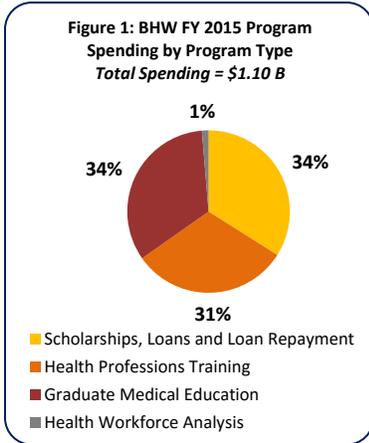




FISCAL YEAR 2015 ANNUAL REPORT  
EXECUTIVE SUMMARY



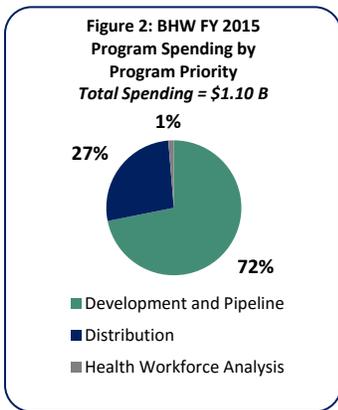
The Bureau of Health Workforce (BHW) advances the mission of the Health Resources and Services Administration (HRSA) to improve health and health equity through access to quality services, a skilled health workforce and innovative programs. In Fiscal Year (FY) 2015, BHW increased access to quality health care, especially for underserved and vulnerable populations, by educating, distributing, and retaining a diverse and culturally competent health workforce.

With an annual appropriation of more than \$1.10 billion, the Bureau successfully administered 49 interconnected programs to achieve its mission: *To improve the health of underserved and vulnerable populations by strengthening the health workforce and connecting skilled professionals to communities in need.*

**The Bureau’s efforts are driven by three priorities:**

- *Preparing a diverse workforce* – not only representing various disciplines but also increasing the number of racial and ethnic minority clinicians;
- *Improving workforce distribution* – throughout the nation, particularly in underserved, rural, and tribal areas;
- *Transforming health care delivery* – fostering team-based; value-based; and patient-, family- and population-based care, all with a focus on the integration of services and disciplines.

In FY 2015, BHW awarded more than \$1.10 billion to more than 8,300 organizations and individuals (see **Appendix A** for full list of programs and award amounts)<sup>1</sup>. Nearly half (47%) of trainees in BHW programs are minorities and/or come from disadvantaged backgrounds.



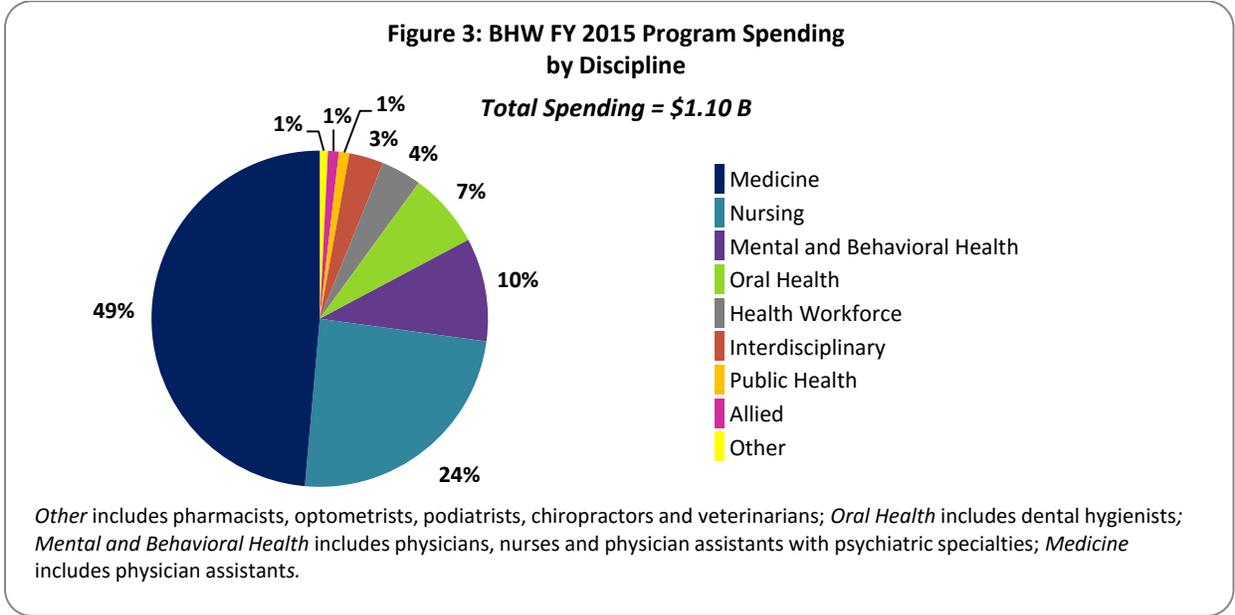
Funding levels were nearly equal among BHW’s scholarships, loans, and loan repayment programs, health professions training programs, and programs supporting graduate medical education (see Figure 1). Nearly three-quarters of funding supported programs aimed at the preparation and development of health professionals through direct training and infrastructure support. More than a quarter of funding supported programs aimed at improving the distribution of health professionals to better meet the needs of underserved populations (see Figure 2). In FY 2015, funding also supported the collection and analysis of health workforce data, which inform policies regarding health workforce supply and demand.

