

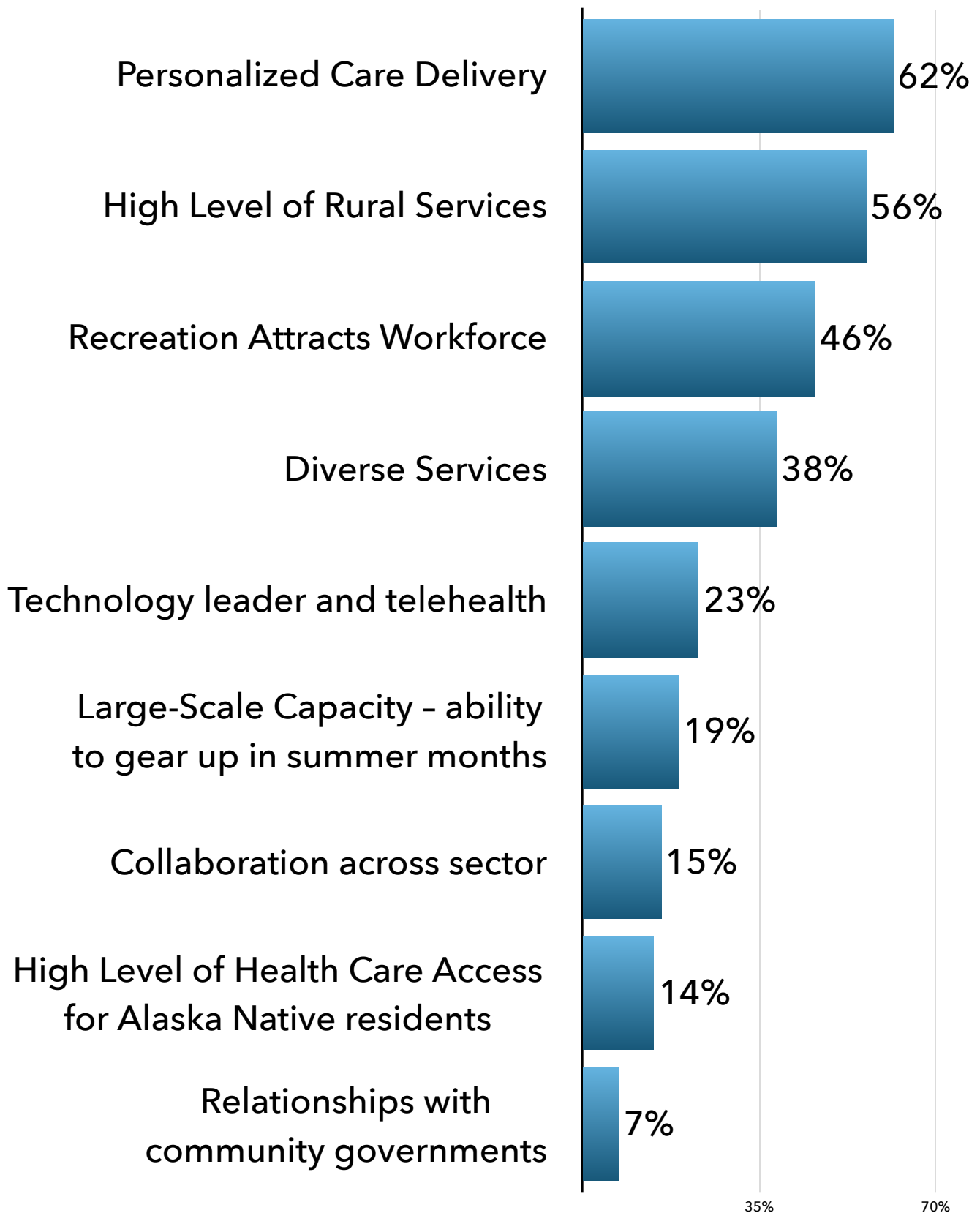
A healthcare professional, likely a doctor or nurse, is shown in a clinical setting. She is wearing a white lab coat over a patterned top and has an orange stethoscope around her neck. She is pointing her right hand towards a whiteboard that is covered with various documents and charts. The background shows a typical hospital or clinic hallway with a door and a window.

