

Aligning Health Workforce Education and Health Care Demand and Needs: Surveys of New Practitioners

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ABSTRACT

The Health Workforce Institute at the George Washington University in Washington DC, USA has been refining the use of a survey of those completing their health workforce education or training to obtain data on the supply and demand in the occupation. This valuable tool can inform public and private decision makers in the health, education and labor sectors as to the current workforce, gaps between supply and demand and migration patterns. By collecting this data consistently over time, the tool can identify important trends in supply and demand and the balance between them as well as migration patterns.

OBJECTIVES



METHODS



WHAT QUESTIONS CAN WE ANSWER ABOUT DEMAND IN THE OCCUPATION?

Did graduates have a difficult time finding a job? If so, why?

Where are graduates going to practice? What are they doing, and how many hours per week are they working?

Are there variations in jobs, wages, difficulty getting a job by demographic, educational, geographical factors?

Where are there more and where are there less jobs in terms of geography, setting and employer?

Would they recommend the occupation/specialty to others? Why or why not?

WHAT QUESTIONS CAN WE ANSWER ABOUT SUPPLY IN THE OCCUPATION?

What are the demographics of new graduates in terms of age, gender, race/ethnicity?

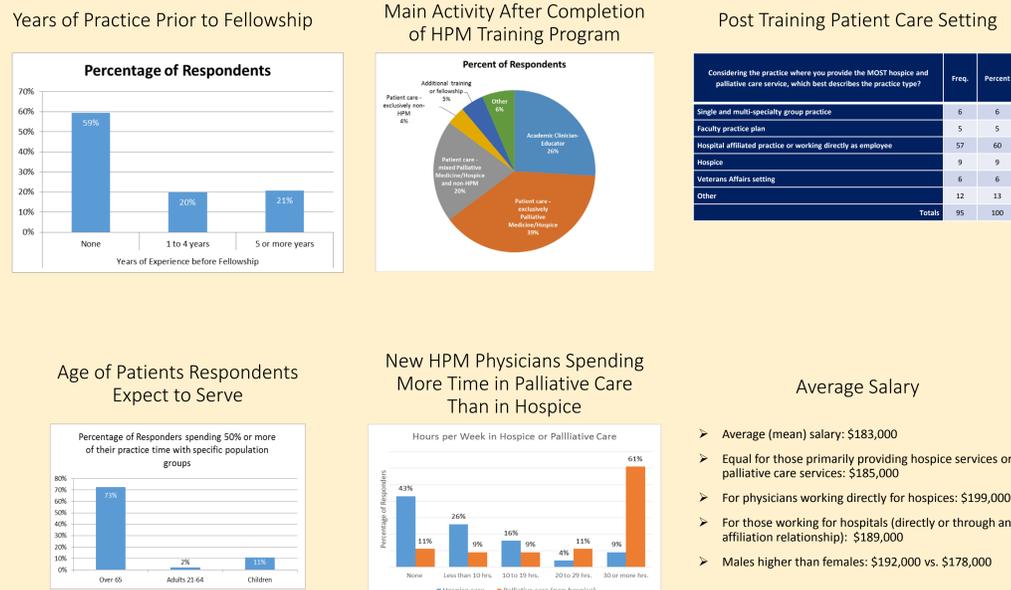
What is the educational background of new graduates?

Where does the new supply come from geographically?

Where are graduates going to practice? How many hours per week are they working?

