

Health Care Workforce Needs in Wyoming

Presented by Tony Glover, Manager, and Michael Moore, Editor, of the Research & Planning section of the Wyoming Department of Workforce Services to the Wyoming Interim Joint Labor, Health, & Social Services Committee, June 13-14, 2019, Cheyenne, WY



Research & Planning

<http://doe.state.wy.us/LMI>

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WHAT WE DO:

R&P collects, analyzes, and publishes timely and

accurate labor market information (LMI) meeting established statistical standards.

OUR CUSTOMERS:

LMI makes the labor market more effective by providing the public and the public's representatives with the basis for informed decision making.



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Wyoming DWS

Data Sources

U.S. Bureau of Labor Statistics

- Quarterly Census of Employment and Wages (QCEW)
- Occupational Employment Statistics (OES)

U.S. Census Bureau

- Population Estimates

U.S. Employment and Training Administration

- Industry and Occupational Projections
- *Guide to Licensed Occupations in Wyoming*

Research & Planning

- Wage Records and licensed occupation database linkages
- Wyoming New Hires Job Skills Survey
- Special research on CNAs in Wyoming

Health Care Workforce Needs in Wyoming

Outline

- I. Introduction to Health Care in Wyoming**
- II. Licensed Health Care Occupation Dashboards**
- III. Frontline Provider Health Care Needs**
- IV. Special Research: Wages of CNAs**
- V. Health Care Workforce Needs in Wyoming: Update 2017**
- VI. Mental Health Care in Wyoming**

Part I:
Introduction to Health Care in Wyoming

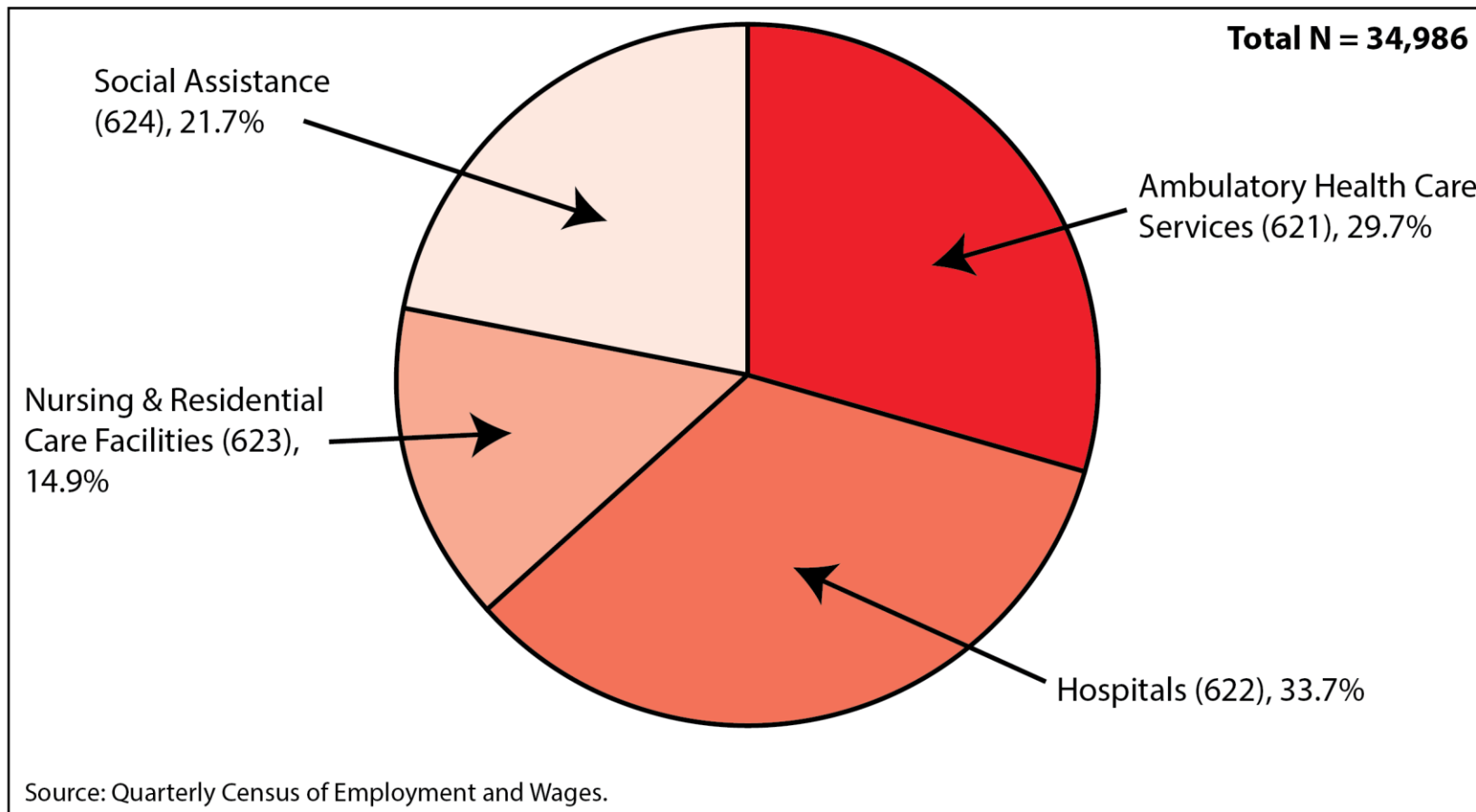
Part I: Introduction to Health Care in Wyoming

What is Health Care & Social Assistance?

- Industries defined by the North American Industry Classification System (NAICS)
- NAICS 62
- Establishments providing health care & social assistance for individuals
- Four subsectors in Health Care & Social Assistance:
 1. Ambulatory Health Care Services (621)
 2. Hospitals (622)
 3. Nursing & Residential Care Facilities (623)
 4. Social Assistance (624)

Part I: Introduction to Health Care in Wyoming

Figure: Average Monthly Employment in Health Care & Social Assistance in Wyoming by 3-Digit Subsector, 2017



Part I: Introduction to Health Care in Wyoming

Drivers of Health Care Workforce Needs

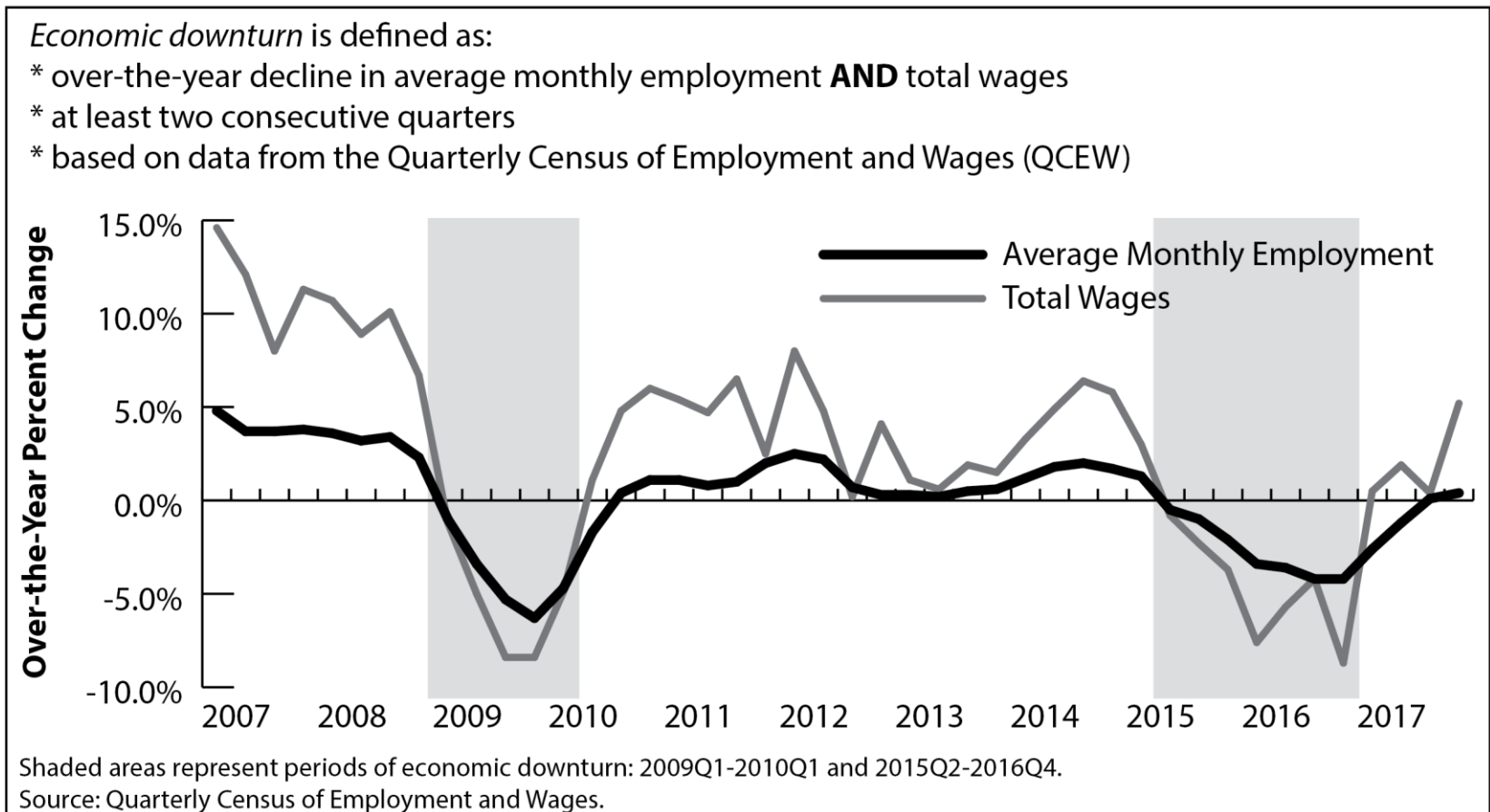
Factors that influence needs:

- Economic trends
- Population changes
- Workforce demographic changes

Part I: Introduction to Health Care in Wyoming

Drivers of Health Care Workforce Needs: Economic Trends

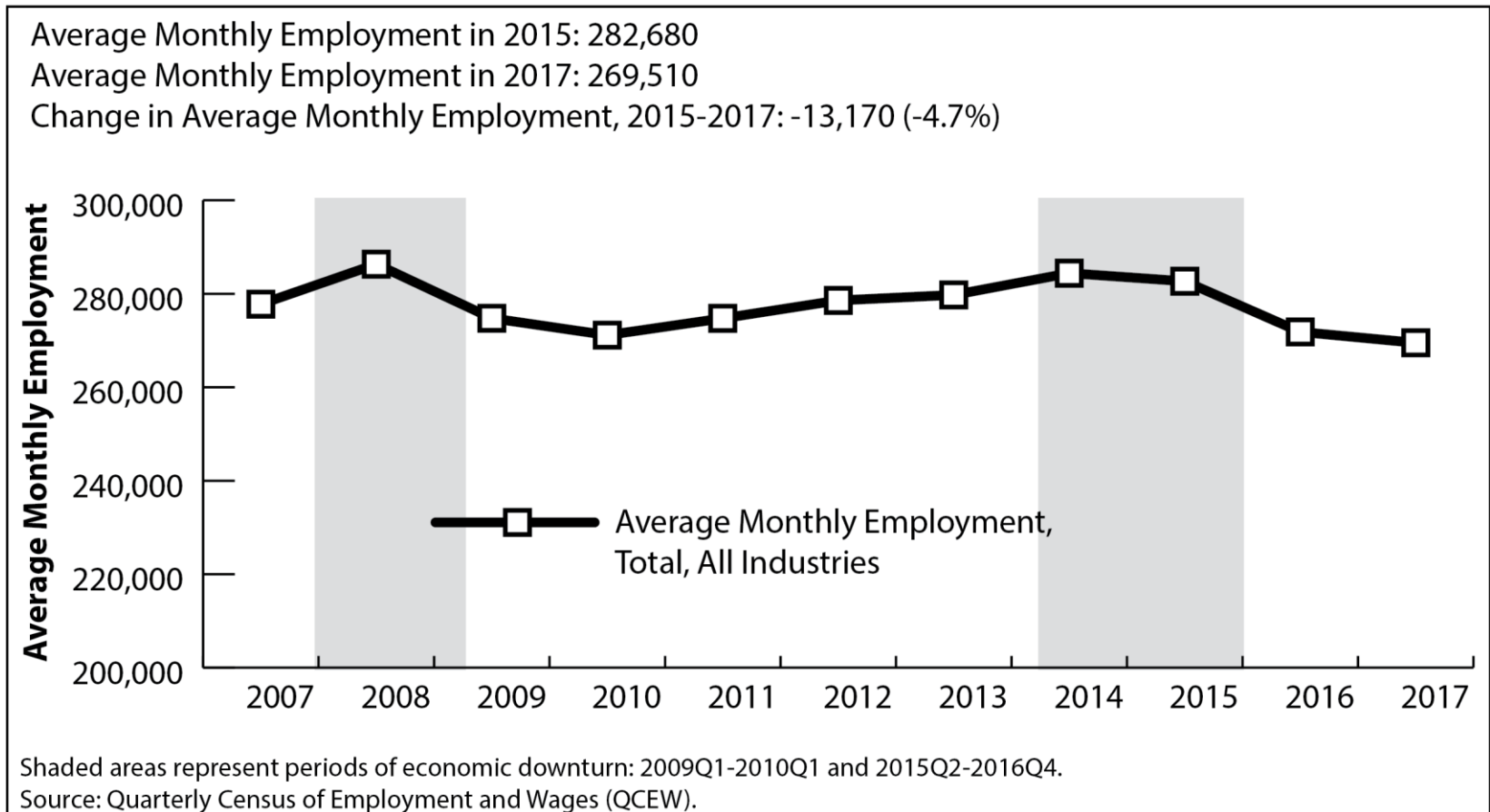
Figure: Over-the-Year Percent Change in Average Monthly Employment and Total Wages Across All Industries in Wyoming, 2007Q1-2017Q4



