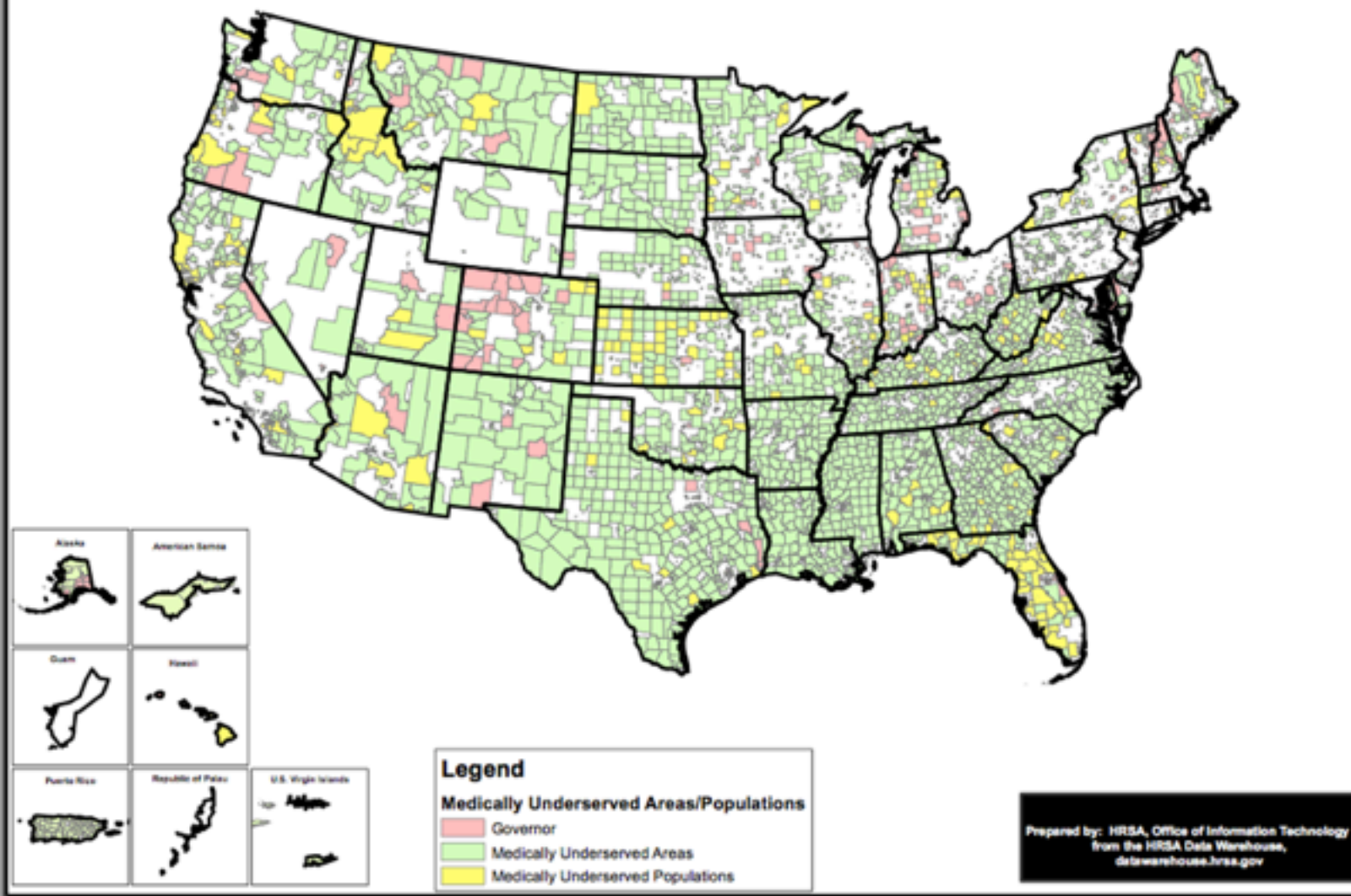


Health IT Workforce - View from the Top

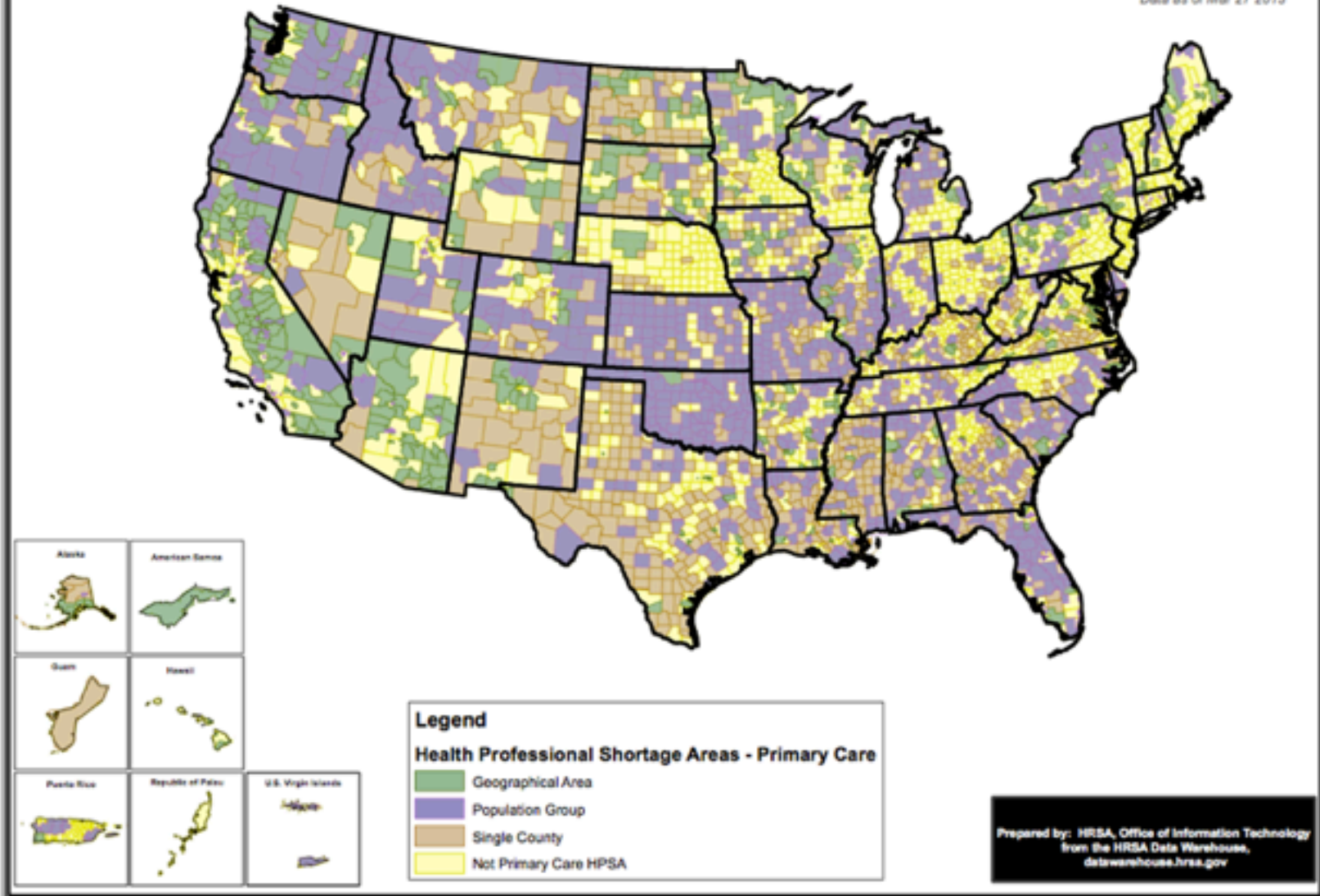
April 4th 2013

Steven E. Waldren MD, MS



Health Workforce Issues are Not New

Add to the base shortage:
Meaningful Use, Medicaid
Expansion, Health Reform
(Affordable Care Act (PPACA))



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Add to the base shortage:
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Massive National Effort to Address Health Care Workforce Shortages

Source:
The Complexities of the National Health Care Workforce Planning: A review of current data and methodologies. Feb 2013.

Deloitte Center for Health Solutions
Bipartisan Policy Center

Appendix A: Provisions in the PPACA Related to Health Care Workforce Planning

PPACA SECTION ⁸⁷	PROVISION	IMPACT ON WORKFORCE PLANNING
Innovations in workforce		
5101	National Health Care Workforce Commission	<ul style="list-style-type: none"> Provides recommendations to Congress and the administration on national health workforce priorities, goals and policies Submits annual report to Congress and the administration on several workforce issues (e.g., current supply/demand data and projections)
5102	State health care workforce development grants	<ul style="list-style-type: none"> Provides competitive grants to enable state partnerships to complete comprehensive planning and carry out activities leading to comprehensive health care workforce development strategies
5103	Health care workforce assessment	<ul style="list-style-type: none"> Codifies the existing National Center for Health Workforce Analysis in HHS Establishes several regional centers for health workforce analysis to collect, analyze and report data related to primary care workforce programs
Increasing workforce supply		
5201	Federally supported student loan funds	<ul style="list-style-type: none"> Eases current criteria for schools and students to qualify for loans, shorten payback periods, and decrease the non-compliance provision for the primary care student loan program
5202	Nursing student loan program	<ul style="list-style-type: none"> Increases loan amounts and updates the years for nursing schools to establish and maintain student loan funds
5203	Health care workforce loan repayment programs	<ul style="list-style-type: none"> Establishes a loan repayment program for pediatric subspecialists and providers of mental and behavioral health services to children and adolescents who are or will be working in a Health Professional Shortage Area, Medically Underserved Area, or with a Medically Underserved Population

