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Health Workforce Shortages: Causes and Solutions

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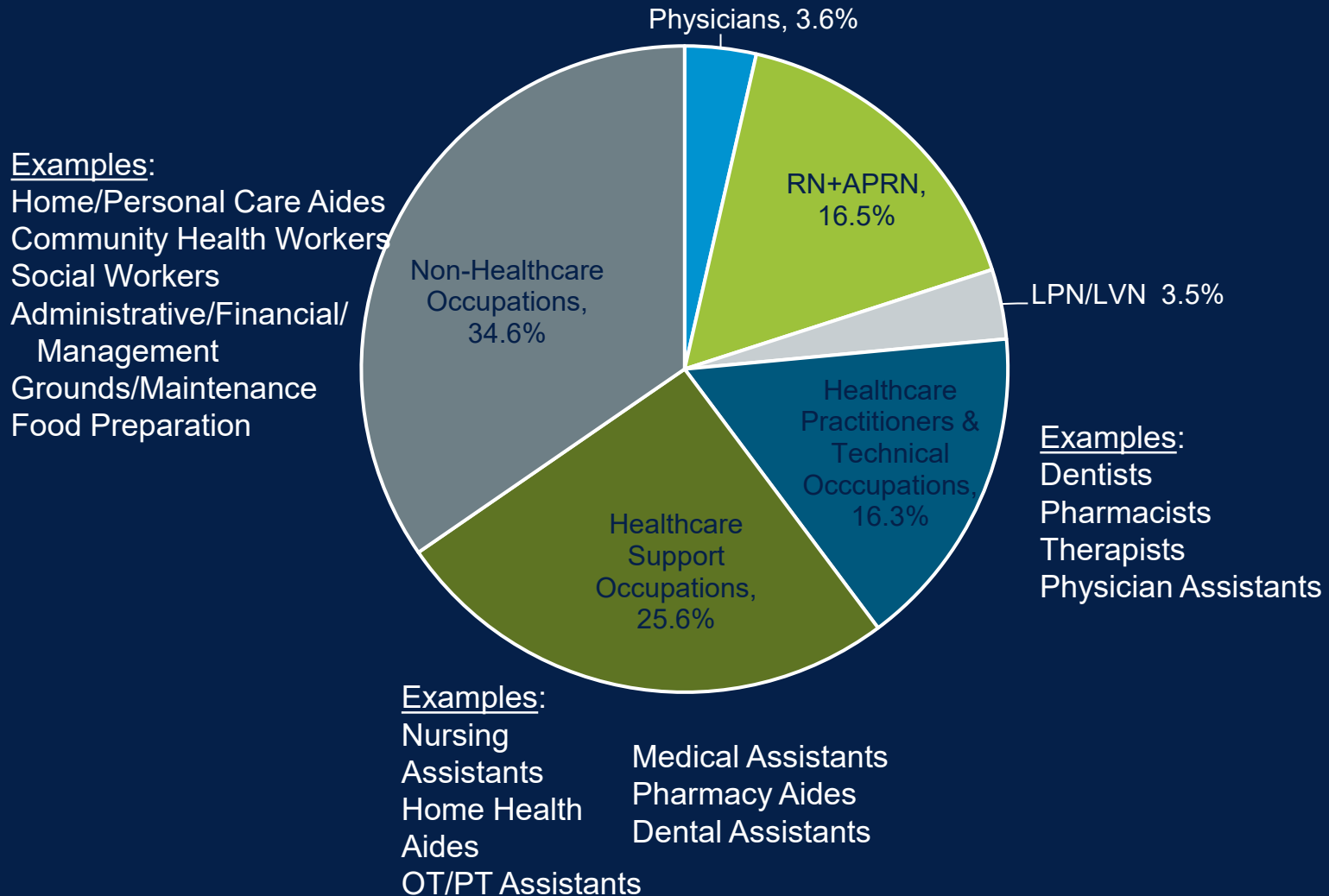
We need a workforce ready to improve access, outcomes, and costs

- Increasing demand for health services
 - Rising income inequality
 - Many Californians lack primary care access
 - Affordable Care Act increased affordability for some
- High turnover rates in many occupations
 - Front-line jobs in particular
- Shortages of health care workers
 - Not everywhere
 - Not all professions



Occupations within Healthcare, 2019

Total number = 17,054,890



Projected percent change by selected occupational groups, 2021-2031

Percent employment change, projected 2021-31



Healthcare jobs dominate the list of fastest growing occupations, and most require less than a Bachelor's degree to enter.

