

Health Resources and Service Administration (HRSA) Clinical Workforce Update

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LEARNING OBJECTIVES:

1. Participants will learn about the national landscape of health policy and clinical workforce development.
2. Participants will learn about challenges the nation now faces in terms of healthcare workforce related to the COVID19 Pandemic, from the perspective of HRSA's Bureau of Primary Care Workforce.
3. Participants will appreciate the importance of active participation on creating the drivers for healthcare policy and workforce development opportunities



Clinical Workforce Update

National Nurse Practitioner Residency and
Fellowship Training Consortium Conference

July 27, 2020

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BHW Associate Administrator
Health Resources and Services Administration (HRSA)

Vision: Healthy Communities, Healthy People

Vision: Healthy Communities, Healthy People



Agenda

- ▶ **BHW Overview**
- ▶ **Workforce Challenges**
- ▶ **BHW & COVID-19**

BHW Overview



The U.S. Health Workforce



Demand for health care occupations is growing.

- Health care jobs to increase by 14% from 2018 to 2028
- Growth rate is much faster than the average for all occupations



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 and
- 15,600 dentists by 2025.



The challenges:

- Aging population and health care workforce
- Not enough clinicians to meet demand
- Maldistribution of many providers, including nurses

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

BHW Priorities

Access

Make it easier for people to get health care.

Supply

Add health care workers to the workforce.

Distribution

Help health care providers work where they are needed.

Quality

Train the health workforce to use evidence-based techniques proven to help patients.

BHW and Advanced Practice Providers



National Health Service Corps



Nurse Corps



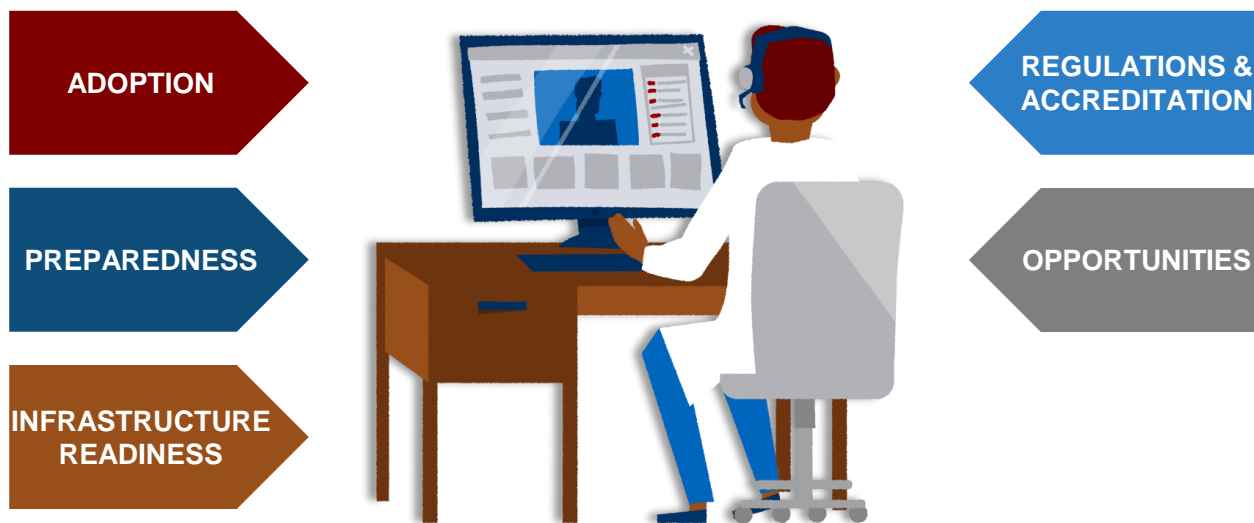
Health Workforce Grant Programs



Workforce Challenges



Transitioning to Telehealth Training



Effects on the Health Workforce



BHW & COVID-19



BHW & COVID-19

MOBILIZE | Expand the available health workforce



- **Waived National Practitioner Data Bank (NPDB) query fees** Mar 1-Sep 30, 2020
- **Introduced National Health Service Corps (NHSC) and Nurse Corps flexibilities**
 - Application deadlines
 - Start dates
 - Service obligation
 - Site approval
 - Support payments
 - Furloughed clinician service to COVID-19 patients

In progress

- **Developing a National Response Corps proposal** for contact tracing training
- Investigating ways to **assemble a reserve corps** BHW can deploy

