

Memo

To: Oregon Health Policy Board

From: Oregon Healthcare Workforce Committee

Date: May 6, 2014

In response to the Policy Board's request and to inform recommendations for policy development, public and private investments and strategic plans, the Healthcare Workforce Committee (Committee) asked the Oregon Health Authority (OHA) to develop a report on the diversity of Oregon's health care workforce as compared to the state's population. While the health professions represented by the seven licensing boards in this study reflect only a portion of the state's total health care workforce, the information in this report provides insight into needs, gaps and challenges to improving the diversity of Oregon's health care workforce.

As represented by the licensed health professions in this study, the key findings show:

- The licensed health care workforce is likely less racially and ethnically diverse than Oregon's population as a whole. Missing data makes this impossible to say with certainty.
- Almost 13 percent of the records collected are missing race and ethnicity data. Given the amount of missing data, it is difficult to make accurate comparisons between groups.

It is clear that fostering a more diverse workforce will require action within primary, secondary and professional education as well as in the recruitment and retention of health care professionals and payment reform. Throughout the state, multiple efforts in the health and education policy arenas led by employers, educational institutions, non-profit entities and other organizations are addressing the issues highlighted in this report. For example:

Improving standardization and consistency in data collection. On the workforce side, the OHA and the licensing boards engage in ongoing collaboration to improve data collection through technology improvements and standardization in race, ethnicity and language data. On the patient/client side, in 2013 the state legislature passed HB 2134 that standardizes data collected on race, ethnicity, language and disability status by the Oregon Department of Human Services and the OHA.

Addressing provider cultural competence. In 2013, the Legislature passed HB 2611 that allows 19 health profession licensing boards to establish rules on cultural competency training for license renewals by 2017.

Engaging traditional health workers. The OHA's Traditional Health Worker Commission supports the role, engagement and utilization of traditional health workers (THWs) in part to increase the diversity of the health care workforce in communities across the state. THWs include community health workers, peer support and wellness specialists, personal health navigators and doulas.

continued on next page

Increasing the diversity of Oregon's health professionals. Multiple health care employers, public, non-profit, and private educational institutions, Area Health Education Centers, foundations, non-profit entities, local workforce investment boards, and other organizations are engaged, most often in collaborative efforts, in building the diversity of Oregon's health care workforce. These targeted efforts include (but are not limited to) career exploration, student and faculty recruitment, scholarships and loan repayment programs, student support services, career pathway development, incumbent worker training, supportive employee on boarding, and mentoring programs.

The Committee is committed to increasing the number and capacity of health care professionals to provide the best care possible for Oregonians. This commitment includes encouraging the development of a diverse, culturally competent workforce. One important element in meeting this commitment is realignment of the state's health policy goals, payment methods and worker training. For example, THWs are a racially and ethnically diverse workforce but frequently do not have an accepted mechanism in place for billing and receiving payment. This has resulted in a large number of THWs trained and ready to work, but yet unemployed.

The Committee continues to support efforts to improve data collection and gather research and recommendations on removing the barriers for Oregonians to pursue careers as health professionals in their communities. Improvements in attracting a diverse student body, appropriate and well-timed training, and new methods of payment all play a role in increasing the diversity and capacity of Oregon's health care workforce.

2012–2013

The Diversity of Oregon’s Health Care Workforce

The Oregon Health Policy Board asked the Oregon Healthcare Workforce Committee to provide a snapshot of the state’s health care workforce diversity. Using information from seven licensing boards required to provide data to the Oregon Health Authority, this report explores the relative distribution of workforce and population by race, ethnicity and language.

It also includes data specifically for primary care providers and information about professionals of color. The licensing boards required to report

include the Oregon Medical Board, Board of Dentistry, State Board of Nursing, Board of Pharmacy, Physical Therapist Licensing Board, Occupational Therapy Licensing Board, and the Board of Examiners of Licensed Dietitians.

Unfortunately, a significant amount of race and ethnicity data about health care professionals is missing, which limits the report’s findings. OHA is working with the licensing boards to improve data collection for future reports.

Race and ethnicity

It is likely that Oregon’s health care workforce is less racially and ethnically diverse than the state as a whole. However, this cannot be proved because of data limitations. Approximately 13 percent of the workforce records are missing race/ethnicity data because it was not entered by the licensee or it was not collected by the licensing board. Another 4.5 percent of licensees declined to provide race or ethnicity information.

The table on this page shows the number of professionals in different race and ethnicity categories. Percent distribution is not shown because the amount of missing data can create misleading figures for some groups.

The workforce in most Oregon counties is less Hispanic than the overall population. Although

continued on next page

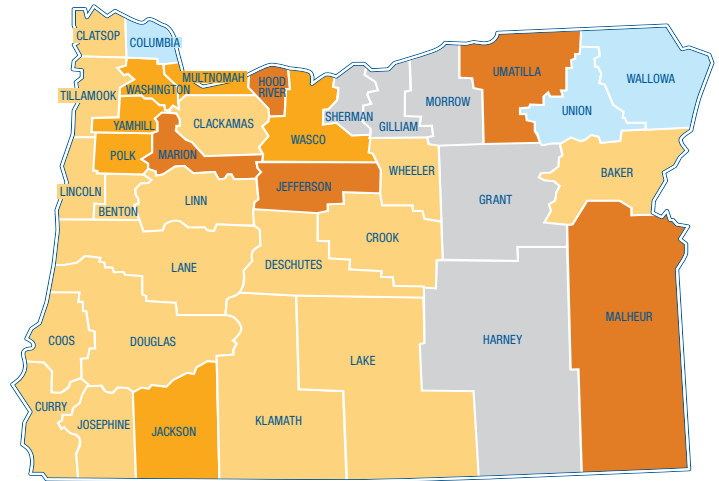
Oregon health care professionals by race and ethnicity

