

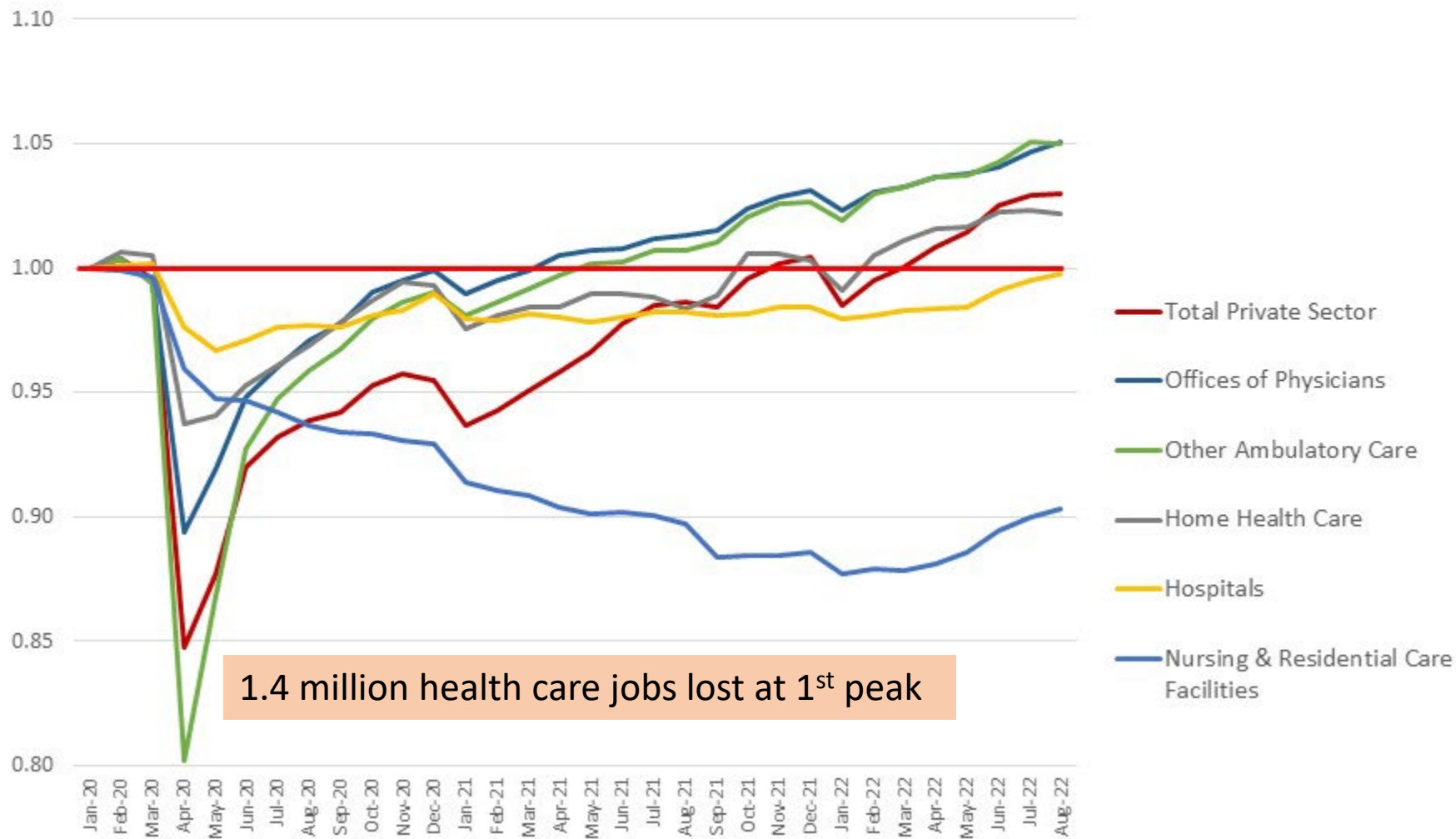
Supporting the Health Workforce: State and Federal Policy Levers