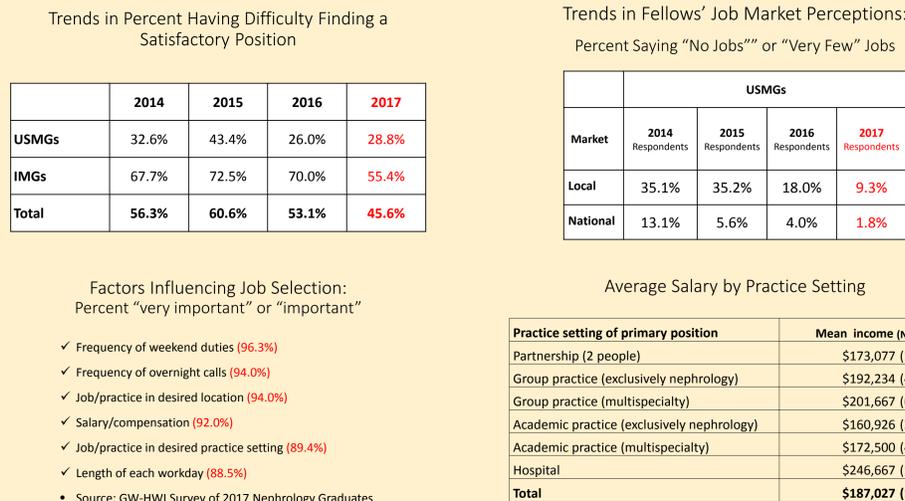
EXAMPLES

1. HOSPICE & PALLIATIVE MEDICINE



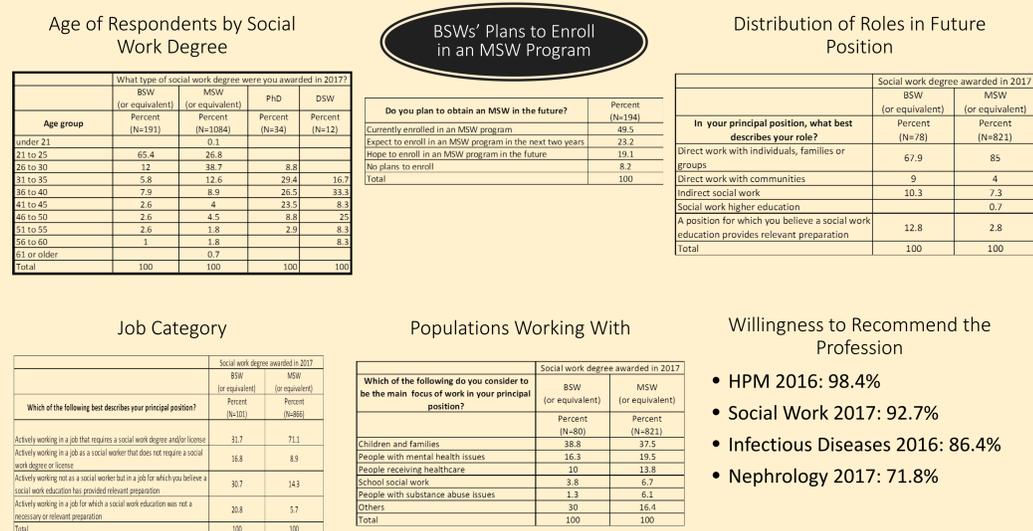
Source: GW-HWI Survey of 2016 Hospice & Palliative Care Graduates

2. NEPHROLOGY



Source: GW-HWI Survey of 2017 Nephrology Graduates

3. SOCIAL WORKERS



Source: GW-HWI Survey of 2017 Social Work Graduates

WHAT DATA CAN BE COLLECTED?



SUPPLY DATA

Demographics	Education and Training Background
<ul style="list-style-type: none"> Age Gender Race/Ethnicity Where from Marital status Characteristics of location of residence (Urban/rural/other) 	<ul style="list-style-type: none"> Program graduating from Educational concentration (Track/Focus) Clinical experience (rotations) Prior education Prior work experience prior to education

DEMAND DATA

Experience in the job market

- Ease/difficulty finding a job
- View of the job market (local and national)
- Job applications/job offers
- Perspectives on types of jobs available and not available

Job Selected

- Location/migration pattern
- Type of job: role/position/responsibility
- Setting (type of organization)
- Income and benefits
- Satisfaction in general and with salary
- Adequacy of the preparation for the job

CONCLUSIONS

The Global Strategy on HRH calls for strengthening the data, evidence and knowledge through implementation of National Health Workforce Accounts. A survey of new graduates with questions on their job search experience and future plans can provide valuable information on the supply, demand, practice patterns and migration patterns in an occupation.

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