



National Center for Workforce Analysis

National Advisory Committee for
National Health Service Corps (NHSC)

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Bureau of Health Workforce (BHW)

Vision: Healthy Communities, Healthy People



Icebreaker!

Which industry has the highest employment and annual payroll in the U.S.?



U.S. Health Workforce: Broad Issues

1. Distribution: Are occupations distributed evenly in all geographic areas, so as to ensure access to health care and supports for the entire U.S. population?
2. Quality: Is the health workforce well trained in evidence-based practices that result in better service provision and care? Which occupations provide what services, and who else can provide them?
3. Adequacy: Is there equilibrium in the supply of and demand for health workers, or are there occupations with shortages or oversupplies?
4. Access: Are there health care providers, services and funding to get individuals in a community the care they need/want? Workforce = Access
5. Data: U.S. health workforce data is good, but not great



Current Trends

- Persistent mal-distribution, rural vs. urban geographies (*Distribution*)
- Lack of health equity, diversity in the U.S. health care workforce (*Quality*)
- Rebuilding of the Public Health Workforce, impact of COVID (*Adequacy*)
- Telehealth (*Access*)
- Need versus Demand (*Data*)

And...

- Burnout, well-being and resiliency of health care workforce
- Twin crises: Opioid Epidemic and COVID-19 Pandemic



National Center for Health Workforce Analysis

- **OVERVIEW** –NCHWA’s mission is to support informed public-private sector decision making on a broad range of issues around the U.S. health care and health support workforce by expanding the evidence-base.
- **IMPACT** – To produce, fund, and disseminate research findings and data on the U.S. health care and health support workforces.



Primary Activities

- 1) Conduct **intramural research** on the U.S. health workforce
- 2) Fund **extramural research** on the U.S. health workforce
- 3) Determine the **adequacy of the U.S. health workforce**
- 4) Evaluate federal health **workforce development programs**
- 5) Disseminate **data and findings** on the U.S. health workforce



Highlights—National Work

EXTRAMURAL RESEARCH

- Implement the [Health Workforce Research Center \(HWRC\)](#) cooperative agreement program



INTRAMURAL RESEARCH

- Produce occupational projections using our [Health Workforce Simulation Model \(HWSM\)](#)
- Purchase data on the U.S. health care workforce from external sources
- Implement the [National Sample Survey of Registered Nurses \(NSSRN\)](#)
- Publish the [Area Health Resources File \(AHRF\)](#)
- Generate and publish original research reports, e.g. the “U.S. Health Workforce Chartbook,”
- Serve as HHS Representatives for the [Standard Occupational Classification \(SOC\)](#) taxonomy
- Serve as *Designated Focal Point* for the [World Health Organization \(WHO\)](#) reporting on the U.S. health care workforce

Health Workforce Research Center program

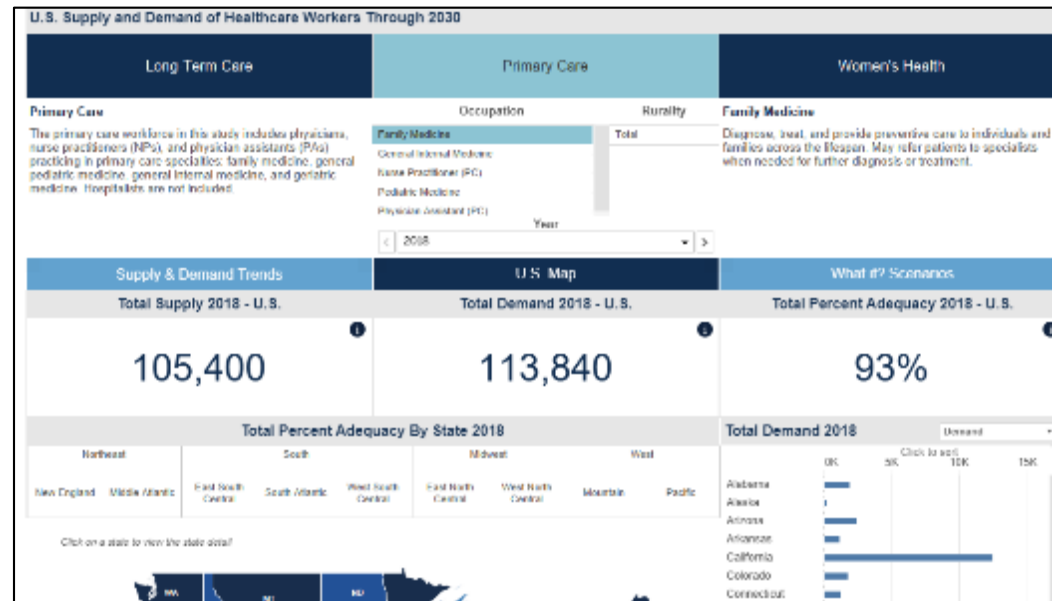
The HWRC program supports research that helps decision-makers at the federal, state, and local levels understand health workforce needs.

