



# Bureau of Health Workforce Updates

Advisory Committee on Training in Primary Care Medicine and Dentistry

*August 17, 2023*

**Sheila Pradia-Williams**

**Deputy Associate Administrator**

**Health Resources and Services Administration (HRSA)**

**Vision: Healthy Communities, Healthy People**



# Agenda

- 1 — Workforce Challenges
- 2 — BHW's Role
- 3 — President's FY24 Budget
- 4 — BHW Programs
- 5 — Expected Funding Opportunities
- 6 — Workforce Resources



# The Pandemic's Impact on the Health Workforce



mid-pandemic  
**79%**  
of workforce impacted  
by staff shortages<sup>1</sup>

**49.9%**  
overall burnout rate<sup>2</sup>

**28.7%**  
intent to leave job<sup>2</sup>

impact of work overload

**↑ 2.9x**  
risk of burnout<sup>2</sup>

**↑ 2.1x**  
risk of leaving<sup>2</sup>

<sup>1</sup>Galvin, G. Nearly 1 in 5 Health Care Workers Have Quit Their Jobs During the Pandemic. *Morning Consult*. (Oct 4, 2021).

<sup>2</sup>Rotenstein, *et al.* The Association of Work Overload with Burnout and Intent to Leave the Job Across the Healthcare Workforce During COVID-19. *Journal of General Internal Medicine* (2023).



# Projected Workforce Shortages through 2035\*



PRIMARY CARE  
**35,260**



BEHAVIORAL HEALTH  
**15,180**



MATERNAL HEALTH  
**5,790**



ORAL HEALTH  
**1,310**



\*Reflects data from early in the COVID-19 pandemic.  
<https://data.hrsa.gov/topics/health-workforce/workforce-projections>



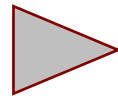
# Bureau of Health Workforce

**MISSION** Improves the health of underserved populations by

- ▶ strengthening the health workforce
- ▶ connecting skilled professionals to communities in need



