



National Advisory Council on the National Health Service Corps (NHSC)

January 14, 2020

Luis Padilla, M.D.
Associate Administrator
Bureau of Health Workforce (BHW)

Vision: Healthy Communities, Healthy People



The U.S. Health Workforce



Demand for health care occupations is growing:

- Health care jobs to increase by 14% from 2018 to 2028



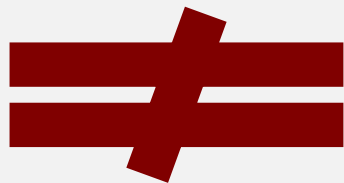
Shortages of health professionals currently exist

- Over 20,500 current HPSA designations
- Majority in rural communities



The United States is projected to be short more than:

- 23,600 primary care physicians by 2025
- 15,600 dentists by 2025



The challenges:

- Aging population and health care workforce
- Not enough primary care clinicians to meet demand
- Mal-distribution of providers across states, including nursing

Bureau of Health Workforce (BHW)

MISSION: Improve the health of underserved and vulnerable populations by strengthening the health workforce and connecting skilled professionals to communities in need.



EDUCATION



TRAINING



SERVICE

HRSA Workforce Programs Aim to Address:

Access

- Increase access to health care for underserved and vulnerable populations

Supply

- Promote equilibrium in the supply and address shortages of health professionals

Distribution

- Improve workforce distribution so all parts of the U.S. have an adequate number of providers to meet the demand for care

Quality

- Develop a quality health workforce that is trained in and employs evidence-based techniques that reflect better patient care

BHW Strategies for Success



Stakeholder Engagement

Our work with partners enables us to make informed decisions on policy and program planning. Together, we are creating a strong workforce of diverse health professionals who provide quality care to communities in need.

We work with partners through:

Health Professions Advisory Committees - Provide national expertise and recommendations on existing programs and new program development.

National Health Workforce Centers - Advance health workforce knowledge and assist decision-makers in understanding health workforce needs.

State Primary Care Offices - Conduct needs assessments, provide technical assistance to those seeking shortage designations, and submit shortage designation applications to HRSA.



ACTPCMD – January 2019

National Health Service Corps (NHSC)

Builds healthy communities by supporting qualified clinicians working in areas of the U.S. with limited access to care.

- ✓ 13,000 NHSC clinicians care for 13.7 million Americans
- ✓ About 60% NHSC clinicians serve in HRSA-funded health centers
- ✓ 1 in 3 NHSC clinicians provide care in rural communities



Nurse Corps

Addresses the critical shortage of nurses in high-need areas

- ✓ Over 1,900 Nurse Corps clinicians provide care to underserved populations in the U.S.
- ✓ About 29% Nurse Corps providers serve at HRSA-funded community health centers



LOAN REPAYMENT PROGRAM



SCHOLARSHIP PROGRAM

HRSA's Approach to Addressing the Opioid Crisis



Expanding access through health centers and other primary care settings



Enhancing substance abuse prevention and treatment in rural communities



Expanding and training the workforce to better prevent and treat opioid addiction



Increasing the use of telehealth and medicine services to increase access to care



Connecting stakeholders to opioid-related resources and sharing best practices

Workforce Supply & Distribution Challenges

▶ **Mental Health Shortage Designation**

- In collaboration with state Primary Care Offices, BHW analyzes the supply and distribution of the behavioral health workforce, and designates Health Professional Shortage Areas (HPSAs).
- Currently, there are over 6,000 designated mental health HPSAs.

▶ **National Center for Health Workforce Analysis Data – Behavioral Health**

- The Center analyzes and anticipates provider supply and demand.
- The 2016 National Behavioral Health Practitioner Projections Report estimated significant shortages of psychologists, social workers, school counselors and marriage and family therapists.

