



Council on Graduate Medical Education

December 8, 2020

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Bureau of Health Workforce (BHW)

Vision: Healthy Communities, Healthy People



Agenda

- ▶ **BHW Priorities & Direction**
- ▶ **Highlight Initiatives & Resources**
- ▶ **COVID-19 Efforts**
- ▶ **CARES Act / Workforce Coordination—Plan and Report**
- ▶ **Advancing the Definition of Need**
- ▶ **Open Discussion: COGME Briefings & Recommendations**



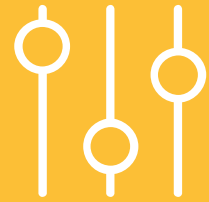
■ Priorities & Direction



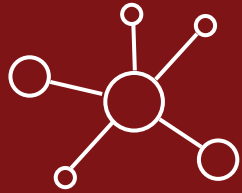
BHW Program Aims



Enhance **access** to culturally-competent care



Achieve **supply** equilibrium in numbers of health workers

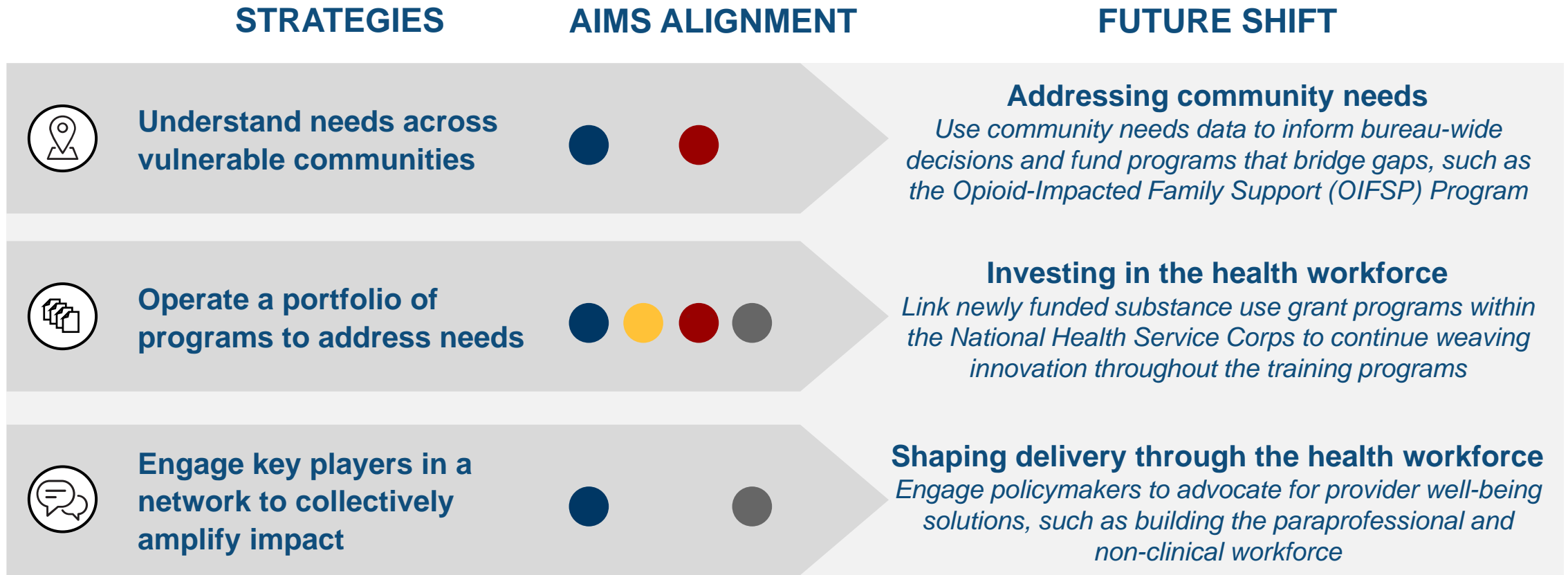


Improve **distribution** of the health workforce



Augment **quality** of the workforce and care provided


BHWise: Aligning Strategy around Community Need



Positioning the Bureau to Better Serve Our Communities


- ▶ **National factors impacting the communities we serve make this moment critical for change.**

EXTERNAL FORCES

 **The COVID-19 crisis** is disproportionately affecting underserved communities.

Racial inequity is exacerbating growing disparities in community health.



