

## Workforce Survey Results

	HIGH	MEDIUM	LOW	Response Total	Comments:
Clinical Laboratory Science(Medical Technologist)	84% (16)	11% (2)	5% (1)	19	
Clinical/Medical Social Work	12% (2)	59% (10)	29% (5)	17	Psychiatrists are in high demand
Dental Assistant	0% (0)	59% (10)	41% (7)	17	
Dental Hygienist	42% (8)	42% (8)	16% (3)	19	
Dentist	56% (9)	31% (5)	12% (2)	16	
Emergency Medical Technician (EMT)	31% (5)	56% (9)	12% (2)	16	I think each allied health profession is in high need in the rural areas, so although I choose medium need for many professions, if asked to fill this same form out based on rural need alone I would have answered very differently. Distribution not quantity of programs is the true issue. Urban students historically do not go to remote or rural areas to work.
Health Information/Medical Records	12% (2)	62% (10)	25% (4)	16	
Health Care Administration/Management	12% (2)	50% (8)	38% (6)	16	
Health/Medical Preparatory Programs	19% (3)	56% (9)	25% (4)	16	
Massage Therapy	0% (0)	0% (0)	100% (16)	16	
Medical Administrative/Executive Assistant	0% (0)	25% (4)	75% (12)	16	
Medical Informatics	31% (5)	44% (7)	25% (4)	16	The health care needs of Montana are not going to be met when the MUS BOR are in collaboration with the Governor during a period of a billion dollar state surplus and then only proposing to use a small part of that surplus to provide resident students will modest tuition breaks. The university based health care educational programs, such as nursing, need more resources, not static resources.
Medical Insurance Coding Specialist/Coder	25% (4)	44% (7)	31% (5)	16	
Medical Office Assistant/Specialist	19% (3)	31% (5)	50% (8)	16	
Medical Radiologic Technology/Radiation Therapist	41% (7)	53% (9)	6% (1)	17	
Medical Receptionist	0% (0)	31% (5)	69% (11)	16	
Medical Transcriptionist	19% (3)	38% (6)	44% (7)	16	
Medical/Clinical Assistant	41% (7)	18% (3)	41% (7)	17	
Mental/Social Health Services & Allied Professionals	76% (13)	6% (1)	18% (3)	17	the issue of maldistribtuion is not apparent in the assessment so difficulut to assess actual need as "do not know" -- was not an option - the default position is - medium need
Nurse(Certified Nursing Assistant)	19% (3)	75% (12)	6% (1)	16	
Nurse (Licensed Practical/Vocational Nurse)	47% (8)	47% (8)	6% (1)	17	
Nurse RN (Associate of Science & Bachelor of Science)	75% (12)	25% (4)	0% (0)	16	
Nurse (Masters Level Preparation)	65% (11)	35% (6)	0% (0)	17	What is the difference between radiographer and medical radiologic technology. I see a significant need for rural and underserved physicians. Primarily in primary care(Family Medicine, Internal Medicine, and Pediatrics), Psychiatry and Surgery would be included and to a limited amount OB/GYN.
Nurse Practitioner	25% (4)	75% (12)	0% (0)	16	
Occupational Health and Industrial Hygiene	13% (2)	27% (4)	60% (9)	15	
Pharmacy (PharmD)	38% (6)	50% (8)	12% (2)	16	
Pharmacy Technician/Assistant	38% (6)	56% (9)	6% (1)	16	
Pharmacy Pharmaceutical Science Administration	0% (0)	47% (8)	53% (9)	17	
Physical Therapist	25% (4)	50% (8)	25% (4)	16	
Physician	65% (11)	29% (5)	6% (1)	17	
Physician (Specialty)	31% (5)	62% (10)	6% (1)	16	
Physician (Surgery)	19% (3)	62% (10)	19% (3)	16	
Physician Assistant	12% (2)	62% (10)	25% (4)	16	Total Respondents (Comments) 5 (skipped this question) 14
Radiographer	19% (3)	62% (10)	19% (3)	16	
Rehabilitation and Therapeutic Professions	19% (3)	69% (11)	12% (2)	16	
Respiratory Care Therapist	19% (3)	62% (10)	19% (3)	16	
Speech Pathology	47% (8)	53% (9)	0% (0)	17	
Substance Abuse/Addiction Counseling	38% (6)	44% (7)	19% (3)	16	

Surgical Technologist	12% (2)	69% (11)	19% (3)	16
Vocational Rehabilitation Counselor	6% (1)	50% (8)	44% (7)	16

Total Respondents 19  
(skipped this question) 0

**Please rate the following Values of Strategy as HIGH MEDIUM or LOW in Montana at this time.**

	HIGH	MEDIUM	LOW	Response Total	Comments:
Programs that increase the pipeline of health professionals - K-12 incumbent workers underserved population.	50% (9)	50% (9)	0% (0)	18	We have good access to distance education programs, telehealth, videoconferencing sites across the state..
Healthcare workforce planning projections and analysis at the state and regional level.	61% (11)	39% (7)	0% (0)	18	Need to shorten our programs to national norms
Feasibility studies and program planning for high priority professions.	33% (6)	56% (10)	11% (2)	18	ALL IMPOIRTANT!!!!
Distance education (Internet and ITV) programs targeted to rural and underserved areas.	79% (15)	16% (3)	5% (1)	19	These are all of the highest priority. Because of Montana's large size and many rural and remote areas the pipeline preparation is key to return healthcare workers to these areas. Workforce data collection and ananalysis is key. Distance education is likewise important as are the other named programs.
Labs simulation and other equipment necessary for health professions education.	50% (9)	50% (9)	0% (0)	18	
Flexible educational programs to reach non-traditional student populations (e.g. evening remote offerings in rural areas fast track or accelerated programs others).	72% (13)	28% (5)	0% (0)	18	
Programs that increase clinical education sites and opportunities including clinical education in rural and underserved communities.	79% (15)	21% (4)	0% (0)	19	MT has some good pipeline programs already in place, but funding has been on the decline. These programs could benefit from new partnerships and increased collaboration with professional associations. Workforce planning needs to continue using good data to help with planning and funding decisions. Not sure what ITV is--interactive televideo? Distance education is critical in our large state to enable rural populations to have the opportunities to obtain further education while remaining/working in their communities. Programs such as NHSC SEARCH and RUOPs and other preceptorship programs have been successful in helping rural and underserved sites recruit as well as providing other benefits of community-academic partnerships. New or increased clinical sites are needed for nursing, lab techs, mental health, and dental students--to name a few programs. Montana programs should have priority for these clinical sites, but out-of-state partnerships in community-based education can also be be successful.
Total Respondents (skipped this question)			19 0		
Total Respondents (Comments) (skipped this question)- Comments			5 14		