

The Affordable Care Act and Health Workforce Analysis: A New Vision

Health Professions Network
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Bureau of Health Professions (BHP)

BHP's mission is to increase the population's access to health care by providing national leadership in the development, distribution and retention of a diverse, culturally competent health workforce that can adapt to the population's changing health care needs and provide the highest quality of care for all.

BHP strives to improve the:

- distribution of health professionals to rural and urban areas
- quality of health professions practice and education
- health professions research and analysis
- diversity of the healthcare workforce to better reflect the populations served



Challenges

- Reliance on market forces
- Distribution
- Diversity
- Evolving knowledge and skill requirements for those entering and practicing the professions
- Provider quality and patient safety



What does BHPr do?

Through grants, loans, and scholarships,
BHPr works to...

- Encourage health providers to go into underserved (shortage) areas
- Identify where these shortage areas are
- Strengthen primary care and provide incentives for practicing primary care



What does BHPr do? (cont.)

- Increase diversity by supporting **underrepresented individuals'** entry into health professions
- Ensure practitioners have current and appropriate skills
- Support residency training for physicians and dentists
- Improve the distribution of health professionals



What does BHPr do? (cont.)

- Analyze and provide information about the health professions to inform policy-makers
- Maintain data banks for reporting unsafe practitioners
- Manage four health professions advisory committees that make recommendations to the Secretary and the Congress about health workforce concerns