 A shifting healthcare landscape is emphasizing consumer-driven delivery & value-based care models

BHWise: HEALTH EQUITY AT THE CORE



Bringing Change to Life

- ▶ **The Portfolio Planning Pilot is one way we have already started to bring BHWise into our culture and operations.**



During Pilot

- **Form a portfolio of six programs to address behavioral health**
- **Program representatives work together to achieve a shared goal by:**
 - Developing priorities and **tactical activities**
 - Determining the **resources and stakeholders** needed

BHWise: Sustaining Change



Looking Forward

BHW's next steps under BHWise will further integrate these shifts into our culture and operations. We will:

- Evolve how we apply need data to program planning and ongoing execution
- Refine Bureau-wide priorities based on top community needs, and plan for impact across programs and partners
- Design and institute a set of BHW program portfolios based on strategic priorities
- Roll out an integrated operating model, focusing on joint impact around need
- Evolve tools and data for use by programs and the health workforce

■ Highlight Initiatives & Resources



Transitioning to Telehealth Training



- ▶ **Adoption**
- ▶ **Preparedness**
- ▶ **Infrastructure**
- ▶ **Regulations**
- ▶ **Opportunities**

Health Professions Education & Training

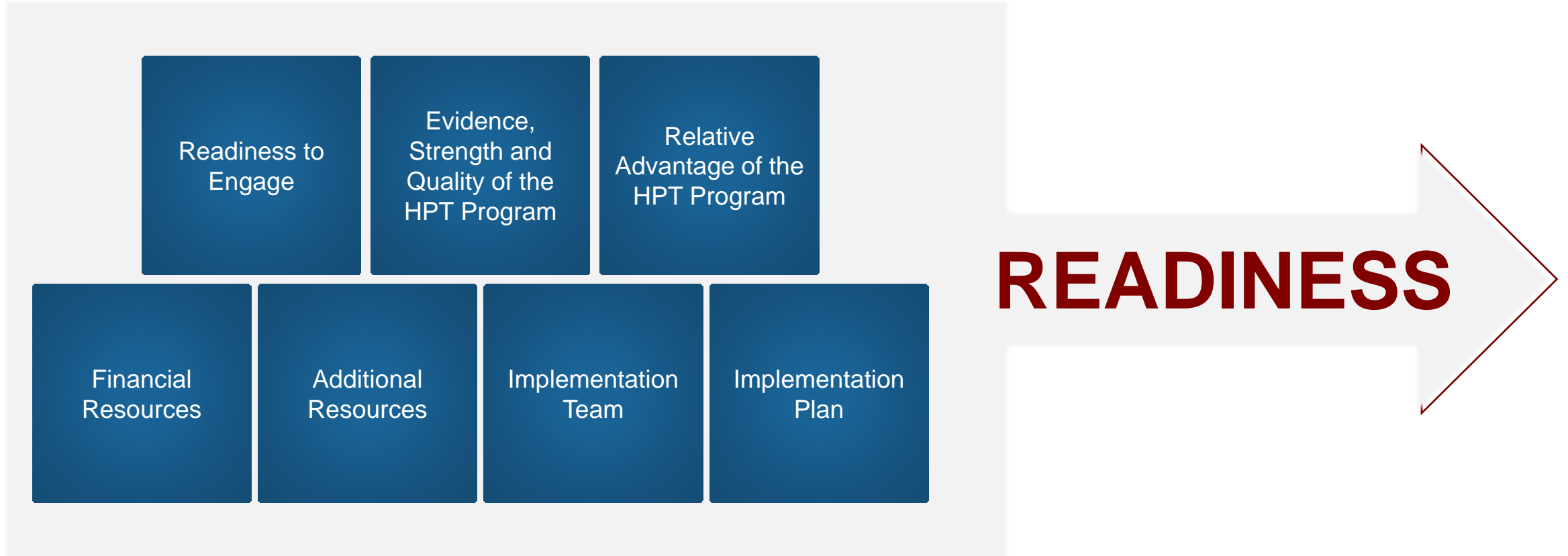
\$5.8
million
supplement

Awards to 52 state and regional
primary care associations

Provide training/technical assistance on:

