



Healthcare Workforce Steering Committee Notes

Date: October 10, 2017 ♦ 8:30 to 10:30 a.m.

Location: RCC/SOU Higher Education Center ♦ Third Floor ♦ Room 309 ♦ 101 S. Bartlett St ♦ Medford

Attendance:

<i>Sam Battrick, Tiffany Malsberger, Lisa Parks, Teri Smith, Linda Wager</i>	Rogue Community College
<i>Daniella Bivens</i>	Southern Oregon ESD
<i>Tabitha Northrup</i>	WSRV- ResCare
<i>Trisha Olsiewski</i>	Asante
<i>Joan Eberling</i>	Pacific Healthcare Training
<i>Konni Forster</i>	OC Dental Academy
<i>Marla Ipsen</i>	Woollard Ipsen Management
<i>Mona McArdle, Stephen Johnson, Brent Kell</i>	Valley Immediate Care
<i>Hal Jones</i>	Medford School District
<i>Joanne Noone</i>	OHSU
<i>Jonna Robinson</i>	Pacific Retirement Services
<i>Jessica Wynant</i>	Providence
<i>Jana Bitton</i>	Oregon Center for Nursing
<i>Dana Shumate, Jim Fong, Tami Allison</i>	Rogue Workforce Partnership

Healthcare Workforce Survey

Survey Information

- Understand what the needs are
- Extrapolate data obtained from people in this group
- Create a focus group from different organizations to get the work done
- Repeat the survey over time with the same methodology and track the information
- Track vacancy rates (need vs. beds) -what are current openings versus the current headcount?
- Contracted labor versus percentage of labor
- Center for Nursing has data from 2014 and conducts statewide surveys every three years
- Regional survey would be good to compare against the statewide survey

Employer Challenges

- High paying jobs for those coming right out of high school
- Have lost a lot of CNA's to marijuana industry (look at what different areas such as Humboldt County, Colorado are doing)

Workgroups – will convene for planning meeting and report back to the larger group

- Outpatient Care Brent Kell
- Assisted Living Marla Ipsen
- Inpatient Care Trish Olsiewski
- CNA Joan Eberling

Priorities

The group checked in on whether there were any epiphanies since the last meeting around priorities. *The suggestion was made to list the purpose of the Top 6 Priorities as opposed to the definition. Also suggested was to combine priorities #2 and #3.*

Healthcare Pathways Action Team- Hal Jones distributed a handout that explains the process for industry certification for Medical Assistant. RCC and the Medford School District has begun a process of collaborating to create a pathway that any regional high school could replicate. The hope is to create a “within the school day” program where students would attend the lab in the afternoon. The commitment is to provide instructors.

Hal indicated that he will give updates on the successful progress of this work.

Jessica added that due to the incredible responsibility that comes with this work, be sure that students are screened and that they are qualified. Although employers indicate this is a good way to fill the pipeline, the need for professionalism is critical. It was suggested the best way to do this is to have employers engage in cooperative education. Jessica volunteered to partner in the screening/mentorship with students; however, she noted there is another body of work which is to articulate out the options as well as the employer side of the conversation figuring out how to coach, counsel and mentor.

RCC is looking at how to facilitate the whole rather than marketing to individual students or employers – a process that works for the larger group. Offering the practicum through RCC would offer a more controlled environment. The goal is to present this information to the curriculum directors with RCC working collaboratively with the high schools to layer in more support for the high school student.

Jim suggested that we review the curriculum to be sure it is still relevant to the employers/industry needs. Hal indicated that a quick crosswalk could be done and bring the information back to the group. *Clarification: Medford School District has already vetted their curriculum with industry partners. Medford Schools are in the process of exploring implementation of the MA pathway and are moving forward with exploring the requirements to offer the certification.*

Legislative (Tax Credit) Workgroup- Linda reported that she presented to the Oregon President’s Council (Community Colleges) requesting the identification of Oregon legislators willing to write and introduce a bill providing a tax credit incentive to assist Oregon nursing programs to recruit and retain qualified nurse administrators and nursing program faculty (both full and part-time). Linda indicated that presentation met with positive responses; however, no commitment was made and looking for the council to direct lobbyists to work on this. Marla suggested Oregon Health Care Association may be a resource to assist with lobbying. Linda went on to report that according to a study, by 2024, 50% of nurse educators will retire even though national models are saying that there will be a surplus. The keystone of the problem is having enough nurses to support the aging population. “As we learn what direction this proposal takes, I’m sure there will be opportunity to craft letters of support,” Linda stated.

Linda will send Tami the proposal with talking points to be forwarded to the group and will bring back information to this group as she receives it. Joanne will send out talking points regarding the salary differential.

Hal suggested that talking points that address more of the economic impact on Oregonians may be helpful in translating our need into legislative terms. Linda indicated that by her calculation, Oregon is looking at \$5-\$6 million loss in tax revenue which translates to fewer students being able to enter programs.

Healthcare Workers School of Learning - The group has met to brainstorm concepts that would inform and provide training opportunities to high school students as well as adult job/career seekers and current workers to the career pathways in Caregiving (home care, adult foster care, assisted living, etc. This group will continue to meet and report back to the larger group.

Re-cycle/Reuse the Workforce- Jonna suggested possibly not spending time as a workgroup, but instead identifying employers to help coach as well as offer non-credit courses through workforce training that would be paid by the employer. Who are the employers who want this type of training option for their employees to come together and create it?

Trish indicated that she has passion for this; however, the approach would be individualized to each employer. The group feels that we should leave this on the list of priorities; however, place it on the back burner for now.

Next Steps

1. Refine the top 6 priorities and combine as appropriate.
2. Identify a purpose for each of the tasks as opposed to a definition.
3. Jim will meet with others around the MA advocacy with OSBN.
4. A small group (Brent, Trish, Konni, RCC) meet to identify workforce training courses that employers need for current staff.

Next Meeting

The next meeting is scheduled for November 14, 2017 8:30-10:30 a.m. If your organization/company can provide a place to hold our meeting, please contact Tami Allison at tamia@rogueworkforce.org .
Clarification: Before minutes were distributed, it was determined that November's meeting be cancelled and the group will reconvene on January 9, 2018.

Proposed Agenda

1. Review revised priority list
2. Small group report out
3. Meeting frequency



Healthcare Workforce Steering Committee

Date: January 9, 2018 ♦ 8:30 to 10:30 a.m.

Location: Providence Medford Medical Center – Mary Norbert Hall ♦ 1111 Crater Lake Avenue ♦ Medford

Agenda

A. Welcome & Introductions (10m)

Paul Macuga & Brent Kell

Picking up where we left off last year

B. Completing the Healthcare Workforce Survey (10-15m)

Brent

- Outpatient Care – Brent Kell
- Assisted Living – Marla Ipsen
- Inpatient Care – Trish Olsiewski
- CNA – Joan Eberling

C. Universe of the Possible - Draft Purpose Statements (20m) 📄

Paul & Brent

- Review & make revisions to the group's priorities for 2018

D. Healthcare Demand Occupations Handouts (45m) 📄

Brent, Jessica, Guy, Jim, Tami

- Updated Information Elements
- What's useful to display for the group & different audiences?
- Recommended Revisions & Additions from Data Work Group
 - Labor Market Info
 - Graduation Data
 - Key Interventions
 - Success Stories
 - Career-Related Learning Experiences
 - Systems Map
 - Migration Data 📄
 - Elementary School Enrollments Trend

E. Work Groups Next Steps (15m)

Brent & Paul

- Small groups that have been identified – Any report outs? Volunteer point people? What resonates?
 - Healthcare Pathways Action Team - Hal Jones
 - Legislative / Policy Workgroup - Linda Wagner, Jim Fong
 - Retention / Recycling of Workforce - Trish?
 - Healthcare Workers School of Learning - Jim, Marla, Joan, Jonna

F. Summary of Agreements & Next Steps


Paul & Tami

G. Future Agenda Items

Jim

- Updates on above items?
- Demand for Personal Service Workers (PSW) / Care Givers New Medicaid regulations requiring certification with Matt Balkwill & Daryl Ackley
- Southern Oregon HOPE Grant
- Other

