




Workforce Solutions



Enhancing Capacity in the **HEALTHCARE WORKFORCE**

A proud partner of the  americanjobcenter network

Agenda

1

Occupational Projections

2

**Expanding the Pipeline-
Tomorrow's Workforce**

3

**Modernizing the
• Competencies
• Apprenticeships**

4

**Internal Upskilling
(employee retention
though upward mobility)**

5

**Addressing the
Healthcare Shortage**

Gulf Coast Workforce Board

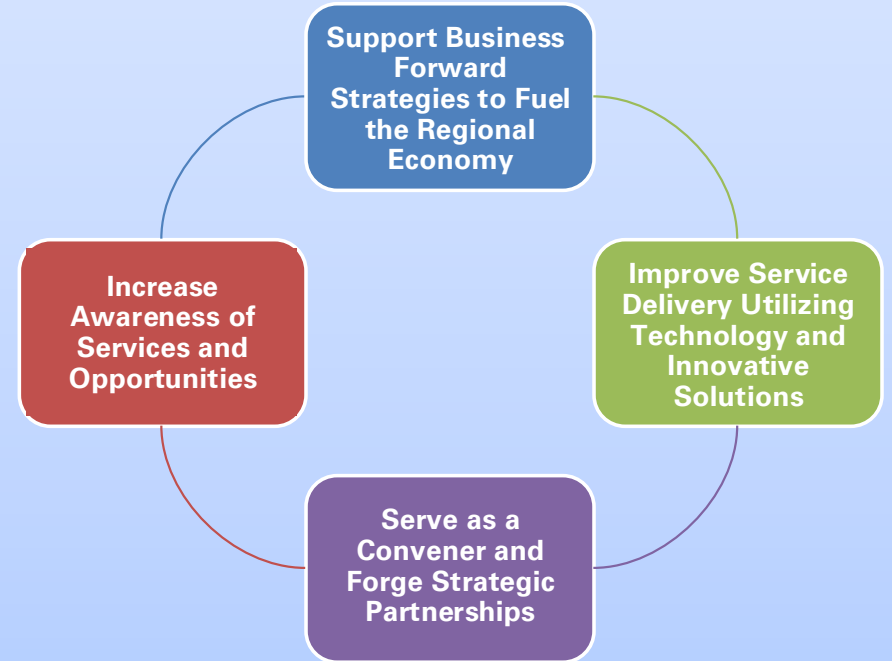
MISSION

We help employers meet their workforce needs and individuals build careers so both can compete in the global economy.

VISION

To strengthen business and industry, drive the economic growth of our region, and create thriving, inclusive communities where everyone has opportunities to earn, learn, and prosper.

GOALS



Healthcare and Life Sciences Landscape in Region

TMC is largest medical complex in the world.

- **Quick statistics:**
 - **10 million patient encounters annually.**
 - **9,200 beds.**
 - **120,000 employees.**
 - **\$3 billion in construction projects underway.**
 - **Helix Park** opened October 2023 after 10 years of planning. Combination of commercial and educational research institutions.
 - **BioPort** was announced in 2022. Fourth phase of the TMC for manufacturing- mostly cell therapy. It will include an education and training institution.

Healthcare industry is largest employer in the Gulf Coast region:

- **394,500+ healthcare and life sciences industry workers.**
- Industry is not just at the TMC.
- **HCA is largest hospital chain in region.** Kingwood Hospital is the largest hospital by bed count in Texas.

Shortages in the Healthcare and Life Sciences labor industry

- **Shortage involves more than nurses.**
- **Life sciences manufacturing companies are competing for the same talent.**
 - Lonza (its facility when opened was the largest Cell Therapy manufacturing facility in the world), CTMC (JV with MD Anderson), Healgen, Cellipoint Biosciences, Nurix Therapeutics, Abbott, Millar Instruments (Medtech Manufacturing) and further up the “road” in Beaumont: Helena Laboratories.
 - Current programs are graduating barely enough to meet the need.

Changes to the TMC are reshaping the Healthcare and Life Sciences industry in the region and state.





Texas Workforce Commission Eligible Training Provider List

Lag between industry growth, labor shortages, and changing positions.

Key industry needs are not reflected. Example: Pharmacy Techs, EMTs or Paramedics.

Workforce development planning should be forward thinking, 5-10-50 years ahead:

- **AI** is changing the healthcare industry:
 - Impacting every aspect of patient care path even nursing; and more than just EHR/medical records, surgical robots, and telecare.
- **Region needs for cell-therapy trained workforce.**

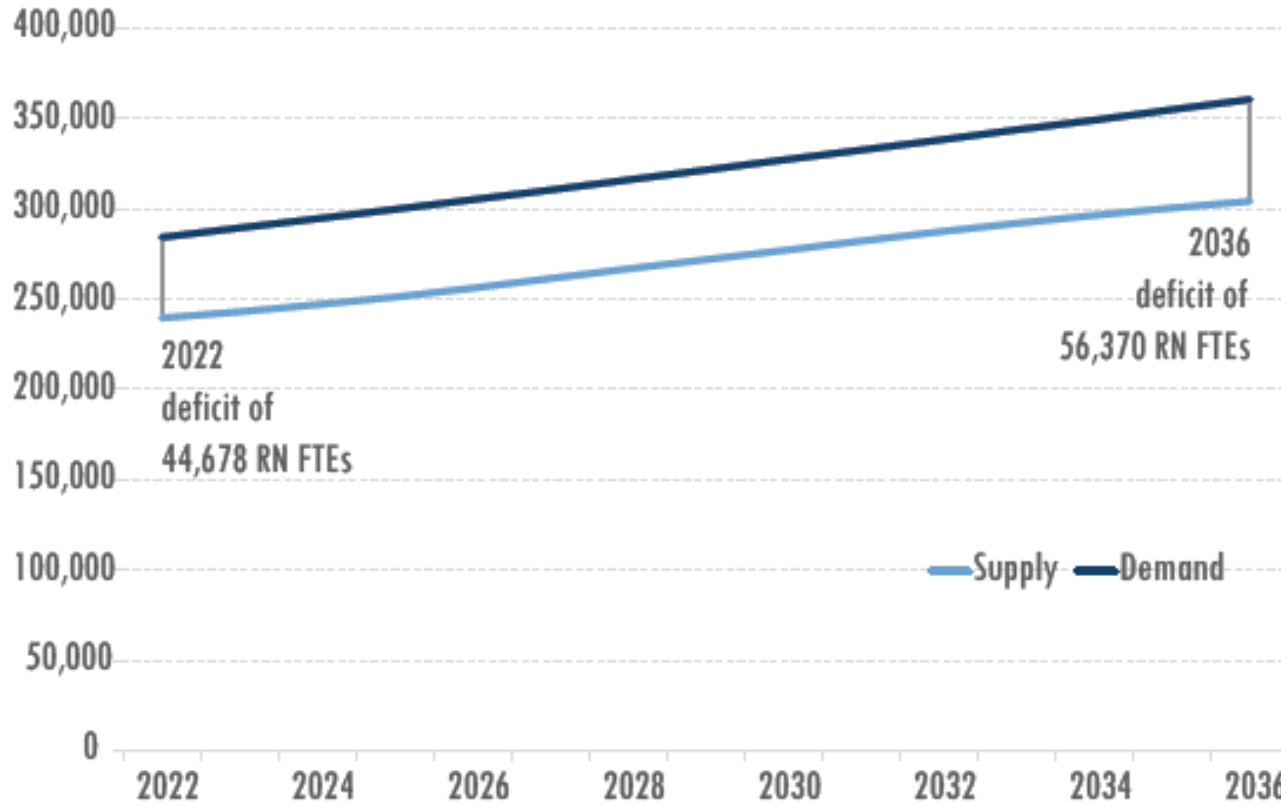
Plan: Gulf Coast Workforce Board suggests hosting an Industry Roundtable to discuss the High Skills, High Growth List and ETPL.

