

Health Workforce: A Three Lane Approach to Health Equity

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The Truth about the Future of Health Care

U.S. Health Workforce Projections



Demand is growing at a faster rate than provider supply.

- Demand for primary care calls for a 14% rise in FTE physicians
- Demand for psychologists calls for a 10% rise in FTE psychologists
- Demand for dentists calls for a 10% rise in FTE dentists



The US is projected to be short more than:

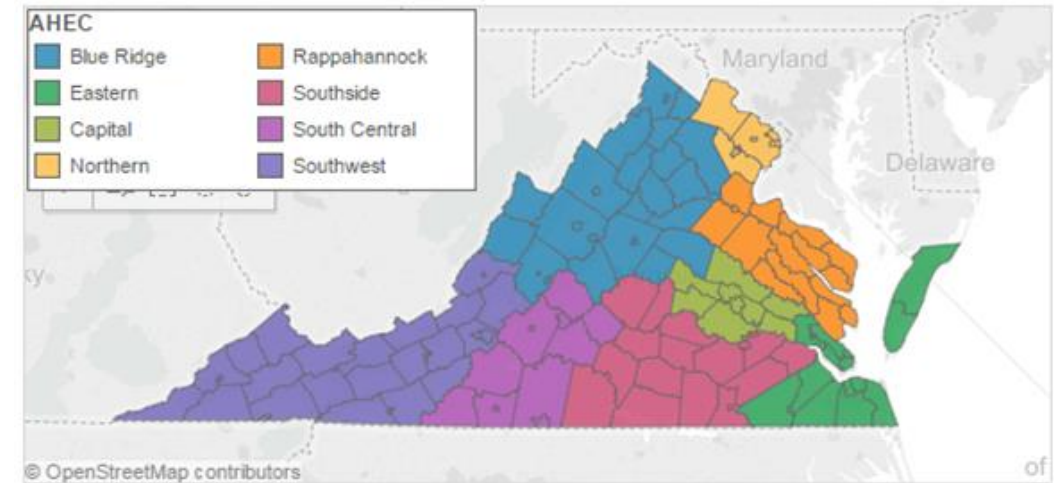
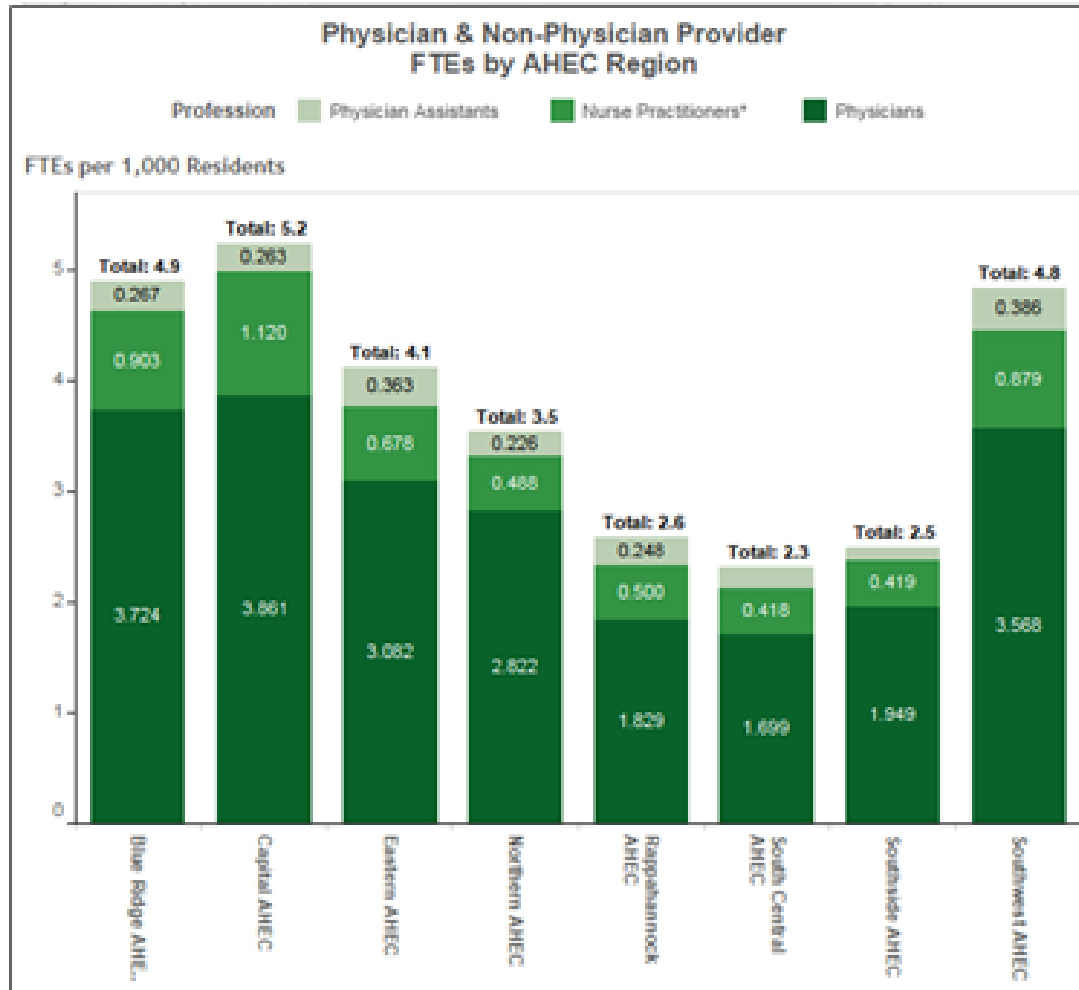
- 20,400 primary care physicians by 2020
- 20,600 psychologists by 2025
- 15,600 dentists by 2025