Addressing the Health Care Workforce Crisis
October 19, 2022

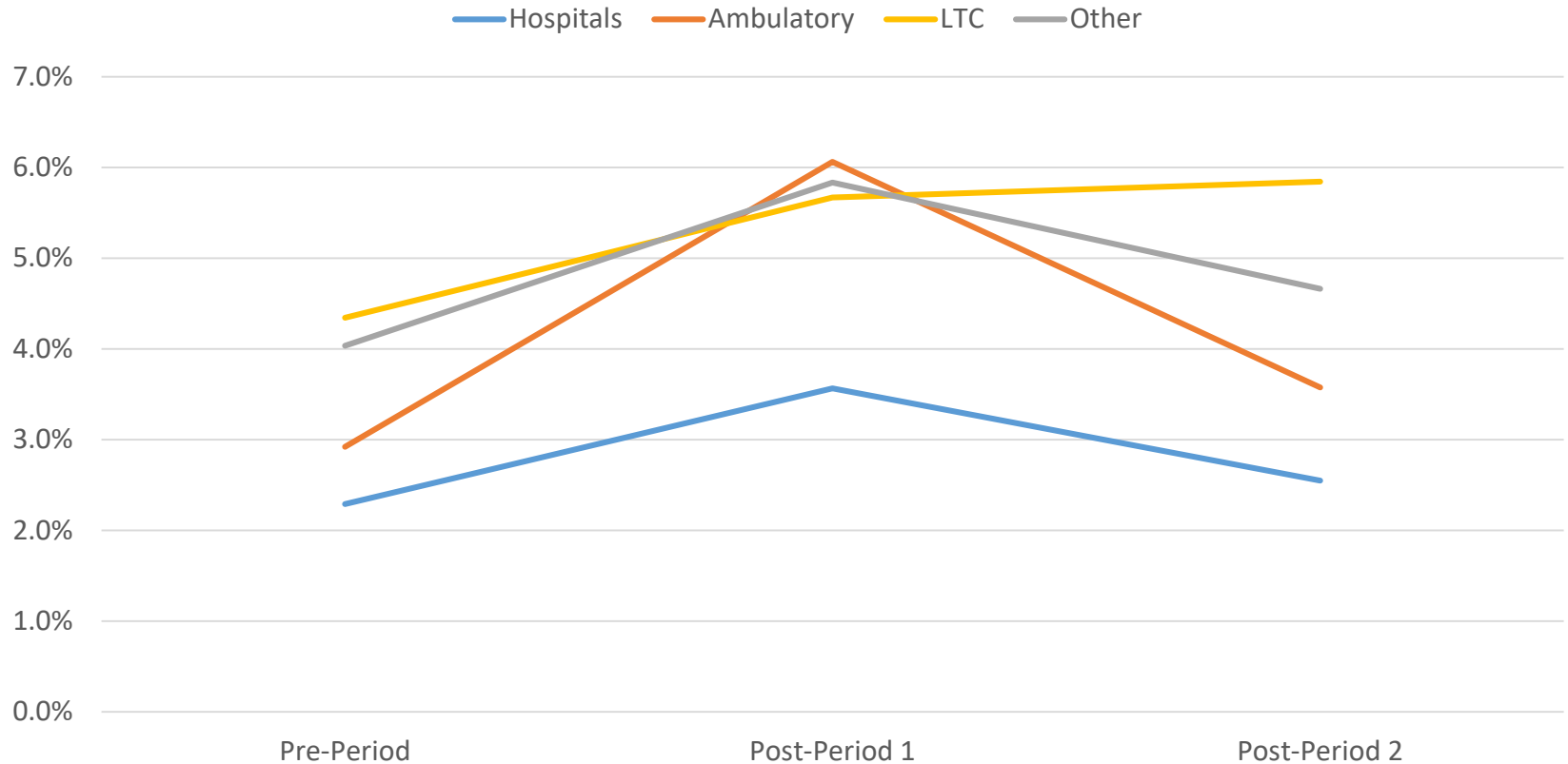
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Relative Number of Employees by Healthcare Sector, Jan 2020 to Aug 2022 (Jan 2020=1.00)