As of September 30, 2015, over 11,600 NHSC and NURSE Corps members were providing culturally competent care to more than 10 million people in underserved areas nationwide. The Bureau also supported primary care residency programs in 59 Teaching Health Centers to help train more than 550 residents and, across all of our investments, trained approximately 4,000 new mental and behavioral health providers. We also protected the public by sharing information with authorized health care entities and agencies about past adverse actions by health care practitioners, providers, and suppliers with a history of malpractice, fraud and abuse.

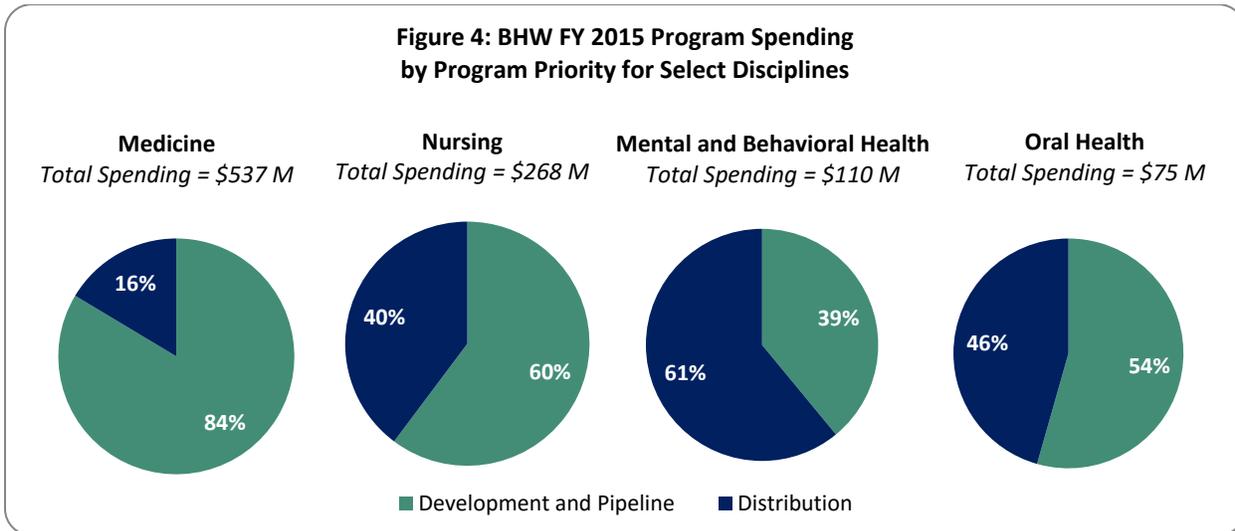
<sup>1</sup> Funding levels represent amounts to grantees (not appropriations).

