

Washington's Health Workforce Sentinel Network Summary of Fall 2023 Findings

Washington's Health Workforce Sentinel Network is a tool to understand employers' workforce needs – such as challenges related to recruitment, retention and needed skills – and make that information available to educators and policy makers. Having an ample workforce is key to overcoming the state's top healthcare challenges. Findings since 2016, including an interactive dashboard, is at <https://wa.sentinelnetwork.org/>.

ABOUT US

The Health Workforce Sentinel Network supports efficient and effective health workforce preparation and deployment by:

- Identifying the skills needed and local conditions that may make hiring difficult
- Providing information about the “how and why” behind workforce demand signals
- Engaging the full network of stakeholders needed to identify and solve workforce problems

Health workforce employer Sentinels can:

- Communicate their health workforce needs to decisionmakers
- Compare their organization's experiences and emerging workforce demand trends with similar employer groups.
- Have access to current and actionable information about emerging workforce needs
- Help to ensure that the state's health workforce is prepared to respond to the transforming health care environment

FALL 2023 FINDING BRIEFS

The following Finding Briefs highlight current workforce needs reported to the state's Health Workforce Sentinel Network by different health settings during October/November 2023:

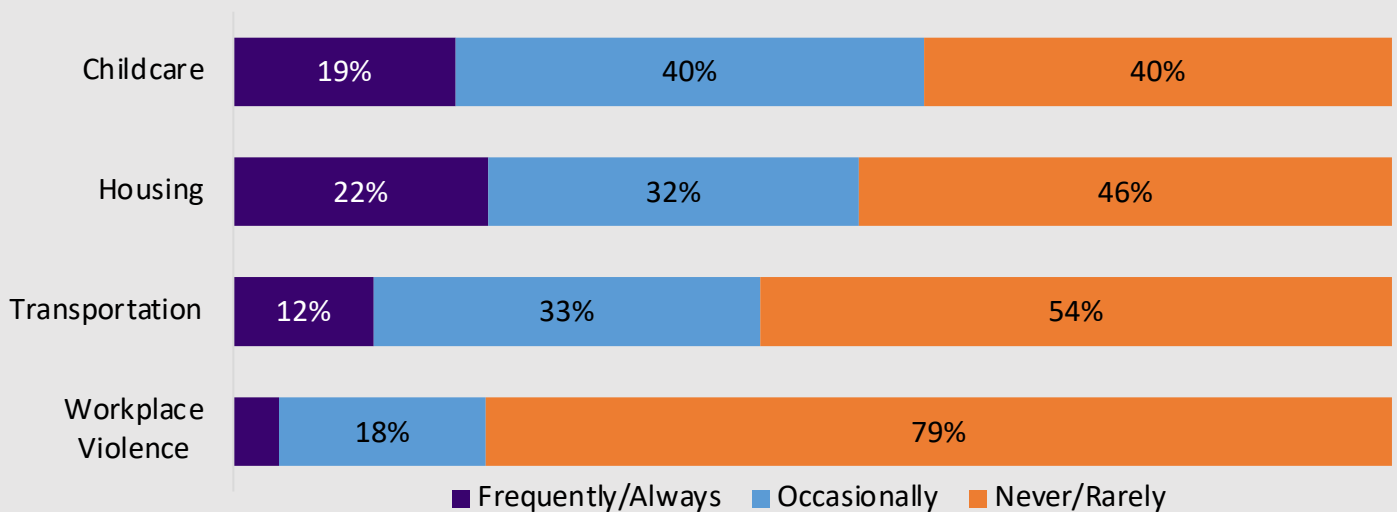
- [Assisted Living Facilities](https://tinyurl.com/ALFsFall2023) (tinyurl.com/ALFsFall2023)
- [Behavioral Health Clinics](https://tinyurl.com/BHCsFall2023) (tinyurl.com/BHCsFall2023)
- [Community Health Centers](https://tinyurl.com/CHCsFall2023) (tinyurl.com/CHCsFall2023)
- [Dental Offices](https://tinyurl.com/DentalFall2023) (tinyurl.com/DentalFall2023)
- [Higher Education/Research](https://tinyurl.com/HigherEdFall2023) (tinyurl.com/HigherEdFall2023)
- [K – 12 Schools](https://tinyurl.com/SchoolsFall2023) (tinyurl.com/SchoolsFall2023)
- [Large Hospitals](https://tinyurl.com/LargeHospitalsFall2023) (tinyurl.com/LargeHospitalsFall2023)
- [Nursing Homes/Skilled Nursing Facilities](https://tinyurl.com/SNFsFall2023) (tinyurl.com/SNFsFall2023)
- [Nursing Occupations](https://tinyurl.com/NursingFall2023) (tinyurl.com/NursingFall2023)
- [Pharmacies](https://tinyurl.com/PharmaciesFall2023) (tinyurl.com/PharmaciesFall2023)
- [Primary Care Clinics](https://tinyurl.com/PCPsFall2023) (tinyurl.com/PCPsFall2023)
- [Rural Health Clinics](https://tinyurl.com/RHCsFall2023) (tinyurl.com/RHCsFall2023)
- [Rural Health Workforce](https://tinyurl.com/RuralFall2023) (tinyurl.com/RuralFall2023)
- [Small Hospitals](https://tinyurl.com/SmallHospitalsFall2023) (tinyurl.com/SmallHospitalsFall2023)

HIGH-LEVEL FINDINGS FROM FALL 2023

- Staffing gaps have caused difficulties across multiple healthcare settings, including long waiting lists for appointments, the temporary inability to provide certain services and the reduction of intake for new patients/clients, among other challenges.
- Employers continue to report access to childcare, housing and transportation as factors that are hard for them to influence but affect their ability to hire and retain workers. These issues can be especially challenging in rural settings.
- Lower wage occupations, such as nursing assistants, medical assistants and dental assistants, are reported to be difficult to hire and retain due to wage competition and, in some cases, switching to a field other than healthcare.

EXAMPLE OF RESPONSES ACROSS ALL FACILITY TYPES

To what extent have the following affected your ability to recruit and retain staff in the past year?



About the Washington Health Workforce Sentinel Network

The Sentinel Network links the healthcare sector with policymakers, workforce planners and educators to identify and respond to changing demand for healthcare workers. The Sentinel Network is an initiative of Washington's Health Workforce Council, conducted collaboratively by Washington's Workforce Board and the University of Washington Center for Health Workforce Studies. Funding to initiate the Sentinel Network came from the Healthier Washington initiative, with ongoing support from Governor Inslee's office and the Washington State Legislature.

Why become a Sentinel? As a Sentinel, you can:

- Communicate your organization's workforce needs to inform policy and planning responses.
- Have access to current and actionable information about emerging healthcare workforce needs.
- Compare your organization's experience and emerging workforce demand trends with similar employer groups.

To view an interactive summary of findings and to provide information from your organization: www.wa.sentinelnetwork.org.

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