

NC Health Reform Health Professions Workforce Workgroup

State Health Care Workforce Planning Grant:
Coordinating with the NCIOM Workforce Workgroup

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State Health Care Workforce Planning Grant: An Opportunity and a Challenge

- North Carolina was awarded a State Health Workforce Planning Grant in late September
- In October the Steering Committee met to figure out how the two groups, with similar overall missions and members, could work together without duplicating efforts
 - *Long-term Strategies:* the focus of the State Health Workforce Planning Grant is to develop strategies to expand the supply of primary care providers over the next 10 years
 - *Short-term Strategies:* the NCIOM workforce workgroup will focus its energy on short-term (1-4 years) options to increase the health professional workforce, improve retention and recruitment to health professional shortage areas, and other topics that may have short-term policy options that the state should consider

State Health Care Workforce Planning Grant

- *Goal:* Identify short and long-term strategies the state can employ to increase the per capita primary care workforce by 10-25% by 2020
- *Framework:* Project will build on North Carolina's leadership in implementing one of the nation's first patient centered medical home models via Community Care of North Carolina

State Health Care Workforce Planning Grant

- Funded by HRSA Office of Workforce Policy and Performance Management
- \$149,595 grant for one year (Sept. 2010-Aug. 2011)
- Recipient is NC Department of Commerce, NC Commission on Workforce Development
- Will form a new Workforce Intermediary Committee made up of leaders in health care and health professions education
- Project will be lead by Sheps Center at UNC-Chapel Hill (Erin Fraher)

Purpose of Planning Grant

- Assess the range and number of professionals needed for patient centered medical home (PCMH)
- Draw together information on NC's current health workforce, including size, growth trends and future needs
- Assess adequacy of current training capacity
- Assess current and future anticipated job openings
- Identify which important new services need to be developed and identify the potential for new roles, such as community health workers, to enhance the functioning of the PCMH

Product of Planning Grant

- Product is a Primary Health Care Workforce Implementation Plan for North Carolina
- Plan will articulate strategies to:
 - Develop new career pathways with health professions
 - Develop new, or expand existing, educational programs
 - Reduce attrition from educational programs
 - Enhance clinical placement opportunities
 - Provide increased training opportunities to existing providers
 - Modify existing academic, certification or licensure requirements
 - Increase retention of providers in sites where they are most needed

Key Project Steps and Timeline

- **Sept.-Nov. 2010**
 - Organize project and convene meeting of Workforce Intermediary Committee (WIC)
- **Nov.-Dec. 2010**
 - Assemble and analyze data to assess types and numbers of professionals for PCMH
 - analyze data on state's current workforce
 - assess adequacy of training positions in key professions
 - identify 10 CCNC practices to interview

Key Project Steps and Timeline (cont.)

- **Jan. – March 2011**
 - Conduct interviews with practices
 - Analyze interview data and present needs assessment findings to WIC for feedback
 - Assess federal and state policies affecting workforce development in the PCMH
 - Document and map skills and competencies needed in PCMH relative to licensure and academic qualifications
- **March – April 2011**
 - Identify skill gaps, supply bottlenecks and potential areas for intervention
 - Hold WIC meetings to identify high priority gaps and prioritize interventions that should be undertaken

Key Project Steps and Timeline (cont.)

- **May – July 2011**
 - Draft workforce implementation plan
 - Identify resources, partners and others that could be leveraged to overcome barriers
- **Aug. – Sept. 2011**
 - Have WIC and others review draft plan and produce final version of plan
 - Disseminate report and policy brief

Potential Outcomes of Planning Grant

- Application to HRSA for large implementation grant
- Information to shape state workforce policy initiatives
- Information to inform educational planning by community colleges, universities and AHEC
- Information for use in exploring modifications to licensure and certification

IOM Health Professions Workgroup

- The NCIOM group will consider policy levers at various points in the health professions workforce pipeline including:
 - Early recruitment (particularly for allied health professionals)
 - Enhancement of graduation rates of health professions students
 - Recruitment to health professional shortage areas
 - Retention of current health professionals
 - Ways to better meet North Carolina's health needs
 - State and federal policies that impact the short-term size and distribution of health professionals in North Carolina
 - Strategies to enhance diversity of the workforce
 - Strategies to expand clinical training capacity

IOM Health Professions Workgroup

- Focus is on
 - Short to medium-term strategies
 - Strategies that recognize the current economic and state budget realities
 - Strategies where federal funding can be leveraged
 - Strategies that redeploy existing resources to gain more “bang for the buck”

IOM Health Professions Workgroup

- *November*: look at the coordination of the two groups and then focus on issues related to mental health providers
- *December*: focus on issues related to primary care and dental providers
- *January*: we will have a discussion about the academic licensure, and state/federal health policies affecting the deployment of primary health care professionals staffing patient centered medical homes. This discussion will help inform the work of the State health Workforce Planning Grant group.

Questions and Discussion