H. Adjourn

= Documents attached in packet or will be handed out at meeting

Healthcare Workforce Steering Committee

**Universe of The Possible – Doing Something Different
Top 5 priorities**

Priority #	Description	Purpose	# of Votes	Quadrant #
1	Recruitment, Internship, and Work-based Learning <ol style="list-style-type: none"> Skill-up current employees who have already proven themselves Rogue Valley Recruitment Team to other regions/states More On-the-Job Trainings Apprenticeship Programs 	<i>Purpose: to create a better talent pool through recruitment, skilling up current employees, and identifying individuals with in-demand skills who have proven their ability on-the-job through work-based learning.</i> <ul style="list-style-type: none"> Offering student internship MA's, CNA's – use free training funded by state for entry level positions Similar to Vermont Hi-Tech & SEIU 	15	2
2	Retention effort through growing & development Recycle/Re-Use Workforce	<i>Purpose: to improve the region's healthcare industry competitiveness through developing retention efforts and identifying opportunities to recycle the workforce.</i> <ul style="list-style-type: none"> 20 year critical experience – use in different capacity Share the wealth – model between organizations Nurses in their 50's – scale back – re-engage, re-passion 	15	2
3	Encourage student and adult lifelong career exploration and cross-training	<i>Purpose: develop awareness of job opportunities in the healthcare industry through creating forums to engage students and catalyze interest for all community members to consider a career in healthcare or cross-training possibilities for individuals who are currently working.</i> <ul style="list-style-type: none"> Find your passion Better coordination with high school counselors with tools for career pathway exploration Connections to Business Education Partnership and Southern Oregon Success/ACES Mentor 	15	2
4	Legislative and State Policy Alignment	<i>Purpose: To challenge regulatory requirements and explore possibilities to creatively meet business demands.</i>	15	1

		<ul style="list-style-type: none"> • Oregon State Board of Nursing • Oregon State Board of Medical Imagine 		
5	Educator Shortage	<p><i>Purpose: to explore strategies for education and industry partners to join forces to address this talent shortage.</i></p> <ul style="list-style-type: none"> • RCC-growing their own but need \$ support to augment/make affordable to work for RCC-wages with benefits to pay off loans • Educators at hospitals with M.S. Degrees • Cohort of 8 nursing students <ul style="list-style-type: none"> ▸ 0.1 or 0.2 FTE assigned to teach at RCC ▸ 2 days per week clinical monitoring = 50-60% of workload ▸ Lots of benefits to employers 	20	1



**Healthcare Workforce Steering Committee
Data Group Meeting Notes
November 29, 2017**

Present:

Guy Tauer, Regional Economist – OED
Jessica Wynant, Providence Medford Medical Center
Brent Kell, Valley Immediate Care
Jim Fong, Rogue Workforce Partnership

Focus of today's meeting:

Determining the data needed to design the next iteration of the Healthcare Workforce Demand Occupations handout.

The thought was instead of sending out another survey, if there were enough employers around the table with data, we could extrapolate out the other data to come to some conclusions.

Guy indicated that the best indicator of demand is **Help Wanted Online** postings <https://www.qualityinfo.org/> which gives better representation of regional demand. Guy went on to say that the current projections are getting dated; however, data will be getting better based on new methodologies. The next projections will be published in the summer of 2018.

The group reviewed the Rogue Valley Healthcare Workforce Survey that was recently done in August of 2017. Guy determined that if he had the entire workbook which showed the individual employer responses, he would extrapolate some of the data. Tami emailed the workbook to Guy during the meeting.

A report giving a list of businesses can be run in Qualityinfo.org. The challenge of much of this work is that we are mixing occupations and industries. Businesses report their information to the State by industry.

Next Steps:

- **Bring to January Healthcare Workforce Steering Committee Meeting**
 - **Draft revision of survey spreadsheet to include:**
 - **Annual help wanted**
 - **Wage information**

- OED projected openings (annualized numbers)
- Annual wages (based on 2017 data)
- Help Wanted Online annual openings
- Guy will update the labor market information

The group discussed interest in being able to walk through the demographics of the labor force. Guy indicated that PSU does demographic projections on a four year cycle.

Suggested revisions for Demand Occupations Handout:

- Labor market information update
- Update the healthcare graduation statistics
- Update Key Interventions and add some success stories
- Show CRLE information – tell the story about the program (Jessica will send Jim information)

Future Work Ideas:

- Systems Map
- Data Wanted
 - Elementary enrollment level – trend over time (10 years)
 - Migration in and out by age
 - Migration by income level

The Rogue Valley's Healthcare Workforce

Meeting Demand through Collaboration and Innovation



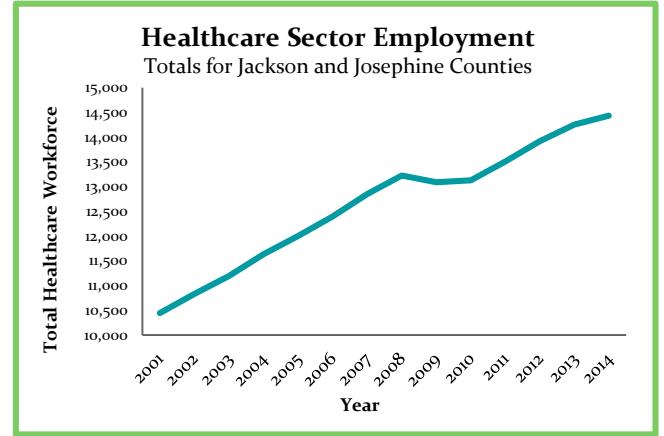
Since 2012, Rogue Valley healthcare professionals have joined forces with workforce development partners and educators to create the Rogue Workforce Partnership's Healthcare Workforce Steering Committee, in order to address the workforce needs of the region, and align the workforce development and education systems of the Rogue Valley to meet those business-driven needs. This is a brief snapshot of the demand, the collaborative intervention, and the resulting improvement in our region's healthcare workforce pipeline.

The Healthcare Workforce Demand

Our region's healthcare workforce has been growing rapidly for the past decade, and after a modest leveling during the recession, growth in the sector is back to pre-recession rates.

Workforce pipeline needs identified by healthcare sector leaders through the Healthcare Workforce Steering Committee include:

- CNA & CNA II
- Certified Caregivers
- Physical Therapy Assistants
- Occupational Therapy Assistants
- Clinical Lab Assistants
- Home Healthcare Workers
- Nurses/RNs
- Speech Therapists
- Surgery Technicians
- Data-Driven Performance Management Training
- Leadership/Management Training
- Licensed Practical Nurses



Rogue Valley Healthcare Occupations · 2012-2022 Projected Openings

(Rank is based on Oregon Employment Department's Prioritization for Training algorithm. Vacancies based on 2013 labor market snapshot survey.)

Data

Occupations	Total Projected Openings	2014 Median Wage	Rank	2013 Vacancies
Physical Therapists	100	\$79,186	1	16
Medical & Health Services Managers	86	\$103,688	2	5
Nursing Assistants	417	\$27,893	6	47
Nurse Practitioners	49	\$109,325	6	9
Physician Assistants	47	\$104,000	6	5
Medical & Clinical Laboratory Technologists	45	\$72,426	6	8
Physicians & Surgeons	214	N/A	14	0
Medical & Clinical Laboratory Technicians	29	\$57,549	23	3
Physical Therapist Assistants	23	\$56,077	23	5
Registered Nurses	834	\$78,936	35	199
Pharmacists	101	\$125,570	35	4
Healthcare Social Workers	43	\$64,418	46	4
Home Health Aids	376	\$23,434	65	112
Substance Abuse & Behavioral Disorder Counselors	31	\$35,880	65	6
Healthcare Practitioners & Technical Workers	22	\$89,586	65	2
Surgical Technologists	26	\$43,410	87	8
Nurse Midwives	9	\$108,992	87	0
Medical Secretaries	552	\$31,179	145	2
Licensed Practical and Licensed Vocational Nurses	87	\$47,726	145	4
EMT & Paramedics	71	N/A	145	5
Radiologic Technologists	71	\$59,363	145	8
Healthcare Support Workers, All Other	55	\$34,299	145	4
Physical Therapist Aides	33	\$24,357	145	2
Dental Laboratory Technicians	21	\$38,979	145	0
Ophthalmic Medical Technicians	8	\$35,464	145	3
Radiation Therapists	6	N/A	145	2
Occupational Therapy Assistants	5	N/A	145	0
Dental Hygienists	116	\$80,267	207	0
Mental Health Counselors	55	\$49,192	207	0
Health Technologists & Technicians, All Other	34	\$42,245	207	0
Respiratory Therapists	30	\$57,408	207	11
Dentists, General	19	N/A	207	0
Diagnostic Medical Sonographers	16	\$81,307	207	2
Optometrists	9	N/A	207	0
Nuclear Medicine Technologists	5	N/A	207	0
Audiologists	3	N/A	207	0
Podiatrists	3	N/A	207	0
Medical Assistants	350	\$33,134	268	5
Medical Records & Health Information Technicians	85	\$33,862	268	5
Phlebotomists	40	\$32,739	268	9
Psychiatric Aides	14	N/A	268	0
Ophthalmic Laboratory Technicians	8	N/A	268	0
Hearing Aid Specialists	6	N/A	268	0
Therapists, All Other	2	N/A	268	0
Dentists, All Other Specialists	4	N/A	350	0

Source: Oregon Employment Department (<https://www.qualityinfo.org>)

