



# Bureau of Health Workforce Updates

## National Advisory Council on Nurse Education and Practice (NACNEP) Meeting

December 6, 2023

**Luis Padilla, MD**

**BHW Associate Administrator**

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

**Vision: Healthy Communities, Healthy People**



# 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>

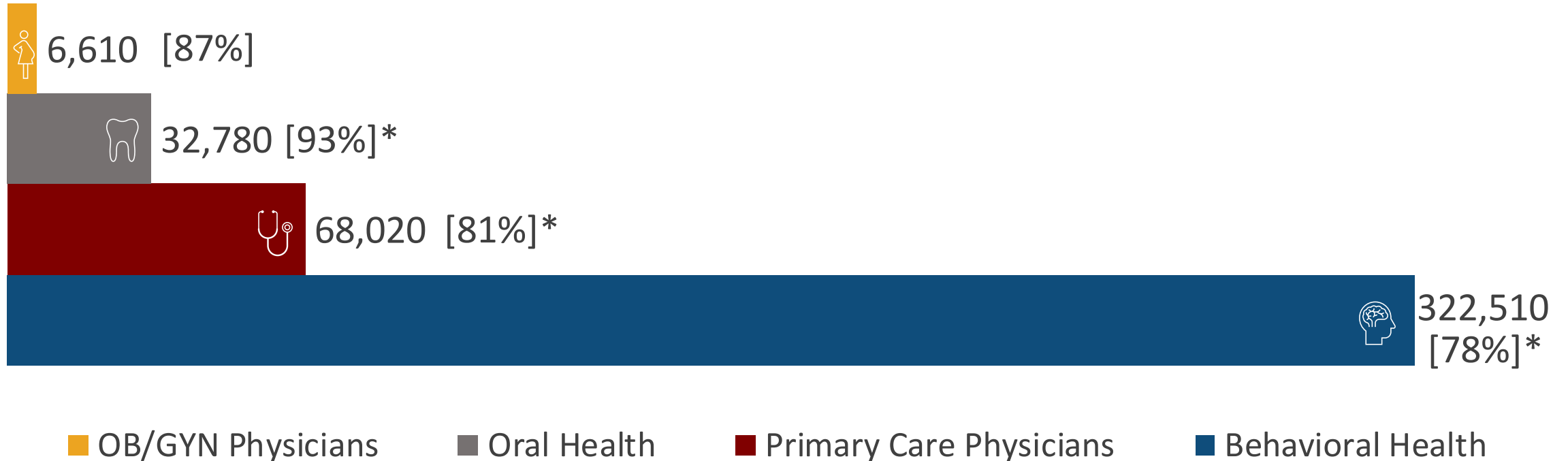
<sup>1</sup>Galvin, G. Nearly 1 in 5 Health Care Workers Have Quit Their Jobs During the Pandemic. *Morning Consult*. (Oct 4, 2021).

<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 Health Workforce Shortages (2036)

Shortage estimate in 2036 [percent adequacy]