- Readiness to Train Assessment Tool
- Strategic Workforce Plans

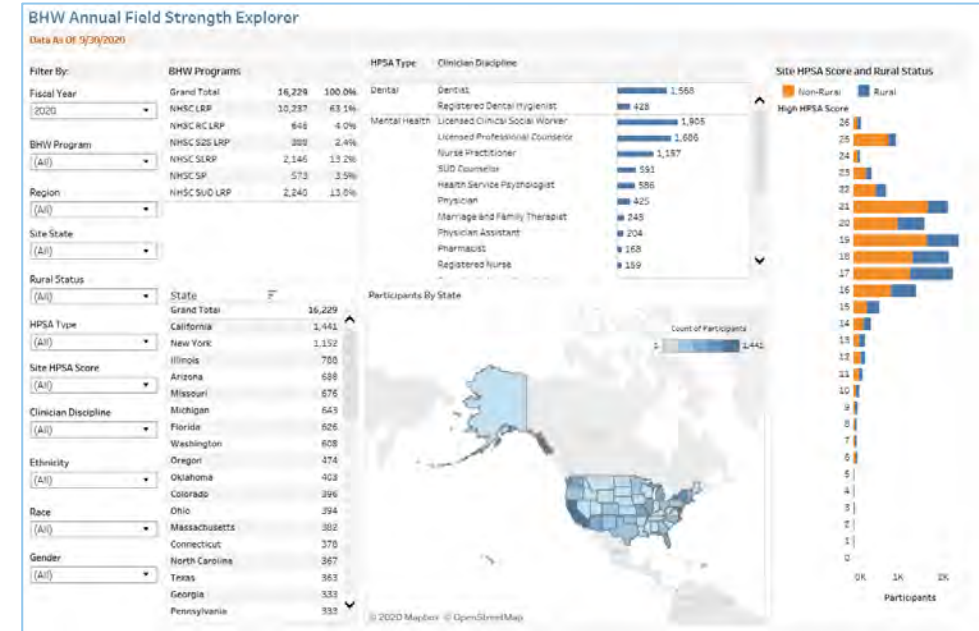
Readiness to Train Assessment Tool (RTAT)



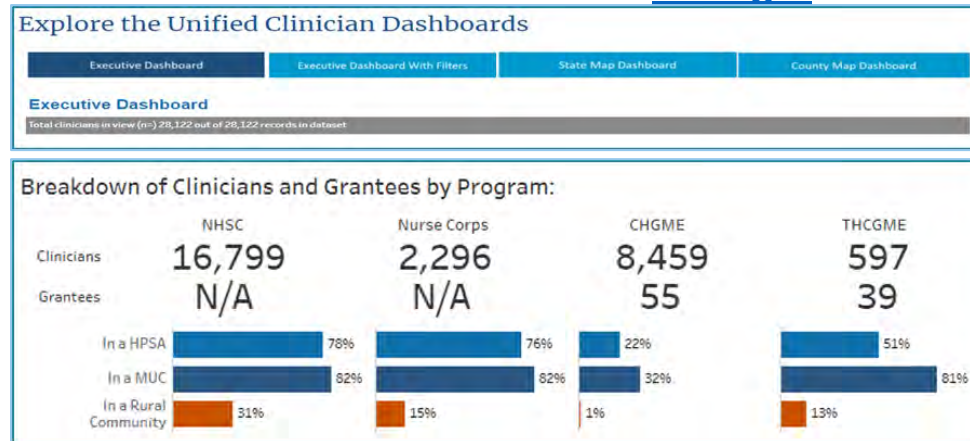
BHW Data Dashboards



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



<https://data.hrsa.gov/topics/health-workforce/field-strength>



<https://data.hrsa.gov/topics/health-workforce/clinician-dashboards>



Area Health Resources Files – New Visualization Interface

► **Over 50 sources of data available at the county and state level**

► **New features:**

- More subspecialties available (65 in total)
- Ability to stratify population by sex, poverty, race/ethnicity
- New data fields such a provider rates per population
- Health Profession Stratification for 15 professions
- Accessible information on sources of data and definitions
- Dynamic Displays and more Advanced Visualization