- [State University of New York \(SUNY\) at Albany](#)
Focus: Oral Health workforce
- [University of California at San Francisco](#)
Focus: Long-Term Services and Supports workforce
- [University of Michigan](#)
Focus: Behavioral Health workforce
- [University of Washington](#)
Focus: Allied Health workforce
- [George Washington University](#)
Focus: Emerging Issues
- [University of North Carolina at Chapel Hill](#)
Focus: Emerging Issues
- [University of Washington](#)
Focus: Health equity and health workforce diversity
- [George Washington University](#)
Focus: Equity in health workforce education and training
- [State University of New York \(SUNY\) at Albany](#)
Focus: Technical assistance for workforce planning and development



Workforce Modeling

- **Health Workforce Simulation Model (HWSM)** established in 2013
- Projects workforce estimates (actual FTEs), not employment (jobs)
- Estimates workforce supply, and demand for individual occupations at the national and state level
- Enabled HRSA to project for many more individual occupations simultaneously, replicating behavior and labor market patterns of real-life workforce

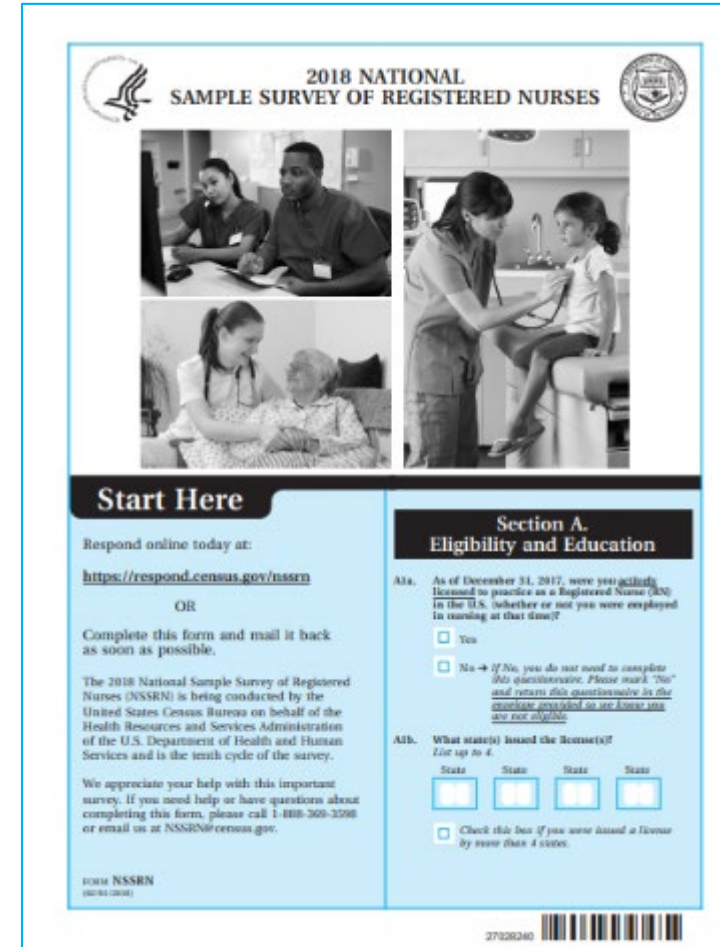


National Sample Survey of Registered Nurses

Conducted by HRSA approximately every 4 years from 1977-2008, 2018-?

