



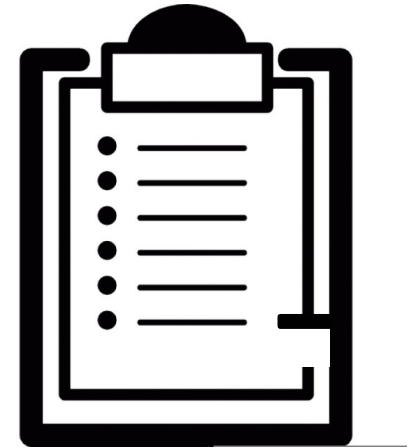
Mandates Revisited: Early Impacts on the Workforce and Patient Care

October 25, 2021

We will get started shortly. Your lines are muted upon entry. This event will be recorded.

Welcome!

- Today's event is being recorded
- All participants are muted on entry
- Ask questions using the Q&A Box
- Please fill out the satisfaction survey



About Oregon Health Forum



- Advancing health policy solutions through meaningful community dialogue
- Affiliate of The Lund Report news source
- Nonprofit supported by donations and sponsorships
- OregonHealthForum.org/make-a-donation

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Mandates Revisted: Early Impacts on the Workforce and Patient Care

October 25 | 1:00 pm - 2:30 pm PDT

Moderator:

Sabrina Van Artsdalen

Senior Project Manager, Worksystems, Inc.

Panelists:

Kristin Cole

Director of Human Resources, The Oregon Clinic

Ken M. Gatter, JD, MD

Physician

Liza Morehead, PhD

Research & Data Analyst, Worksystems, Inc.

Sabrina Van Artsdalen

Senior Project Manager
Worksystems, Inc.



Kristin Cole

Director of Human Resources
The Oregon Clinic



Vaccine Mandate

Early Impact on the Workforce & Patient Care

Mandate as 'the latest challenge'

- 20 months of COVID

2021 status through end of summer

- 84% vaccinated
- Delta - Increase in employees testing positive
- Staffing shortages

Preparation prior to October 18

- Policies & Procedures
- Proactively posting requisitions
- Communication: FAQs, resources, data
- Process for requesting and managing exceptions/accommodations



Vaccine Mandate

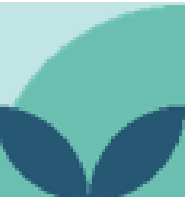
Early Impact on the Workforce & Patient Care

Current Status

- 96% vaccinated
- Weekly testing and fit testing
- Still staffing challenges
 - Looking at out of state remote work, flex schedules, increased referral bonuses
- Some patient impact

What's next?

- Concerns with fatigue, burnout
- What happens re: state and federal mandate
- Boosters, next wave
- Pivot



Ken M. Gatter, JD, MD

Physician



Liza Morehead, PhD

Research & Data Analyst
Worksystems, Inc.





