



# Discussion for 17<sup>th</sup> Report

## NACNEP Webinar

*November 5, 2019*

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**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 20,400 current 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 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

# Strategies for Success



# Fiscal Year 2020 President's Budget Request

Program	FY 2020 Request
National Health Service Corps	\$415 million
Teaching Health Center Graduate Medical Education	\$126.5 million
Behavioral Health Workforce Development	\$111.9 million
Nurse Corps	\$83.1 million
National Center for Health Workforce Analysis	\$4.7 million



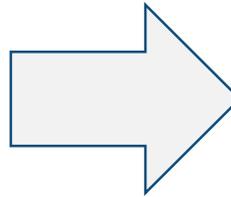
# BHW Investments – Nursing

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.

# Advanced Nursing Education – Nurse Practitioner Residency Program

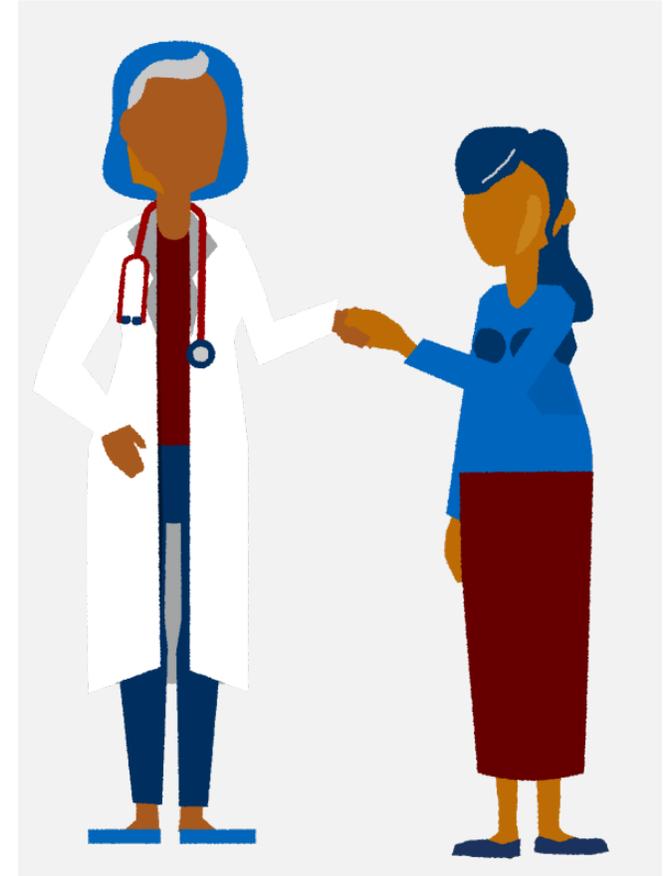
- ✓ Prepares new nurse practitioners in primary care for practice in community-based setting
- ✓ Provides clinical and academic focused 12-month Nurse Practitioner Residency (NPR) programs
- ✓ Includes preference for those projects that benefit rural or underserved populations

In June 2019, HRSA awarded **36 grants** to entities in **24 states** to increase primary care providers in community-based settings.



# Advanced Nursing Education – Sexual Assault Nurse Examiners Program

- ✓ Support partnerships that will recruit, train, and retain nurses to conduct sexual assault forensic examinations
- ✓ Will provide better physical and mental health care for survivors, better evidence collection, and lead to higher prosecution rates
- ✓ Will provide support and resources to help improve the practice and retention of sexual assault nurse examiners



