



# Bureau of Health Workforce

## Advisory Council on Graduate Medical Education (COGME)

*March 25, 2022*

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**BHW Associate Administrator**  
Health Resources and Services Administration (HRSA)

**Vision: Healthy Communities, Healthy People**



# HRSA Workforce Program Aims



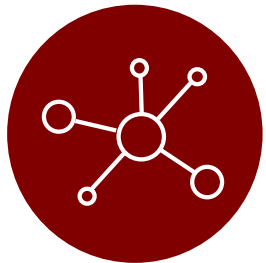
## **ACCESS**

Make it easier for people to access health care



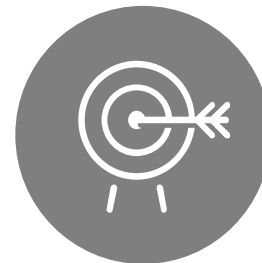
## **SUPPLY**

Balance the supply of health workers with the demand for care



## **DISTRIBUTION**

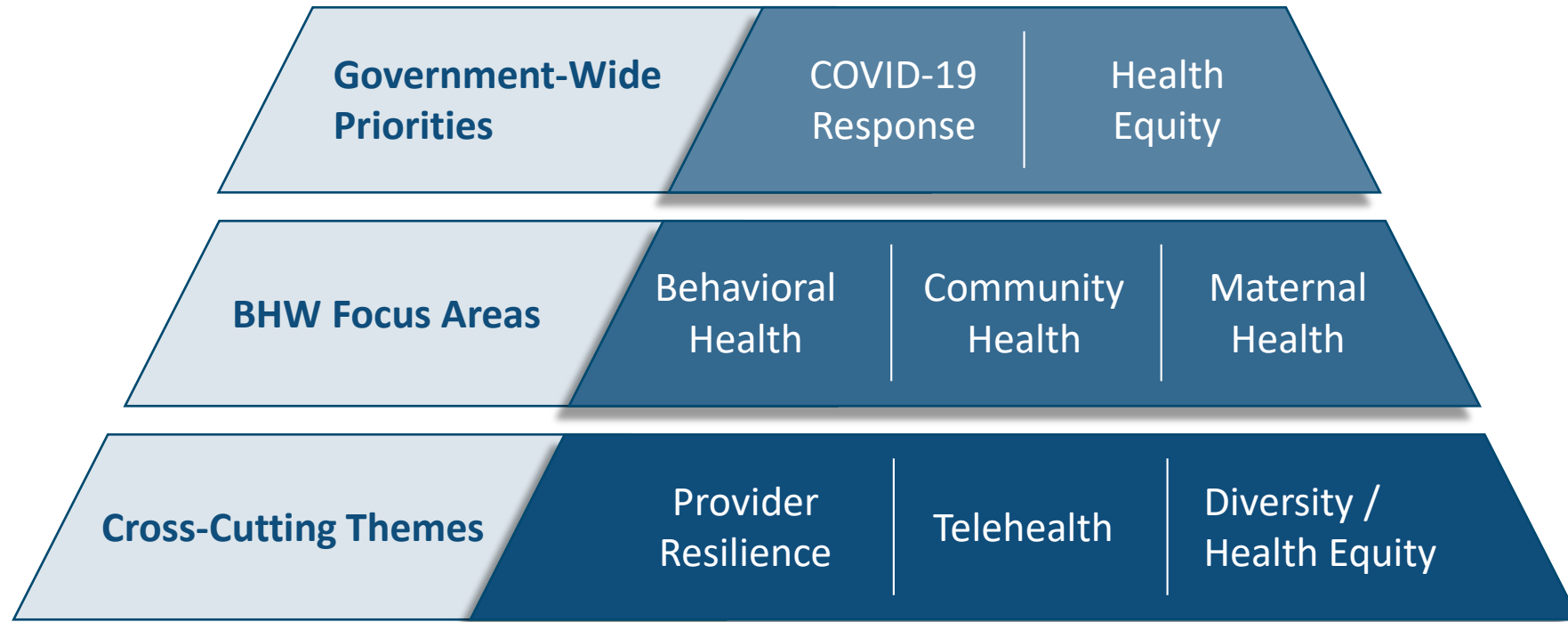
Improve distribution of the health workforce



## **QUALITY**

Improve the quality of the health workforce and the care they provide

# HRSA Workforce Focus Areas (2021-2022)



# Drivers for Success

-  Recruit students from the communities we serve
-  Train students in rural and underserved communities
-  Support community-based training
-  Leverage our loan and scholarship programs
-  Train interprofessional and collaborative teams
-  Integrate behavioral and oral health into primary care



# Challenges in Addressing Community Needs



- Analyzing HPSAs to ensure they measure community and health workforce needs
- Identifying workforce expansion opportunities across all programs
- Securing adequate funding to meet needs within key priority areas
- Establish training sites at a variety of institutions
- Holistically funding organizations to meet community needs
- Enhancing the infrastructure within community-based organizations to effectively train future workforce