**BHW FY 2015 Annual Report: EXECUTIVE SUMMARY**

Nearly half of FY 2015 funding supported medicine, and nearly a quarter supported nursing. Nearly one-fifth of all funding supported either mental and behavioral health or oral health disciplines. The remaining funding supported projects directed towards health workforce analysis, interdisciplinary training, public health training, training in allied health and support of other advanced disciplines including pharmacy, optometry, podiatry, chiropractic and veterinary medicine (see Figure 3).



For medicine and nursing, the majority of funding supported development and pipeline programs, while for mental and behavioral health disciplines, the majority of funding supported distribution. Funding for oral health disciplines was nearly equal among training and distribution-focused programs (see Figure 4).



**BHW FY 2015 Annual Report: EXECUTIVE SUMMARY**

**BHW FY 2015 Programs, Awards and Funding**

<b>National Health Service Corps (NHSC) Programs</b>	<b>Awards (individuals)</b>	<b>Funding (\$ millions)</b>
<b>NHSC Loan Repayment Program</b> offers fully trained primary care clinicians the opportunity to receive assistance to pay off qualifying educational loans in exchange for service in a Health Professional Shortage Area (HPSA) of greatest need.	4,775	153.0
<b>NHSC Scholarship Program</b> provides scholarships (tuition, monthly stipend, and other related education costs) to health professions students committed to providing primary care in HPSAs of greatest need.	207	40.4
<b>NHSC Students to Service Loan Repayment Program</b> provides loan repayment assistance to allopathic and osteopathic medical students in their last year of school in return for selecting and completing a primary care residency and working in rural and urban HPSAs of greatest need.	96	11.3
<b>State Loan Repayment Program</b> provides a dollar-for-dollar match to states for loan repayment assistance to clinicians who practice in a HPSA in that state. <sup>2</sup>	620	13.3

<b>NURSE Corps Programs</b>	<b>Awards (individuals)</b>	<b>Funding (\$ millions)</b>
<b>NURSE Corps Loan Repayment Program</b> helps alleviate the shortage of nurses across the country by offering loan repayment assistance to registered nurses and advance practice nurses, such as nurse practitioners, working at Critical Shortage Facilities, and nurse faculty employed at accredited schools of nursing.	909	47.2
<b>NURSE Corps Scholarship Program</b> helps students complete their nursing education by offering scholarships (tuition, monthly stipend, and other related education costs) to individuals attending schools of nursing in exchange for a service commitment in health care facilities with critical shortage of nurses.	269	23.6

<b>Scholarship, Loan and Loan Repayment Programs<sup>3</sup></b>	<b>Awards</b>	<b>Awards<sup>4</sup> (individuals)</b>	<b>Funding (\$ millions)</b>
<b>Health Professions Student Loans Program</b> makes funds available to U.S. health professions schools to establish revolving funds that support long-term, low-interest loans for students with financial need.	40	7,466	0.9
<b>Primary Care Loans Program</b> increases the number of primary care physicians by making funds available to U.S. allopathic and osteopathic schools to establish revolving funds that support long-term, low-interest loans for students with financial need.	2	367	6.3
<b>Loans for Disadvantaged Students Program</b> encourages greater participation of disadvantaged populations in the health professions by making funds available to U.S. health professions schools to establish revolving funds that support long-term, low-interest loans for students with financial need from disadvantaged backgrounds.	22	1,636	4.8
<b>Scholarships for Disadvantaged Students Program</b> increases diversity in the health professions and nursing workforce by providing grants to health professions and nursing schools for use in awarding scholarships to students from disadvantaged backgrounds who have financial need, many of whom are underrepresented minorities.	99	5,285	42.7

<sup>2</sup> Number of awards as of September 30, 2015 (based on FY 2014 funding); Funding represents FY 2015 award totals.

<sup>3</sup> All but one of the programs listed provide awards (funding) to academic institutions which in turn provide scholarships, loans, and loan repayment to individuals. The Faculty Loan Repayment Program provides awards directly to individuals.

<sup>4</sup> Except for the Native Hawaiian Health Scholarship Program and the Faculty Loan Repayment Program, awards to individuals are gathered from the AY 2014-2015 grantee reports and are based on FY 2014 funding.