Note: Data for percent change realized as of August 2022 are estimates of the employment change from the 2021 base year of the projections through the most recent historical data available as of August 2022.

Costs of shortages and turnover

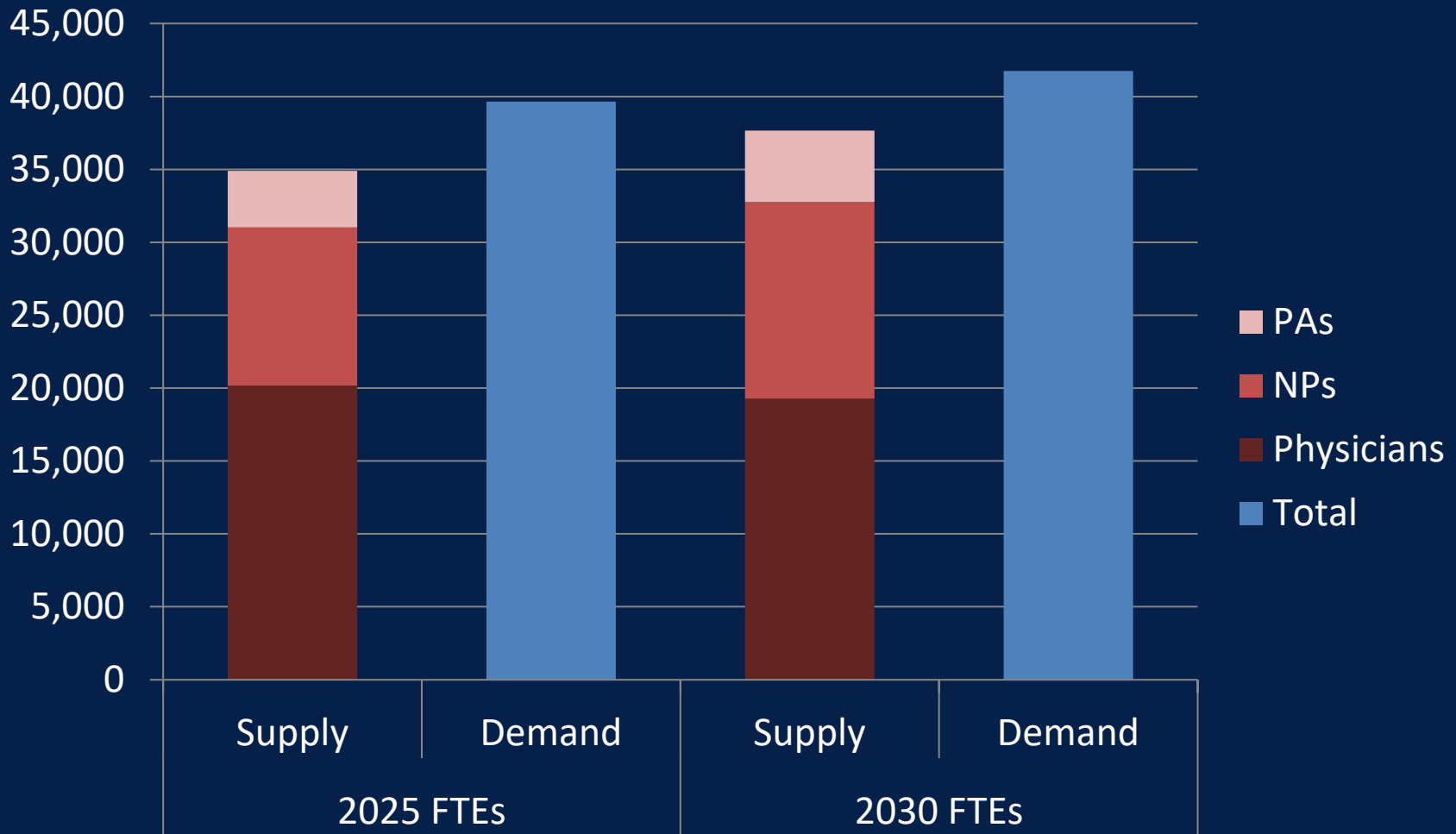
- Productivity losses due to instability in the workforce
- Premiums paid to temporary staff
- Costs of recruitment
- Losses when beds/clinics are closed, patients are deferred
- Expense of overtime pay
- Training and orientation costs
- Patient safety failures when understaffed



What shortages are the biggest concerns?