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PPACA SECTION#7	PROVISION	IMPACT ON WORKFORCE PLANNING
5204	Public health workforce recruitment and retention program	<ul style="list-style-type: none"> Offers loan repayment to public health students and workers in exchange for working at least three years at a federal, state, local or tribal public health agency
5205	Allied health workforce recruitment and retention program	<ul style="list-style-type: none"> Offers loan repayment to allied health professionals employed at public health agencies or in settings providing health care to patients
5206	Grants for states and local programs	<ul style="list-style-type: none"> Awards scholarships to mid-career public and allied health professionals employed at the federal, state, tribal or local level to receive additional training
5207	Funding for National Health Service Corps	<ul style="list-style-type: none"> Increases and extends appropriations for the National Health Service Corps scholarship and loan repayment program for FY 2010-2015
5208	Nurse-managed health clinics	<ul style="list-style-type: none"> Creates \$50 million grant program administered by HRSA to support nurse-managed health clinics
5209	Elimination of cap on the Commissioned Corps	<ul style="list-style-type: none"> Eliminates cap on the number of U.S. Public Health Service Commissioned Corps members
5210	Establishing a Ready Reserve Corps	<ul style="list-style-type: none"> Establishes a Ready Reserve Corps within the Commissioned Corps for service in times of national emergency
Enhancing education and training		
5301	Training in family medicine, general internal medicine, general pediatrics, and physician assistantship	<ul style="list-style-type: none"> Provides grants to develop and operate training programs, provides financial assistance to trainees and faculty, and enhances faculty development in primary care and physician assistant programs
5302	Training opportunities for direct care workers	<ul style="list-style-type: none"> Authorizes funding over three years to establish new training opportunities for direct care workers providing long-term care services and support
5303	Training in general, pediatric and public health dentistry	<ul style="list-style-type: none"> Reinstates a separate line of dental funding in Title VII of the Public Health Service Act Allows dental schools and education programs to use grants for pre-doctoral training, faculty development, dental faculty loan repayment and academic administrative units
5304	Alternative dental health care provider demonstration project	<ul style="list-style-type: none"> Provides grants to establish training programs to increase access to dental health care services in rural, tribal and underserved communities

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PPACA SECTION#7	PROVISION	IMPACT ON WORKFORCE PLANNING
5305	Geriatric education and training; career awards; comprehensive geriatric education	<ul style="list-style-type: none"> Authorizes funding to geriatric education centers to develop curricula and best practices, and support training in geriatrics, chronic care management and long-term care for faculty in health professions schools and family caregivers
5306	Mental and behavioral health education and training grants	<ul style="list-style-type: none"> Awards grants to schools for the development, expansion or enhancement of training programs in social work, graduate psychology, professional training in child and adolescent mental health, and pre-service or in-service training to paraprofessionals in child and adolescent mental health
5307	Cultural competency, prevention and public health and individuals with disabilities training	<ul style="list-style-type: none"> Reauthorizes and expands programs to support the development, evaluation and dissemination of model curricula for cultural competency, prevention and public health proficiency and aptitude for working with individuals with disabilities
5308	Advanced nursing education grants	<ul style="list-style-type: none"> Strengthens language for accredited Nurse Midwifery programs to receive advanced nurse education grants
5309	Nurse education, practice and retention grants	<ul style="list-style-type: none"> Awards grants to nursing schools to strengthen nurse education and training programs and improve nurse retention
5310	Loan repayment and scholarship program	<ul style="list-style-type: none"> Adds faculty at nursing schools as eligible individuals for loan repayment and scholarship programs
5311	Nurse faculty loan program	<ul style="list-style-type: none"> Establishes a federally funded student loan repayment program for nurses with outstanding debt who pursue careers in nurse education. Nurses agree to teach at an accredited school of nursing for at least four years within a six-year period
5313	Grants to promote the community health workforce	<ul style="list-style-type: none"> Awards grants to states, public health departments, clinics, hospitals, federally qualified health centers and other non-profits to promote positive health behaviors and outcomes in medically underserved areas
5314	Fellowship training in public health	<ul style="list-style-type: none"> Authorizes the secretary to address workforce shortages in state and local health departments in applied public health epidemiology and public health laboratory science and informatics
5315	United States Public Health Sciences Track	<ul style="list-style-type: none"> Directs the surgeon general to establish a U.S. Public Health Sciences Track to train physicians, dentists, nurses, physician assistants, mental and behavior health specialists, and public health professionals emphasizing team-based service, public health, epidemiology, and emergency preparedness and response in affiliated institutions