**BHW FY 2015 Annual Report: EXECUTIVE SUMMARY**

Scholarship, Loan and Loan Repayment Programs <sup>3</sup>	Awards	Awards <sup>4</sup> (individuals)	Funding (\$ millions)
<b>Nursing Student Loans Program</b> makes funds available to U.S. schools of nursing to establish revolving funds that support long-term, low-interest loans for students with financial need.	58	10,554	4.2
<b>Nurse Faculty Loan Program</b> seeks to increase the number of qualified nursing faculty by helping schools of nursing provide student loans to assist nurses in completing their graduate education.	87	2,399	25.2
<b>Native Hawaiian Health Scholarship Program</b> offers scholarships (tuition, monthly stipend, and other related education costs) to Native Hawaiian health professions students in exchange for serving in HPSAs within the State of Hawai'i.	1	10	1.3
<b>Faculty Loan Repayment Program</b> is a loan repayment program for health profession graduates from disadvantaged backgrounds who serve as faculty at health professions colleges or universities.	21	21	1.1

Health Professions Training for Diversity Programs	Awards	Funding (\$ millions)
<b>Centers of Excellence Program</b> supports programs of excellence at health professions schools and other health or educational entities that enhance the academic performance of underrepresented minority students, support underrepresented minority faculty development, and facilitate research on minority health issues in order to increase the supply and competencies of underrepresented minorities in the health professions workforce.	17	20.6
<b>Health Careers Opportunity Program</b> increases the diversity of the health professions workforce by providing grants that improve the recruitment and enhance the academic preparation of students from economically and educationally disadvantaged backgrounds who plan to enter the health professions.	17	10.7
<b>Health Careers Opportunity Program's Skills Training and Health Workforce Development of Paraprofessionals</b> provides grants to train and expand the health paraprofessional workforce to meet the employment needs of the community—particularly rural and underserved areas—with a focus on team-based care.	13	2.5
<b>Nursing Workforce Diversity Program</b> helps create a more diverse nursing workforce by increasing nursing education opportunities for individuals from disadvantaged backgrounds by supporting stipends and scholarships, pre-entry and advanced education preparation, and retention activities.	44	14.2

Oral Health Training Programs	Awards	Funding (\$ millions)
<b>Predoctoral Training in General, Pediatric, and Public Health Dentistry and Dental Hygiene Program</b> supports the planning, development, and operation of professional predoctoral training programs in general, pediatric, public health dentistry and dental hygiene.	15	4.6
<b>Postdoctoral Training in General, Pediatric and Public Health Dentistry Program</b> supports the planning, development, and operation of professional postdoctoral training programs in general, pediatric, or public health dentistry.	25	11.6
<b>Faculty Development in General, Pediatric, and Public Health Dentistry and Dental Hygiene Program</b> supports the planning, development, and operation of programs for the training of oral health care providers who plan to teach in general, pediatric, public health dentistry or dental hygiene.	6	2.9
<b>State Oral Health Workforce Program</b> provides grants to states to help develop and implement innovative programs to address the dental workforce needs of designated Dental HPSAs in a manner that is appropriate to the states' individual needs.	28	12.6

**BHW FY 2015 Annual Report: EXECUTIVE SUMMARY**

<b>Mental and Behavioral Health Education and Training Programs</b>	<b>Awards</b>	<b>Funding (\$ millions)</b>
<b>Graduate Psychology Education Program</b> supports doctoral psychology schools and programs to train psychologists to work with underserved populations.	40	7.4
<b>Leadership in Public Health Social Work Education Program</b> funds centers of excellence at schools of social work to provide critical leadership, resources, and training in order to develop the next generation of public health social workers.	3	0.9
<b>Behavioral Health Workforce Education and Training for Professionals and Paraprofessionals Program</b> , part of the President’s <i>Now Is The Time</i> initiative, expands the behavioral health workforce by supporting clinical training for behavioral health professionals and paraprofessionals.	110	30.3