- **Guiding Questions:**
 - Is the HSHG and ETPL training healthcare and life science workforce? For the status quo? For the Region's needs in the next 5,10,20, or 50 years?
 - What should be added? Modified? Kept? Sunsetting?

A group of healthcare professionals in a hospital setting. In the foreground, a woman with dark hair, wearing a white lab coat and a stethoscope, smiles with her arms crossed. Behind her, several other healthcare workers, including nurses in blue scrubs and doctors in white coats, are also smiling. The background is a brightly lit hospital hallway with windows. The image is framed by orange and white geometric shapes in the corners.

Occupational Projections

Figure 2. RN FTE Supply and Demand, 2022-2036

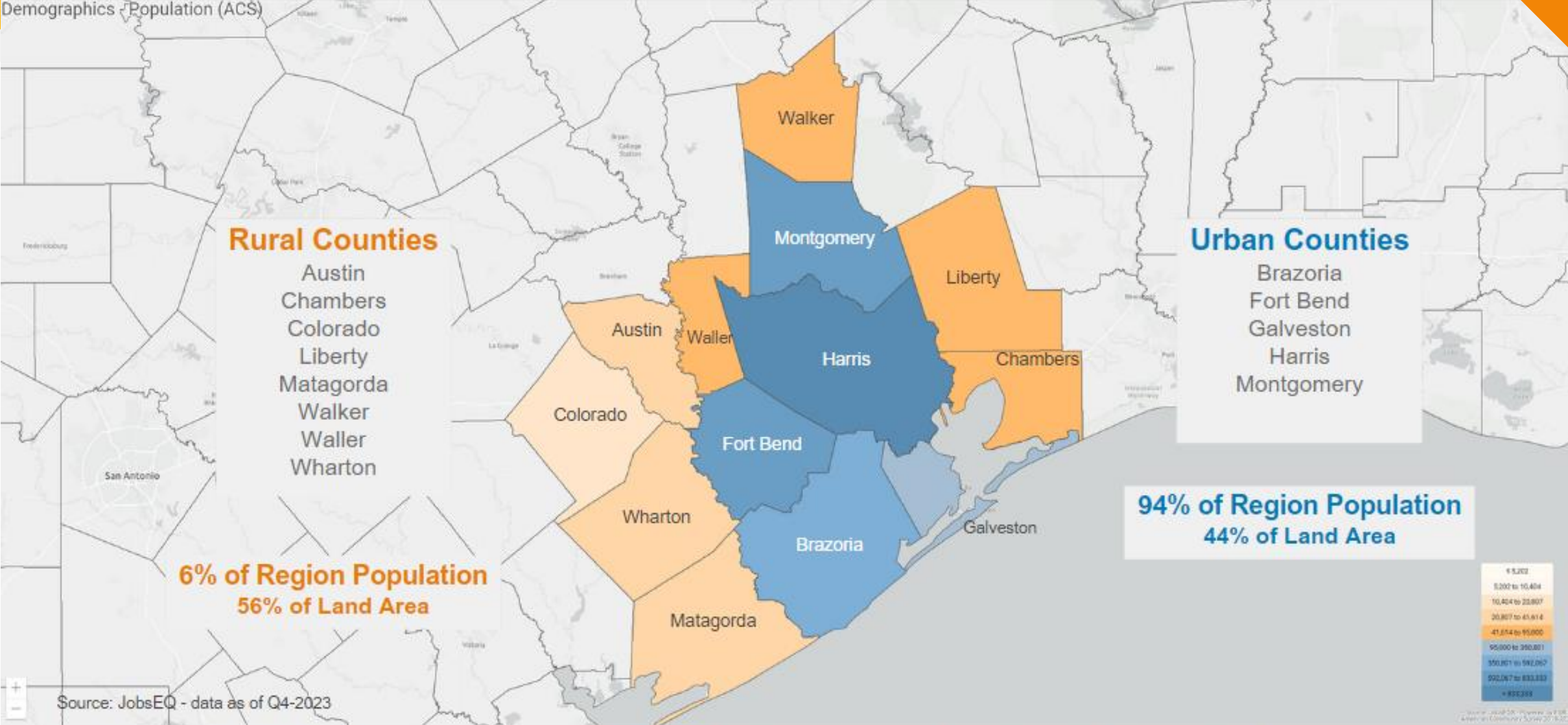


The Bureau of Labor Statistics predicts healthcare occupations will increase by 1.8 million annually through 2032. Industry employment has exceeded its pre-pandemic peak by over 250,000 jobs, now totaling over 1.6 million.

In Texas, healthcare jobs are projected to grow by over 23% by 2030, reaching more than 1.9 million—an increase of over 360,000 jobs compared to 2020.

Certain healthcare occupations, such as registered nurses, are still struggling to meet current demand.