- Primary care providers
- Behavioral health providers
- Long-term care workers
- Maybe... Registered Nurses

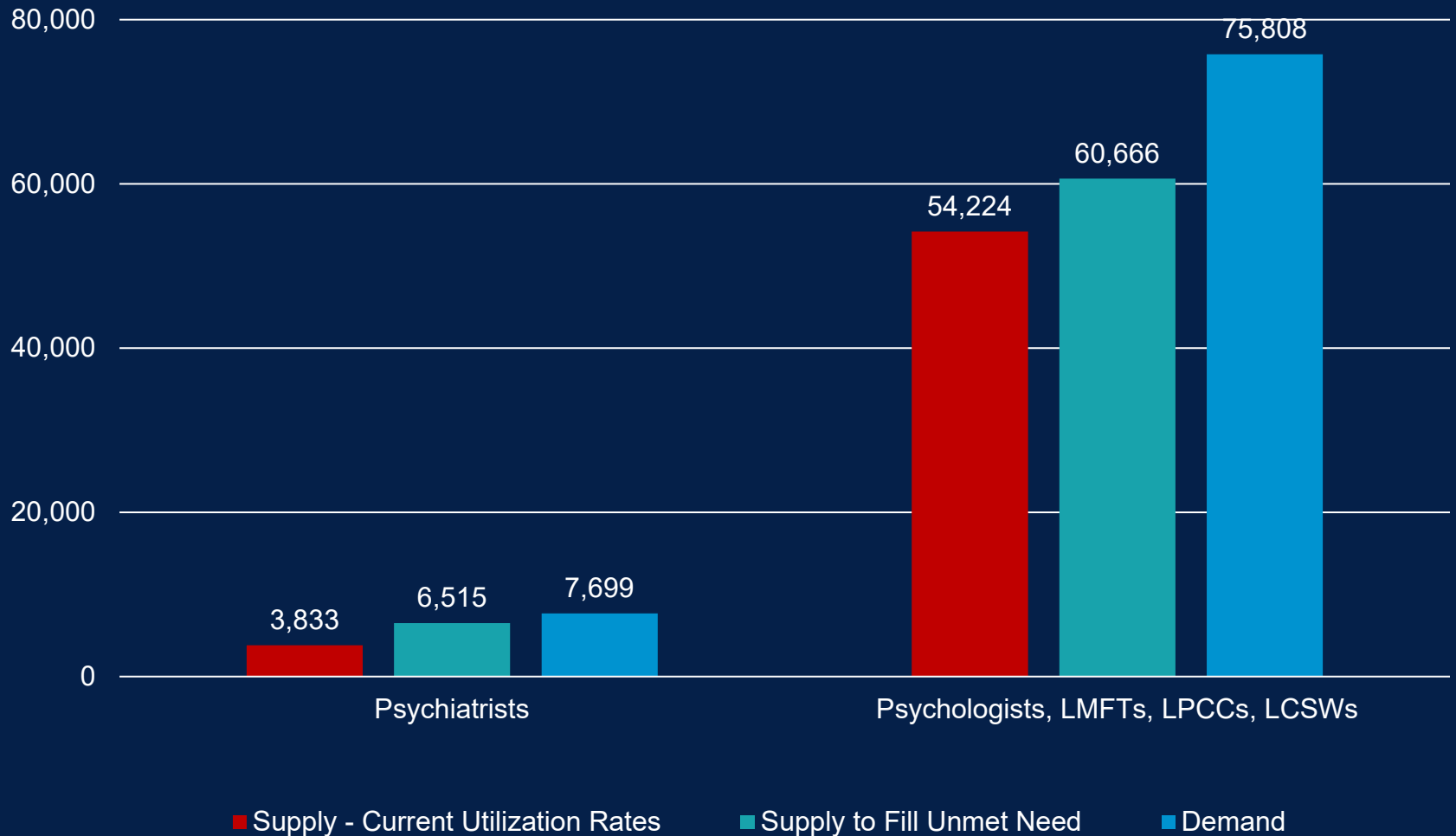
Forecasted Supply and Demand for Primary Care Clinicians FTEs, California, 2025 and 2030



Regional variations are substantial

	2030		
	Demand	Supply	Gap
Statewide	41,759	37,656	-9.8%
Greater Bay Area	9,525	9,302	-2.3%
Sacramento, Sierra, and Northern	4,010	3,763	-6.2%
Central Valley & Central Coast	6,535	5,387	-17.6%
Los Angeles, Orange, Inland Empire	17,985	16,348	-9.1%
Southern Border	3,727	3,092	-17.0%