Source: <https://bhw.hrsa.gov/health-workforce-analysis/research/projections>



Distribution



PAVING THE ROAD TO HEALTH EQUITY



Virginia's Plan for Well-Being: Aims & Goals

AIM 1 » Healthy, Connected Communities

GOAL 1.1 Virginia's Families Maintain Economic Stability

GOAL 1.2 Virginia's Communities Collaborate to Improve the Population's Health

AIM 2 » Strong Start for Children

GOAL 2.1 Virginians Plan Their Pregnancies

GOAL 2.2 Virginia's Children are Prepared to Succeed in Kindergarten

GOAL 2.3 The Racial Disparity in Virginia's Infant Mortality Rate is Eliminated

AIM 3 » Preventive Actions

GOAL 3.1 Virginians Follow a Healthy Diet and Live Actively

GOAL 3.2 Virginia Prevents Nicotine Dependency

GOAL 3.3 Virginians Are Protected Against Vaccine-Preventable Diseases

GOAL 3.4 In Virginia, Cancers Are Prevented or Diagnosed at the Earliest Stage Possible

GOAL 3.5 Virginians Have Lifelong Wellness

AIM 4 » System of Health Care

GOAL 4.1 Virginia Has a Strong Primary Care System Linked to Behavioral Health Care, Oral Health Care, and Community Support Systems

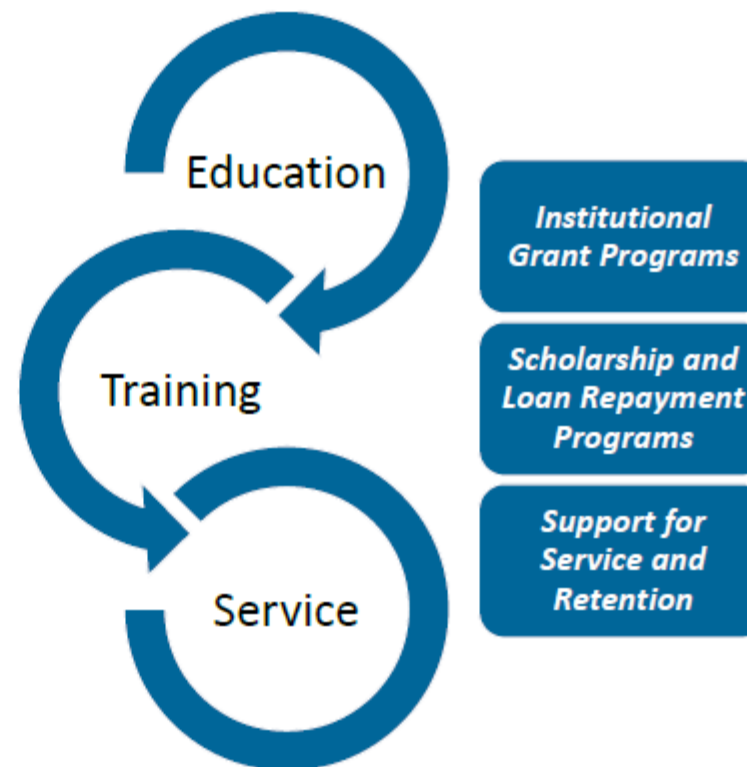
GOAL 4.2 Virginia's Health IT System Connects People, Services and Information to Support Optimal Health Outcomes

GOAL 4.3 Health Care-Associated Infections in Virginia are Prevented and Controlled

Bureau of Health Workforce Vision and Mission

VISION – From education and training to service, BHW will make a positive and sustained impact on healthcare delivery for underserved communities.

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



HRSA
Health Resources & Services Administration

VDH Office of Health Equity

Mission:

To identify health inequities and their root causes and promote equitable opportunities to be healthy.

- State Office of Rural Health
- State Primary Care Office
- Office of Multicultural Health & Community Engagement
- Division of Social Epidemiology

<http://www.vdh.virginia.gov/health-equity/>

Division of Social Epidemiology

Vision

Information with Impact.

Mission

To provide information and insight to the public, stakeholders and policy-makers that inspires them to take actions that improve the lives of vulnerable Virginians

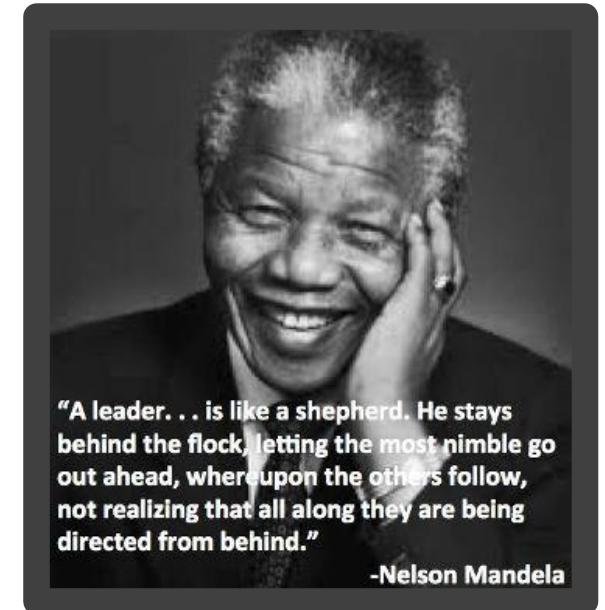
Strategic Priorities

- Engage stakeholders, policymakers and the public with actionable information.
- Cultivate a stable workforce with diverse academic backgrounds, experiences and skills.
- Develop high quality data products and continuously improve existing products.
- Translate social epidemiology research to the Commonwealth.