# Behavioral Health Workforce Development Programs

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

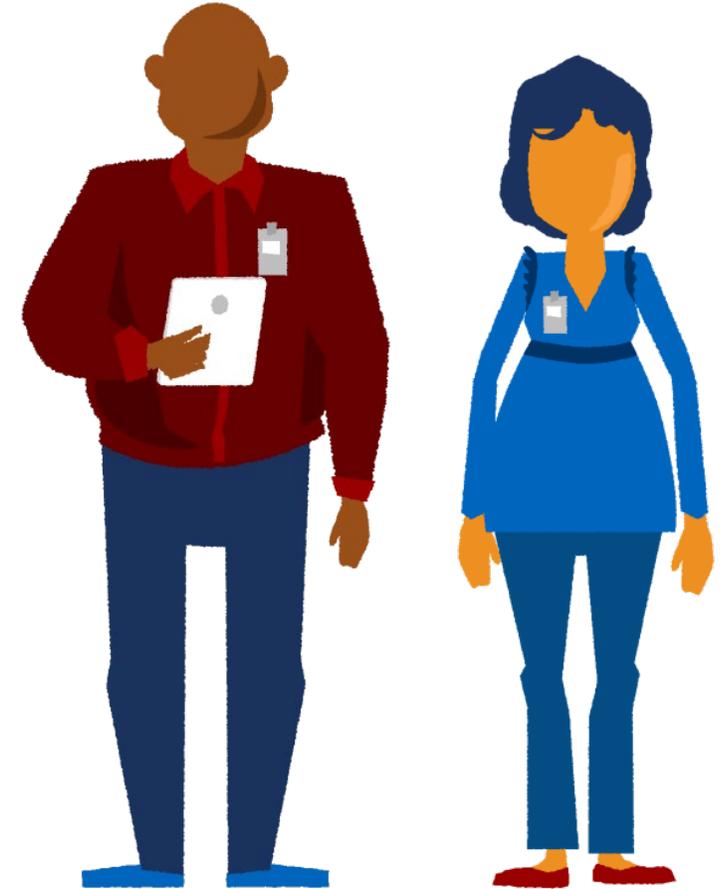
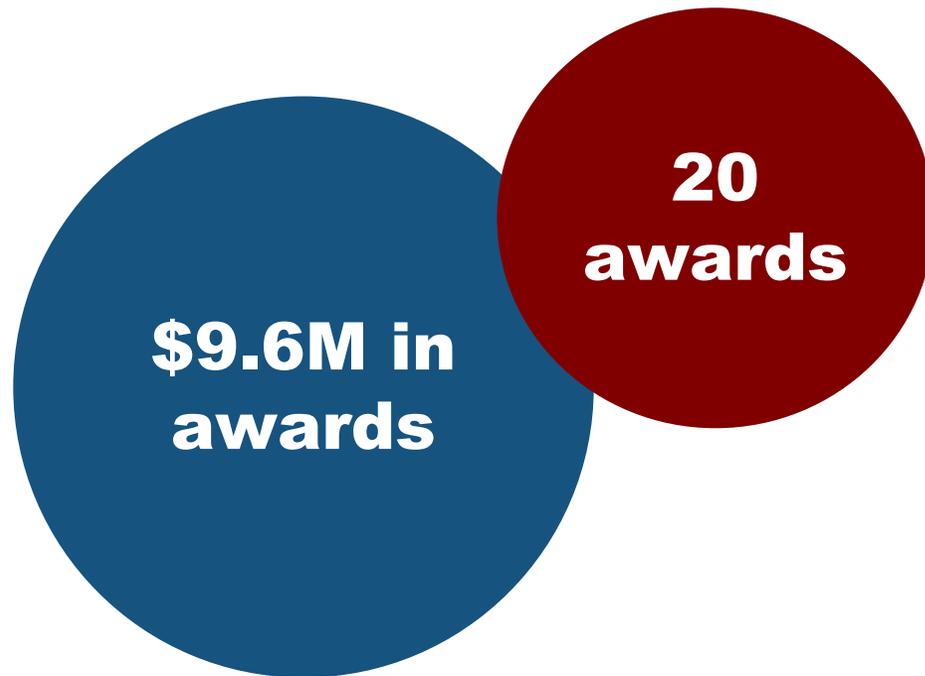
## Focus on:

- measuring and addressing supply and distribution challenges to ensure access to care for underserved populations across the U.S.
- preparing a diverse health care workforce to ensure interdisciplinary, culturally competent care for all Americans
- training primary care providers to obtain specialized addiction medicine expertise, including waivers to prescribe buprenorphine and other Medication Assisted Treatment (MAT)



# NEPQR – Behavioral Health Integration (FY20)

- ✓ Expands evidence-based practices into nurse-led primary care teams
- ✓ Increases access to care, enhances care coordination, and improves patient, family, and community outcomes in rural and underserved areas