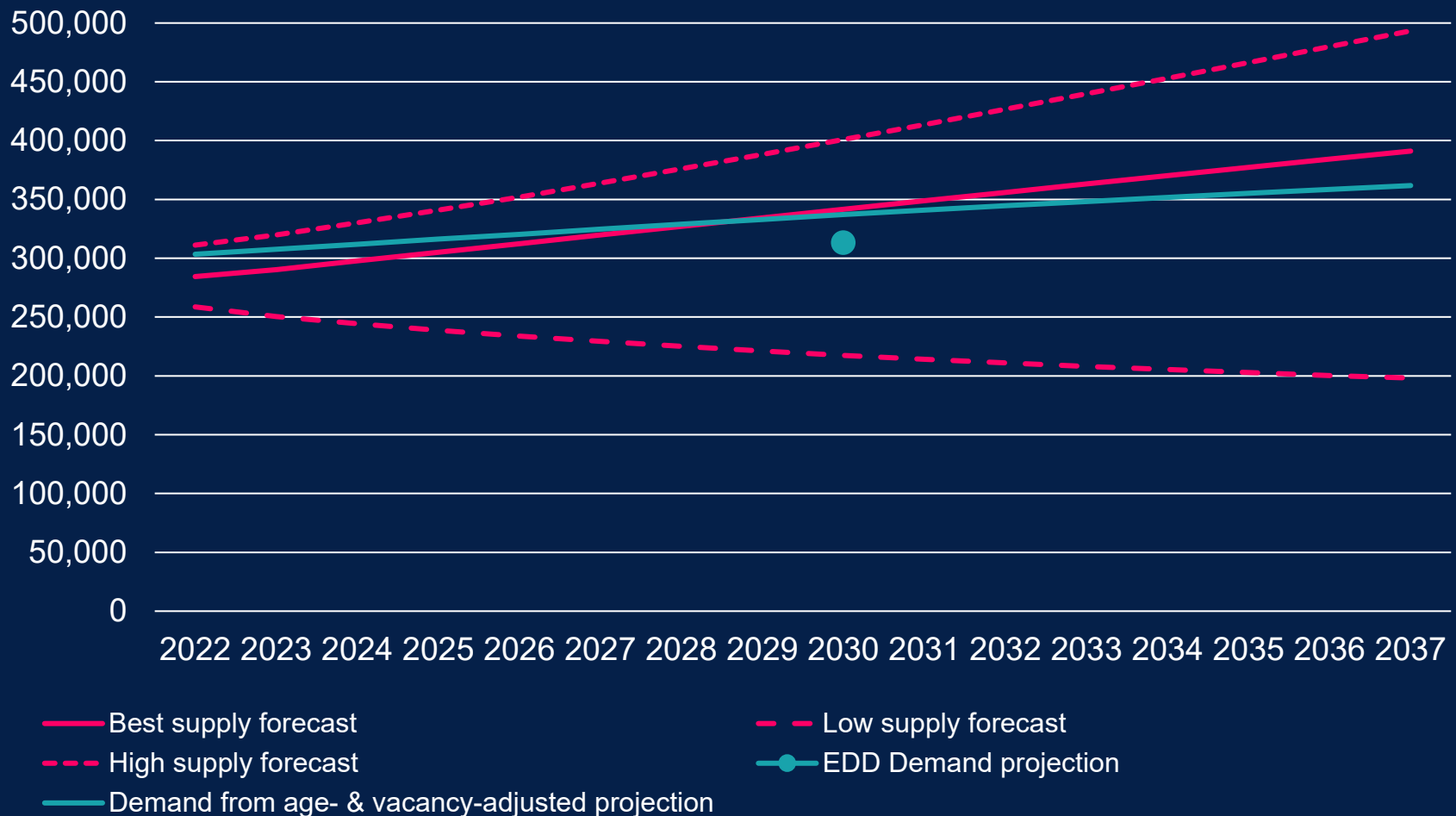
Projected Supply and Demand for Behavioral Health Professionals, 2028



