

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

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Katherine C. Morasch, Ph.D.

Bureau of Health Workforce (BHW)

Health Resources and Services Administration (HRSA)



Background of BHW Performance Measurement

In FY 2011, BHW engaged in a lengthy effort to develop and implement a series of revised performance measures.

In summary, these revisions aimed to:

- Enhance the unit of analysis through the collection at the individual- and program-level data;
- Establish a set of common output/outcome measures across the majority of BHW-funded programs; and
- Lay the groundwork for enhanced accountability through the implementation of a stronger performance management framework.

Transitioned to online data collection via EHB system.



Moving Forward: FY 2012 and Beyond

Performance measures were revised in FY 2012 and again in FY 2015.

At the bureau-level, the number of forms and sub-forms decreased from 80 to approximately 50.

Measures are carefully aligned with the type and legislative purpose of each program

OMB approval for annual collection through June 2019.



Three Categories of BHW Programs

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: Expansion of Physician Assistant Training, Dental Faculty Loan Repayment Program

Infrastructure Programs

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

Multipurpose/Hybrid Programs

- Programs that provide direct financial support to trainees and also engage in one or more additional activities including enhancing training infrastructure or faculty development, among others.
- Examples: Academic Administrative Units in Primary Care, Pre-doctoral Training in Primary Care



Categories of BHW Performance Measures

Program-Level Characteristics

Aggregate-Level Demographics

Individual-Level Data

- Demographics
- Training Characteristics
- Training Outcomes
- One-Year Follow-up Employment Data

Training Sites and Experiences

Curriculum Development and Enhancement

Faculty Development

Continuing Education



Aligning Measures with Legislative Purposes

Program Name	Form Name	Column	Associated Legislative Purpose(s)*
Residency Training in Primary Care	Training Program Setup	2	1,2
	Faculty Development Setup	n/a	
	PC-8	4-11	
	PC-9	3-5	
	LR-1a	4,6-8	
	LR-2	5,7,10,12	
	DV-1	5,7,10,12	
	DV-2	6,7,10,11	
	DV-3	4,6	
	IND-GEN	1-14,20,22,26-34,36-37,39	
	INDGEN-PY	13,14	1,2
	EXP-1	1-4,8-11	
	EXP-2	1,2,5,7	
	EXP-3	1-5	
	CDE-1	1-9	
	CDE-1a	9,10	
	CDE-2	1-3	
	FD-1a	1,1a,2-11	
	FD-1b	1-3	
	FD-2a	1-7	
FD-2b	1-3		

***Legislative Purposes**

RTPC-1: Plan, develop, and operate and participate in an accredited residency or internship program

RTPC-2: Plan, develop, and operate a program for the training of physicians teaching in community-based settings

RTPC-3: Provide need-based financial assistance in the form of traineeships and fellowships to medical students, interns, residents, and practicing physicians



Budget Measures, Analysis, & Reporting

Starting with the FY 2011 data collection cycle, BHW has insourced all data analysis activities through NCHWA.

This helps maximize accuracy in the reporting and interpretation of measures that support BHW's annual appropriations request.

- EHB → Excel[®] → SPSS v.23 for cleaning, validation, and analysis.
- Program accomplishment narratives for each program are prepared each fall for annual Congressional Justifications

Evaluation Activities in BHW

Since 2011, retrospective evaluations of BHW-funded programs have been conducted by NCHWA staff or by outside contractors with oversight from program staff.

Recent evaluations include:

- Teaching Health Centers Graduate Medical Education (THCGME)
- Primary Care Training and Enhancement (PCTE)
- Expansion of Physician Assistant Training (EPAT)
- Primary Care Residency Expansion (PCRE)
- Predoctoral Training in General, Pediatric, and Public Health Dentistry and Dental Hygiene (PD)
- Postdoctoral Training in General, Pediatric, and Public Health Dentistry (PDD)



Longitudinal Evaluation of BHW Programs

As directed by Section 5103 of the Patient Protection and Affordable Care Act, BHW is developing a framework for the longitudinal evaluations of its programs.