HEALTHCARE LABOR MARKET OREGON, 2021

Liza Morehead, PhD
Research & Data Analyst



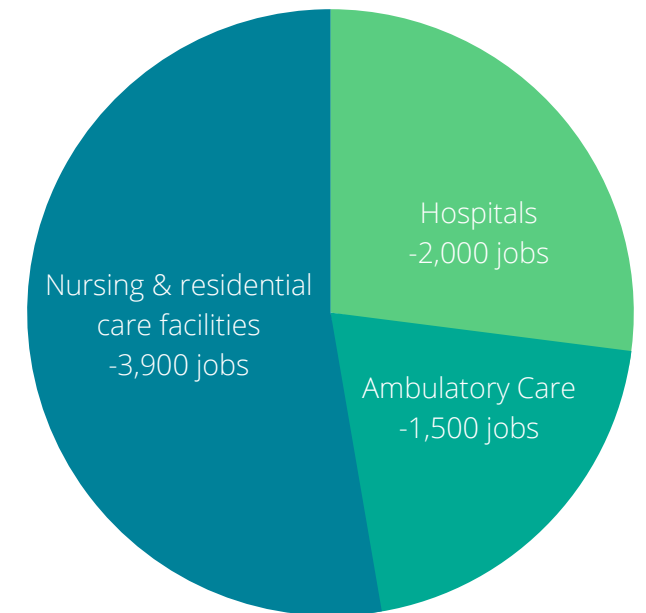
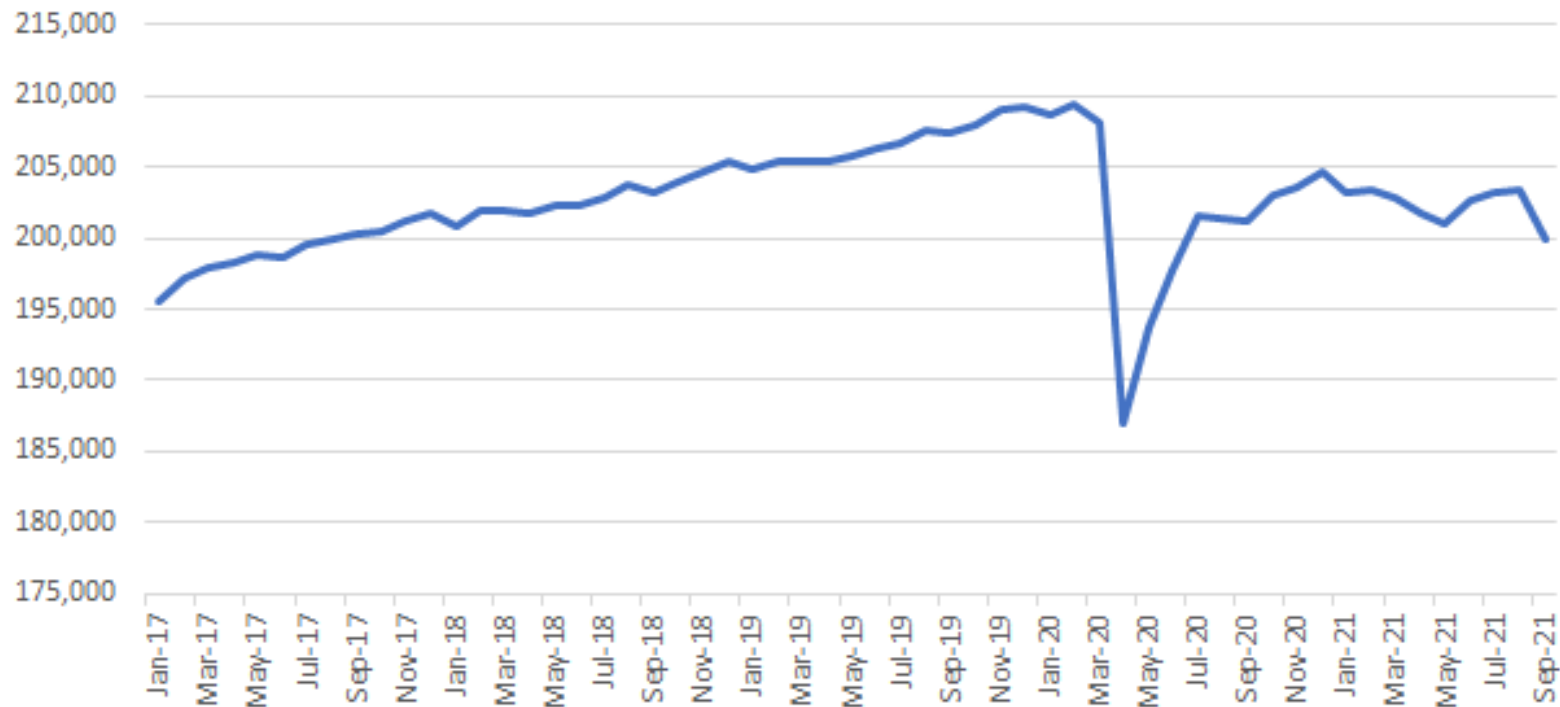
Job Growth & Loss
Job Loss by Occupation
Demand for Workers
Education & Training Pipeline



