



# HRSA's Bureau of Health Workforce Advisory Committee on Training in Primary Care Medicine and Dentistry (ACTPCMD)

1<sup>st</sup> 2020 In-Person Meeting  
*January 8 – 9, 2020*

Welcome New  
Council Members!

**Luis Padilla, M.D.**  
**Associate Administrator**  
Bureau of Health Workforce (BHW)

**Vision: Healthy Communities, Healthy People**



# Bureau of Health Workforce (BHW)

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



EDUCATION



TRAINING



SERVICE

# The U.S. Health Workforce



## **Demand for health care occupations is growing:**

- Health care jobs to increase by 14% from 2018 to 2028



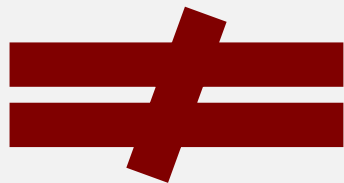
## **Shortages of health professionals currently exist**

- Over 20,400 current shortage designations
- Majority in rural communities



## **The United States is projected to be short more than:**

- 23,600 primary care physicians by 2025
- 15,600 dentists by 2025



## **The challenges:**

- Aging population and health care workforce
- Not enough primary care clinicians to meet demand
- Mal-distribution of providers across states, including nursing

# HRSA Workforce Programs Aim to Address

## Access

- Increase access to health care for underserved and vulnerable populations

## Supply

- Promote equilibrium in the supply and address shortages of health professionals

## Distribution

- Improve workforce distribution so all parts of the U.S. have an adequate number of providers to meet the demand for care

## Quality

- Develop a quality health workforce that is trained in and employs evidence-based techniques that reflect better patient care

# BHW Strategies for Success



# Stakeholder Engagement

Our work with partners enables us to make informed decisions on policy and program planning. Together, we are creating a strong workforce of diverse health professionals who provide quality care to communities in need.

We work with partners through:

**Health Professions Advisory Committees** - Provide national expertise and recommendations on existing programs and new program development.

**National Health Workforce Centers** - Advance health workforce knowledge and assist decision-makers in understanding health workforce needs.

**State Primary Care Offices** - Conduct needs assessments, provide technical assistance to those seeking shortage designations, and submit shortage designation applications to HRSA.



ACTPCMD – January 2019

# Overview: Medical Training Programs

- ▶ **Support educational programs for primary care physicians and physician assistants while in school and after graduation.**
- ▶ **Promote long-term training in rural and underserved communities.**

## Pre-Professional Training

### Primary Care Training and Enhancement Program

- Supports training for future primary care clinicians and teachers
- Promotes primary care practice in rural and underserved areas

### Medical Student Education Program\*

- Supports medical students at public institutions
- Targets states with a projected primary care provider shortage in the top quintile in 2025

## Residency and Post-Graduate Training

### Teaching Health Centers Graduate Medical Education Program

- Moves residency training out of hospitals and into community-based centers

### Children's Hospitals Graduate Medical Education Program

- Supports residency training for physicians to provide high quality health care to children

### Rural Residency Planning and Development Program\*

- Develops new physician residency programs in rural areas
- Collaboration with the Federal Office of Rural Health Policy