<https://data.hrsa.gov/data/dashboards>



Behavioral Health Workforce Development Programs

- ✓ **Growing the behavioral health workforce**
- ✓ **Increasing its capacity**
- ✓ **Improving the distribution of providers**
- ✓ **Promoting integration of service delivery**

Impact:

- Projected to eliminate over 40% of the projected shortfall of behavioral health providers by 2025
- Over 10,000 students graduated and entered the behavioral health workforce between 2014 and 2018
- 3,293 new paraprofessionals are working as community health workers, peer educators, and substance use/addiction workers



BHW Medicine

- ▶ **Support educational programs for primary care physicians and physician assistants while in school and after graduation.**
- ▶ **Promote long-term training in rural and underserved communities.**

Pre-Professional Training

Primary Care Training and Enhancement Program

- Supports training for future primary care clinicians and teachers
- Promotes primary care practice in rural and underserved areas

Medical Student Education Program*

- Supports medical students at public institutions
- Targets states with a projected primary care provider shortage in the top quintile in 2025

Residency and Post-Graduate Training

Teaching Health Centers Graduate Medical Education Program

- Moves residency training out of hospitals and into community-based centers

Children's Hospitals Graduate Medical Education Program

- Supports residency training for physicians to provide high quality health care to children

Rural Residency Planning and Development Program*

- Develops new physician residency programs in rural areas
- Collaboration with the Federal Office of Rural Health Policy



* New Programs in FY 2019



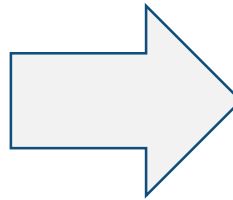
BHW Nursing

Interprofessional training
and practice

Academic and clinical
partnerships

Long-term clinical
practice in community
settings

Residency training

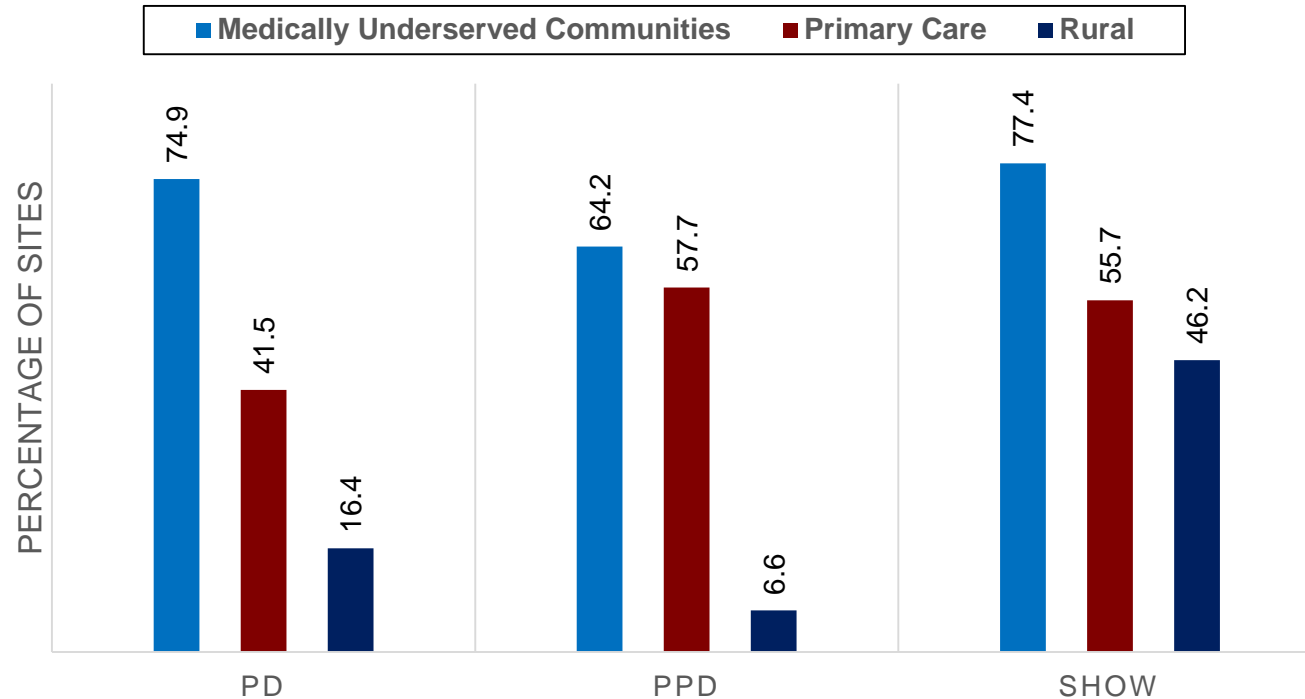


Our Work in Action...

