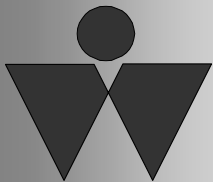




Economic Impact

- **Measurement of Impact on Workforce**
- **Workforce Retraining and Retention**



Factor 3: The Economic Impact of Right Sizing Actions on the State, Regional and Local Economies, Including the Capacity of the Health Care system to Provide Employment or Training to Affected Health Care Workers.

The New York State Department of Labor (DOL) has a mechanism for projecting the number of jobs in selected occupations, by region, through 2010 and the average annual job openings in each job type over the ten-year period from 2000 to 2010. Using DOL data, the Department of Health (DOH) will be able to run projections of job openings for selected health-related occupations likely to be affected by rightsizing.

Over the past several years, the Pataki administration and the Legislature have made a substantial investment in New York's health care workforce. Since 1996, DOH has administered almost \$1.3 billion in funding for workforce recruitment, retraining, and retention through five programs:

- Health Care Worker Retraining Initiative. Almost \$500 million was provided through the Health Care Reform Act of 1996 (HCRA) and its successor legislation to furnish health care workers with the training and skills they need to meet the demand of a changing health care industry and to assist health care facilities in addressing workforce shortages.
- Community Health Care Conversion Demonstration Project (CHCCDP). As part of the 1115 waiver for Medicaid managed Care, hospitals were provided with \$1.25 billion in funding to make the necessary infrastructure and workforce changes to adjust to a managed care environment. Of this \$1.25 billion, \$300 million was dedicated to workforce retraining. Although funding for this program ended in March, 2005, additional Federal money to support the objectives the Commission may be forthcoming.
- TANF Health Worker Retraining Initiative. Over the past three years, \$100 million was made available to hospitals, nursing homes, and home care agencies to recruit and train TANF-eligible persons to work in health care institutions.
- Supplemental General Hospital Recruitment and Retention Rate Adjustment Program. This program provided \$82.5 million to address the recruitment and retention needs of non-public general hospitals for non-supervisory workers at health care facilities or any worker with direct patient care responsibilities.
- Nursing Home Quality Improvement Demonstration Program. This program provided \$281 million to nursing facilities to provide training and education to direct care staff.

In addition to these initiatives, another \$2.1 billion was made available for hospitals, nursing homes, personal care services and community health centers over a three-period to help them provide quality care and to recruit and retain a highly trained workforce.

Workforce Retraining Project Summary Tables

As a proxy for identifying shortage occupations, these tables list the professions funded under the last round of HCRA Worker Retraining Awards (HCRA 2002). The lists are provided statewide and by each of the Commission regions. For each profession the chart identifies the number of projects funded, the contracted amount, and the number of participants to be trained.

Long Island Region: Projects with Contracted Amounts and Target Participants

2002 Cohort Allocated/Summed by Project Category

Project Category	Number of Projects	Ranking by # of Projects	Contracted Project Amt.	Ranking by Contracted \$	Target # of Participants	Ranking by Participants
Nurse: Nurse specialty, skills enhancement	6	1	\$610,593	3	214	5
Nurse: New RN	4	2	\$1,375,327	1	86	8
Other	4	2	\$135,340	10	496	3
Clinical/Support: Support associate, food service, housekeeper, transport aide	2	4	\$411,674	5	12	13
Nurse: New LPN	2	4	\$926,733	2	27	12
Substance Abuse: CASAC, other SA counseling	2	4	\$345,336	8	125	7
Admin: Computer skills	1	7	\$374,760	6	3,687	2
Admin: Medical records, billing, coding, financial	1	7	\$153,583	9	4,500	1
Emergency: Disaster preparedness	1	7	\$50,000	12	80	9
Emergency: EMT, paramedic	1	7	\$11,609	14	3	14
Mental Health: Direct care generalist	1	7	\$354,931	7	135	6
Nurse: New C.N.A.	1	7	\$50,000	12	48	10
Nurse: Nurse leadership	1	7	\$95,098	11	31	11
Soft Skills: Language	1	7	\$417,413	4	263	4
Regional Total	28		\$5,312,397		9,707	