Topics include:

- States of current **licenses**,
- **Education and training** in nursing,
- Current and past nursing **workforce participation**,
- **Income and demographic** characteristics, and
- Professional nursing **certifications**



The image shows a sample survey form titled "2018 NATIONAL SAMPLE SURVEY OF REGISTERED NURSES". It features a header with the title and logos of the U.S. Department of Health and Human Services and the U.S. Census Bureau. Below the header are three photographs: a nurse and a patient, a nurse and a child, and a nurse and an elderly patient. The form is divided into two main sections: "Start Here" and "Section A. Eligibility and Education".

Start Here

Respond online today at:
<https://respond.census.gov/nssrn>

OR

Complete this form and mail it back as soon as possible.

The 2018 National Sample Survey of Registered Nurses (NSSRN) is being conducted by the United States Census Bureau on behalf of the Health Resources and Services Administration of the U.S. Department of Health and Human Services and is the tenth cycle of the survey.

We appreciate your help with this important survey. If you need help or have questions about completing this form, please call 1-888-368-3298 or email us at NSSRN@census.gov.

FORM NSSRN
(01/11/2018)

Section A. Eligibility and Education

A1a. As of December 31, 2017, were you actively licensed to practice as a Registered Nurse (RN) in the U.S. (whether or not you were employed in nursing at that time)?

Yes

No → If No, you do not need to complete this questionnaire. Please mark "No" and return this questionnaire to the [envelope provided on our home site](#) or fax [option](#).

A1b. What state(s) issued the license(s)?
List up to 4.

State State State State

Check this box if you were issued a license by more than 4 states.

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Area Health Resources Files

Includes data on Health Care Professions, Health Facilities, Population Characteristics, Economics, Health Professions Training, Hospital Utilization, Hospital Expenditures, and Environment at the county, state and national levels, from over 50 data sources.

Explore Workforce Data [Methods and Definitions PDF](#)

Clinician Data Data as of 07/31/2021

AHRF Release Year: 2020-2021
Health Profession: M.D. (County Level File)
Health Profession Subcategory: All M.D.
Population Category: All (County Level File)
Population Subcategory: Population, All
State: All States

Reset **Submit**

AHRF Release Year
The AHRF is released annually by the Bureau of Health Workforce. The AHRF release year corresponds to the fiscal year (October 1 to September 30) the data was published. In each release, the data source years i... [More](#)

M.D. (County Level File) - All M.D.
Includes M.D. with active or inactive status, classified or not classified status, and employed by federal government or non-federal industry. Inactive Status includes physicians who are retired, semiretired, w... [More](#)



Highlights—BHW Work

PROGRAM PERFORMANCE

- Lead program performance measurement, analysis, and reporting for BHW, including development and maintenance of the [Health Professions Training Program Dashboard](#)
- Guide BHW's efforts to use performance information to improve program planning and implementation.

