



Shaping the Future:

Data-Driven Strategies for our Healthcare Workforce

EVENT INFORMATION

Date & Time: Nov. 12, 2024, 8:30 a.m. - 4 p.m.

Location: NJHA Conference and Event Center, 760 Alexander Rd., Princeton, N.J. 08543

Fee: NJHA Members: \$100; Non-Members: \$200

Continuing Education Credits Offered: CME, CNE, LNHA/CALA, ACHE, MCHES, NJ Public Health

Join fellow professionals from across New Jersey for valuable insights into the current and future needs of our state’s healthcare workforce. This data-driven summit will focus on healthcare roles across New Jersey – highlighting the current landscape, projected demand, anticipated shortages, education pipeline challenges, innovations, and other key issues affecting the state’s healthcare delivery workforce. This summit will provide important insights for the state at large, while also supporting individual healthcare institutions in their workforce planning needs.

8:30 am **REGISTRATION AND BREAKFAST**

8:45 **OPENING REMARKS**

Speakers: **Cathy Bennett, NJHA**
 Bill Arnold, RWJBarnabas Health

9:15 **IMPORTANCE OF HEALTHCARE WORKFORCE**

Speaker: **Hon. Robert Asaro-Angelo**
 Commissioner, New Jersey Department of Labor

9:30 **TODAY’S HEALTHCARE WORKFORCE & PIPELINE**

This panel will provide an overview of New Jersey’s direct patient care workforce of today. Learn more about New Jersey’s current supply of 284,000 residents (255,000 FTEs) engaged in direct patient care. The panel will discuss a detailed look at the composition of today’s direct care workforce and today’s educational pipeline for 31 job titles across the continuum of care. Additional discussion will include the drivers of the workforce shortage in New Jersey, including the educational pipeline, increasing demand, demographic shifts, and more. In addition, the panel will discuss strategies for dealing with the challenges.

Speakers: **Theresa Edelstein, NJHA**
 Linda Carroll, St. Peter’s Health Care System
 Geoffrey Gibson, Bergen New Bridge Medical Center

- 10:30 **BREAK**
- 11:00 **OUR PROJECTED WORKFORCE NEED**
New Jersey’s workforce shortage is projected to grow 100% in the next eight years. To help with workforce planning across the continuum, key workforce trends, together with supply and demand projections, will be discussed. The panel will share information about the investments, experiences, observations, and partnerships as delivery models continue to evolve while the commitment to quality-driven, innovative direct patient care remains steadfast.
Speakers: **Raymond Brandes, NJHA**
 Dr. Donna Ciufo, Hackensack Meridian Health
 Rhonda Jordan, Virtua Health
- 12:30 **LUNCH**
- 1:30 **SKILLS OF TODAY & NEEDS FOR TOMORROW**
Today, New Jersey is short 40,000 healthcare workers across 31 titles and that deficit is projected to double by 2032. This panel will examine the workforce needed for developing roles in data analysis, AI, robotics, cybersecurity, telemedicine, and more. It will also consider new roles with evolving care delivery models. These emerging roles and models will require a new range of competencies. The conversation will include current needed skills and perspectives on skills that will be increasing in importance over the next 5-8 years and how to close the skill gaps.
Speakers: **Mary Ditri, NJHA**
 Armond Kinsey, Atlantic Health
 Kimeta Palamar, Englewood Health
- 2:15 **THE COMPETITION FOR TALENT**
358,000 New Jersey residents are employed across 31 direct patient care job titles. However, competition for these individuals is strong. With only 255,000 FTEs engaged in direct patient care, there is opportunity. This panel will examine where the competition occurs, including geographic competition that results in 28,000 residents commuting to jobs outside of New Jersey, and sector competition with pharmaceutical manufacturing, software development, higher education, retail healthcare, and others. They will share insights into levelling the playing field and opportunities to recruit workforce from geographies with surplus.
Speakers: **Carmella DiBernardo, NJHA**
 Beth Green, Cooper University Health Care
 Mary Deno, RWJBarnabas Health
- 3:00 **BREAK**

3:15

DIVERSITY, EQUITY & INCLUSION

A diverse healthcare workforce helps render the best possible care to New Jersey's diverse population. Immigration has shaped New Jersey's healthcare workforce, with more than 142,000 employees born outside of the United States. Nearly 1 in 3 of NJ's current healthcare workforce will be of retirement age or older by 2032. This panel will explain the composition of today's workforce by job family, projections for the future, and the benefits of New Jersey's diverse workforce. It will also explore the experiences of under-represented workers, including barriers and strategies to address.

Speakers: **Amina Razanica, NJHA**
 Ken Caldera, Kessler Institute for Rehabilitation
 Julie Ellis, Inspira Health

4:00

CONCLUDING REMARKS

For Information: Contact NJHA Education at njhaeducation@njha.com.

CONTINUING EDUCATION DETAILED INFORMATION

LEARNING OUTCOMES

At the completion of the course, participants will be able to:

- *Describe how N.J.'s supply and demand trends can aid in workforce planning to address healthcare needs across the continuum.*
- *Explain how demand projections and anticipated skill gaps will impact healthcare workforce specializations.*
- *Discuss talent competition with border states vs. workforce surpluses in other states and apply the discussion to the local sector.*

Medical Society of New Jersey Accreditation

HRET is accredited by the Medical Society of New Jersey to provide continuing education for physicians. HRET designates this educational activity for a maximum of 4.75 AMA PRA Category 1 Credit™

New Jersey State Nurses Association Accreditation

HRET is approved as a provider of nursing continuing professional development by New Jersey State Nurses Association, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation. Provider Number P131-4/2025

This educational activity awards a maximum of 4.75 nursing contact hours.

Accreditation status does not imply endorsement by HRET, NJSNA, ANCC Commission on Accreditation of any commercial products displayed with this program. The planning committee, presenters, facility, authors, and content reviewers have no relevant financial relationships to disclose. Disclosure forms are required and reviewed for any issues. Speakers are required to present balanced and unbiased presentations.

Criteria for awarding contact hours:

- *Attendance of the entire program*
- *Complete evaluation*

Nursing Home Administrators Licensing Board

This continuing education program is conducted by the Health Research and Educational Trust of New Jersey and is in compliance with N.J.A.C. 8:34-7.3 to provide licensed nursing home administrator (LNHA) and certified assisted living administrator (CALA) education credits accepted by the Nursing Home Administrators Licensing Board. This education activity may only be used for continuing education credit and not to meet academic college credits. This education activity has been approved for 4.75 LNHA/CALA credits.

CHES and Public Health

The Rutgers School of Public Health, Center for Public Health Workforce Development is a designated provider of continuing education contact hours (CECH) in health education by the National Commission for Health Education Credentialing, Inc., and approved by the New Jersey Department of Health as a provider of NJ Public Health Continuing Education credits.

This program is designated for Certified Health Education Specialists (CHES) and/or Master Certified Health Education Specialists (MCHES) to receive 4.75 total Category I contact education contact hour and 4.75 NJ Public Health Continuing Education Credit.

The American College of Healthcare Executives New Jersey

This conference is pending approval by American College of Healthcare Executives, the ACHE NJ, to award a total of 4.75 hours of ACHE Qualified Education credits toward advancement or recertification in the American College of Healthcare Executives.