<http://www.vdh.virginia.gov/health-equity/division-of-social-epidemiology/>



Leading with Data



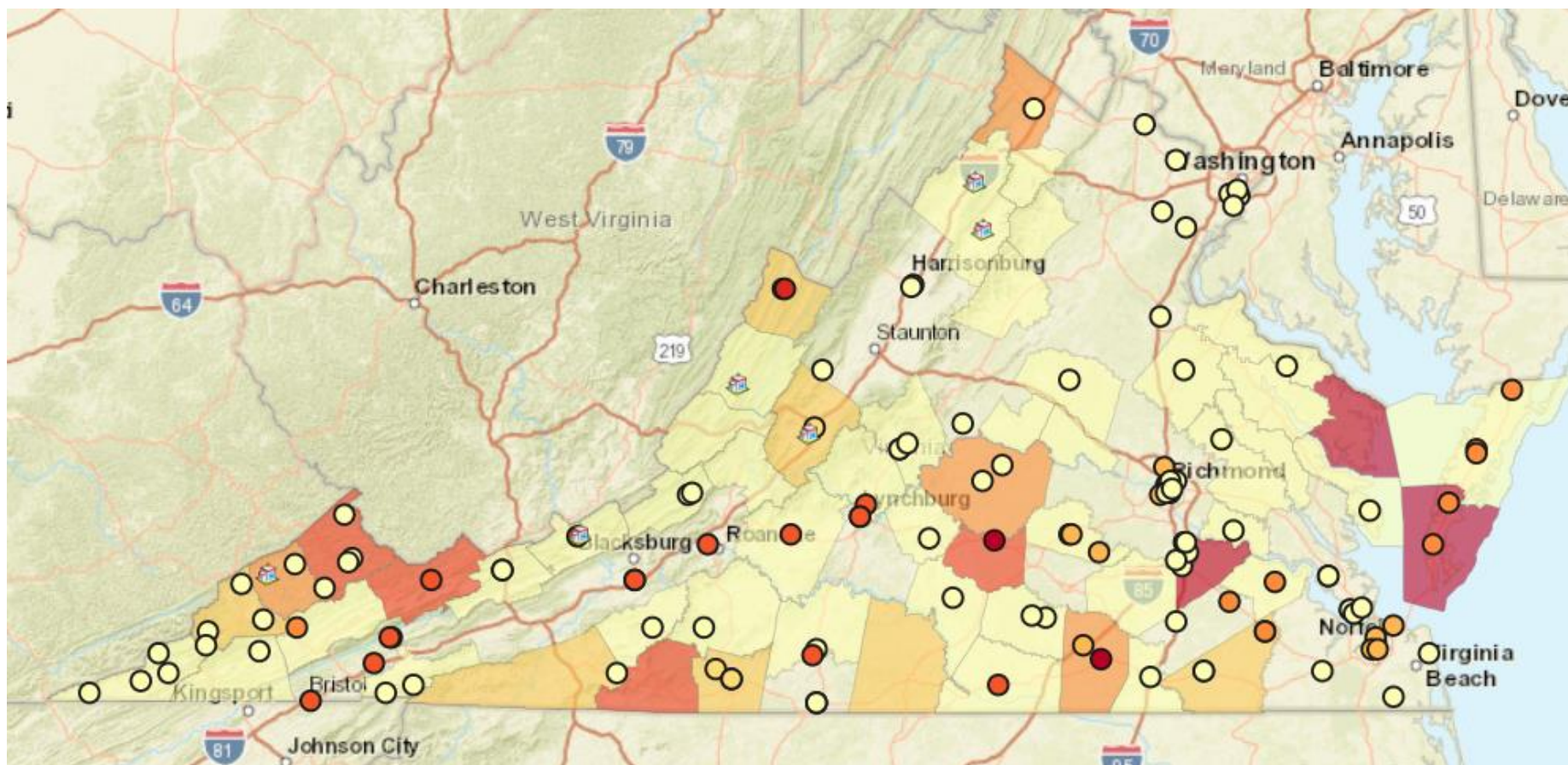
Health Professional Shortage Areas (HPSAs)