Board	Total	Non-Hispanic/Latino									Missing (no data)
		Hispanic/Latino	White	Black/African American	American Indian/Alaskan Native	Asian	Native Hawaiian/Pacific Islander	Other	Multi-racial	Refused/declined	
Medical	11,886	333	8,266	95	17	982	16	229	44	509	11.7%
Dentistry	2,655	69	1,914	12	7	177	7	9	40	163	9.7%
Nursing	48,684	1,946	33,079	713	300	1,422	--	618	976	2,140	15.4%
Pharmacy	7,788	1,656	4,648	59	57	616	15	26	174	420	1.5%
Physical therapy	3,465	55	2,902	11	9	128	10	2	43	163	4.1%
Occupational therapy	1,087	13	938	1	3	42	3	12	13	61	0.1%
Licensed dietitians	563	5	315	--	3	16	--	--	4	12	36.9%
Total	76,128	4,077	52,062	891	396	3,383	51	896	1,294	3,468	12.6%

counties with a larger-than-average Hispanic population have a higher number of Hispanic health professionals, those counties tend to have fewer Hispanic health professionals than counties with a smaller Hispanic population. The map at right shows the difference between the percentage of Hispanic health professionals and the Hispanic population by county, with darker orange indicating a broader gap.

Traditional health workers — such as peer wellness specialists, community health workers/promotoras and home care workers — will help correct this disparity. In a survey of 600 traditional health workers conducted in 2011 by the Oregon Health Authority Office of Equity and Inclusion, a majority of respondents reported serving people from the health worker’s same racial or ethnic group.

Gap in Hispanic/Latino health care professionals compared to county population



A negative value means the percentage of health professionals who identify as Hispanic/Latino is smaller compared to the Hispanic/Latino population. A positive value means the percentage of health professionals who identify as Hispanic/Latino is greater compared to that population.

- Inadequate data
- -23% to -13%
- -12.9% to -5%
- -4.9% to -0.1%
- 0.1% to 4.3%

Language

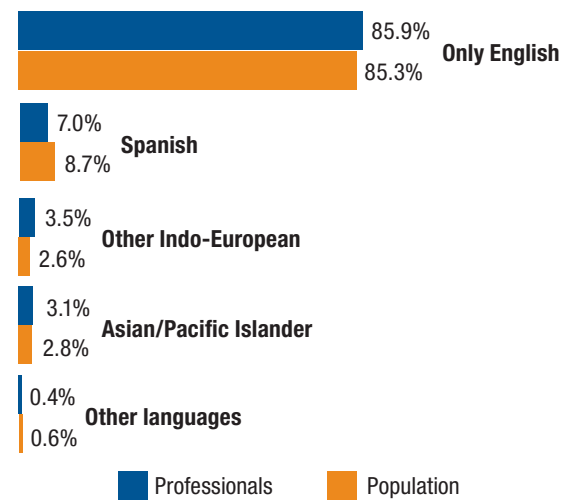
The proportion of health professionals speaking languages other than English is roughly similar to the state population as a whole (see chart at right). However, there is no guarantee that a provider who speaks a particular language will be available when a non-English-speaking client needs one. In addition, the health professionals’ language proficiency level may not meet the needs of their clients.

Health care interpreters help to fill the gaps. Oregon offers three levels of health care interpreters including registered, qualified and certified interpreters.

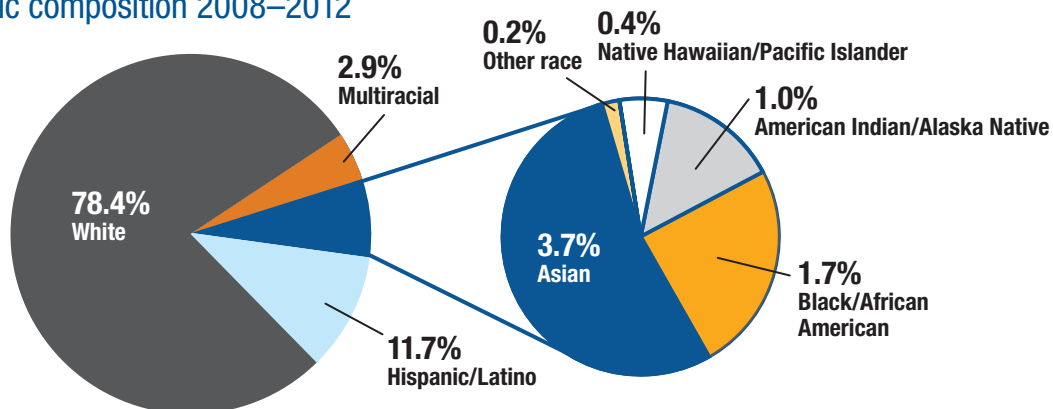
Certified health care interpreters have formal training and experience and must pass both written and oral examinations.

Oregon is estimated to have more than 4,500 health care interpreters. Currently, 46 are qualified and 26 are certified health care interpreters.

Languages in the health care workforce



Oregon racial/ethnic composition 2008–2012



Primary care providers^{1,2}

Between 35 percent and 45 percent of professionals of color are primary care providers, practicing as physicians, nurse practitioners or physician assistants. (Approximately 40 percent of white licensees practice in primary care specialties.) The scorecard at right shows the diversity of Oregon's primary care providers compared to the diversity of Oregon's population.

As shown in the scorecard, there are more Asian primary care physicians than the percentage of Asians in Oregon's population, while there are fewer African American primary care physicians than the percentage of African Americans in Oregon's population.

