

Drivers of Change

Workforce committee

What makes employers change the way they deliver care?

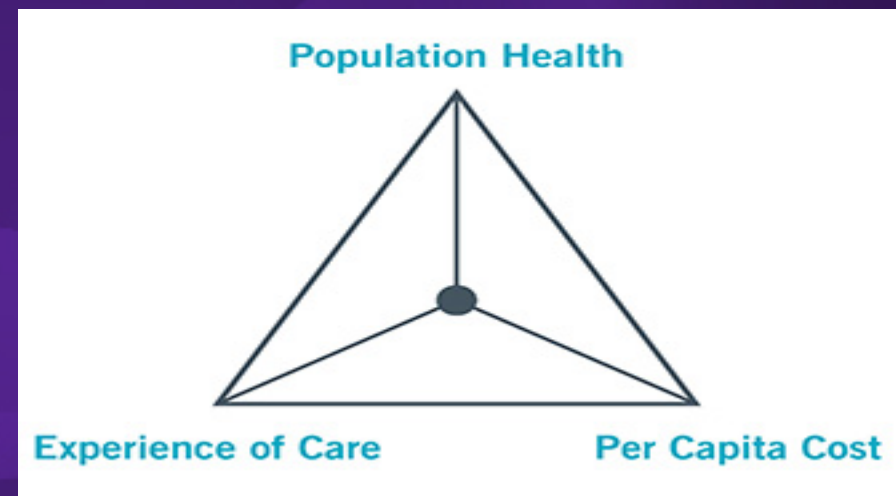
1. Policy- Laws, Regulation
2. Demographics- Patient Population, Retirements, Shortages
3. Technology- EHR
4. Competition/Growth- CVS clinics

Policy

- The Affordable Care Act
- Medi-Cal
- Medicare
- State law

Affordable Care Act

- The triple aim now the quadruple aim
- Move from fee-for-service to quality
 - This is something that KP knows!



Payment Changes

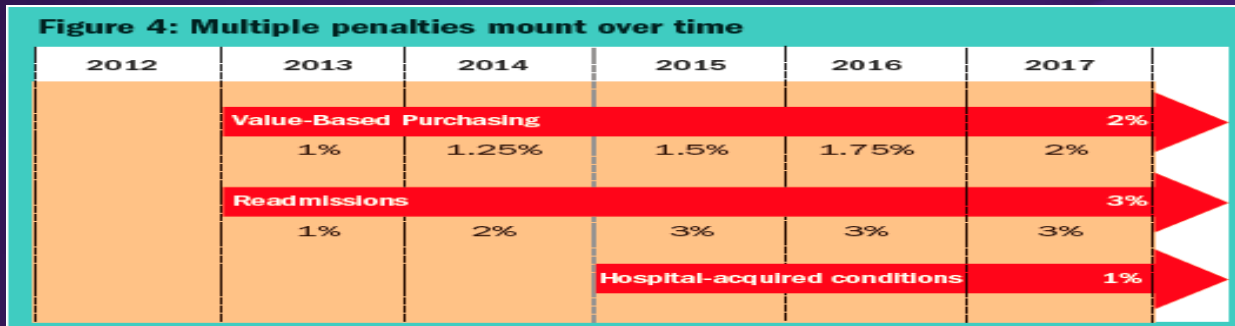
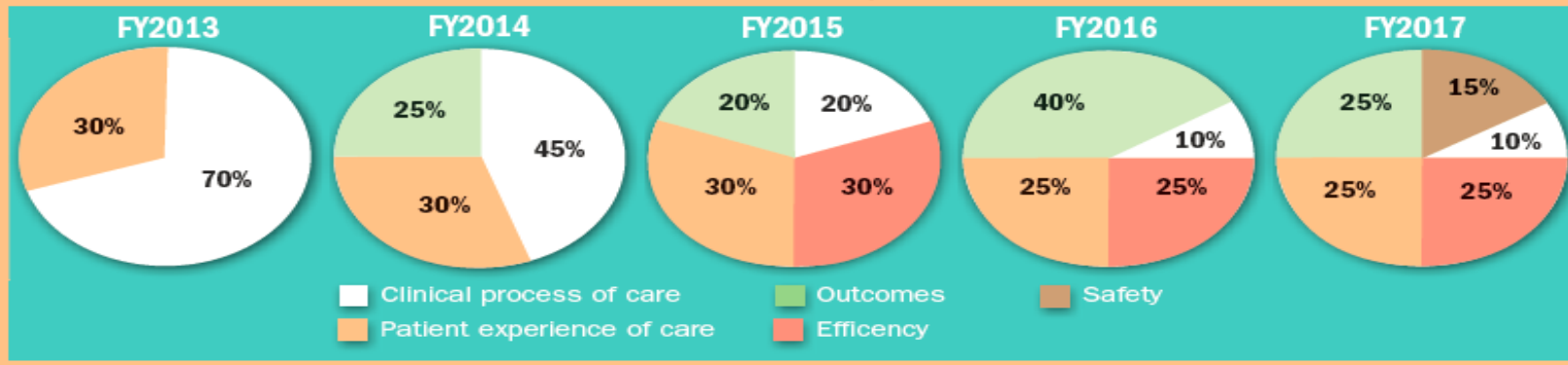