HEALTHCARE JOBS, OREGON

Healthcare Jobs, Oregon, 2017-2021

Source: Oregon Employment Department



Largest Job Losses by Occupation



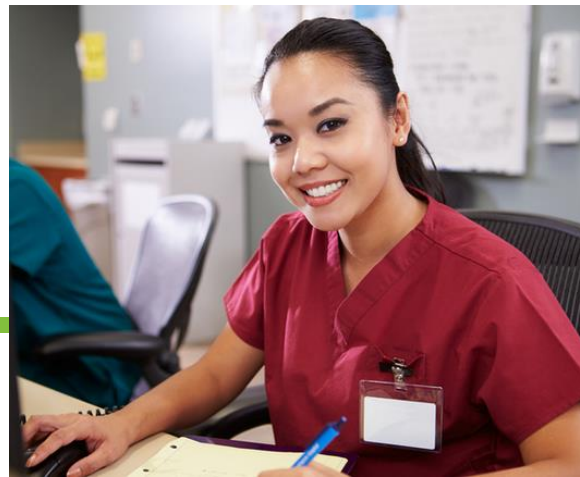
HOME
HEALTH &
PERSONAL
CARE
AIDES

-1,294
jobs



MISC.
HEALTHCARE
DIAGNOSING OR
TREATING
PRACTITIONERS

-325
jobs



SECRETARIES
AND
ADMINISTRATIV
E ASSISTANTS

-320
jobs

+19,000
Jobs

Ambulatory
health care

+6,100
Jobs

Hospitals

+9,000
Jobs

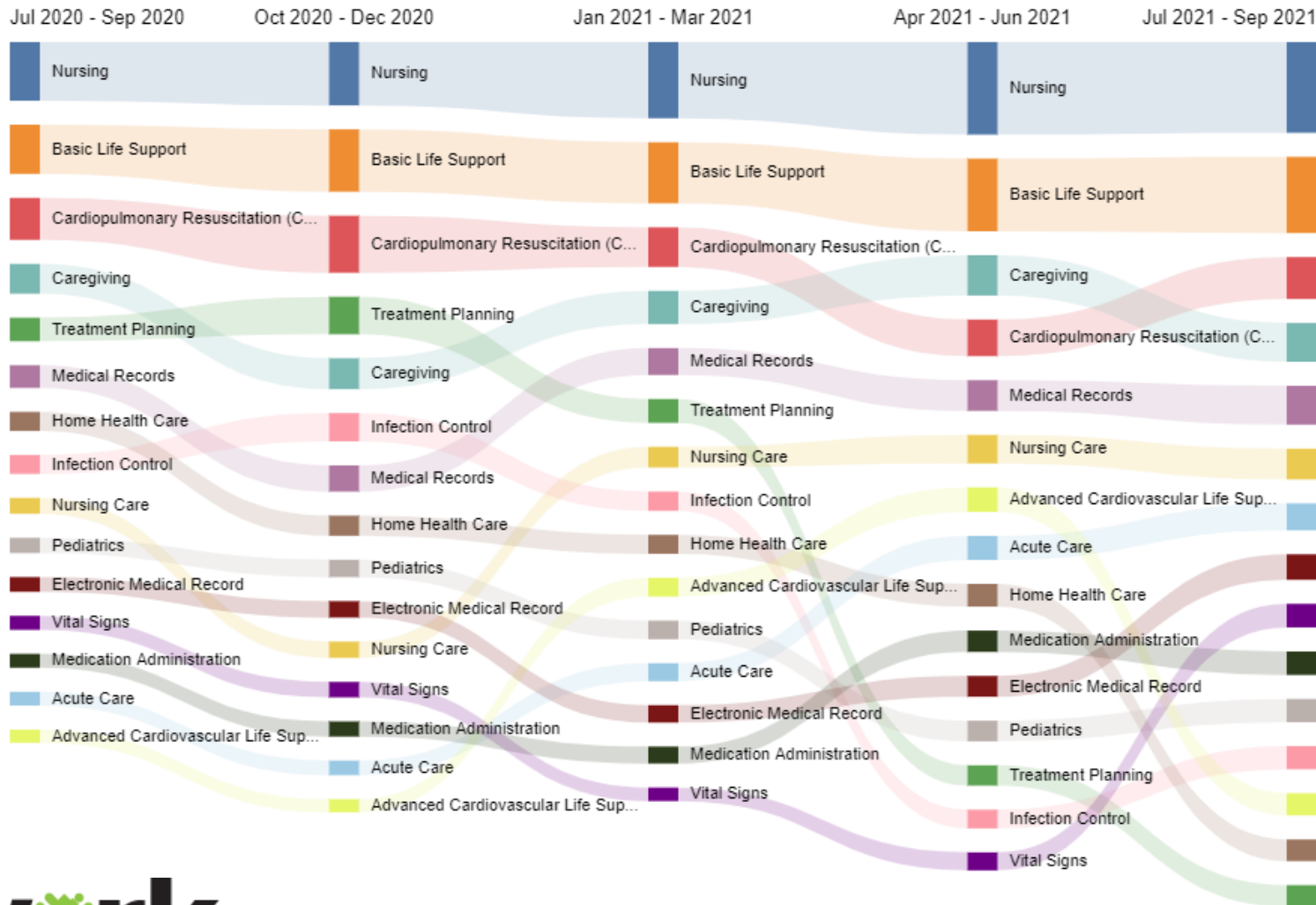
Nursing and
residential care



Projected Growth
2019-2029
+34,100 Jobs

Top 15 Skills for All Job Types by Quarter

Skills help us understand the direction an industry is headed.



3,410 Employers Competing

All employers in the region who posted for this job over the last 12 months.



83,975 Unique Job Postings

The number of unique postings for this job over the last 12 months.



33 Day Median Duration

Posting duration is 2 days longer than what's typical in the region.

