



# Performance Measurement, Reporting and Evaluation in the Bureau of Health Workforce: An Update from the National Center for Health Workforce Analysis

**Hayden O. Kepley, Ph.D.**  
**Chief, Performance Metrics and Evaluation Branch**

**U.S. Department of Health and Human Services  
Health Resources and Services Administration  
Bureau of Health Workforce**

## About NCHWA

Authorized by the Affordable Care Act to:

- Support more informed public and private sector decision making related to the health workforce through expanded and improved health workforce data, projections and information.
- To promote the supply and distribution of well-prepared health workers to ensure access to high quality, efficient care for the nation.

## NCHWA's Core Activities

1. Health workforce data collection and analysis
2. Projections of supply and demand/need
3. Dissemination of findings, data and information especially to key stakeholders
4. Collaboration with states to collect and analyze health workforce data and identify needs
5. Performance measurement, data collection and analysis
6. Evaluations of BHW programs
7. Data Banks research projects

# 5. Performance Measurement, Data Collection and Analysis

- **Primary Goals**
  - Lead, guide, and coordinate performance measurement, analysis and performance reporting of the BHW's Divisions and Offices
  - Coordinate and guide the Bureau's efforts to use performance information to improve program planning and implementation
- **Responsibilities**
  - Development of performance measures to support program outcomes
  - Collection, cleaning, analysis and reporting of performance data
  - Development of annual reports for each program
  - Prepare data for public release to stakeholders
  - Provide targets and program accomplishments for the Congressional Justification
  - Respond to all data requests across the BHW

# Types of Programs in BHW

## Infrastructure Programs

- Programs that are designed to enhance the scope and/or quality health professions training programs. These programs do not provide any type of financial support to trainees.
- Examples: Area Health Education Centers, Geriatric Education Centers

## Direct Financial Support Programs

- Programs that are designed to provide trainees with financial support to cover costs associated with tuition and/or allowable living expenses.
- Examples: Primary Care Residency Expansion, Geriatric Academic Career Awards

## Multipurpose/Hybrid Programs

- Programs that provide direct financial support to trainees and also engage in 1 or more additional activities including enhancing training infrastructure or faculty development, among others.
- Examples: Graduate Psychology Education



# Required Forms

Order	Type of Form	Name of Parent Form	Name of subform/Form ID
1	Setup Form	Grant Purpose	Grant Purpose
2	Setup Form	Program Characteristics	Training Program
3	Setup Form	Faculty Development Setup	Faculty Setup
4	Performance Data	Program Characteristics	PC-1
5	Performance Data	Legislatively Required Demographic Counts	LR-1, LR-2, DV-1, DV-2
6	Performance Data	Individual Characteristics	IND-GEN
7	Performance Data	Individual Characteristics	INDGEN-PY
8	Performance Data	Experiential Characteristics Site Names	EXP-1
9	Performance Data	Experiential Characteristics Sites	EXP-2
10	Performance Data	Experiential Characteristics Counts	EXP-3
11	Performance Data	Curriculum Development and Enhancement	CDE-1
12	Performance Data	Curriculum Counts	CDE-2
13	Performance Data	Faculty Development Programs	FD-1
14	Performance Data	Faculty Development Activities	FD-2
15	Performance Data	Continuing Education	CE-1
16	Performance Data	Continuing Education Counts	CE-2

# Training Program Setup Subform

- Purpose of Subform:
  - To collect information from grantees about the types of training programs offered during the reporting period.
  - The Training Program Setup subform collects information about general characteristics of training programs offered to non-faculty individuals.
  - The Training Program Setup subform creates the opportunity to link sites and individuals to specific training programs.

# INDGEN Subform

- Purpose of Subform:
  - To collect information about individuals (including students and faculty) who received BHW-funded financial awards and/or participated in specific types of clinical training activities.
  - The INDGEN subforms contain measures specific to:
    - Type of Training Program.
    - Type of Enrollee (online vs. campus-based).
    - Demographic and Background Characteristics.
    - Exposure to training in designated settings.
    - Amount of Funding Offered.
    - Degree or Certificate Earned.
    - Graduation/Completion Status and Intentions.



# INDGEN-PY Subform

- Purpose of Subform
  - To collect 1-year follow-up information about individuals who received BHW-funded financial awards or participated and completed specific types of training activities.
  - 1-year follow-up options are specific to the types of training activities offered by grantees.
    - **For clinical training programs**, 1-year follow-up options measure whether the individual is practicing in a specific designated setting (primary care, medically underserved, or rural)

# EXP Subforms

- EXP-1: Training Site Name
- EXP-2: Site-level characteristics
  - Site Types (FQHC, Critical Access Hospital, Ambulatory Care, etc.)
  - Designated Settings (Primary Care, MUC, Rural)
  - Vulnerable Populations Served
- EXP-3: Counts of Individuals Trained
  - Profession and Discipline
  - Interprofessional/Team-based training

## 6. Evaluations of BHW Programs

- **Primary Goals**
  - Determine how our investments have been carried out by grantees over time
  - Identify factors that affect grantees' ability to meet the goals of a program's authorizing legislation
- **Common Designs Used**
  - Retrospective case studies
  - Retrospective-to-prospective cohort designs
  - Prospective quasi-experimental designs
- **Evaluations Completed**
  - Centers of Excellence
  - Scholarships for Disadvantaged Students
  - Physician Assistant Training in Primary Care
  - Residency Training in Primary Care

## 6. Evaluations of BHW Programs

- **Evaluations Currently in Progress**
  - Predoctoral Training in Oral Health
  - Postdoctoral Training in Oral Health
  - Expansion of Physician Assistant Training
  - Advanced Nursing Education Expansion
  - Primary Care Residency Expansion
  - Teaching Health Center Graduate Medical Education

- Questions about Performance and Evaluation?



## Contact Information

Hayden O. Kepley

National Center for Health Workforce Analysis

[hkepley@hrsa.gov](mailto:hkepley@hrsa.gov)

301-443-5339