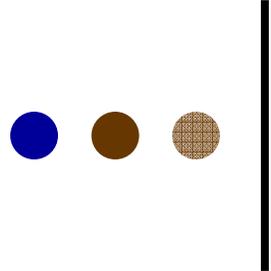




# Health Professional Workforce Workgroup

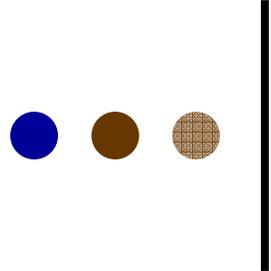
## Detailed Overview of Workforce Provisions

Berkeley Yorkery, MPP  
Project Director  
NC Institute of Medicine



# Agenda

- Overview of Health Professional Workforce Workgroup charge
- More detailed description of Affordable Care Act (ACA) provisions
- Next steps



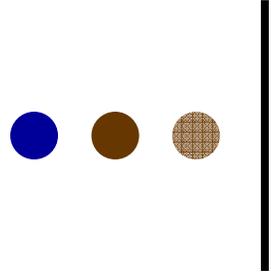
# Agenda

- Overview of New Models of Workgroup charge
- More detailed description of Affordable Care Act (ACA) provisions
- Next steps



# Health Professional Workforce

- Charge:
  - Examine funding opportunities for workforce development, including but not limited to: primary care, nursing, allied health, behavioral health, dentistry, public health, direct care workforce
  - Outreach about loan repayment opportunities
  - Identify best models for quality improvement and interdisciplinary training in workforce development programs
  - Fostering collaboration and coordinating implementation



# Agenda

- Overview of New Models of Workgroup charge
- More detailed description of Affordable Care Act (ACA) provisions
- Next steps



# Workforce Provisions Overview

- Provisions aim to expand and promote better training for the health professional workforce
  - By enhancing training for quality, interdisciplinary and integrated care and encouraging diversity
  - By increasing the supply of health professionals in underserved areas
  - By offering loan forgiveness and scholarships to train primary care, nursing, long-term care, mental health/substance abuse, dental health, public health, allied health and direct care workforce
- Most of the workforce provisions include *authorizations*, not direct *appropriations*.





# Health Care Workforce: Governance

- Establishes a National Workforce Advisory Commission and National Center for Health Workforce Development to develop national workforce strategy (Sec. 5101, 10501)
  - Priority study shall include primary care, integrated health care workforce training, impact of HIT on health care workforce, aligning Medicare and Medicaid GME with national workforce goals, workforce demands, education, and integration of: nurses, oral health, mental and behavioral health, allied health, public health, emergency medical service workforce
- National Center for Health Care Workforce to provide information to the Commission and to state and regional workforce development centers (Authorizes \$7.5 for National Workforce Center and \$4.5M in each FY 2010-2014 for state and regional centers, Sec. 5103)





# Health Care Workforce: Governance

- State Health Workforce Development grants (Sec. 5102)
  - States can qualify for \$150,000 in planning grants (for one year) to identify workforce and educational/training needs
    - Authorizes \$8M in planning grants SFY 2010 and sums necessary in subsequent years
    - Update Approximately \$2M is available in FY 2010, with an estimate of 30 planning grants to be awarded, and a maximum of \$150,000 per grant (15% match required); grant closed July 19, 2010
  - States can apply for competitive implementation grants (for two years), 60% to be spent on regional partnerships
    - Authorizes \$150M FY 2010 and sums necessary in subsequent years
    - Update: \$3M available in FY 2010 (25% match required); only states receiving planning grants are eligible; grant closed July 19, 2010





# Health Care Workforce: Underserved Areas

- Expansion of National Health Service Corps: Appropriates a total of \$1.5B total over 5 years (FY 2011-2015) (Sec. 5207, 10503)
- Many grant programs offer priority to those applications that plan to work in medically underserved areas (Sec. 5315, 5203, 5205, 5301, 5303, 5306, 5307, 5309, 5403, 5507, 5508, 5606), 10501)
  - Rural physician training grants: Establishes grant program for medical schools to recruit and train students to practice in underserved rural areas (Authorizes \$4M each FY 2010-2013, Sec. 5606, 10501)





# Health Care Workforce: Underserved Areas

- Health professionals serving in underserved areas: Funding to improve retention, enhance practice environment, increase representation of minority faculty (Authorizes \$5M each FY 2010-2014, Sec. 5403)