BHW & COVID-19

TRANSFORM | Strengthen the readiness of the health workforce



- **Awarded \$15M to improve telehealth capabilities**
 - Tele-mental Health
 - Behavioral Health Integration
 - Community Health Workers training

In progress

- **Improving the telehealth training pipeline**

BHW & COVID-19

SUPPORT | Sustain and protect the frontline health workforce



- **Developed the framework on the healthcare workforce** for the Federal Healthcare Resilience Task Force
- **Helped develop the COVID-19 Workforce Virtual Toolkit** arising out of the White House Coronavirus Task Force
- Hosted a **Workforce Grands Rounds on provider burnout** in clinical settings

In progress

- Exploring ways to **enhance workforce well-being**, including:
 - provider tele-therapy
 - peer-to-peer connections

BHW & COVID-19

ANALYZE | Assess health workforce needs and capacity



- Mobilized the Health Workforce Technical Assistance Center to **build a COVID-19 health workforce repository of resources**
- **Funded 20 COVID-19 research and analysis projects** by the Health Workforce Research Centers

In progress

- **Surveying the NHSC** on the impacts felt by COVID-19
- **Assessing outputs and outcomes of training and grant programs** as they are impacted by COVID-19
- **Analyzing the National Sample Survey of Registered Nurses** to understand RN practice settings and give context to COVID-19 impacts
- **Developing an Emergency Preparedness scenario** for projecting the workforce needed in future epidemics and pandemics

The Future Health Workforce

BHW will continue to strengthen the health workforce and support clinicians working in rural and underserved areas by strategically investing in our workforce development programs.

Education

Building a diverse and well-trained workforce committed to improving 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 and rural communities



Contact Us

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Appendix

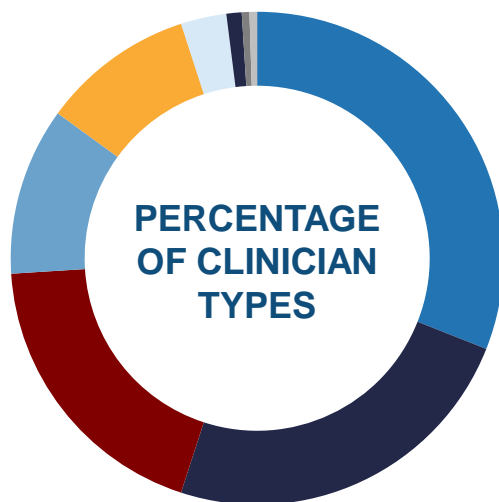


National Health Service Corps (NHSC)

More than
13,000
NHSC members
provide care to
more than
13.7
million
people in the U.S.



NHSC Workforce



*New disciplines added with
SUD Workforce LRP and
Rural Community LRP



Nurse Corps



**LOAN REPAYMENT
PROGRAM**



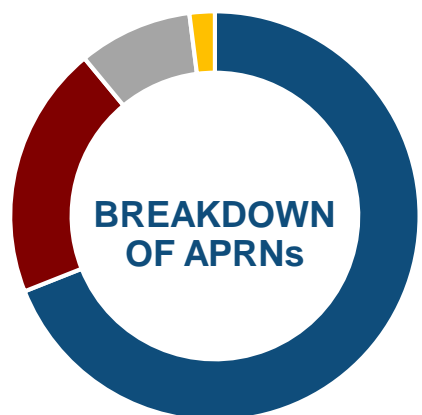
**FOR NURSE
PRACTITIONERS**

Over
1,900
*Nurse Corps members
provide care to
more than*
1.8 million
people in the U.S.

Strengthening the Nursing Workforce



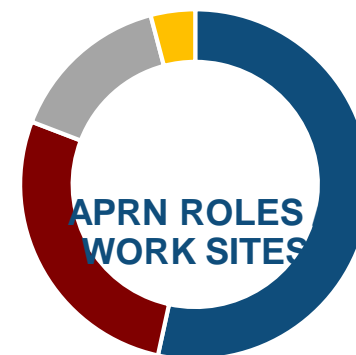
APRNs in the Workforce



■ NP ■ CNS
69% 20% 9% 2%

Brief Summary Results from the
2018 National Sample Survey of
Registered Nurses (HRSA /
BHW)

⇒ **86%** ⇒
in patient care



■ Ambulatory ■ Inpatient
■ Critical ■ Sub-acute
39% 20% 11% 3%

Characteristics of the U.S. Nursing Workforce
with Patient Care Responsibilities: Resources
for Epidemic and Pandemic Response
(HRSA / BHW)