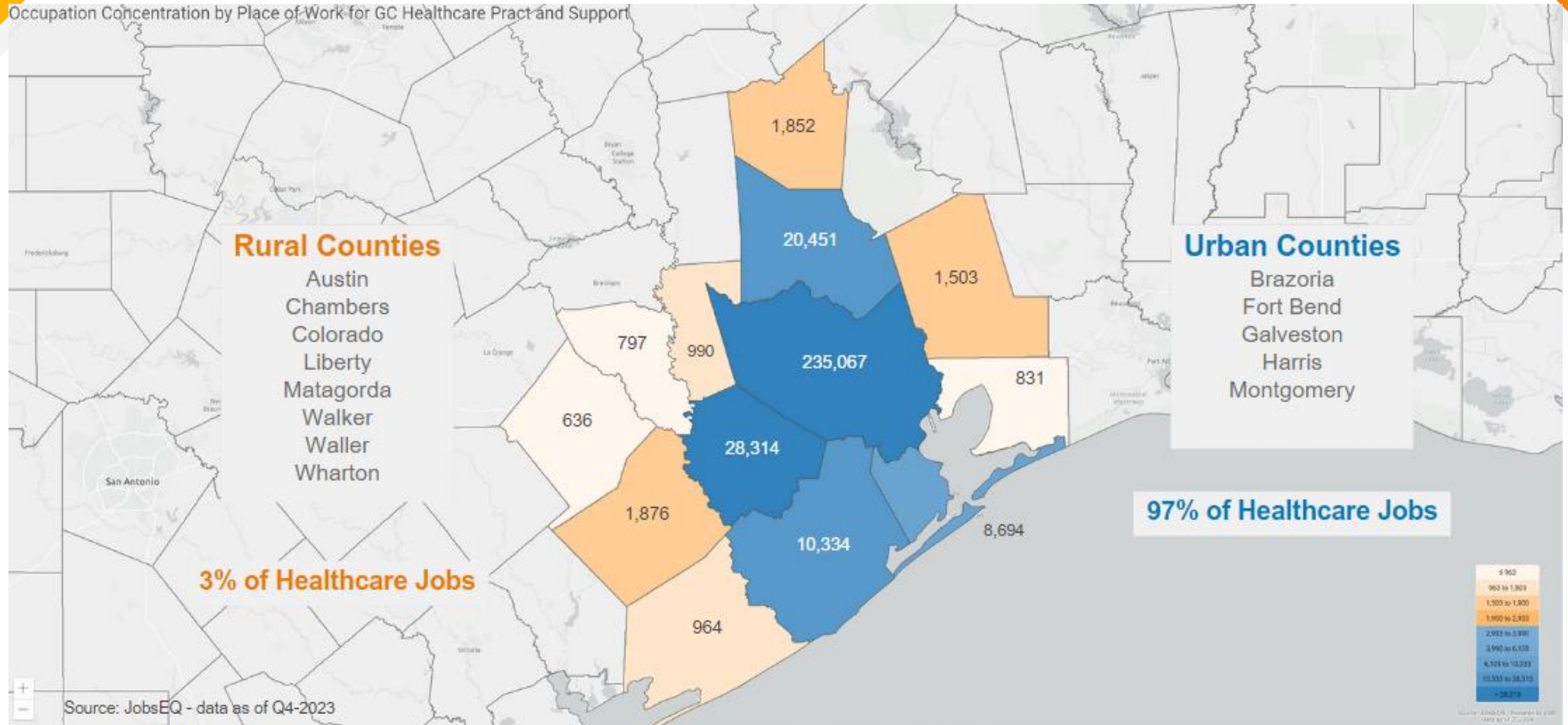
13-County Gulf Coast Geography and Population



Total Population as of 2022: 7.3 million / Land Area: 12,313 Square Miles

13-County Gulf Coast Region Total Healthcare Jobs

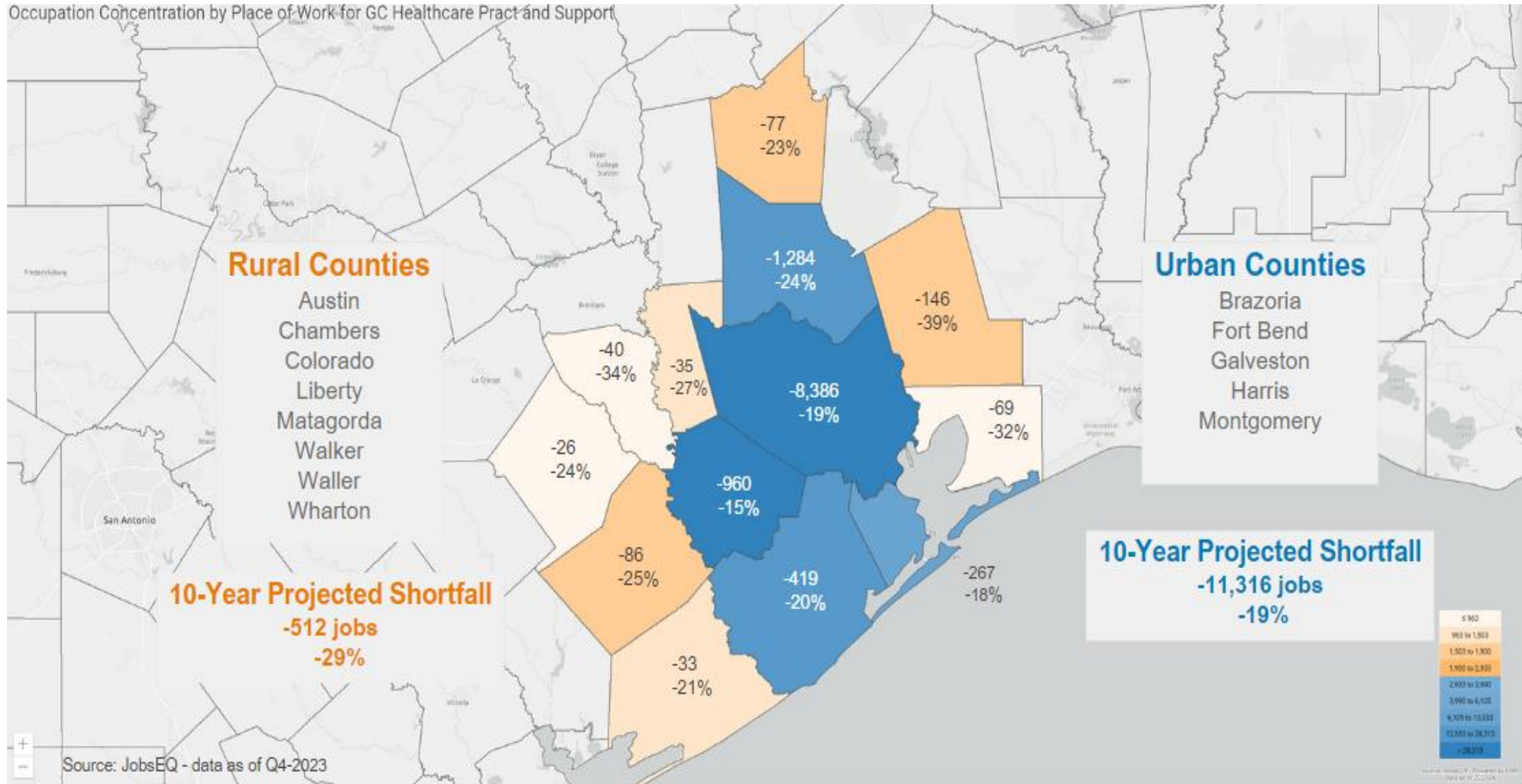
Occupation Concentration by Place of Work for GC Healthcare Pract and Support