New York City Region: Projects with Contracted Amounts and Target Participants

2002 Cohort Allocated/Summed by Project Category

Project Category	Number of Projects	Ranking by # of Projects	Contracted Project Amt.	Ranking by Contracted \$	Target # of Participants	Ranking by Participants
Nurse: Nurse specialty, skills enhancement	18	1	\$8,015,002	2	2,909	3
Nurse: New RN	11	2	\$18,915,648	1	493	9
Soft Skills: Language	6	3	\$1,168,465	10	542	8
Other	5	4	\$5,572,673	4	6,040	2
Substance Abuse: CASAC, other SA counseling	5	4	\$2,121,640	6	793	5
Admin: Clerical, secretarial, ward clerk, unit secretary, other office	4	6	\$1,000,209	14	7,174	1
Clinical/Support: Patient care associate, medical assistant, phlebotomist	4	6	\$1,294,163	8	407	10
Admin: Medical records, billing, coding, financial	3	8	\$2,342,640	5	650	7
Emergency: EMT, paramedic	3	8	\$1,043,226	12	93	16
Nurse: New LPN	3	8	\$7,074,927	3	209	12
Clinical/Support: Technicians - echo, radio, surg, OR, hemo, lab, EKG	2	11	\$362,713	18	26	20
Nurse: Nurse leadership	2	11	\$214,378	20	62	17
Social Services: Case worker, psycho-social tech, community health worker, etc.	2	11	\$1,293,446	9	173	14
Soft Skills: Customer service, communication, diversity	2	11	\$435,516	16	690	6
Admin: Computer skills	1	15	\$666,944	15	335	11
Clinical/Support: Therapists - occupational, physical, respiratory	1	15	\$1,145,247	11	34	19
Emergency: Disaster preparedness	1	15	\$1,617,183	7	2,700	4
Home Care: Home health aide	1	15	\$110,342	21	60	18
Mental Health: Direct care generalist	1	15	\$1,019,813	13	184	13
Nurse: New C.N.A.	1	15	\$356,576	19	138	15
Nurse: New mid-level practitioner (NP, MW, PA)	1	15	\$363,468	17	20	21
Regional Total	77		\$56,134,219		23,732	

Hudson Valley Region: Projects with Contracted Amounts and Target Participants

2002 Cohort Allocated/Summed by Project Category

Project Category	Number of Projects	Ranking by # of Projects	Contracted Project Amt.	Ranking by Contracted \$	Target # of Participants	Ranking by Participants
Nurse: Nurse specialty, skills enhancement	9	1	\$795,481	2	587	2
Nurse: New RN	8	2	\$1,234,752	1	102	7
Other	4	3	\$148,627	4	793	1
Nurse: New LPN	3	4	\$247,541	3	10	14
Admin: Computer skills	2	5	\$133,480	5	155	6
Emergency: EMT, paramedic	2	5	\$116,370	6	13	13
Admin: Clerical, secretarial, ward clerk, unit secretary, other office	1	7	\$112,900	10	318	3
Admin: Medical records, billing, coding, financial	1	7	\$42,000	15	8	15
Clinical/Support: Patient care associate, medical assistant, phlebotomist	1	7	\$115,124	8	27	10
Non-Health Care: Science teacher	1	7	\$114,823	9	187	5
Nurse: New C.N.A.	1	7	\$76,000	12	25	11
Nurse: Nurse leadership	1	7	\$65,000	13	21	12
Soft Skills: Customer service, communication, diversity	1	7	\$49,641	14	66	9
Soft Skills: Language	1	7	\$112,254	11	297	4
Substance Abuse: CASAC, other SA counseling	1	7	\$115,179	7	83	8
Regional Total	37		\$3,479,172		2,692	