Workforce Solutions to Meet Demand

Key Interventions

- ▶ RCC wrote and received a \$3,000,000 U.S. Department of Labor grant to train healthcare workers to meet identified demands, including: Physical Therapy Assistants, Occupational Therapy Assistants, Clinical Lab Assistants and Certified Nurse NA I & II's.
- ▶ Joan Eberling, an original member of the Healthcare Workforce Steering Committee, decided to move from her position as Director of Nursing at Fairview Transitional Health Center to start Pacific Healthcare Training to fill the unmet need for additional CNA training capacity.
- ▶ The Job Council developed a healthcare pre-employment program to prepare job-seekers in the foundational skills needed to pursue training and employment in the field.
- ▶ Southern Oregon University created the Innovation & Leadership Degree (Bachelor of Science), a multidisciplinary degree completion program for professionals with at least 5 years of work experience.
- ▶ RWP reconvened a Nursing Workforce Subcommittee, in partnership with NWO, to address specific nursing workforce issues, needs and solutions.
- ▶ Nursing and other healthcare programs at RCC, OHSU/SOU and Oregon Tech continued to maximize capacity in preparing students to meet demand.
- ▶ Rogue Workforce Partnership provided a new screening tool known as the National Career Readiness Certificate, as part of the Governor's Certified Work Ready Communities Initiative, which is being utilized by healthcare employers.

Workforce Pipeline Solutions

The Job Council / WorkSource Oregon Centers

- ▶ Healthcare Pipeline Program (5-steps)
 - Healthcare Career Learning Tours
 - Access to Scholarships for CNA I Training
 - Entry-Level Job Search Assistance
 - Access to Training Scholarships for CNA II (After at least 6 months experience following CNA I)
 - CNA II Job Search Assistance
 - So far, this program has provided training scholarships for more than 350 job seekers, in order to provide an entry point and ongoing support to dislocated workers seeking a healthcare career path.
- ▶ National Career Readiness Certificate (NCRC)

Private Occupational Training Providers

Abdill Career College

Certificate of Completion programs: Medical Assistant, Dental Assistant, Limited X-Ray Technician, Medical Front Office Management, Phlebotomy Technician, and Pharmacy Technician.

- Approximately 100-120 Graduates per Year

Pacific Healthcare Training

An Oregon State Board of Nursing approved CNA I, CNA II, & CMA training facility. (First Graduating Class was May 2013.)

- Approximately 800-1000 total graduates to date
 - 560-760 CNA I Graduates
 - 240 CNA II Acute Graduates

Rogue Workforce Partnership Healthcare Workforce Steering Committee's Purpose:

"Healthcare industry leaders have joined together to comprehensively coordinate healthcare education and workforce issues for our region. The partnership seeks to establish a collaborative relationship between local healthcare employers and a team of education, workforce, and economic development partners. This partnership generates responsive solutions to healthcare employers' hiring, staff development, and other related workforce training and education needs. The partnership believes that an industry-led, community-sponsored group can collectively address the workforce needs of the healthcare industry and benefit our Southern Oregon community."

Rogue Valley Healthcare Graduation Statistics

Rogue Community College

Adult Foster Care Certification, EMT Licensure, Emergency Medical Services, Paramedicine, Massage Therapy, Dental Assistant, Basic Health Care, Medical Assistant, Clinical Lab Assistant, Physical Therapy Assistant, Occupational Therapy Assistant, Community Health Worker Certification, CNA II, Nursing Assistant, Practical Nursing, and Nursing programs offered.

- 2013-2014: 354 Healthcare Program Graduates
- 2014-2015: 477 Healthcare Program Graduates
- 2015-2016: 514 Healthcare Program Graduates

Oregon Health & Science University Ashland/SOU Campus

Offers a Bachelor of Science with a Major in Nursing

- 2010: 45
 - 2011: 50
 - 2012: 49
 - 2013: 51
 - 2014: 48
 - 2015: 58
- 2013 Grad Snapshot:** 75% received initial employment in southern Oregon; and 86% are currently employed in Oregon
- 2014 Grad Snapshot:** 77% received initial employment in southern Oregon; and 90% are employed in Oregon

Oregon Institute of Technology

Offers Healthcare-related Bachelor Degrees: Applied Psychology, Biology-Health Sciences, Clinical Lab Science, Dental Hygiene, Diagnostic Medical Sonography, Echocardiology, EMT Paramedic, Nuclear Medicine Technology, Polysomnography, Radiologic Science, Respiratory Care, Vascular Technology, Population Health Management, and Marriage and Family therapy.

- Approximately 330 Graduates per Year

OHSU Klamath Falls/Oregon Tech Campus

Offers a Bachelor of Science in Nursing

- Approximately 25 Graduates per Year

Creating Win/Win/Win Situations for Southern Oregon's Healthcare Workforce:



Employers Win: Healthcare organizations gain access to a better trained local applicant pool, reducing hiring failure and training costs


Educators Win: Educational institutions attract more students by creating targeted programs based on the demands of local employers


Job Seekers Win: Job seekers gain entry into a growing career path offering meaningful and gainful employment

Rogue Valley Healthcare Workforce Survey of: Positions + Vacancies + Projections + Training Capacity & Throughput

Respondents to date: Asante, LaClinica, OHSU, Providence, Rogue Community College, Valley Immediate Care, Woollard Ipsem Management, v20170815

	HEALTHCARE EMPLOYERS								POST-SECONDARY EDUCATION & TRAINING PROVIDERS			WORKSOURCE ROGUE VALLEY		K-12 EDUCATION		
	# Currently Employed	# Current Vacancies	# Projected Job Openings (in coming year)	Turnover Rate	# Opportunities for Career Related Learning Experiences (for Students / Career-Seekers)				Teacher Externships	Capacity: # Training Slots Annually	# of Students Enrolled Annually	# of Students Graduated Annually	# of Job Seekers Enrolled in Healthcare Tract Annually	# of Job Seekers Completed Healthcare Tract Annually	# of Students Enrolled in Healthcare Tract Annually	# of Students Graduating in Healthcare Tract Annually
					Classroom Talks	Career Highlight Events	Job Shadows	Student Internships								
HEALTHCARE CAREER EXPLORATION & POST-SECONDARY TRAINING PREP																
HEALTHCARE JOBS / OCCUPATIONS	1600	153														
Healthcare Support Occupations					yes	yes	limited	with applicable school program								
Nursing, Psychiatric & Home Health Aides																
Home Health Aides	8															
Psychiatric Aides																
Nursing Assistants CNA 1																
Nursing Assistants CNA- 2	547	18			1 Yes	1 yes	1 yes	1 yes								
Orderlies																
Occupational Therapy & Physical Therapist Assistants / Aides	9	0														
Occupational Therapy Assistants																
Occupational Therapy Aides																
Physical Therapist Assistants																
Pharmacy Aides																
Other Healthcare Support Occupations																
Massage Therapists									30	30	25-20					
Dental Assistants	45	5	5		1 yes	1 yes	1 yes	1 yes	30	24-28	20-22					
Medical Assistants	438	38	18		3 yes	3 yes	3 yes	3 yes	2 yes	30	30	25-30				
Medical Equipment Preparers	0	0	0						0	0	0					
Medical Transcriptionists	0	0	0						0	0	0					
Pharmacy Aides	0	0	0						0	0	0					
Veterinary Assistants and Laboratory Animal Caretakers	0	0	0						0	0	0					
Phlebotomists	27	3	2		1 yes	1 yes	1 yes	1 yes	12	12	0					
Healthcare Support Workers, All Other	242	10	21		1 yes	1 yes	1 maybe	1 maybe	17	12	0					
Healthcare Practitioners & Technical Occupations	0	0	0		yes	yes	limited	within applicable school program	0	0	0					
Health Diagnosing & Treating Practitioners	0	0	0						0	0	0					
Chiropractors	0	0	0						0	0	0					
Dentists	0	0	0						0	0	0					
• Dentists, General	30	0	1		1 yes	1 yes	1 maybe	1 maybe	0	0	0					
• Oral and Maxillofacial Surgeons	0	0	0						0	0	0					
Orthodontists	0	0	0						0	0	0					
Prosthodontists	0	0	0						0	0	0					
Dentists, All Other Specialists	0	0	0						0	0	0					
	HEALTHCARE EMPLOYERS								POST-SECONDARY EDUCATION & TRAINING PROVIDERS			WORKSOURCE ROGUE VALLEY		K-12 EDUCATION		
# Currently Employed	# Current Vacancies	# Projected Job Openings (in coming year)	Turnover Rate	# Opportunities for Career Related Learning Experiences (for Students / Career-Seekers)				Teacher Externships	Capacity: # Training Slots Annually	# of Students Enrolled Annually	# of Students Graduated Annually	# of Job Seekers Enrolled in Healthcare Tract Annually	# of Job Seekers Completed Healthcare Tract Annually	# of Students Enrolled in Healthcare Tract Annually	# of Students Graduating in Healthcare Tract Annually	
				Classroom Talks	Career Highlight Events	Job Shadows	Student Internships									
Optometrists	0	0	0						0	0	0					
Pharmacists	20	4	0						0	0	0					