Non-Allied and Allied Health Professions

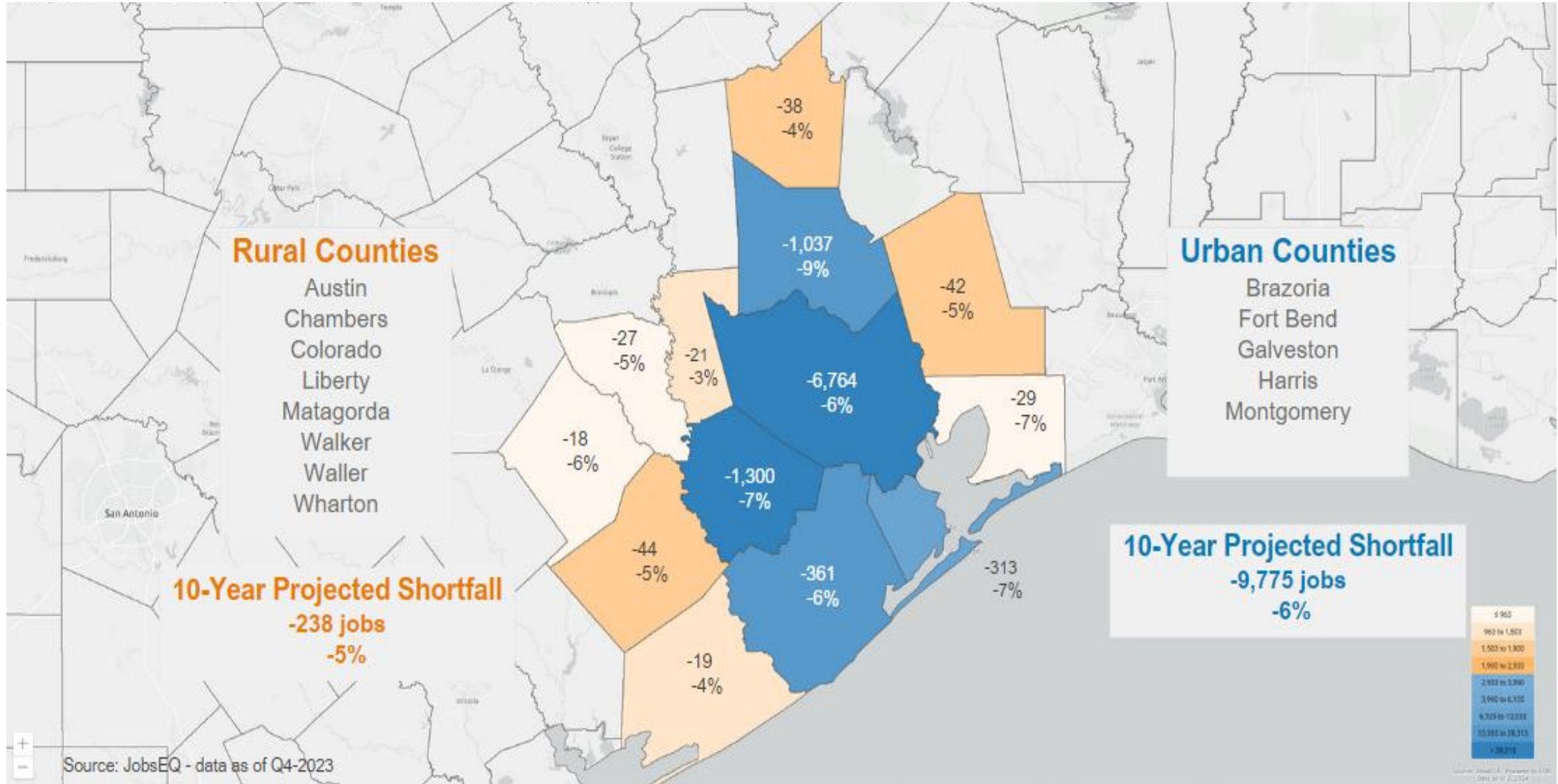
SOC	Non Allied Health Professions	SOC	Allied Health Professions
29-1011	Chiropractors	29-2011	Medical and Clinical Laboratory Technologists
29-1021	Dentists, General	29-2012	Medical and Clinical Laboratory Technicians
29-1022	Oral and Maxillofacial Surgeons	29-2031	Cardiovascular Technologists and Technicians
29-1023	Orthodontists	29-2032	Diagnostic Medical Sonographers
29-1024	Prosthodontists	29-2033	Nuclear Medicine Technologists
29-1029	Dentists, All Other Specialists	29-2034	Radiologic Technologists and Technicians
29-1031	Dietitians and Nutritionists	29-2035	Magnetic Resonance Imaging Technologists
29-1041	Optometrists	29-2036	Medical Dosimetrists
29-1051	Pharmacists	29-2042	Emergency Medical Technicians
29-1071	Physician Assistants	29-2043	Paramedics
29-1081	Podiatrists	29-2051	Dietetic Technicians
29-1122	Occupational Therapists	29-2052	Pharmacy Technicians
29-1123	Physical Therapists	29-2053	Psychiatric Technicians
29-1124	Radiation Therapists	29-2055	Surgical Technologists
29-1125	Recreational Therapists	29-2056	Veterinary Technologists and Technicians
29-1126	Respiratory Therapists	29-2057	Ophthalmic Medical Technicians
29-1127	Speech-Language Pathologists	29-2061	Licensed Practical and Licensed Vocational Nurses
29-1128	Exercise Physiologists	29-2072	Medical Records Specialists
29-1129	Therapists, All Other	29-2081	Opticians, Dispensing
29-1131	Veterinarians	29-2091	Orthotists and Prosthetists
29-1141	Registered Nurses	29-2092	Hearing Aid Specialists
29-1151	Nurse Anesthetists	29-2099	Health Technologists and Technicians, All Other
29-1161	Nurse Midwives	29-9021	Health Information Technologists and Medical Registrars
29-1171	Nurse Practitioners	29-9091	Athletic Trainers
29-1181	Audiologists	29-9092	Genetic Counselors
29-1211	Anesthesiologists	29-9093	Surgical Assistants
29-1212	Cardiologists	29-9099	Healthcare Practitioners and Technical Workers, All Other
29-1213	Dermatologists	31-1121	Home Health Aides
29-1214	Emergency Medicine Physicians	31-1122	Personal Care Aides
29-1215	Family Medicine Physicians	31-1131	Nursing Assistants
29-1216	General Internal Medicine Physicians	31-1132	Orderlies
29-1217	Neurologists	31-1133	Psychiatric Aides
29-1218	Obstetricians and Gynecologists	31-2011	Occupational Therapy Assistants
29-1221	Pediatricians, General	31-2012	Occupational Therapy Aides
29-1222	Physicians, Pathologists	31-2021	Physical Therapist Assistants
29-1223	Psychiatrists	31-2022	Physical Therapist Aides
29-1224	Radiologists	31-9011	Massage Therapists
29-1229	Physicians, All Other	31-9091	Dental Assistants
29-1241	Ophthalmologists, Except Pediatric	31-9092	Medical Assistants
29-1242	Orthopedic Surgeons, Except Pediatric	31-9093	Medical Equipment Preparers
29-1243	Pediatric Surgeons	31-9094	Medical Transcriptionists
29-1249	Surgeons, All Other	31-9095	Pharmacy Aides
29-1291	Acupuncturists	31-9096	Veterinary Assistants and Laboratory Animal Caretakers
29-1292	Dental Hygienists	31-9097	Phlebotomists
29-1299	Healthcare Diagnosing or Treating Practitioners, All Other	31-9099	Healthcare Support Workers, All Other

