

Health Professions Workforce

Part I - Overview

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Statewide Health Coordinating Council

- 17 member Governor Appointed Council
- Chapters 104 & 105 of the Health and Safety Code; updated by HB 1716 (Maxey, 75th legislative session)
- Development of the State Health Plan with focus on health care workforce planning
- 6 Year Planning Cycle with Biennial Updates

Past and Current Workforce Issues

- Data, Needs Assessment and Planning
- Shortages and Maldistribution
- Diversity and Cultural Competency
- Aging of the Workforce
- Specific Shortages / Special Programs
- Technology, Telemedicine and Electronic Records
- Recruitment of Students and Providers
- Educational Models for the Future
- Border Health Issues
- Addressing Health Disparities / Chronic Disease
- Access to Health Care
- Education and Prevention
- Scope of Practice Issues

Data, Needs Assessment and Training

- Legislature passed into law new requirements for regulatory boards to provide licensure data on an annual basis to the Health Professions Resource Center
- Some regulatory boards:
 - Lack the technology to comply with creation of the Minimum Data Set that permits HPRC analysis
 - Do not track several key professionals in the health care delivery enumeration
- Enumeration of the health professions workforce and use of the Minimum Data Set by all the professions remains crucial if Texas is to understand its future workforce demands
- A comprehensive assessment of the Texas population is needed to assess the needs and plan for the development of its health professions workforce

Shortages and Maldistribution

- There is a shortage of all health professions in Texas with the exception of LVNs
- Physicians, registered nurses, physical therapists, clinical laboratory scientists, occupational therapists, pharmacists, dentists, audiologists, and other health care professionals all number LESS per 100,000 population than the national averages
- In addition, the supply of health professionals in rural and border areas is even far LESS than it is in urban and non-border areas
- 73 percent of the counties in Texas are designated Health Professions Shortage Areas

Health Profession Diversity

- Texas has created programs to direct qualified minority students into the health professions
- Texas medical and nursing schools now boast some of the most diverse student body populations in the nation
- Outreach into the Latino student community continues to be a priority
 - 36% of the 2007 Texas population is Hispanic
 - Only 14.5% of the Texas physician and dental students are Hispanic
 - Only 13% of doctors in practice in Texas are Hispanic
- Texas must have systems in place that provide individuals from these important sub-populations the opportunities to seriously consider health care as a career, and they must also have the opportunities that lead to their successful application, entrance and graduation from health professions training

Aging of the Workforce

- As the Texas population ages, so does the health professions workforce, but even more so
- The static size of entering classes causes disproportionate aging phenomena among the health care workforce
- Faculty in the state's health professions schools, especially nursing faculty, also are older than comparable groups
- With an increased desire for retirement, both the numbers of professionals in active practice as well as those in university teaching positions are also decreasing dramatically

Specific Shortages and Special Programs

- Mental Health Professionals
- Dentists
- Pharmacists
- Mid-wives
- Clinical Laboratory Scientists
- Radiology Technologists
- Geneticists
- Physical Therapists
- Physician Assistants
- Pediatric Specialists
- Gerontologists
- Public Health Professionals

Technology

- Health care professionals need new skill sets to utilize:
 - Telemedicine
 - Electronic Medical Record
 - Digital Technology in Imaging
 - Automation of Laboratory Diagnostics
 - Pharmacy Management Systems
- Adoption of the preceding applications can address some geographic disadvantages as well as improve the quality and costs related to delivery of health care services