Physicians & Surgeons	127	24	0							0	0	0					
• Anesthesiologists	0	0	0							0	0	0					
• Family and General Practitioners	40	10	12	1 yes	1 yes	1 yes	1 yes			0	0	0					
• Internists, General	1	0	0							0	0	0					
• Obstetricians and Gynecologists	1	0	1	1 yes	1 yes	1 yes	1 yes			0	0	0					
• Pediatricians, General	0	0	0							0	0	0					
• Psychiatrists	2	3	0							0	0	0					
• Surgeons	1	0	0							0	0	0					
• Physicians and Surgeons, All Other	3	0	0							0	0	0					
Physician Assistants	29	3	4	1 yes	1 yes	1 yes	1 yes			0	0	0					
Podiatrists	0	0	0							0	0	0					
Therapists	0	3	0							0	0	0					
• Occupational Therapists	15	0	0							0	0	0					
• Physical Therapists	33	0	0							0	0	0					
• Radiation Therapists	5	0	0							0	0	0					
• Recreational Therapists	0	0	0							0	0	0					
• Respiratory Therapists	5	0	0							0	0	0					
• Speech-Language Pathologists	8	0	0							0	0	0					
• Exercise Physiologists	2	0	0							0	0	0					
• Therapists, All Other	0	0	0							0	0	0					
Veterinarians	0	0	0							0	0	0					
Registered Nurses	1594	117	0	1 yes	1 yes	1 yes	1 yes			68	196	99					
Nurse Anesthetists	0	0	0							0	0	0					
Nurse Midwives	8	0	0	1 yes	1 yes	1 yes	1 yes			0	0	0					
Nurse Practitioners	42	12	3	1 yes	1 yes	1 yes	1 yes			0	0	0					
Audiologists	0	0	0							0	0	0					
Health Diagnosing and Treating Practitioners, All Other	0	0	0							0	0	0					
Health Technologists and Technicians	96	5	0	yes	yes	limited	within applicable school program			0	0	0					
Clinical Laboratory Technologists and Technicians	0	0	0							0	0	0					
Medical and Clinical Laboratory Technologists	0	0	0							0	0	0					
Medical and Clinical Laboratory Technicians	0	0	0							0	0	0					
Dental Hygienists	5	0	0	1 yes	1 yes	1 yes	1 yes			0	0	0					
Diagnostic Related Technologist & Technicians	0	0	0							0	0	0					
Cardiovascular Technologists and Technicians	0	0	0							0	0	0					
Diagnostic Medical Sonographers	0	0	0							0	0	0					
Nuclear Medicine Technologists	0	0	0							0	0	0					
Radiologic Technologists	2	0	0							0	0	0					
	HEALTHCARE EMPLOYERS									POST-SECONDARY EDUCATION & TRAINING PROVIDERS			WORKSOURCE ROGUE VALLEY		K-12 EDUCATION		
	# Currently Employed	# Current Vacancies	# Projected Job Openings (in coming year)	Turnover Rate	# Opportunities for Career Related Learning				Teacher Externships	Capacity: # Training Slots Annually	# of Students Enrolled Annually	# of Students Graduated Annually	# of Job Seekers Enrolled in Healthcare Tract Annually	# of Job Seekers Completed Healthcare Tract Annually	# of Students Enrolled in Healthcare Tract Annually	# of Students Graduating in Healthcare Tract Annually	
Magnetic Resonance Imaging Technologists	0	0	0							0	0	0					
Emergency Medical Technicians & Paramedics	0	0	0							92	60-90	49-76					
Health Practitioner Support Technologists & Technicians	0	0	0							0	0	0					
Dietetic Technicians	1	0	0	1 yes	1 yes	1 maybe	1 maybe			0	0	0					
Pharmacy Technicians	17	1	0							17	3	2					
Psychiatric Technicians	0	0	0							0	0	0					
Respiratory Therapy Technicians	0	0	0							0	0	0					
Surgical Technologists	40	11	0	1 yes	1 yes	1 yes	1 yes			0	0	0					
Veterinary Technologists & Technicians	0	0	0							0	0	0					

Ophthalmic Medical Technicians	0	0	0						0	0	0				
Licensed Practical & Licensed Vocational Nurses	40	3	0	1 yes	1 yes	1 yes	1 yes		16	16	16				
Medical Records & Health Information Technicians (includes medical	0	0	0						60	55	50				
Opticians, Dispensing	0	0	0						0	0	0				
Miscellaneous Health Technologists & Technicians	15	1	5						0	0	0				
Orthotists and Prosthetists	0	0	0						0	0	0				
Hearing Aid Specialists	0	0	0						0	0	0				
Health Technologists & Technicians, All Others	0	0	0						0	0	0				
Other Healthcare Practitioners & Technical Occupations	0	0	0		limited				0	0	0				
Occupational Health and Safety Specialists	0	0	0						0	0	0				
Occupational Health and Safety Technicians	0	0	0						0	0	0				
Athletic Trainers	6	1	0						0	0	0				
Genetic Counselors	0	0	0						0	0	0				
Healthcare Practitioners and Technical Workers, All Other	0	0	0						0	0	0				
Health Information Technology, Health Information Management, & Health Informatics Specialists & Analysts*	1	0	0		limited				0	0	0				
Community and Social Service Occupations	0	0	0						0	0	0				
Counselors, Social Workers & Other Community & Social Service Specialist	0	0	0						0	0	0				
Counselors	0	0	0						0	0	0				
Substance Abuse and Behavioral Disorder Counselors	0	0	0						0	0	0				
Educational, Guidance, School & Vocational Counselors	0	0	0						0	0	0				
Marriage and Family Therapists	0	0	0						0	0	0				
Mental Health Counselors	4	1	1	1 yes	1 yes	1 yes	1 yes		0	0	0				
Rehabilitation Counselors	0	0	0						0	0	0				
Counselors, All Other	0	0	0						0	0	0				
Social Workers	0	0	0						0	0	0				
Child, Family, and School Social Workers	9	1	1	1 yes	1 yes	1 yes	1 yes		0	0	0				
Healthcare Social Workers	0	0	0						0	0	0				
Mental Health and Substance Abuse Social Workers	0	0	0						0	0	0				
Social Workers, All Other	0	0	0						0	0	0				
	HEALTHCARE EMPLOYERS								POST-SECONDARY EDUCATION & ← TRAINING PROVIDERS			WORKSOURCE ← ROGUE VALLEY		K-12 EDUCATION ←	
	# Currently Employed	# Current Vacancies	# Projected Job Openings (in coming year)	Turnover Rate	# Opportunities for Career Related Learning Experiences (for Students / Career-Seekers)				Teacher Externships	Capacity: # Training Slots Annually	# of Students Enrolled Annually	# of Students Graduated Annually	# of Job Seekers Enrolled in Healthcare Tract Annually	# of Job Seekers Completed Healthcare Tract Annually	# of Students Enrolled in Healthcare Tract Annually
				Classroom Talks	Career Highlight Events	Job Shadows	Student Internships								
Miscellaneous Community & Social Service Specialist	10	0	0						0	0	0				
Health Educators	0	0	0						0	0	0				
Probation Officers and Correctional Treatment Specialists	0	0	0						0	0	0				
Social and Human Service Assistants	0	0	0						0	0	0				
Community Health Workers	1	0	0	1 yes	1 yes	1 maybe	1 maybe		48	48	46				
Community and Social Service Specialists, All Other	0	0	0						0	0	0				
Religious Workers	0	0	0						0	0	0				
Clergy	0	0	0						0	0	0				
Management/ Operations/ Finance	0	0	0						0	0	0				
Medical and Health Services Managers	29	2	3	1 yes	1 yes	1 maybe	1 maybe		0	0	0				
Clinical Informatics Director, Health Information Services Manager & Chief Medical Information Officer	1	0	0	1 yes	1 yes				0	0	0				
Education, and Training Occupations	0	0	0						0	0	0				
Health Specialties Teachers, Postsecondary	0	0	0						0	0	0				
Nursing Instructors and Teachers, Postsecondary	0	0	0						0	0	0				

Instructions:

- A. Fill out the table above with the information your organizations can readily provide.
- B. Use the occupational categories above only to the level that you can easily provide this level of data detail, and that you think
- C. If you can't find your organization's healthcare title/occupation on this list, click on this website and enter an the occupation <https://www.qualityinfo.org/te->

Healthcare Occupational Categories

The healthcare occupational categories and titles used above are those standardized and used by the U.S. Department of Labor - Bureau of Labor