13-County Region Non-Allied Healthcare Jobs 10-Year Projected Shortfall 2023-2033



10-Year Total Projected Shortfall Rural + Urban: -11,828 jobs or -20%

13-County Region Allied Healthcare Jobs 10-Year Projected Shortfall 2023-2033



10-Year Total Projected Shortfall Rural + Urban: -10,013 jobs or -6%

Texas Labor Analysis – Nursing Current Snapshot

Region Number	Region Name	GAP (Current) = Current Demand (HWOL) - Current Supply (WIT)	GAP (Annual) = Avg. Annual Openings - Annual Graduates
01	Panhandle	260	-212
02	South Plains	276	-1,171
03	North Texas	-64	-226
04	North Central	623	-258
05	Tarrant County	813	-3,703
06	Dallas	1,578	1,539
07	Northeast Texas	26	-103
08	East Texas	535	-734
09	West Central	303	-135
10	Borderplex	384	-499
11	Permian Basin	283	-73
12	Concho Valley	-6	-3
13	Heart of Texas	269	-316
14	Capital Area	1,476	-743
15	Rural Capital	1,339	98
16	Brazos Valley	244	-206
17	Deep East Texas	-58	-101
18	Southeast Texas	132	-106
19	Golden Crescent	-38	9
20	Alamo	1,646	-120
21	South Texas	57	-104
22	Coastal Bend	259	-519
23	Lower Rio Grande	-45	-161
24	Cameron County	266	94
25	Texoma	6	-76
26	Central Texas	447	-85
27	Middle Rio Grande	-19	9
28	Gulf Coast	1,357	791
	Texas	12,528	-7,195



Building more nursing schools or increasing admittance into nursing schools should alleviate the nursing shortage.



- Each year students are wait-listed as nursing schools limit the number of admitted students. According to the American Association of Colleges of Nursing, nearly 78,200 qualified applications were denied by nursing schools in 2022. Nearly 66,300 applications were turned away for entry-level bachelor's degree programs due to staffing shortages.
- Preceptor shortages in clinical settings create downward pressure to limit class sizes.
- Clinical settings (hospitals, clinics, and long-term care facilities) try to distribute opportunities among many educational institutions vying for clinical placements for their students. Master Articulation agreements must be in place before any student can be placed in training and those agreements can take months to execute. Program-specific articulation agreements must also be in place for each program of study requiring hands-on training, such as with Sterile Processing or Phlebotomy.

Not just nursing...

- Hospitals employ individuals in over 2500 occupational codes and shortages adversely impact care.
- According to the Texas Hospital Association, hospitals do not have the staff to keep all service lines open. 64% of Texas hospitals are operating with reduced beds and/or services due to vacancies.
- Innovative service model such as telehealth and hospital at home has provided some flexibility with staffing shortages.



BUILDING CAPACITY

Healthcare & Life Sciences Ecosystem Activities and Partnerships

- **Regional Chambers of Commerce**

- Greater Houston Partnership
 - State of the TMC
 - BioPulse Events, monthly
 - Member of the GCWB
- Local Chambers have active Healthcare and Life Sciences Members.
- Many Chambers also host their own specific State of Healthcare events.

- **Texas Medical Center**

- Engagement plan with TMC Leadership:
 - Have prior history of engagement with TMC Leadership for creation and implementation of initial BioBridge Programs.
 - BioPort plans to create 100,000 manufacturing jobs.
 - Close ties to TMC Innovation.

- **Workforce Solutions – Gulf Coast**

- Engaging employers such as HCA, Memorial Hermann, UTMB, MD Anderson, Nexus Healthcare, NextLevel Healthcare, LifeGift, Moody Rehabilitation, Montgomery County EMS, Acadian EMS and many others to support our career exploration, immersion events, work-based learning, and career and job fairs.
- Work with local K-12 and post-secondary institutions.
- Texas Workforce Commission's Jobs Y'all Events.
- Tri-Agency Convener Work.

