



Workforce Needs of the Future for Healthcare

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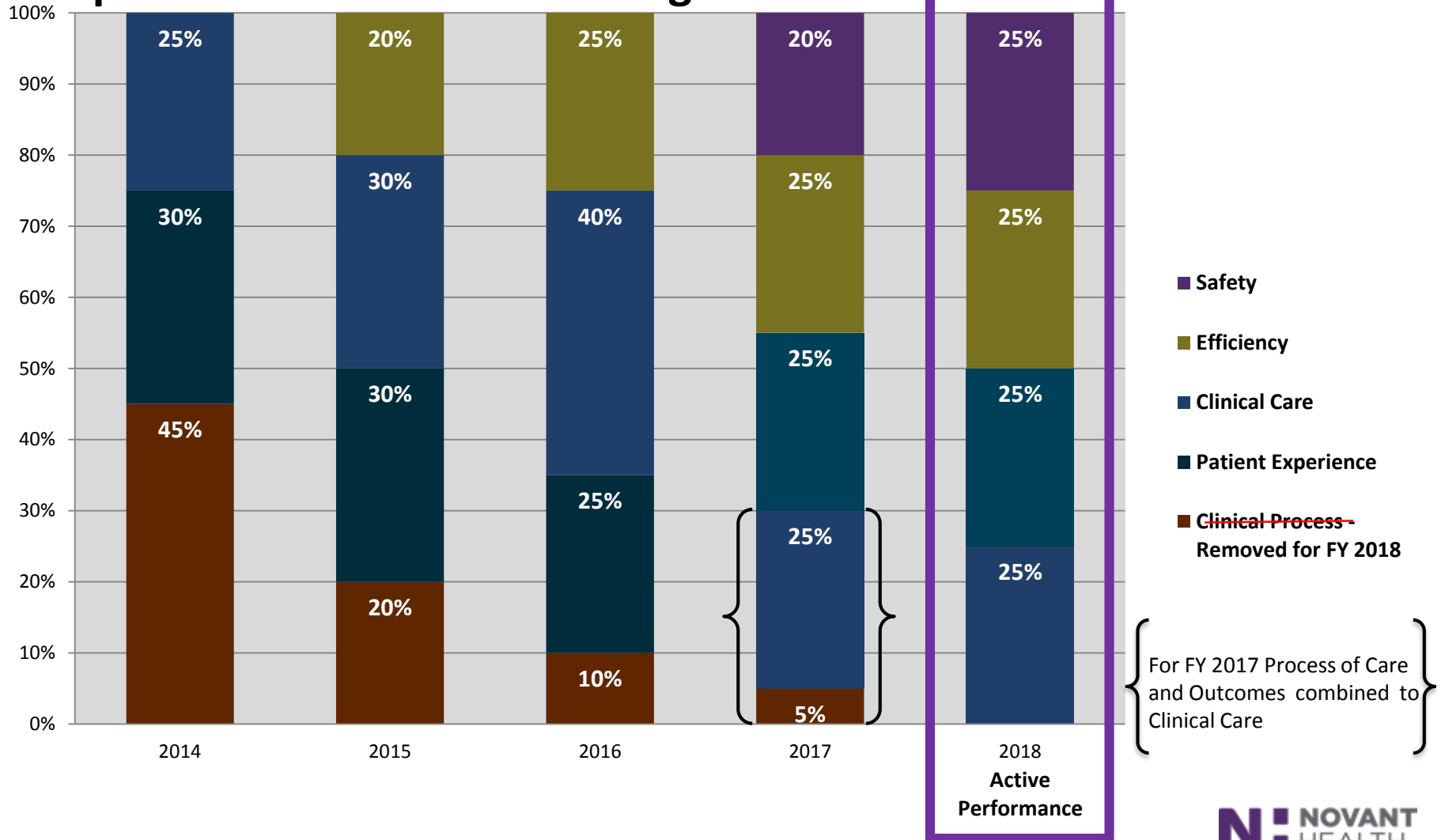
**There is nothing permanent
except change.**

Heraclitus



Follow the MONEY!!!!!!

Hospital Value Based Purchasing



Top growing jobs

Direct care (physicians, clinical care team)

Physician shortages in Primary Care, Psychiatry,
Gastroenterology, Neurology , rural areas

Outpatient and Ambulatory care settings growth area of
future – heavy utilization of Medical Office Assistants

Nursing shortages especially OR, ED, Critical Care

Infection Prevention specialists

Behavioral Health specialists

Affordability is a driver

Assistive team – CNAs, OTA, PTA, Pharm Techs

Extenders – Advanced Practice Clinicians

- CRNAs
- Nurse Practitioners
- Physician Assistants



Payment Methodology drives practice

Quality Improvement/Process Improvement

Bundled payment initiatives

Patient flow processes



Accurate Documentation is a driver

Coding (ICD 10)

Healthcare Acquired Infections



Regulatory Oversight is a driver

Audit and Compliance



Threats! Driver of new careers

IT -Cybersecurity



How we are measured drives new careers

Patient Experience



Matching workforce with industry needs is an art!