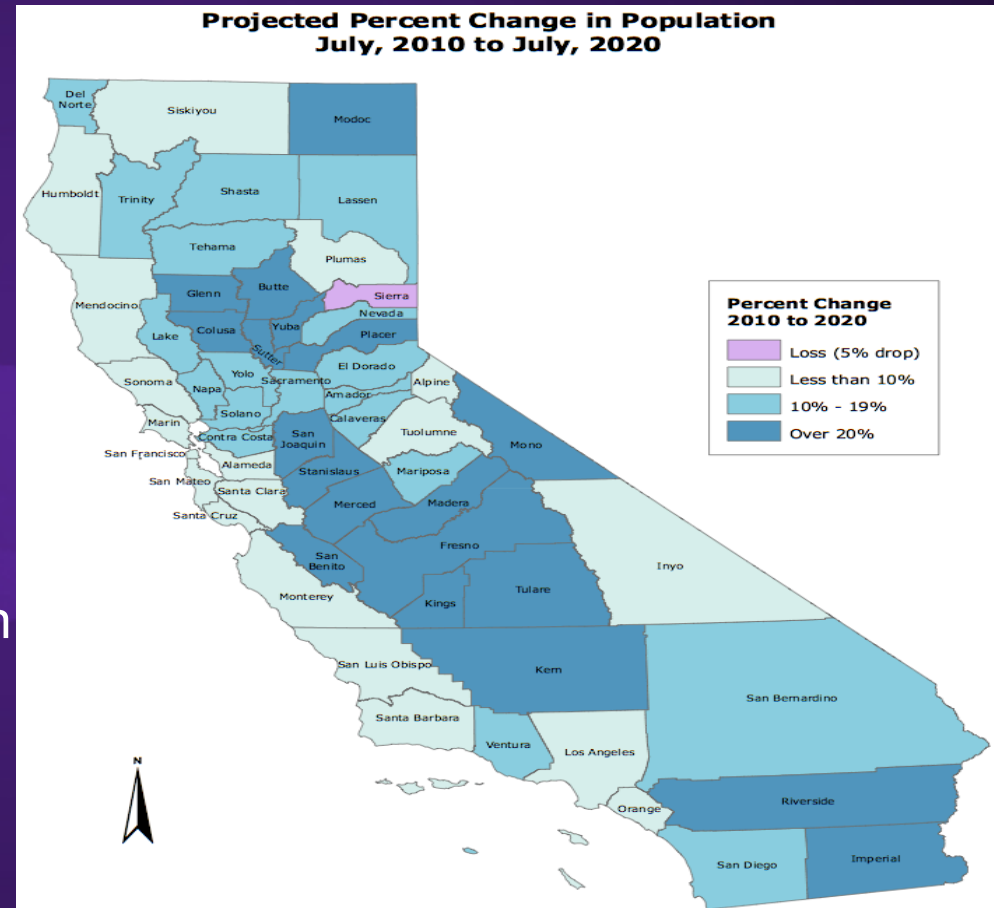
Figure 3: Shifting VBP domains toward outcomes and efficiency, FY 2013 to FY 2017



