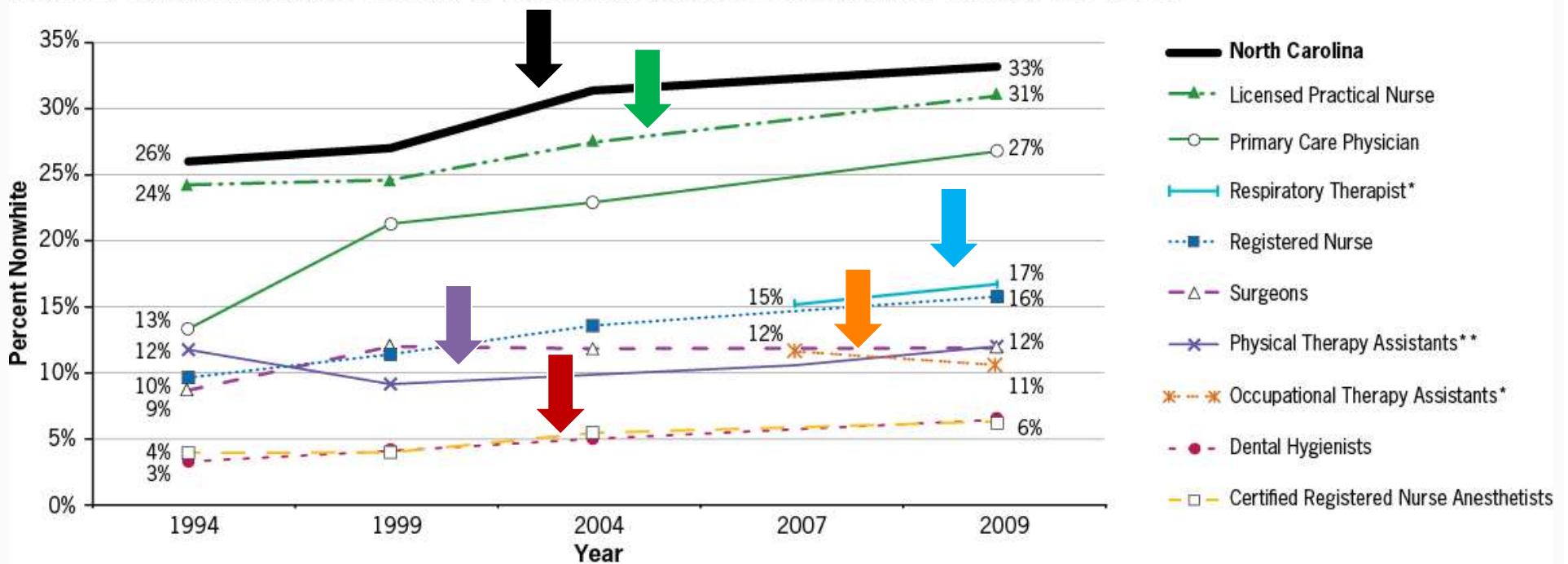
Area L: more diverse population, less diverse health professions