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PPACA SECTION#7	PROVISION	IMPACT ON WORKFORCE PLANNING
5316	Rural physician training grants	<ul style="list-style-type: none"> Establishes a grant program for medical schools to recruit and train medical students to practice medicine in underserved rural communities
5317	Demonstration grants for family nurse practitioner training programs	<ul style="list-style-type: none"> Establishes a training demonstration program that supports recent family nurse practitioner graduates in primary care for a 12-month period in Federally Qualified Health Centers (FQHCs) and nurse-managed health clinics
Supporting the existing health care workforce		
5401	Centers of Excellence	<ul style="list-style-type: none"> Establishes The Centers of Excellence program to develop a minority applicant pool to enhance recruitment, training, academic performance and other supports for minorities interested in careers in health
5402	Health professions training for diversity	<ul style="list-style-type: none"> Provides scholarships for disadvantaged students who commit to work in medically underserved areas as primary care providers Expands loan repayments for individuals who will serve as faculty in eligible institutions
5403	Interdisciplinary, community-based linkages	<ul style="list-style-type: none"> Authorizes funding to establish community-based training and education grants for Area Health Education Centers (AHECs) and programs
5404	Workforce diversity grants	<ul style="list-style-type: none"> Expands the allowable uses of nursing diversity grants to include completion of associate degrees, bridge or degree completion program, or advanced degrees in nursing, as well as pre-entry preparation, advanced education preparation, and retention activities
5405	Primary care extension program	<ul style="list-style-type: none"> Creates a primary care extension program to educate and provide technical assistance to primary care providers about evidence-based therapies, preventive medicine, health promotion, chronic disease management and mental health
Strengthening primary care and other workforce improvements		
5501	Expanding access to primary care services and general surgery services	<ul style="list-style-type: none"> Provides primary care practitioners, as well as general surgeons practicing in health professional shortage areas, with a 10 percent Medicare payment bonus for five years
5503	Distribution of additional residency positions	<ul style="list-style-type: none"> Redistributes residency positions that have been unfilled for the prior three cost reports and directs those slots for training of primary care physicians. Special preference given to programs in states with a low physician resident to general population ratio

Massive National Effort to Address Health Care Workforce Shortages

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PPACA SECTION ⁴⁷	PROVISION	IMPACT ON WORKFORCE PLANNING
5504	Counting resident time in outpatient settings and allowing flexibility for jointly operated residency training programs	<ul style="list-style-type: none"> Allows any time spent by the resident in a non-provider setting to be counted toward direct graduate medical education (DGME) and indirect medical education (IME) if the hospital incurs the costs of the stipends and fringe benefits
5505	Rules for counting resident time for didactic and scholarly activities and other activities	<ul style="list-style-type: none"> Modifies current law to allow hospitals to count resident time spent in didactic conferences toward IME costs in the provider (i.e., hospital) setting and toward DGME in the non-provider (i.e., non-hospital) setting
5506	Preservation of resident cap positions from closed hospitals	<ul style="list-style-type: none"> Redistributes medical residency slots from a hospital that closes on or after the date that is two years before enactment of the legislation based on certain criteria
5507	Demonstration project to address health professions workforce needs; extension of family-to-family health information centers	<ul style="list-style-type: none"> Establishes a demonstration grant program to support low-income individuals with the opportunity to train for occupations in the health care field that pay well and are expected to experience labor shortages or be in high demand Establishes a demonstration program to competitively award grants for up to six states for three years to develop core training competencies and certification programs for personal and home care aides
5508	Increasing teaching capacity	<ul style="list-style-type: none"> Establishes a grant program to support new or expanded primary care residency programs at teaching health centers
5509	Graduate nurse education demonstration program	<ul style="list-style-type: none"> Establishes a demonstration program to increase graduate nurse education training under Medicare