Primary care providers are more linguistically diverse than the health care work force as a whole. Spanish is the language most spoken by PCPs, and physicians report the highest percentage speaking more than one language. In fact, only 13 percent of providers overall speak a language other than English, compared with 32 percent of primary care physicians.

Oregon Primary Care Providers Diversity Scorecard

Race/ethnicity	Oregon population	MD and DO licenses	Physician assistants	Nurse practitioners
White	78.4%	Below state population	Below state population	Above state population
Black/African American	1.7%	Below state population	Below state population	Below state population
American Indian/Alaska Native	1.0%	Below state population	Similar to state population	Below state population
Asian	3.7%	Above state population	Below state population	Below state population
Native Hawaiian/Pacific Islander	0.4%	Similar to state population	*	*
Hispanic**	11.7%	Below state population	Below state population	Below state population

■ Below state population
 ■ Similar to state population
 ■ Above state population

Note: Providers with missing racial and ethnicity data were excluded from the analysis. Racial categories exclude Hispanics.

* No providers; ** Any race

Native Hawaiian/Pacific Islander health professionals: N=51

Important note: The nursing professions are not represented in this race group due to data collection differences. This contributes to a very small cohort of Native Hawaiian/Pacific Islander health professionals, which makes comparing "top professions" and their characteristics inadvisable.

Hispanic/Latino health professionals: N=4,077

TOP PROFESSIONS:

Pharmacists: 33.7%

87.6% female
47.7% in Portland metro counties
40.3% aged 55+

Certified nursing assistants: 25.3%

83.3% female
44.9% in Portland metro counties
7.3% aged 55+

Asian health professionals: N=3,383

TOP PROFESSIONS:

Medical doctors: 27.0%

41.6% female
67.2% in Portland metro counties
14.1% aged 55+

Registered nurses: 25.1%

89.3% female
76.5% in Portland metro counties
17.3% aged 55+

African American health professionals: N=891

TOP PROFESSIONS:

Certified nursing assistants: 51.7%

75.7% female
86.8% in Portland metro counties
10.9% aged 55+

Registered nurses: 20.9%

82.3% female
81.7% in Portland metro counties
21.5% aged 55+

American Indian/Alaska Native health professionals: N=396

TOP PROFESSIONS:

Registered nurses: 40.9%

89.5% female
35.2% in Portland metro counties
29.6% aged 55+

Certified nursing assistants: 27.0%

89.7% female
24.3% in Portland metro counties
12.2% aged 55+

¹ Primary care providers are defined as licensed medical doctors, physicians assistants or doctors of osteopathic medicine whose practice specialties include family medicine, family practice, general practice, internal medicine, geriatrics, pediatrics or adolescent health. Licensed nurse practitioners can also be considered primary care providers if they are certified in adult, family, pediatric, geriatric or women's health practice but do NOT have a practice specialty in anesthesia, critical/care, dermatology, emergency/urgent care, long-term care, management/administration, medical/surgical, neonatology, neurology, nursing education, occupational health, oncology, orthopedics, psychology/mental health, regulatory, rehabilitation or surgery/recovery.

² Due to the amount of missing race and ethnicity data, percentages highlighting racial/ethnic workforce makeups should be interpreted with caution.

Methods and sources

Workforce licensing data:

Health professionals are licensees who work in Oregon and renewed or obtained a license from one or more of the following boards during these dates:

- Oregon Medical Board (October through December 2011);
- Oregon State Board of Nursing (renewal dates range between late 2011 and June 2013);
- Oregon Board of Dentistry (Jan. 1 through March 31, 2013 for dentists and July 1 through Sept. 30, 2012 for dental hygienists);
- Oregon Occupational Therapy Licensing Board (March 1 through May 31, 2013);
- Oregon Board of Pharmacy (April 1 through June 30, 2013 for pharmacists and July 1 through Sept. 30, 2012 for certified pharmacy technicians);
- Oregon Physical Therapist Licensing Board (Jan. 1 through March 31, 2013);
- Oregon Board of Licensed Dietitians (May 2012 through June 2013).

Workforce data were extracted from the most recent workforce database. It includes total counts of health professionals from seven health licensing boards. Errors in ZIP codes, state, cities and other address fields were corrected. The Oregon Medical Board and the Oregon State Board of Nursing provided race/ethnicity data collected with their own data system; all the other health professions' race/ethnicity data were collected through a common format workforce survey that licensees must complete as part of their renewal process.

All race/ethnicity categories in the workforce data were coded as mutually exclusive to match the American Community Survey (ACS) race/ethnicity categories and allow comparisons. When a licensee selected Hispanic as his or her ethnicity, the licensee was coded as being Hispanic. If there were other races selected along with Hispanic ethnicity, such as "Black" or "Asian," the licensee would only be counted in the Hispanic category and not in other categories. When a licensee selected a non-Hispanic ethnicity and more than one race, the licensee was only coded as "Multiracial" and was not included in

the specific race categories. When a licensee selected "Other" as race and no other race was selected, the licensee was coded as "Other."

The Primary Care Providers Diversity Scorecard on page three uses a difference of 0.5 as the threshold to identify gaps between provider and population diversity. Using this small difference is essential because of the small population groups described. For example, 1.7 percent of Oregon's population is African American vs. approximately 0.7 percent of primary care providers; using a two- or five-point threshold for difference would result in these figures being shown as roughly equivalent.

The age variable calculates the age of the licensee at the time of his or her license renewal.

Data were analyzed and tabulated with SAS 9.2; graphics were produced in Excel. ArcGIS10 was also used to produce the map.