# Health Care Workforce: Primary Care

- Federally supported student loan funds (Sec. 5201, 10501)
  - Eases criteria for students and schools to qualify for loans, shorten payback period, and takes other steps to make loan program more attractive for primary care.
- Primary care: funding to provide grants to schools to develop and operate training in primary care. (Authorizes \$125M in FY 2010 and sums necessary in FY 2011-2014, Sec. 5301)
  - Priority given to programs that educate in team-based approaches, patient-centered medical home, provide training in the care of vulnerable populations, have a track record of training individuals from underrepresented minorities or rural/disadvantaged communities, have formal relationships with FQHCs, AHECs or RHCs; and/or train in cultural competency and health literacy.
  - Update: \$32M available in FY 2010 for the expansion of physician's assistant training programs; 40 grants (five-year grants); closed July 19, 2010



# Health Care Workforce: Primary Care

- Primary care extension grants: Funds to educate primary care providers about preventive medicine, health promotion, chronic disease management, mental health and substance abuse, evidence-based therapies, and working with community-based health extenders (Authorizes \$120M in each FY 2011, 2012 and sums necessary in FY 2013-2014, Sec. 5405)
- Family nurse practitioner grants: Demonstration projects to support recent family nurse practitioner graduates in primary care in FQHCs and nurse-managed health clinics (2011-2014) (Authorizes sums necessary FY 2011-2014, Sec. 10501)





# Health Care Workforce: Specialists

- Geriatric Education: Funding to increase training of a broad range of health professionals in geriatrics (Authorizes \$10.8 for FY 2011-2014 for geriatric education centers, and \$10M for FY 2011-2013 for geriatric career incentive awards, Sec. 5305)
- Pediatric specialty loan repayment program: Funding for pediatric medical and surgical specialists willing to serve in underserved areas (Authorizes \$30M in each FY 2010-2014, Sec. 5203)



# Health Care Workforce: Residencies

- Redistribution of unused Graduate Medical Education (GME) residency positions
  - Allows hospitals to count the time that a resident is spending in a non-provider setting or at educational conferences as full-time equivalency for that resident (Sec. 5504, 5505, 10501)
  - Priority to primary care and general surgery programs in states with lowest resident physician-to-population ratio or highest ratio of people living in health professional shortage areas (Sec. 5503-5506)





# Health Care Workforce: Residencies

- Grants to support primary care residencies in teaching health centers: (Sec. 5508)
  - Provides funding to establish new accredited or expand primary care residency programs
    - Authorizes \$25M for FY 2010, \$50 M FY 2011-2012, and sums necessary thereafter, Sec. 5508
    - Update: \$168M in FY2010; 105 competitive grants (five-year grants) to increase the number of residents trained in primary care specialties; closed July 19
  - Teaching health centers can include FQHCs, community mental health centers, rural health clinics, Indian health centers, or family planning organizations
  - Appropriates sums necessary with an upper limit of \$230M over 5 years (FY 2011-2015) to fund the indirect and direct expenses of teaching health centers to provide graduate medical education training

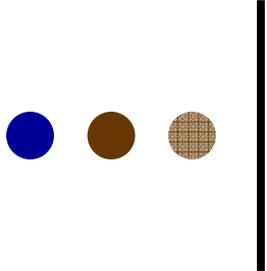




# Health Care Workforce: Mental Health

- Child and adolescent mental and behavioral health education loan repayment for service in the fields of psychiatry, psychology, behavioral pediatrics social work, family therapy and who underserved areas (Authorizes \$30M in each FY 2010-2014, Sec. 5203)
- Mental and behavioral health: Grants to schools to develop, expand, or enhance mental health and substance abuse training for children and adults (Authorizes \$8M for social work, \$12M for psychology, \$10M for child and adolescent mental health, \$5M for paraprofessional child and adolescent health for FY 2010-2013, Sec. 5306)





# Health Care Workforce: Public Health and Allied Health

- Public health workforce loan repayment program
  - Loans to public health students with agreement to work for at least 3 years in public health agency (Authorizes \$195M in FY 2010, such sums as are necessary in FY 2011-2015, Sec. 5204)
- Allied health loan repayment for service in professional shortage areas in underserved geographical areas (Sec. 5205)
  - Employment may be with federal, state or local health agencies or in understaffed provider areas (acute care, ambulatory care facilities, personal residences)
- Training for mid-career public and allied health professionals to receive additional training (Authorizes \$60 M in FY 2010 and such sums as are necessary FY 2011-2015, Sec. 5206)