<b>Advanced Nursing Education Programs</b>	<b>Awards</b>	<b>Funding (\$ millions)</b>
<b>Advanced Nursing Education Program</b> aims to improve the number of qualified nurses in the primary care workforce by providing funding to institutions to enhance their instructional programs through curriculum and faculty development	75	29.2
<b>Advanced Education Nursing Traineeship Program</b> aims to increase the number of advanced education nurses or nurse midwives who are trained to practice in primary care by awarding grants to institutions in order to provide traineeships (i.e., tuition, books, fees and reasonable living expenses).	88	28.6
<b>Nurse Anesthetist Traineeships Program</b> aims to increase the number of nurse anesthetists—especially those who will practice in underserved areas or who are from underrepresented populations—by awarding grants to institutions in order to support traineeships (tuition, monthly stipend, and other related education costs).	79	2.3

<b>Nurse Education, Practice, Quality and Retention Programs</b>	<b>Awards</b>	<b>Funding (\$ millions)</b>
<b>Nurse Education, Practice, Quality and Retention Program</b> seeks to increase the number and improve the skills and capabilities of the nursing workforce by supporting programs that build and expand nursing educational programs.	3	1.1
<b>Nurse Education, Practice, Quality and Retention Program’s Interprofessional Collaborative Practice Program</b> supports the creation and expansion of practice environments comprised of nursing and other professional disciplines who deliver coordinated team-based, quality health care.	55	25.8
<b>Nurse Education, Practice, Quality and Retention Program’s Veterans’ Bachelor of Science in Nursing Program</b> seeks to expand the nursing workforce and improve employment opportunities for veterans by supporting programs that increase enrollment, progression, and graduation of veterans from Bachelor of Science nursing degree programs.	31	9.7

**BHW FY 2015 Annual Report: EXECUTIVE SUMMARY**

<b>Primary Care Training and Enhancement Programs</b>	<b>Awards</b>	<b>Funding (\$ millions)</b>
<b>Primary Care Training and Enhancement Program</b> supports the enhanced training of future primary care clinicians, teachers and researchers, and the promotion of primary care practice in rural and underserved areas.	35	10.1
<b>Physician Faculty Development in Primary Care Program</b> supports the planning, development, and operation of programs (e.g., traineeships and fellowships) that prepare physicians who plan to teach in family medicine, general internal medicine, or general pediatrics training programs (or combinations of these disciplines) or teach in community-based settings.	23	4.8
<b>Predoctoral Training in Primary Care Program</b> supports the planning, development, and operation of professional training programs for medical students in the fields of family medicine, general internal medicine, or general pediatrics (or combinations of these disciplines).	21	3.7
<b>Physician Assistant Training in Primary Care Program</b> supports the planning, development, and operation of professional training programs for physician assistants in community-based clinical settings and faculty development.	29	4.3
<b>Residency Training in Primary Care Program</b> supports residency training programs, programs for the training of physicians teaching in community-based settings, and programs that provide need-based financial assistance in the form of traineeships and fellowships to medical students, interns, residents, and practicing physicians who plan to specialize in the fields of family medicine, general internal medicine, or general pediatrics (or combinations of these disciplines).	30	6.1
<b>Interdisciplinary and Interprofessional Graduate Joint Degree Program</b> supports the planning, development, and operation of joint degree programs that integrate public health into primary care training, including training in environmental health, infectious disease control, disease prevention and health promotion, epidemiological studies and injury control.	12	3.3
<b>Academic Administrative Units in Primary Care Program</b> enhances interdisciplinary recruitment, training, and faculty development in the fields of family medicine, general internal medicine, or general pediatrics (or combinations of these disciplines) by supporting academic units, improved clinical teaching and research, and integrated academic administrative units.	19	2.9
<b>National Research Service Award for Institutional Research Training Program</b> supports institutions to develop or enhance postdoctoral research training opportunities for individuals who are planning to pursue careers in primary care research.	21	6.9

<b>Public Health and Preventive Medicine Programs</b>	<b>Awards</b>	<b>Funding (\$ millions)</b>
<b>Public Health Training Centers Program</b> funds schools and programs of public health to expand and enhance training opportunities focused on the technical, scientific, managerial and leadership competencies and capabilities of the current and future public health workforce.	11	9.6
<b>Preventive Medicine Residency Program</b> aims to increase the number of preventive medicine physicians in public health specialties by supporting post-graduate physician training through funding for the planning, development, and operation of approved residency programs in preventive medicine and public health.	25	9.2
<b>Center for Integrative Medicine in Primary Care Program</b> supports a national center of excellence for integrative medicine in primary care for the purpose of developing and disseminating best practices for integrative medicine training for physicians, nurses, psychologists, and other primary care and behavioral health professionals.	1	0.3