NC and Area L Population Diversity vs Area L Nursing and Allied Health



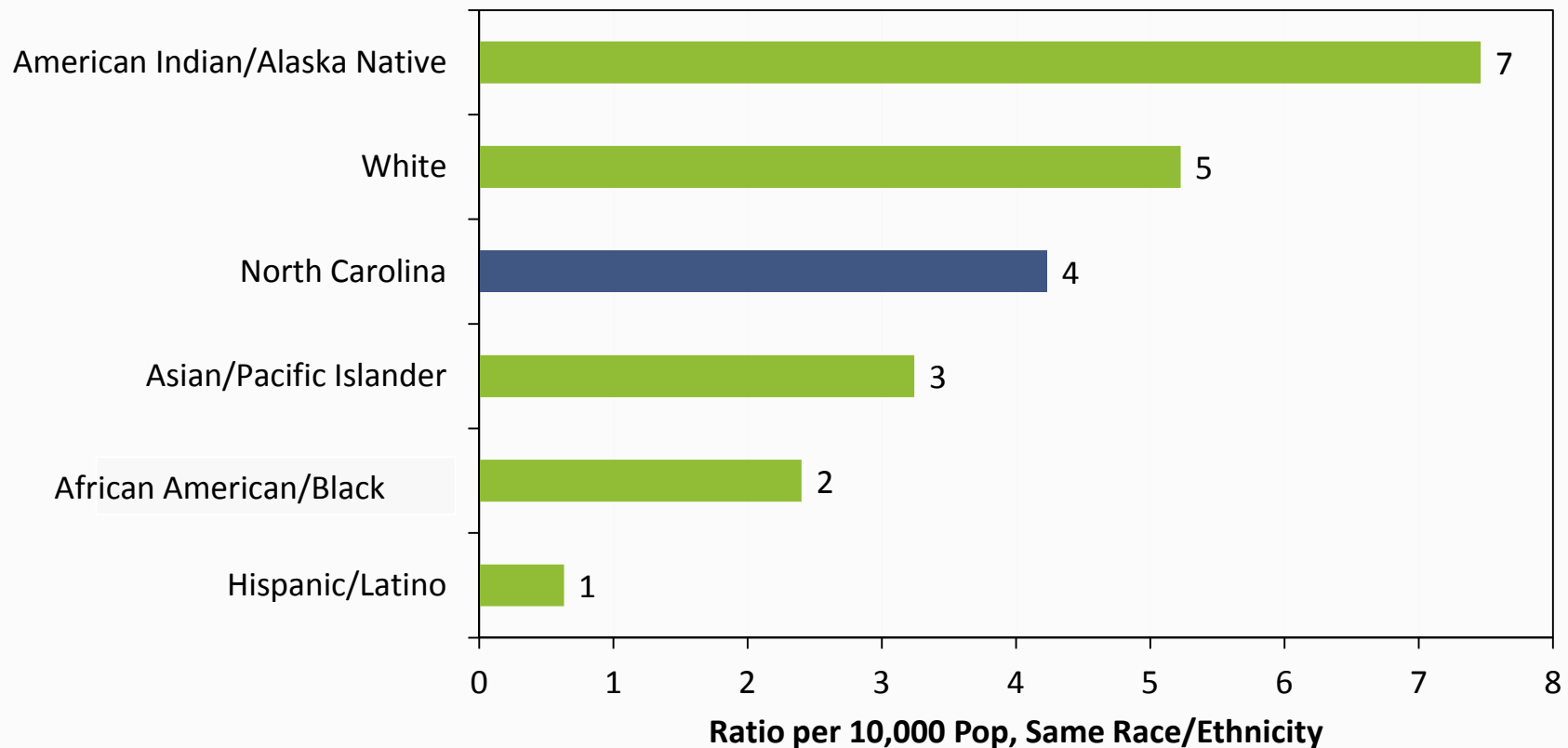
Health Professions are Diversifying Over Time at Different Rates

Figure 2. Change in Nonwhite Diversity of Selected Health Professions in North Carolina: 1994-2009