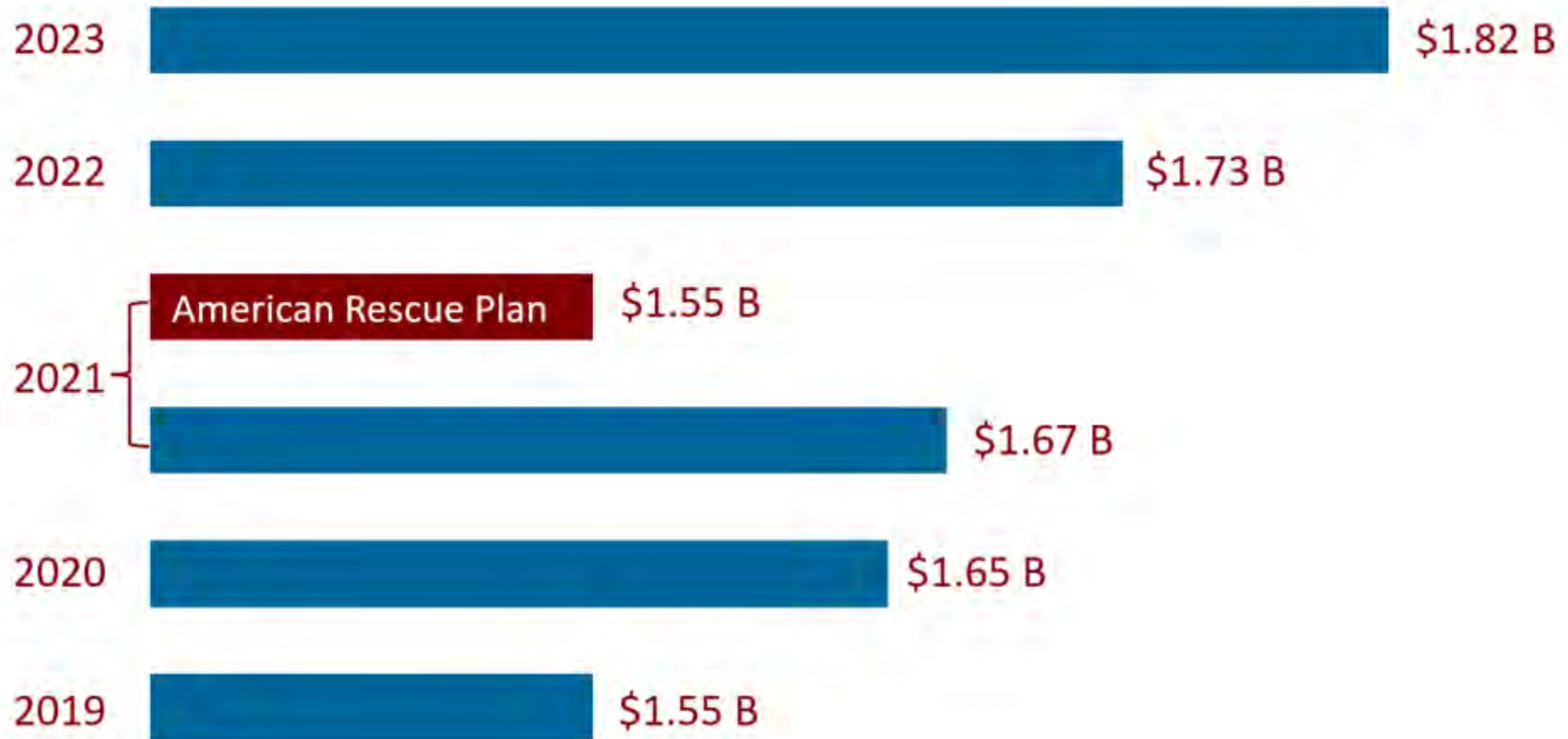


<https://data.hrsa.gov/topics/health-workforce/workforce-projections>

\*These adequacy estimates do not include all professions within the field due to incomplete data.