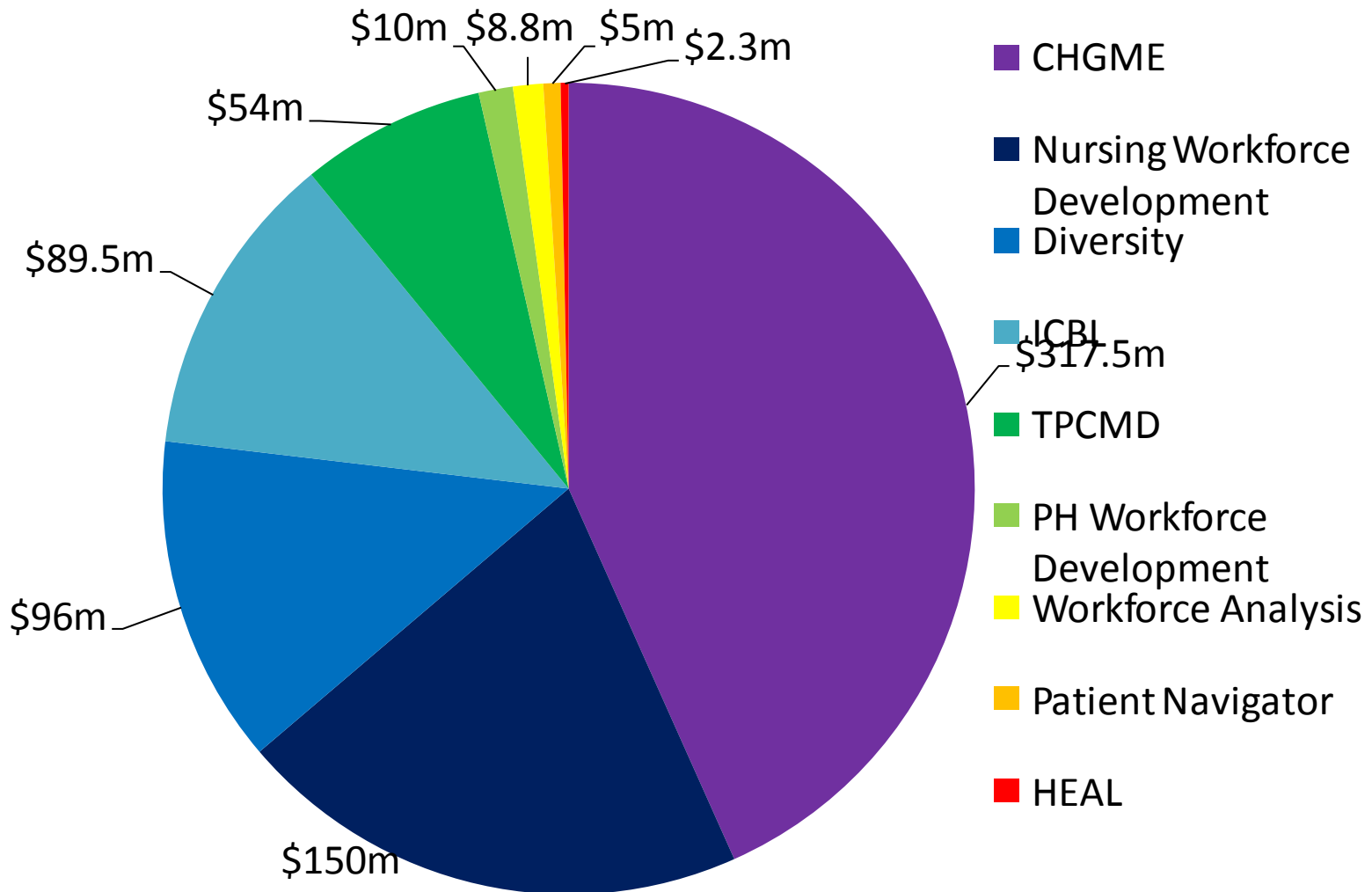
Budget

- FY 2008 Appropriation = \$ 627 M
- FY 2009 Appropriation = \$ 672 M (+\$200M ARRA)
- FY 2010 Appropriation= \$ 725 M (+\$250M; ACA)
- FY2011 Proposed = \$733 M (+\$250M; ACA)



President's FY 2011 Budget

Total= \$733 million



American Recovery and Reinvestment Act (ARRA)

- \$200 million for Health Professions
 - \$47.6 million for Training in Primary Care Medicine & Dentistry
 - \$10.5 million for Public Health
 - \$39.5 million for Nursing
 - \$52.4 million for Diversity Programs
 - \$1.5 million for Licensure Portability
 - \$50 million for Equipment



Current Issues

- Limited workforce data
- Managing regular program expansion
- Managing ARRA funding
- Performance measurement/evaluation
- Increasing expectations for collaboration with other agencies (DoL, DoED, DVA)
- New and reauthorized/modified programs in health reform/special initiatives
- Identifying/sharing good training models



Health Reform and BHPr

- 40 BHPr programs affected
 - New programs
 - Reauthorization/Revisions to existing programs
 - Additional funding from Prev. and PH Fund
- Effective immediately
- \$250 M in FY2010 and \$250 M proposed in FY2011



Health Reform and BHPr: Reauthorization

- First major congressional action in a decade
- Expanded some programs to include “supporting professions”
- Updated “ceilings” (e.g., stipends)
- Expanded loan repayment opportunities
- Significant changes to workforce analysis and evaluation provisions



Health Reform and BHPr: New programs

- Teaching Health Centers
- Mid-career scholarships
- Public health loan repayment
- Cultural competency, prevention and public health and individuals with disabilities training
- Expanded public health training fellowships
- Geriatric workforce development fellowships
- Education and training in pain management
- Family and direct caregiver training
- Alternative dental health care providers demonstration
- Mental and behavioral health education and training



Health Workforce Analysis under Health Reform (ACA)

- National Health Care Workforce Commission (Section 5101)
- State Health Care Workforce Development Grants (S. 5102)
- Health Care Workforce Assessment (S. 5103)



ACA: National Health Care Workforce Commission

- Independent Commission appointed by Comptroller General
- Serves as a national resource on health workforce issues
- Conducts studies and makes recommendations to Congress, HHS, and others
- Manages State Health Care Workforce Development grant program
- Receives and assesses reports from the National Center for Health Workforce Analysis



National Health Care Workforce Commission (status)

- Members appointed (Buerhaus, Retchin, Isetts, Maurer, Ricketts, Hansen, Maupin, Meltzer, Mullan, Zarkin, Flores, Gillan, Holderby, King, Krugman)
- No staff or appropriations



ACA: State Health Care Workforce Development Grants

- Grants to States to support planning and workforce development activities
- Administered by HRSA for the National Commission
- Two types of grants – planning (1 yr) and implementation (2-3 yrs)