Population data from ACS:

- Random sample of all households in Oregon;
- Five-year ACS estimates (data collected over 60-month period, 2008–2012).

ACS five-year combined population estimates were used to present data at the county level. These estimates are not as current as the one-year estimates, but the primary advantage of using multi-year estimates is the data's availability and increased statistical reliability for less populated areas and small population subgroups.

Regarding languages, ACS coded 381 different languages nationwide. Standard tables separate out 39 languages and the four main language groups used here: Spanish, other Indo-European languages, Asian and Pacific Island languages, and all other languages. Language groups are not mutually exclusive; some health professionals reporting speaking more than one language may have been counted twice; 92 percent of the health professionals were coded in only one language group.

Acknowledgments: This report was a joint effort of these Oregon Health Authority programs: Office of Equity and Inclusion, Program Design and Evaluation Services, the Office of Health Analytics, and the Office of Health Policy and Research.

This document can be provided upon request in an alternate format for individuals with disabilities or in a language other than English for people with limited English skills. To request this publication in another format or language, contact 503-373-1574.

Resource list

Healthcare Workforce Committee resources:

www.oregon.gov/oha/OHPR/HCW/Pages/Resources.aspx

Includes:

Oregon Health Professions: Occupational and County Profiles — www.oregon.gov/oha/OHPR/HCW/Resources/2012%20Oregon%20Health%20Profession%20Profiles.pdf; and

Projected Demand for Physicians, Nurse Practitioners, and Physician Assistants in Oregon, 2013–2020 — www.oregon.gov/oha/OHPR/HCW/Resources/Projected%20Demand%20for%20Physicians,%20Nurse%20Practitioners,%20and%20Physician%20Assistants%20in%20Oregon%20-%202013-2020.pdf

Oregon Racial and Ethnic Data and the State of Equity Report, Phase Two, 2013:

www.oregon.gov/oha/oei/Pages/soe.aspx

Traditional Health Workers Report, 2011:

www.oregon.gov/oha/oei/Pages/nthw-report.aspx

Appendix A: Oregon population race and ethnicity, by county

	Total	Hispanic/ Latino		Non-Hispanic													
				White	Percent	Black/AA	Percent	AI/AN	Percent	Asian	Percent	NH/PI	Percent	Other	Percent	Multiracial	Percent
Oregon	3,836,628	449,888	11.7%	3,008,356	78.4%	65,612	1.7%	38,684	1.0%	141,497	3.7%	13,641	0.4%	5,885	0.2%	113,065	2.9%
Baker	16,092	559	3.5%	14,897	92.6%	32	0.2%	240	1.5%	69	0.4%	2	0.0%	-	0.0%	293	1.8%
Benton	85,501	5,486	6.4%	71,390	83.5%	818	1.0%	541	0.6%	4,723	5.5%	303	0.4%	145	0.2%	2,095	2.5%
Clackamas	377,206	29,137	7.7%	318,687	84.5%	2,679	0.7%	1,639	0.4%	13,366	3.5%	801	0.2%	194	0.1%	10,703	2.8%
Clatsop	37,068	2,820	7.6%	32,308	87.2%	204	0.6%	132	0.4%	470	1.3%	51	0.1%	33	0.1%	1,050	2.8%
Columbia	49,317	2,035	4.1%	44,513	90.3%	111	0.2%	675	1.4%	465	0.9%	52	0.1%	19	0.0%	1,447	2.9%
Coos	62,937	3,456	5.5%	54,647	86.8%	200	0.3%	1,399	2.2%	696	1.1%	27	0.0%	133	0.2%	2,379	3.8%
Crook	21,102	1,544	7.3%	18,772	89.0%	46	0.2%	278	1.3%	53	0.3%	8	0.0%	66	0.3%	335	1.6%
Curry	22,344	1,258	5.6%	19,755	88.4%	27	0.1%	291	1.3%	77	0.3%	4	0.0%	-	0.0%	932	4.2%
Deschutes	158,884	11,827	7.4%	140,410	88.4%	458	0.3%	1,209	0.8%	1,766	1.1%	242	0.2%	59	0.0%	2,913	1.8%
Douglas	107,391	5,042	4.7%	96,074	89.5%	339	0.3%	1,816	1.7%	882	0.8%	153	0.1%	99	0.1%	2,986	2.8%
Gilliam	1,904	120	6.3%	1,716	90.1%	15	0.8%	15	0.8%	-	0.0%	5	0.3%	-	0.0%	33	1.7%
Grant	7,366	217	2.9%	6,857	93.1%	16	0.2%	35	0.5%	9	0.1%	2	0.0%	8	0.1%	222	3.0%
Harney	7,359	299	4.1%	6,581	89.4%	16	0.2%	218	3.0%	54	0.7%	6	0.1%	-	0.0%	185	2.5%
Hood River	22,207	6,546	29.5%	14,662	66.0%	105	0.5%	55	0.2%	316	1.4%	50	0.2%	26	0.1%	447	2.0%
Jackson	203,613	21,894	10.8%	170,315	83.6%	1,063	0.5%	1,296	0.6%	2,019	1.0%	506	0.2%	48	0.0%	6,472	3.2%
Jefferson	21,746	4,286	19.7%	13,354	61.4%	146	0.7%	3,343	15.4%	126	0.6%	109	0.5%	35	0.2%	347	1.6%
Josephine	82,636	5,274	6.4%	73,175	88.6%	288	0.3%	1,244	1.5%	521	0.6%	137	0.2%	101	0.1%	1,896	2.3%
Klamath	66,350	6,990	10.5%	53,730	81.0%	419	0.6%	2,301	3.5%	679	1.0%	89	0.1%	59	0.1%	2,083	3.1%
Lake	7,886	560	7.1%	6,860	87.0%	22	0.3%	132	1.7%	39	0.5%	11	0.1%	-	0.0%	262	3.3%
Lane	351,794	26,125	7.4%	297,479	84.6%	3,125	0.9%	3,227	0.9%	8,358	2.4%	813	0.2%	518	0.1%	12,149	3.5%
Lincoln	45,992	3,662	8.0%	38,730	84.2%	129	0.3%	1,269	2.8%	588	1.3%	87	0.2%	71	0.2%	1,456	3.2%
Linn	116,871	9,097	7.8%	101,743	87.1%	496	0.4%	1,998	1.7%	1,054	0.9%	233	0.2%	65	0.1%	2,185	1.9%
Malheur	31,057	9,793	31.5%	19,735	63.5%	293	0.9%	144	0.5%	373	1.2%	35	0.1%	-	0.0%	684	2.2%
Marion	315,391	76,429	24.2%	215,437	68.3%	2,865	0.9%	2,928	0.9%	5,685	1.8%	1,996	0.6%	1,838	0.6%	8,213	2.6%
Morrow	11,146	3,515	31.5%	7,196	64.6%	16	0.1%	54	0.5%	70	0.6%	10	0.1%	-	0.0%	285	2.6%
Multnomah	737,110	79,791	10.8%	532,082	72.2%	40,843	5.5%	4,758	0.6%	48,384	6.6%	4,500	0.6%	1,227	0.2%	25,525	3.5%