JOB POSTINGS, REGISTERED NURSES

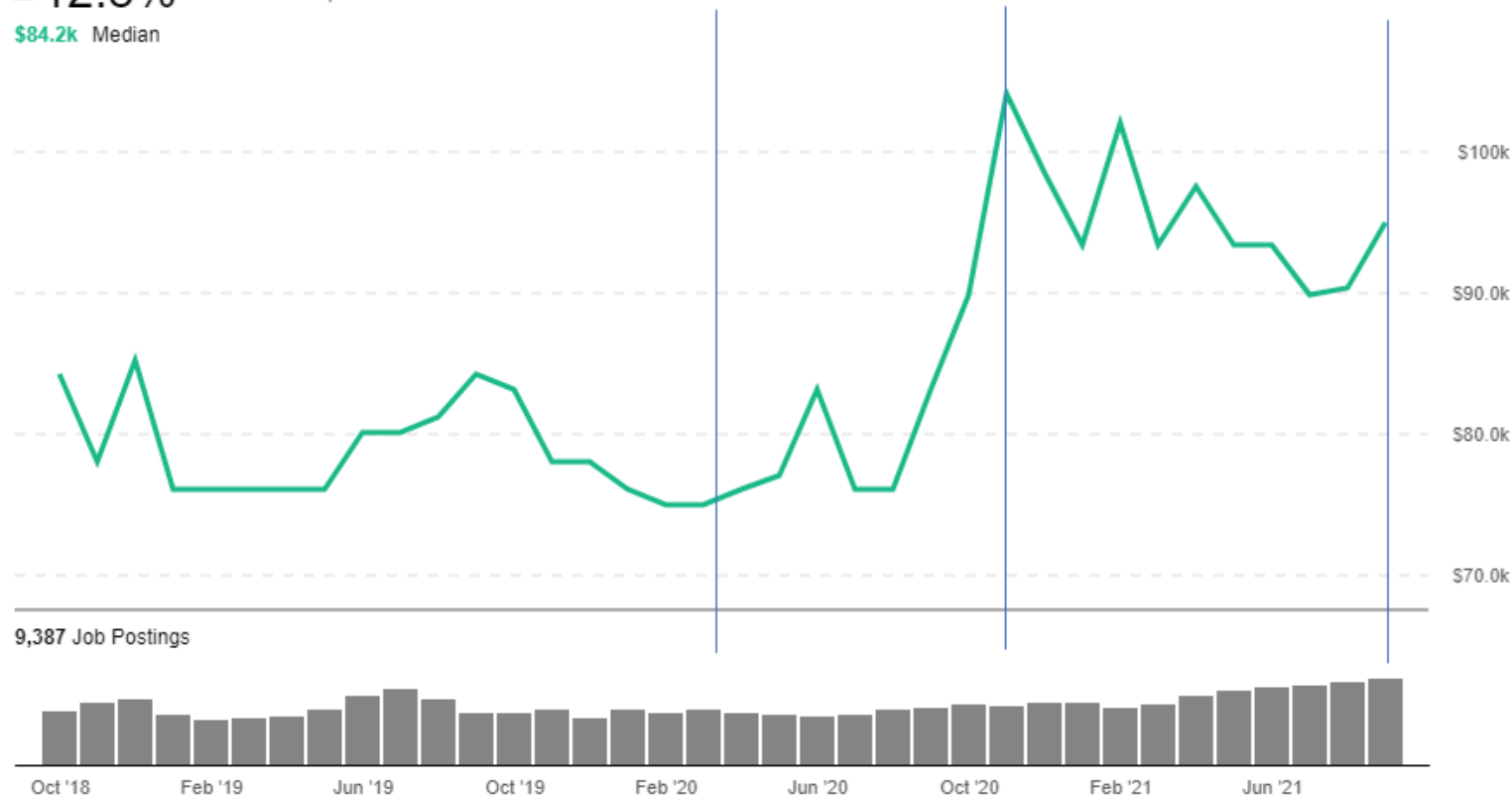
Advertised Wage Trend

▲ 12.8% Oct 2018 – Sep 2021
\$84.2k Median