Part I: Introduction to Health Care in Wyoming

Drivers of Health Care Workforce Needs: Economic Trends

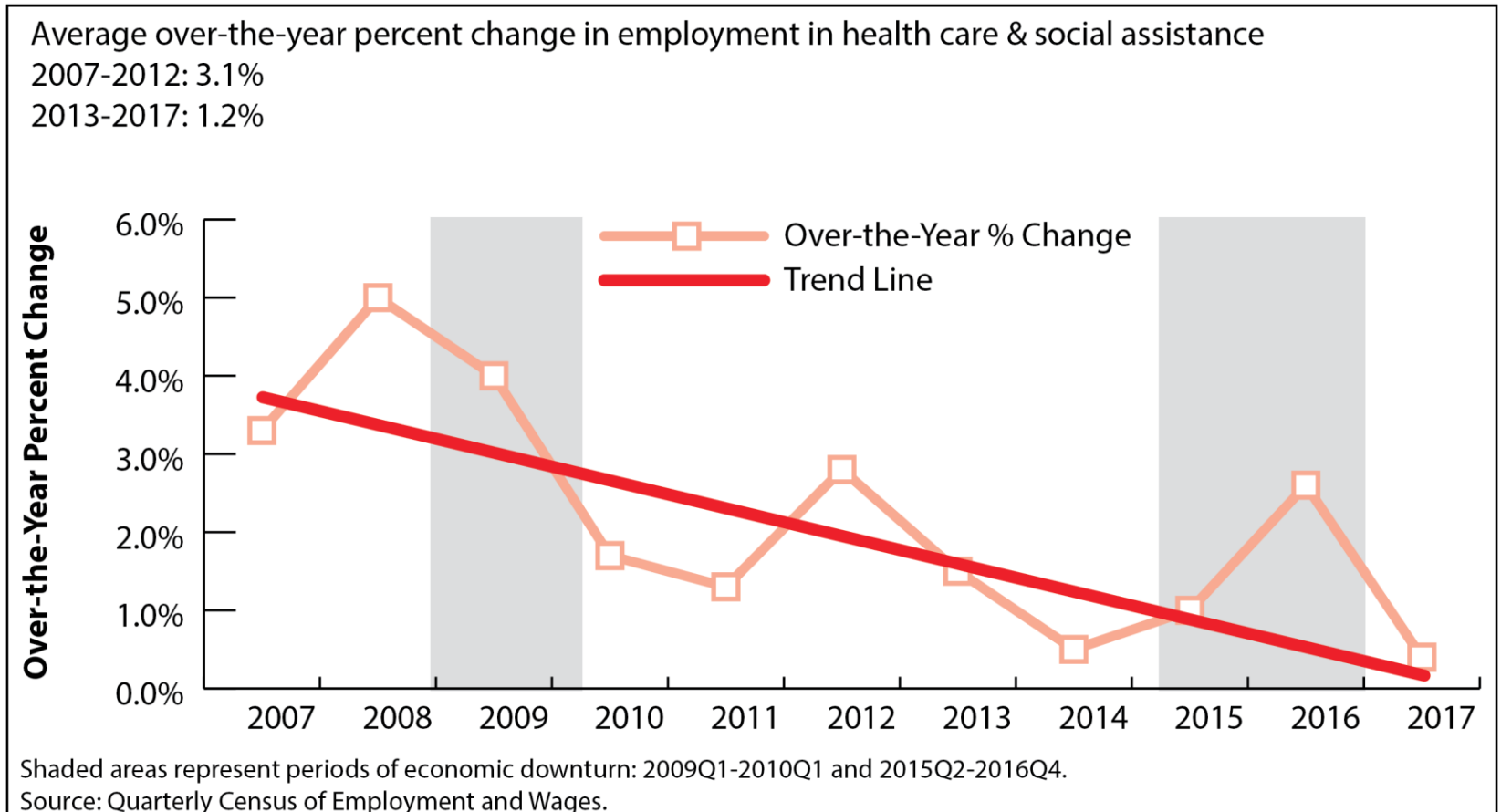
Figure: Average Monthly Employment (Number of Jobs Worked) in Wyoming, 2007-2017



Part I: Introduction to Health Care in Wyoming

Drivers of Health Care Workforce Needs: Economic Trends

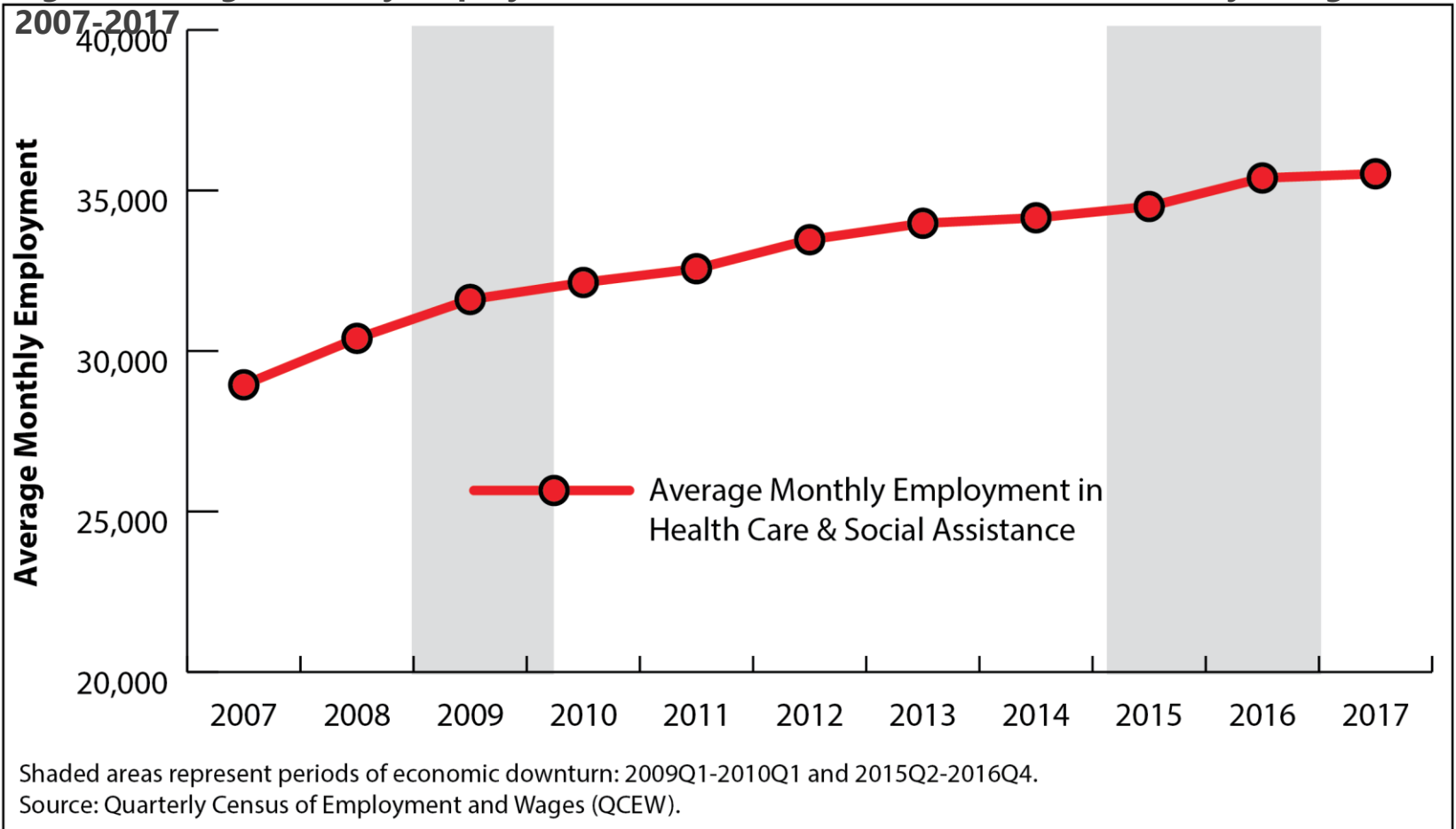
Figure: Over-the-Year Percent Change in Average Monthly Employment in Health Care & Social Assistance in Wyoming, 2007-2017



Part I: Introduction to Health Care in Wyoming

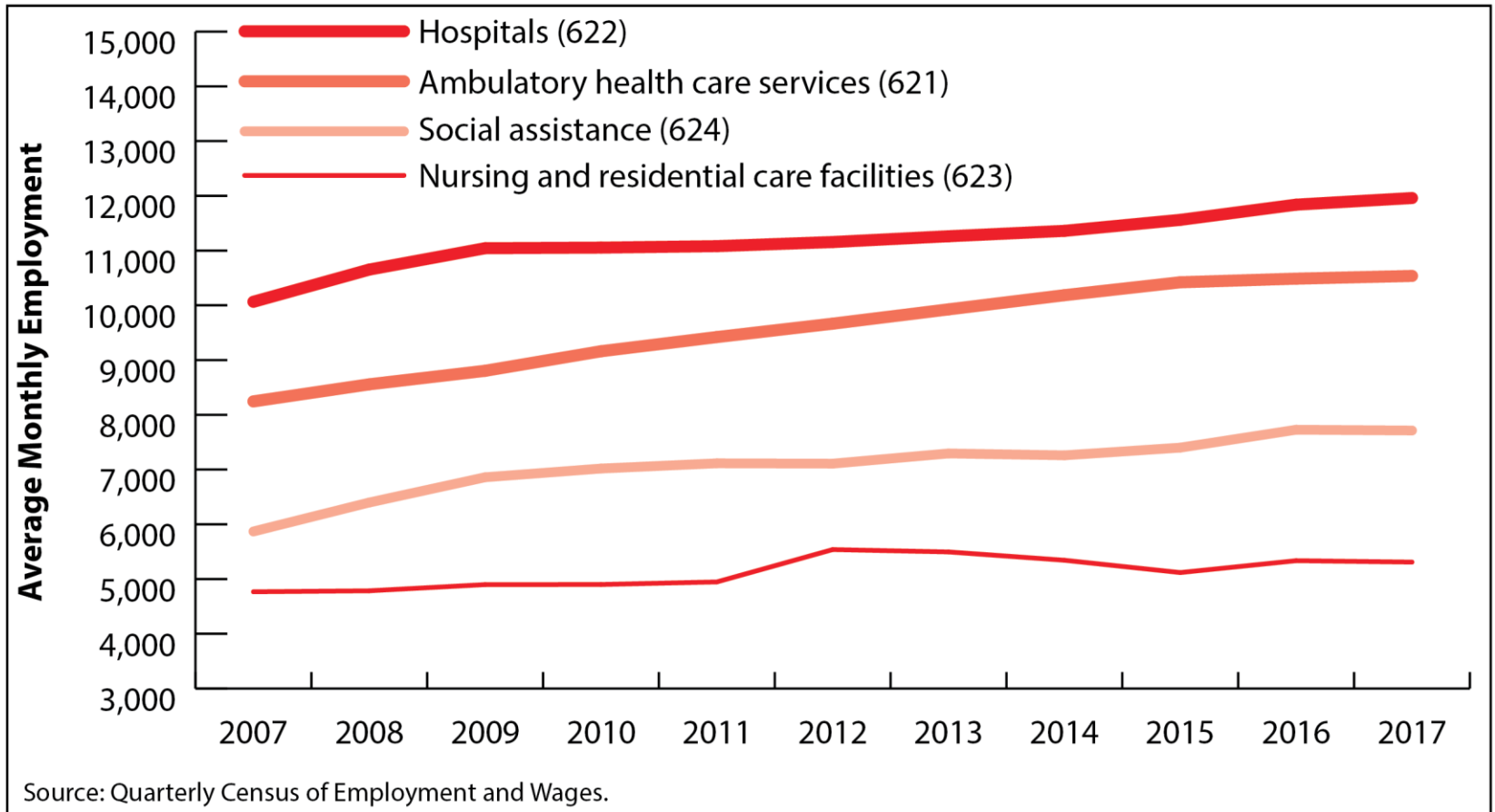
Drivers of Health Care Workforce Needs: Economic Trends

Figure: Average Monthly Employment in Health Care & Social Assistance in Wyoming, 2007-2017



Part I: Introduction to Health Care in Wyoming

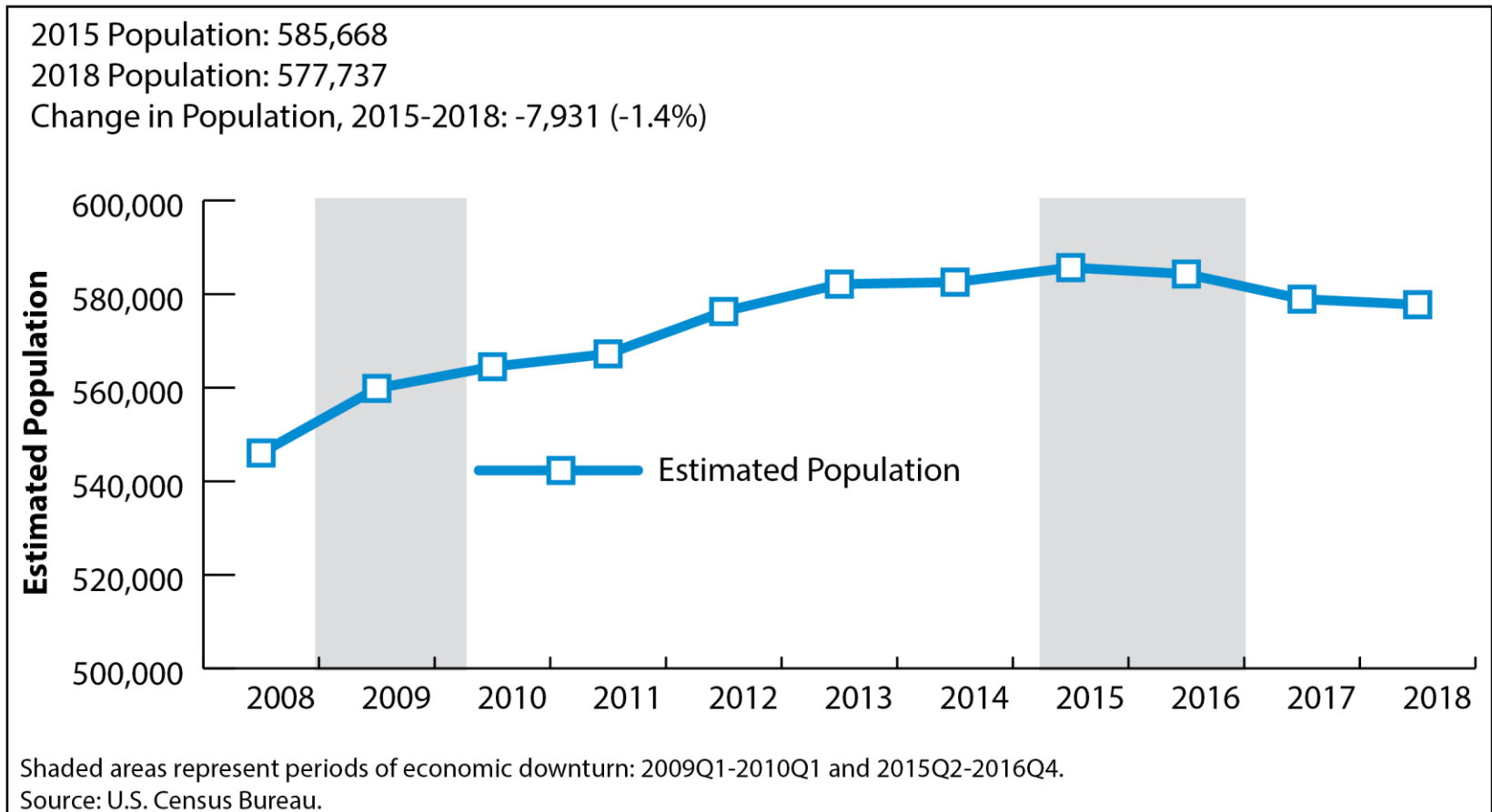
Figure: Average Monthly Employment in Health Care & Social Assistance by 3-Digit Subsector in Wyoming, 2007-2017