Federally Designated

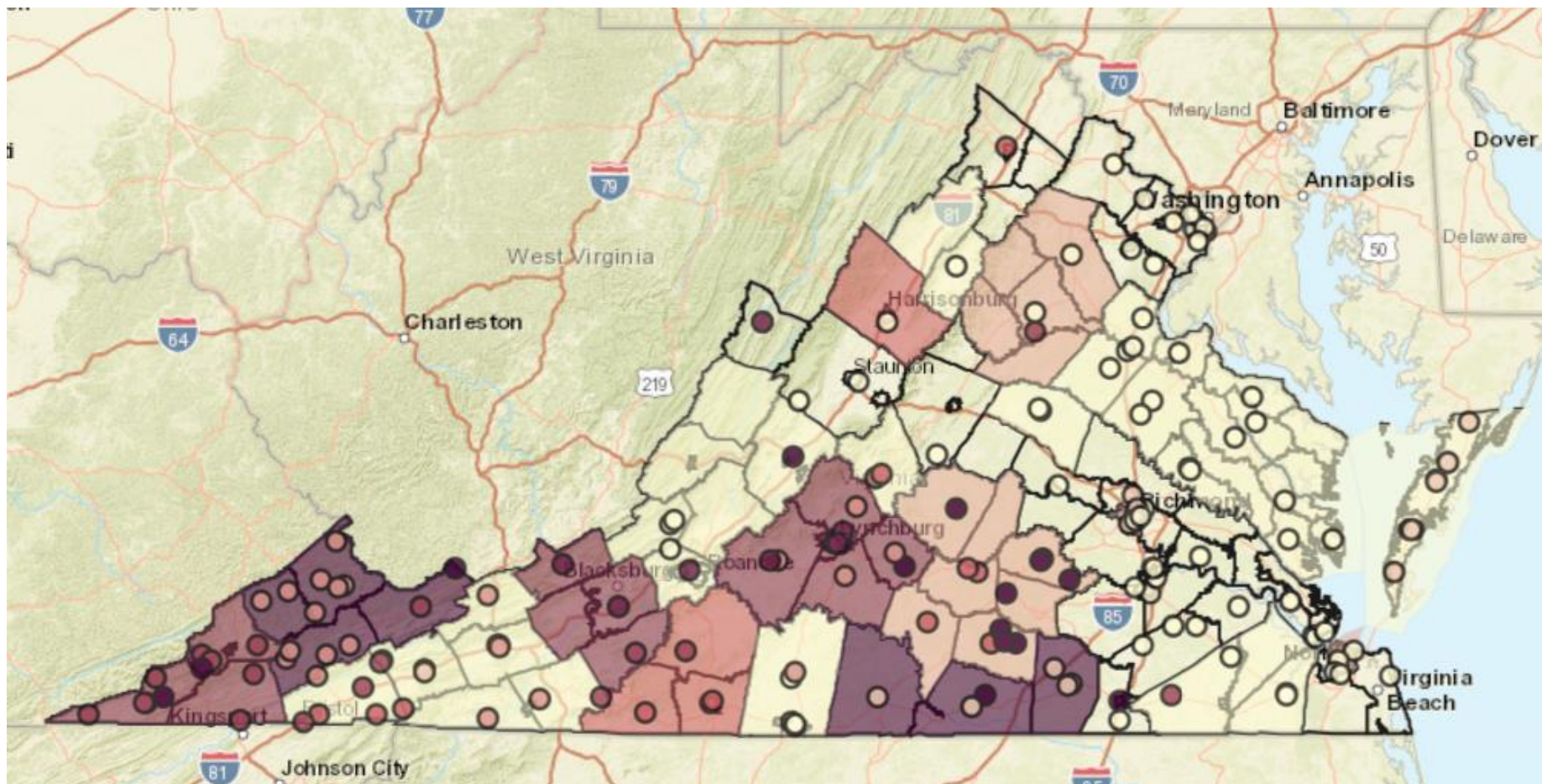
Intended to identify areas
with workforce shortages.

Guide placement of
professional recruitment &
training resources.