Building the Workforce of Tomorrow:

Survey of High School programs

- Memorial Hermann Health System, Aldine ISD launched an innovative Healthcare focused school to address shortages with support from a \$31 million grant from Bloomberg Philanthropies.
- Bloomberg Philanthropies provided a \$15 million grant to create similar pathways from Uplift Charter High School in Dallas Texas to entry-level healthcare occupations at Baylor Scott & White.
- HCA Houston Healthcare has partnered with Tomball Star Academy, a P-TECH campus, where students can earn an Associate of Science Degree tuition-free and engage in Work-based learning. Lone Star College is the IHE partner.
- Houston ISD has DeBakey High School, Baylor College of Medicine at Ryan Middle School, and Baylor College of Medicine BioTech Academy at Rusk Middle School.



TRI-AGENCY REGIONAL CONVENER

- The 23-24 Tri-Agency Grant for Regional Conveners is part of the growing Texas Regional Pathways Network (TRPN).
- The TRPN is a Tri-Agency initiative to build regional talent pipelines through high-quality career and education pathways into high-wage, in-demand industries that will spur economic growth across the state and ensure all Texans have the skills and credentials needed for economic advancement.
- The TRPN focuses on sustainable, scalable, and regional career and education pathways aligned to in-demand industries. Members leverage all stakeholders to plan and implement the 7 components of a high-quality pathway:



Alignment with
Labor-Market
Demand



Cross-Sector
Partnerships



Credentials with
Value in the
Labor Market



Links between
Secondary and
Postsecondary
Education



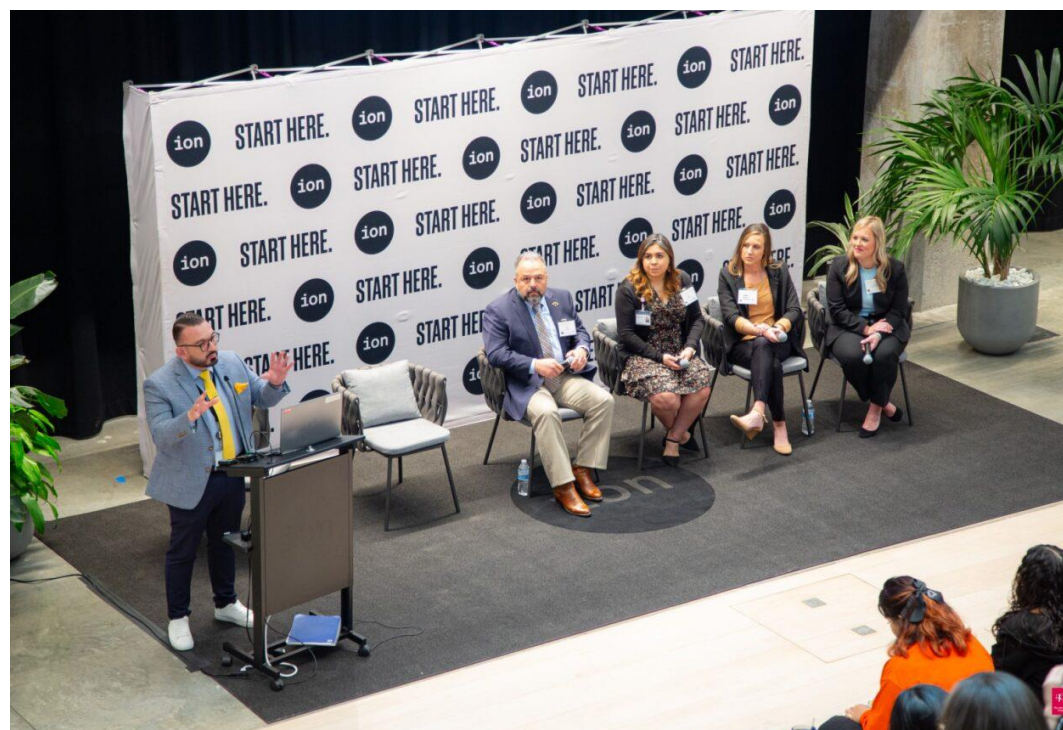
Integration of
Rigorous Core
Academics and
Career-Focused
Learning



Effective
Advising



Continuum of
Work-Based
Learning
Experiences





Regional Convener: Career Exploration at Rice University

- The Texas Education Agency, Gulf Coast Workforce Board, Rice - Tapia Center, and Workforce Solutions – Gulf Coast created an immersive summer program dedicated to career exploration in Health Care, Building and Construction, and Education.
- Students had the opportunity to stay at Rice University for a week and learn about high-skill high-growth career opportunities in our region, meeting with industry experts, visiting targeted locations, and preparing for a career poster symposium.
- Over 300 applicants – 75 selected. Students who successfully complete the program earned a \$500 stipend for their efforts.



Regional Convener:

Work-Based Learning

- We offer paid, work-based learning opportunities in healthcare, building and construction, and education for students who are eligible to work with our industry partners.
- 14 students across the Gulf Coast region are currently interning with HCA Healthcare and Access Health. Students will have the opportunity to earn full-time employment after the completion of the program.
- All youth received pre-employment support and job-readiness training from the GCWB and service provider partners that are a part of this initiative.





**Expanding Higher Education to
Include Competencies**

1. May 2022, the American Association of Colleges of Nursing (AACN) was awarded \$1.5 million in funding through the American Nurses Foundation's Reimagining Nursing initiative to launch a three-year project titled Competency Based Education for Practice Ready Nurse Graduates. This work will help nursing schools nationwide more rapidly adapt their programs to meet new competency expectations for nursing graduates outlined in the Essentials: Core Competencies for Professional Nursing Education. This new model calls for closer integration between education and practice to address workforce needs.
2. In April 2024 AACN underscored the importance of moving to a competency-based education to promote equity and reaching diverse learners
3. In 2023 Registered Nurse was recognized by the U.S. Dept of Labor as an apprenticeable occupation. In July 2023, Vernon College received approval from the Texas Board of Nursing to establish an apprenticeship track for their Vocational Nursing Education Program.
4. Apprenticeships can also be used to train Radiologists, CMAs, CNAs, Sterile Processors and Phlebotomists.