Part I: Introduction to Health Care in Wyoming

Drivers of Health Care Workforce Needs: Population Changes

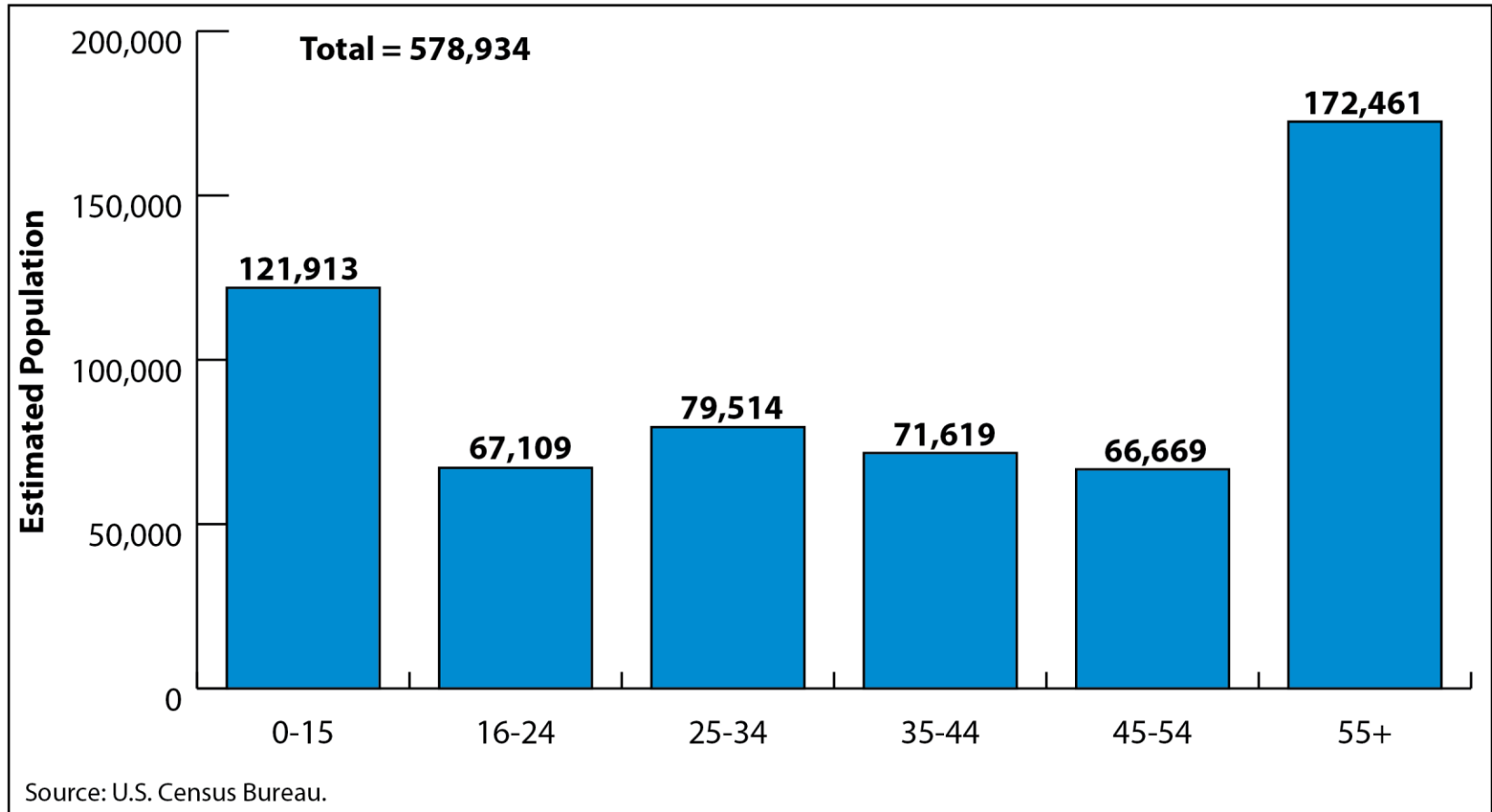
Figure: Estimated Wyoming Population, 2008-2018



Part I: Introduction to Health Care in Wyoming

Drivers of Health Care Workforce Needs: Population Changes

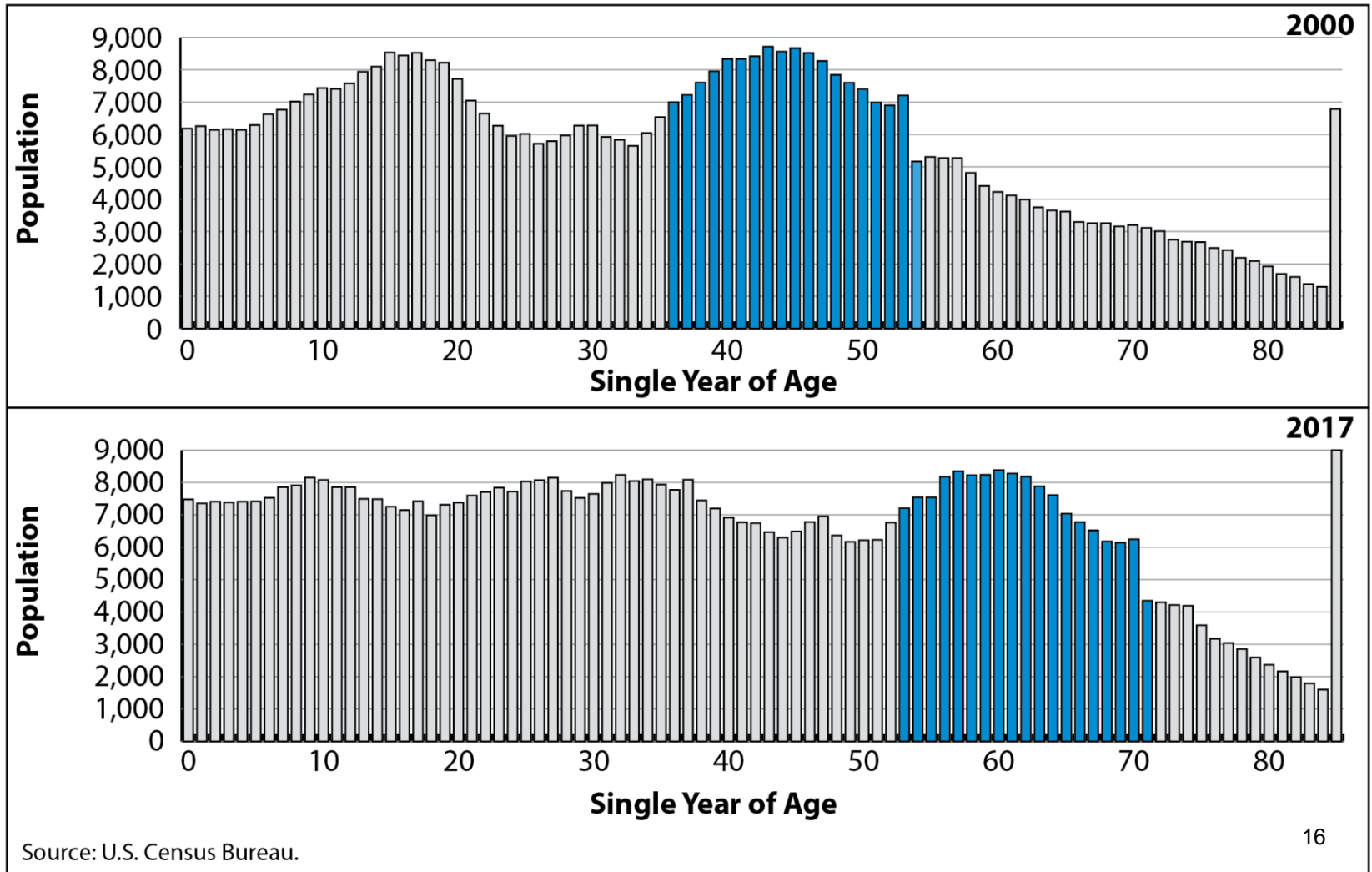
Figure: Estimated Wyoming Population by Age, 2017



Part I: Introduction to Health Care in Wyoming

Drivers of Health Care Workforce Needs: Population Changes

Figure: Estimated Wyoming Population by Single Year of Age, 2000 and 2017

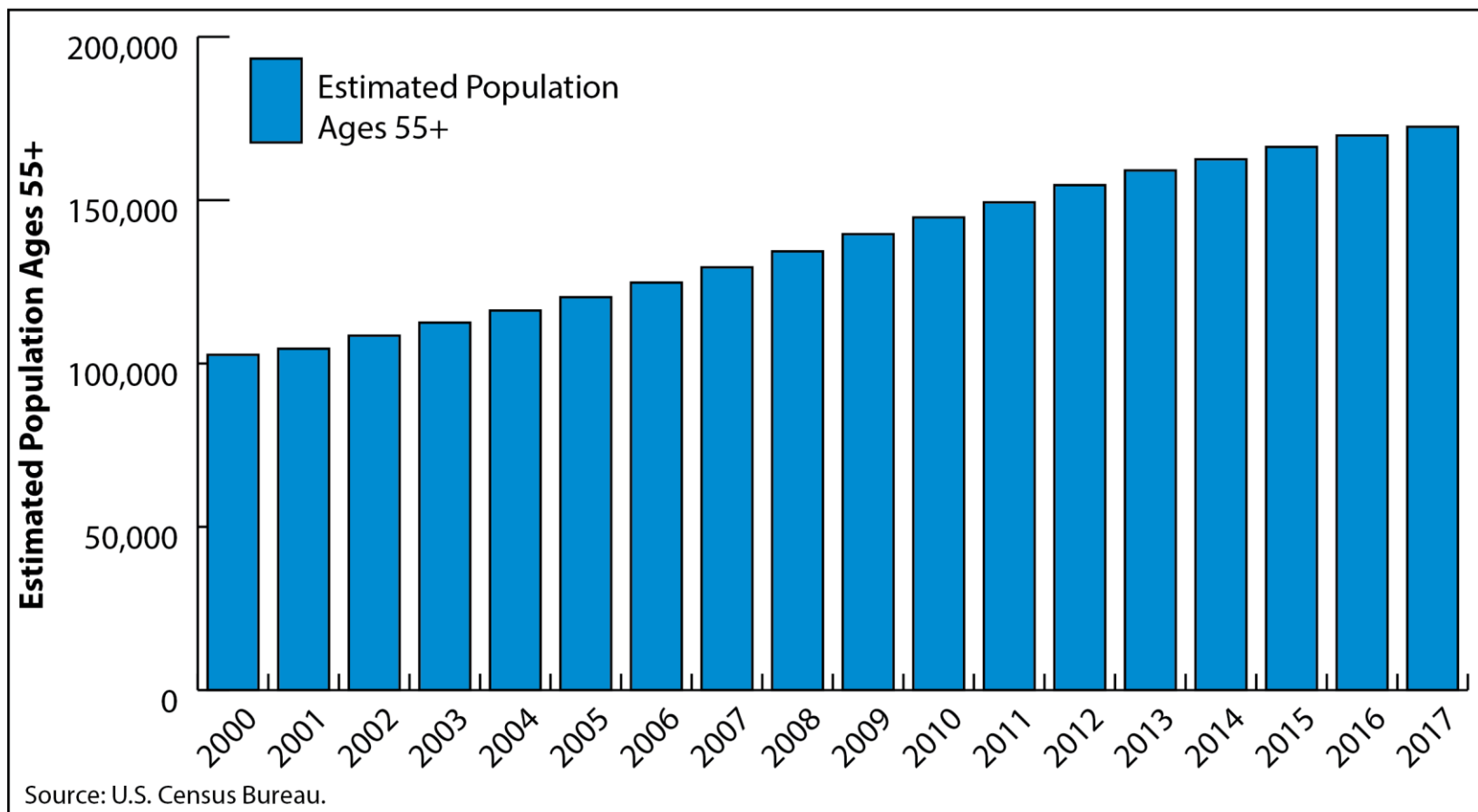


Source: U.S. Census Bureau.