continued on next page

Appendix A: Oregon population race and ethnicity, by county

	Total	Hispanic/ Latino		Non-Hispanic													
				White	Percent	Black/AA	Percent	AI/AN	Percent	Asian	Percent	NH/PI	Percent	Other	Percent	Multiracial	Percent
Oregon	3,836,628	449,888	11.7%	3,008,356	78.4%	65,612	1.7%	38,684	1.0%	141,497	3.7%	13,641	0.4%	5,885	0.2%	113,065	2.9%
Polk	75,448	9,122	12.1%	60,811	80.6%	313	0.4%	1,185	1.6%	1,580	2.1%	281	0.4%	26	0.0%	2,130	2.8%
Sherman	1,865	112	6.0%	1,676	89.9%	2	0.1%	25	1.3%	1	0.1%	-	0.0%	-	0.0%	49	2.6%
Tillamook	25,254	2,262	9.0%	21,904	86.7%	153	0.6%	195	0.8%	183	0.7%	12	0.0%	41	0.2%	504	2.0%
Umatilla	75,846	17,966	23.7%	52,782	69.6%	545	0.7%	1,364	1.8%	668	0.9%	105	0.1%	85	0.1%	2,331	3.1%
Union	25,670	1,016	4.0%	23,284	90.7%	84	0.3%	94	0.4%	233	0.9%	215	0.8%	12	0.0%	732	2.9%
Wallowa	6,938	157	2.3%	6,553	94.5%	38	0.5%	45	0.6%	13	0.2%	6	0.1%	7	0.1%	119	1.7%
Wasco	25,113	3,784	15.1%	19,442	77.4%	88	0.4%	1,095	4.4%	247	1.0%	107	0.4%	-	0.0%	350	1.4%
Washington	531,818	83,085	15.6%	371,106	69.8%	8,883	1.7%	2,405	0.5%	46,446	8.7%	2,458	0.5%	699	0.1%	16,736	3.1%
Wheeler	1,287	24	1.9%	1,225	95.2%	-	0.0%	8	0.6%	1	0.1%	-	0.0%	-	0.0%	29	2.3%
Yamhill	99,119	14,598	14.7%	78,468	79.2%	735	0.7%	1,031	1.0%	1,283	1.3%	225	0.2%	271	0.3%	2,508	2.5%

Source: American Community Survey five-year file, 2008–2012

Appendix B: Oregon health care workforce, by race and ethnicity, by county

	Total	Hispanic/ Latino	Non-Hispanic								
			White	Black/AA	AI/AN	Asian	NH/PI	Other	Multiracial	Refused/ declined	Missing (no data)
Oregon	76,056	4,073	52,007	890	396	3,381	51	894	1,294	3,466	9,604
Baker	269	9	193	-	1	3	-	4	3	15	41
Benton	1,834	74	1,353	11	7	58	2	14	41	75	199
Clackamas	6,555	391	4,381	91	26	407	4	84	107	301	763
Clatsop	681	39	494	3	2	18	2	8	7	20	88
Columbia	260	22	173	1	2	10	-	3	4	11	34
Coos	1,276	64	894	1	18	37	-	7	32	55	168
Crook	168	10	126	-	-	2	-	-	2	8	20
Curry	241	13	175	-	2	3	-	-	6	7	35
Deschutes	3,132	129	2,377	10	14	43	-	22	40	120	377
Douglas	1,709	79	1,238	3	14	46	1	13	29	54	232
Gilliam	12	1	6	-	-	-	-	-	-	3	2
Grant	108	4	72	1	1	2	-	-	1	6	21
Harney	99	4	76	-	3	1	-	-	2	5	8
Hood River	473	31	353	-	1	10	-	3	6	21	48
Jackson	4,118	231	2,897	13	27	94	3	42	80	213	518
Jefferson	195	12	135	-	6	2	-	1	3	11	25
Josephine	1,337	70	954	2	3	29	-	12	28	56	183
Klamath	950	66	657	4	12	18	-	13	16	48	116
Lake	92	6	67	-	1	-	-	-	2	6	10
Lane	6,963	329	4,872	30	48	181	6	64	136	330	967
Lincoln	771	34	561	1	7	25	-	6	11	33	93
Linn	1,486	74	1,016	5	6	24	-	13	20	72	256
Malheur	582	60	388	2	2	17	-	4	7	30	72
Marion	7,069	434	4,875	57	48	238	4	122	125	322	844
Morrow	49	3	38	-	-	-	-	-	-	2	6
Multnomah	21,263	1,046	13,944	491	75	1,315	20	303	345	1,004	2,720