OFFICE OF APPRENTICESHIP BULLETIN	NO. 2023-111 DATE July 19, 2023
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TO: → NATIONAL APPRENTICESHIP SYSTEM STAKEHOLDERS
 → OFFICE OF APPRENTICESHIP STAFF
 → STATE APPRENTICESHIP AGENCIES

FROM: → JOHN V. LADD /s/ Administrator, Office of Apprenticeship

SUBJECT: → New Apprenticeable Occupation: Registered Nurse

I. Purpose. To inform the staff of OA, State Apprenticeship Agencies (SAA), Registered Apprenticeship program sponsors, and other Registered Apprenticeship partners of the following new apprenticeable occupation: Registered Nurse

Agenda Item: 3.2.7.
 Prepared by: V. Ayars/J. Hooper
 Board Meeting: July 2023

**Consideration of Proposal to Establish an Apprenticeship Track at
 Vernon College in Vernon, Texas
 Vocational Nursing Education Program**

Historical Perspective and Current Data:

- Vernon College (VC) was established in 1970 as a community college by a majority vote by the citizens of Wilbarger County. Currently, VC serves a 12-county area in North Texas with a total enrollment of 2,400 students. Campuses are in Vernon, Wichita Falls, and Seymour.
- VC is accredited by the Southern Association of Colleges and Schools Commission on Colleges; the last visit was conducted in 2018. VC holds approval from the Texas Workforce Commission (TWC) and the Texas Higher Education Coordinating Board (THECB).

Bolstering Faculty and Preceptors in Nursing Schools and Clinical Care Setting

- Texas Hospital Association recommends increased funding for preceptor pay to increase the number of preceptors needed to expand clinical site capacity.
- A 2020 Report to the Texas Legislature from THECB “Evaluation of the Nursing Shortage Reduction Program” recommended:
 - Assisting non-traditional clinical training program sites such as demonstration projects,
 - Clinical site redesign options,
 - Create avenues to share innovative approaches to clinical simulations, and
 - Fund pilot programs that provide preceptor development.



Other innovative practices

Mobile Clinics

Old Dominion University School of Nursing customized a van to create a mobile health clinic to serve high-poverty, rural areas. This allowed students to work with nurse practitioner teams to obtain their clinical rotation experience.

Non-traditional hours

Western Interstate Commission for Higher Education recommends expanding scheduling for clinical beyond traditional weekday hours.

Centralized Scheduling

Hawaii and California utilize a centralized clinical placement system.

Internal Employer Based Training

01

Leverage funding opportunities offered through Workforce Solutions, TWC, and DOL to upskill current employees to “grow their own” preceptors.

02

Incentivize tuition assistance/tuition reimbursement programs for internal upskilling.

03

Explore partnerships with postsecondary institutions offering virtual instruction for flexible learning models or fast-track training.

A photograph of a modern hospital hallway with a white and grey color scheme. The hallway features glass-walled rooms, a potted plant, and a purple examination table. The text "Addressing the Healthcare Shortage" is overlaid in a white semi-transparent box. Orange geometric shapes are in the corners.

Addressing the Healthcare Shortage

Gulf Coast Workforce Board Initiatives

Strategic Approach

- Overview of the challenge and our strategic approach to solving it through partnerships and innovative programs.

Partners and Collaborators

- Houston Community College (HCC)
- Dwyer Workforce Development
- HCA Healthcare
- MD Anderson & University of Texas MD Anderson
- University of Texas Medical Branch (UTMB)
- The College of Health Care Professions

Houston Community College & Dwyer Workforce Development

HCC-Dwyer Apprenticeship Program

Challenge: Nursing Shortage in Houston

Strategy/ Solution:

- Comprehensive workforce development program.
- Training and support for up to 500 new healthcare professionals annually.
- Focus on certified nurse aides.
- Utilization of Registered Apprenticeship Expansion Grant.

Benefits:

- Tuition funding and employment opportunities.
- Earn while training.
- Workforce Solutions offers transportation, childcare and other supports for participants.



HCA Healthcare Partnership

Addressing Inpatient Service: Apprenticeship Program

Challenge: High vacancies in inpatient services.

Strategy/ Solution:

- Upskilling current workers through Incumbent Worker Projects.
- Investment in CT technologist training.
- Employees can become registered CT Technologists by completing training and taking the CT Registry exam.

Benefits:

- Improved access to high-quality medical imaging services.
- Career advancement and increased earning potential for employees.
- Higher productivity and reduced vacancies for employers.



MD Anderson & University of Texas MD Anderson

Registered Apprenticeship Program

Challenge: Shortage in Clinical Laboratory and Medical Techs, Diagnostic staff, Histologic, and Radiologic shortages.

Strategy/ Solution:

- Upskilling entry-level workers.
- Creating career pathways for professional growth.
- Leveraging WIOA funding through the Eligible Training Provider List.

Benefits:

- Addressing position shortages.
- Providing structured career growth.



UTMB Partnership

Certified Nursing Assistant/Patient Care
Technician Apprenticeship

Challenge: Entry-level workforce shortages.

Strategy/ Solution:

- Creating a pathway for entry-level and skilled workers into the healthcare industry.

Benefits:

- Structured career development.
- Increased availability of trained professionals in the healthcare industry.