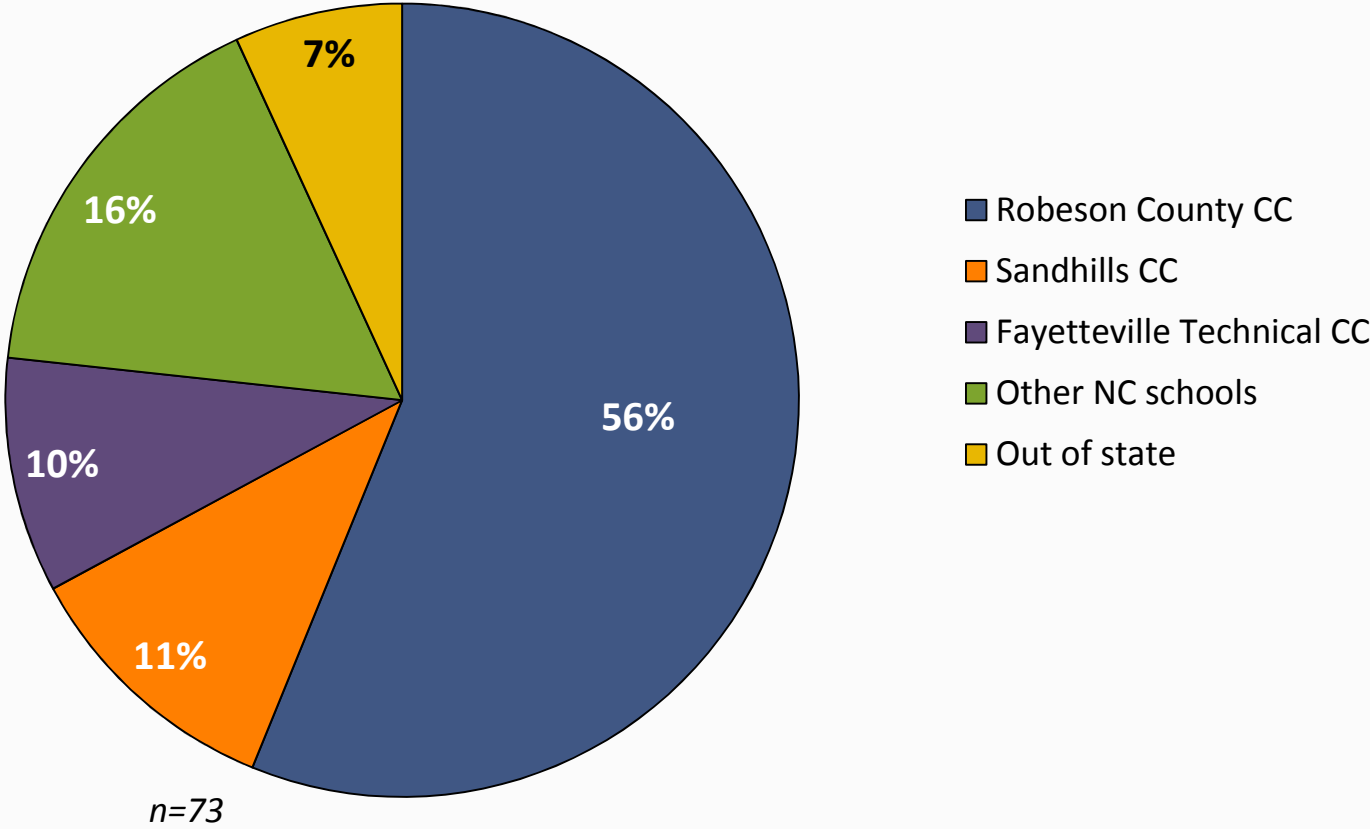
Respiratory Therapists Have a Higher Ratio of American Indians than Whites

Respiratory Therapists per 10,000 Pop of Same Race/Ethnicity, North Carolina, 2009



