

What resources and gaps we see in companies relative to healthcare workers?

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| Capacity | Not enough room. Clinical space is an issue |
| | Employers need to provide more practice and internships |
| | Not enough capacity in health education programs. Up to 46% can't get in |
| | Not enough primary care doctors |
| Productivity | Employees leave companies because of non good-paying jobs, no benefits, and not enough training. |
| | 60% of nurses leave the field in the first year. |
| | Nurses leave field because of stress and fear of losing their license. |
| | Institutions not being able to provide care for their patients. |
| | Lack of clinical experience. |
| | Employees leave field because they want better pay and opportunities. |
| | Incentives are lacking. |
| | Other challenges: reliable transportation |
| | No equitable pay or training to stay in company. |
| | Pay doesn't reflect stress of care giving. Other positions offer similar pay for a less stressful job. |
| Training | Hospitals need to provide education. |
| | Healthcare workers lack soft skills. i.e. communication. |
| | Graduates are still novices, need mentors. |
| | Need to identify appropriate venues and education about available resources. |
| | Cost of education. |
| | Disparities across education. |
| Diversity | We need a diverse executive workforce: female, Hispanics, and other minorities |
| Other Barriers | Structural, gender and cultural. |
| | Not enough attention to sensitivities and perceptions from the Hispanic community. |
| | Socio-economic. |
| | Stigma - access healthcare careers. |
| | Generational differences. |
| | Access to rural areas is difficult. |

Tucson Hispanic Chamber Healthcare Luncheon Takeaways

Challenges-

1. High demand for Caregivers
 - Difficult to keep people as companies offer a little bit more money to attract talent
 - Clear career ladder is not event and makes it difficult to attract and retain

2. Barriers to advancement exist for incumbent workers. These include
 - cost of postsecondary education
 - transportation
 - lack of basic academic skills

3. Attracting new talent
 - Students unaware of variety of occupations (not just doctors and nurses)
 - Counselors do not have the time or resources to share with students
 - Pathways from entry level to more advanced occupations are not clear

Opportunities-

1. Help keep people in the field by identifying and removing barriers to advancement

2. Better onboarding of graduates to smooth transitions and decrease time to job readiness

3. Stronger connections to K12 and postsecondary to offer dual credits to reduce overall cost

4. Strengthen partnerships between business and education