- BHW nurse training programs require new and innovative academic-clinical partnerships to ensure trainees are receiving long-term clinical practice opportunities
- In FY 2019, BHW awarded \$17.7 million to 36 Nurse Practitioner residency programs to prepare new NPs to serve in rural and underserved communities
- Advanced Nursing Education Workforce–funded students received training in primary care settings (87%), MUCs (72%), and/or rural areas (52%)
- Over 50% of Advanced Nursing Education clinical training sites provided interprofessional education.

BHW Oral Health

Oral Health Programs Clinical Training Settings



PD – Pre-doctoral Training in General, Pediatric, and Public Health Dentistry and Dental Hygiene Program
PPD – Postdoctoral Training in General, Pediatric, and Public Health Dentistry Program
SOHWP – Grants to States to Support Oral Health Workforce Activities Program

BHW's oral health programs:

- ✓ Support the development of innovative training models and workforce improvement programs for oral health professions.
- ✓ Opportunities during school and post-graduate to train in rural and underserved areas.

Funding Opportunities

- ▶ **Primary Care Training and Enhancement: Residency Training in Primary Care (PCTE-RTPC) Program – closes 1/24/20**
 - \$10 million in funding to enhance accredited residency training programs in family medicine, general internal medicine, general pediatrics or combined internal medicine and pediatrics (med-peds) in rural and/or underserved areas.
 - Up to 20 grant awards
- ▶ **Nurse Faculty Loan Program (NFLP) – closes 2/3/20**
 - \$28.5 million in funding to support accredited schools of nursing who recruit and train faculty, thereby increasing the number of qualified nursing faculty and the nurse workforce.
 - 90 eligible institutions

For updates and details visit [grants.gov](https://www.grants.gov).



Funding Opportunities Continued. . .

► **Postdoctoral Training in General, Pediatric, and Public Health Dentistry – closes 2/12/20**

- \$13 million in funding to improve access to, and the delivery of, oral health care services for all individuals, particularly vulnerable populations and individuals located in rural and/or underserved areas.
 - Funding up to 28 recipients
 - Up to \$450,000/year application that includes accredited residency programs in one of the following disciplines: general dentistry, pediatric dentistry, or dental public health.
 - Up to \$650,000 per year (inclusive of direct and indirect costs) for a collaborative, multi-discipline application in at least two of the following disciplines: general dentistry, pediatric dentistry, or dental public health.



For updates and details visit [grants.gov](https://www.grants.gov).

Funding Opportunities Continued. . .

▶ **Nurse Education, Practice, Quality and Retention (NEPQR) Interprofessional Collaborative Practice Program (IPCP): Behavioral Health Integration (BHI) – closes 2/19/20**

- \$8.5 million in funding to increase the access to and quality of behavioral health services through team-based care models in interprofessional nurse-led primary care teams in rural or underserved areas.
 - Approximately 17 cooperative agreements
 - Award amount: Up to \$500,000 per year

▶ **Addiction Medicine Fellowship (AMF) – closes 2/25/20**

- \$20 million in funding to expand the number of fellows at accredited AMF and Addiction Psychiatry Fellowship (APF) programs trained as addiction medicine specialists who work in underserved, community-based settings that integrate primary care with mental health disorder and substance use disorder (SUD) prevention and treatment services.
 - Estimated 25 eligible grantees

For updates and details visit [grants.gov](https://www.grants.gov).



Fiscal Year 2020 Enacted Budget

Program	FY 2020 Request
National Health Service Corps	\$430 million
Teaching Health Center Graduate Medical Education	\$126.5 million
Behavioral Health Workforce Development	\$138.9 million
Nurse Corps	\$88.6 million
National Center for Health Workforce Analysis	\$5.7 million



BHW Career Pathways

Area Health Education Program Distribution, Supply

- 60% of clinical training sites in primary care settings
- 66% in medically underserved communities and 45% in rural areas

Scholarships for Disadvantaged Students Program Access, Recruiting students from communities we serve

- 70% of clinical training sites in medically underserved communities and 31% in primary care settings

HCOP Health Careers Opportunity Program Distribution, Community-based trainings

- Majority of graduates intended to seek employment or further education in medically underserved communities (68%) and/or primary care settings (52%)

Creating a pipeline of diverse new clinicians

National Center for Health Workforce Analysis

NCHWA's research informs program planning, development, and policy-making by examining a broad range of issues that impact the U.S. health workforce.