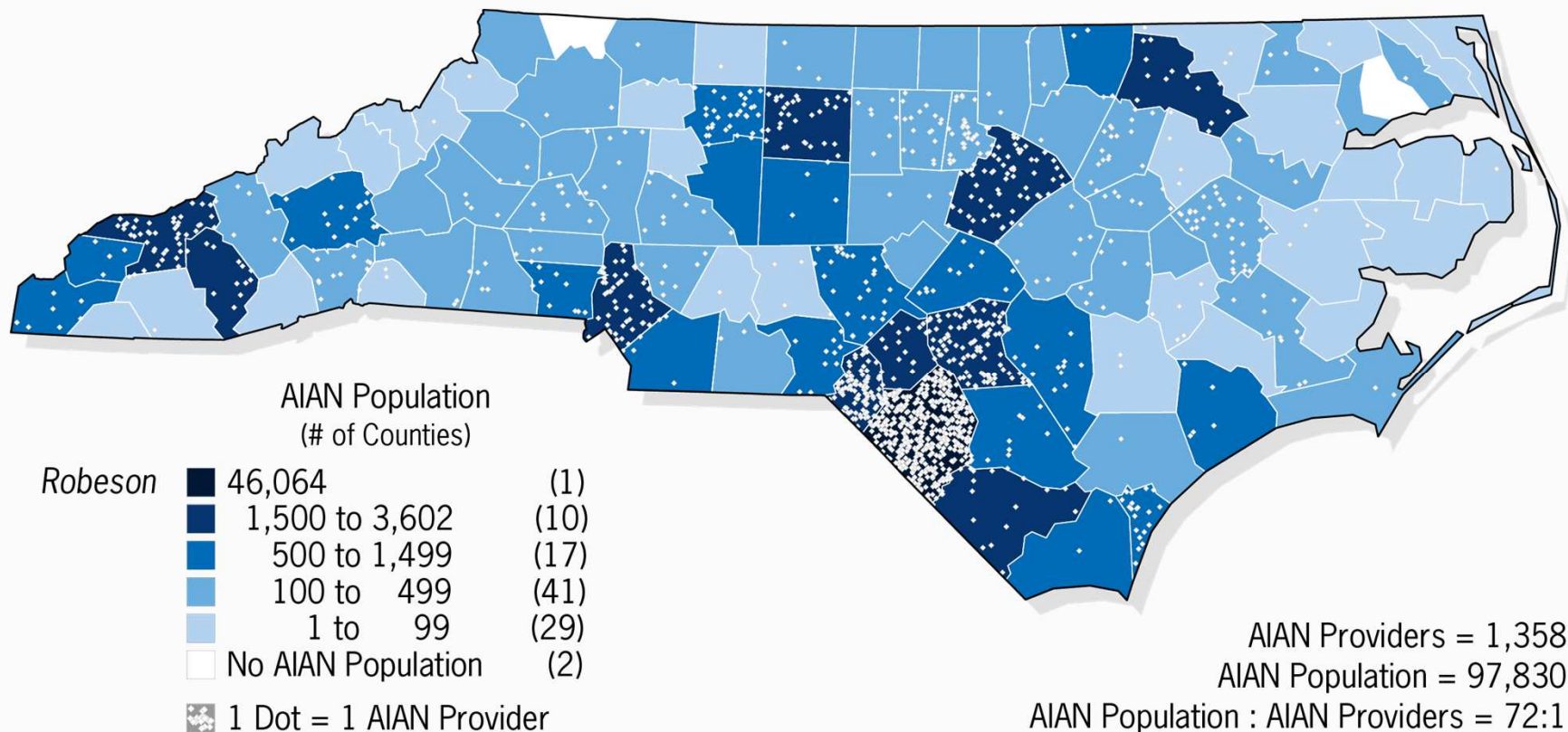
Robeson County Community College Provides More Than Half of All American Indian RTs