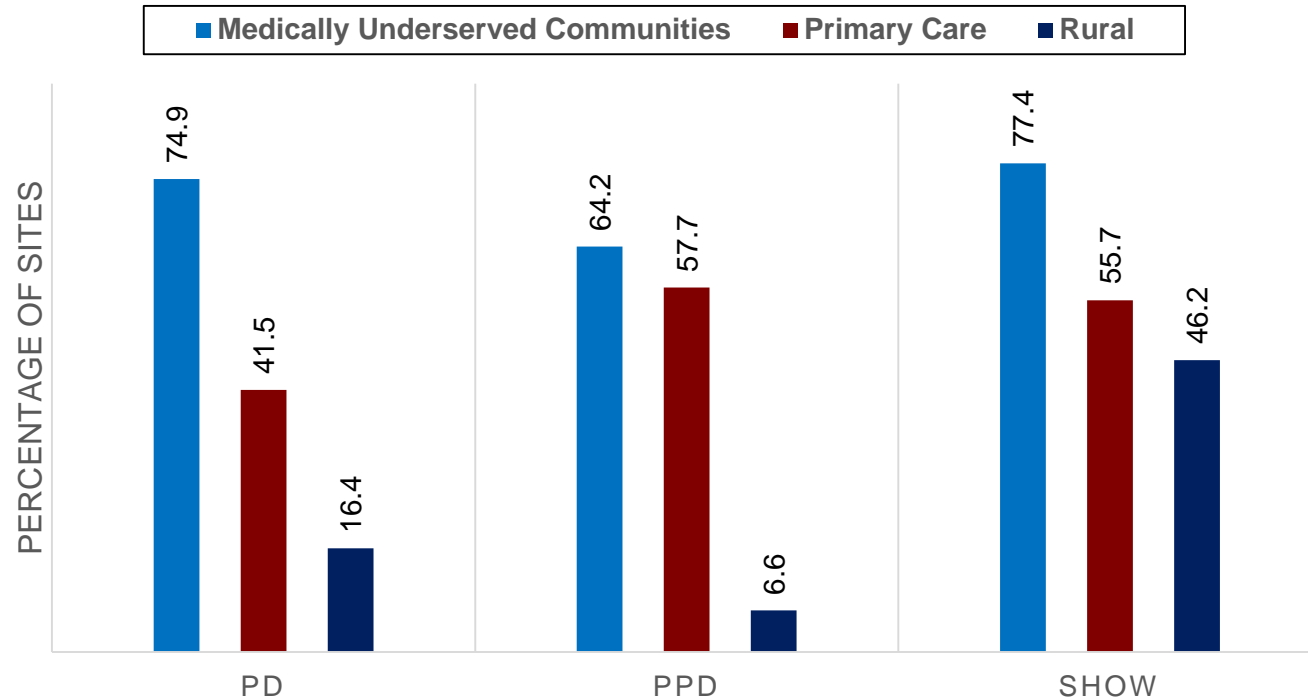
\* New Programs in FY 2019





# Overview: Oral Health Training Programs

## Oral Health Programs Clinical Training Settings



**PD** – Pre-doctoral Training in General, Pediatric, and Public Health Dentistry and Dental Hygiene Program  
**PPD** – Postdoctoral Training in General, Pediatric, and Public Health Dentistry Program  
**SOHWP** – Grants to States to Support Oral Health Workforce Activities Program

### BHW's oral health programs:

- ✓ Support the development of innovative training models and workforce improvement programs for oral health professions.
- ✓ Opportunities during school and post-graduate to train in rural and underserved areas.



# Overview: Geriatrics Programs

## Geriatric Workforce Enhancement Program

- ▶ Integrates geriatrics with primary care to improve health outcomes for older adults
- ▶ Allows awardees flexibility to address education and training needs of their communities
- ▶ Requires reporting on 4 CMS Merit-Based Incentive Payment Systems Measures

## Geriatrics Academic Career Awards Program

- ▶ Supports career development of junior faculty in geriatrics at accredited schools of allopathic medicine, osteopathic medicine, nursing, social work, psychology, dentistry, pharmacy, or allied health.
- ▶ Develops necessary skills that lead to health care transformation in a variety of settings, including rural and medically underserved

# Fiscal Year 2020 Enacted Budget

Program	FY 2020 Request
National Health Service Corps	\$430 million
Teaching Health Center Graduate Medical Education	\$126.5 million
Behavioral Health Workforce Development	\$138.9 million
Nurse Corps	\$88.6 million
National Center for Health Workforce Analysis	\$5.7 million



# Funding Opportunities

## ▶ **Primary Care Training and Enhancement: Residency Training in Primary Care (PCTE-RTPC) Program – closes 1/24/20**

- \$10 million in funding to enhance accredited residency training programs in family medicine, general internal medicine, general pediatrics or combined internal medicine and pediatrics (med-peds) in rural and/or underserved areas.
  - Up to 20 grant awards

