



FutureThink News

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OHA Workforce Committee Sets Advocacy Priorities

The Ohio Hospital Association Workforce Committee had a telephone conference call March 20 to gather feedback and recommendations for OHA's priorities for public workforce investment.

In summary, Committee members agreed that workforce initiatives are a priority for hospital operations. To assure an adequate workforce for the future, the committee identified the following priorities: 1) increase the nursing pipeline through the development of nursing faculty, 2) ensure an adequate capacity for clinical education and develop an infrastructure to ensure success; 3) create funding for hospitals to ensure a safe working environment; 4) provide workforce investment dollars directly to regions willing to invest in health care workforce development; and 5) exam the notion of benefits for older workers to keep them working as long as possible.

These priorities have been shared with Ohio's workforce policy makers and OHA's Government Affairs staff will use these priorities in their advocacy initiatives.

Nationwide commercializes "health care coach"

In 2003 when FutureThink was launched, the vision for 2013 incorporated a strategic objective about a future in which Ohioans maintain physical, mental and spiritual well-being through timely prevention and illness services in collaboration with health care workers; and a model was designed to showcase the future when this concept becomes reality. In FutureThink's "a" model for 2013, Ohioans have the opportunity to work with their own personal "health coach". The model described "health coaches" as health care providers including nurses, radiology technologists, respiratory therapists and others who were inspired and educated to be part of a care delivery model where healthcare coaches teach consumers to practice health lifestyles and learn about the latest health care and preventative research.

Now in 2007, Nationwide has launched a new program to engage employers and employees in a new product to manage health. Using electronic data and health care coaches, employees enrolled in the product have the opportunity to receive knowledge of necessary medical information, as well as to develop a personalized life long care plan with the support of a dedicated health coach. Mostly specially prepared registered nurses; these health coaches will help employees engage in appropriate programs and activities aimed to improve their well-being. Ultimately, Nationwide's newly designed program will help reduce the cost of healthcare through higher quality of care and better medical outcomes.

FutureThink's vision is being operationalized all over the state and even beyond the hospital sector. What are you doing in your area to move forward the FutureThink vision to create a preferred future for the delivery of healthcare?

New ODH Director Draws from Health Care Background

Governor Ted Strickland appointed Dr. Alvin Jackson to oversee the Ohio Department of Health. Jackson will take office this month. Jackson previously served as the medical director of Community Health Services in Fremont, and was chief of staff at Memorial Hospital Fremont from 2003-2005.

Jackson's priorities in his new position are access to health care, disease prevention and education. He hopes to send a message that individuals must be taught to take more responsibility for their own

wellness with more emphasis on basic needs such as nutrition, rest, exercise and minimal exposure to pollution. Jackson wants to start in local schools, universities and medical schools, training leaders to teach others and moving the model toward wellness.

2007 AONE Award and Scholarship Recipients Announced

The American Organization of Nurse Executives (AONE) Institute for Patient Care Research and Education announced its 2007 award and scholarship recipients. The awards honor nurse leaders for accomplishments in the areas of leadership, service and scholarship, and will be presented at the AONE meeting April 12-16 in Washington, D.C. Gloria Ceballos, RN, a doctoral student and former vice president of patient care operations/chief nursing officer at Kettering Medical Center in Ohio, will receive the Prism Award, which recognizes efforts to promote diversity in the nursing workforce. (AHA NewsNow)

Healing Designs Gain Popularity Among Hospitals, Health Facility Architects

Hospital construction is now booming, health care facility architects and hospital administrators are increasingly relying on evidence-based design concepts to create environments that enhance patient outcomes and staff efficiency. Research suggests healing environments promote improved patient care, reduce stress, increase comfort and foster satisfaction. To achieve these goals, many architects are including private patient rooms, noise-reduction measures, calming gardens and other innovation in hospital designs. The federal Agency for Healthcare Research and Quality is creating a video to educate hospital administrators about evidence-based design and its ties to patient and staff safety and cost effectiveness. Hospitals for the future will include an environment that is attractive for patients and families. (Wall Street Journal)