March 2020
\$75K

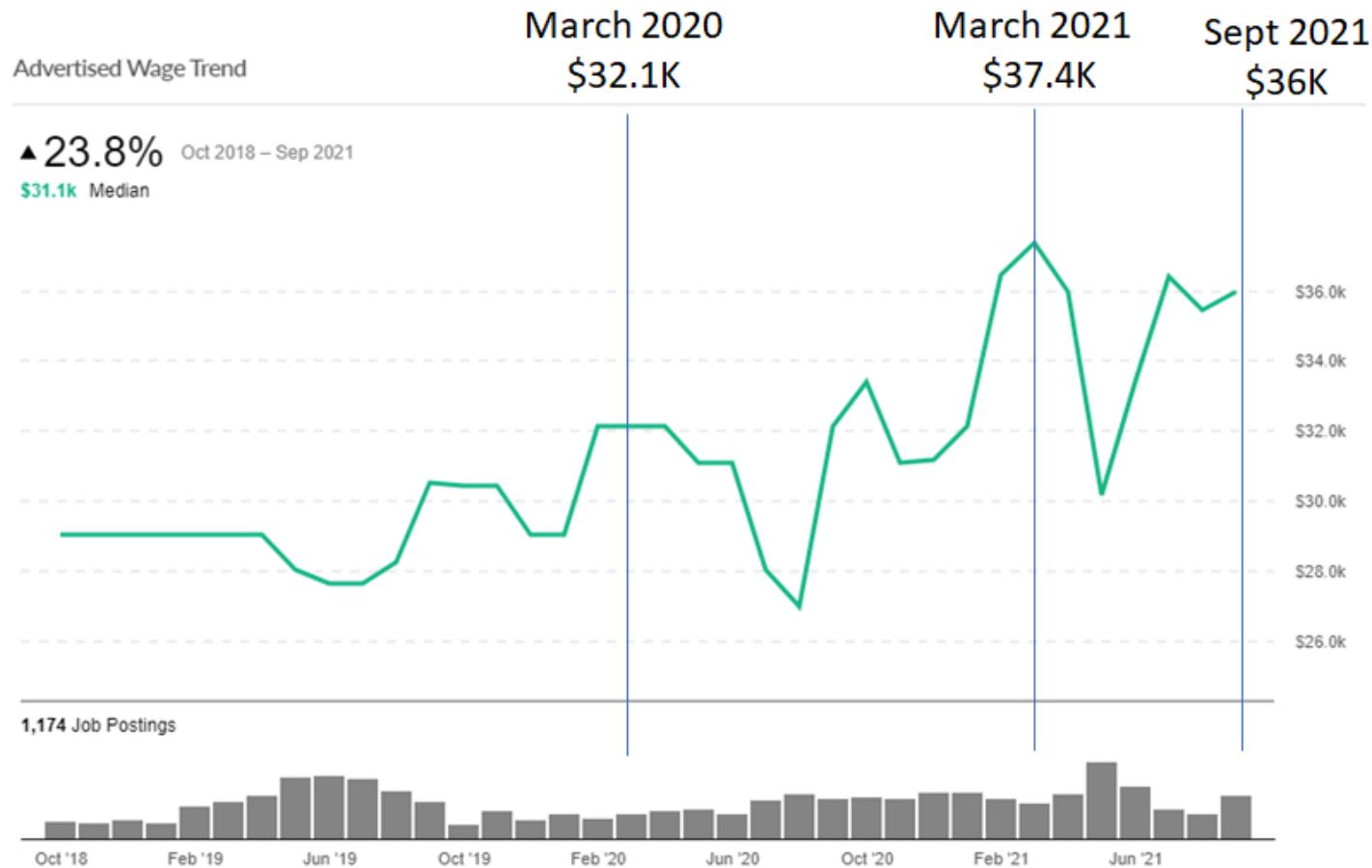
Nov 2020
\$104K

Sept 2021
\$95K



26% increase
in advertised
salary