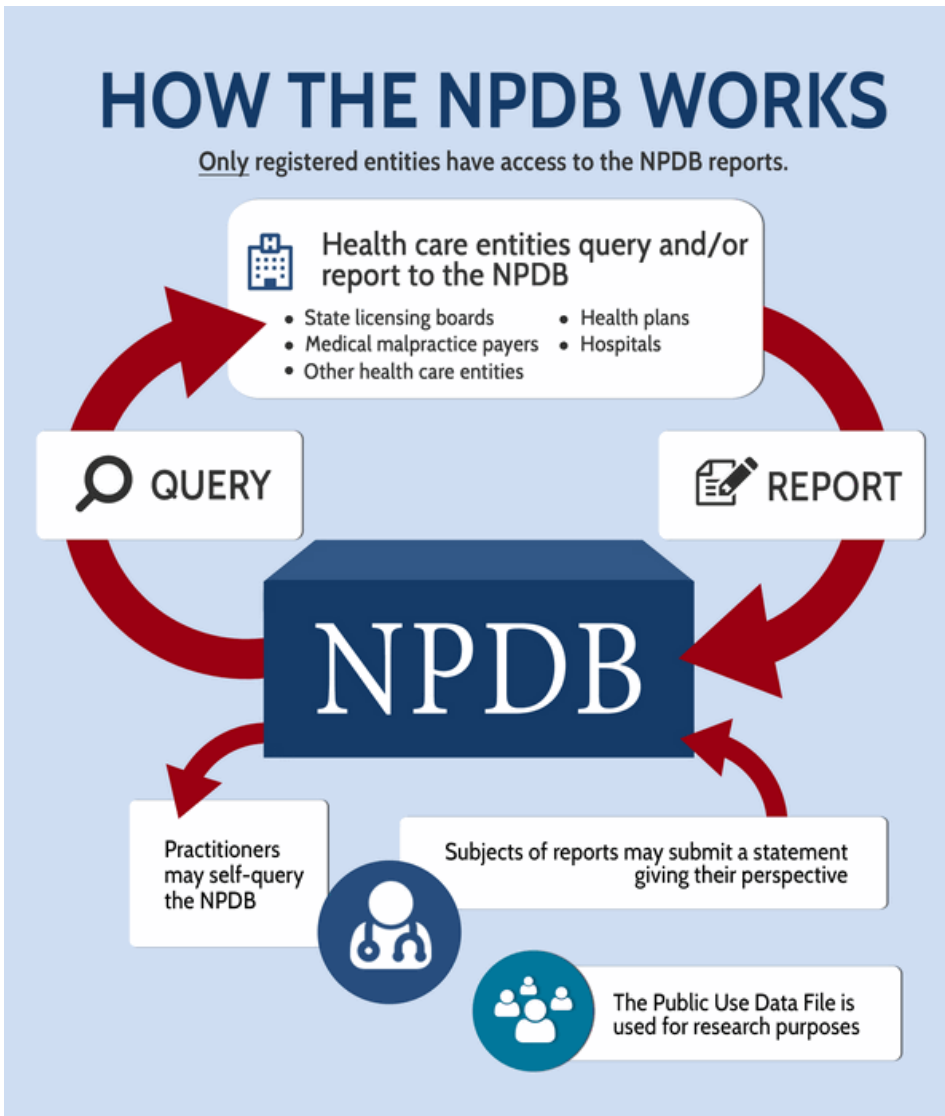
- Research:
 - Sufficiency;
 - Geographic distribution;
 - and Education of the U.S. health workforce
- Public use data:
 - Area Health Resources Files
 - National Sample Survey of Registered Nurses
- Nine Health Workforce Research Centers
- Health workforce data designed for the U.S. government to the WHO



<https://bhw.hrsa.gov/national-center-health-workforce-analysis>



National Practitioner Data Bank



- Web-based repository of information on medical malpractice payments and certain adverse actions related to health care practitioners, providers, and suppliers
- By sharing this information with health care entities, the NPDB:
 - Improves health care quality
 - Protects the public
 - Reduces health care fraud and abuse

<https://www.npdb.hrsa.gov/>

BHW Data Management and Initiatives

Past: Fragmented

- Minimal data sharing across BHW components
- Paper files
- Data for documentation and reporting purposes
- Limited ability to visualize trends
- No links between grants and service data