continued on next page

Appendix B: Oregon health care workforce, by race and ethnicity, by county

	Total	Hispanic/ Latino	Non-Hispanic								
			White	Black/AA	AI/AN	Asian	NH/PI	Other	Multiracial	Refused/ declined	Missing (no data)
Oregon	76,056	4,073	52,007	890	396	3,381	51	894	1,294	3,466	9,604
Polk	587	40	413	2	6	19	-	1	6	25	75
Sherman	5	-	4	-	-	-	-	-	-	-	1
Tillamook	307	15	226	1	1	8	-	1	3	11	41
Umatilla	994	58	697	9	12	13	1	8	13	47	136
Union	450	23	338	1	1	7	-	11	5	17	47
Wallowa	124	5	97	-	-	1	-	1	2	4	14
Wasco	683	36	518	-	3	11	-	6	7	24	78
Washington	9,818	569	6,428	145	42	707	7	112	181	440	1,187
Wheeler	12	-	8	-	-	-	-	-	-	3	1
Yamhill	1,384	92	963	6	5	32	1	16	24	67	178

Health care workforce missing county information: 72

Source: Health Care Workforce Database, Oregon Health Authority, 2013

Appendix C: Oregon population and health care workforce, Hispanic/Latino ethnicity, by county

County		Total	Hispanic/Latino	
Oregon	Health care workforce	76,056	4,073	5.4%
	Population	3,836,628	449,888	11.7%
Baker	Health care workforce	269	9	3.3%
	Population	16,092	559	3.5%
Benton	Health care workforce	1,834	74	4.0%
	Population	85,501	5,486	6.4%
Clackamas	Health care workforce	6,555	391	6.0%
	Population	377,206	29,137	7.7%
Clatsop	Health care workforce	681	39	5.7%
	Population	37,068	2,820	7.6%
Columbia	Health care workforce	260	22	8.5%
	Population	49,317	2,035	4.1%
Coos	Health care workforce	1,276	64	5.0%
	Population	62,937	3,456	5.5%
Crook	Health care workforce	168	10	6.0%
	Population	21,102	1,544	7.3%
Curry	Health care workforce	241	13	5.4%
	Population	22,344	1,258	5.6%
Deschutes	Health care workforce	3,132	129	4.1%
	Population	158,884	11,827	7.4%
Douglas	Health care workforce	1,709	79	4.6%
	Population	107,391	5,042	4.7%
Gilliam	Health care workforce	12	1	8.3%
	Population	1,904	120	6.3%
Grant	Health care workforce	108	4	3.7%
	Population	7,366	217	2.9%
Harney	Health care workforce	99	4	4.0%
	Population	7,359	299	4.1%
Hood River	Health care workforce	473	31	6.6%
	Population	22,207	6,546	29.5%

County		Total	Hispanic/Latino	
Oregon	Health care workforce	76,056	4,073	5.4%
	Population	3,836,628	449,888	11.7%
Jackson	Health care workforce	4,118	231	5.6%
	Population	203,613	21,894	10.8%
Jefferson	Health care workforce	195	12	6.2%
	Population	21,746	4,286	19.7%
Josephine	Health care workforce	1,337	70	5.2%
	Population	82,636	5,274	6.4%
Klamath	Health care workforce	950	66	6.9%
	Population	66,350	6,990	10.5%
Lake	Health care workforce	92	6	6.5%
	Population	7,886	560	7.1%
Lane	Health care workforce	6,963	329	4.7%
	Population	351,794	26,125	7.4%
Lincoln	Health care workforce	771	34	4.4%
	Population	45,992	3,662	8.0%
Linn	Health care workforce	1,486	74	5.0%
	Population	116,871	9,097	7.8%
Malheur	Health care workforce	582	60	10.3%
	Population	31,057	9,793	31.5%
Marion	Health care workforce	7,069	434	6.1%
	Population	315,391	76,429	24.2%
Morrow	Health care workforce	49	3	6.1%
	Population	11,146	3,515	31.5%
Multnomah	Health care workforce	21,263	1,046	4.9%
	Population	737,110	79,791	10.8%
Polk	Health care workforce	587	40	6.8%
	Population	75,448	9,122	12.1%
Sherman	Health care workforce	5	-	0.0%
	Population	1,865	112	6.0%

County		Total	Hispanic/Latino	
Oregon	Health care workforce	76,056	4,073	5.4%
	Population	3,836,628	449,888	11.7%
Tillamook	Health care workforce	307	15	4.9%
	Population	25,254	2,262	9.0%
Umatilla	Health care workforce	994	58	5.8%
	Population	75,846	17,966	23.7%
Union	Health care workforce	450	23	5.1%
	Population	25,670	1,016	4.0%
Wallowa	Health care workforce	124	5	4.0%
	Population	6,938	157	2.3%
Wasco	Health care workforce	683	36	5.3%
	Population	25,113	3,784	15.1%
Washington	Health care workforce	9,818	569	5.8%
	Population	531,818	83,085	15.6%
Wheeler	Health care workforce	12	-	0.0%
	Population	1,287	24	1.9%
Yamhill	Health care workforce	1,384	92	6.6%
	Population	99,119	14,598	14.7%