# Health Care Workforce: Public Health

- **Funding to expand public health fellowships** (Authorizes \$39.5M for each FY 2010-2013 for public health, of these funds: \$5M for epidemiology fellowship, \$5M for laboratory science fellowship, \$5M for informatics fellowship, and \$24.5M to expand epidemic intelligence service, Sec. 5314)
- **Reauthorizes preventive medicine and public health residency programs** (Authorizes \$43M in FY 2011, and sums necessary thereafter, Sec. 10501)
- **Eliminate cap on Commissioned Corps and establishes a Ready Reserve Corps** (Authorizes \$5M for each FY 2010-2014, \$12.5M for each FY 2010-2014; Sec. 5209-5210, 5315)
  - Ready Reserve Corps will serve as emergency or backup support for Commissioned Corps in public health emergencies





# Health Care Workforce: Public Health

- **United States Public Health Sciences Track** (Beginning FY 2010, Secretary shall transfer funds from Public Health and Social Services Emergency Fund as are necessary, Sec. 5315)
  - Program to appropriate advanced degrees including curricula with units on team-based service, public health, epidemiology and emergency preparedness
  - Aims to graduate 100 students in the dental fields, 250 in nursing, 100 in public health, 100 behavioral and mental health professionals, 100 Physician Assistants and Nurse Practitioners 20 pharmacy students annually
  - Students will receive tuition and stipend by the Surgeon General in return for maintaining designated GPA



# Health Care Workforce: Dentistry

- Grants to institutions to train dentists, dental hygienists, or others for general, pediatric or public health dentistry (Authorizes \$30M in FY 2010 and sums necessary in FY 2011-2015, Sec. 5303)
  - Grants for: financial aid to students and professionals who plan to teach; meeting costs or improving faculty development in dentistry; creating loan repayment program for faculty; and providing technical assistance to education programs
- Grants to demonstration projects to train alternative dental health care providers in rural and other underserved communities to increase services (Authorizes funds necessary, each grant for not less than \$4M over 5 years, Sec. 5304)





# Health Care Workforce: Nursing

- **Funding to expand the nursing workforce** (Authorizes \$338M in FY 2010, and sums necessary in FY 2011-2016 for Parts B-D of Title VIII – Advanced Education Nursing, Increasing Nursing Workforce Diversity, Basic Nursing Education and Practice -- of the Public Health Service Act, Sec. 5312)
  - Increases individual loan amounts for nursing student loan program (Sec. 5202)
  - Advance nursing; Nurse education, practice and retention grant; loan repayment and scholarship (Authorizes funds necessary, Sec. 5308-5309)
    - Update: \$30 M is available; Competitive grants to 40 institutions for a five-year period; grant closed July 19, 2010
- **Individual loan amounts increased to faculty at accredited nursing schools through the Nurse Faculty Loan program** (Authorizes funds necessary, Sec. 5310, 5311)
- **Existing nursing diversity grants expanded**
  - Now offer student stipends to complete associate degrees, bridge programs, advance degrees
  - May also be used for school preparation and retention purposes (Sec. 5404)





# Health Care Workforce: Nursing

- Family nurse practitioner grants:
  - Demonstration (pilot) projects to support recent family nurse practitioner graduates in primary care in FQHCs and nurse-managed health clinics (Authorizes sums necessary FY 2011-2014, Section 5316 as added by Sec. 10501)
- Graduate Nurse Education Demonstration
  - Offers payment for up to five hospitals that start qualified clinical training programs for their advanced practice nurses (Appropriates \$50M for each FY 2012-2015, Sec. 5509)
  - Training to provide primary, preventive and chronic disease care for Medicare beneficiaries, at least half of training in non-hospital community-based settings





# Health Care Workforce: Direct Care Workers

- Direct care workforce: establish new training opportunities for direct care workers in long-term care settings (Authorizes \$10 for FY 2011-2013, Sec. 5302)
- Demonstration projects to provide low-income individuals opportunities for education, training and career advancement in health professions (Appropriates \$85M in each FY 2010-2014, of which \$5M shall be to develop training and certification programs for personal or home care aides, Sec. 5507)
  - Programs must target TANF recipients and other low-income individuals
- Elder Justice: Authorizes funding to increase training and support for direct care workers, improve management practices (Authorizes: \$20M FY 2011, \$17.5M FY 2012, \$15M in each FY 2013-2014, Sec. 6703)



# Health Care Workforce: Community Workers

- Patient Navigator Programs. Funding to support patient navigator training programs. (Authorizes \$3.5M in FY 2010 and sums thereafter; Sec. 3510)
- Grants for community health workers to promote positive health behaviors in public health departments, free clinics, hospitals or FQHCs (Sec. 5313, Authorized such sums as necessary for FY 2010-2014)