NC American Indian Respiratory Therapists (RT) by school, 2009



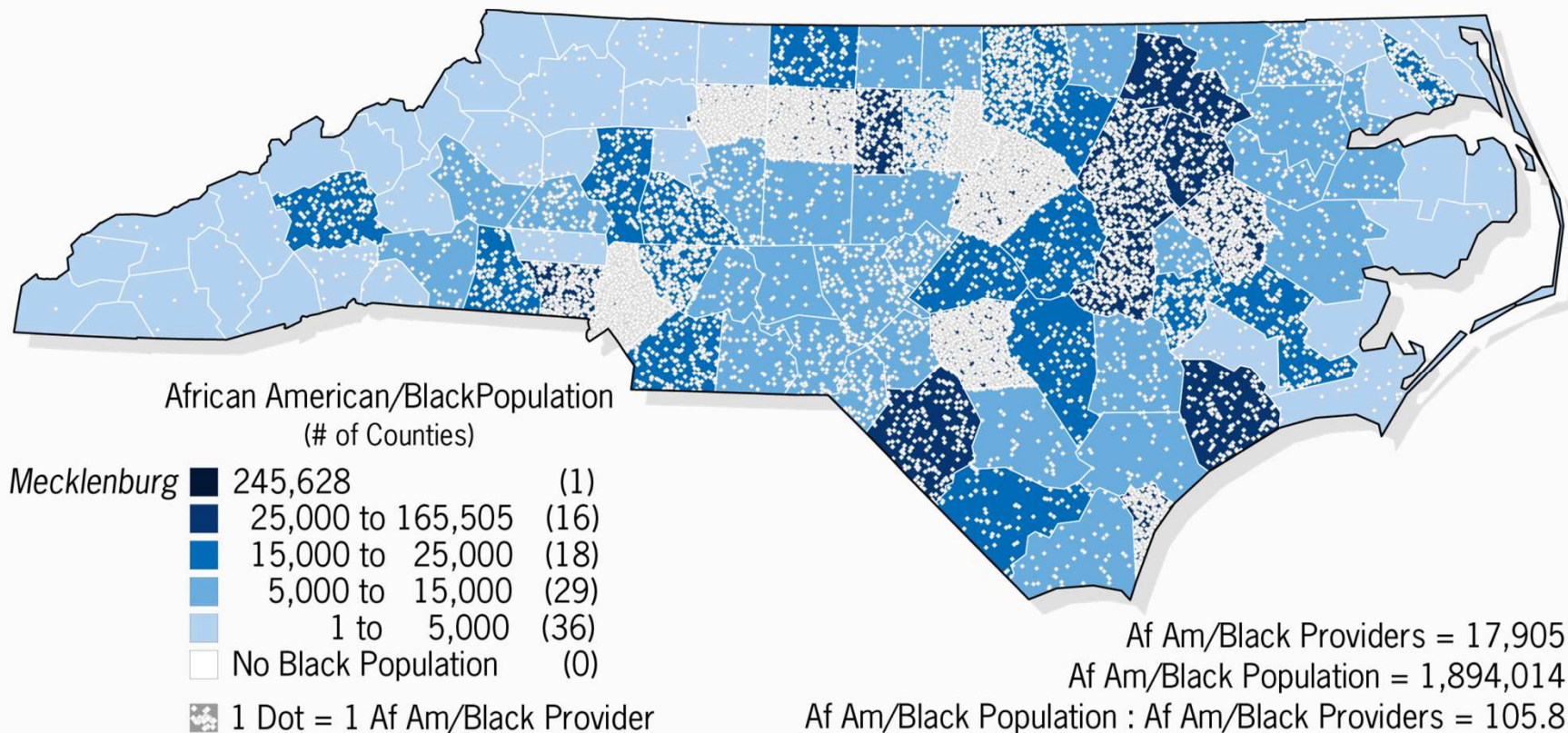
About 1 in 3 American Indian/Alaskan Native Health Care Practitioners are in Robeson County

American Indian/Alaskan Native (AIAN) Population and Healthcare Providers, North Carolina, 2009