# Nurse Anesthetist Traineeship (NAT) Program

- ✓ Certified Registered Nurse Anesthetists (CRNAs) play an integral role in appropriate use of opioids for patients receiving anesthesia, sedation, and pain management services for acute and chronic pain.
- ✓ CRNAs are the primary providers of anesthesia care in rural America and, in some instances, may be the sole provider of anesthesia services.
- ✓ Because they are more likely to practice in rural areas where the opioid crisis is most acute, CRNAs are on the frontlines of the opioid crisis.
- ✓ NAT increases the number of CRNAs who can practice independently and collaboratively within interprofessional teams delivering evidence-based, high-quality, and safe anesthesia and pain management services.
- ✓ Provides support to full-time nurse anesthetist trainees, through educational institutions, to reduce the financial burden on students.



**\$2.25M in  
awards**

**80  
awards**

# 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

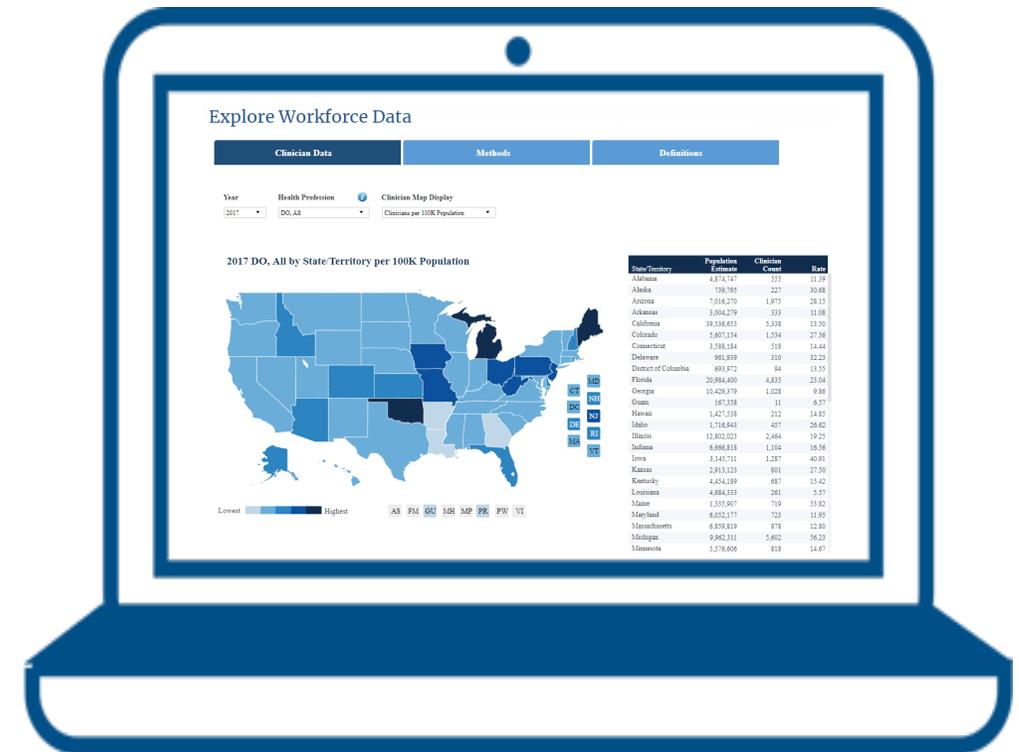
## Future: Optimized

- 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

# National Center for Health Workforce Analysis (NCHWA)

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

- ✓ Conduct research on the sufficiency, geographic distribution, and education of the U.S. health workforce
- ✓ Share public use data, including the Area Health Resources Files and the National Sample Survey of Registered Nurses
- ✓ U. S. government's designated focal point for reporting health workforce data to the World Health Organization
- ✓ Support health services research at various universities through Health Workforce Research Centers