JOB POSTINGS, NURSING ASSISTANTS



13% increase
in advertised
salary

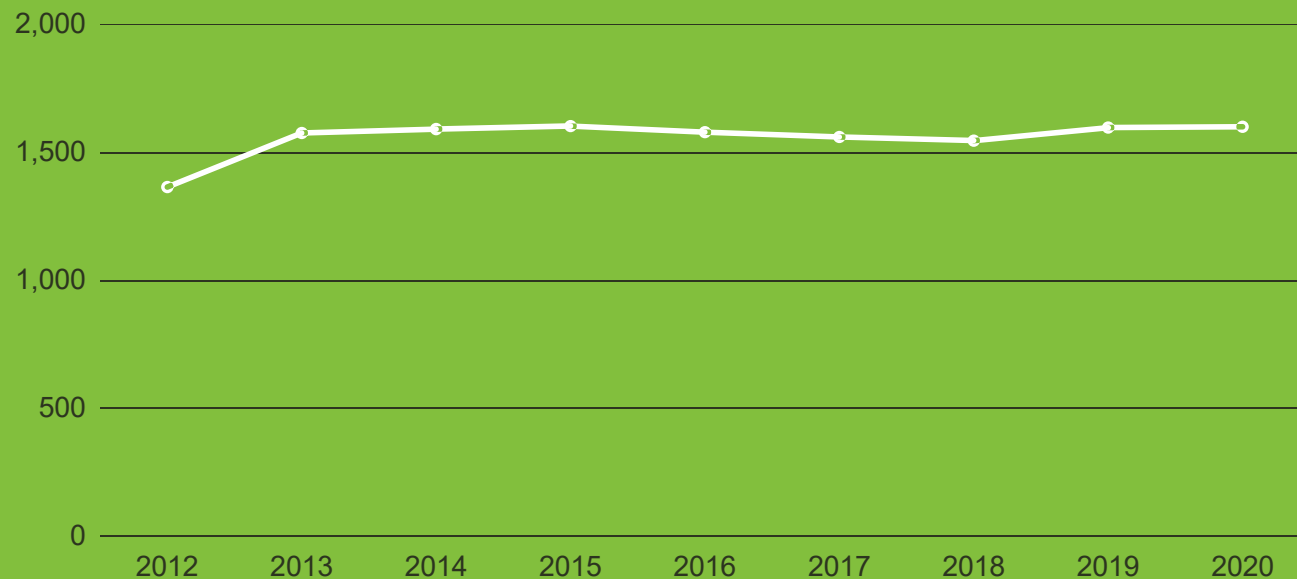
Supply is holding steady while demand increases