Part I: Introduction to Health Care in Wyoming

Drivers of Health Care Workforce Needs: Population Changes

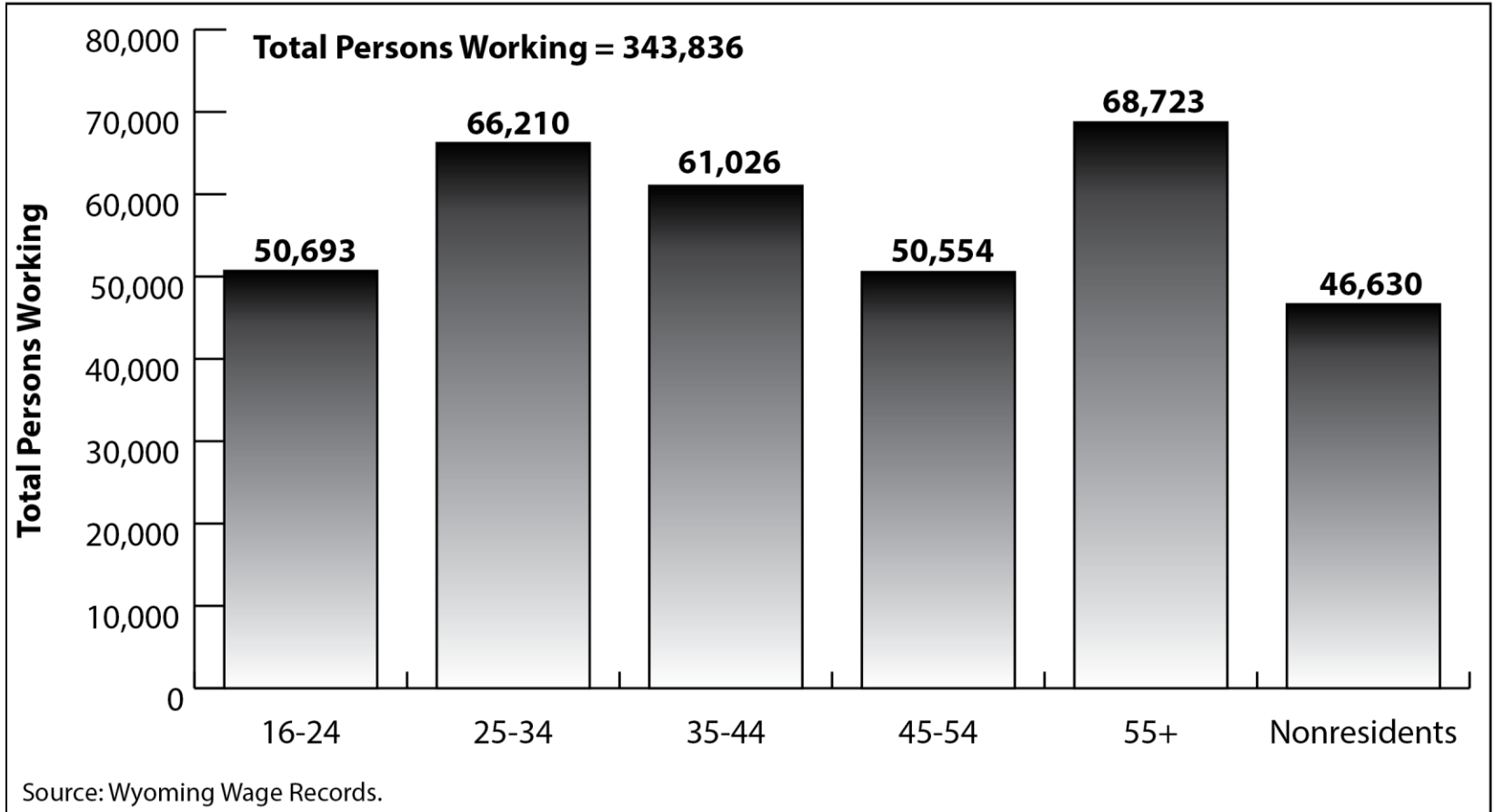
Figure: Estimated Wyoming Population Ages 55 and Older, 2000 and 2017



Part I: Introduction to Health Care in Wyoming

Drivers of Health Care Workforce Needs: Workforce Demographics

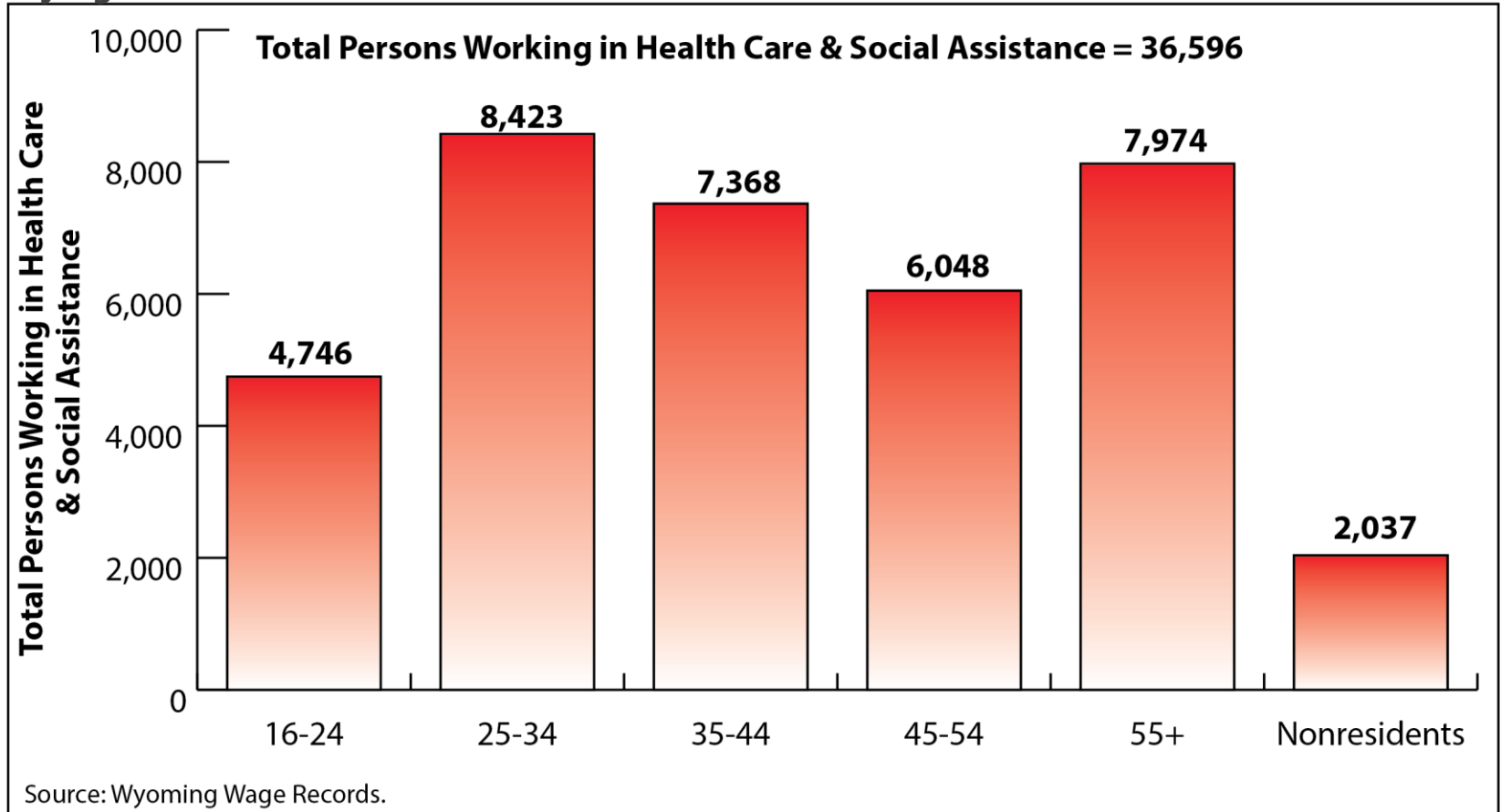
Figure: Total Persons Working in Wyoming at Any Time by Age, 2018



Part I: Introduction to Health Care in Wyoming

Drivers of Health Care Workforce Needs: Workforce Demographics

Figure: Total Persons Working in Health Care & Social Assistance in Wyoming at Any Time by Age, 2018



Part II:
Licensed Health Care Occupation Dashboards

Part II: Licensed Health Care Occupation Dashboards

Dashboards

- More than 40 licensed health care occupations
- 6 parts to each dashboard:
 - Occupational Employment Statistics
 - New Hires
 - Long-Term Projections
 - Short-Term Projections
 - Projections and Wages for Surrounding States
 - Education and Licensing Requirements

Part II: Licensed Health Care Occupation Dashboards

Occupational Employment Statistics (OES), March 2019

- Employment and wages by substate region
- Employment and wages by industry

Certified Medication Assistants and Certified Nursing Assistants (CNA) SOC^a 31-1014

Employment and Wages, March 2019

Region	N	%	Mean Hourly Wage
Total	3,310	100.0	\$15.34
Northwest Region	570	17.2	\$15.81
Laramie County	600	18.1	\$15.69
Natrona County	550	16.6	\$14.91

Industry & NAICS ^b Code	N	%	Median Hourly Wage
Total	3,310	100.0	\$14.87
Educational Services (61)	ND	ND	ND
Health Care & Social Assistance (62)	2,750	83.1	\$14.81
Public Administration (92)	490	14.8	\$15.26

Source: Wyoming Wage Survey (OES), March 2019*

WY Long-Term Projections, 2016-2026

2016 (Base)	2026 (Projected)	Change		Annual Openings			Total
		N	%	Change	Exits	Transfers	
3,072	3,369	297	9.7	30	196	163	389

Source: Wyoming Long-Term Occupational Projections, 2016-2026.

WY Short-Term Projections, 2018-2020

2018 (Base)	2020 (Projected)	Change		Annual Openings			Total
		N	%	Change	Exits	Transfers	
3,095	3,133	38	1.2	19	189	158	366

Source: Wyoming Short-Term Occupational Projections, 2018-2020.

New Hires, 2017

N	517
Average Hourly Wage	\$12.50

Percent Offered Selected Benefits

Health Insurance	54.5
Retirement	39.4
Paid Time Off	51.5

Important Job Skills (%)

Service Orientation	97.0
Critical Thinking	100.0
Reading Comprehension	87.9

Gender (%)

Women	87.9
Men	12.1
Nonresidents	0.0

Age (%)

<20	21.2
20-24	27.3
25-34	15.2
35-44	9.1
45-54	18.2
55-64	3.0
65+	6.1
Nonresidents	0.0

Source: Wyoming New Hires Job Skills Survey, 2017.

Projections for WY & Other States, 2018-2020

State	Annual Openings		Avg. Annual Wage
	Growth	Total	
Colorado	740	2,720	\$32,610
Idaho	350	1,100	\$27,400
Montana	180	950	\$29,110
Nebraska	360	1,820	\$28,730
South Dakota	100	740	\$26,820
Utah	420	1,430	\$27,880
Wyoming	19	366	\$30,910

Note: Other states' projections are rounded to the nearest 10.

Source: ProjectionsCentral.com.

*Standard Occupational Classification. SOC 31-1014 covers both certified medication assistants and certified nursing assistants.

^bNorth American Industry Classification System.

*May 2018 estimates updated to the March 2019 ECI Employment Cost Index.

ND = Not discloseable due to confidentiality.

Part II: Licensed Health Care Occupation Dashboards

New Hires Job Skills Survey, 2017

- Number of hires
- Average hourly wage
- Percent offered selected benefits
- Important job skills
- Demographics
 - Gender
 - Age

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Part II: Licensed Health Care Occupation Dashboards

Long-Term Projections, 2016-2026

- Base employment (2016)
- Projected employment (2026)
- Growth
- Annual openings due to:
 - Growth
 - Exits
 - Transfers
 - Total

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Part II: Licensed Health Care Occupation Dashboards

Short-Term Projections, 2018-2028

- Base employment (2018)
- Projected employment (2020)
- Growth
- Annual openings due to:
 - Growth
 - Exits
 - Transfers
 - Total

Page 12 Wyoming Health Care Occupation Dashboards: 2019

Certified Medication Assistants and Certified Nursing Assistants (CNA) SOC^a 31-1014

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Source: Wyoming Long-Term Occupational Projections, 2016-2026.

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Part II: Licensed Health Care Occupation Dashboards

Short-Term Projections for WY and Other States, 2018-2028

- Growth and Annual Openings for:
 - Colorado
 - Idaho
 - Montana
 - Nebraska
 - South Dakota
 - Utah
- Average Annual Wage

Wyoming Health Care Occupation Dashboards: 2019 Page 13

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Part II: Licensed Health Care Occupation Dashboards

Education and Licensing Requirements

- Requirements
- Schools with programs in Wyoming
- Certificate or degree
- Examination
- Fees

Page 14 Wyoming Health Care Occupation Dashboards: 2019

Certified Medication Assistants - SOC^a 31-1014

Education and Licensing Requirements

Requirements

1. Meet qualifications for CNA II qualification, including completing board-approved CNA II training and competency evaluation program
2. Complete board-approved MAC training and competency evaluation program
3. Successfully pass a national MAC examination

Restrictions

Convicted of any act of sexual molestation. All applications are reviewed by the State Board for additional restrictions.

Schools Located in Wyoming

Campbell County Health (Hospital) - MA-CS Program | http://www.cchwyo.org/News/Classes_and_Events/MA_C_Courses.aspx

Carbon County Higher Education Center - Medication Aide program | <http://www.cchec.org/health-and-medical/medication-aide>

Wyoming CNA Services, Mills, WY | Phone: (307) 797-3229

Certificate

All Medication Assistants-Certified must be certified by the Wyoming State Board of Nursing.

Examination

The MA-C test is provided by Pearson Vue and is available at <http://www.pearsonvue.com/mace/wy/>

Fees

Examination	\$80
Background Check	\$60
CNA certification by endorsement	\$60
CNA certification by examination	\$60
Bi-Annual renewal	\$50

Source: Directory of Licensed Occupations in Wyoming.

Certified Nursing Assistants (CNA) - SOC^a 31-1014

Education and Licensing Requirements

Requirements

1. Graduate from a board-approved CNA training and competency evaluation program.
2. Submit completed application and fee.
3. Submit CBS fingerprint cards and fee.
4. Successfully pass NATCEP or similar national exam.

Schools Located in Wyoming

Most Wyoming Community Colleges and local nursing homes can provide the necessary training.

Certificate

All Nursing Assistants in Wyoming must be certified by the Wyoming State Board of Nursing.

Examination

Examinations schedules for Community Colleges throughout the State are listed on the Wyoming State Board of Nursing Website. It may not be given at all the Community Colleges every month.

Fees

Certification by Endorsement	\$60
Certification by Examination	\$60
Examination	\$60
Bi-Annual Renewal	\$50
Background Check	\$60

Source: Directory of Licensed Occupations in Wyoming.

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Part III: Frontline Provider Health Care Needs

Part III: Frontline Provider Health Care Needs

What are Frontline Health Care Occupations?