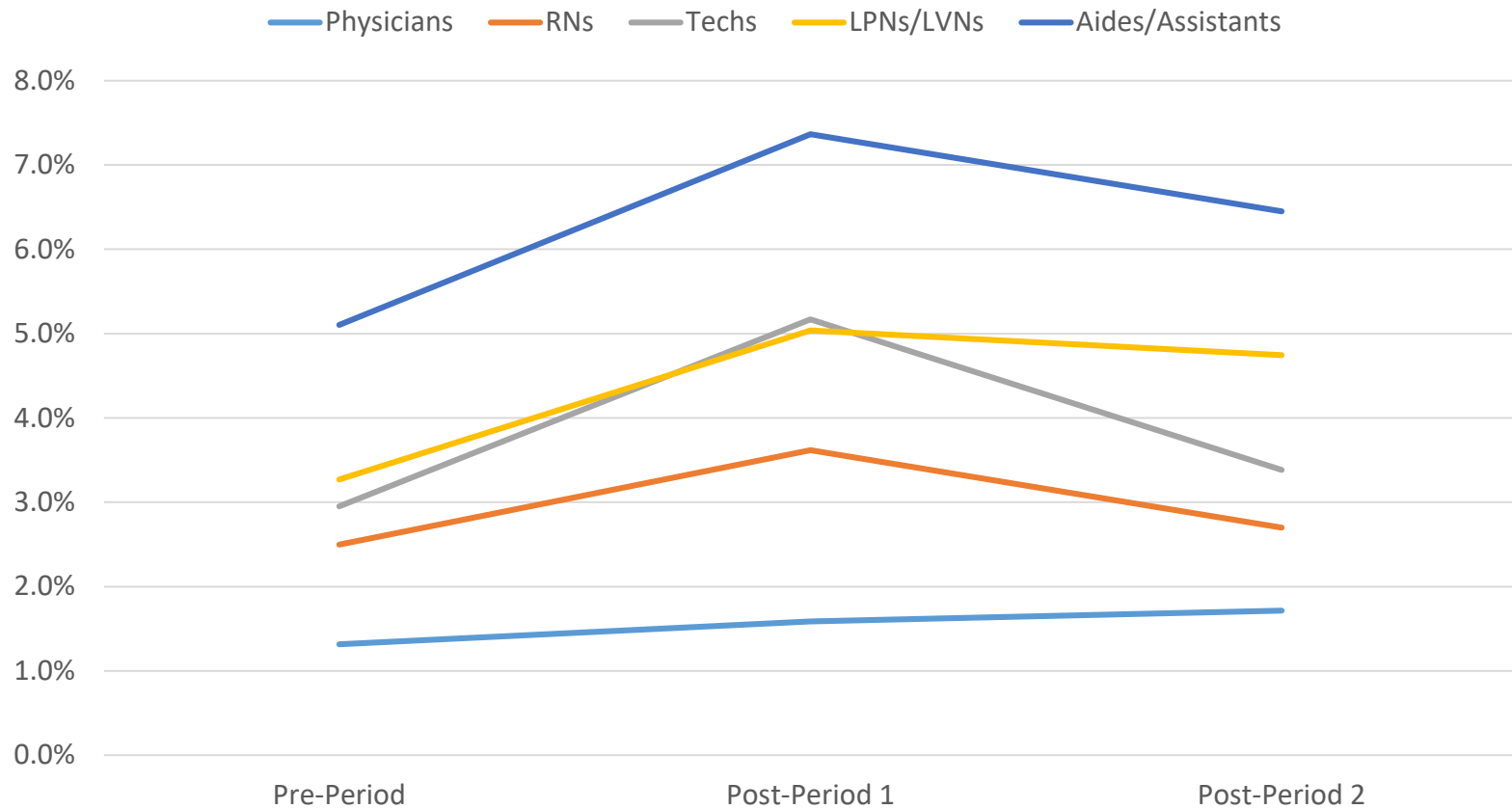


Turnover Rates by Sector and COVID Phase



LTC = long-term care; Other includes all other industries outside health care
Source: Frogner & Dill, JAMA Health Forum, 2022

