Strategies for addressing state healthcare workforce supply and demand

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Learning objectives for the session

To highlight successful state efforts to address state healthcare workforce supply and demand, with a particular focus on data and policy.

To discuss how states can increase their capacity and ability to assure a diverse, sustainable healthcare workforce.

Overview of Administration's healthcare workforce initiatives

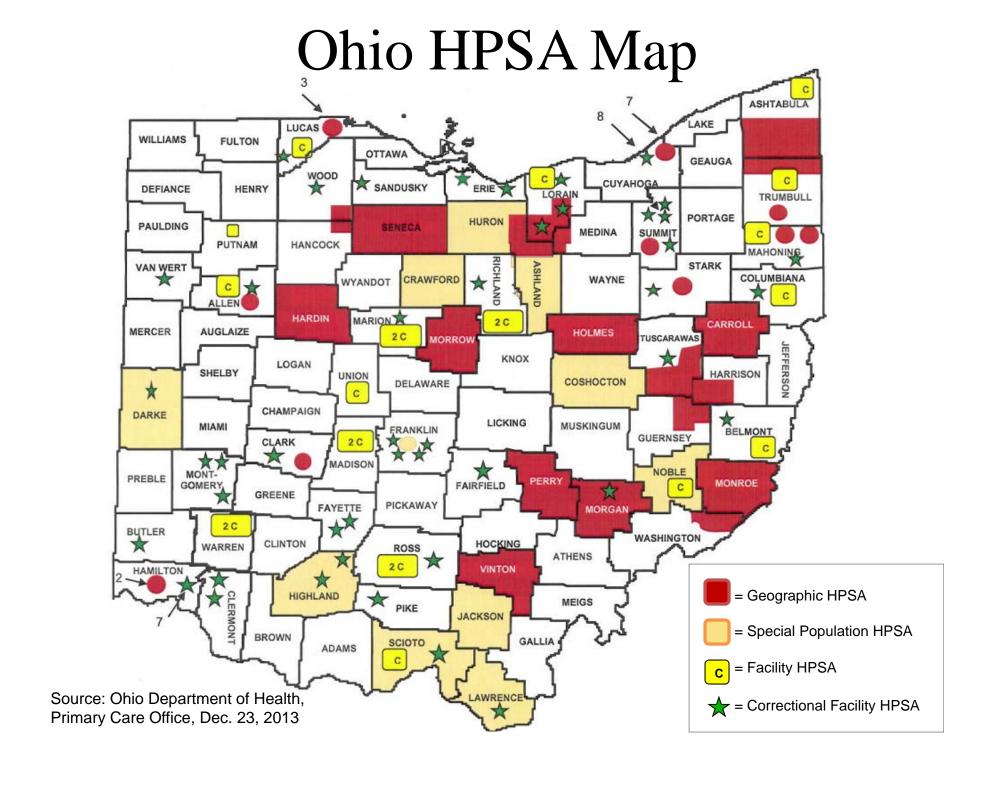
- Provide comprehensive health sector workforce data
- Prioritize advanced primary care
- Prioritize underrepresented minorities in the health professions
- Target scholarship, training and loan repayment programs to support priorities
- Target direct medical education to support priorities
- Support training in promising models of care

Ohio's healthcare workforce supply

- Ohio trains more providers than we retain
 - 5th in the nation in terms of the number of public medical school enrollees per capita
 - Fewer than half of our medical school graduates actually stay in Ohio

Ohio's healthcare workforce demand

- Many of Ohio's communities, both urban and rural are experiencing shortages of primary care providers
 - More than 1.1 million Ohioans reside in an area that is underserved for primary care
 - 1.4 million reside in an area that is underserved for dental care
 - 2.7 million reside in an area that is underserved for behavioral health care



Provide comprehensive health sector workforce data

- ODH & ODM partnership to develop an Ohio Health Professions Data Warehouse (HPDW)
- Ohio Colleges of Medicine Government Resource Center staffing the effort
- Warehouse will provide Ohio's state agencies, policymakers, academic medical centers and health sciences colleges and universities with an accurate snapshot of Ohio's current workforce status
- Part of this work includes a Minimum Data Set in partnership with the licensing boards

Accurate workforce data allows us to answer important questions

- What is the distribution of health professionals providing direct patient care in Ohio?
- To what extent is maldistribution of health professionals associated with morbidity, mortality, and health status?
- What is the demographic composition of Ohio's health professionals and is this composition reflective of our population and geography?

Target loan repayment and training programs to support priorities

- Recently passed budget language will allow ODH to revise its rules for both physician and dentist loan repayment programs
- ODH interested in growing state-funded loan repayment programs beyond physicians and dentists and in line with team-based care models
- Choose Ohio First scholarships for primary care and MEDTAPP Healthcare Access Initiative

Target direct medical education to support priorities

- OHT has convened a Graduate Medical Education (GME) advisory workgroup to develop recommendations regarding changes to Medicaid Direct Medical Education (DME) payments
- Recommendations will support Administration's priorities: a workforce trained in comprehensive primary care, a residency mix that recognizes and supports Ohio's needs, and strategies that mitigate the state's underserved areas

Support training in promising models of care

- PCMH Education Pilot Project
 - 50 practice pilot and curriculum component
- Proposed pediatric project
 - If funded, would support the transformation of 50 pediatric practices
- State Innovation Models (SIM) testing grant
 - Focuses on transforming the delivery system by expanding PCMH and episode-based payment models

Why the healthcare workforce is such a critical issue

- An aging population and health insurance expansion driven by the ACA is expected to lead to increased demand for services
- New models of care (e.g. PCMH) require an adequate supply of primary care providers to meet this increased demand
- Timely and accurate workforce data gives us the ability to assess current and future supply and distribution of the healthcare workforce and drives effective policies

For More Information

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