[Standard Occupational Classification Home](#)

[Healthcare Support Occupations](#)

[Healthcare Practitioners & Technical Occupations](#)

[Community and Social Service Occupations](#)

[Management/Operations/Finance](#)

[Education, and Training Occupations](#)

* These asterisked occupational categories or descriptions are proposed / pending updates to the U.S.D.O.L - SOC system

See: https://www.bls.gov/soc/2018/soc_responses.htm

SOC Code	SOC Title	Total Openings 2014-2024 (a)
29-1069	Physicians and Surgeons, All Other	219
29-1171	Nurse Practitioners	60
29-1123	Physical Therapists	96
29-1141	Registered Nurses	818
29-1064	Obstetricians and Gynecologists	33
29-1067	Surgeons	33
29-1063	Internists, General	14
11-9111	Medical and Health Services Managers	113
29-1071	Physician Assistants	41
29-1061	Anesthesiologists	- c -
29-1062	Family and General Practitioners	32
21-1014	Mental Health Counselors	- c -
31-2021	Physical Therapist Assistants	- c -
21-1022	Healthcare Social Workers	33
31-1011	Home Health Aides	246
31-1014	Nursing Assistants	292
29-1065	Pediatricians, General	- c -
29-2021	Dental Hygienists	125
29-2061	Licensed Practical and Licensed Vocational Nurse	93
31-9092	Medical Assistants	230
21-1023	Mental Health and Substance Abuse Social Work	36
29-1161	Nurse Midwives	9
29-1122	Occupational Therapists	21
29-1051	Pharmacists	92
29-1066	Psychiatrists	- c -
29-1021	Dentists, General	25
29-1199	Health Diagnosing and Treating Practitioners, All (17
29-2011	Medical and Clinical Laboratory Technologists	41
43-6013	Medical Secretaries	289
31-2011	Occupational Therapy Assistants	- c -
29-1127	Speech-Language Pathologists	31
21-1011	Substance Abuse and Behavioral Disorder Couns	33
31-9091	Dental Assistants	129
25-1071	Health Specialties Teachers, Postsecondary	- c -
31-9099	Healthcare Support Workers, All Other	- c -
29-1022	Oral and Maxillofacial Surgeons	- c -
31-2022	Physical Therapist Aides	36
21-1015	Rehabilitation Counselors	62
29-1131	Veterinarians	23
29-1181	Audiologists	6
29-2031	Cardiovascular Technologists and Technicians	- c -
21-1021	Child, Family, and School Social Workers	55
19-4091	Environmental Science and Protection Technician	- c -

29-2035	Magnetic Resonance Imaging Technologists	8
29-2012	Medical and Clinical Laboratory Technicians	35
29-9091	Athletic Trainers	- c -
19-3031	Clinical, Counseling, and School Psychologists	25
21-1019	Counselors, All Other	- c -
51-9081	Dental Laboratory Technicians	17
29-1029	Dentists, All Other Specialists	- c -
29-2032	Diagnostic Medical Sonographers	8
31-9011	Massage Therapists	12
29-1151	Nurse Anesthetists	- c -
29-9011	Occupational Health and Safety Specialists	16
31-9097	Phlebotomists	81
29-2034	Radiologic Technologists	41
21-1029	Social Workers, All Other	56
31-9096	Veterinary Assistants and Laboratory Animal Care	28
29-2041	Emergency Medical Technicians and Paramedics	- c -
19-2041	Environmental Scientists and Specialists, Includin	13
17-2111	Health and Safety Engineers, Except Mining Safel	- c -
29-2099	Health Technologists and Technicians, All Other	10
29-9099	Healthcare Practitioners and Technical Workers, ,	13
21-1013	Marriage and Family Therapists	- c -
29-2071	Medical Records and Health Information Technici	59
29-2033	Nuclear Medicine Technologists	- c -
29-2081	Opticians, Dispensing	14
29-1041	Optometrists	7
29-2052	Pharmacy Technicians	72
29-1081	Podiatrists	- c -
29-1125	Recreational Therapists	- c -
29-1126	Respiratory Therapists	- c -
29-2055	Surgical Technologists	26
29-1129	Therapists, All Other	- c -
29-2056	Veterinary Technologists and Technicians	25
29-1128	Exercise Physiologists	- c -
21-1091	Health Educators	8
49-9062	Medical Equipment Repairers	8
29-2057	Ophthalmic Medical Technicians	14
29-2091	Orthotists and Prosthetists	- c -
29-2053	Psychiatric Technicians	- c -
19-3039	Psychologists, All Other	- c -
29-1124	Radiation Therapists	- c -
29-1011	Chiropractors	- c -
29-1031	Dietitians and Nutritionists	5
31-9094	Medical Transcriptionists	13
29-9012	Occupational Health and Safety Technicians	- c -
21-1094	Community Health Workers	14
29-2051	Dietetic Technicians	9
31-9093	Medical Equipment Preparers	24

Footnotes:

- (a) Total and Annual Openings from Oregon Employment Department 2014-2024 Occupational Proj
- (1) Final Rank from Oregon Employment Departments Occupational Prioritization for Trainings (OP
- (2) 2016 Job Vacancies from Oregon Employment Department's Job Vacancy Survey
- (3) HWOL annual data by county only includes top 100 occupations. Jackson County occupations wit

Prepared by Guy Tauer, Regional Economist Oregon Employment Department
HWOL data provided by Ainoura Oussenbec, Workforce Analyst Oregon Employment Department

Average Annual Openings (a)	2016 Median Wage	Final Rank (1)
22	na	1
6 \$	111,197	2
10 \$	78,582	2
82 \$	81,224	2
3	na	2
3	na	2
1	na	7
11 \$	99,653	8
4 \$	113,942	8
- c -	na	8
3 \$	165,734	8
- c - \$	44,762	8
- c - \$	56,742	8
3 \$	62,317	17
25 \$	23,067	14
29 \$	30,202	14
- c -	na	14
13 \$	88,982	17
9 \$	49,483	17
23 \$	34,528	17
4 \$	57,325	17
1	na	17
2 \$	83,907	17
9 \$	124,675	17
- c -	na	17
3	na	26
2 \$	80,621	31
4	na	26
29 \$	34,570	26
- c -	na	26
3 \$	73,861	31
3 \$	36,400	26
13 \$	40,290	31
- c -	na	31
- c -	na	31
- c -	na	31
4 \$	23,213	31
6 \$	34,362	31
2 \$	93,163	39
1 \$	66,997	45
- c -	na	39
6 \$	48,942	39
- c -	na	39

1	\$	69,576	39
4	\$	39,520	39
- c -	\$	45,064	45
3	\$	61,485	55
- c -	\$	77,126	55
2	\$	38,314	45
- c -		na	45
1		na	45
1	\$	65,957	55
- c -		na	45
2	\$	71,427	45
8	\$	33,134	45
4	\$	60,798	55
6	\$	53,685	45
3	\$	24,710	45
- c -		na	55
1	\$	71,427	55
- c -		na	55
1	\$	44,117	55
1		na	55
- c -		na	55
6	\$	31,741	55
- c -		na	55
1	\$	36,421	55
1	\$	131,019	55
7	\$	36,691	55
- c -		na	55
- c -		na	55
- c -		na	55
3	\$	45,822	55
- c -		na	55
3	\$	33,987	55
- c -		na	76
1	\$	64,584	83
1	\$	35,506	76
1	\$	38,334	76
- c -		na	76
- c -		na	76
- c -		na	76
- c -		na	76
- c -	\$	66,726	86
1	\$	66,851	86
1	\$	37,253	83
- c -		na	83
1	\$	35,901	86
1	\$	22,922	86
2	\$	34,778	86