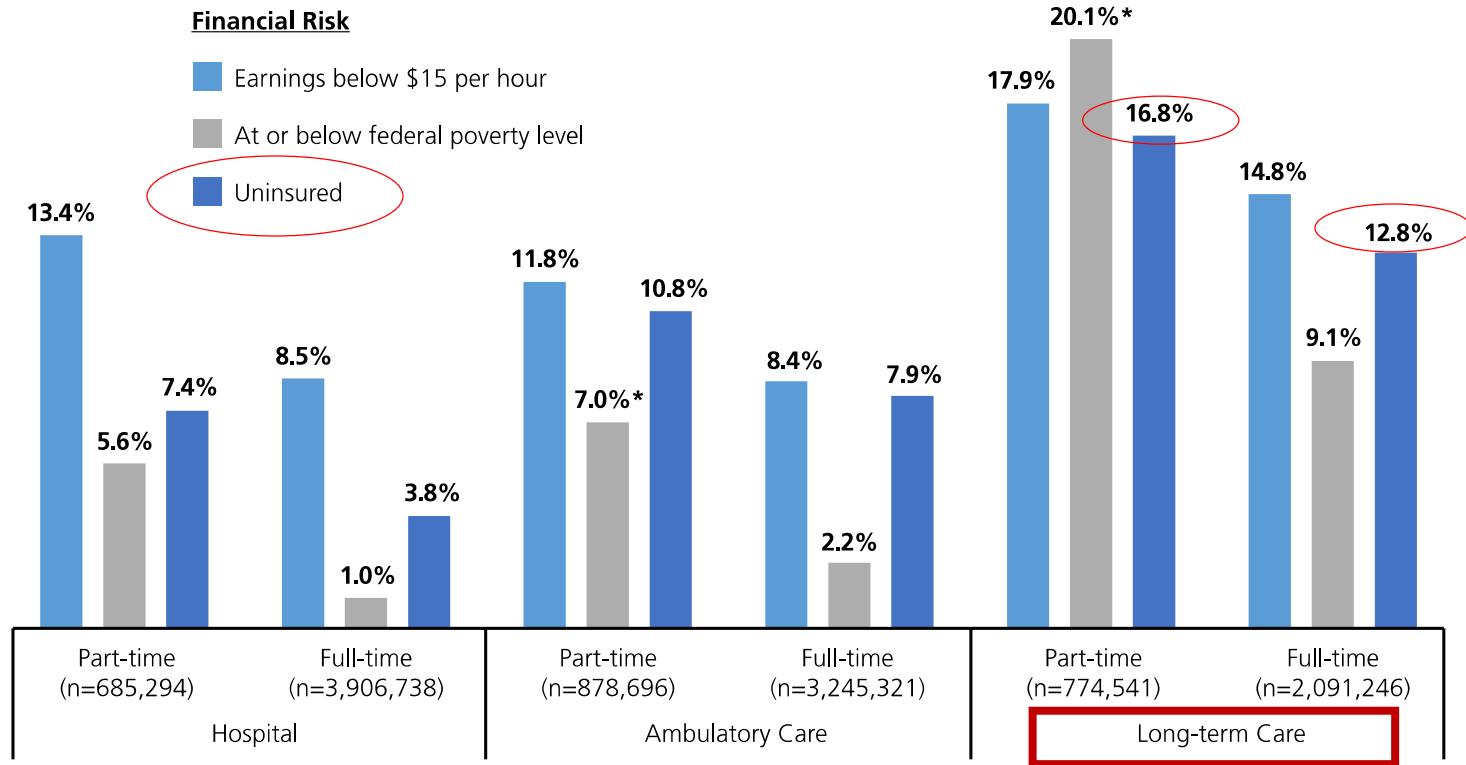
Turnover Rates by Occupation and COVID Phase