**BHW FY 2015 Annual Report: EXECUTIVE SUMMARY**

<b>Graduate Medical Education Programs</b>	<b>Awards</b>	<b>Funding (\$ millions)</b>
<b>Children's Hospitals Graduate Medical Education Payment Program</b> supports the training of residents who are either pediatric or pediatric subspecialty residents and enhances the supply of primary care and pediatric medical and surgical subspecialties.	57	250.0
<b>Teaching Health Center Graduate Medical Education Payment Program</b> provides funding for new and expanding residency training in primary care and dentistry in community-based, ambulatory settings.	59	119.6

<b>Health Workforce Analysis/Interprofessional Programs</b>	<b>Awards</b>	<b>Funding (\$ millions)</b>
<b>Health Workforce Research Center Program</b> supports research and data analysis on health workforce issues of national importance and provides technical assistance to states working on data collection and health workforce planning.	7	3.8
<b>Primary Care Services Resource Coordination and Development Program</b> aims to improve primary care service delivery and workforce availability to meet the needs of underserved populations by supporting the coordination of activities within the U.S. and its territories that relate to the delivery of primary care services, and the recruitment and retention of critical health care providers.	54	10.9
<b>Area Health Education Centers Program</b> supports community-based inter-professional clinical training, continuing education, and outreach activities in order to improve the distribution, diversity, quality and supply of the primary care health professions workforce serving in rural and underserved health care delivery sites.	52	28.3
<b>Coordinating Center for Interprofessional Education and Collaborative Practice Program</b> supports the creation of a national coordinating center to provide leadership, expertise, and support to the health care community in order to transform health care delivery into a coordinated, collaborative, and team-based practice, particularly in medically underserved areas.	1	0.8
<b>Geriatrics Workforce Enhancement Program</b> supports the training of individuals (and faculty) to provide health care to older adults which maximizes patient and family engagement and integrates geriatric and primary care.	44	35.7

BHW FY 2015 Annual Report: Appendix A

Bureau of Health Workforce FY 2015 Program Awards and Funding																		
By Type, Priority and Discipline																		
Program Name	Type				Priority			Discipline							Number of Awards	Funding (in \$ millions)		
	Scholarships, Loans, Repayment	Health Professions Training	Graduate Medical Education	Analysis	Development and Pipeline	Distribution	Analysis	Nursing	Medicine <sup>5</sup>	Mental and Behavioral Health <sup>6</sup>	Oral Health <sup>7</sup>	Interdisciplinary	Public Health	Allied Health			Other <sup>8</sup>	Analysis
Academic Administrative Units in Primary Care		✓			✓				✓								19	2.9
Advanced Education Nursing Traineeship		✓			✓			✓									88	28.6
Advanced Nursing Education		✓			✓			✓									75	29.2
Area Health Education Centers		✓			✓										✓		52	28.3
Behavioral Health Workforce Education and Training for Professionals and Paraprofessionals		✓			✓					✓							110	30.3
Center for Integrative Medicine in Primary Care Program		✓			✓				✓								1	0.3
Centers of Excellence		✓			✓				✓	✓	✓				✓		17	20.6
Children's Hospitals Graduate Medical Education Payment Program			✓		✓				✓								57	250.0
Coordinating Center for Interprofessional Education and Collaborative Practice		✓			✓							✓					1	0.8
Faculty Development in General, Pediatric, and Public Health Dentistry/Dental Hygiene		✓			✓						✓						6	2.9
Faculty Loan Repayment Program	✓				✓			✓	✓	✓	✓			✓			21	1.1
Geriatric Workforce Enhancement Program		✓			✓							✓					44	35.7
Graduate Psychology Education		✓			✓					✓							40	7.4
Health Careers Opportunity Program (HCOP)		✓			✓				✓	✓	✓		✓	✓			17	10.7
HCOP: Skills Training and Health Workforce Development of Paraprofessionals		✓			✓									✓			13	2.5
Health Professions Student Loans	✓				✓						✓				✓		40	0.9
Health Workforce Research Centers				✓		✓										✓	7	3.8
Interdisciplinary and Interprofessional Graduate Joint Degree Program		✓			✓				✓								12	3.3
Leadership in Public Health Social Work Education		✓			✓					✓							3	0.9
Loans for Disadvantaged Students	✓				✓				✓		✓						22	4.8
National Health Service Corps Loan Repayment Program	✓					✓		✓	✓	✓	✓						4,775	153.0
National Health Service Corps Scholarship Program	✓					✓		✓	✓	✓	✓						207	40.4
National Health Service Corps State Loan Repayment Program <sup>9</sup>	✓					✓		✓	✓	✓	✓			✓			620	13.3