The World of Health Care Is Changing

Volume Based

- 🔍 Documentation
- 🔍 Procedures
- 🔍 Individuals
- 🔍 Maximize Utilization

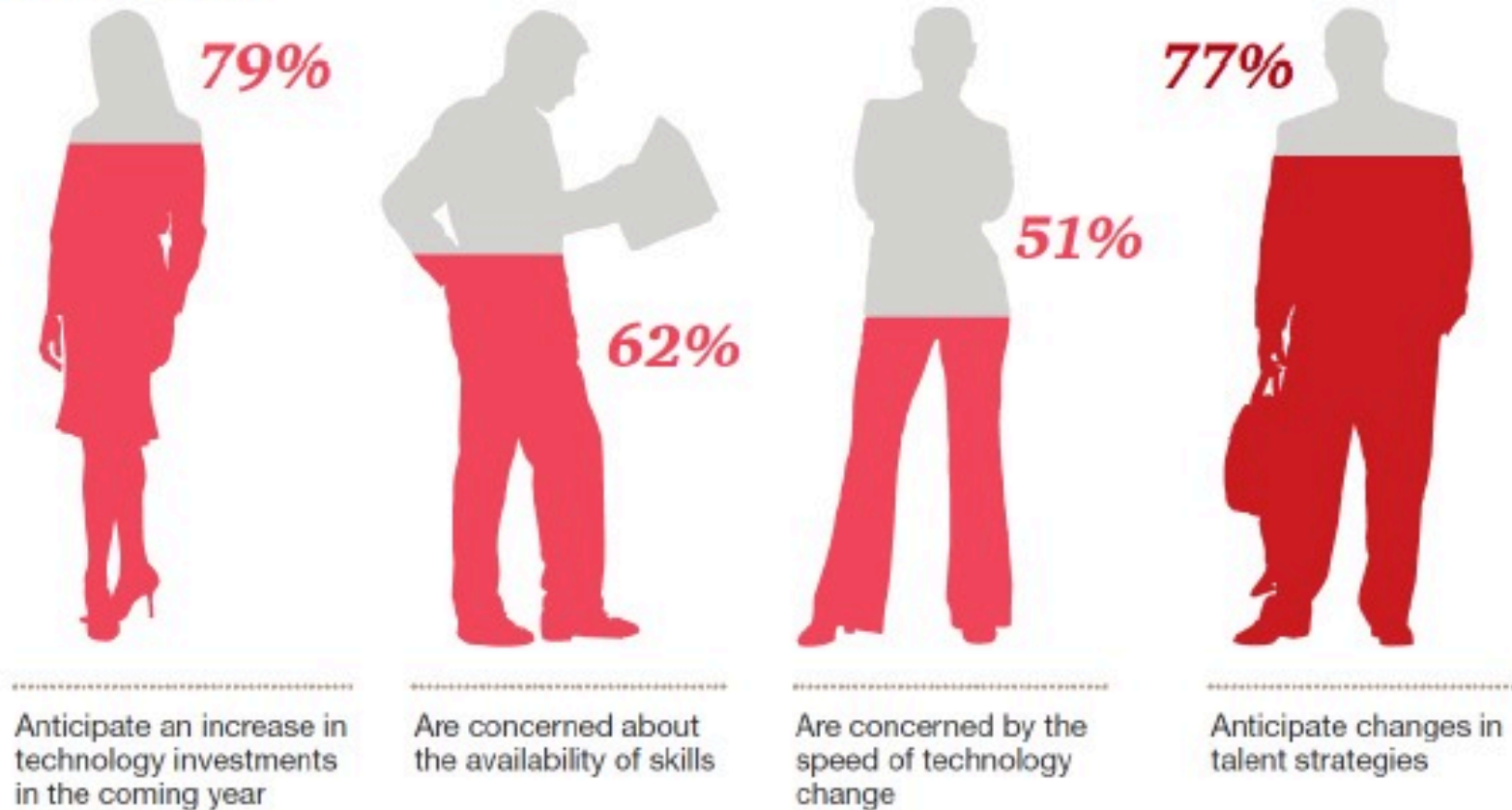


Value Based

- 🔍 Quality
- 🔍 Efficiency
- 🔍 Costs
- 🔍 Populations
- 🔍 Data

Image Source: <http://www.studiomx.eu> <http://dryicons.com>

Healthcare CEOs were asked, how concerned are you about the following potential business threats to your growth prospects? To what extent do you anticipate changes at your company in the following areas over the next 12 months?



Procuring & Managing Talent - Top of Mind

Source: PWC <http://www.pwc.com/us/HITtalent>.

Healthcare CEOs were asked, how concerned are you about the following potential business threats to your growth prospects? To what extent do you anticipate changes at your company in the following areas over the next 12 months?



Anticipate an increase in technology investments in the coming year



Are concerned about the availability of skills



Are concerned by the speed of technology change



Anticipate changes in talent strategies

Procuring & Managing Talent - Top of Mind

Source: PWC <http://www.pwc.com/us/HITalent>.