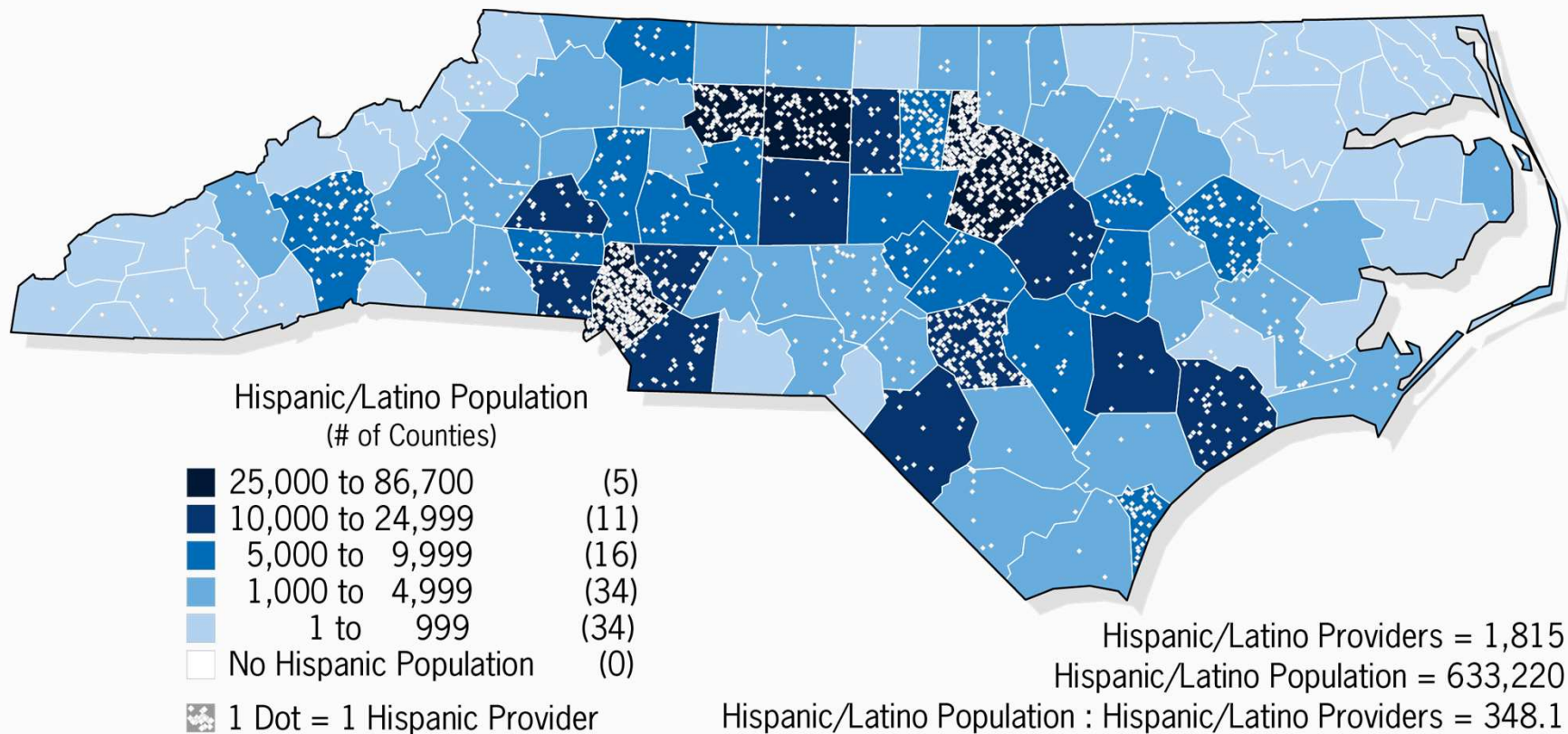
About Half of African American Practitioners are in Urban Areas but are Largest Percent of Non-White Workforce in Northeastern and Southeastern Counties

African American/Black Population and Healthcare Providers, North Carolina, 2009



About Half of Hispanic/Latino Practitioners are in Urban Areas but These Areas Still Fall Short of Achieving Parity with Population

Hispanic/Latino Population and Healthcare Providers, North Carolina, 2009



Diversity Reflections

- Lack of diversity among allied health professions, particularly among OTAs and PTAs
- In Area L has higher percentage of African American population relative to state, but hasn't achieved parity in the allied health workforce
- Why have health professions diversified at different rates?
 - LPNs are most diverse
 - Why haven't allied health professions diversified as quickly?
 - Slower to diversify—dental hygienists
- Economic development issue—entry-level jobs on the career ladder



How will Area L use these data?



Questions?

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