**EDUCATION**



**TRAINING**



**SERVICE**



# HRSA Workforce Aims2

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Increase Supply



Advance Health Equity



Improve Distribution



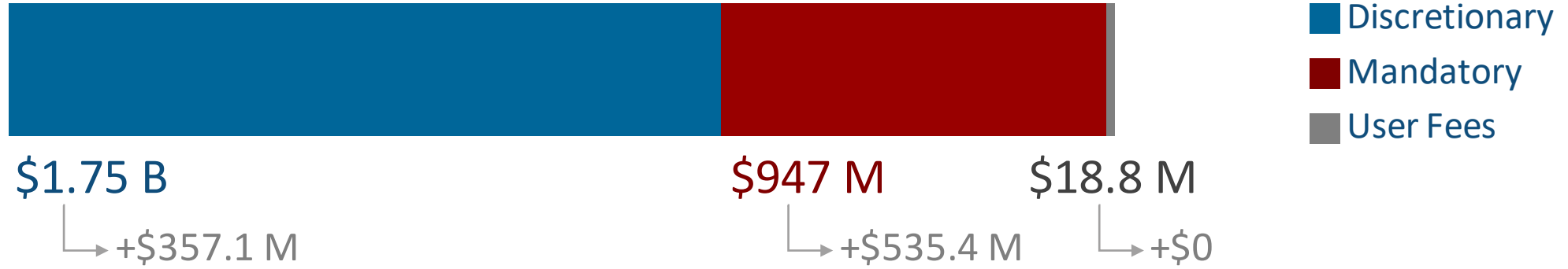
Promote Resilience



Amplify HRSA Impact

# President's Budget for HRSA Workforce: Fiscal Year 2024

BUDGET REQUEST (FY 2024) = \$2.71 B



+FY 2023

## STEPS REMAINING



Mark-ups



Appropriations  
Bills



President's  
Signature



# BHW Programs (Academic Year 2021-2022)



Pipeline & Diversity



Loans & Scholarships



Medicine



Behavioral Health



Nursing



Oral Health



Geriatrics



Pediatrics



Public Health



Provider Resilience





# National Health Service Corps: Budget Picture



Field Strength > 20,215



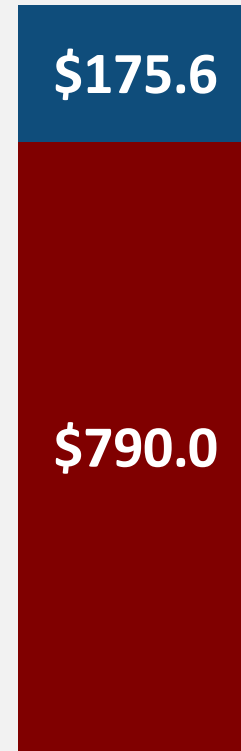
FY 2022

est: 14,090



FY 2023

est: 20,696



FY 2024 Proposed

No reauthorization

\$125.6

FY 2024 Cliff

Appropriations in millions

- Discretionary
- Mandatory



# Teaching Health Center Graduate Medical Education

## By the Numbers

2011 → 2023  
**11** → **82**

Teaching Health Centers

Since 2011

**2,027**

new primary care  
physicians and dentists

since 2011

**65%**

of graduates go  
into primary care

2023

**80%**

of grantees are  
FQHCs/Look-Alikes

Since 2011

**7.9M**

hours of patient care in  
medically underserved  
and rural settings

2022 → 2023

**47** → **93**

Teaching Health Center  
Planning and  
Development Grantees



# Teaching Health Center Graduate Medical Education

## Post-Graduation Practice Location



Rural area

THC Program  
Graduates

**17.9%**

Other Program  
Graduates

11.8%

Within 5 miles  
of residency

**18.9%**

12.9%

Medically underserved  
communities

**35.3%**

18.6%

In FQHCs or Look-Alikes

**26.7%**

11.7%

Davis CS, *et al.* Evaluating the Teaching Health Center Graduate Medical Education Model at 10 Years: Practice-Based Outcomes and Opportunities. *Journal of Graduate Medical Education* (2022 Oct)