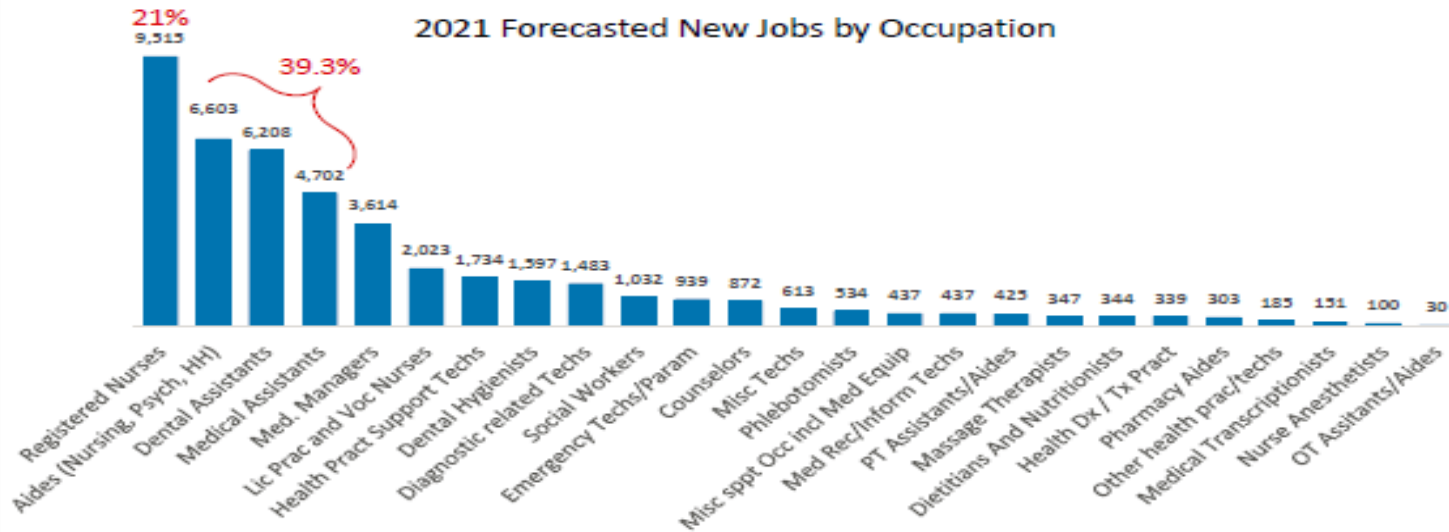
Demographics California

Population

- Aging Populations
 - By 2020, CA is going to grow to over 40 million people in 2020.
 - Importantly the population of Californians over 65 is going to grow from 4.2 million in 2010 to 6 million in 2020
 - Central Valley growth