Health Care SWOT

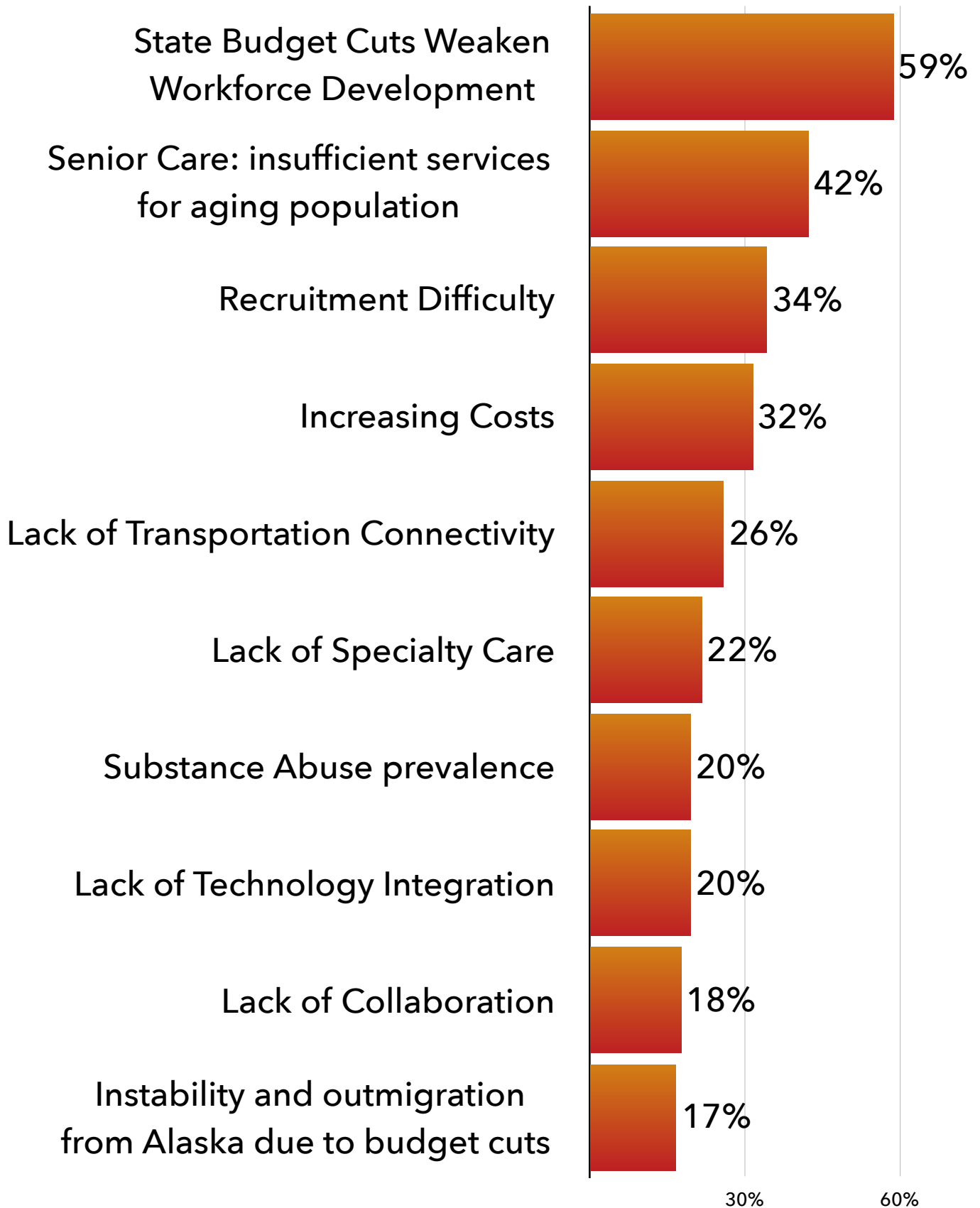
SOUTHEAST HEALTH CARE SWOT SUMMARY

The Southeast Alaska Health Care SWOT analysis was conducted by 20 members of the Southeast Conference Health Care Industry Committee in a series of meetings on October 9 2019 and July 22nd 2020. Participants were asked to develop key elements, and then prioritize by individually choosing the top three items that they felt were most representative of regional strengths, weaknesses, opportunities, and threats. The results of this exercise are presented on the following pages.