# Strategies to Address Community Needs



- Develop or support better tools and metrics for assessing community health workforce needs
- Further expand community-based training
- Expand support for community-based infrastructure (e.g., Readiness to Train Assessment Tool)
- Facilitate new or deeper partnerships between academic institutions and community-based training sites
- Leverage the community health worker program and other HRSA community-based partners to expand the pipeline of HRSA-supported community members entering the health professions

# American Rescue Plan: Workforce Resilience



**\$103 M**  
American Rescue Plan

\$28.6 M | 10 grantees

Promoting Resilience and Mental Health Among the Health Professional Workforce

➤ PCAs / FQHCs

Massachusetts League of Community Health Centers (Boston, MA)

La Casa De Salud, Inc. (Bronx, NY)

Centro De Salud De La Comunidad De San Ysidro, Inc. (San Diego, CA)

Funds awarded over three years

See <https://bhw.hrsa.gov/funding/health-workforce-resiliency-awards>



# American Rescue Plan: Teaching Health Centers



**\$330 M**

American Rescue Plan

Teaching Health Center Planning and Development Program [47]

Teaching Health Center Planning and Development Technical Assistance [1]

Teaching Health Center Graduate Medical Education New and Expanded Residency Program [85]

*[#] = number of awards*





# Teaching Health Center Model



**\$288 M**

in Medicaid/Medicare savings  
(2019-2023)\*

**\$23 M**

in Teaching Health Center  
Planning and Development Awards  
(FY 2022)

**96%**

of THCPD Awardees =  
FQHCs/Look-Alikes

\*Chen, Candice, *et al.* "Examining the Cost Effectiveness of Teaching Health Centers."  
Geiger Gibson / RCHN Community Health Foundation Research Collaborative, 2019.



# Open Now: Nurse Corps & NHSC Scholarship Programs

## ➤ NHSC Scholarship Program

- MD/DO, DDS/DMD, NP, PA, CNM students

## ➤ Nurse Corps Scholarship Program

- NP, CNM, RN, CNS, RNA students

## ➤ Benefits

- Tuition and related costs
- Eligible fees
- Monthly stipend

Maximum  
**4 YEARS**  
of Support



# Forthcoming Funding Opportunities (Spring 2022)

➤ **\$239 M**

Community Health Worker and Health Support Workers Training

Increase access to care

Improve public health emergency response

Address the public health needs of underserved communities

➤ 80 awards expected



➤ **\$42 M**

Public Health Scholarships

Encourage careers in public health

Develop a workforce that can prepare for and respond to public health emergencies

➤ 26 awards expected



# Health Professions Education and Training Initiative

RTAT\* 8,239 responses  
73% response rate

2021-2022

LATE 2021

2022-2023



Analyze RTAT results



Reports to 1,062 health centers



Implement workforce action plans



Develop workforce action plans



- Regional summary statistics
- Overall readiness
- Readiness to Engage subscale scores
- Concordance between responses



Disseminate evidence-based models and promising practices



Foster partnerships



Demonstrate sustainability and return on investment

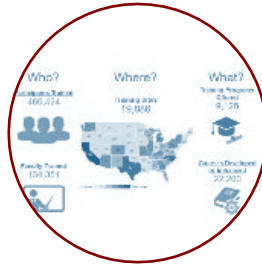
\*RTAT = Readiness to Train Assessment Tool



# Publicly Available Health Workforce Data



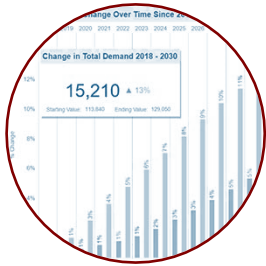
Clinician  
Dashboards



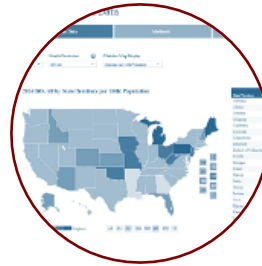
Health Professions  
Training Programs



Field Strength  
Dashboards



Workforce Projections  
Dashboard



Area Health  
Resources Files



Shortage  
Areas

[data.HRSA.gov](https://data.HRSA.gov)



# BHW Virtual All Grantee and Stakeholder Meeting

## *Equity, Resilience, and Community Needs: The Future of America's Health Workforce*

Join Us!

**April**  
**5-6**

### Key Areas of Discussion

- COVID-19 Response
- Health Equity and Diversity
- Behavioral Health and Community Health
- Provider Resilience and Telehealth

**Registration closes March 29!**

<https://bhwgranteemeeting.hrsa.gov/>





# SIGN UP TO CELEBRATE

[nhsc.hrsa.gov/anniversary](https://nhsc.hrsa.gov/anniversary) | [#NHSC50](https://twitter.com/NHSC50)



# The Road Ahead

## Where we are now

- Advancing recovery efforts via HHS and White House working groups
- Releasing funding opportunities aimed at expanding the health workforce
- Assessing health centers' readiness to become training sites
- Linking training grants and loan repayment programs
- Supporting telehealth and distance learning

## Where we are going

- Advancing health equity and provider diversity
- Expanding care teams (e.g., CHW, Health Support Workers)
- Encouraging careers in public health
- Support expansion of the primary care workforce
- Support expansion of the workforce (Primary Care, Nursing, Behavioral Health)





# Questions

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# Contact Us

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