Providers were asked to weigh in on their staffing challenges

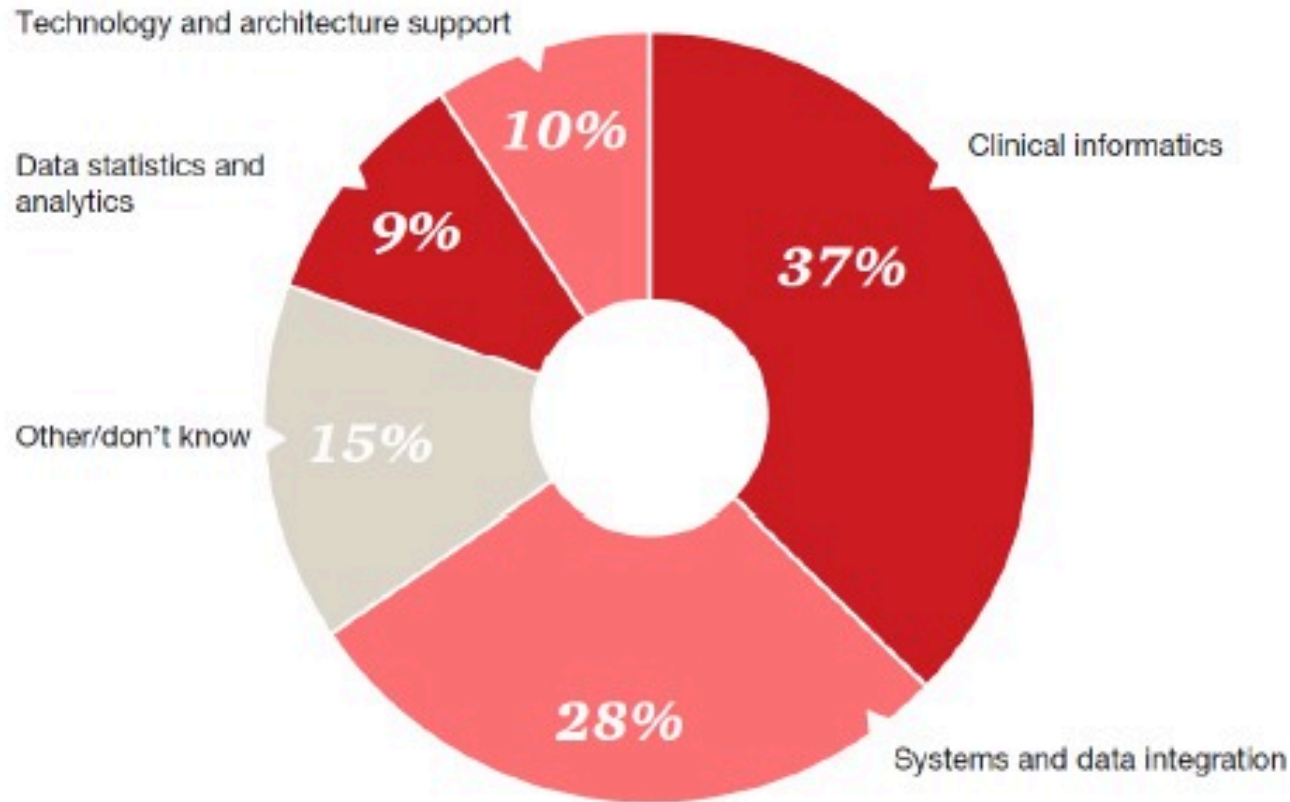


Sources: 2012 CHIME CIO Survey; PwC Health Research Institute Human Capital Survey 2012

Growth in the Ambulatory Market

Source: PwC <http://www.pwc.com/us/HITtalent>.

Providers were asked, what skills are most needed to achieve your organization's HIT priorities?



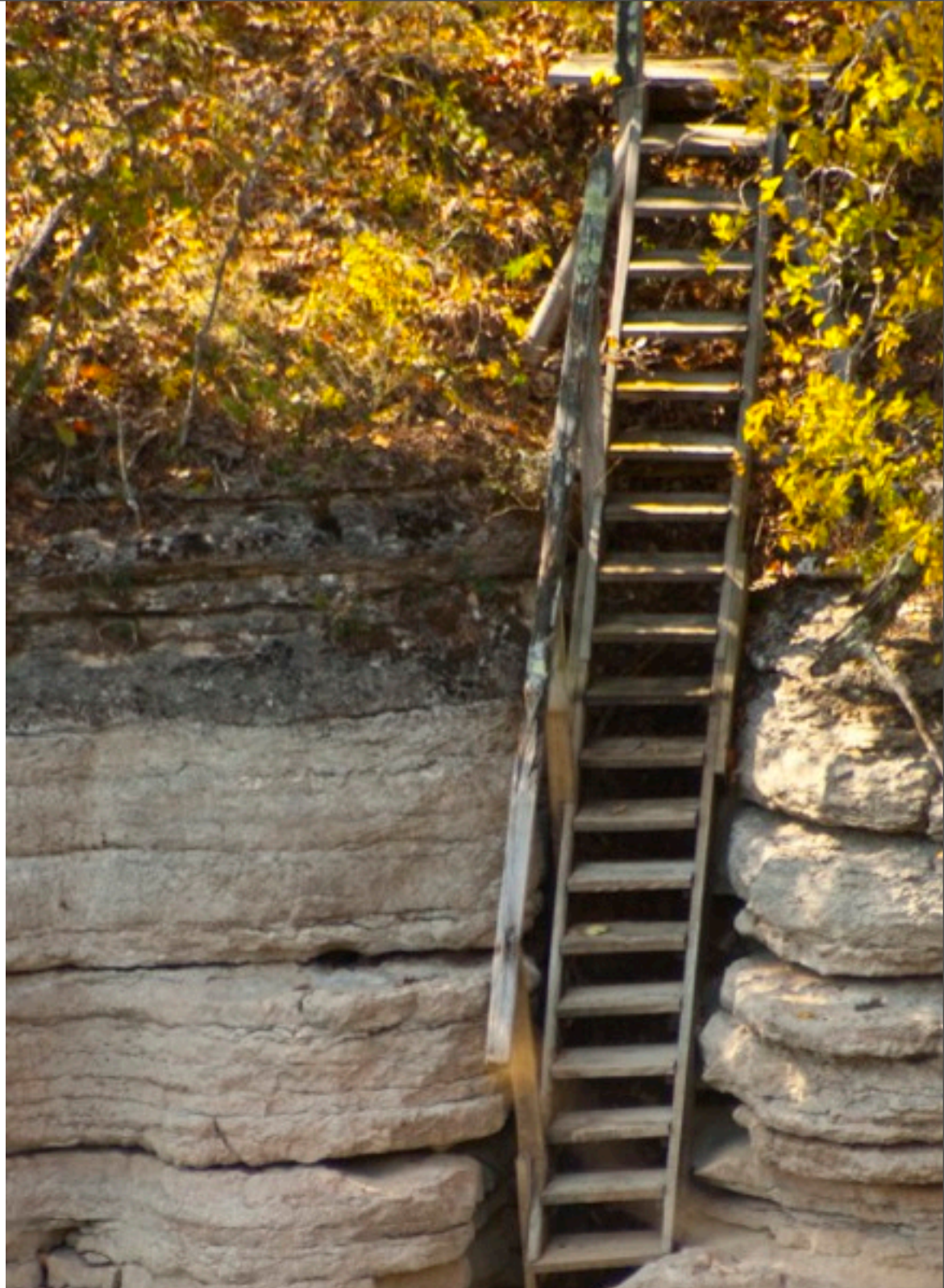
Source: PwC Health Research Institute Human Capital Survey, 2012