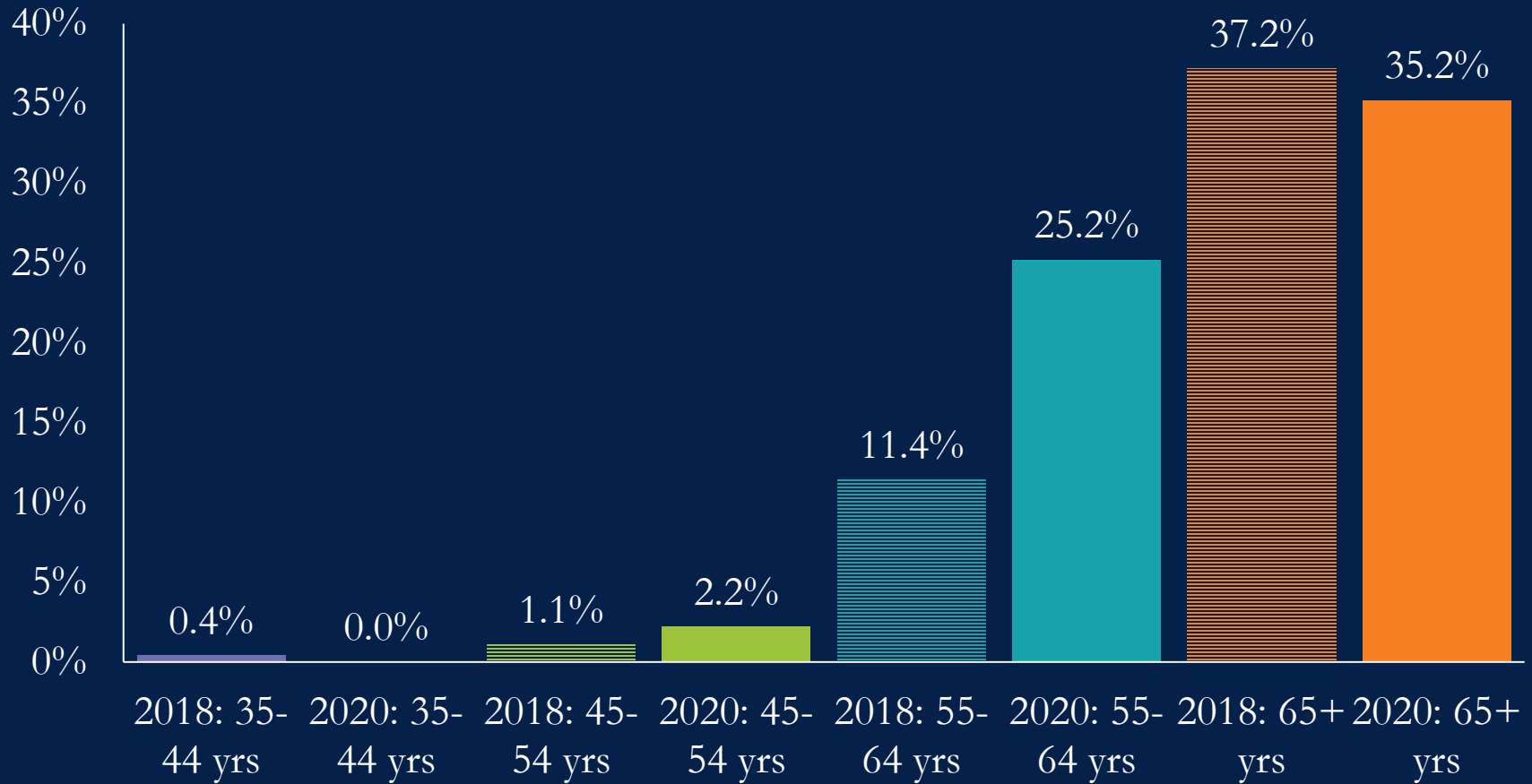
The long-term care workforce is particularly challenged

- Very high turnover rates
- Lack of training opportunities
- Lack of career growth opportunities
- Lack of respect for the skills they have
- Economically vulnerable
 - Low wages
 - 13% of full-time US long-term care workers were uninsured
 - 23% received the earned income tax credit
 - 15% received SNAP benefits

Projected RN Supply and Demand, 2022-2037, Full-time Equivalent Employment



Percent of working RNs who plan to retire or leave nursing in next 2 years



Recommendations

- Promote expanded health care teams with community health workers, promotores, and behavioral health peer providers
- Develop and sustain pipeline programs to prepare students for health careers
- Expand capacity for training in health care occupations – especially in public colleges & universities
- Invest in training and career growth for incumbent workers
- Establish scholarship programs and emergency funds for health professions students from disadvantaged and under-represented backgrounds
- Expand loan repayment, stipend, and scholarship programs to incentivize work in underserved communities
- Address burnout and other factors that negatively affect retention of health care workers

Thank you! Questions?

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