- Provide routine and essential services
- Connect families and communities to the health care system
- First link to health care
- Relatively inexpensive to train and support
- Involved in administration, direct care, community & public health, long-term care, mental health, and more

Source: The Brookings Institution. *Redesigning the Care Team:*

The Critical Role of Frontline Workers and Models for Success. Retrieved

June 7, 2019, from [https://www.brookings.edu/wp-](https://www.brookings.edu/wp-content/uploads/2016/06/FINAL-Hitachi-Toolkit-32014.pdf)

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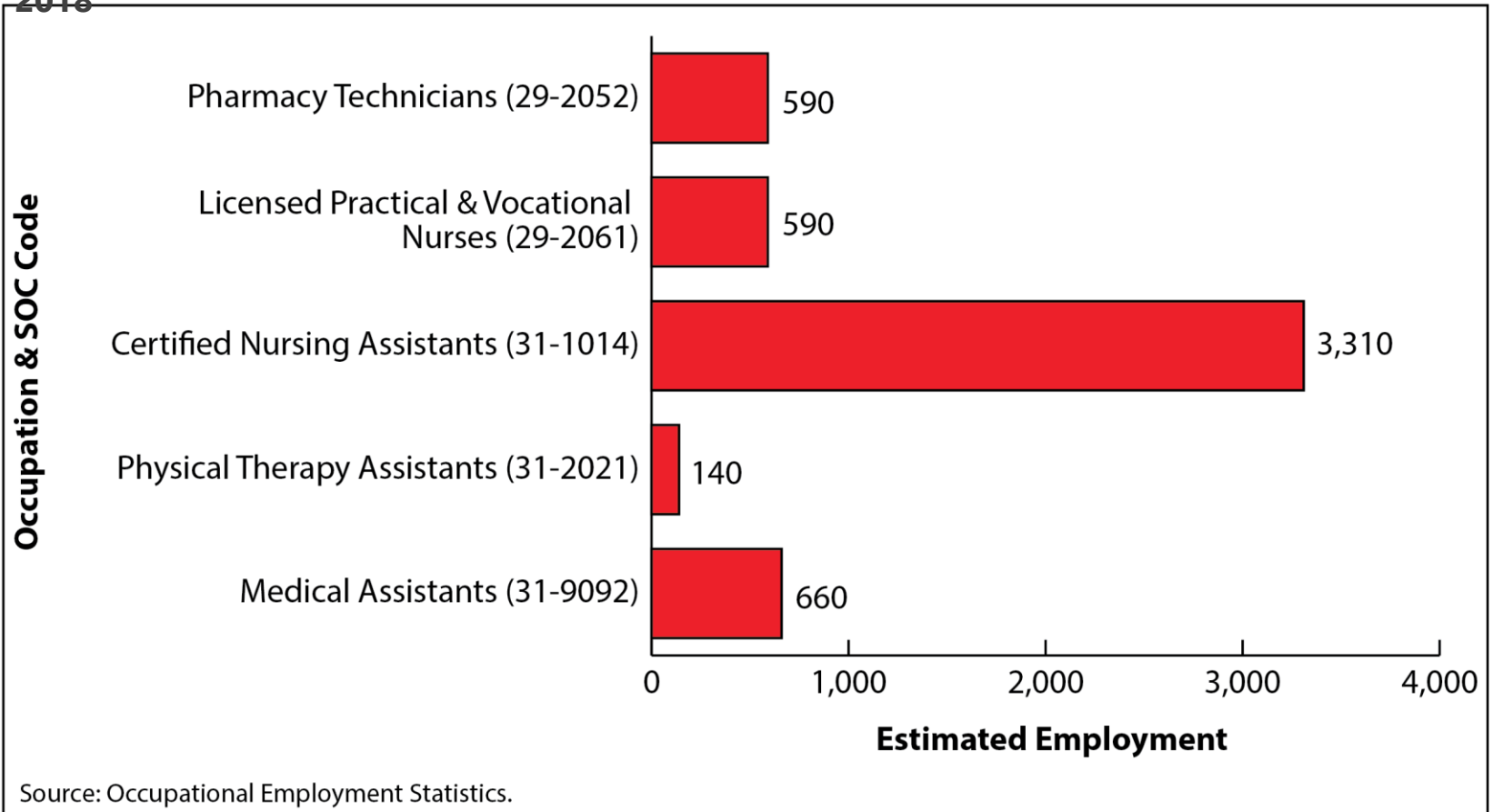
Part III: Frontline Provider Health Care Needs

Examples of Frontline Health Care Occupations

SOC Code	Title	Page Number
29-2052	Pharmacy Technicians	59-60
29-2061	Licensed Practical & Vocational Nurses (LPN)	9-10
31-1014	Certified Nursing Assistants (CNA)	7-8
31-2021	Physical Therapy Assistants	61-62
31-9092	Medical Assistants	81-82

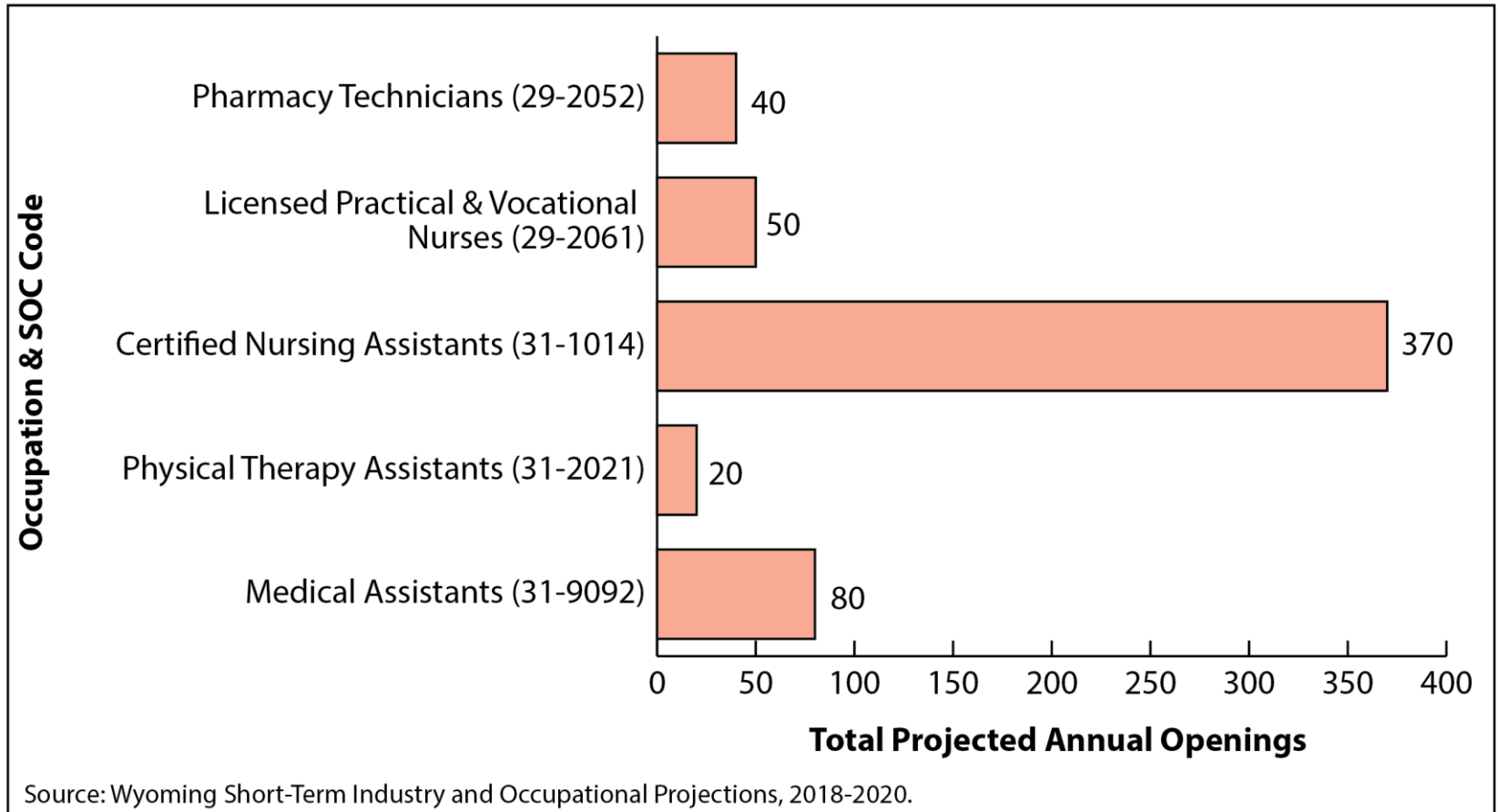
Part III: Frontline Provider Health Care Needs

Figure: Employment for Selected Frontline Provider Health Care Occupations in Wyoming, 2018



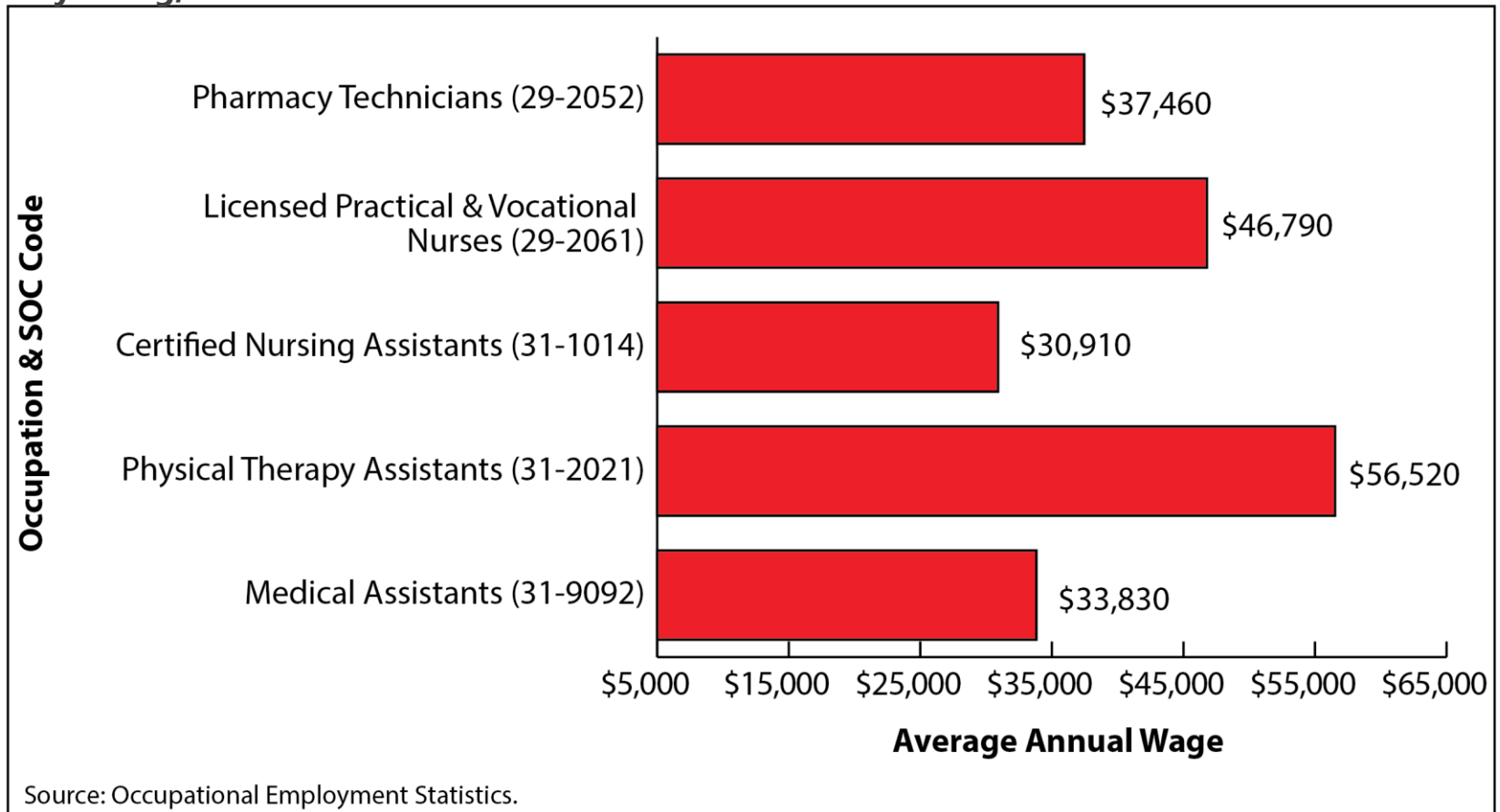
Part III: Frontline Provider Health Care Needs

Figure: Total Projected Annual Openings for Selected Frontline Provider Health Care Occupations in Wyoming, 2018-2020



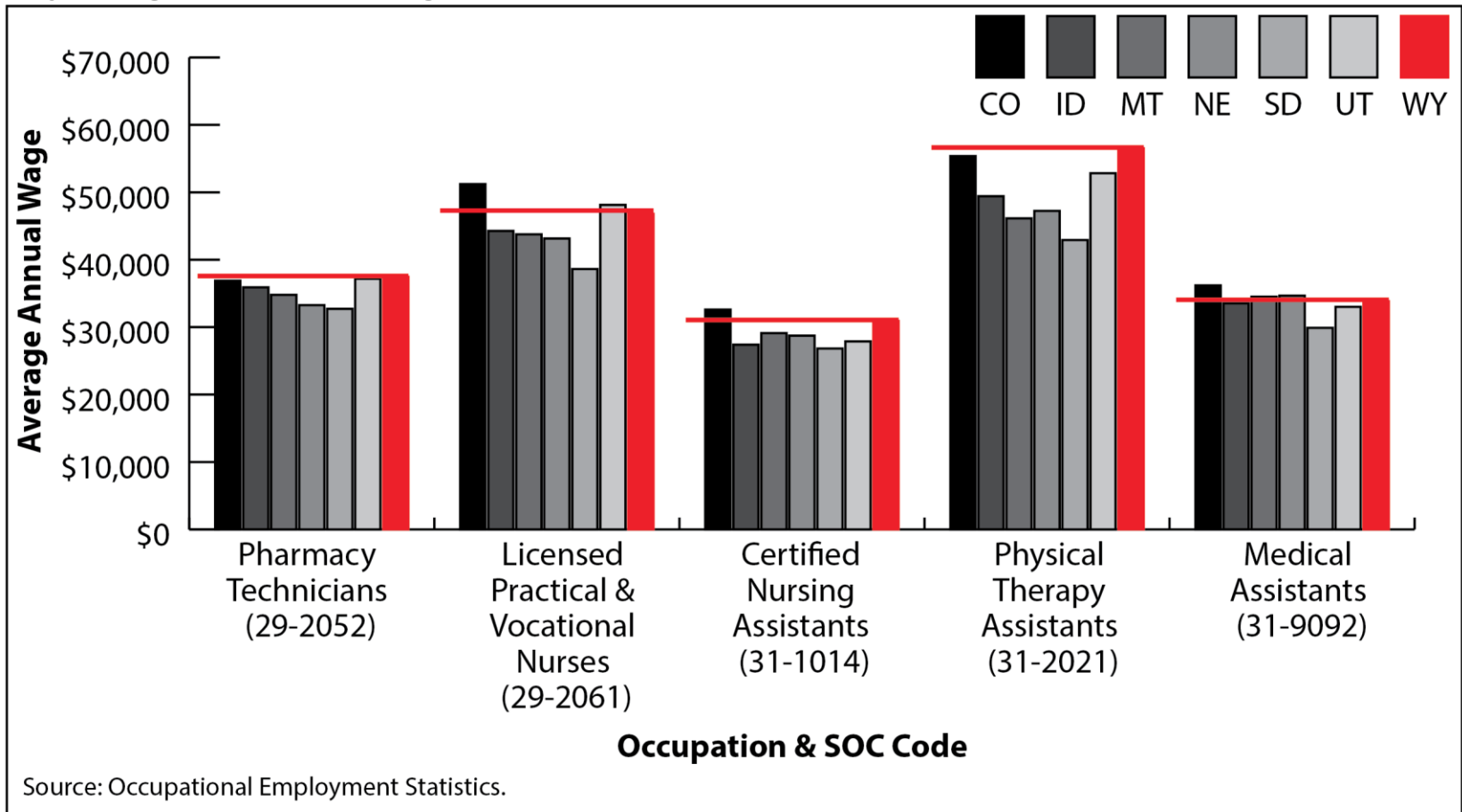
Part III: Frontline Provider Health Care Needs