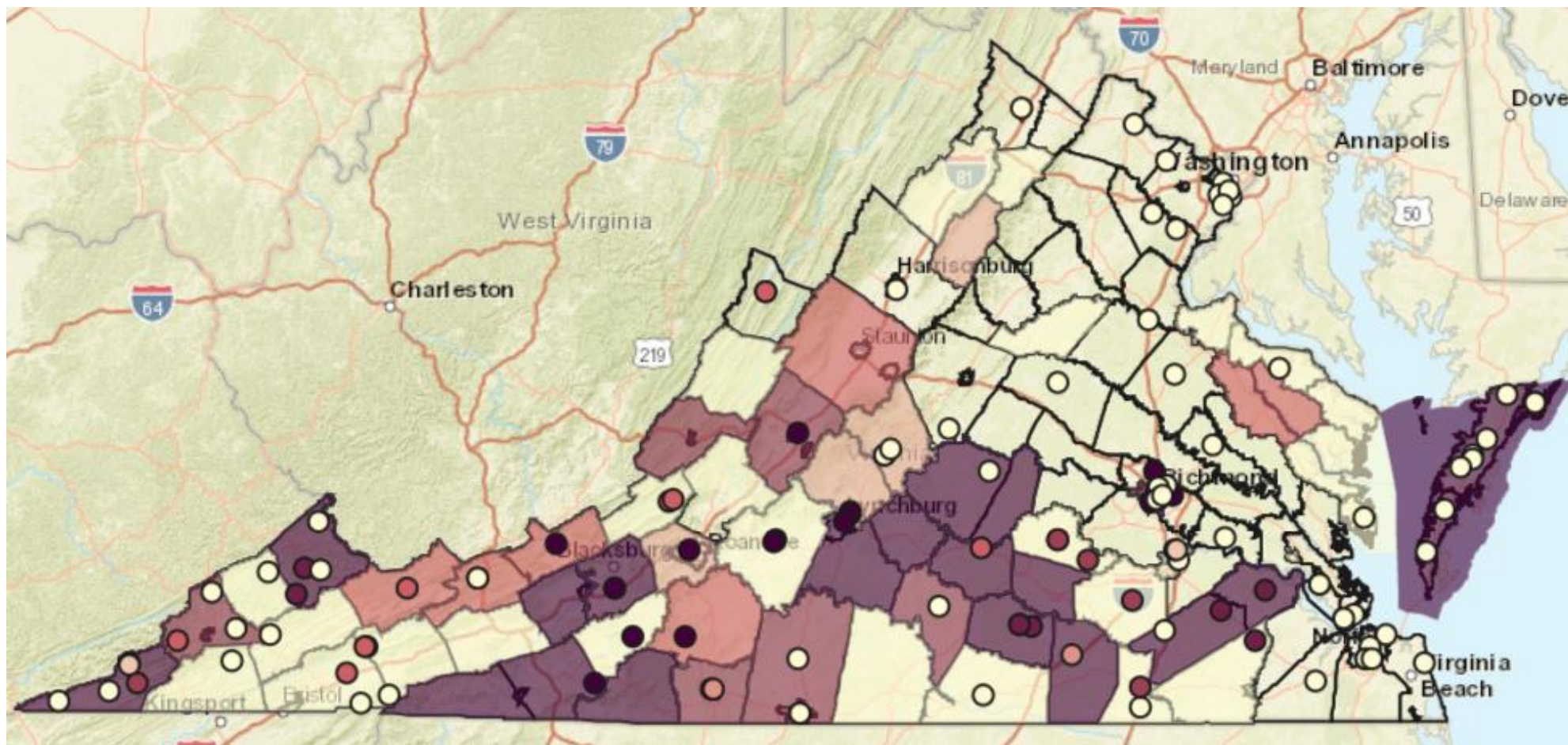
Virginia Primary Care HPSAs



Virginia Mental Health HPSAs



Virginia Dental HPSAs

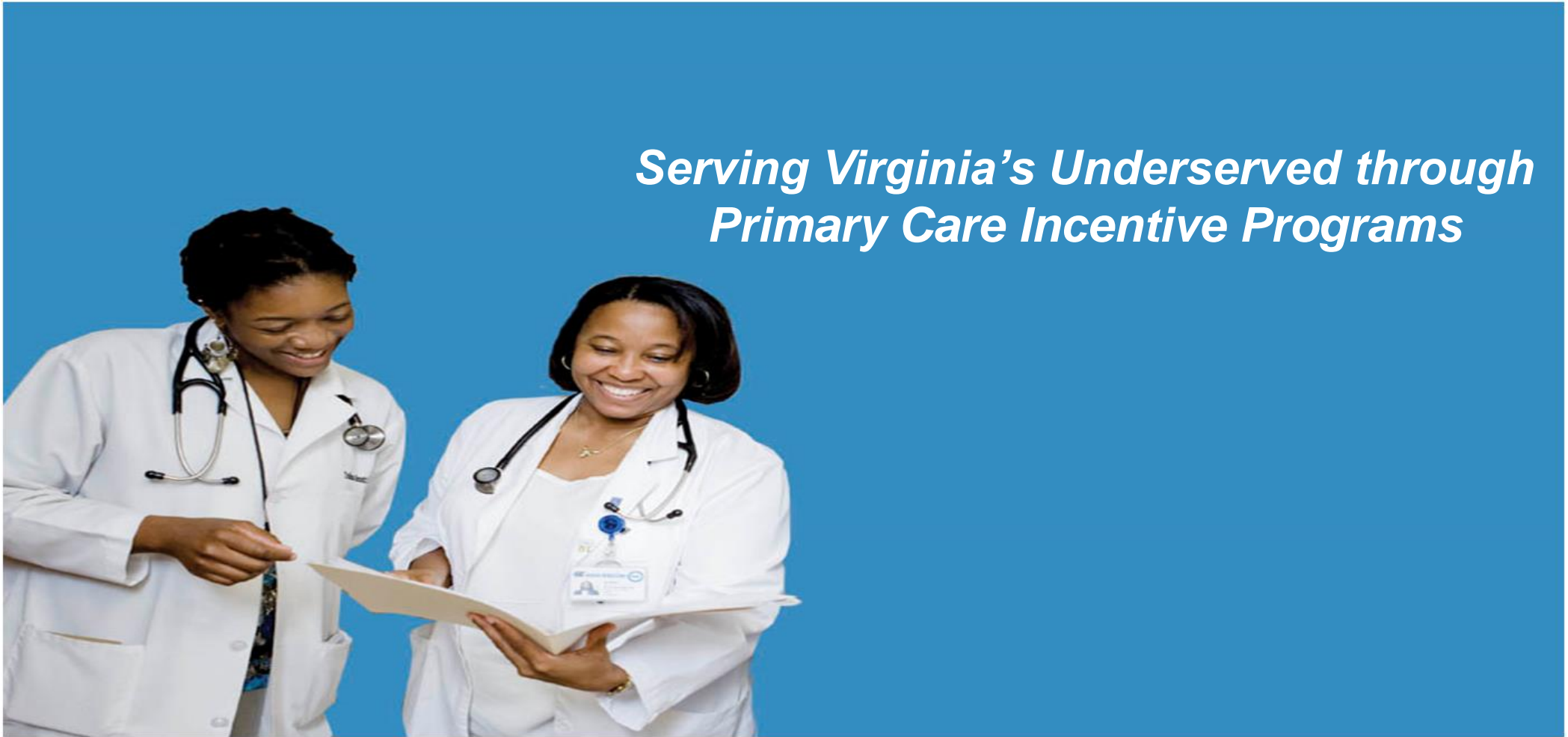


Virginia Department of Health – Office of Health Equity (VDH-OHE)

Incentive Programs

Health Workforce

*Serving Virginia's Underserved through
Primary Care Incentive Programs*



Health Workforce Goal:

Improve access to care:

- Recruit health care practitioners
- Retain health care practitioners
- Provide technical assistance to provider groups, clinics, hospitals

Types of Programs

Administer

- VA- SLRP (Virginia State Loan Repayment Program)- ***Federal***
- Virginia Conrad 30 Waiver Program- ***Federal***
- National Interest Waiver (NIW)- ***Federal***
- Four (4) Nursing Scholarships- ***State***

Promote/Technical Assistance

- National Health Service Corp Programs- ***Federal***
- ARC J-1 Waiver- ***Federal***

VA- SLRP

Incentive: Offers loan repayment in exchange for service in a HPSA in Virginia

Funding Source: \$500,000/yr. HRSA grant – Four Years

➤ 1:1 cash match required

State Match: \$300,000 for FY19

- Current source(s) of cash match: community & employers
- Former source- The Virginia Health Care Foundation