## ▶ **Nurse Faculty Loan Program (NFLP) – closes 2/3/20**

- \$28.5 million in funding to support accredited schools of nursing who recruit and train faculty, thereby increasing the number of qualified nursing faculty and the nurse workforce.
  - 90 eligible institutions

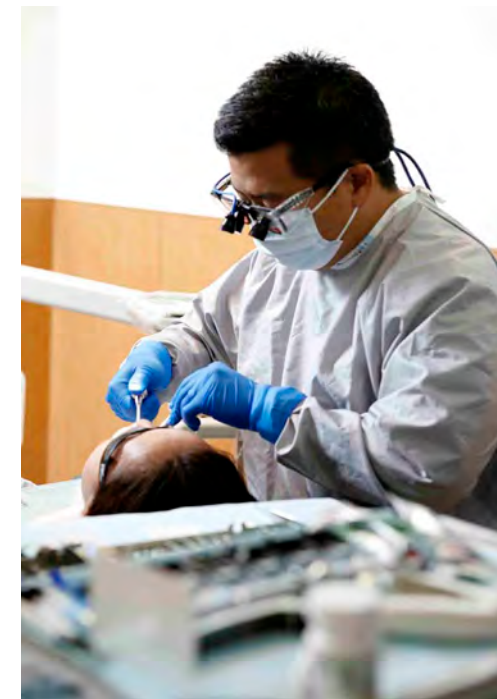
For updates and details visit [grants.gov](https://www.grants.gov).



# Funding Opportunities continued. . .

## ► **Postdoctoral Training in General, Pediatric, and Public Health Dentistry – closes 2/12/20**

- \$13 million in funding to improve access to, and the delivery of, oral health care services for all individuals, particularly vulnerable populations and individuals located in rural and/or underserved areas.
  - Funding up to 28 recipients
  - Up to \$450,000/year application that includes accredited residency programs in one of the following disciplines: general dentistry, pediatric dentistry, or dental public health.
  - Up to \$650,000 per year (inclusive of direct and indirect costs) for a collaborative, multi-discipline application in at least two of the following disciplines: general dentistry, pediatric dentistry, or dental public health.



For updates and details visit [grants.gov](https://www.grants.gov).



# Funding Opportunities Continued. . .

## ▶ **Nurse Education, Practice, Quality and Retention (NEPQR) Interprofessional Collaborative Practice Program (IPCP): Behavioral Health Integration (BHI) – closes 2/19/20**

- \$8.5 million in funding to increase the access to and quality of behavioral health services through team-based care models in interprofessional nurse-led primary care teams in rural or underserved areas.
  - Approximately 17 cooperative agreements
  - Award amount: Up to \$500,000 per year

## ▶ **Addiction Medicine Fellowship (AMF) – closes 2/25/20**

- \$20 million in funding to expand the number of fellows at accredited AMF and Addiction Psychiatry Fellowship (APF) programs trained as addiction medicine specialists who work in underserved, community-based settings that integrate primary care with mental health disorder and substance use disorder (SUD) prevention and treatment services.
  - Estimated 25 eligible grantees

For updates and details visit [grants.gov](https://www.grants.gov).



# Overview: National Health Service Corps (NHSC)

**Builds healthy communities by supporting qualified clinicians working in areas of the U.S. with limited access to care.**

- ✓ 13,000 NHSC clinicians care for 13.7 million Americans
- ✓ About 60% NHSC clinicians serve in HRSA-funded health centers
- ✓ Almost 1 in 3 NHSC clinicians provide care in rural communities



# Overview: BHW's Footprint in Rural Communities

## Rural Background



More than 202,000 students and trainees from rural backgrounds participated in BHW-sponsored programs (excluding NHSC, Nurse Corps, and Children's Hospitals Graduate Medical Education).

## Training Sites



BHW-sponsored programs utilized 6,820 training sites located in rural areas to provide customized academic training to better serve rural communities.

