In Critical Condition: Seattle-King County's **Hospital Staffing Crisis**

Challenges and Solutions Identified by Seattle-King County Hospital, Education and Labor Leaders

Sponsored by:

Workforce Development Council of Seattle-King County and the Washington State Hospital Association

Panel Composition

- 17 industry representatives
 - + Hospitals
 - Selected based on size and geographic distribution
 - + Education, Labor and Workforce Leaders









Critical Issues

- Labor shortages
 - + High demand for personnel
 - + Increased unemployment rate
- Aging population
 - + Growing need for health care services
 - + Retiring health care workforce
- Educational capacity
 - + Lack of resources to meet demand
 - + Long college waiting lists



Panel Charge

- Build upon national and state efforts
- Provide a local perspective with local solutions
- Develop feasible strategies





Challenge One

 Develop and support education system to meet employer demand

Barriers:

- + Lack of clinical training sited
- + Faculty, classroom and laboratory shortages
- + Lack of college resources

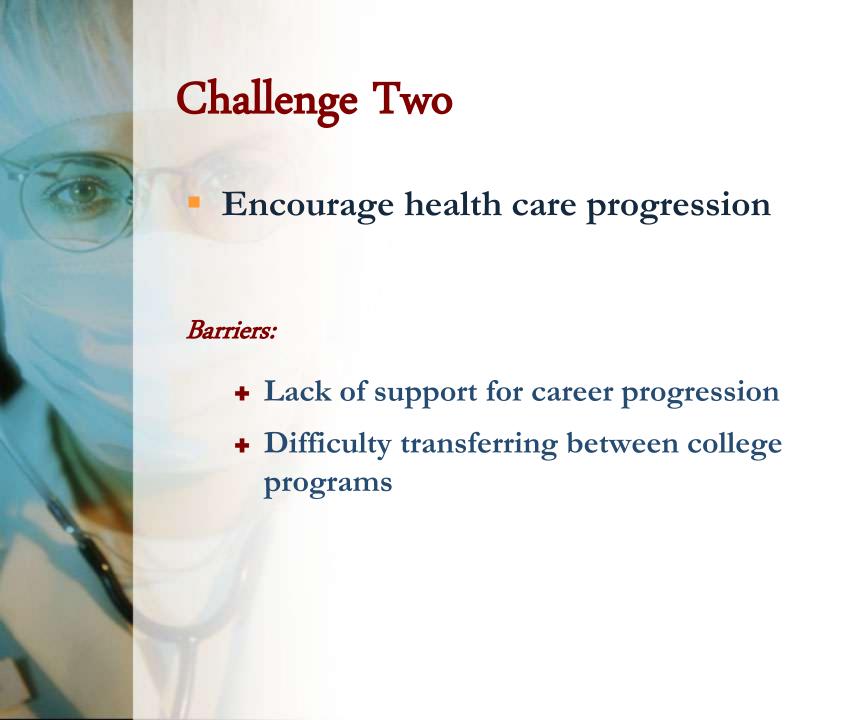


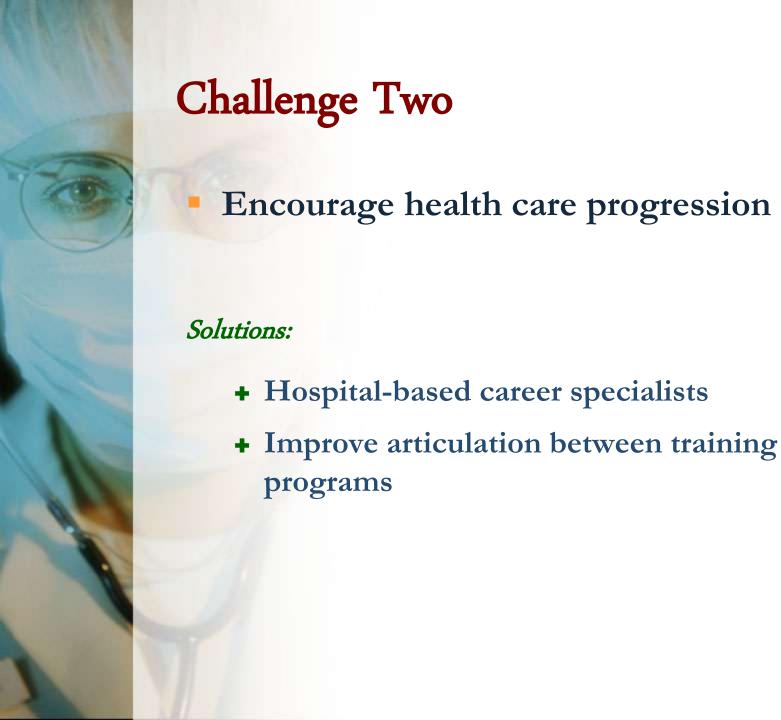
Challenge One

 Develop and support education system to meet employer demand

Solutions:

- + Clinical site coordination
