

# FACTS & FEATURES



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## Healthcare Employment Surged Forward in 2015

According to the Bureau of Labor Statistics (BLS), healthcare employment increased by 475,000 new jobs in 2015.<sup>1</sup> In fact, positions at hospitals, physician offices, nursing homes and other healthcare facilities accounted for 18 percent<sup>2</sup> of total U.S. job gains last year. Hospitals alone hired 172,000 new workers<sup>1</sup>.

This surge in recruitment can be seen in Health eCareers data as well. In 2015, employers posted 183,901 jobs—with more than 50,000 positions posted in the last quarter of the year alone. While physician and surgeon jobs continued as the most in demand, opportunities for physician assistants, nurse practitioners and nurses also increased significantly.



**475,000**  
new healthcare  
jobs in 2015

### Physicians are in Demand but Many are Suffering Burnout

Healthcare employers recruited for more than 100,000 physician and surgeon positions on Health eCareers in 2015. Among disciplines, general family medicine and internal medicine continued as most in demand. Specialties with particularly robust recruiting increases year over year included general psychiatry, hospitalist and general family medicine.

Unfortunately, as the demand for physicians has continued to increase, so have reported symptoms of burnout. According to Medscape's Physician Lifestyle Report, 54 percent of America's doctors are suffering from at least one symptom of burnout.<sup>3</sup> Of the 25 specialties surveyed, the highest levels are found in critical care, urology, emergency medicine, family medicine, internal medicine, pediatrics, surgery and OB/GYN.



**54%**  
Reporting  
Burnout

The most common causes of burnout, according to the more than 15,800 doctors Medscape surveyed, include too many bureaucratic tasks, spending too many hours at work, increasing computerization of practice, income not high enough, feeling like just a cog in a wheel, and maintenance of certification requirements.

### Employment of NPs and PAs is Increasing while Patient Outcomes are Holding Steady

Hospitals, physician offices, clinics and other healthcare providers posted 29,099 opportunities for nurse practitioners and physician assistants on Health eCareers in 2015. Demand remained greatest for family medicine, psychiatric/mental health and general NPs along with family medicine, emergency medicine and orthopaedic PAs.

Though some question the ability of PAs and NPs to provide the same level of patient care as physicians, a recently released study from the University of Texas Medical Branch in Galveston found little difference.<sup>4</sup> The researchers examined billing records for more than

7,200 patients with chronic obstructive pulmonary disorder (COPD) and found that NPs and PAs were more likely to follow established guidelines for COPD care than were doctors. As a result, their patients had lower rates of emergency room visits for COPD and a higher specialist follow-up rate after hospitalization.

In a statement, the lead author of the study said, "There is no difference (in outcomes). And for some processes of care, the outcomes are somewhat better with nurse practitioners and physician assistants."

### References

1. <http://www.bls.gov/ces/highlights122015.pdf>
2. <http://www.bls.gov/news.release/pdf/empstip.pdf>
3. <http://www.medscape.com/features/slideshow/lifestyle/2016/public/ov>
4. [http://www.eurekalert.org/pub\\_releases/2016-02/uotm-hdc022416.php](http://www.eurekalert.org/pub_releases/2016-02/uotm-hdc022416.php)
5. 2015 Health eCareers Employer Databasereview#page=2



[www.HealtheCareers.com/AHA](http://www.HealtheCareers.com/AHA)

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## HFMA's Upcoming Live Webinars

Learn about timely healthcare finance topics and earn CPEs. Most live webinars are free for HFMA members and \$99 for non-members, unless otherwise noted.

[View all upcoming live webinars](#)  
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## HFMA's On-Demand Webinars

HFMA provides webinars available one calendar year following the live webinar date and year. Most On-Demand webinars are free for HFMA members and \$99 for non-members, unless otherwise noted.

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# Arkansas Managed Care Networking Group

Quarterly Meeting - Wednesday, May 18 from 2:00 – 3:00 p.m. CDT

Join your Arkansas peers for the next gathering of the [Managed Care Networking Group](#).

Based upon your feedback from our last meeting, the agenda will include:

- Quarterly legislative update from Little Rock
- Key elements of managed care contract negotiation – your questions/challenges
- iVantage data and a rural case study on how hospitals can gain greater visibility into revenue opportunities and improve financial indicators

After this web gathering you'll:

- Gain new ideas for a data collection strategy that drives action and results
- Establish a connection with peers from across the state
- Learn new ways to utilize data to optimize revenue

Our facilitators for this session are:

- Tina Creel, Vice President, AHA Services, Inc.
- Bo Ryall, President and CEO, Arkansas Hospital Association
- Leslie Gold, Vice President, iVantage Health Analytics

Attending our last meeting were colleagues from Ark-La-Tex Health Network, Chicot Memorial, Delta Memorial, Five Rivers Medical Center, Johnson Regional, Magnolia Regional, North Arkansas Regional, Ozark Health Medical Center, Saline Memorial, United Health Services, UAMS, Vantage Point of Northwest Arkansas, and White County Medical Center.