## RTT



The Rural Residency Planning and Development grant program aims to develop new **rural residency programs (RTT)** in family medicine, internal medicine, and psychiatry, to support expansion of the physician workforce in rural areas.



# BHW Data Management and Initiatives

## Past: Fragmented

- Minimal data sharing across BHW components
- Paper files
- Data for documentation and reporting purposes
- Limited ability to visualize trends
- No links between grants and service data

## Present: Inflection Point

- Enhanced collaboration across BHW
- Data marts lay foundation for advanced analytics
- BHW Dashboards
  - Performance Data
  - Clinician Tracker
- New paradigms for information capture
- Data externalized

## Future: Optimized

- Enhanced collaboration across HRSA and other entities
- Data drives decision-making
- Enhanced analytics:
  - Geocoded data
  - Predictive modeling
- Consistency in reporting
- BHW data shows outputs and outcomes internally and externally

# National Center for Health Workforce Analysis (NCHWA)

**NCHWA's research informs program planning, development, and policy-making by examining a broad range of issues that impact the U.S. health workforce.**

- Conduct research on the sufficiency, geographic distribution, and education of the U.S. health workforce
- Share public use data, including the Area Health Resources Files and the National Sample Survey of Registered Nurses
- U. S. government's designated focal point for reporting health workforce data to the World Health Organization
- Support health services research at various universities through Health Workforce Research Centers