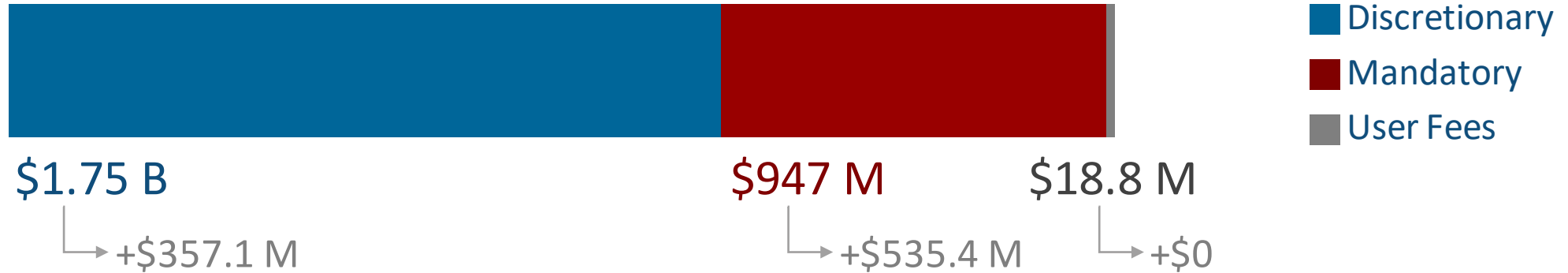


# BHW Budget History



# President's Budget for BHW: Fiscal Year 2024

BUDGET REQUEST (FY 2024) = \$2.71 B



## STATUS



Continuing Resolution

## STEPS REMAINING



Appropriations Bills



President's Signature

# HRSA Workforce Aims

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Increase Supply



Advance Health Equity



Improve Distribution



Promote Resilience



Amplify HRSA Impact

# BHW Programs (Academic Year 2021-2022)



Pipeline & Diversity



Loans & Scholarships



Medicine



Behavioral Health



Nursing



Oral Health



Geriatrics



Pediatrics



Public Health



Provider Resilience



# Responding to Behavioral Health Needs

**166 M**

live in mental health HPSAs

**\$78.8 M**

awarded in FY2023

**67**

awardees in FY2023



## AY 2021-2022

Trained in medically underserved communities	51%
Substance/Opioid Use Disorder training	65%
Graduates	8,555
Plan to continue in medically underserved communities	35%



# Developing the Nursing Workforce

**141,580**

projected shortage of  
licensed practical nurses (2035)

**\$193.4 M**

awarded in FY2023

**414**

awardees in FY2023



## AY 2021-2022

Trainees from disadvantaged backgrounds	43%
Training sites	5,669
Training sites in medically underserved communities	64%
Graduates	12,975



# 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



# Funding Opportunities Open or Expected 2023-2024\*

## BEHAVIORAL HEALTH/SUD

- Opioid-Impacted Family Support Program
- Behavioral Health Workforce Education and Training Program—Paraprofessionals
- Behavioral Health Workforce Education and Training Program—Professionals
- 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 — **OPEN through Feb 5, 2024**

## PIPELINE

- Centers of Excellence
- Health Care Workforce Innovation\*\*

## PUBLIC HEALTH

- State Primary Care Offices — **OPEN through Dec 14, 2023**

## MEDICINE

- Geriatric Workforce Enhancement Program — **OPEN through Feb 26, 2024**
- 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

\*Programs listed are forecasted on Grants.gov.

\*\*New programs in the President's Budget

This list is not comprehensive for Fiscal Year 2024.



# Loan Repayment & Scholarship Program Opportunities Open or Expected 2023-2024\*

## Open through Dec 7, 2023

- **NHSC Students to Service Loan Repayment Program**
  - Up to \$120,000 in loan repayment funds
  - An additional \$40,000 for OBGYN or family medicine physicians who practice OB or certified nurse midwives



## Coming in 2024

- **NHSC & Nurse Corps Loan Repayment Programs**
- **NHSC & Nurse Corps Scholarship Programs**
- **Substance Use Disorder Treatment and Recovery Loan Repayment Program**
- **Pediatric Specialty Loan Repayment Program**
- **Faculty Loan Repayment Program**

\*This list is not comprehensive for Fiscal Year 2024.



# Publicly Available Health Workforce Data and Tools



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



BHW Footprint  
Map



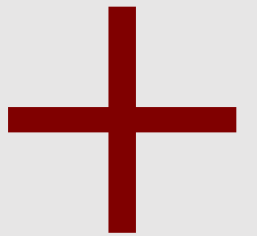
Workforce  
Projections



Field  
Strength



Health Professions  
Training



*and more*



# Forthcoming Data Updates



Nursing Workforce  
Dashboard



Health Professions  
Training Programs



Area Health  
Resources Files



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



# 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)



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REGISTER TO BE A REVIEWER ON THE  
REVIEWER RECRUITMENT MODULE



Or search  
“HRSA reviewer recruitment”





# Ongoing Engagement



# Questions

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# Contact Us

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