Recruitment

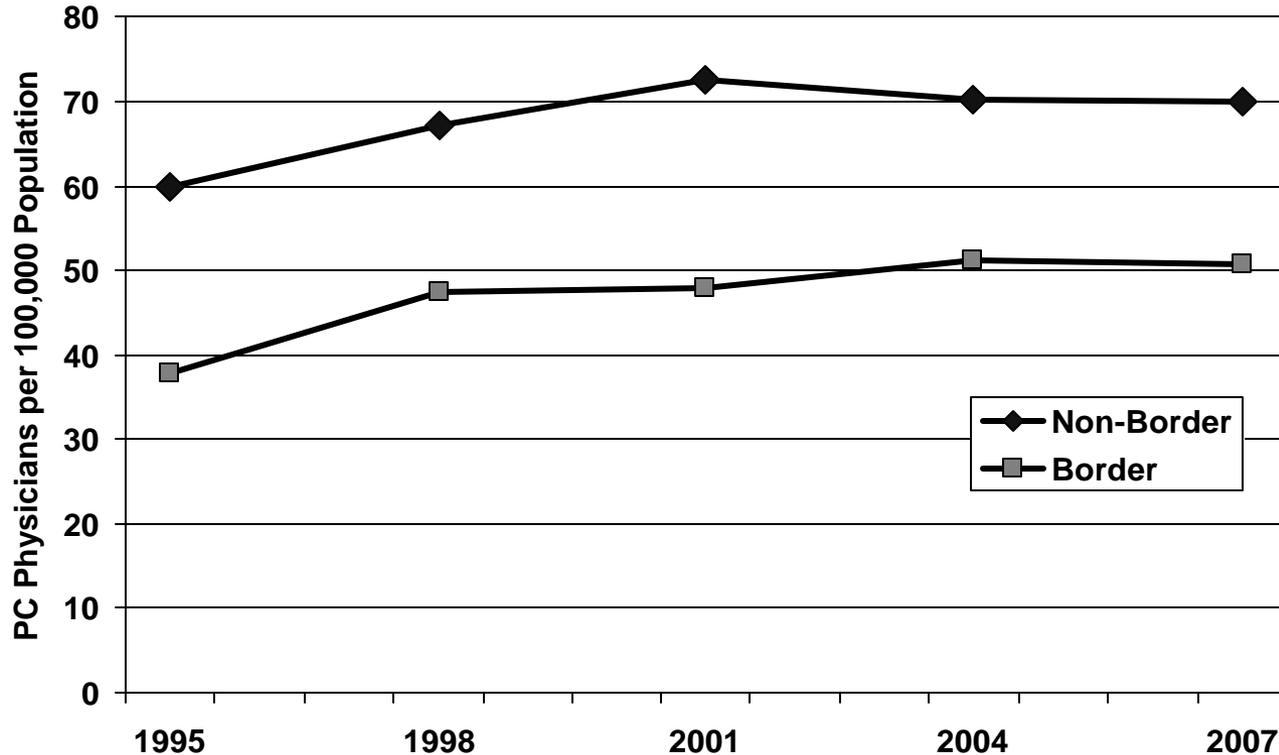
- K-12 programs are essential in all areas of the educational enterprise to assure that youth are introduced to the career options in health at an early age
 - Even more important in rural, border and under-served areas
 - Exposure to a wide array of health professions is uncommon
 - Introduction to science, technology, math, and related areas is key in order to be able to excel in pre-medical curricula
- Career awareness programs are very important if we are to meet the demands for the future workforce

Educational Models

- Inter-professional Training
 - Integrated, synergistic learning for all the health professions disciplines
 - Turf, tradition, territory and tenure have often slowed the process toward integrated curricula
 - Innovations in education are desirable to create better performing professionals, to create better health outcomes for the patient, and to address the shortages in faculty
- Tele-technology for teaching, monitoring and mentoring student's educational progress
- Preparing professionals to practice in a redesigned delivery model with a focus on the education, prevention, and management of chronic disease
 - The most productive impact on the shortage of health care professionals
 - Health care professionals must adopt new skill sets to address an increased demand for longevity, wellness, and performance
 - The health care team of the future must focus its efforts on using knowledge and skills acquired through education and training at the right place, the right time, and the right cost

Texas - Mexico Border Issues

Primary Care Physician Supply Ratios Border and Non-Border Counties 1995-2007



Health Disparities / Chronic Diseases

- Health Disparities

- Differences in mortality and morbidity rates are significant among racial and ethnic groups in Texas, across geographic boundaries, and between urban and rural areas.
- Disparities impact population productivity and add to the overall costs of health care

- Chronic Diseases

- Chronic Diseases such as diabetes, hypertension, cancer, heart failure and asthma affect thousands of Texans
- Prevent and management of patients with chronic illness has the potential to save Texans millions of dollars in health care costs