Health care workforce missing county information: 72

Sources: Health Care Workforce Database, Oregon Health Authority, 2013; American Community Survey five-year file, 2008–2012

Appendix D: Oregon population and health care workforce: languages spoken other than English

SPEAK A LANGUAGE OTHER THAN ENGLISH		Total	Only English speakers	Percent	Spanish or Spanish Creole	Percent	Other Indo-European languages	Percent	Asian and Pacific Island languages	Percent	Other languages	Percent
Oregon	Health care workforce	76,056	65,332	85.9%	5,342	7.0%	2,680	3.5%	2,394	3.1%	308	0.4%
	Population	3,601,649	3,071,950	85.3%	314,426	8.7%	92,658	2.6%	102,474	2.8%	20,141	0.6%
Baker	Health care workforce	269	244	90.7%	15	5.6%	7	2.6%	2	0.7%	1	0.4%
	Population	15,292	14,784	96.7%	355	2.3%	88	0.6%	61	0.4%	4	0.0%
Benton	Health care workforce	1,834	1,618	88.2%	113	6.2%	52	2.8%	44	2.4%	7	0.4%
	Population	81,692	72,048	88.2%	3,792	4.6%	1,907	2.3%	2,931	3.6%	1,014	1.2%
Clackamas	Health care workforce	6,555	5,505	84.0%	456	7.0%	268	4.1%	291	4.4%	35	0.5%
	Population	356,026	314,785	88.4%	19,365	5.4%	10,209	2.9%	10,008	2.8%	1,659	0.5%
Clatsop	Health care workforce	681	611	89.7%	33	4.8%	17	2.5%	16	2.3%	4	0.6%
	Population	35,097	32,324	92.1%	1,821	5.2%	513	1.5%	303	0.9%	136	0.4%
Columbia	Health care workforce	260	223	85.8%	14	5.4%	15	5.8%	6	2.3%	2	0.8%
	Population	46,534	44,304	95.2%	1,198	2.6%	542	1.2%	234	0.5%	256	0.6%
Coos	Health care workforce	1,276	1,127	88.3%	83	6.5%	38	3.0%	25	2.0%	3	0.2%
	Population	59,767	57,102	95.5%	1,614	2.7%	682	1.1%	299	0.5%	70	0.1%
Crook	Health care workforce	168	156	92.9%	9	5.4%	-	0.0%	3	1.8%	-	0.0%
	Population	20,023	19,074	95.3%	711	3.6%	188	0.9%	24	0.1%	26	0.1%
Curry	Health care workforce	241	216	89.6%	14	5.8%	8	3.3%	3	1.2%	-	0.0%
	Population	21,457	20,363	94.9%	727	3.4%	240	1.1%	51	0.2%	76	0.4%
Deschutes	Health care workforce	3,132	2,822	90.1%	212	6.8%	66	2.1%	23	0.7%	9	0.3%
	Population	149,386	139,529	93.4%	7,483	5.0%	1,483	1.0%	825	0.6%	66	0.0%
Douglas	Health care workforce	1,709	1,551	90.8%	72	4.2%	40	2.3%	40	2.3%	6	0.4%
	Population	101,906	97,853	96.0%	2,158	2.1%	1,108	1.1%	571	0.6%	216	0.2%
Gilliam	Health care workforce	12	11	91.7%	1	8.3%	-	0.0%	-	0.0%	-	0.0%
	Population	1,801	1,685	93.6%	100	5.6%	16	0.9%	0	0.0%	0	0.0%
Grant	Health care workforce	108	99	91.7%	5	4.6%	2	1.9%	2	1.9%	-	0.0%
	Population	7,030	6,917	98.4%	74	1.1%	22	0.3%	9	0.1%	8	0.1%
Harney	Health care workforce	99	87	87.9%	8	8.1%	2	2.0%	1	1.0%	1	1.0%
	Population	6,965	6,805	97.7%	77	1.1%	29	0.4%	26	0.4%	28	0.4%
Hood River	Health care workforce	473	373	78.9%	80	16.9%	16	3.4%	2	0.4%	2	0.4%
	Population	20,763	14,735	71.0%	5,713	27.5%	210	1.0%	105	0.5%	0	0.0%

Appendix D: Oregon population and health care workforce: languages spoken other than English