VA-SLRP Resources

- Application Cycle: **January 1 – March 31**

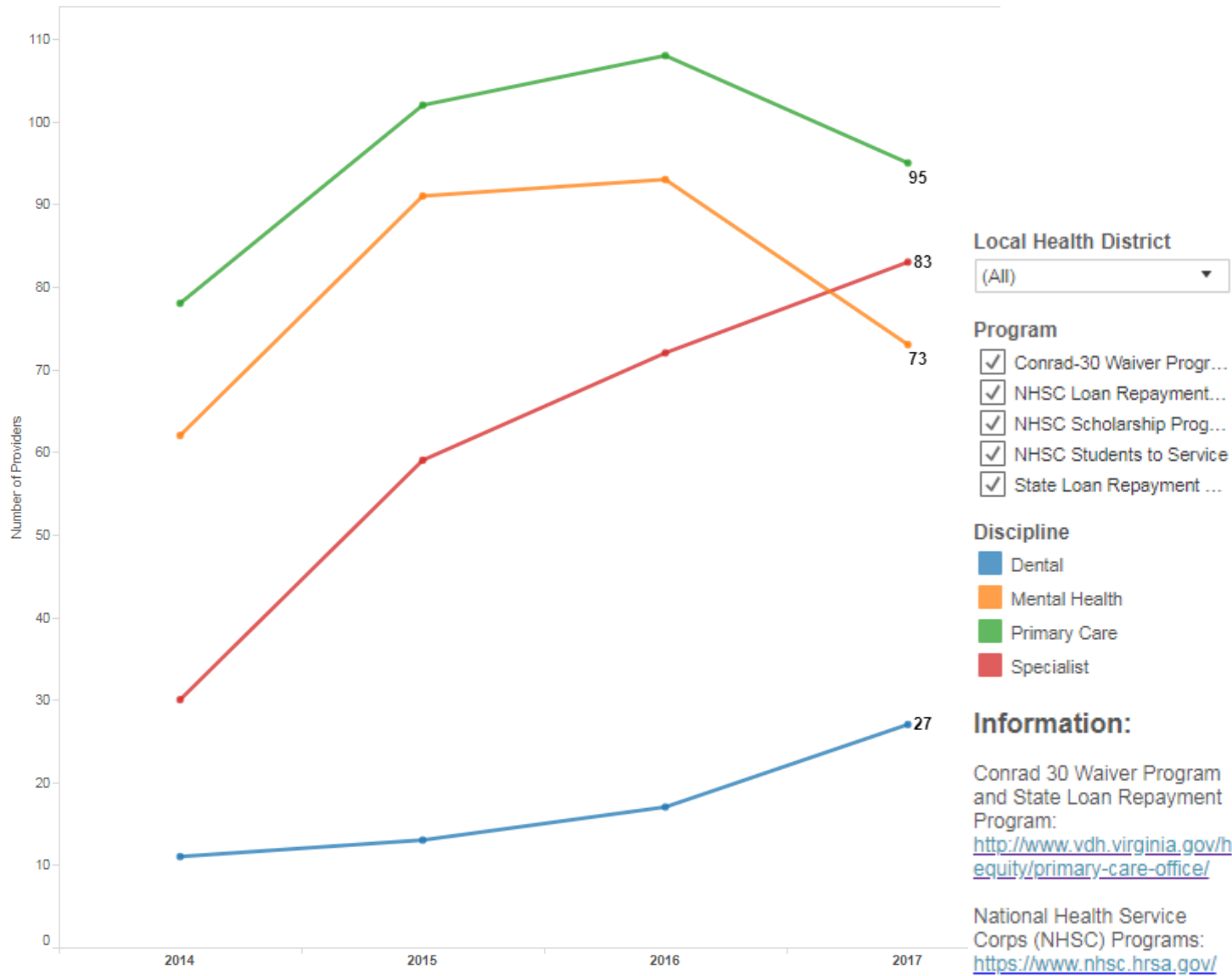
- Eligibility guidelines:

<http://www.vdh.virginia.gov/OMHHE/primarycare/incentives/loanrepayment/documents/Virgina%20State%20Loan%20Repayment%20Program%20Eligibility%20Guidelines.pdf>

- Applications and forms: <http://www.vdh.virginia.gov/health-equity/virginia-loan-repayment-programs-2/>

Measuring Our Impact

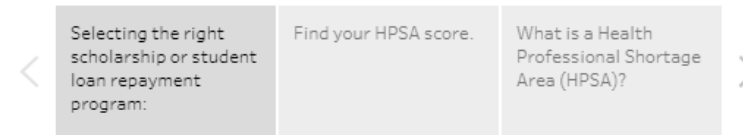
Workforce Incentive Programs



<https://public.tableau.com/profile/vdh.omhhe#!/vizhome/OHEWorkforceImpact/Story1>

Workforce Guidance for Practitioners

https://public.tableau.com/viz/DecisionTableJustinUpdates_0/Story2?:embed=y&:display_count=yes



I am, or soon will be, a health professions...

- ☒ (All)
- ☐ Faculty*
- ☐ Licensed Provider
- ☐ Student

*Choose "Eligible health professions school" for facility type and "N/A (I am Faculty)" for HPSA Score below.

I work in...

- ☒ (All)
- ☐ Dental Health (Primary)
- ☐ Medical Primary Care
- ☐ Mental and Behavioral Health
- ☐ Specialist

I am a...

(All)

I work in, or will work in a...

(All)

My HPSA Score

- ☒ (All)
- ☐ 13 or Lower
- ☐ 14 to 17**
- ☐ 18 or Higher
- ☐ N/A (I am Faculty)

To find your HPSA score, see tab above.