RN = Registered Nurse; LPN/LVN = Licensed Practical Nurse/Licensed Vocational Nurse
Source: Frogner & Dill, JAMA Health Forum, 2022

Make Health Insurance Available for All Health Care Workers

Figure 7: Percentage of Part- versus Full-Time Healthcare Workers at Financial Risk among Those Employed in Occupations Requiring Bachelor's Degree or Below by Work Setting

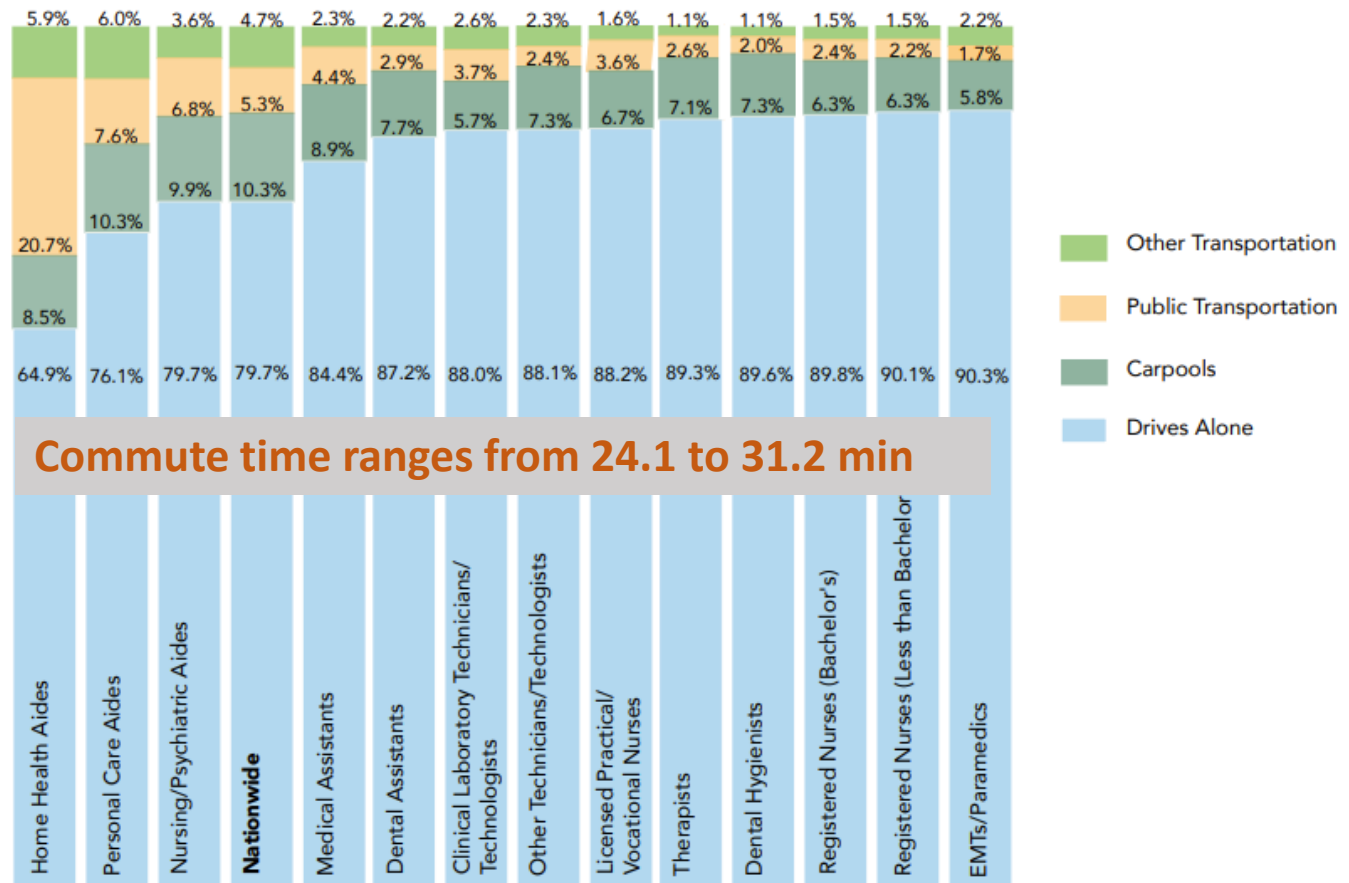


*Significant differences at $p \leq 0.001$ between part-time versus full-time by financial risk category conducted using unpaired two sample t-test