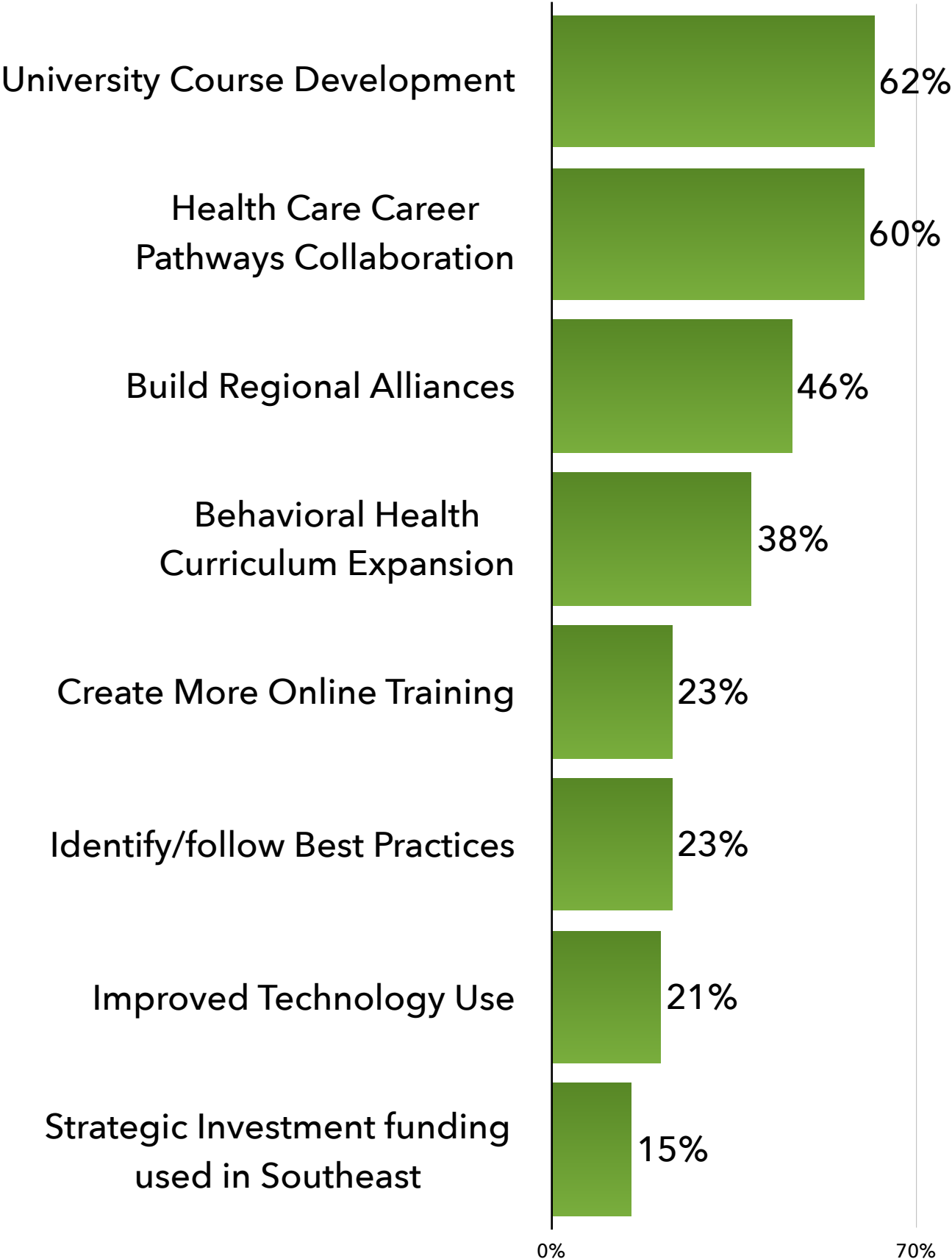
Health Care Strengths



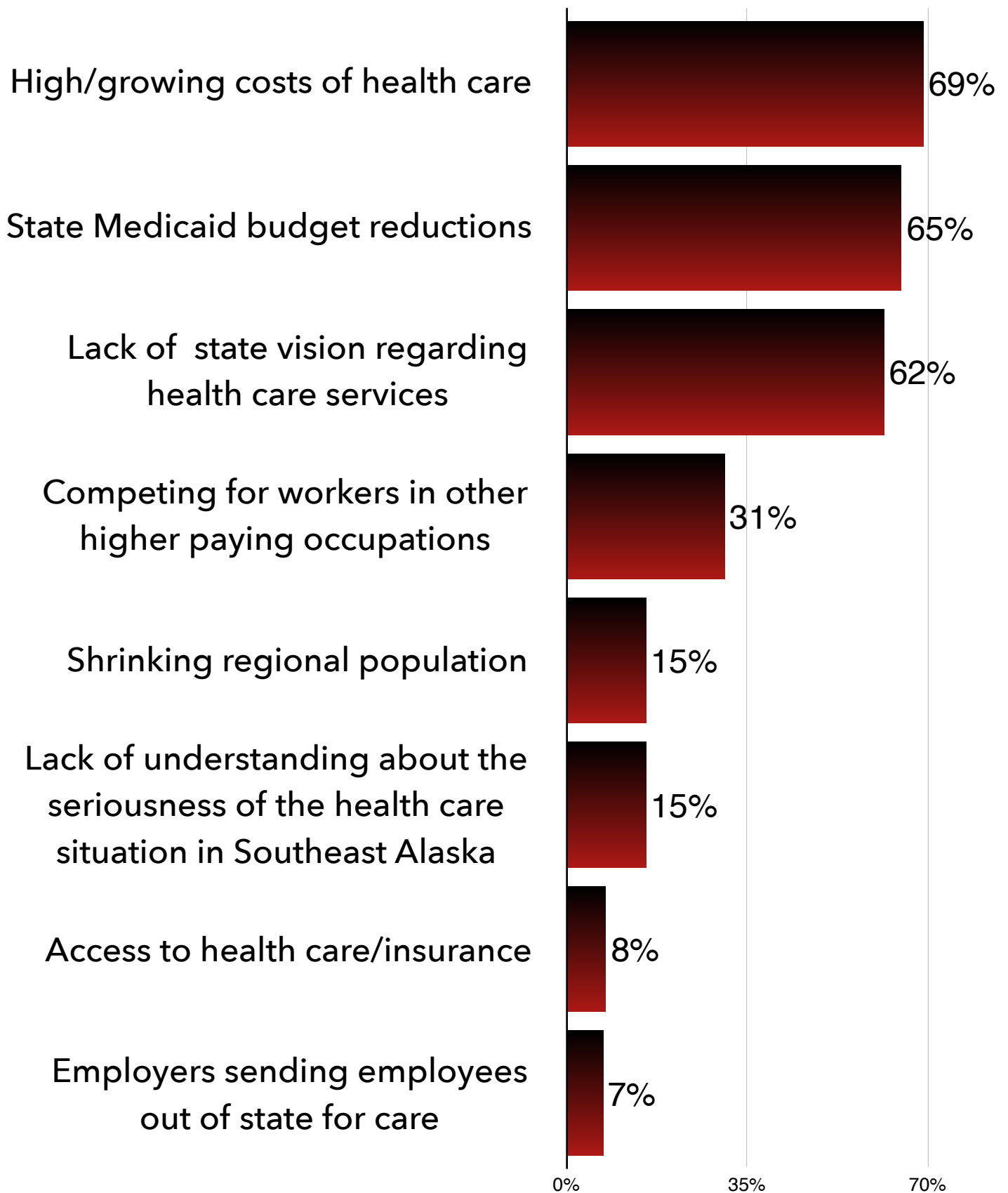
Health Care Weaknesses



Health Care Opportunities



Health Care Threats



The background features a complex network diagram with various colored nodes (blue, orange, green, purple, grey) connected by thin grey lines. The nodes are scattered across the frame, with a higher density in the center and right. A dark grey rectangular box is positioned on the right side, containing the text.

Health Care Initiatives

SOUTHEAST CONFERENCE
MID-SESSION SUMMIT 2021

Introduction

The Southeast Alaska Health Care initiatives were developed by 20 members of the Southeast Conference Health Care Industry Committee in a series of meetings in 2020.

Overview of Health Care Initiatives

1. Plan for a post COVID-19 Southeast Alaska economy and health care system
2. Retain Alaska Trained Health Care Students
3. Meet the health care needs of an aging population
4. Increase health care training within the region/state
5. Reduce barriers to hiring outside workers
6. Improve Recruitment Strategies
7. Regional health care enhanced partnerships

1

Plan for a post COVID-19 Southeast Alaska economy and health care system

There are vulnerabilities within the health care system that are likely to be exacerbated following the COVID-19 crisis, including Medicaid cuts, reduced access to health care insurance.

Ensure

Ensure that our populace is healthy, has access to health care, access to health care insurance, and has the community support they need to make healthy choices.