Foreign born providers seeking visa waivers or sponsorships use this link: <http://www.vdh.virginia.gov/health-equity/conrad-30-waiver-program-overview/>

The Virginia Board of Nursing funds several scholarships for Virginia students: <http://www.vdh.virginia.gov/health-equity/forms-and-applications/>

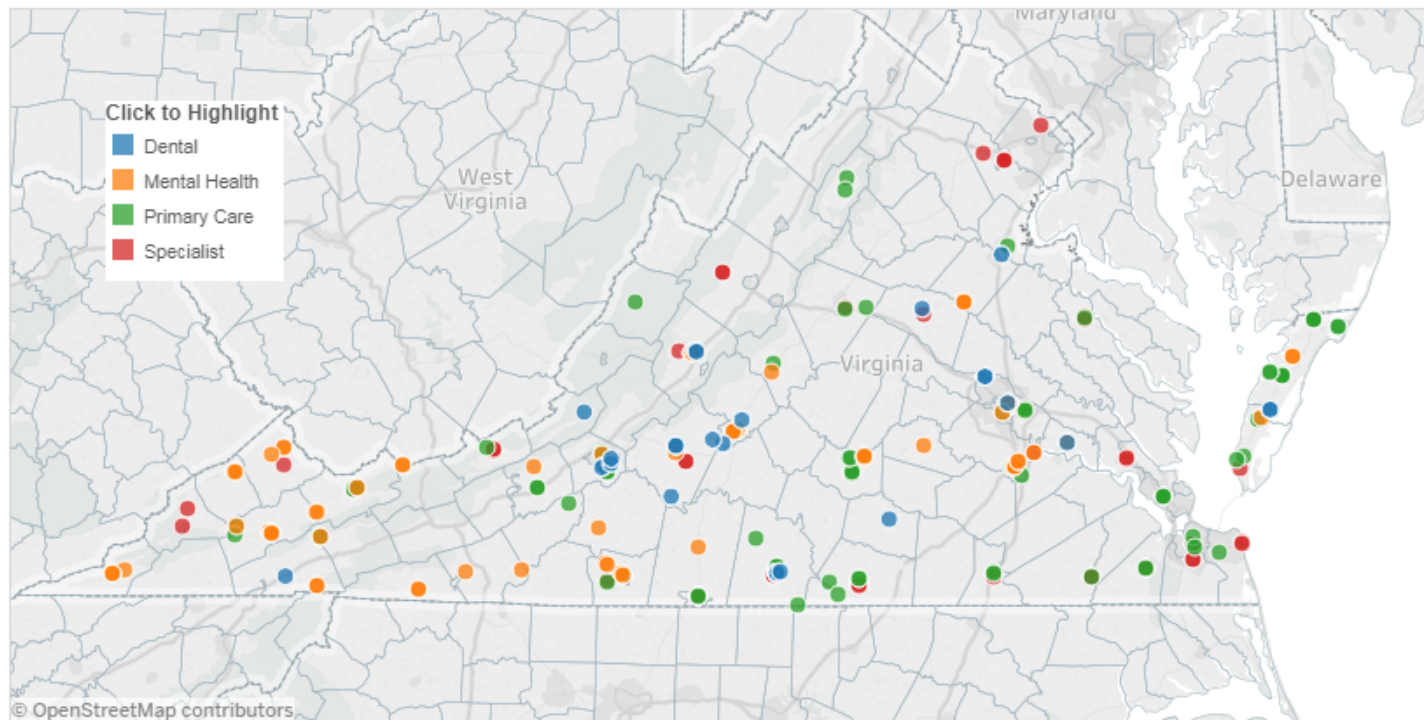
Instructions

Getting credentialed to work in healthcare can be an expensive proposition. There are a number of programs that can help, but they can be confusing. This tool can help point you in the right direction. Select the answers that best describe you in the boxes to the left. The programs listed at the bottom are your best bet for assistance. We wish these were the only questions you had to answer, but be sure to follow the links to get full information on each program's eligibility requirements, application process and other miscellaneous caveats.

This tool is only an introduction and is not a substitute for performing your own research on financial options. If you do not find a program to suit your needs, please contact your financial aid or human resources office at your school or employer, or the Office of Health Equity.

Loan Repayment Options in Virginia

Program	Full Time Payment	Minimum Commitment	Part time Option?	Taxable?	
Faculty Loan Repayment Program (FLRP)	Up to \$40,000	2 years	Yes	Yes	https://bhw.hrsa.gov/sites/default/files/bhw-hrsa-2019-01-24-flrp-fact-sheet.pdf



Report Year

2017

◀ ▶

Local Health District

(All) ▼

Program

☒ Conrad-30 Waiver Program

☒ NHSC Loan Repayment ...

☒ NHSC Scholarship Progr...

☒ NHSC Students to Service

☒ State Loan Repayment P...