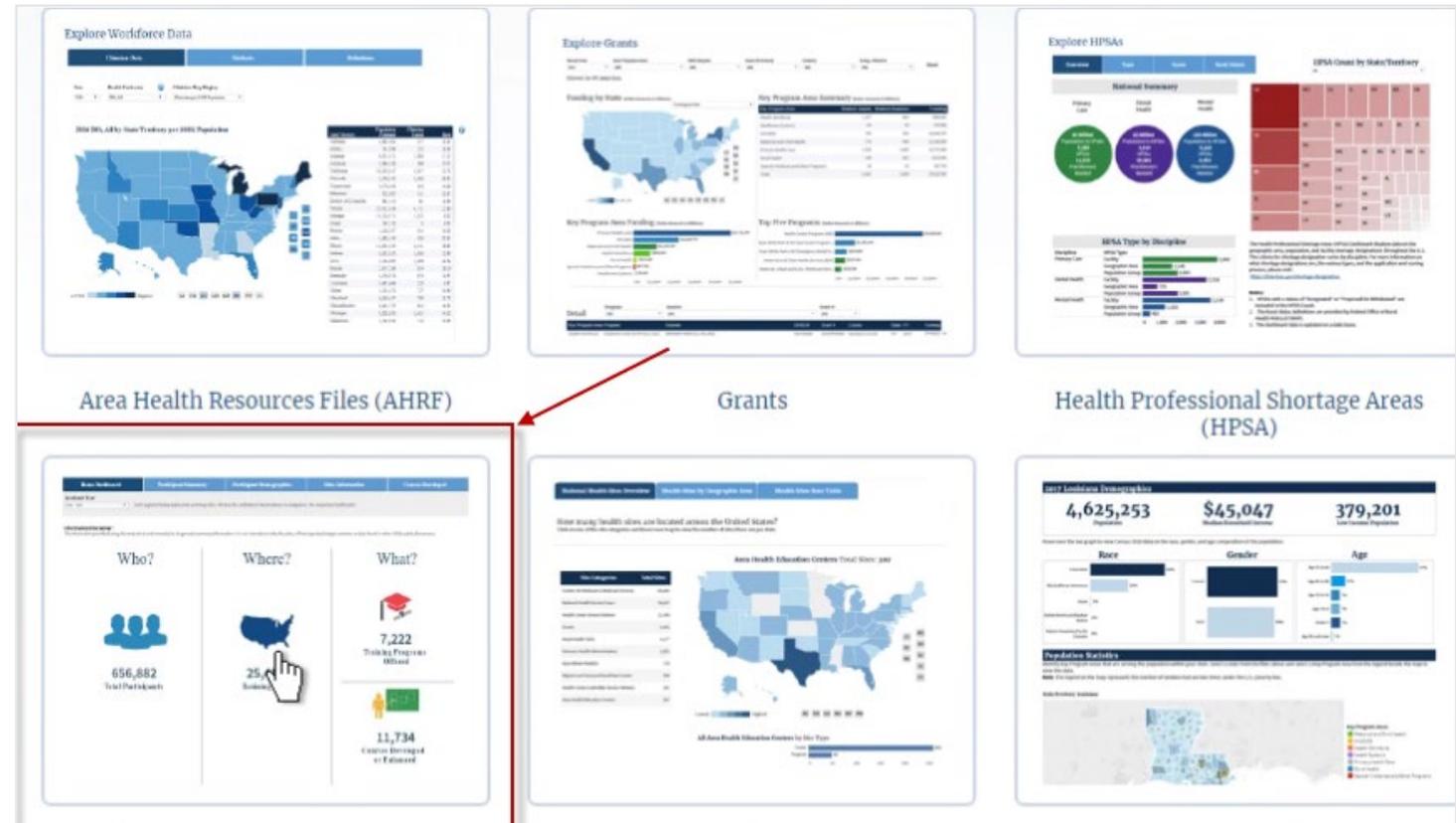


<https://data.hrsa.gov/topics/health-workforce/training-programs>



# Health Professions Training Programs Dashboard

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

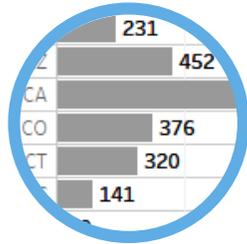


<http://data.HRSA.gov>



# Health Workforce Distribution Dashboard

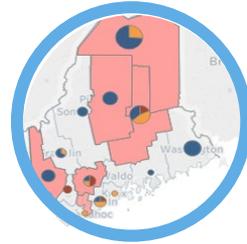
*An innovative tool to measure and map the retention of BHW-funded clinicians and trainees.*



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

<https://connector.hrsa.gov/connector>

<https://bhw.hrsa.gov/provider-recruitment/virtual-job-fairs>

## ▶ 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

# 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

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