<sup>5</sup> Includes physician assistants.

<sup>6</sup> Includes psychiatric physicians (MD/DO), psychiatric nurse practitioners, and psychiatric physician assistants.

<sup>7</sup> Includes dental hygienists.

<sup>8</sup> Includes pharmacists, optometrists, veterinarians.

<sup>9</sup> Number of awards as of September 30, 2015 (FY 2015 Field Strength based on FY 2014 funding); Funding represents FY 2015 award totals.

**BHW FY 2015 Annual Report: Appendix A**

Bureau of Health Workforce FY 2015 Program Awards and Funding																		
By Type, Priority and Discipline																		
Program Name	Type				Priority			Discipline								Number of Awards	Funding (in \$ millions)	
	Scholarships, Loans, Repayment	Health Professions Training	Graduate Medical Education	Analysis	Development and Pipeline	Distribution	Analysis	Nursing	Medicine <sup>5</sup>	Mental and Behavioral Health <sup>6</sup>	Oral Health <sup>7</sup>	Interdisciplinary	Public Health	Allied Health	Other <sup>8</sup>			Analysis
National Health Service Corps Students to Service Loan Repayment Program	✓					✓			✓	✓							96	11.3
National Research Service Award for Primary Medical Care		✓			✓				✓								21	6.9
Native Hawaiian Health Scholarship Program	✓					✓		✓	✓	✓					✓		1	1.3
Nurse Anesthetist Traineeships		✓			✓			✓									79	2.3
NURSE Corps Loan Repayment Program	✓					✓		✓		✓							909	47.2
NURSE Corps Scholarship Program	✓					✓		✓									269	23.6
Nurse Education, Practice, Quality and Retention (NEPQR)		✓			✓			✓									3	1.1
NEPQR: Interprofessional Collaborative Practice		✓			✓			✓									55	25.8
NEPQR: Veterans' Bachelor of Science in Nursing Program		✓			✓			✓									31	9.7
Nurse Faculty Loan Program	✓				✓			✓									87	25.2
Nursing Student Loans	✓				✓			✓									58	4.2
Nursing Workforce Diversity		✓			✓			✓									44	14.2
Physician Assistant Training in Primary Care		✓			✓				✓								29	4.3
Physician Faculty Development in Primary Care		✓			✓				✓								23	4.8
Postdoctoral Training in General, Pediatric and Public Health Dentistry		✓			✓						✓						25	11.6
Predoctoral Training in General, Pediatric, and Public Health Dentistry/Dental Hygiene		✓			✓						✓						15	4.6
Predoctoral Training in Primary Care		✓			✓				✓								21	3.7
Preventive Medicine Residencies		✓			✓				✓								25	9.2
Primary Care Loans	✓					✓			✓								2	6.3
Primary Care Services Resource Coordination and Development Program					✓		✓									✓	54	10.9
Primary Care Training and Enhancement Program		✓			✓				✓								35	10.1
Public Health Training Centers		✓			✓							✓					11	9.6
Residency Training in Primary Care		✓			✓				✓								30	6.1
Scholarships for Disadvantaged Students	✓				✓			✓	✓	✓	✓	✓	✓	✓			99	42.7
State Oral Health Workforce		✓			✓					✓							28	12.6
Teaching Health Center Graduate Medical Education Payment Program			✓		✓				✓								59	119.6
<b>TOTAL</b>																	<b>8,356</b>	<b>1,105</b>