actions

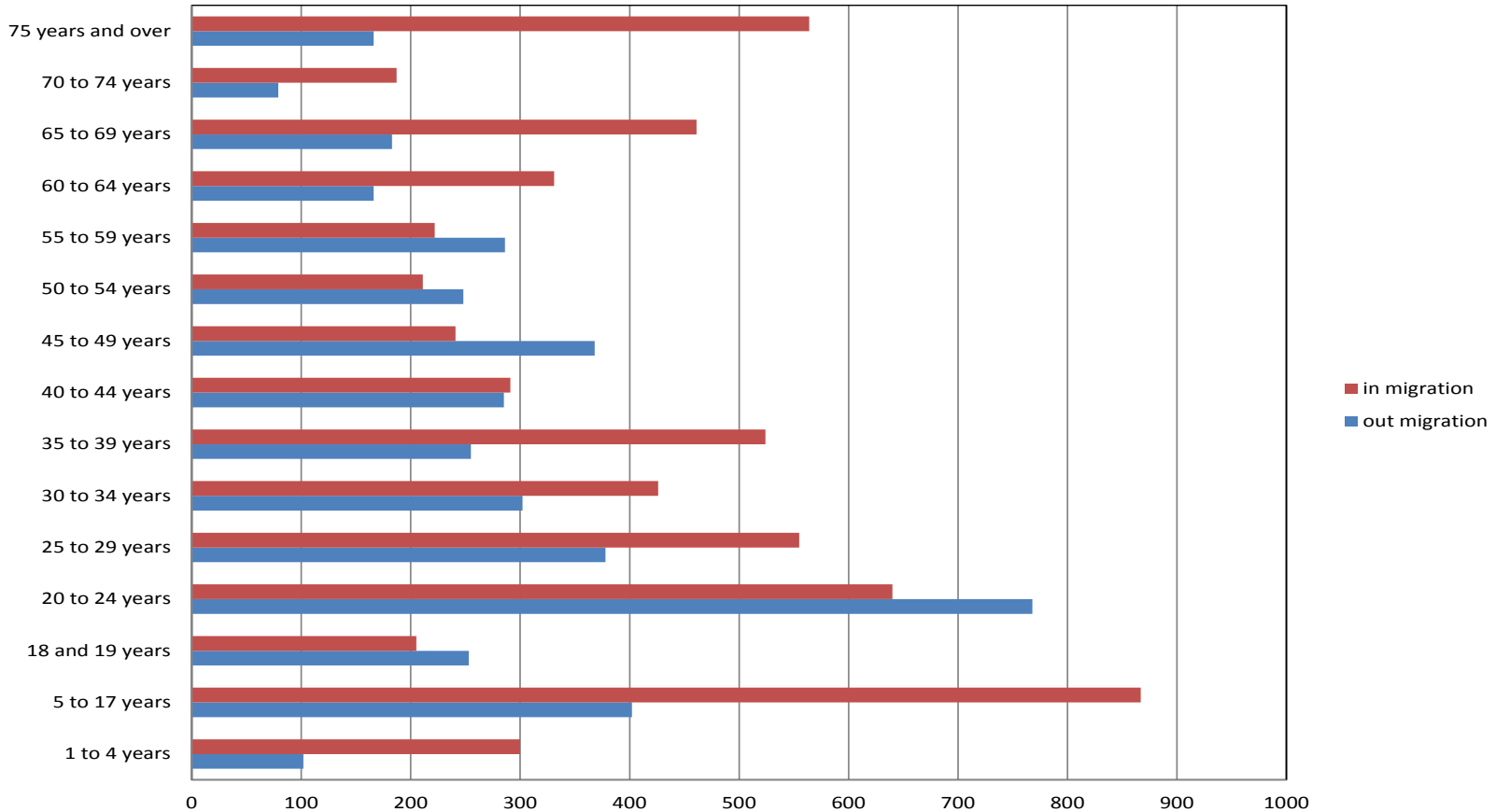
4T) index. For more details see: <https://www.qualityinfo.org/te-op4t/?at=1&t1=4117000>

th less than 27 job openings excluded from table. Josephine County occupations with l