Registered Nursing



	Completions (2020)	% Completions	Institutions (2020)	% Institutions
All Programs	1,648	100%	22	100%
Distance Offered Programs	119	7%	2	9%
Non-Distance Offered Programs	1,529	93%	20	91%

COMPLETIONS, RN PROGRAMS



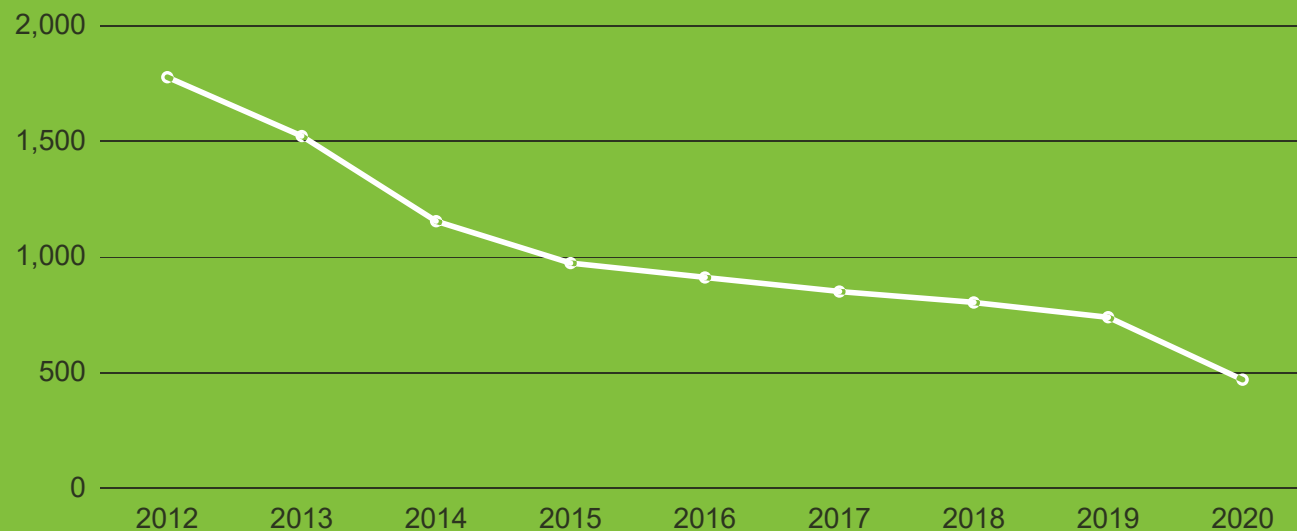
Supply is down while demand increases

Medical Assistants



	Completions (2020)	% Completions	Institutions (2020)	% Institutions
All Programs	470	100%	14	100%
Distance Offered Programs	0	0%	0	0%
Non-Distance Offered Programs	470	100%	14	100%

COMPLETIONS, MEDICAL ASSISTANT PROGRAMS



Additional Questions about Healthcare LMI?

Just ask!

E-MAIL ADDRESS

Imorehead@worksystems.org



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Audience Q&A

Thank you for attending!