# Health Care Workforce: Integrated Quality Care

- Offers grants to institutions to carry out demonstration programs (pilots) to develop and implement academic curricula that integrates patient safety and quality improvement (Sec. 3508)
- Offers grants to organizations to recruit, train and employ community members as patient navigators (Authorizes \$3.5M in FY 2010 and sums thereafter; Sec. 3510)
- Offer grants to coordinate quality improvement initiatives through state Hubs whose work will include implementing medical home, disseminating research findings, and sharing best practices (Authorized \$120M for each FY 2011-2012, and for such sums as necessary from 2013-2014, Sec. 5405)





# Health Care Workforce: Encouraging Diversity

- Many of the grant provisions give priority to minorities or the medically underserved
- Programs of excellence in health professionals education for under-represented minorities (Authorizes \$50 M in each FY 2010-2015, and sums necessary thereafter for health professional schools, Sec. 5401)
- Increase in the amount of scholarship money available from students of disadvantaged backgrounds for health professions schools (Authorizes \$51M in 2010 and such sums as necessary thereafter, Sec. 5402)
  - Raises the amount of loan funding available for health professions education for disadvantaged populations (Authorizes a raise for loan repayments and fellowships from \$1.1M to \$5M for each FY 2010-2014 , Sec. 5402)
  - Offers \$30,000/ year to full-time students who agree to serve as faculty following graduation (Sec. 5402)





# Health Care Workforce: Encouraging Diversity

- Interdisciplinary, community-based linkages: Funding for AHECs to recruit and support under-represented minorities; foster community-based interdisciplinary training and education; and prepare individuals to more effectively provide health services to underserved areas and health disparity populations (Authorized \$125M for each FY 2010-2014, Sec. 5403)
  - Infrastructure Awards for planning, developing and operating community health education center
  - Point of Service Awards for maintaining and improving existing health education centers
- Grants designated for minority or disadvantaged nurses to enter degree completion programs (Sec. 5404)





# Health Care Workforce: Health Disparities

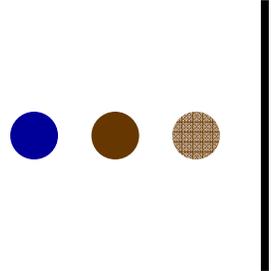
- Grants for institutions to develop curricula for cultural competency, reducing health disparities and disabilities training (Authorized such sums as necessary for 2010-2015, Sec. 5307)





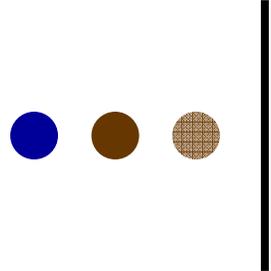
# Health Care Workforce: Community Colleges

- Appropriates \$500M for each FY (FY 2011-2014) to community colleges for grants to develop and improve educational or career training programs. (Sec. 1501 of Reconciliation)
  - To create job training programs for dislocated workers and those who may be laid off



# Agenda

- Overview of New Models of Workgroup charge
- More detailed description of Affordable Care Act (ACA) provisions
- Next steps



## Next steps

Workgroup will consider:

- Keeping the state informed about funding opportunities
- Identifying priority workforce issues for the state
- How to foster collaboration and coordination in workforce development
- New training models



# Useful Resources

- Patient Protection and Affordable Care Act

(HR 3590 signed into law March 23, 2010)

[http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=111\\_cong\\_bills&docid=f:h3590enr.txt.pdf](http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=111_cong_bills&docid=f:h3590enr.txt.pdf)

- Health Care and Education Reconciliation Act of 2010

(HR 4872 signed into law March 30, 2010)

[http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=111\\_cong\\_bills&docid=f:h4872eh.txt.pdf](http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=111_cong_bills&docid=f:h4872eh.txt.pdf)

- Kaiser Family Foundation

<http://www.kff.org/healthreform/upload/8061.pdf>

- Congressional Budget Office

<http://www.cbo.gov/ftpdocs/113xx/doc11379/Manager'sAmendmenttoReconciliationProposal.pdf>

[http://www.cbo.gov/ftpdocs/114xx/doc11490/LewisLtr\\_HR3590.pdf](http://www.cbo.gov/ftpdocs/114xx/doc11490/LewisLtr_HR3590.pdf)

[http://www.cbo.gov/ftpdocs/114xx/doc11493/Additional\\_Information\\_PPACA\\_Discretionary.pdf](http://www.cbo.gov/ftpdocs/114xx/doc11493/Additional_Information_PPACA_Discretionary.pdf)





# For more information

- **Pam Silberman, JD, DrPH**  
President & CEO  
919-401-6599 Ext. 23  
[pam\\_silberman@nciom.org](mailto:pam_silberman@nciom.org)
- **Berkeley Yorkery, MPP**  
Project Director  
919-401-6599 Ext. 30  
[berkeley\\_yorkery@nciom.org](mailto:berkeley_yorkery@nciom.org)