Signs of Changing from
HIT Adoption to Use?

Source: PwC <http://www.pwc.com/us/HITtalent>.

Take Aways

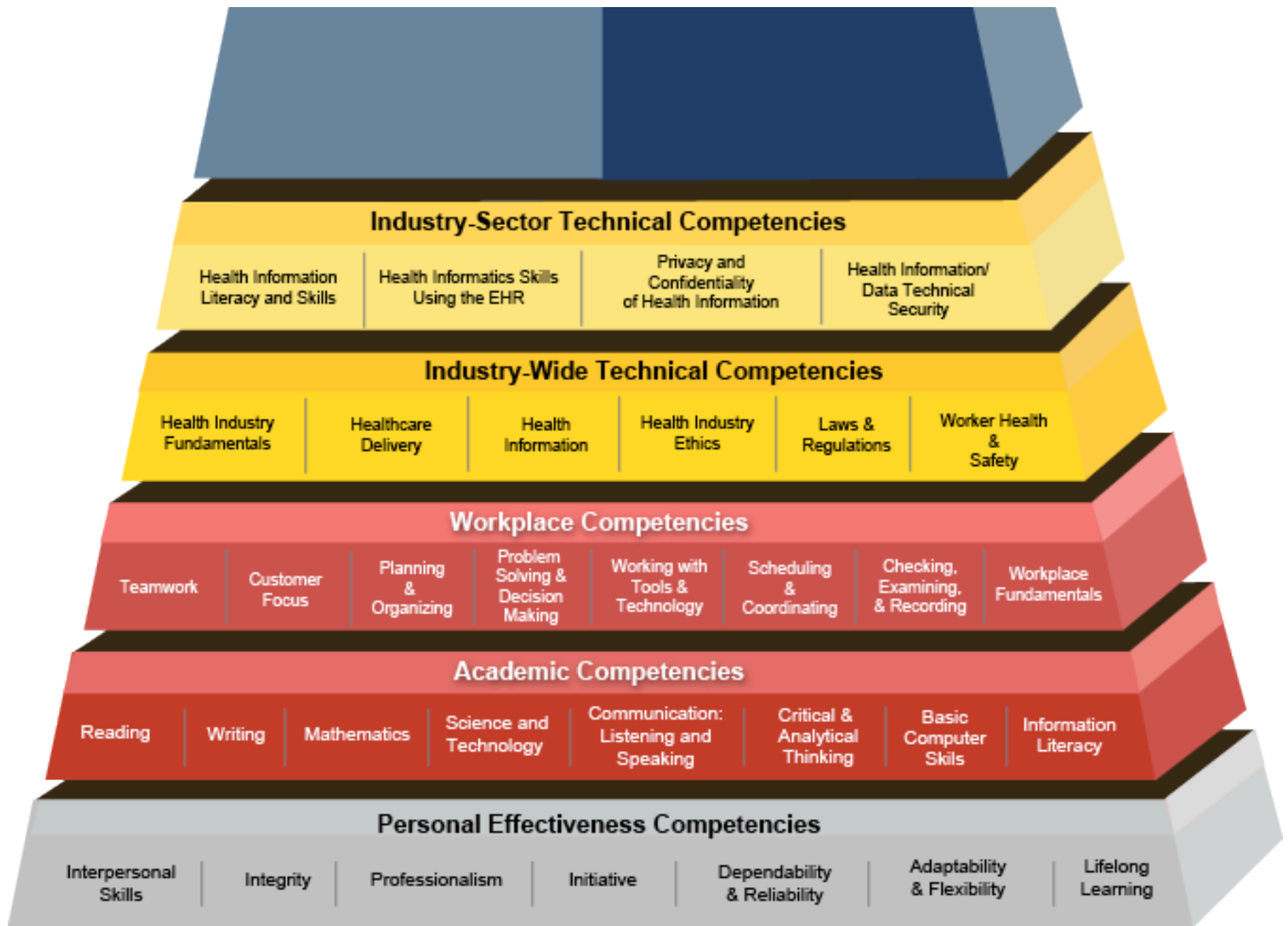
- Health IT workforce shortages are part of a larger shortage issue exacerbated by reforms
- Incumbent workers will need new skills and knowledge as health care system migrates from volume-based to value-based
- Near future will demand workers with skills in informatics and applied systems (workflow, human factors)