Present: Inflection Point

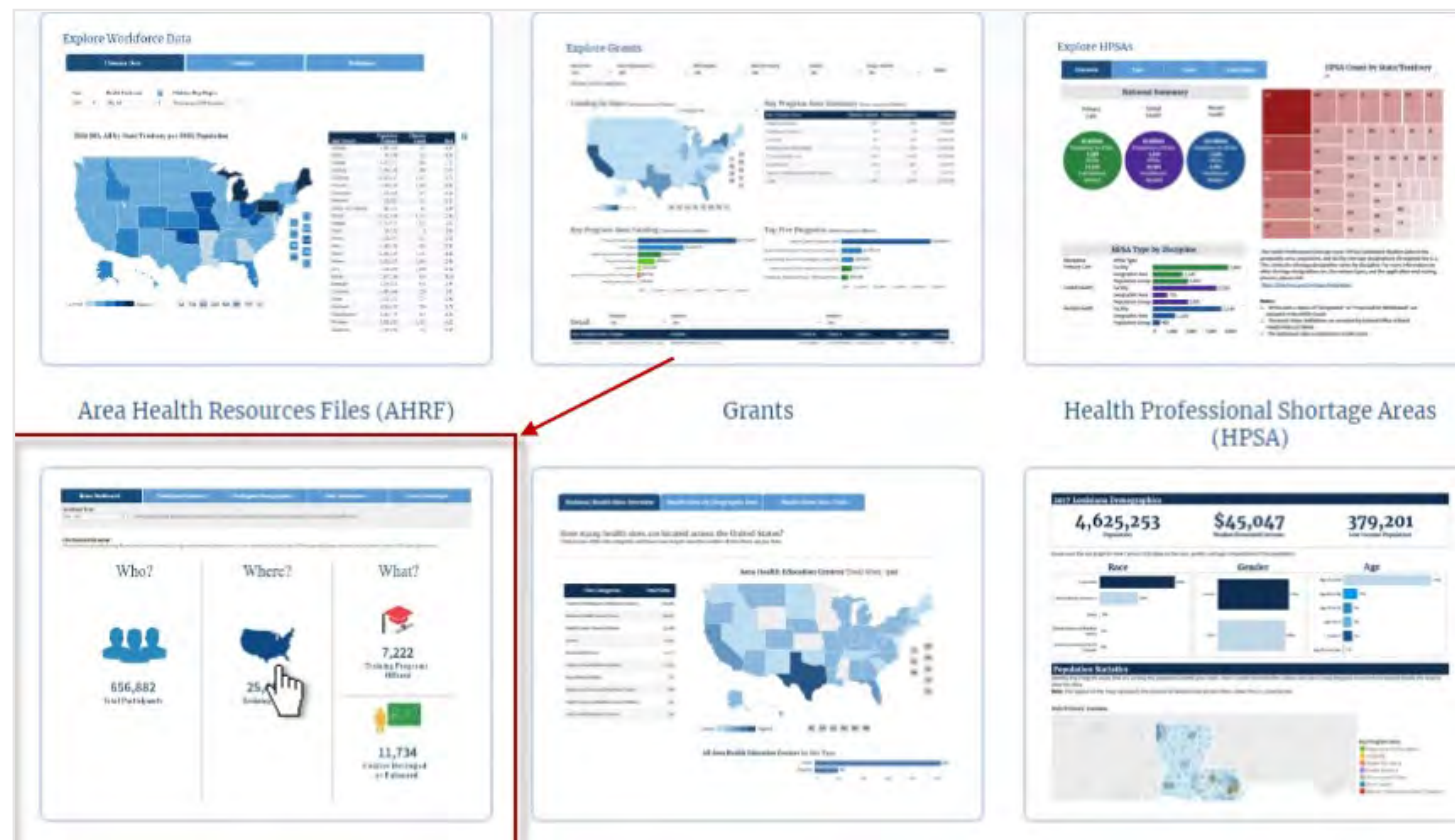
- Enhanced collaboration across BHW
- Data marts lay foundation for advanced analytics
- BHW Dashboards
 - Performance Data
 - Clinician Tracker
- New paradigms for information capture
- Data externalized

Future: Optimized

- Enhanced collaboration across HRSA and other entities
- Data drives decision-making
- Enhanced analytics:
 - Geocoded data
 - Predictive modeling
- Consistency in reporting
- BHW data shows outputs and outcomes internally and externally

Health Professions Training Programs Dashboard

Access to BHW education and training program data for academic year 2012–2013 to present.