Don't miss this next gathering. Invite a colleague!

To register, visit: <http://hubs.ly/H02t06-0>

# Use your Learning Management System to Improve New Employee Orientation Practices

New employee orientation is a continuous and resource intensive part of every healthcare organization's operational landscape. It is also one that should be re-evaluated fairly regularly as different technologies become available, allowing some of the resources needed to be minimized and the effectiveness maximized. Being creative with even some of the most mundane of tasks can reap numerous rewards in new employee impressions, satisfaction, and overall confidence. The following are a few ways that you can make your Learning Management System (LMS) assist you with this process:

1. **Automate the numerous sign-offs needed on understanding and agreement to confidentiality; compliance and personnel policies.** These have to be distributed, returned, organized, filed and often never see the light of day until there is an unpleasant issue. Use your LMS to automatically distribute and collect this information and eliminate the paper. Best of all, there is a system generated date stamp that shows when the employee agreed they received the terms of the policies.
2. **Create online courses for portions of the program and create a consistent message and save costs.** Orientation programs often consist of bringing in different department managers, officers, and subject matter experts. This not only is expensive and resource intensive, but inevitably one or more of these speakers are unable to attend and that puts the message consistency at risk. Instead, your LMS should offer a quick and easy way to create an online course made of the content and automatically assign it to anyone with a new hire status.
3. **Appeal to all types of learning styles.** Bringing a variety of ways the information is conveyed can increase understanding and improve retention of information. For instance, you can incorporate PowerPoint programs, videos, additional documents and worksheets, links to web pages, narration and testing. The employee can also pace themselves, eliminating quick learners to becoming bored and slower learners to becoming overwhelmed.
4. **Regulatory and Compliance Training is maintained on your behalf.** As a healthcare organization, the LMS that you select should offer a variety of these types of trainings and keep them up to date, removing the burden from the educator. This takes the worry out of remaining compliant with organizations like OSHA, CMS, The Joint Commission and others.
5. **Offer additional training that is rarely covered.** As the LMS begins taking on more of the workload, educators have more time to develop or locate training for new employees.



All of this can lead to a more successful orientation and much better outcomes for your organization. If you do not currently have a Learning Management System that offers these benefits and more, AHA Services, Inc., a subsidiary of the Arkansas Hospital Association, offers *careLearning*.

For more information, go to [www.careLearning.com](http://www.careLearning.com), 866.617.3904 or contact Liz Carder, 501.224.7878, [lcarder@arkhospitals.org](mailto:lcarder@arkhospitals.org).

# Healthcare Staffing Services Forum



Healthcare Staffing Services is holding its first Arkansas Forum! Healthcare Staffing Services has a unique perspective on supplemental staffing through its partnership with 10 state associations. It is positioned to identify and adapt to trends quickly.

This forum will focus on the current staffing market and strategies to help participating hospitals **keep virtually every clinical and non-clinical department staffed** through a simple standardized approach.

## Agenda

- Welcome and Introductions
- Workforce Trends Across the Country
  - Current marketplace
  - What can you do to ensure quality candidates for your hospital?
  - Market projections for the future
- Demonstration of B4Health software

**May 5, 2016**

**1:00 PM – 4:00 PM**

Arkansas Hospital Association  
AHA Classroom  
419 Natural Resources Drive  
Little Rock, Arkansas, 72116

This meeting is open to AHA hospital members including those currently participating in the program.

[Click here](#) to register.

AHA SERVICES, INC.

# ENDORSED COMPANIES



**AHA Workers' Compensation Self-Insured Trust**  
Tina Creel, 501.224.7878  
Workers' compensation coverage for AHA members.



**AUDIT-Trax**  
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**Denial Management Services**  
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Barbara Flynn, 407.841.6230  
Service to manage the RAC process for hospitals. Defend and manage the appeal process from beginning to final determination. Denial defense experience in the areas of medical necessity and DRG/coding assignment.



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**Healthcare Staffing Services**  
[www.healthcare-staffingservices.org](http://www.healthcare-staffingservices.org)  
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Healthcare Staffing Services is a complimentary member service dedicated to helping member hospitals keep virtually every clinical and non-clinical department staffed through a simple standardized approach, with the most experienced, talented and best caregivers at the bedside to provide quality patient care.



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