Note: Financial risk defined as individuals earning below \$15 per hour, being at or below the poverty level, or being uninsured

Subsidize Public Transportation for Low Wage Workers

Figure 1: Percent Using Mode of Transportation as Primary Source for Commuting by Allied Health Workers and Registered Nurses, 2017



Commute time ranges from 24.1 to 31.2 min

Note: EMTs = Emergency Medical Technicians.

Therapists include Radiation, Recreational, Respiratory, Exercise Physiologists, and Speech-language Pathologists.

RNs with a Bachelor's degree not in the field of nursing and RNs with above a Bachelor's degree in any field are excluded.

Data source: Ruggles S, Flood S, Goeken R, Grover J, Meyer, E, Pacas J, Sobek M. IPUMS USA: Version 8.0 [dataset]. Minneapolis, MN: IPUMS, 2018. <https://doi.org/10.18128/D010.V8.0>

Explore Creative Efforts for Affordable Housing

Commercial Real Estate

PUGET SOUND
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Seattle-area developers turn Anacortes motel into workforce housing



Image: Anacortes KLST LLC

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Hospital buys duplexes for employee housing



Nantucket Cottage Hospital this week bought a pair of duplexes at 39 and 41 Beach Grass Road for employee housing.

Maximize Health Care Worker Training & Education

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PERSPECTIVE

Patients Receive Flexible And Accessible Care When State Workforce Barriers Are Removed

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PUBLISHED: AUGUST 2022  Full Access

<https://doi.org/10.1377/hlthaff.2022.00759>

Perspective

Ensuring and Sustaining a Pandemic Workforce

Erin P. Fraher, Ph.D., M.P.P., Patricia Pittman, Ph.D., Bianca K. Frogner, Ph.D., Joanne Spetz, Ph.D., Jean Moore, Dr.P.H., Angela J. Beck, Ph.D., M.P.H., David Armstrong, Ph.D., and Peter I. Buerhaus, Ph.D., R.N.



The NEW ENGLAND
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Article Figures/Media

Metrics

[4 References](#) [4 Citing Articles](#)

CURRENT EFFORTS TO fight the Covid-19 pandemic aim to slow viral spread and increase testing, protect health care workers from infection, and obtain ventilators and other equipment to prepare for a surge of critically ill

Audio Interview



Interview with Dr. Erin Fraher on opportunities for expanding health workforce capacity during the Covid-19 pandemic. (13:32)

[Download](#)

Source: <https://www.healthaffairs.org/doi/10.1377/hblog20200624.983306/full/>;
<https://www.nejm.org/doi/full/10.1056/NEJMp2006376>

What employee benefits are, or would be, the most helpful to improve your facility's ability to retain its workforce? If you have been able to implement or increase access to any of these benefits within the past 6 months what effect have they had on retention?

Nursing homes & skilled nursing facilities

We are offering flexible schedules, we have employee assistance programs, tuition reimbursement. Creating more flexibility with our schedules has shown some improvement [but] other [benefits] have not.

Wage increases [have] increased retention and employee satisfaction.

Small hospitals

More access to childcare in our area - with hours that are conducive to shift-work.

Helpful would be access to more affordable family health coverage, more robust mental health resources, accessible funding for employee appreciation, self care education and training.

FQHCs & Community Clinics

Added COVID PTO bank for each employee to use as needed for a COVID-related absence. This benefit expires in June.

Higher pay, cheaper family benefits, childcare, flexible schedules, remote options.