Figure: Average Annual Wage for Selected Frontline Provider Health Care Occupations in Wyoming, 2018



Part III: Frontline Provider Health Care Needs

Figure: Average Annual Wage for Selected Frontline Provider Health Care Occupations in Wyoming and Surrounding States, 2018



**Part IV:
Special Research: Wages of CNAs**

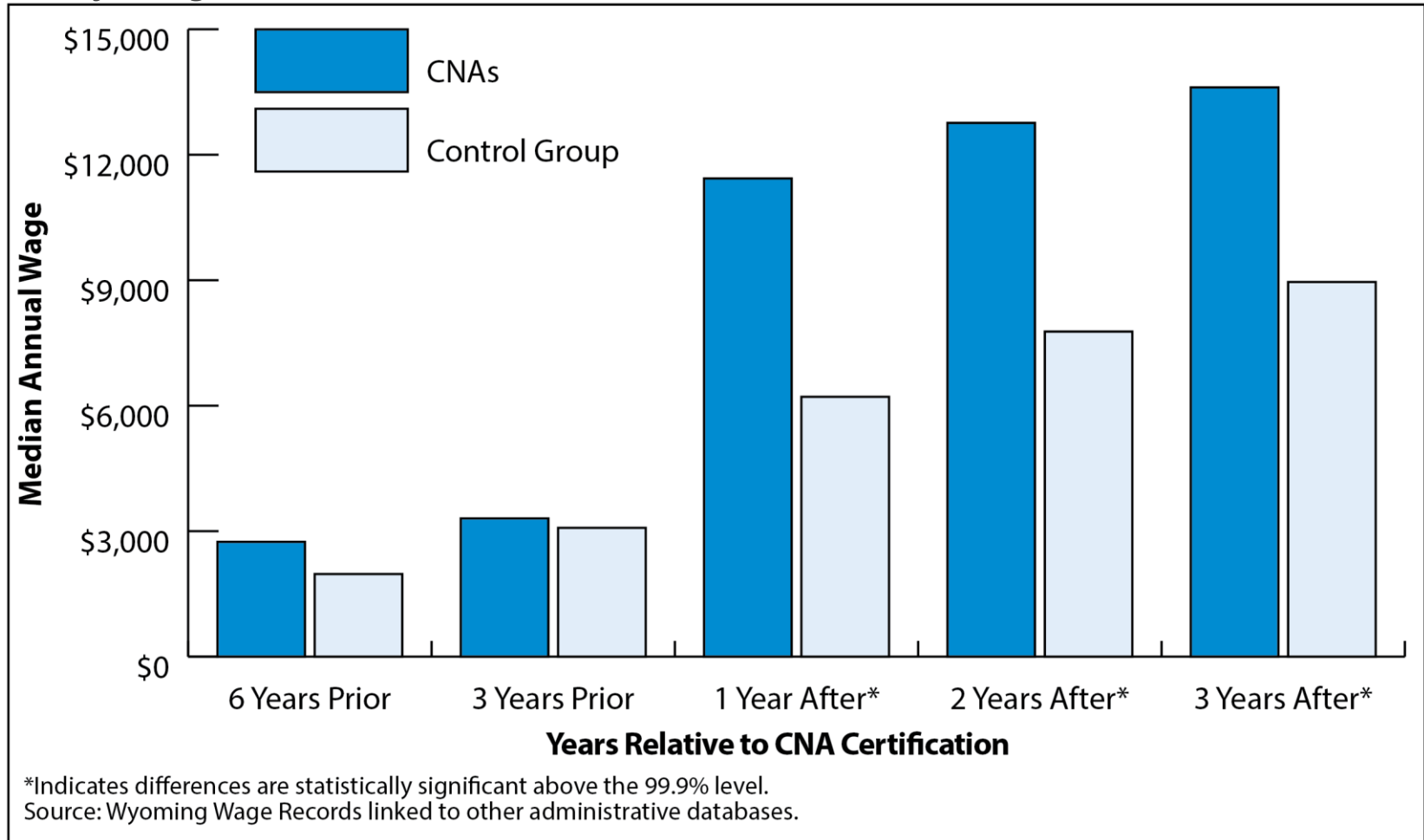
Part IV: Special Research: Wages of CNAs

Highlights

- Purpose: Compare employment and wage outcomes of CNAs to similar individuals matched by age, gender, and education.
- Conclusion: Female CNAs were more likely to be employed in Wyoming and earned several thousand dollars more in wages in the years following certification.

Part IV: Special Research: Wages of CNAs

Figure: Median Annual Wages of Females Before and After Nursing Assistant Certification in Wyoming



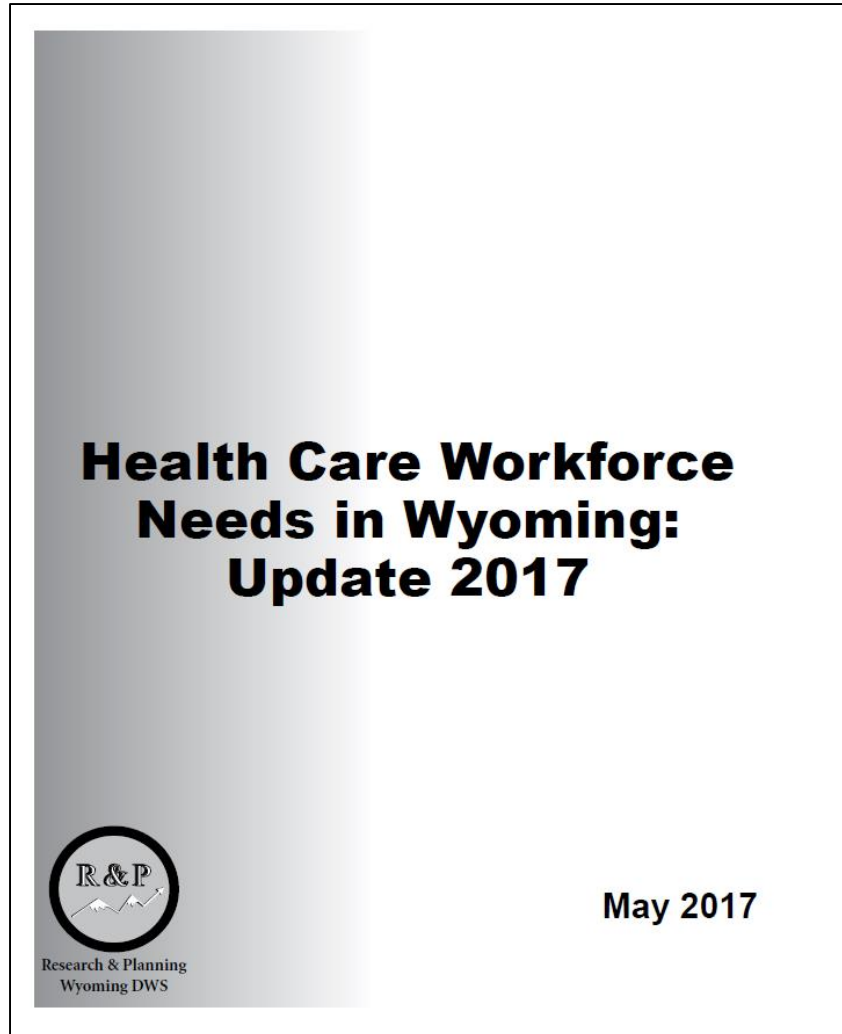
Part IV: Special Research: Wages of CNAs

Publication

- Abstract in *2019 Wyoming Workforce Annual Report*
 - Distributed at 2019 Safety & Workforce Summit July 9 in Cheyenne
 - Available in July at <https://doe.state.wy.us/LMI>
- Feature article forthcoming in *Wyoming Labor Force Trends*
- Research will be available online

Part V:
Health Care Workforce Needs in Wyoming: Update 2017

Part V: *Health Care Workforce Needs in Wyoming: Update 2017*



- Available at <https://doe.state.wy.us/LMI/health.htm>
- Published May 2017
- Update to *Health Care Workforce Needs in Wyoming: Advancing the Study*
 - Published Fall 2011

Part V: Health Care Workforce Needs in Wyoming: Update 2017

Chapter 2: Analysis of Wyoming's Demographics and the Health Care Workforce

Key finding: At mid-decade Wyoming's population is decreasing and aging.

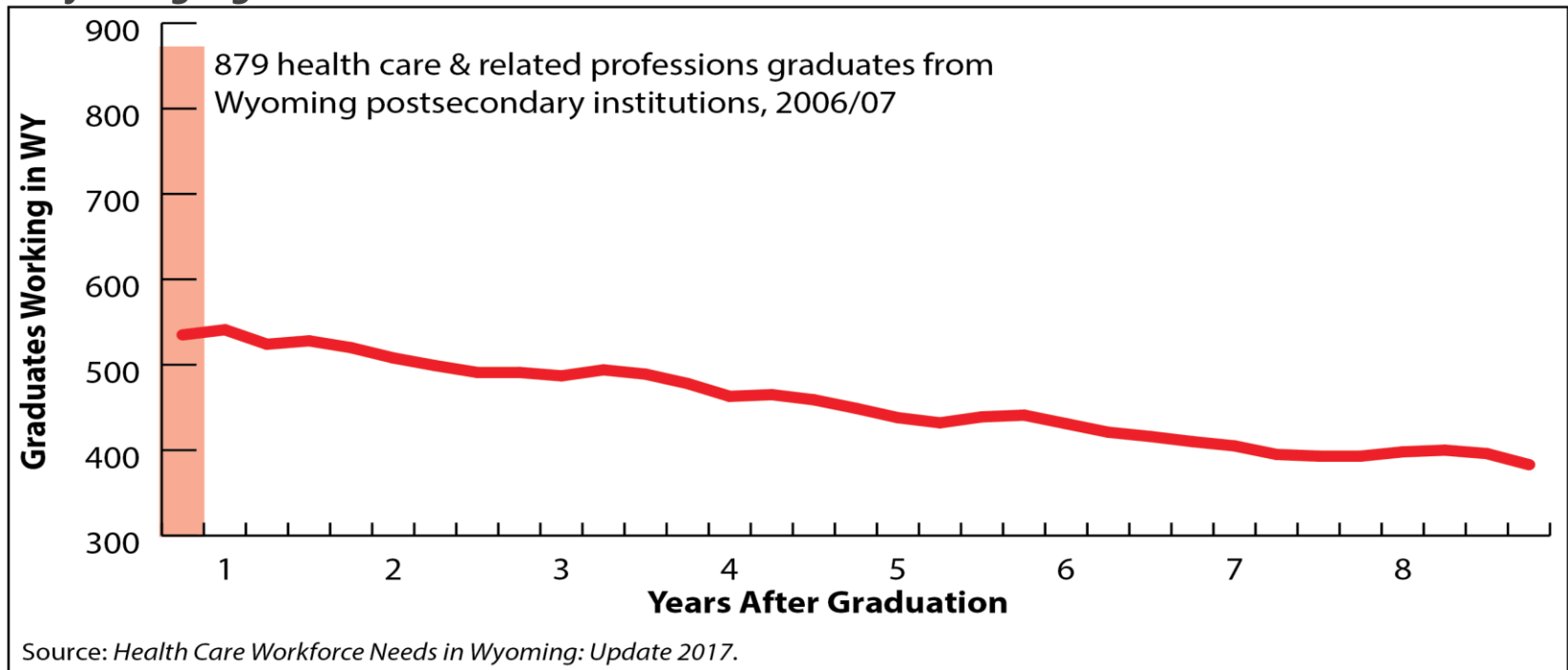
- 28.3% of population age 55 or older
- Higher proportion of older individuals in smaller, rural counties
- Baby boomers aging, youth leaving

Part V: Health Care Workforce Needs in Wyoming: Update 2017

Chapter 3: The Impact of Wyoming Postsecondary Graduates on Supply and Demand of Wyoming's Health Care Workforce

Key finding: Young workers from Wyoming tend to leave to work in other states.

Figure: Number of 2006/07 Health Care & Related Professions Graduates Working in Wyoming Eight Years After Graduation



Source: Health Care Workforce Needs in Wyoming: Update 2017.

Part V: Health Care Workforce Needs in Wyoming: Update 2017

Chapter 4: The Education and Career Pathways of Certified Nursing Assistants

Key finding: Fewer than half of all individuals with CNA licensing in Wyoming were still working in a licensed health care occupation in the state five years later.

5,833 licensed CNAs in Wyoming in 2010. In 2015:

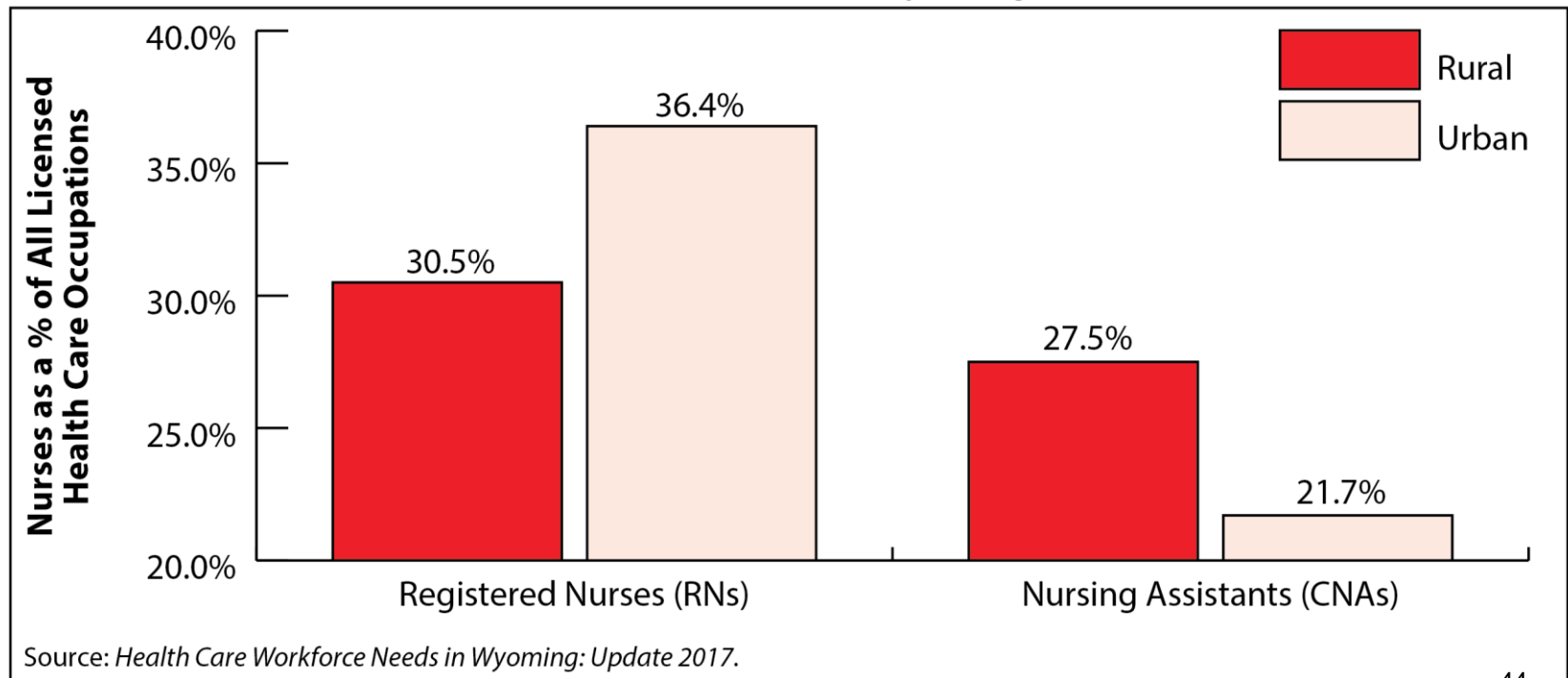
- 57.8% no longer held a certificate or license from any licensing board in WY
- 30.7% held a CNA certificate as their highest certificate or license
- 8.6% were licensed as RNs
- 1.3% became licensed as an LPN or vocational nurse.