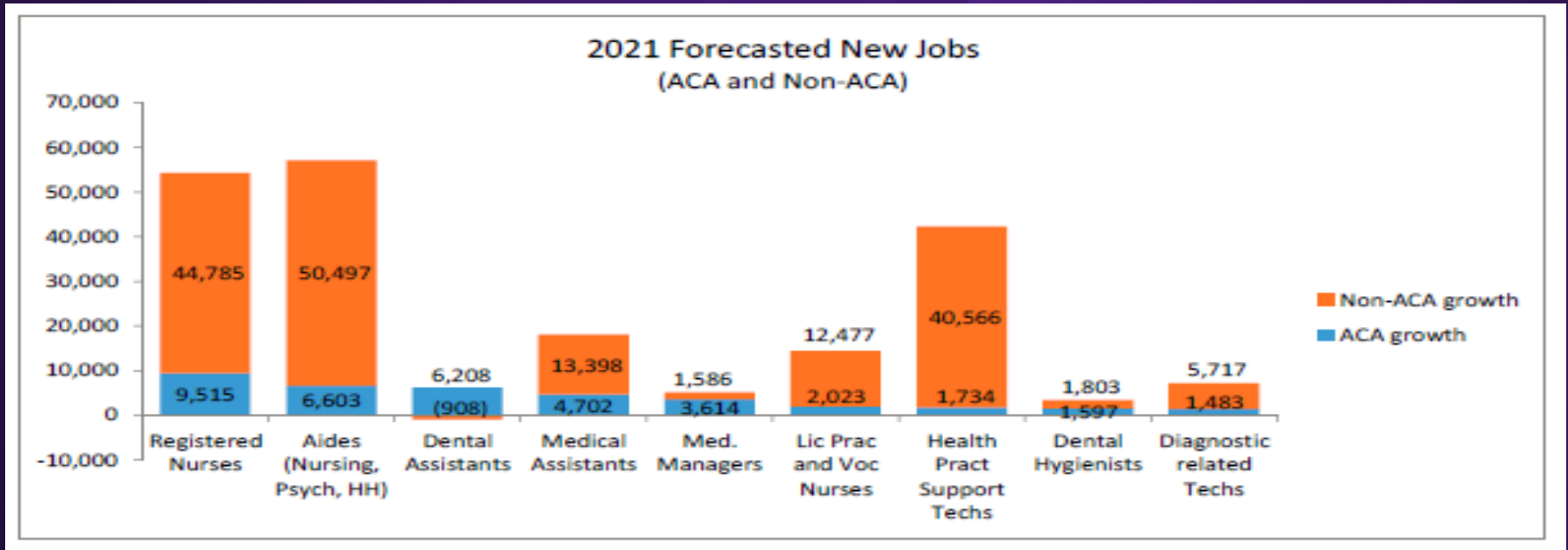
HSI Phase 1



Occupation	California % Change ('11 - '21)
Dental Hygienists	11.80%
Dental Assistants	11.77%
Emergency Techs/Param	7.63%
Medical Assistants	7.55%
Massage Therapists	7.15%
Health Dx / Tx Pract	6.64%
OT Assitants/Aides	6.29%
Phlebotomists	6.00%
Dietitians And Nutritionists	5.92%
Med. Managers	5.89%
Diagnostic related Techs	5.84%
Other health prac/techs	5.53%
Medical Transcriptionists	5.42%
Pharmacy Aides	5.30%
Counselors	5.21%
Med Rec/Inform Techs	5.19%
Health Pract Support Techs	5.15%
Misc Techs	5.09%
Nurse Anesthetists	5.07%
Social Workers	4.99%
PT Assistants/Aides	4.96%
Misc sppt Occ Incl Med Equip	4.92%
Lic Prac and Voc Nurses	4.72%
Aides (Nursing, Psych, HH)	4.66%
Registered Nurses	4.28%
Total	5.63%

ACA is a fraction of the growth

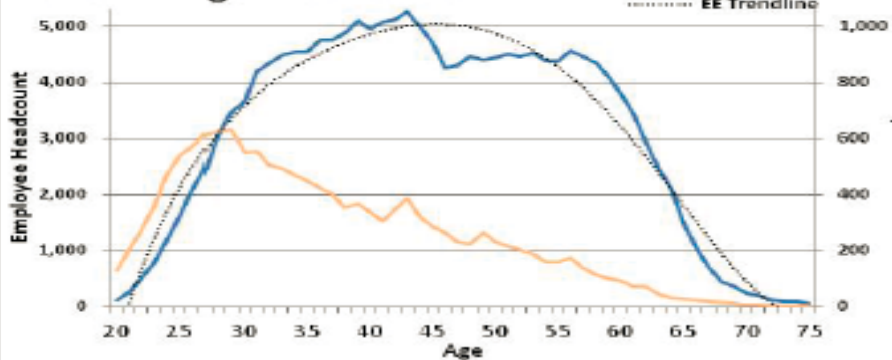
By 2020 We need 420,600 need more healthcare workers