Results from the longitudinal evaluation of programs will assist BHW in understanding the extent to which programs impact:

- Diversity of the current and future healthcare workforce
- Distribution of trained providers, particularly in underserved areas
- Practice transformation of the healthcare landscape



Available Resources

National Center for Health Workforce Analysis

<http://bhpr.hrsa.gov/healthworkforce/>

FY 2017 HRSA Budget Justification

<http://www.hrsa.gov/about/budget/budgetjustification2017.pdf>

BHW Grants Reporting Site

<http://bhw.hrsa.gov/grants/reporting/index.html>

Annual Program Highlights

http://bhpr.hrsa.gov/healthworkforce/program_highlights.html



Primary Care Training and Enhancement Program

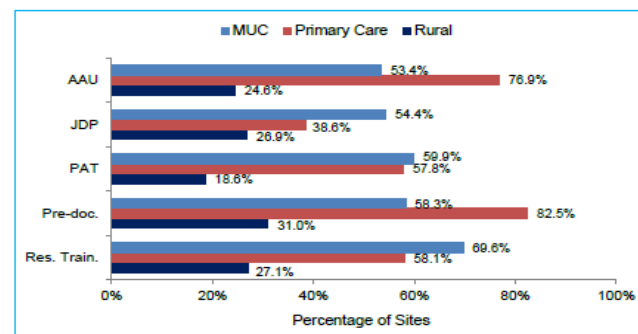
Academic Year 2014-2015

Programs in the Primary Care Training and Enhancement Program aim to strengthen the primary care workforce by supporting enhanced training for future primary care clinicians, teachers, and researchers and by promoting primary care practice in rural and underserved areas. Below is a descriptive summary of the characteristics and accomplishments of grantee programs and trainees who received funding support during Academic Year 2014-2015.

Program Characteristics

Program Name	Grantees	Trainees	Trainee Characteristics			Graduates / Program Completers	
			Under represented Minority	Disadvantaged			
AAU	23	8,987	764	8.5%	1,384	15.4%	1,962
JDP	12	4,003	623	15.6%	290	7.2%	1,561
PAT	30	4,390	1,529	34.8%	1,272	29.0%	1,350
Pre-doctoral	37	13,313	2,854	21.4%	2,225	16.7%	3,018
Residency Training	45	1,761	541	30.7%	428	24.3%	561

Training Sites in HRSA-Designated Settings



Note: Percentage of training sites in HRSA-designated settings by program. Training settings are not mutually exclusive. MUC: Medically Underserved Community.

Academic Administrative Units (AAU)

Interdisciplinary and Interprofessional Joint Graduate Degree Program (JDP)

Physician Assistant Training Program in Primary Care (PAT)

Pre-doctoral Training in Primary Care (Pre-doctoral)

Residency Training in Primary Care (Residency Training)

For more information, visit the website: bhw.hrsa.gov

Program Highlights

Academic Year 2014-2015



Summary and Next Steps

Performance Measurement

- Recently revised and approval received
- Legislatively aligned and collected annually (currently underway)

Data Analysis & Reporting

- NCHWA staff manage performance data analysis and reporting
- Budget justifications, programmatic quality improvement

Programmatic Evaluation

- Continue to conduct program evaluations internally
- Develop a longitudinal evaluation plan for BHW programs



Connect With Us

Katherine C. Morasch, PhD
Performance Metrics and Evaluation
National Center for Health Workforce Analysis

E-mail: kmorasch@hrsa.gov

Phone: 301-443-6377

Web: <http://bhw.hrsa.gov>

Workforce Connections newsletter: <http://www.hrsa.gov/subscribe>

LinkedIn: [National Health Service Corps \(http://www.linkedin.com/company/national-health-service-corps\)](http://www.linkedin.com/company/national-health-service-corps)

[NURSE Corps \(http://www.linkedin.com/company/nurse-corps\)](http://www.linkedin.com/company/nurse-corps)

Twitter: [HRSA \(http://twitter.com/HRSAgov\)](http://twitter.com/HRSAgov)

[National Health Service Corps \(http://twitter.com/NHSCorps\)](http://twitter.com/NHSCorps)

Facebook: [HRSA \(http://facebook.com/HHS.HRSA\)](http://facebook.com/HHS.HRSA)

[National Health Service Corps \(http://facebook.com/nationalhealthservicecorps\)](http://facebook.com/nationalhealthservicecorps)

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