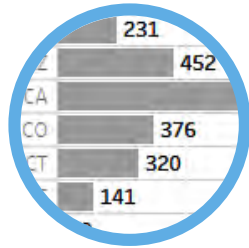


data.HRSA.gov



Health Workforce Distribution Dashboard

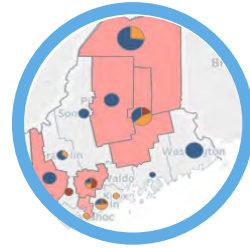
An innovative tool to measure and map the retention of BHW-funded clinicians and trainees.



1

Retention Rates

- Calculates retention rates for over 16,500 NHSC and Nurse Corps alumni that completed service between 2012 and 2018



2

Alumni Insight

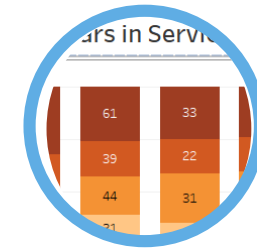
- Provides insight into where alumni are practicing following their service obligation



3

Grant Programs

- In August 2019, added the capability to bring in clinicians that have been funded by BHW workforce programs, specifically over 7,100 participants in the CHGME and THCGME programs



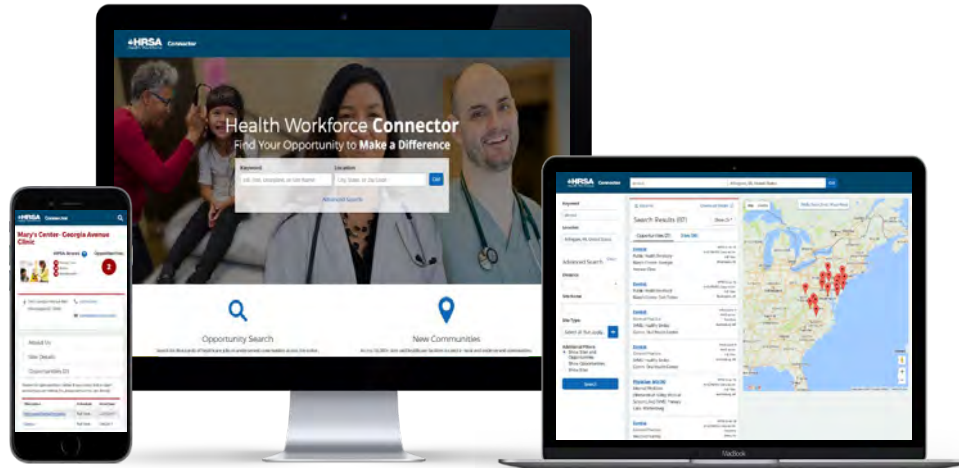
4

High Need Areas

- Will know if the more than 25,000 clinicians that received BHW program support are still practicing, and if so, whether they work in Health Professional Shortage Areas, Medically Underserved Communities, or rural communities

Linking Providers to Communities

▶ Health Workforce Connector



Where Health Care Professionals
Connect with Sites

Currently over **24,000** NHSC- and
Nurse Corps-approved sites with
6,000+ job vacancies

▶ Virtual Job Fairs

Live, fully interactive, and free online
events that occur online throughout the
year



Connect job-seeking primary care
providers who are interested in serving
high-need communities with NHSC
and Nurse Corps healthcare facilities

connector.hrsa.gov/connector/

bhw.hrsa.gov/provider-recruitment/virtual-job-fairs

Future of the BHW Health Workforce

BHW will continue to strengthen the health workforce and support clinicians working in rural and underserved areas by making strategic investments in our programs.

- ▶ **Education**
Building a diverse and well trained workforce committed to improve the health of the underserved
- ▶ **Training**
Incorporating education and training as an essential component of quality improvement and workforce retention
- ▶ **Service**
Connecting a quality health workforce to our underserved communities



Questions



Contact Us

Luis Padilla, M.D.

Associate Administrator

Bureau of Health Workforce (BHW)

Health Resources and Services Administration (HRSA)

Website: <https://bhw.hrsa.gov>



Connect with HRSA

Learn more: www.HRSA.gov

Sign up for HRSA enews:



Follow us:

