

Trends in Healthcare

Workforce Implications

Moderated by:

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Panelists



Penny Kaye Jensen, DNP, APRN, FNP-C, FAANP

Immediate Past President, American Association of Nurse Practitioners (AANP)
Assistant Professor (Clinical), University of Utah, College of Nursing



Justin Border

Vice President of Rehabilitation and Managed Care Services ,
Advantage Rehab Solutions



Theresa Mazzaro, RN, CHCR

Workforce Planning Consultant/Lead Recruiter, Nursing, COE, Workforce
Strategy & Talent Management at PeaceHealth System

Top Trends in Healthcare

Focus on Cost Control & Productivity

Newly Insured Patients due to ACA

Rise in Use of Technology

Healthcare Consumer Revolution

Working to the full scope of practice

Shift into Retail Care

Healthcare System Consolidation

Physician Employment

Migration of treatment from Acute Care to Home Care



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Focus on Cost Control and Productivity



Impact:

- Employer/Employee Relations
- Culture and Mission
- Incentive Pay



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Newly Insured Patients due to ACA



Impact:

- Patient Volumes
- Recruitment Strategy
- On Boarding and Training
- Foreign Language Skills



Shift from Acute Care to Home Care



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Rise in Technology Use in Healthcare

Impact:

➤ Productivity Improvement

Expectations

➤ Generational Gap

➤ Number of Technology Professionals
on Staff

➤ Changes to Leadership Skills Needed



Consumer Revolution

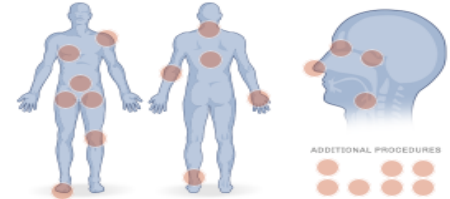
Impact:

- Conversational Financial Skills Needed
- Efficiency Improvement
- Ability to Differentiate Services and Quality

Surgery Pricing

Click on an area of the body where a surgery or procedure is needed. Use this tool to find a price and request a specialist to contact you.

Select Procedure Category

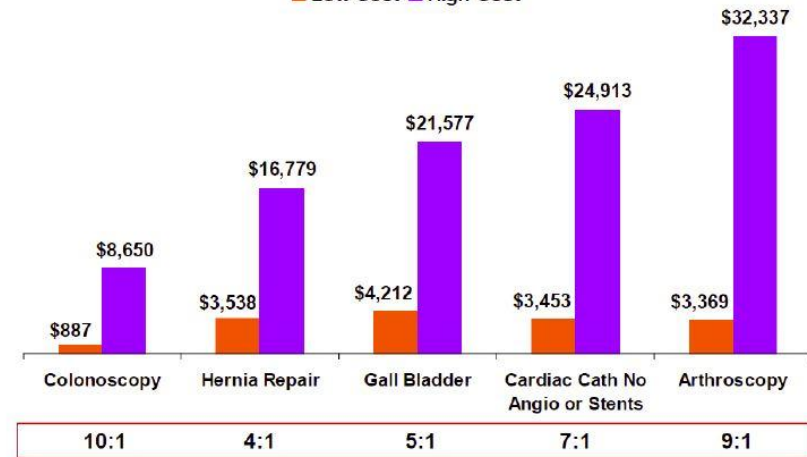


PROCEDURES

Transparency Matters

Cost Per Procedure (\$) - Greater SF Bay Area MSA

Low Cost High Cost



High Cost : Low Cost Multiple

Working to the full scope of practice

Impact:

- New Triage Processes and Protocol
- Changes to Staffing Model
- New Skills



Shift to Retail Environments

Impact:

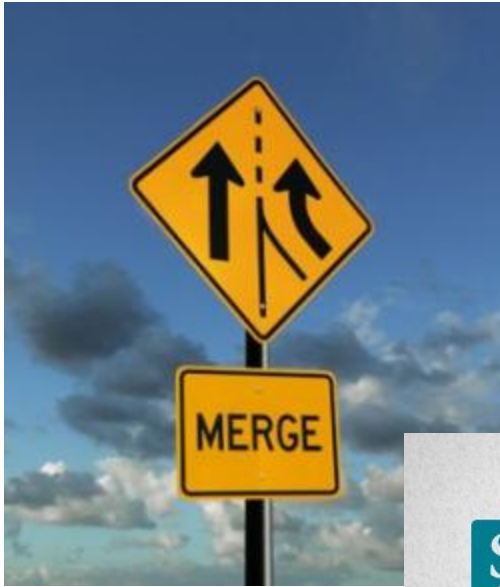
- Managing Distributed Workforce
- Cultural Differences
- Staffing and Scheduling Models



Accelerated Industry Consolidation

Impact:

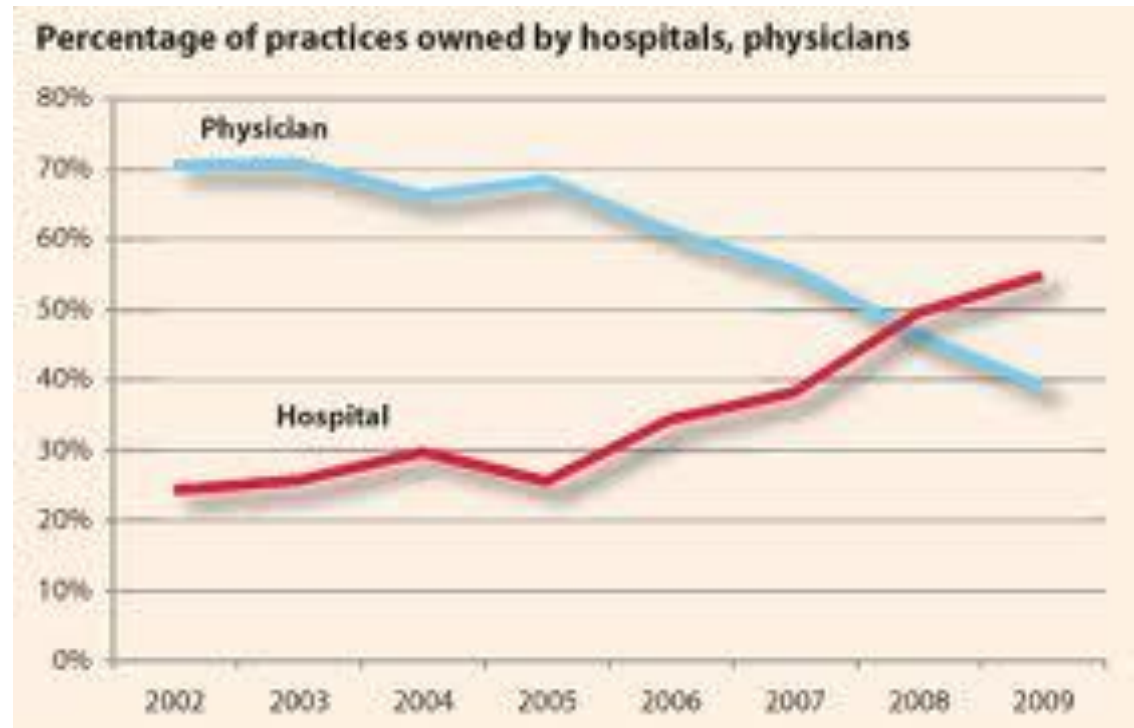
- Cultural Impact
- Acquisition Integration Skills Needed



Physician Employment

Impact:

- Transition from Owner to EE
- Work Life Balance
- Cultural Impact



Patient Self Service



Thank you