SPEAK A LANGUAGE OTHER THAN ENGLISH		Total	Only English speakers	Percent	Spanish or Spanish Creole	Percent	Other Indo-European languages	Percent	Asian and Pacific Island languages	Percent	Other languages	Percent
Oregon	Health care workforce	76,056	65,332	85.9%	5,342	7.0%	2,680	3.5%	2,394	3.1%	308	0.4%
	Population	3,601,649	3,071,950	85.3%	314,426	8.7%	92,658	2.6%	102,474	2.8%	20,141	0.6%
Jackson	Health care workforce	4,118	3,594	87.3%	305	7.4%	124	3.0%	82	2.0%	13	0.3%
	Population	191,672	173,541	90.5%	14,103	7.4%	2,060	1.1%	1,649	0.9%	319	0.2%
Jefferson	Health care workforce	195	180	92.3%	11	5.6%	3	1.5%	1	0.5%	-	0.0%
	Population	20,183	16,516	81.8%	3,012	14.9%	51	0.3%	123	0.6%	481	2.4%
Josephine	Health care workforce	1,337	1,176	88.0%	91	6.8%	43	3.2%	25	1.9%	2	0.1%
	Population	78,426	74,898	95.5%	1,951	2.5%	1,126	1.4%	335	0.4%	116	0.1%
Klamath	Health care workforce	950	826	86.9%	72	7.6%	30	3.2%	16	1.7%	6	0.6%
	Population	62,454	57,277	91.7%	3,835	6.1%	748	1.2%	389	0.6%	205	0.3%
Lake	Health care workforce	92	89	96.7%	2	2.2%	1	1.1%	-	0.0%	-	0.0%
	Population	7,594	7,216	95.0%	321	4.2%	20	0.3%	20	0.3%	17	0.2%
Lane	Health care workforce	6,963	6,214	89.2%	415	6.0%	198	2.8%	112	1.6%	24	0.3%
	Population	333,659	302,766	90.7%	16,941	5.1%	6,331	1.9%	6,021	1.8%	1,600	0.5%
Lincoln	Health care workforce	771	691	89.6%	42	5.4%	18	2.3%	18	2.3%	2	0.3%
	Population	43,739	40,836	93.4%	2,118	4.8%	355	0.8%	344	0.8%	86	0.2%
Linn	Health care workforce	1,486	1,367	92.0%	71	4.8%	19	1.3%	27	1.8%	2	0.1%
	Population	109,257	101,880	93.2%	5,428	5.0%	1,088	1.0%	640	0.6%	221	0.2%
Malheur	Health care workforce	582	503	86.4%	58	10.0%	13	2.2%	7	1.2%	1	0.2%
	Population	28,833	21,704	75.3%	6,630	23.0%	217	0.8%	218	0.8%	64	0.2%
Marion	Health care workforce	7,069	6,131	86.7%	550	7.8%	192	2.7%	167	2.4%	29	0.4%
	Population	292,013	219,175	75.1%	58,626	20.1%	8,203	2.8%	5,075	1.7%	934	0.3%
Morrow	Health care workforce	49	45	91.8%	3	6.1%	1	2.0%	-	0.0%	-	0.0%
	Population	10,350	7,417	71.7%	2,836	27.4%	56	0.5%	41	0.4%	0	0.0%
Multnomah	Health care workforce	21,263	17,748	83.5%	1,527	7.2%	973	4.6%	919	4.3%	96	0.5%
	Population	690,968	555,741	80.4%	57,689	8.3%	31,011	4.5%	38,903	5.6%	7,624	1.1%
Polk	Health care workforce	587	503	85.7%	55	9.4%	14	2.4%	12	2.0%	3	0.5%
	Population	70,758	62,467	88.3%	6,090	8.6%	1,000	1.4%	1,025	1.4%	176	0.2%
Sherman	Health care workforce	5	5	100.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%
	Population	1,753	1,668	95.2%	72	4.1%	12	0.7%	1	0.1%	0	0.0%
Tillamook	Health care workforce	307	265	86.3%	23	7.5%	9	2.9%	6	2.0%	4	1.3%
	Population	23,951	22,301	93.1%	1,450	6.1%	147	0.6%	42	0.2%	11	0.0%

continued on next page

Appendix D: Oregon population and health care workforce: languages spoken other than English

SPEAK A LANGUAGE OTHER THAN ENGLISH		Total	Only English speakers	Percent	Spanish or Spanish Creole	Percent	Other Indo-European languages	Percent	Asian and Pacific Island languages	Percent	Other languages	Percent
Oregon	Health care workforce	76,056	65,332	85.9%	5,342	7.0%	2,680	3.5%	2,394	3.1%	308	0.4%
	Population	3,601,649	3,071,950	85.3%	314,426	8.7%	92,658	2.6%	102,474	2.8%	20,141	0.6%
Umatilla	Health care workforce	994	873	87.8%	79	7.9%	26	2.6%	13	1.3%	3	0.3%
	Population	70,290	55,741	79.3%	13,162	18.7%	667	0.9%	470	0.7%	250	0.4%
Union	Health care workforce	450	407	90.4%	27	6.0%	11	2.4%	4	0.9%	1	0.2%
	Population	24,081	22,765	94.5%	843	3.5%	213	0.9%	257	1.1%	3	0.0%
Wallowa	Health care workforce	124	114	91.9%	9	7.3%	-	0.0%	1	0.8%	-	0.0%
	Population	6,608	6,375	96.5%	136	2.1%	70	1.1%	19	0.3%	8	0.1%
Wasco	Health care workforce	683	619	90.6%	45	6.6%	10	1.5%	7	1.0%	2	0.3%
	Population	23,552	19,945	84.7%	2,996	12.7%	232	1.0%	231	1.0%	148	0.6%
Washington	Health care workforce	9,818	8,133	82.8%	724	7.4%	427	4.3%	488	5.0%	46	0.5%
	Population	493,829	378,887	76.7%	60,444	12.2%	20,155	4.1%	30,218	6.1%	4,125	0.8%
Wheeler	Health care workforce	12	9	75.0%	3	25.0%	-	0.0%	-	0.0%	-	0.0%
	Population	1,243	1,224	98.5%	16	1.3%	2	0.2%	1	0.1%	0	0.0%
Yamhill	Health care workforce	1,384	1,197	86.5%	115	8.3%	37	2.7%	31	2.2%	4	0.3%
	Population	92,697	79,239	85.5%	10,582	11.4%	1,677	1.8%	1,005	1.1%	194	0.2%

Health care workforce missing county information: 72

Sources: Health Care Workforce Database, Oregon Health Authority, 2013; American Community Survey five-year file, 2008–2012

Health care workforce data includes languages other than English; these were classified into the four ACS language groups. Some health care workers were classified in more than one language group. English-only speaking health care workers did not report any other language besides English.

NOTE: Columns are mutually exclusive for population data; they are not for health care workforce data because one health care worker may have been classified in more than one language group.