Advocate

Advocate for the development of a state fiscal plan so that we have a plan to fund state services.

Identify

Identify funding capabilities of the state going forward so that the region can continue strong health care operations moving forward.

2

Retain Alaska Trained Health Care Students

How can we remove the barriers to have those first jobs be in some of our more rural communities where they will be most valuable in the long term?

- Achieve high graduation rates
- Work to retain students in health care related programs and support them through graduation
- Hire students right out of school. Once students are trained, they will they get hired and are likely to settle in the community that provides that first opportunity
- Coordinate with potential employers early on. Providers need an opportunity to help students stay in SE
- Some potential benefits of early recruitment access could include the following:
 - Employers could help pay for instructors from the lower-48; Perks provided to university or students.

③ Meet the health care needs of an aging population

Since 2010, the 60-plus population grew by 5,000 people, a 42% increase over 2010 due to aging in place. Nearly a quarter of people in the region are now age 60 or older.

Ensure there are sufficient resources for those who wish to “age in place” in Southeast Alaska can do so.

Ensure we can meet the following needs: Home health care aides, assisted living facilities, health care needs met locally.

4

Increase health care training within the region/state

Our analysis shows that being from Alaska is one of the most critical factors determining whether or not an employee will stay in the job over the long term, with Alaskans staying in positions longer.

Build UAS and UAA programming to be responsive to the critical health care workforce needs identified by the Southeast Alaska Health Care Workforce Analysis.

Expanding the programming available within our university to build this workforce is imperative.

⑤ Reduce barriers to hiring outside workers

- Work with State of Alaska to reduce the time it takes for physicians and nurses moving to the region from out of state to get Alaska licenses.
- The process takes too long, resulting in the loss of high-quality professionals to more timely opportunities in other states.

6

Improve Recruitment Strategies

- Look for creative solutions in finding different ways to recruit new talent.
- Create a coordinated employment pool
- Continue recruitment partnerships
 - University system
 - Job center network
 - Alaska Department of Labor
 - Alaska Workforce Investment Board
- Work to eliminate barriers to recruitment/retention presented in the Health Care Workforce Analysis

7

Regional health care enhanced partnerships

Continue advisory group to promote regional health care solutions

Collaborate on Grants/Funding

Eliminate Duplication in Regional Efforts

Shared Technology Best Practices

Shared Procurement

Coordinate Training of Existing Staff
