Discussion for 17th Report

NACNEP Webinar

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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
**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**
<table>
<thead>
<tr>
<th>HRSA Workforce Programs Aim to Address</th>
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<tbody>
<tr>
<td><strong>Access</strong></td>
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<tr>
<td>• Increase access to health care for underserved and vulnerable populations</td>
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<tr>
<td><strong>Supply</strong></td>
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<tr>
<td>• Promote equilibrium in the supply and address shortages of health professionals</td>
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<tr>
<td><strong>Distribution</strong></td>
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<tr>
<td>• Improve workforce distribution so all parts of the U.S. have an adequate number of providers to meet the demand for care</td>
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<td><strong>Quality</strong></td>
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<td>• Develop a quality health workforce that is trained in and employs evidence-based techniques that reflect better patient care</td>
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Strategies for Success

- Training Students in Rural & Underserved
- Community-Based Training
- Integrating Oral and Behavioral Health into Primary Care
- Recruiting Students from Communities We Serve

How do we connect providers to rural and underserved areas?
### Fiscal Year 2020 President’s Budget Request

<table>
<thead>
<tr>
<th>Program</th>
<th>FY 2020 Request</th>
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<tr>
<td>National Health Service Corps</td>
<td>$415 million</td>
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<tr>
<td>Teaching Health Center Graduate Medical Education</td>
<td>$126.5 million</td>
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<tr>
<td>Behavioral Health Workforce Development</td>
<td>$111.9 million</td>
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<tr>
<td>Nurse Corps</td>
<td>$83.1 million</td>
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<tr>
<td>National Center for Health Workforce Analysis</td>
<td>$4.7 million</td>
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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

$9.6M in awards

20 awards
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.

Nurse Anesthetist Traineeship (NAT) Program

$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
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
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

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

https://connector.hrsa.gov/connector
https://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

What other education and training opportunities exist?
Questions
Contact Us

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