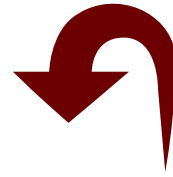


# Teaching Health Center Graduate Medical Education

## Potential Impact of Funding Instability

**867**

residencies  
interrupted or  
terminated



reduced number  
of training slots in  
existing programs

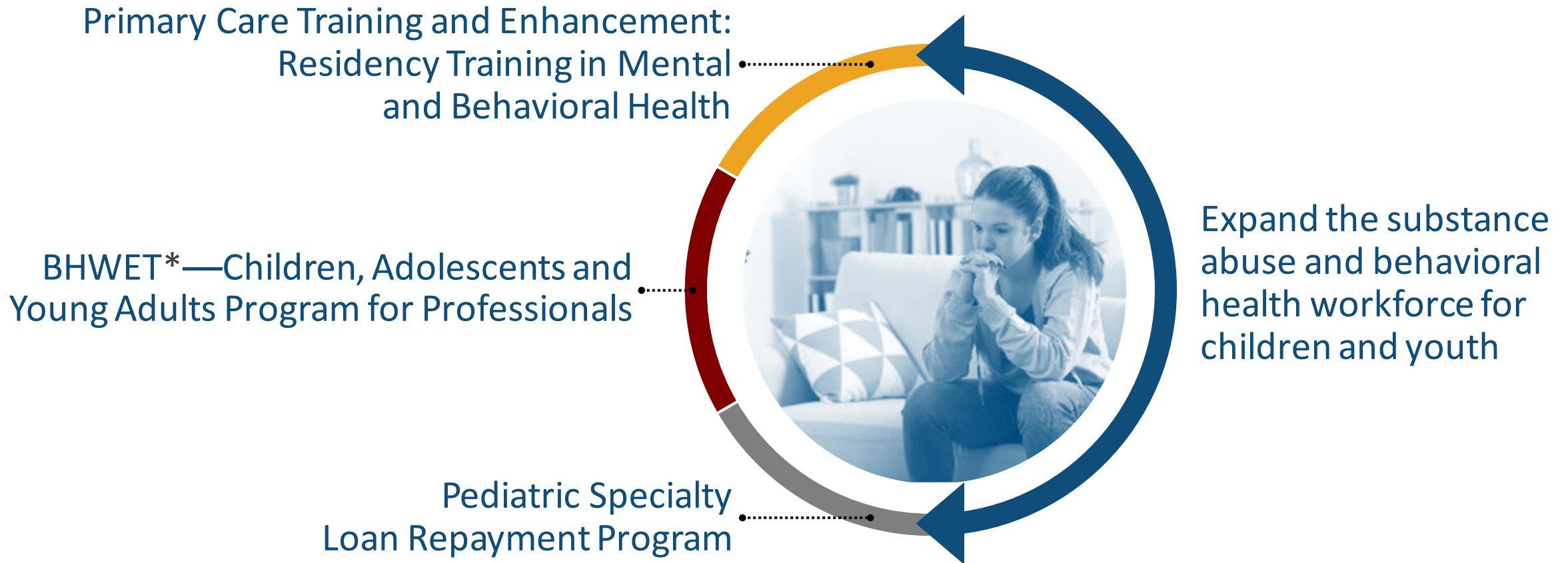
**72**

programs may  
cease operations

Figures based on HRSA's estimates.



# Supporting Youth Mental Health



\* BHWET = Behavioral Health Workforce Education and Training



# Growing the Nursing Workforce

Increase the number of nurses while enhancing nursing education and practice



Health centers must partner with accredited schools of nursing.  
NEPQR = Nurse Education, Practice, Quality, and Retention



# Addressing Public Health Needs



# Funding Opportunities Expected 2023-2024\*

## MEDICINE

- Geriatric Workforce Enhancement Program
- Medical Student Education
- Primary Care Training and Enhancement—Physician Assistant Rural Training in Mental and Behavioral Health
- Primary Care Training and Enhancement—Rural Community Program Directors
- Teaching Health Center Graduate Medical Education



## PIPELINE

- Centers of Excellence
- Health Care Workforce Innovation



## PUBLIC HEALTH

- State Primary Care Offices



## BEHAVIORAL HEALTH/SUD

- Behavioral Health Workforce Education and Training Program—Paraprofessionals
- Behavioral Health Workforce Education and Training Program—Professionals
- Opioid-Impacted Family Support Program
- Supporting the Mental Health Among the Health Professions Workforce

## NURSING

- Advanced Nursing Education—Sexual Assault Nurse Examiner
- Maternity Care Nursing Workforce Expansion
- NEPQR—Workforce Development
- Nurse Faculty Loan Program

\*Programs listed are forecasted on Grants.gov as of July 28, 2023.  
This list is not comprehensive for Fiscal Year 2024.





# Improving Equity via BHW Grants

## ➤ STREAMLINED FUNDING ANNOUNCEMENTS

- Shorter
- Easier to read
- Reduced burden

## ➤ DATA AND IMPACT

- Reach to underrepresented populations
- Strategies to address health disparities



# Publicly Available Health Workforce Data and Tools



[data.HRSA.gov](https://data.HRSA.gov)



BHW Footprint Map



Workforce Projections



Field Strength



Health Professions Training



*and more*



Data Profile Dashboard



HP-ET Financial Impact Assessment



Resiliency Toolkit



Comprehensive Workforce Plan



*and more*

\*STAR²CENTER is a HRSA-supported project. See [chcworkforce.org](https://chcworkforce.org).



# Become a HRSA Grant Reviewer

## ➤ REQUIRED EXPERTISE (in at least one area)

Behavioral health  
Health workforce training  
HIV/AIDS  
Maternal and child health  
Primary care delivery  
Rural health  
Underserved communities:  
either work with or  
be a member of

## ➤ ADDITIONAL EXPERTISE

Diversity, equity, inclusion  
and accessibility  
Health equity  
Lived experience  
Social determinants of health

## ➤ BENEFITS

Learn about the  
grantmaking process  
Meet and work with others  
with shared interests  
Earn an honorarium  
(nonfederal participants)



[hrsa.gov/grants/reviewers](https://hrsa.gov/grants/reviewers)





**Thank you!**



# Contact Us

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# Questions

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