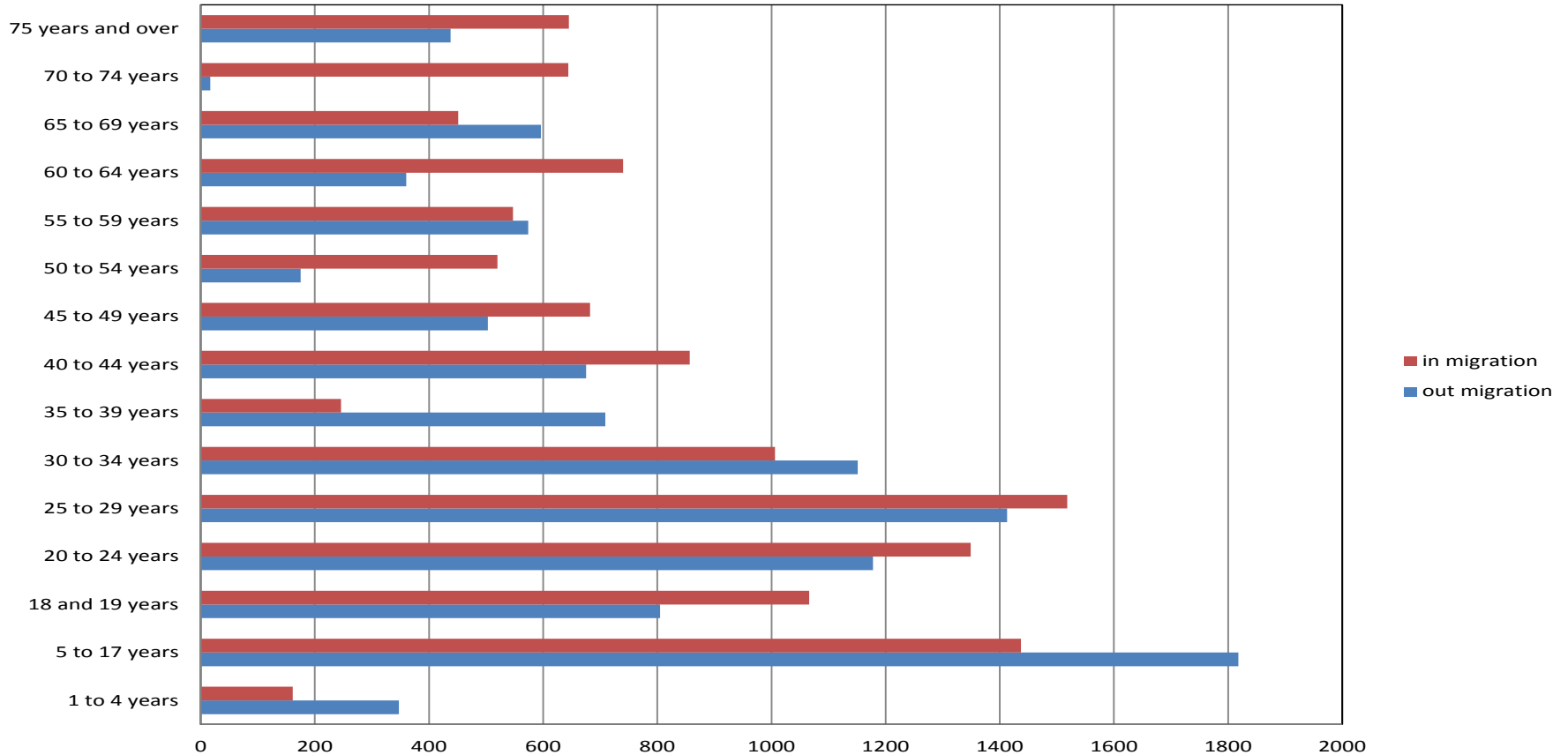


Additional Labor Market and Population data for Rogue Workforce Partnership

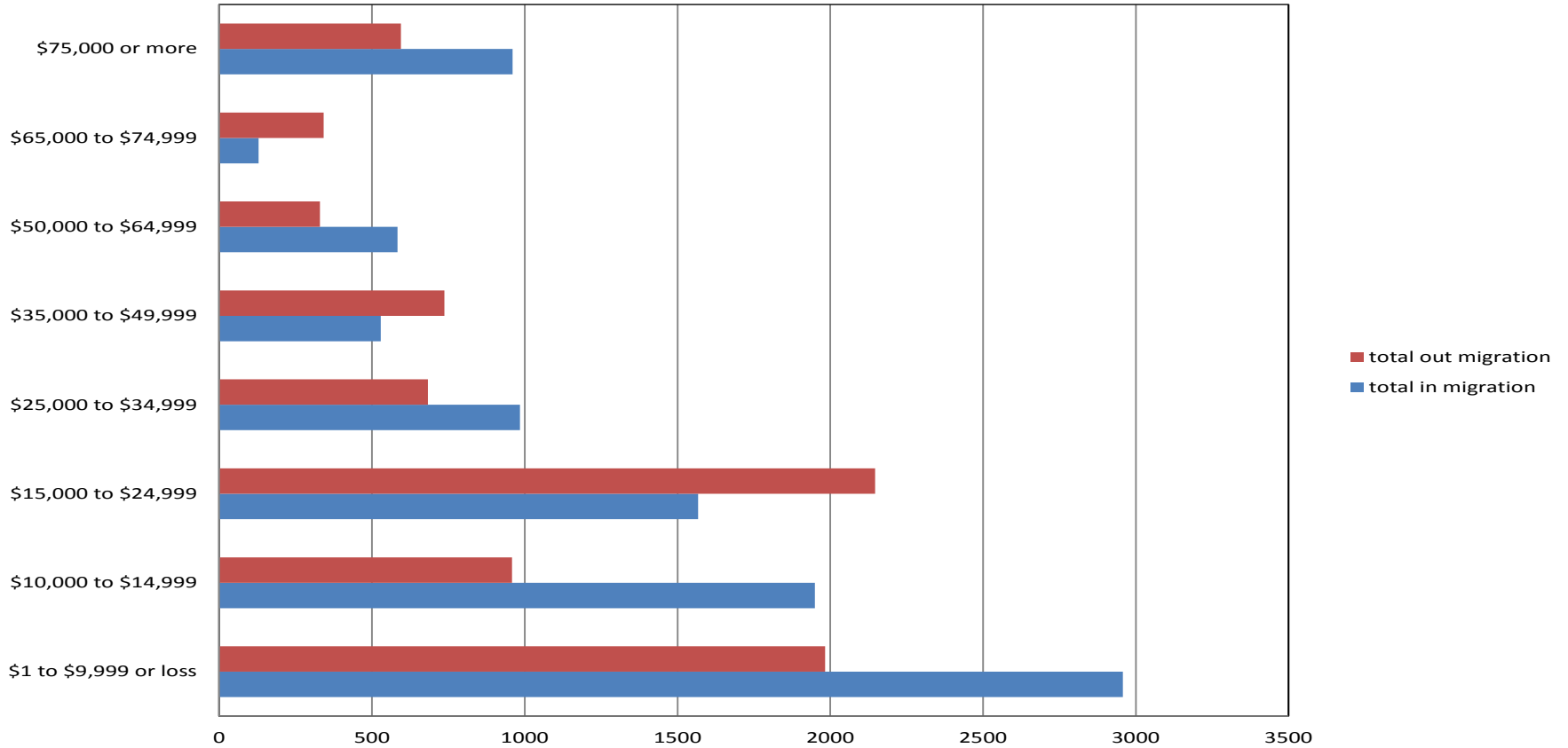
Josephine Migration by Age 2012-2016



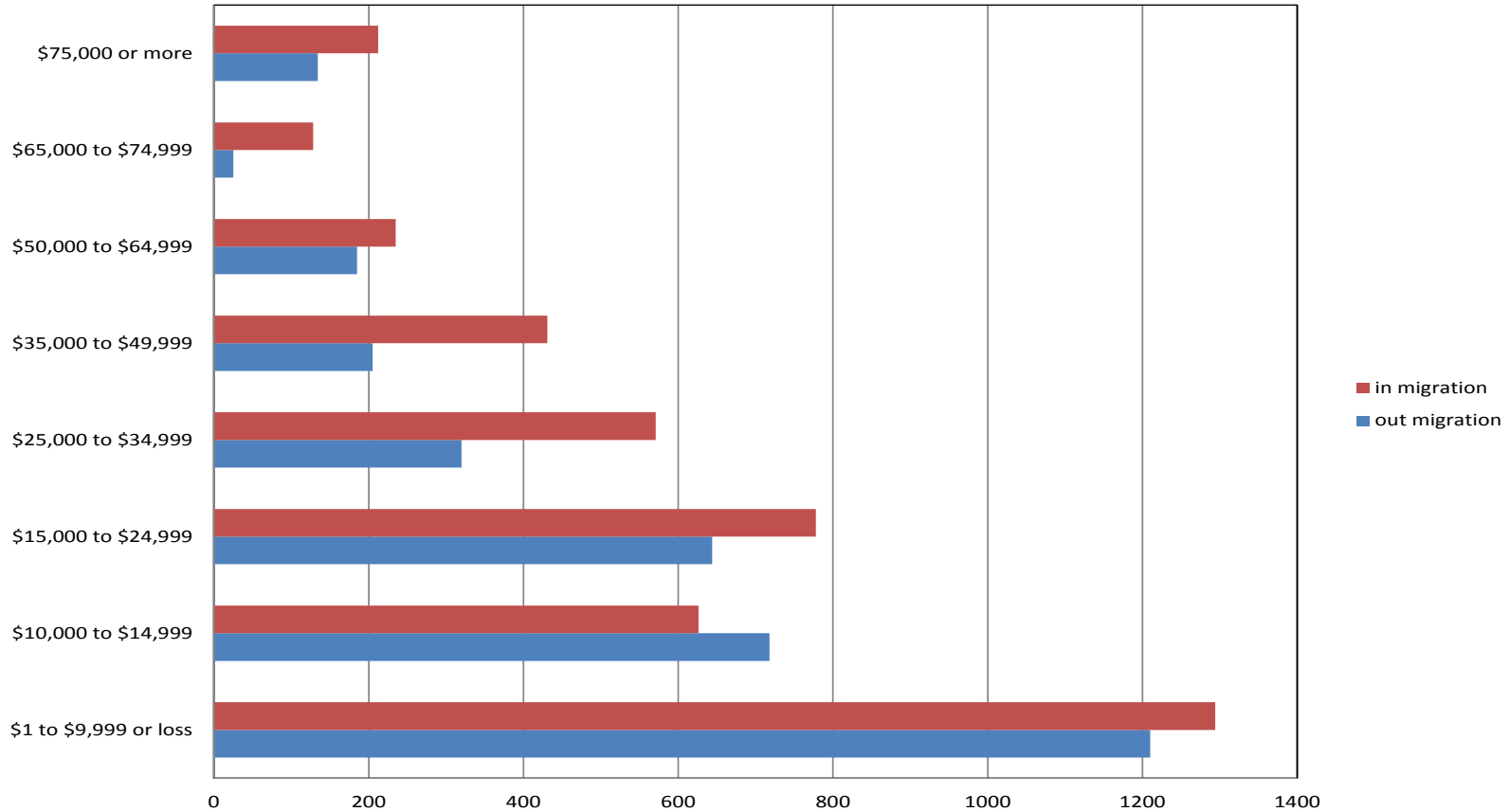
Jackson County migration by age group 2016



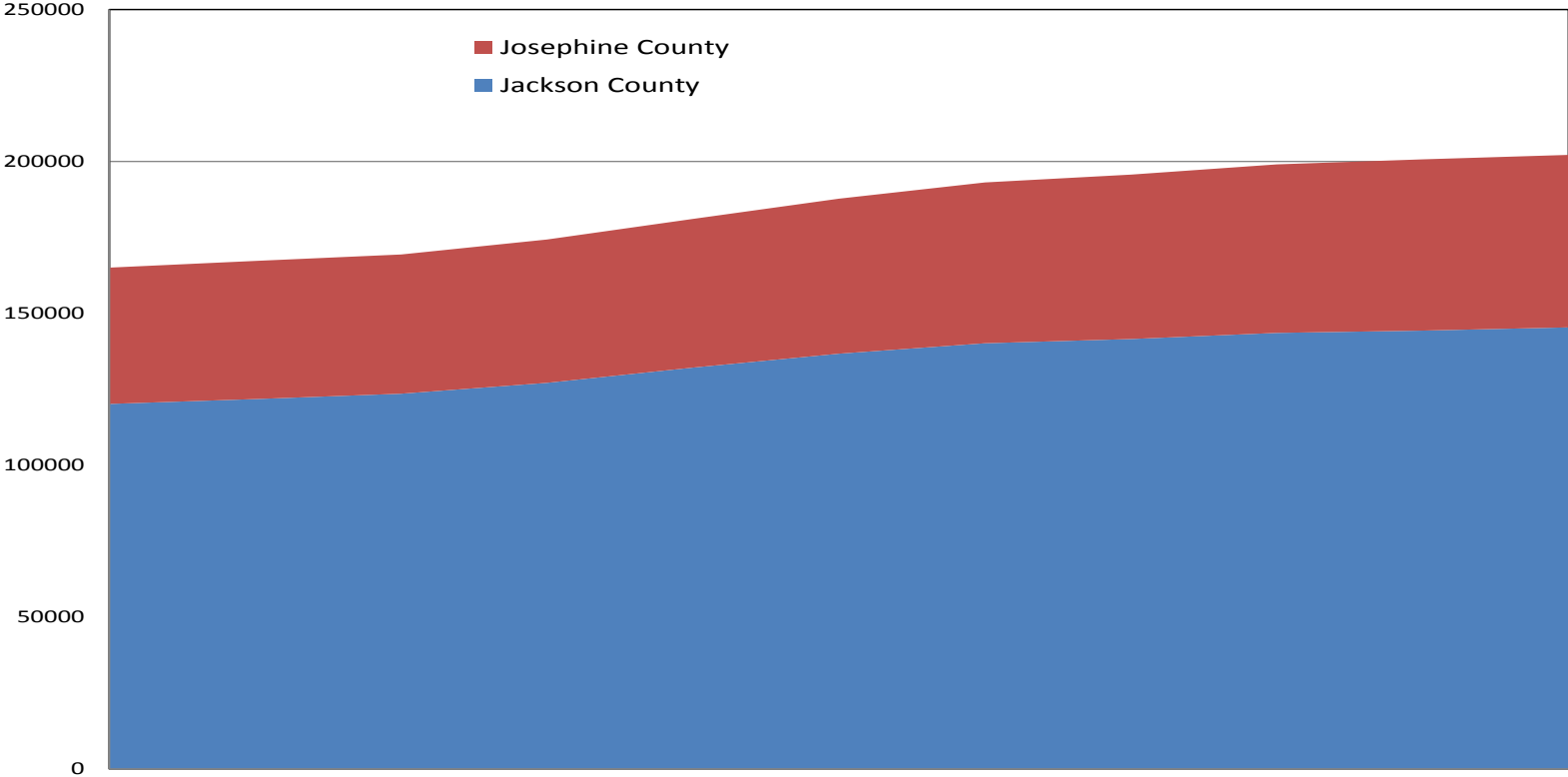
Jackson County migration by income level 2016