Part V: Health Care Workforce Needs in Wyoming: Update 2017

Chapter 5: Analysis of Licensed Health Care Occupations

Key finding: RNs make up a greater proportion of the health care workforce in urban areas, while CNAs account for a greater proportion in rural areas.

Figure: Nurses as a Percentage of Individuals Working in All Licensed Health Care Occupations in Health Care & Social Assistance in Wyoming, 2015Q3



Part V: Health Care Workforce Needs in Wyoming: Update 2017

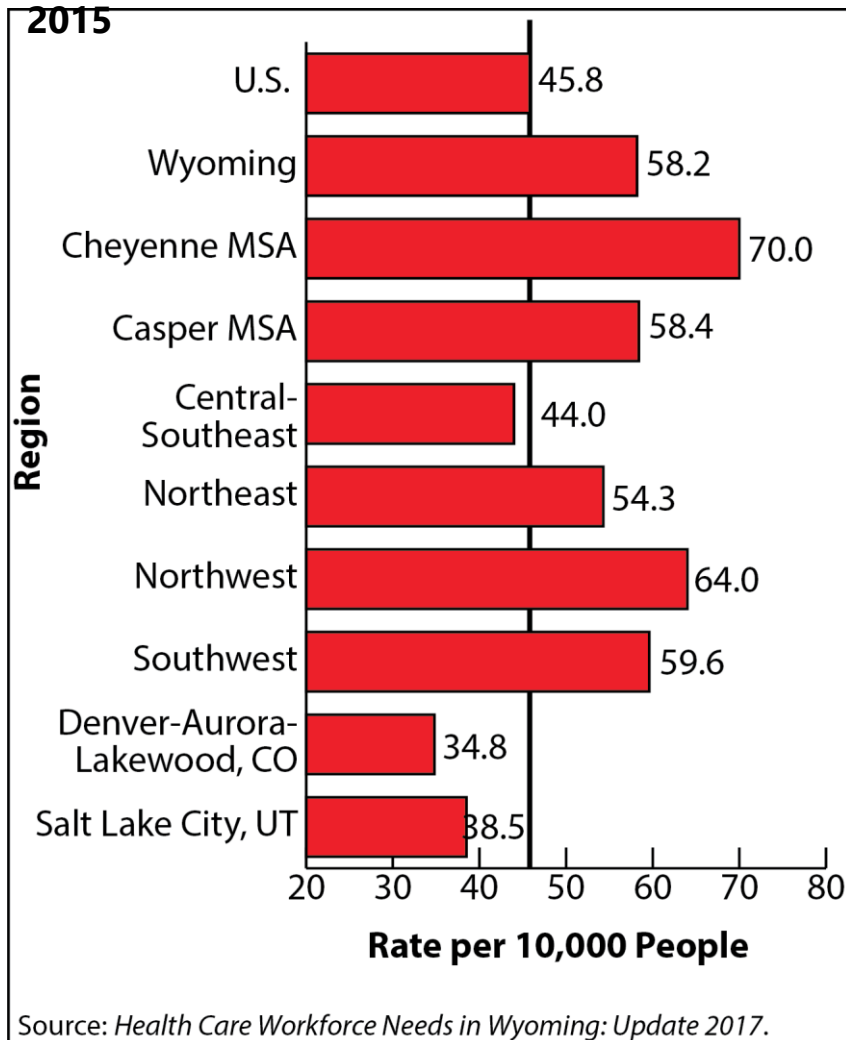
Chapter 6: State and Local Health Care Shortages

- Identifies potential surpluses and shortages by occupation for U.S., Wyoming, substate regions, and surrounding states
- Rate per 10,000 people (number working divided by population)
- Wyoming rate compared to the national average identifies surpluses or shortages

Part V: Health Care Workforce Needs in Wyoming: Update 2017

Chapter 6: State and Local Health Care Shortages

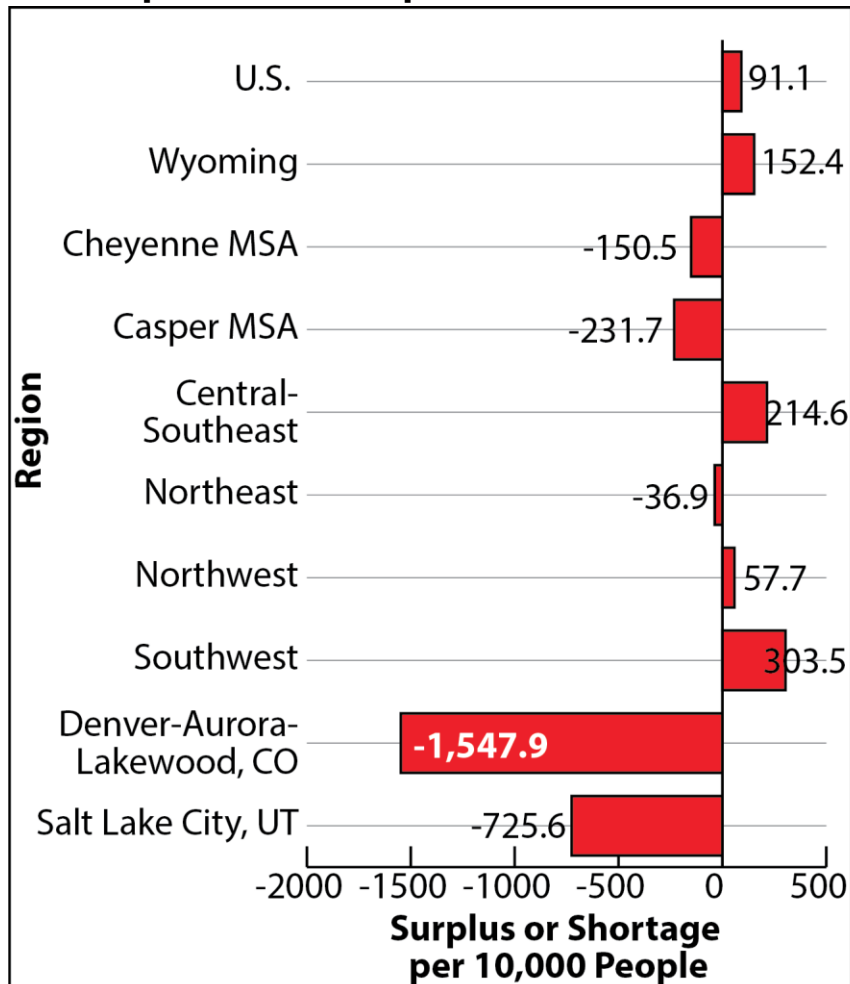
Figure: Rate of CNAs per 10,000 People,
2015



- Number of CNAs per 10,000 people
- 45.8 national
- Much higher in most WY regions
- Could indicate a surplus
 - Casper and Cheyenne are regional destinations treating other counties' populations

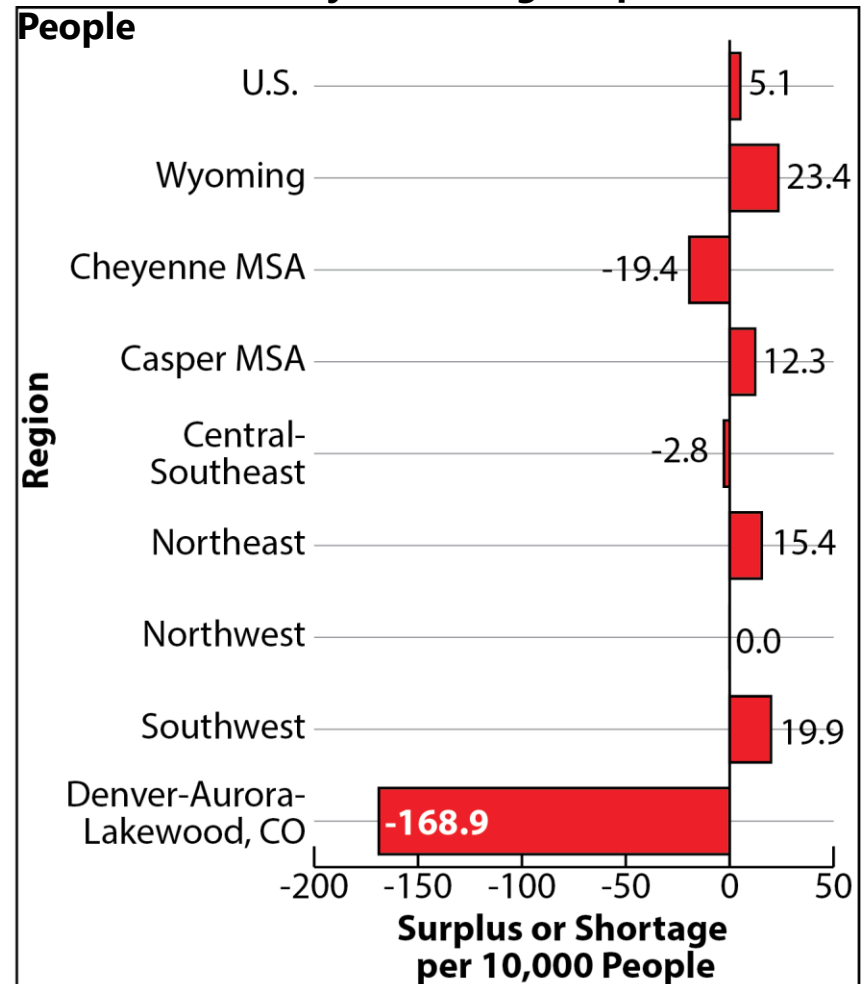
Part V: Health Care Workforce Needs in Wyoming: Update 2017

Figure: Surplus or Shortage of Registered Nurses per 10,000 People



Source: Health Care Workforce Needs in Wyoming: Update 2017.

Figure: Surplus or Shortage of Medical & Clinical Laboratory Technologists per 10,000 People



Source: Health Care Workforce Needs in Wyoming: Update 2017.

**Part VI:
Mental Health Care in Wyoming**

Part VI: Mental Health Care in Wyoming

Mental Health Care Industries

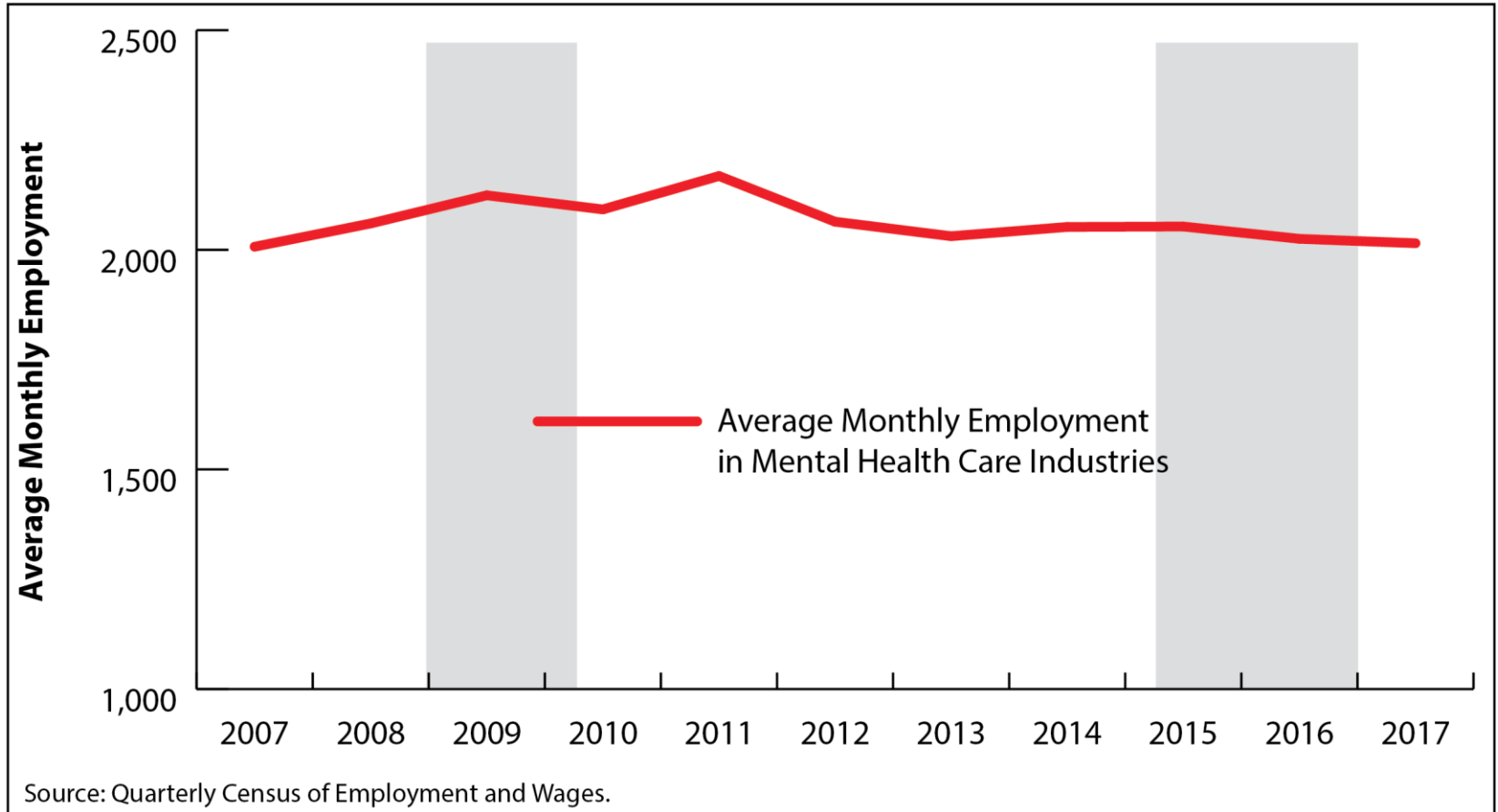
Table: Average Monthly Employment and Average Annual Wage for Mental Health Care Industries in Wyoming, 2017

NAICS Code	Industry Title	Average Monthly Employment	Average Annual Wage
621112	Offices Of Mental Health Physicians	21	\$61,284
62133	Offices Of Mental Health Practitioners	257	\$34,445
62142	Outpatient Mental Health Centers	637	\$42,650
6222	Psychiatric & Substance Abuse Hospitals	N/D (≈ 500)	N/D
6232	Residential Mental Health Facilities	602	\$29,885
Total, Selected Mental Health Care Industries		2,000	\$36,422

N/D = Not disclosable due to confidentiality.