Northern Region: Projects with Contracted Amounts and Target Participants

2002 Cohort Allocated/Summed by Project Category

Project Category	Number of Projects	Ranking by # of Projects	Contracted Project Amt.	Ranking by Contracted \$	Target # of Participants	Ranking by Participants
Nurse: New LPN	7	1	\$834,984	1	72	3
Nurse: New RN	7	1	\$820,404	2	85	2
Nurse: Nurse specialty, skills enhancement	3	3	\$129,765	4	131	1
Substance Abuse: CASAC, other SA counseling	2	4	\$132,095	3	15	9
Admin: Computer skills	1	5	\$13,063	11	43	5
Admin: Medical records, billing, coding, financial	1	5	\$25,705	8	5	10
Clinical/Support: Patient care associate, medical assistant, phlebotomist	1	5	\$110,417	5	26	7
Emergency: EMT, paramedic	1	5	\$15,235	10	4	11
Nurse: New C.N.A.	1	5	\$85,000	6	69	4
Nurse: Nurse leadership	1	5	\$45,000	7	18	8
Soft Skills: Customer service, communication, diversity	1	5	\$21,718	9	33	6
Regional Total	26		\$2,233,386		501	

Central Region: Projects with Contracted Amounts and Target Participants

2002 Cohort Allocated/Summed by Project Category

Project Category	Number of Projects	Ranking by # of Projects	Contracted Project Amt.	Ranking by Contracted \$	Target # of Participants	Ranking by Participants
Nurse: New RN	27	1	\$2,606,502	1	203	4
Nurse: Nurse specialty, skills enhancement	16	2	\$943,800	3	1,079	1
Nurse: New LPN	14	3	\$1,120,702	2	88	9
Nurse: Nurse leadership	8	4	\$578,347	4	156	5
Admin: Computer skills	7	5	\$239,820	7	1,008	2
Emergency: EMT, paramedic	6	6	\$312,220	5	42	12
Substance Abuse: CASAC, other SA counseling	5	7	\$262,425	6	43	11
Soft Skills: Customer service, communication, diversity	5	7	\$126,825	10	235	3
Nurse: New C.N.A.	4	9	\$104,066	11	115	7
Admin: Medical records, billing, coding, financial	4	9	\$71,809	12	94	8
Clinical/Support: Patient care associate, medical assistant, phlebotomist	3	11	\$208,126	8	71	10
Other	2	12	\$47,658	15	125	6
Clinical/Support: Technicians - echo, radio, surg, OR, hemo, lab, EKG	2	12	\$192,945	9	14	16
Nurse: New mid-level practitioner (NP, MW, PA)	1	14	\$71,060	13	5	17
Dental: Dental assistant, hygienist	1	14	\$30,000	17	15	15
Clinical/Support: Therapists - occupational, physical, respiratory	1	14	\$70,000	14	19	14
Clinical/Support: Support Associate, food service, housekeeper, transport aide	1	14	\$43,616	16	30	13
Regional Total	107		\$7,029,921		3,342	

Western Region: Projects with Contracted Amounts and Target Participants

2002 Cohort Allocated/Summed by Project Category

Project Category	Number of Projects	Ranking by # of Projects	Contracted Project Amt.	Ranking by Contracted \$	Target # of Participants	Ranking by Participants
Nurse: New RN	9	1	\$749,266	1	81	7
Nurse: New LPN	6	2	\$472,477	2	26	10
Nurse: Nurse specialty, skills enhancement	5	3	\$324,768	3	1,220	1
Admin: Medical records, billing, coding, financial	4	4	\$111,634	6	94	6
Emergency: EMT, paramedic	3	5	\$184,551	5	32	9
Nurse: Nurse leadership	3	5	\$195,550	4	164	3
Soft Skills: Customer service, communication, diversity	3	5	\$86,887	7	364	2
Admin: Computer skills	2	8	\$22,346	15	70	8
Clinical/Support: Technicians - echo, radio, surg, OR, hemo, lab, EKG	2	8	\$72,540	11	6	15
Clinical/Support: Therapists - occupational, physical, respiratory	2	8	\$81,586	9	9	14
Clinical/Support: Patient care associate, medical assistant, phlebotomist	1	11	\$82,871	8	19	12
Dental: Dental assistant, hygienist	1	11	\$40,000	12	23	11
Nurse: New C.N.A.	1	11	\$75,000	10	125	4
Other	1	11	\$40,000	12	120	5
Substance Abuse: CASAC, other SA counseling	1	11	\$37,535	14	17	13
Regional Total	44		\$2,577,011		2,370	