

The Washington Health Workforce Sentinel Network

Where are we now, where have we been and where are we going?

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Washington's Health Workforce Sentinel Network

Partnership between

- Washington Workforce Training & Education Coordinating Board
- University of Washington Center for Health Workforce Studies

Funding provided by the Washington State Legislature

Employers and hiring managers surveyed every six months

Focus on identifying emerging **signals and trends** over time



Where are we now?

Spring 2024 data collection began March 18

Recruitment:

- Direct emails to past respondents
- Email and newsletter templates to “trusted leaders”

wa.sentinelnetwork.org/join

Where have we (recently) been?

Fall 2023 data collection ended in November

- Highest number of responses since we began in 2016

Thank you!

Since Summer 2023, targeted dissemination through webinars, meeting presentations and direct outreach

Allied Health Deans & Director's Meeting; "Government Partners" Group; Health Industry Leadership Table Quarterly Meeting and Behavioral Health Committee; Northwest Addictions, Drug & Alcohol Institute (ADAI); Office of Superintendent of Public Instruction (OSPI); SEIU 1199NW Training Fund Board Meeting; State of Reform 2024 Health Policy Conference; University of Washington Department of Rehabilitation medicine Grand Rounds; UW Dept of Fam Medicine Research Seminar; WA Dept of Health; WA State legislative staffing communications; Washington Association for Community Health (WACH); Washington Center for Nursing; Washington Long Term Care – Rural Workgroup; Washington State Health Care Authority Children and Youth Behavioral Health Work Group; Washington State Health Workforce Council; Washington State Senate Health and Long Term Care Committee; Yakima County Health Care Coalition

Where have we (recently) been?

Dashboards updated and 14 “Findings Briefs” created

FALL 2023



<https://wa.sentinelnetwork.org/findings/overview>

Zoom Poll

How have you interacted with the Sentinel Network?
Select all that apply:



Summary of Findings - Fall 2023

Key themes from all settings and locations – Fall 2023

Lower wage occupations are difficult to hire and retain due to wage competition and workers pursuing other opportunities

- *[Nursing Assistant] Assisted Living facilities cannot compete with hospital wages. Many CNA's will only work in AL to get the experience they need to get hired at a hospital then quit.*
- *[Medical Assistant] We cannot compete with hospitals who are offering higher wages, bonuses, and benefits. We are looking for MAs who instead value our culture and align with our Mission.*
- *[Nursing Assistant] High turnover, unable to keep staff as many continue their education.*

and, in some cases, switching to a field other than healthcare.

- *[Medical Assistant] There have been many people that have left healthcare... Less people are interested in working with people who might be ill.*
- *[Dental Assistant, Nursing Assistant] We lost several FT staff during covid, who chose not to return or to return only as agency contract*

Key themes from all settings and locations – Fall 2023

Staffing challenges persist, hindering organizations from providing comprehensive services across a variety of settings

- *[Small hospital] We had to close our OB services due to an OB nursing shortage. We have an FP/OB doctor (which is priceless), but we did not have enough nurses to staff delivery and c-section standby calls.*
- *[Home health care services] Often have to decline admission to potential clients as we do not have enough staff to meet their needs.*
- *[Assisted living facility] We have limited new admissions a few times due to not having enough staff to meet their needs.*
- *[FQHC or community clinic] Our workforce shortage has affected the time it takes to coordinate care for pt.'s, the rate at which we accept new referrals / tasks and the pace at which we could normally assist them.*

Key themes from **all settings and locations** – Fall 2023

Employers continue to report access to **childcare, housing and transportation** as factors that

- Are hard for them to influence
- Affect their ability to hire and retain workers
- Can be especially challenging in rural settings

Future Plans



Where are we going?

Working with a UW graduate student to evaluate the Sentinel Network, identifying strengths and areas for improvement

Following our evaluation and consultation with the advisory board, we will improve the usability and effectiveness of the Sentinel Network



Zoom Poll

What would you suggest as top priorities as we work to improve the Sentinel Network? Select all that apply.

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