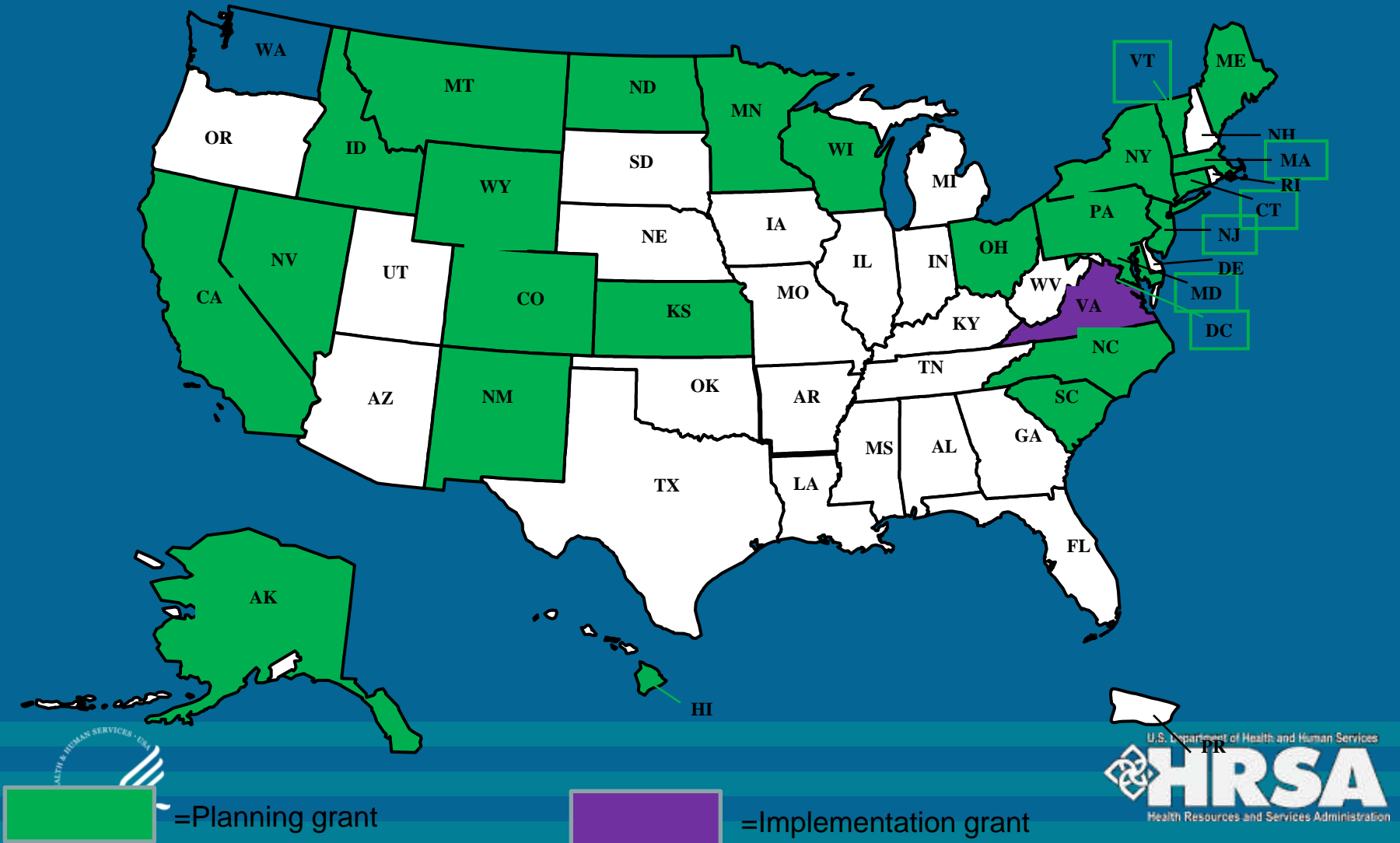


State Health Care Workforce Development Grants (status)

- \$5.6 million dollars was allocated in FY2010 from the Prevention and Public Health Fund created by the Affordable Care Act.
- On September 28th, HRSA made 25 planning grant awards and one implementation grant award.
- In FY2011, the President's budget requests \$105M for new grants in the program.



APPROVED & FUNDED SHCWD GRANTS



ACA: Health Care Workforce Assessment

- National Center for Health Workforce Analysis
- State and Regional Centers for Health Workforce Analysis
- Increases in grants for longitudinal evaluations



National Center for Health Workforce Analysis

- Coordinate with Commission and regional and State agencies
- Develop information on health care workforce
- Develop uniform health professions data reporting system
- Annually evaluate Title VII programs
- Establish performance measures and benchmarks for Title VII programs
- Establish a national Internet registry of Title VII grants and a database to collect data from longitudinal evaluations



State and Regional Centers for Health Workforce Analysis

- Collect, analyze, and report data regarding Title VII programs to the National Center and the public
- Provide technical assistance to local and regional entities on the collection, analysis, and reporting of data



Increases in grants for longitudinal evaluations

- Increase awards to Title VII grants to conduct longitudinal evaluations
- Evaluations must be capable of studying practice patterns and collecting and reporting performance measures as developed by Advisory Committees
- Advisory Committees also responsible for developing guidelines for the longitudinal evaluations



Core Workforce Activities of the National Center

- Implement a uniform health workforce data reporting system
- Operate an open data and information dissemination portal
- Conduct workforce analyses to support policy-makers
- Collect and analyze performance measures and longitudinal evaluations for Title VII programs



Uniform data reporting system

- Minimum data standards
- Multiple domains (e.g., education, supply, demand)
- Primarily administrative sources
- Collaborative model
- National data repository



Information dissemination portal

- Web-based, one- stop shopping for data and information
- Comparative data available at various levels of aggregation (e.g. ARF, state profiles, national)
- Data available to all for research and analysis
- Collection of longitudinal evaluation data



Workforce analyses

- Descriptive information on education, supply, and distribution
- Supply and demand models
- Primary data collections
- Policy-driven analyses
- Research studies



Performance measures and longitudinal evaluations

- Advisory Committees will establish guidelines
- Some performance measures will be required of all grantees for GPRA reporting
- Longitudinal evaluations funded as supplements to grants.
- State and regional workforce centers will have a role in these activities
- Reporting will occur at a national level



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