Josephine Migration by Income 2012-2016



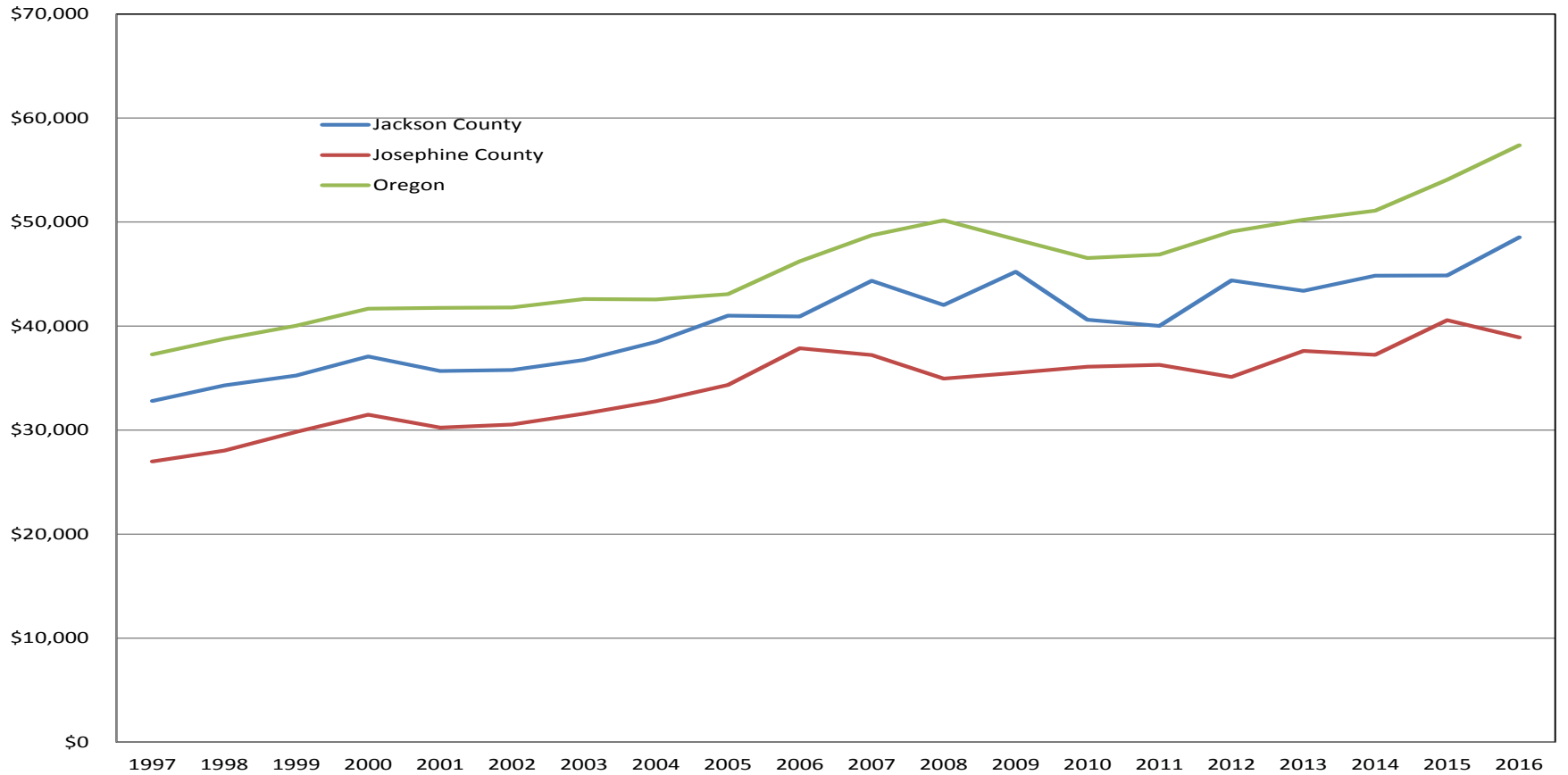
Rogue Valley Prime Working Age Population Forecast 2015-2065 (20-64 years)



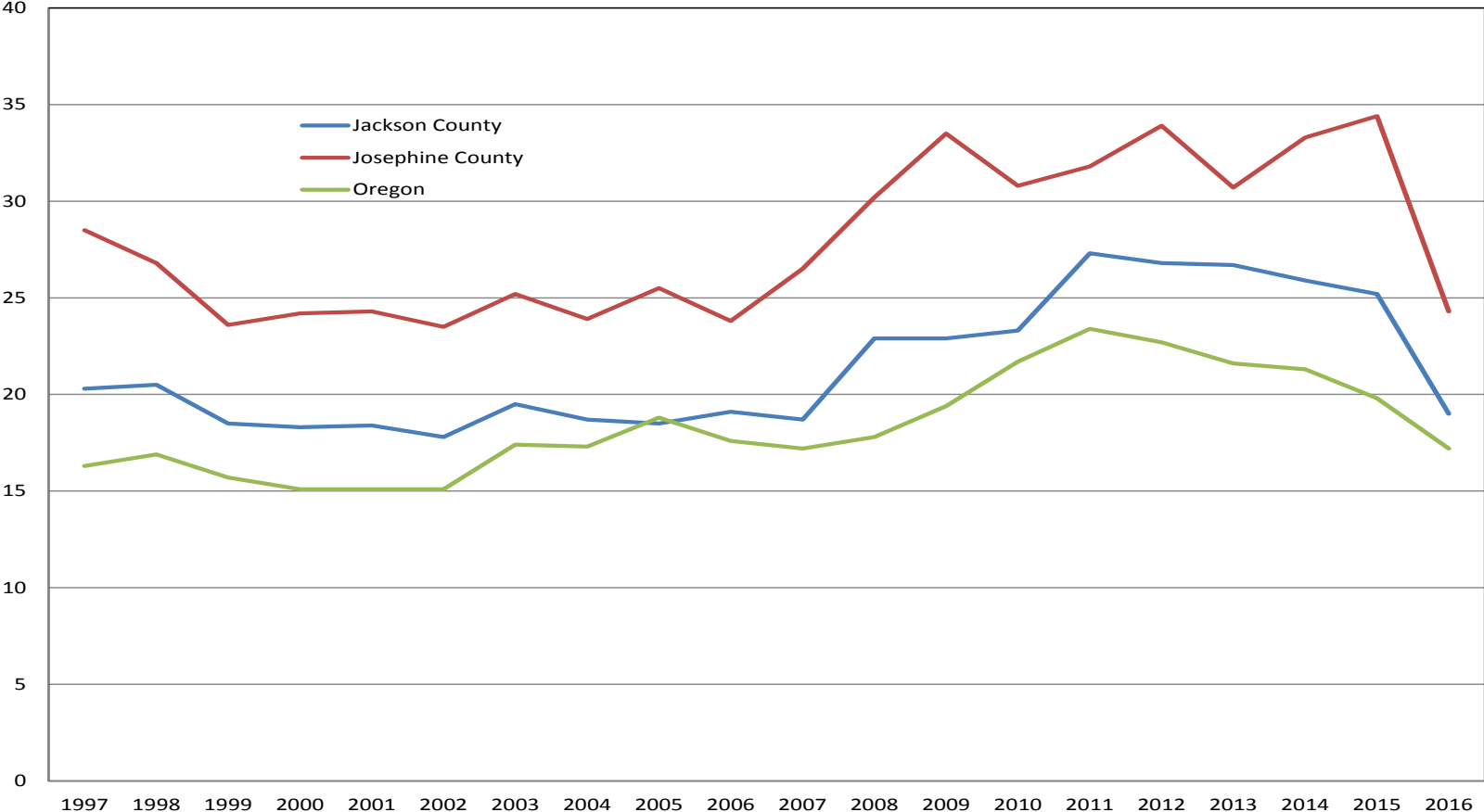
Source: Portland State University Population Research Center Long Term County Population Forecast Program



Median Household Income



Under 18 Years Old Poverty Rates



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