- + Stronger hospital-college partnerships
- + Raise additional funding for colleges











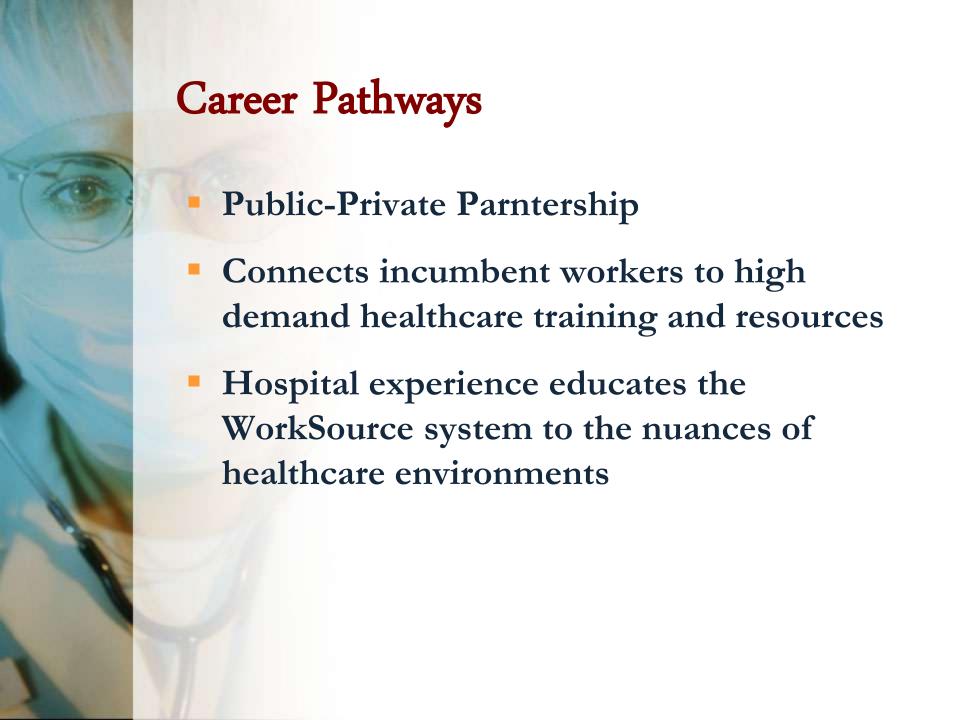
Summary of Solutions

- Clinical site coordination
- Stronger hospital-college partnerships
- Raise additional funding for colleges
- Hospital-based career specialists
- Improve articulation between training programs
- Leverage strategic contacts for key political support

A Call to Action

- Long-term support from colleges and hospitals
- Increase state revenue for health care programs
- Political leadership
- Commitment from hospital staff and management
- Leadership from health care training programs







Success Factors

- Visibility and Program Marketing
- Partnership with Human Resources and link to internal programs
- Executive Support
- Multiple Organizations, shared program staff
- Hard-wire outcome measurement
- Long term community based view



Best Practices

- Weekly, Career Specialists send personal email to all employees with last names of one letter of the alphabet, resulting in two personal invitations per year per incumbent to maintain visibility of resource
- Internal Career Fair once per year
 - + Resume review
 - + Tuition Assistance
- Incumbent carries responsibility for further action set up job shadow, or other action

