

# Strategies for addressing state healthcare workforce supply and demand

Heather Reed, Chief  
Bureau of Community Health Services  
and Patient-Centered Primary Care  
Ohio Department of Health

# 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
  - 5<sup>th</sup> 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

**Legend:**

- = Geographic HPSA
- = Special Population HPSA
- C = Facility HPSA
- ★ = Correctional Facility HPSA

Ohio Department of Health,  
Care Office, Dec. 23, 2013

Source: Ohio Department of Health,  
Primary Care Office, Dec. 23, 2013

# 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

---

Heather Reed, Chief  
Bureau of Community Health Services and  
Patient-Centered Primary Care  
Ohio Department of Health  
246 North High Street, 7<sup>th</sup> Floor  
Columbus, OH 43215  
(614) 752-8935  
[heather.reed@odh.ohio.gov](mailto:heather.reed@odh.ohio.gov)