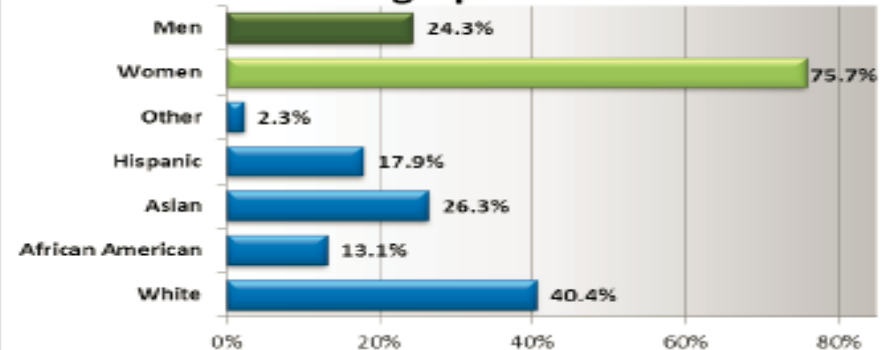
Kaiser Workforce

- KP Workforce includes 172,000
 - 108,000 full time
 - 49,000 Part time
 - 15,000 on call
 - 15.3% of the workforce is over 58

2013 KP Age Distribution

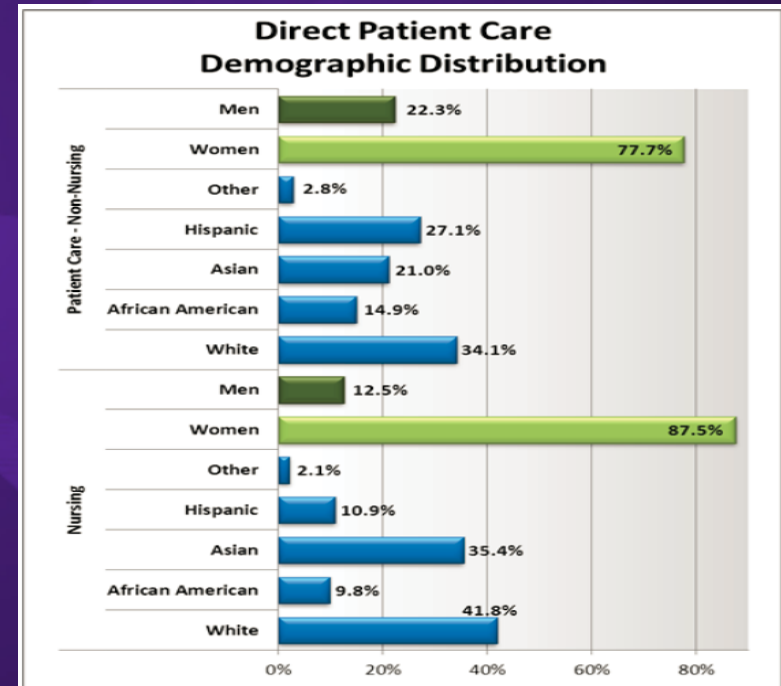
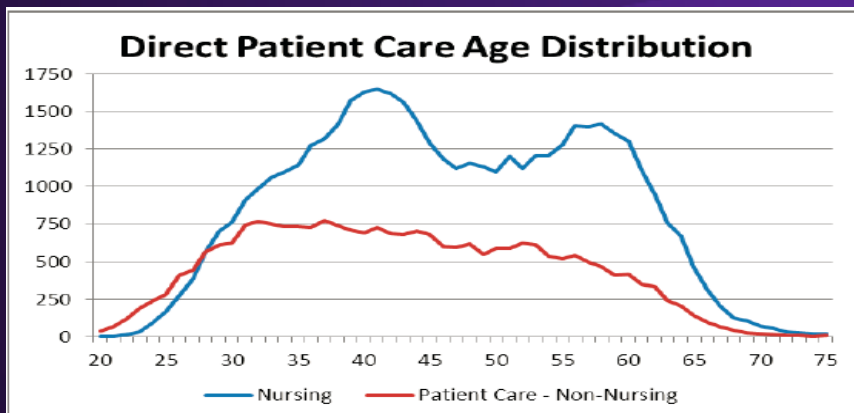


All KP Demographic Distribution



Kaiser Direct Care

18% of the Direct Care Workforce is over 58



Current Open Positions

MA	296
EVS	138
BOC	130
LVN	118
PCT	81
Surgical Tech	79
Laboratory Assistant	57
MSW	57
Rad Tech	53
Pharmacy Tech	50
ED Tech	42
Sonographer	41
CSPD	34
Pharmacy Clerk	34
Teleservice	29
Nutritional Partner	27
Unit Assistant	26
Coder	25
OB tech	25
RCP	22

Questions