The College of Health Care Professions

Upskills Scholarship

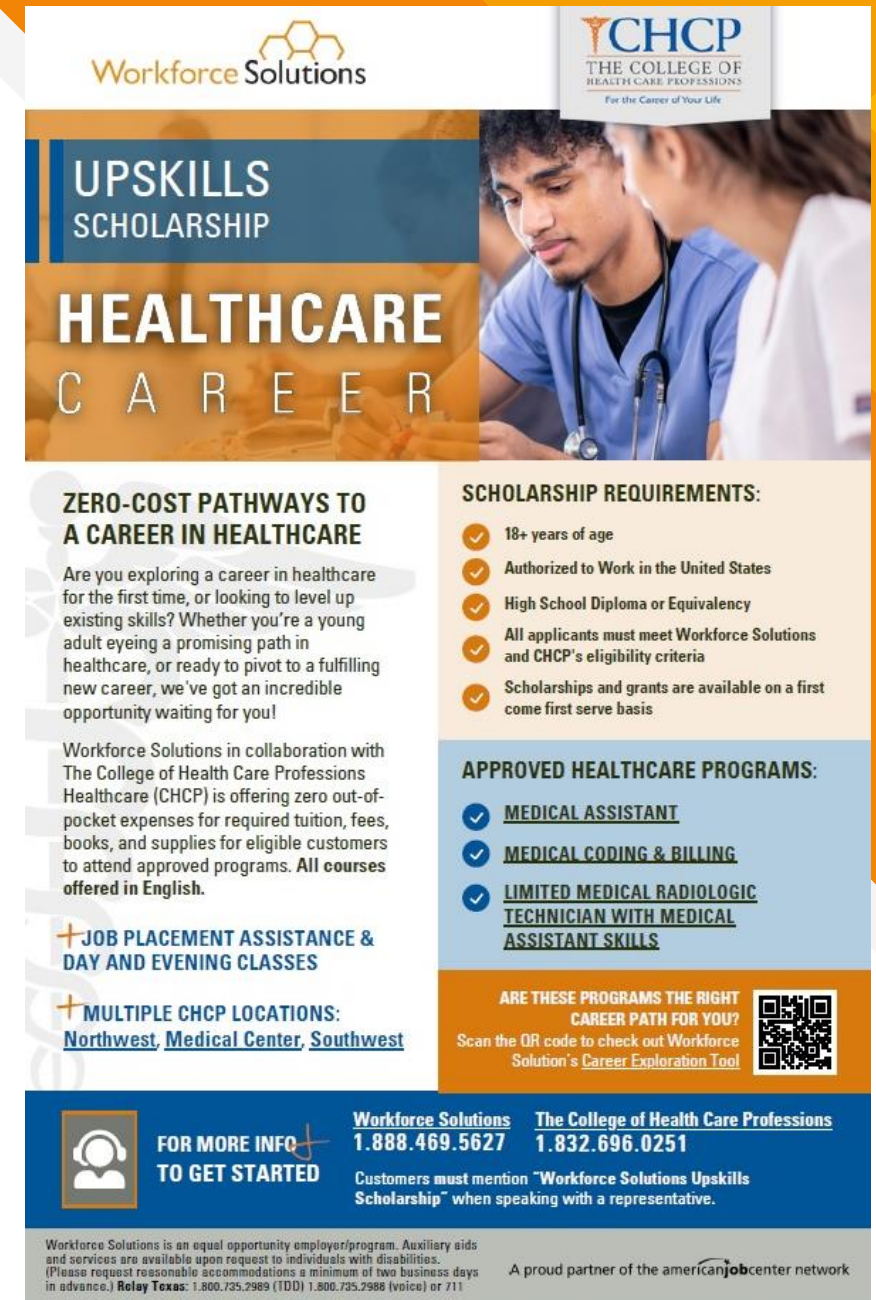
Challenge: Workforce Solutions – Gulf Coast needs much more intentional relationships with local post-secondary institutions on ETPL, better outreach, and means to increase student success.

Strategy/ Solution:

- Use TWC funding to create a cohort of entry-level and skilled workers into the healthcare industry with a quality local post-secondary institution.
- Partner with local media to promote: [ABC13 Who's Hiring Job Fair has way for you to break in for free in medical field, where jobs are in high demand - ABC13 Houston.](#)

Benefits:

- Increase availability of trained professionals in the healthcare.
- Braiding funds to provide better supports for students.
- Pilot an “upskill scholarship” to navigate bureaucratic and financial challenges and develop improvements to increase accessibility for residents in healthcare industry.



The flyer features the logos for Workforce Solutions and CHCP (The College of Health Care Professions) at the top. The main title is 'UPSKILLS SCHOLARSHIP HEALTHCARE CAREER'. It includes a photo of two healthcare professionals. The text is organized into several sections: 'ZERO-COST PATHWAYS TO A CAREER IN HEALTHCARE' with a descriptive paragraph; 'SCHOLARSHIP REQUIREMENTS:' with a list of five criteria; 'APPROVED HEALTHCARE PROGRAMS:' with a list of three programs; 'JOB PLACEMENT ASSISTANCE & DAY AND EVENING CLASSES'; 'MULTIPLE CHCP LOCATIONS:' with links for Northwest, Medical Center, and Southwest; 'ARE THESE PROGRAMS THE RIGHT CAREER PATH FOR YOU?' with a QR code and a call to scan it; and a bottom section with contact information for Workforce Solutions and CHCP, including phone numbers and a note that customers must mention the scholarship when speaking with a representative. A small disclaimer and partner information are at the very bottom.

Workforce Solutions **CHCP**
THE COLLEGE OF HEALTH CARE PROFESSIONS
For the Career of Your Life

UPSKILLS SCHOLARSHIP

HEALTHCARE CAREER

ZERO-COST PATHWAYS TO A CAREER IN HEALTHCARE

Are you exploring a career in healthcare for the first time, or looking to level up existing skills? Whether you're a young adult eyeing a promising path in healthcare, or ready to pivot to a fulfilling new career, we've got an incredible opportunity waiting for you!

Workforce Solutions in collaboration with The College of Health Care Professions Healthcare (CHCP) is offering zero out-of-pocket expenses for required tuition, fees, books, and supplies for eligible customers to attend approved programs. All courses offered in English.

+ JOB PLACEMENT ASSISTANCE & DAY AND EVENING CLASSES

+ MULTIPLE CHCP LOCATIONS:
[Northwest](#), [Medical Center](#), [Southwest](#)

SCHOLARSHIP REQUIREMENTS:

- ✓ 18+ years of age
- ✓ Authorized to Work in the United States
- ✓ High School Diploma or Equivalency
- ✓ All applicants must meet Workforce Solutions and CHCP's eligibility criteria
- ✓ Scholarships and grants are available on a first come first serve basis

APPROVED HEALTHCARE PROGRAMS:

- ✓ [MEDICAL ASSISTANT](#)
- ✓ [MEDICAL CODING & BILLING](#)
- ✓ [LIMITED MEDICAL RADIOLOGIC TECHNICIAN WITH MEDICAL ASSISTANT SKILLS](#)

ARE THESE PROGRAMS THE RIGHT CAREER PATH FOR YOU?
Scan the QR code to check out Workforce Solution's Career Exploration Tool

FOR MORE INFO TO GET STARTED

Workforce Solutions 1.888.469.5627 **The College of Health Care Professions** 1.832.696.0251

Customers must mention "Workforce Solutions Upskills Scholarship" when speaking with a representative.

Workforce Solutions is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. (Please request reasonable accommodations a minimum of two business days in advance.) Relay Texas: 1.800.735.2989 (TDD) 1.800.735.2988 (voice) or 711

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Contact



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Gulf Coast Workforce Board