► **Data can be downloaded (maps and raw data)**

Area Health Resources Files

The Area Health Resources Files (AHRF) include 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. [Learn How to Use This Tool](#)

Explore Workforce Data Methods and Definitions **PDF**

Clinician Data Data as of 07/31/2019

AHRF Release Year: 2018-2019
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 L... 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, v... More

Rate
426.74 - 375.07
375.06 - 313.08
313.07 - 278.03
278.02 - 137.69
No Data

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

Shortage Designation Modernization Project



The Shortage Designation Modernization Project uses the existing HPSA scoring criteria. No changes to the criteria have been made

COVID-19 Efforts



BHW & COVID-19



MOBILIZE
Expand the available health workforce

- Supporting National Health Service Corps and Nurse Corps flexibilities[†]
- Waived National Practitioner Data Bank query fees March 1-September 30, 2020



TRANSFORM
Strengthen health workforce readiness

- Awarded \$15M to improve telehealth capabilities



SUPPORT
Sustain and protect the frontline health workforce

- Developed the workforce framework for the Federal Healthcare Resilience Task Force and the COVID-19 Workforce Virtual Toolkit
- Exploring ways to enhance workforce well-being



ANALYZE
Assess health workforce needs and capacity

- Assessing impacts of COVID-19 on workforce
- Funding 28 COVID-19 research projects by the Health Workforce Research Centers

[†] <https://nhsc.hrsa.gov/coronavirus/FAQs>

CARES Act / Workforce Coordination— Plan and Report



Health Workforce Coordination—Plan and Report

GOAL: Develop a strategic plan with respect to HHS health care workforce development programs, including education and training programs.

Requirements:

- Consultation with Advisory Committee on Training in Primary Care Medicine and Dentistry (ACTPCMD) and the Advisory Council on Graduate Medical Education (COGME).
- Coordination with heads of other Federal agencies and departments that fund or administer health care workforce development programs.
- Due: **March 27, 2021.**

Other deadline: March 27, 2022:

- Submit a Report to Congress (RTC) describing actions taken to implement plan.
- RTC to be sent to Senate HELP Committee and House Committee on Energy and Commerce.

<https://www.congress.gov/116/plaws/publ136/PLAW-116publ136.pdf>



Advancing the Definition of Need & COGME Recommendations



Understanding Community Need in Relation to the U.S. Health Care Workforce

HRSA Mission

To improve health outcomes and address health disparities through access to quality services, a skilled health workforce, and innovative, high-value programs.

BHW Mission

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

What is the challenge?

- **“Demand” versus “Need” for Health Care Workers**
 - Historically, there has always been a “push and pull” in the health services world between meeting consumer “demands” versus their “needs.”
- **Community Need is Diverse**
 - Health equity can be affected by both systemic needs (e.g., underserved communities, HPSAs) as well as emerging needs (e.g., COVID-19) that arrive suddenly. Current models are often inadequate to fully capture the needs of the community.
- **Availability of Quality, Detailed Data**
 - The data on which need is calculated must be sufficiently granular (e.g., county level), current, and well-managed to ensure decision-making is sound and repeatable.

COGME Briefings, Trends, & Recommendations

▶ **COGME's Briefings**

1. Special Needs in Rural America: Implications for Health Workforce Education, Training, and Practice (July 2020)
2. *Next Planned Issues:*
 1. *Rural Healthcare Workforce: Necessary Investments*
 2. *Training Needs to Prepare the Healthcare Workforce for Rural Practice*

▶ **2020 MEDPAC Rural Report Findings**

▶ **Feedback and Open Discussion**

Questions



Contact Us

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