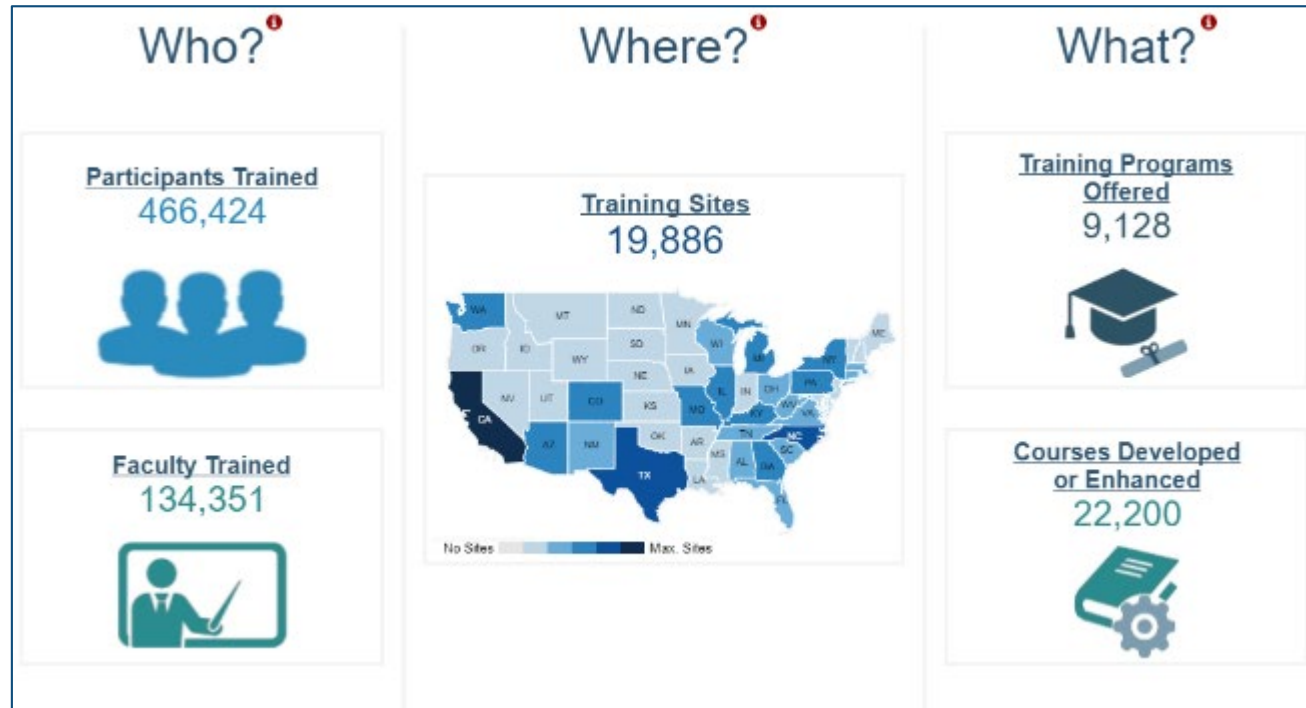
PROGRAM EVALUATION

- Produce analyses that determine how BHW investments have been carried out by grantees, and how they are impacting outcomes in any of these four outcome areas: *Sufficiency, Distribution, Access and Quality.*
- Lead large, cross-BHW evaluations (e.g. Substance Use Disorder investment evaluation)



Health Professions Dashboard

Displays aggregated performance data for HRSA-awarded health professions training grants from Academic Year 2012-2013 to present.



Program Evaluation

Assessing BHW program performance and impact during and after completion.

For example...

- NCHWA estimated that by 2025, significant shortages of psychologists, social workers, school counselors and marriage and family therapists would equal approximately 41,340 FTEs.
- In its first five years, HRSA's BHWET program reduced this projected shortage by 27% with the graduates it added to the workforce supply – significantly increasing access to health care services. This includes already reducing the projected national shortage of social workers by 46%.
- By 2025, the BHWET program is projected to eliminate over 40% of the projected shortfall of behavioral health providers, and additionally provide thousands of new paraprofessionals to enhance the nation's health workforce.

<https://bhw.hrsa.gov/data-research/review-health-workforce-research>



Challenges

1. Balancing external and internal research programs
2. Interpretation of our findings
3. Dissemination of our products



Connections

- HRSA Bureaus/Offices
- Centers for Disease Control and Prevention: National Center for Health Statistics
- Agency for Healthcare Quality and Research
- Substance Abuse and Mental Health Administration
- Assistant Secretary for Planning and Evaluation
- U.S. Department of Commerce: Census Bureau
- U.S. Department of Labor: Bureau of Labor Statistics
- U.S. Department of Education: National Center for Education Statistics
- World Health Organization
- Trade and professional organizations representing professions and occupations



Resources and Contact information

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Find us at:

- <https://bhw.hrsa.gov/data-research/review-health-workforce-research>
- <https://data.hrsa.gov>



Questions



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