



IHA WORKFORCE PROGRESS NOTES

Small Doses

IBHE Public Agenda Timeline

- November 7: Deadline for written comments.
- November 21: Final meeting of the state-wide Public Agenda Task Force. Final report approved.
- December 9: Final report considered at IBHE meeting.
- December 15: Final report distributed to Governor and General Assembly.

Did You Know?

Today's hospital therapy clinician shortages are aggravated by a lack of therapists and clinical sites in acute care settings. Therapeutic services, unlike other disciplines, rely on practicing clinicians to serve as instructors. Hospitals often benefit from having access to students, as they are frequently hired upon graduation.

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IBHE Public Agenda: IHA Comments Submitted

IHA's Workforce Task Force has submitted a formal [comment letter](#) on behalf of IHA member hospitals to the Illinois Board of Higher Education (IBHE). The Task Force is supportive of the IBHE *Public Agenda*, an effort to create a blueprint for Illinois' higher education that connects academic, economic, and employer interests. More than 40 hospital representatives attended 15 forums throughout the state in June and connected with area industry leaders, academic interests, and state policymakers to discuss specific workforce development concerns unique to each region.

IBHE has been charged with presenting the final *Public Agenda* report to the Governor and legislators. As such, it is likely legislative initiatives may result. IHA will monitor these initiatives and keep members apprised.

Following the *Public Agenda* regional forums in June, IHA staff synthesized member comments into a tool designed to assist hospitals. Both the [tool](#) and the [comment letter](#) are available on IHA's web site under the [Workforce and Health Care Career](#) section. [Please click here for more information on the Public Agenda.](#)

IHA Workforce Survey Preliminary Results: Therapy Shortage

A preliminary analysis of the 2008 IHA Workforce Survey has identified Therapeutic Services, which include occupational, physical, and speech clinicians, as a top concern of Illinois hospitals. Therapy was the area identified as most difficult to recruit for among all members.

Almost 80% of those surveyed believe there are too few qualified applicants. Although therapy shortages affect members across the board, preliminary results indicate that recruiting difficulties are experienced most by hospitals in the Chicago and St. Louis metropolitan areas.

A formal report is under development and will be shared widely across IHA's membership when complete. Survey results will help focus IHA initiatives in 2009.

Allied Health Update

The IHA Workforce Subcommittee of the Post Acute Care Constituency Steering Committee has rededicated itself to continuing its work on therapy workforce shortages. This subcommittee, a long-standing IHA membership group, will continue to augment efforts of the IHA Workforce Task Force, focusing on therapies, issues relating to educational capacity, and providing direction for an online career portal.

The Workforce Subcommittee has partnered with academic interests, worked to identify and alleviate licensure delays, and will be conducting a survey of academic programs that educate physical and occupational therapists.

Strategy Spotlight: Growing Nurses in Chicago

Saint Anthony Hospital, Chicago, has developed a successful program in collaboration with community partners, Instituto del Progreso Latino and Central States SER to assist hospital staff in becoming nurses. To combat their nursing shortage, existing staff are encouraged to pursue nursing studies. CNAs are supported and encouraged to become LPNs, and LPNs are encouraged to become RNs.

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