Cleveland Clinic Creates Online Staffing Tools to Better Manage Nurse Vacancies

The Cleveland Clinic plans to launch a new internal staffing tool to help its hospitals better fill nurse vacancies. The Web-based Cleveland Clinic Agency Resources system will create a centralized list of Clinic nurses who are available to cover temporary staffing gaps across major specialties at the system's nine hospitals. Any RN or LPN who has two years of acute care experience and is willing to work at a minimum of three Clinic hospitals may participate in the system, which does not require a minimum hourly commitment. While the system will not guarantee nurses a minimum number of shifts, participating nurses will be able to declare their availability and then use the online system to accept or decline work assignments. The tool will help the health system improve nurse retention and recruitment by offering nurses more flexibility and control over their work schedules. Using nurses hired through the system will allow Cleveland Clinic to ensure consistency and high-quality care while reducing the use of agency labor. The Clinic will continue to offer its Parent Shift program, which allows nurses with children to work reduced hours at their convenience. (The Cleveland Plain Dealer)

Nursing School Enrollments Rise – Some Still Turned Away

According to a survey conducted by the American Association of Colleges of Nursing, enrollment in entry-level baccalaureate nursing programs increased by five percent in 2006. However, the programs still turned away more than 32,000 qualified applicants largely due to a shortage of faculty. Nursing school graduations increased by 18 percent, but the Health Resources and Services Administration projects that the nation will need 90 percent more graduates to address a national shortage of nurses expected to intensify through 2020. The American Organization of Nurse Executives (AONE) is encouraged to see that enrollments continue to increase, but remains concerned with the number of those who are turned away. AONE feels it has been successful in demonstrating nursing as an excellent career choice, but the inability to accept those interested in pursuing this career diminishes that achievement. (AHA NewsNow)

Hospital Pharmacy Vacancies Continue to Climb

The vacancy rate for hospital pharmacists increased for the second straight year in 2006, from 6.2 percent to 7 percent, according to the latest annual survey by the American Society of Health-System

Pharmacists. Eighty-seven percent of respondents reported a shortage of pharmacy managers. The average turnover rate for pharmacists rose to 9 percent, while the rate for technicians fell to 12.4 percent. (AHA NewsNow)

Critical Need for Coding Professionals Grows

Health care organizations have a critical need for qualified clinical coding professionals, according to a survey by the American Health Information Management Association and the American Hospital Association Central Offices. Approximately six in 10 respondents experienced coding vacancies in the 12 months prior to the survey. Three quarters of the respondents had a “difficult to extremely difficult” time to filling the positions, with one-quarter had unfilled positions for more than six months. Respondents were looking for candidates with job experience and credentials. The annual compensation for more than half of coding professionals with three or more years experience was \$35,000-\$50,000, versus \$20,000-\$30,000 for those without experience. The salary jump validates the value professional coders bring to their organizations and the career growth possible in a short time for individuals with the right mix of knowledge, experience and certification. (AHA NewsNow)

Organizations Find IT Positions Tough to Fill

Information technology (IT) departments are already stretched thin, according to a national poll of more than 1,400 chief information officers (CIOs) from a stratified random sample of U.S. companies with 100 or more employees. CIOs reported it takes an average of 56 days to fill a staff-level position and 87 days to bring a new manager on board. The survey was conducted by an independent research firm and developed by Robert Half Technology, a leading provider of IT professionals on a project- and full-time basis. (Central Ohio TechWeek)

OHA Launches New Workforce Web Site

OHA's new Hospital Workforce Web site has something for jobseekers, students, employers, educators, media or simply an Ohioan interested in health care employment. Visit this site to learn about the state of the hospital workforce, to look for jobs in Ohio's hospitals, to find resources for recruiting new health care workers and more. <http://www.ohanet.org/workforce/>

The FutureThink Institute is an initiative of the Ohio Hospital Association, working toward creating long-term solutions for Ohio's health care system. The FutureThink Institute takes a multidimensional approach to designing better ways to deliver care and changing the demand for health care professionals in order to achieve better results for our communities. Learn more about the FutureThink Institute, and view the FutureThink News archives at www.futurethink.org.

Editor's note: Please share news or comments with Jean Scholz, jeans@ohanet.org, or call 614.221.7614. To be removed from this mailing list, please reply to this e-mail with "Unsubscribe" in the subject line.

FutureThink Vision

The state of Ohio recognizes health is more than the absence of illness. All Ohioans have access to care, which assists them in achieving their optimal being. Ohioans are informed, motivated and personally accountable to actively participate in maintaining a health lifestyle, just as health care providers are accountable to Ohioans. The health care workforce is inspired and educated to be part of a care delivery model that promotes collaborations, respects the contributions of different caregivers and utilizes integrative technology. This model attracts bright, diverse and talented individuals to serve our population.