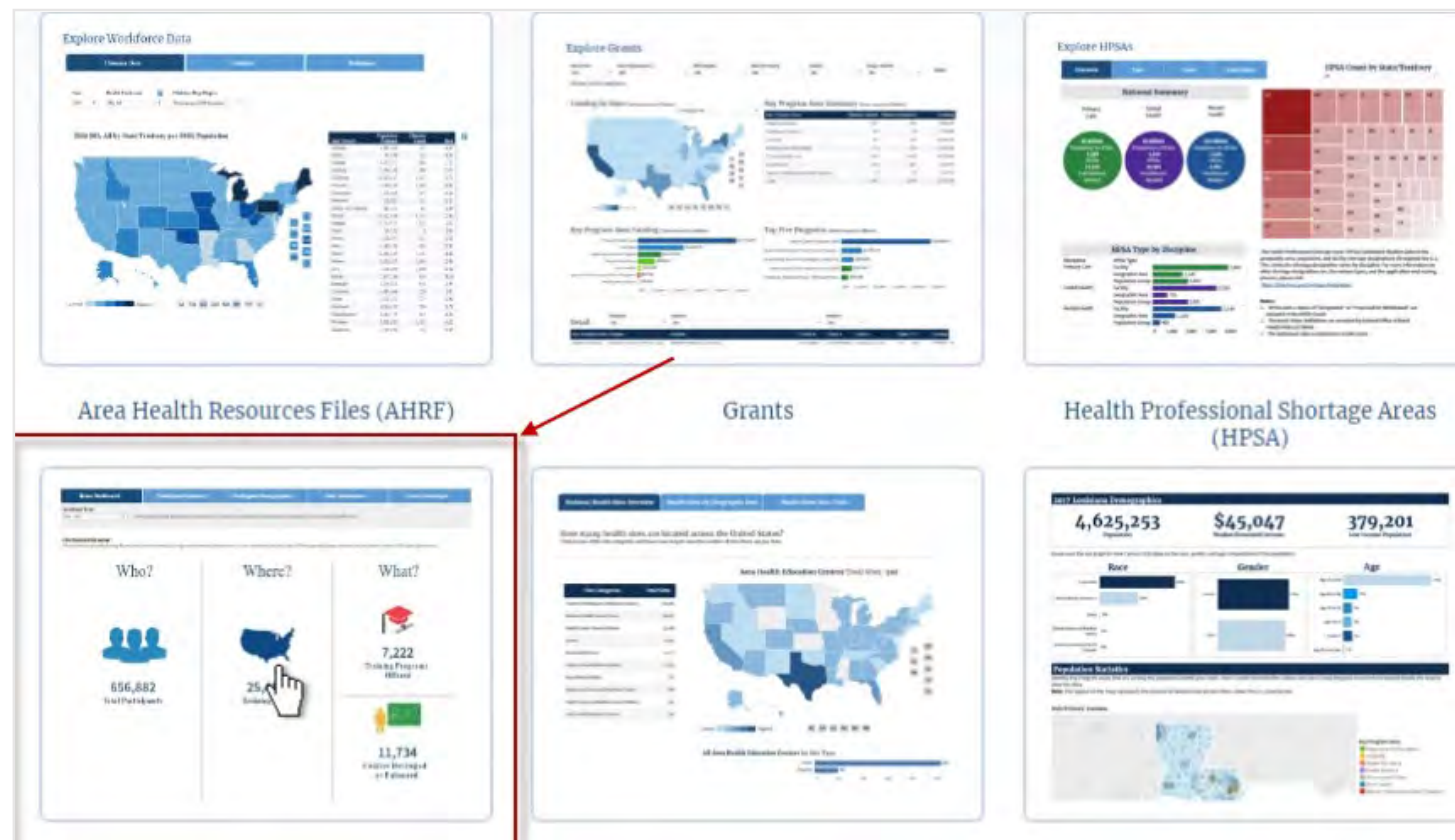


<https://data.hrsa.gov/topics/health-workforce/training-programs>



# Health Professions Training Programs Dashboard

**Access to BHW education and training program data for academic year 2012–2013 to present.**

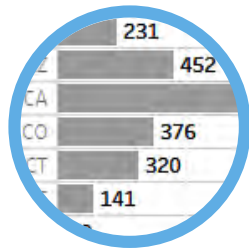


[data.HRSA.gov](http://data.HRSA.gov)



# Clinician Dashboard Initiative

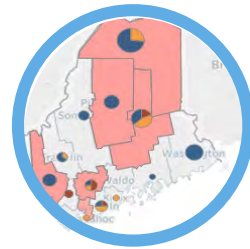
*An innovative tool to measure and map the retention of BHW-funded clinicians and trainees.*



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## Retention Rates

- Calculates retention rates for over 16,500 NHSC and Nurse Corps alumni that completed service between 2012 and 2018



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## Alumni Insight

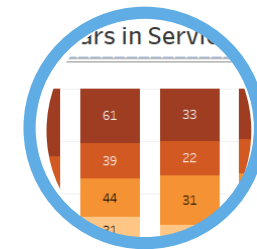
- Provides insight into where alumni are practicing following their service obligation



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## Grant Programs

- In August 2019, added the capability to bring in clinicians that have been funded by BHW workforce programs, specifically over 7,100 participants in the CHGME and THCGME programs



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## High Need Areas

- Will know if the more than 25,000 clinicians that received BHW program support are still practicing, and if so, whether they work in Health Professional Shortage Areas, Medically Underserved Communities, or rural communities

# Linking Providers to Communities

## ▶ Health Workforce Connector



Where Health Care Professionals  
Connect with Sites

Currently over **24,000** NHSC- and  
Nurse Corps-approved sites with  
**6,000+** job vacancies

## ▶ Virtual Job Fairs

Live, fully interactive, and free online  
events that occur online throughout the  
year



Connect job-seeking primary care  
providers who are interested in serving  
high-need communities with NHSC  
and Nurse Corps healthcare facilities

[connector.hrsa.gov/connector/](https://connector.hrsa.gov/connector/)

[bhw.hrsa.gov/provider-recruitment/virtual-job-fairs](https://bhw.hrsa.gov/provider-recruitment/virtual-job-fairs)

# Future of the BHW Health Workforce

***BHW will continue to strengthen the health workforce and support clinicians working in rural and underserved areas by making strategic investments in our programs.***

- ▶ **Education**  
Building a diverse and well trained workforce committed to improve the health of the underserved
- ▶ **Training**  
Incorporating education and training as an essential component of quality improvement and workforce retention
- ▶ **Service**  
Connecting a quality health workforce to our underserved communities



# Questions





# Contact Us

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