Information:

Conrad 30 Waiver Program
and State Loan Repayment
Program:

<http://www.vdh.virginia.gov/health-equity/primary-care-office/>

National Health Service
Corps (NHSC) Programs:

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

County Name	Discipline	
Accomack	Mental Health	<div></div>
	Primary Care	<div></div>
Albemarle	Primary Care	<div></div>
Amelia	Mental Health	<div></div>
Amherst	Dental	<div></div>
Augusta	Specialist	<div></div>
Bath	Primary Care	<div></div>
Bedford	Dental	<div></div>
	Mental Health	<div></div>
	Primary Care	<div></div>
	Specialist	<div></div>



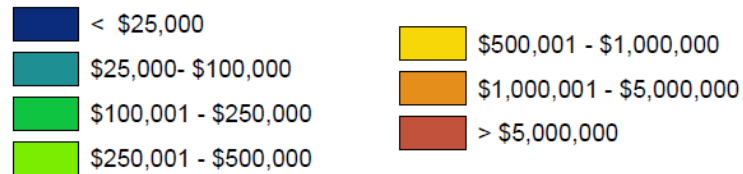
Survey of Obligated Providers UNC Sheps Center

- Clinician Demographics & Specialty
- Employer Information
- Community & Practice Rating
- Anticipated Retention
- Actual Retention
- Factors Affecting Retention
- Factors Affecting Service Choice
- Employer Satisfaction

HPSA Demographics

HPSA Geography Type	Virginia	Primary Care HPSA	Dental HPSA	Mental HPSA
Socioeconomic Indicators				
Poverty (Total Population)	11.5%	18.7%	17.5%	15.1%
Children (Under 18)	15.2%	27.0%	23.5%	19.9%
Uninsured	12.1%	14.5%	13.4%	12.7%
Less than High School Education	11.6%	19.4%	17.4%	16.3%
Unemployment	6.9%	5.5%	4.7%	4.7%
Demographics				
White Population	71.9%	67.3%	79.5%	79.1%
Black Population	20.8%	29.2%	16.4%	16.2%
Other	7.3%	3.5%	4.1%	4.7%

Estimated Medicare Bonus Payments Resulting From Geographic HPSA Designations: 2016



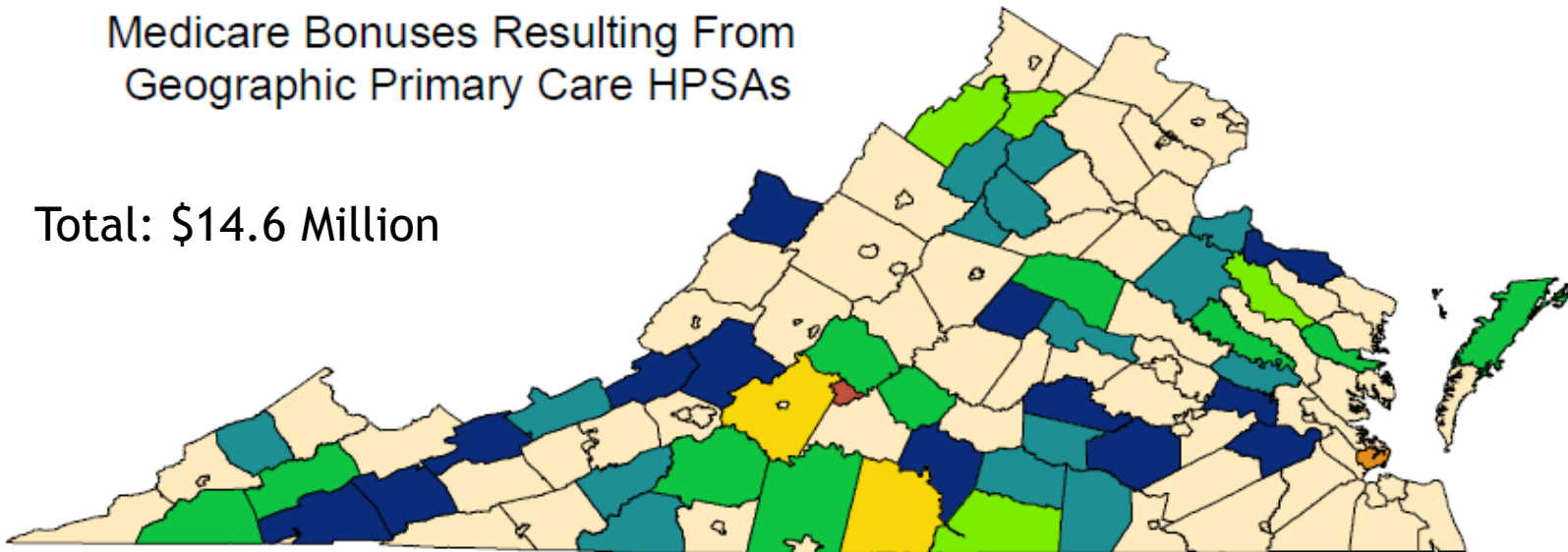
Data Sources:

*CMS Medicare Claims Data Portal (2016)

*HRSA Data Warehouse (2018)

Medicare Bonuses Resulting From
Geographic Primary Care HPSAs

Total: \$14.6 Million



Economic Impact Analysis

Locality	Supported Providers	Economic Impact	Jobs Supported
Charles City County	Licensed Clinical Social Worker	\$137,002	1.4
Franklin County	Physician Assistant	\$148,219	1.6
Fredericksburg city	Nurse Practitioner-Mental Health	\$270,839	2.2
Halifax County (3 total)	Family Medicine Physician OB/GYN Dentist	\$1,102,486	7.0
Northampton County	Dentist	\$304,132	1.9
Orange County	Dentist	\$361,188	1.9
Prince Edward County	Nurse Practitioner-Family	\$157,116	1.8
Smyth County	Psychiatrist	\$424,988	3.6
Regional Impact	NA	\$495,046	4.5
Total	10 recipients	\$3,401,016	25.9

ⁱ Gross Regional Product (GRP), or Total Value Added in IMPLAN, represents the additional value created through the production process over the cost of the inputs. It is effectively net output (revenues less intermediate expenditures) and includes labor income, taxes on production and imports (net of subsidies), and other property income.

ⁱⁱ The IMPLAN model produces employment figures as average annual headcounts, which includes full-time, part-time, and seasonal workers. We converted raw outputs to full-time equivalents (FTEs) using industry-specific conversion values.

Questions?

For more information, please contact:

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