Part VI: Mental Health Care in Wyoming

Figure: Average Monthly Employment in Mental Health Care Detailed Industries in Wyoming, 2007-2017



Part VI: Mental Health Care in Wyoming

Mental Health Care Occupations

Table: Selected Mental Health Care Occupations in Wyoming

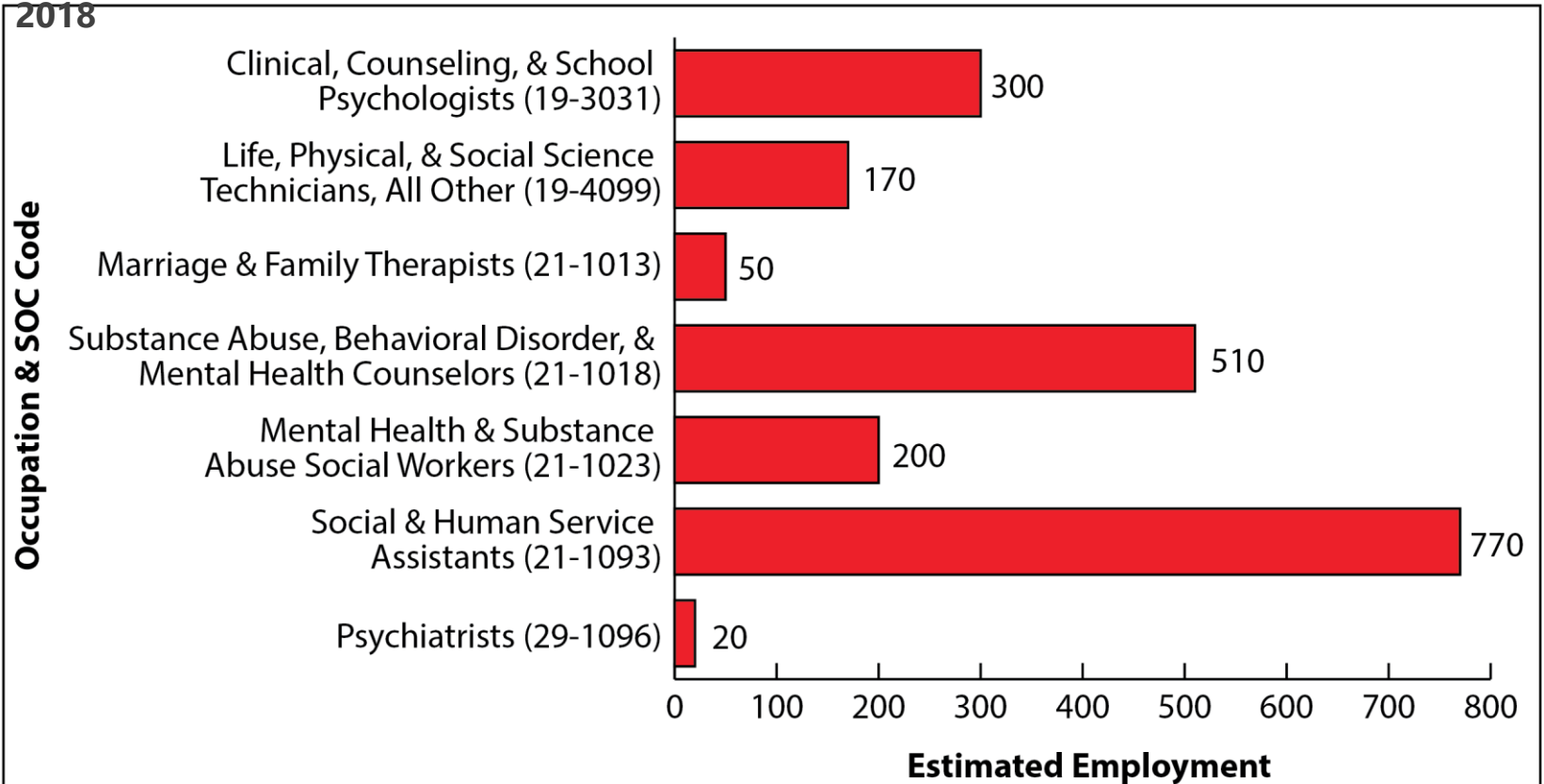
SOC Code	Title	Page Number
19-3031	Clinical, Counseling, & School Psychologists	33-34
19-4099	Life, Physical, & Social Science Technicians, All Other	31-32
21-1013	Marriage & Family Therapists	21-22
21-1018	Substance Abuse, Behavioral Disorder, & Mental Health Counselors	15-16, 29-30
21-1023	Mental Health & Substance Abuse Social Workers	19-20
21-1093	Social & Human Service Assistants	17-18
29-1066	Psychiatrists	27-28

Part VI: Mental Health Care in Wyoming

Mental Health Care Occupations: Estimated Employment

Figure: Estimated Employment for Selected Mental Health Care Occupations in Wyoming,

2018

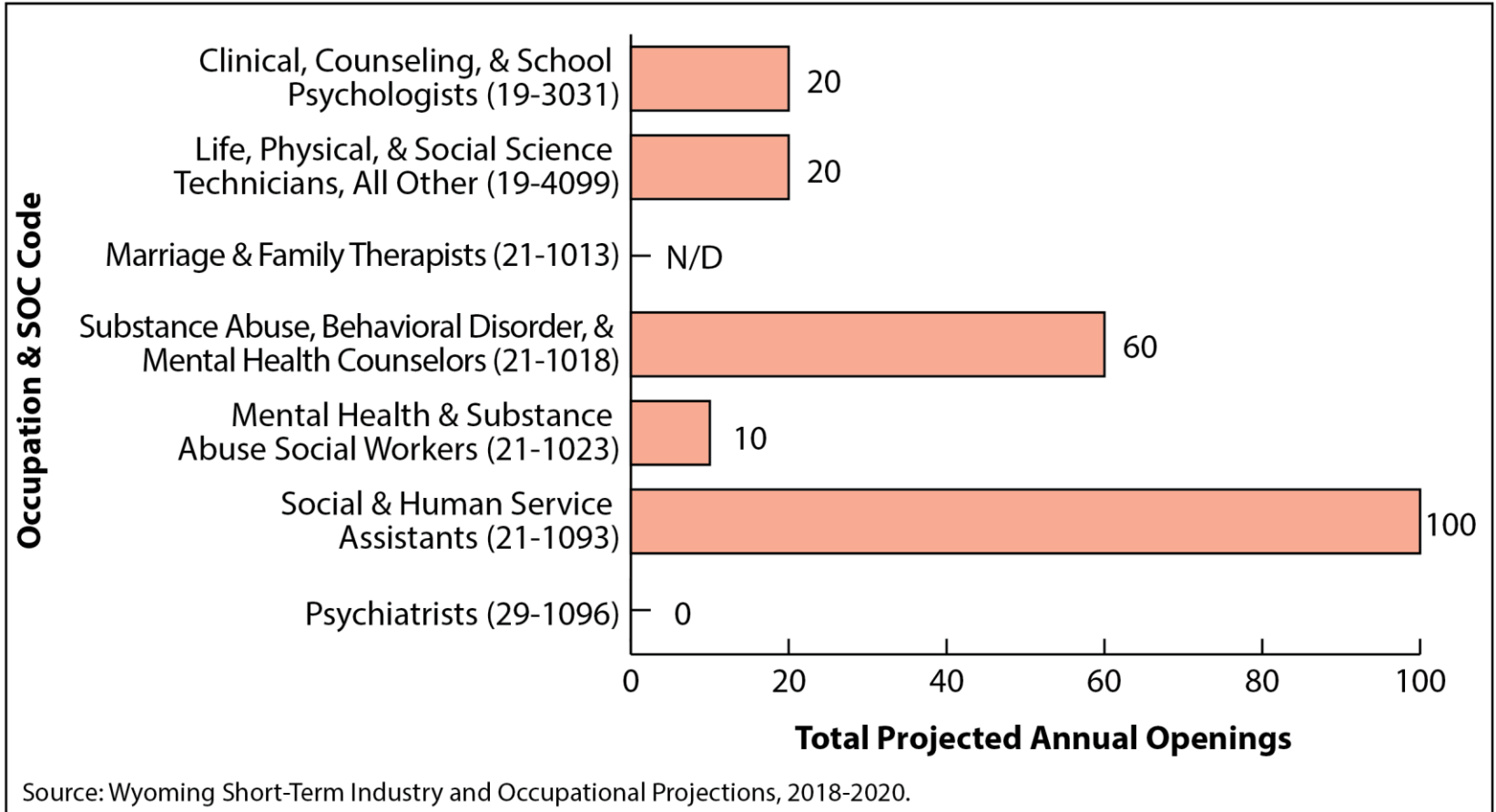


Source: Occupational Employment Statistics.

Part VI: Mental Health Care in Wyoming

Mental Health Care Occupations: Projected Openings

Figure: Total Projected Annual Openings for Selected Mental Health Care Occupations in Wyoming, 2018-2020

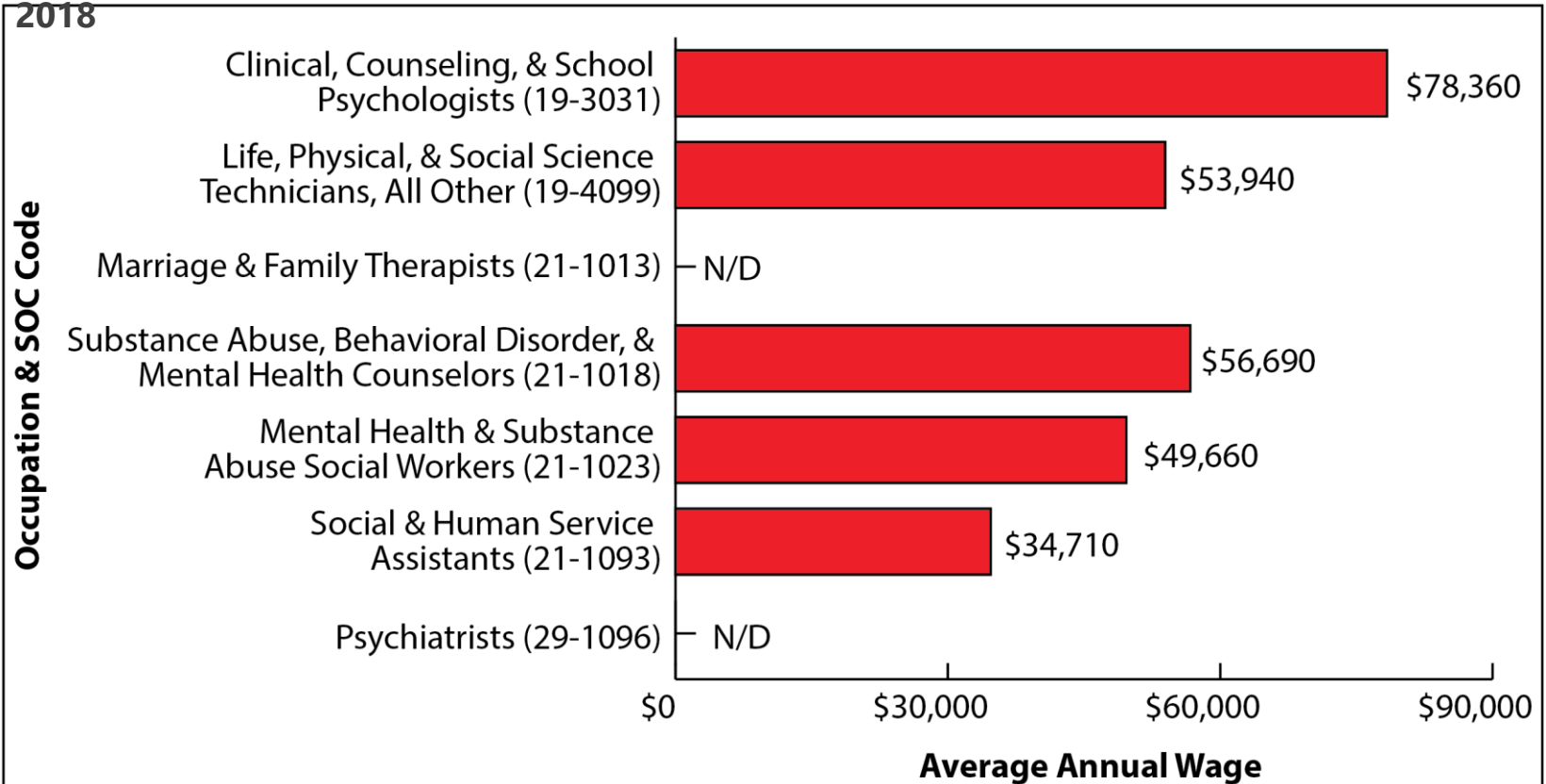


Part VI: Mental Health Care in Wyoming

Mental Health Care Occupations: Average Annual Wage

Figure: Average Annual Wage for Selected Mental Health Care Occupations in Wyoming,

2018



Source: Occupational Employment Statistics.

Part VI: Mental Health Care in Wyoming

Mental Health Care Occupations: Wages for WY and Surrounding States

Figure: Average Annual Wage for Selected Mental Health Care Occupations in Wyoming and Surrounding States, 2018