National Efforts in Health IT Workforce

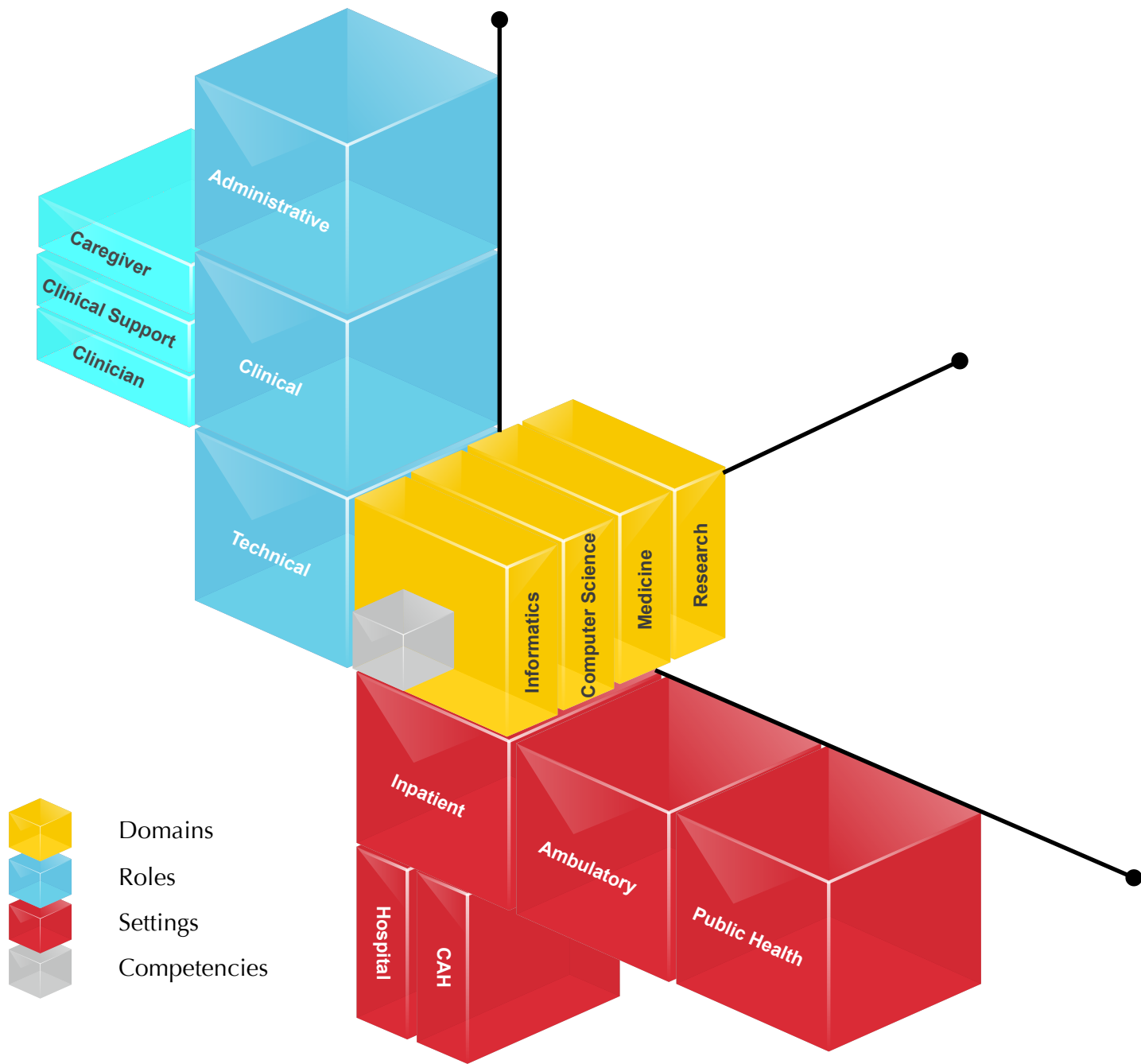
Office of the National Coordinator Workforce Development Program

- **University-based training** - advanced study or master's degrees in health IT
- **Community College Consortia** - non-degree training programs that can be completed in 6 months
- **Curriculum development centers** - development education materials for consortia and other higher education programs
- **Competency Examination Program** - assess competencies for health IT workforce, incumbent or consortia trained



Electronic Health Records Competency Model

Source: <http://www.careeronestop.org/competencymodel/pyramid.aspx?EHR=Y>



Health IT Workforce Matrix

Federal Advisory Committee (FACA) Addressing HIT Workforce

Set of recommendations awaiting approval by HIT Policy Committee

- Recommend that ONC identifies and validates the **competencies required by incumbent workers** to support the adoption and delivery of patient-centric care
- Recommend that these competencies be **widely disseminated**
- Advocate that educational programs (including formal education as well as certificates and certification) in healthcare support the **competencies required for team-based care and population health**
- **Identify and review the effectiveness of the workforce initiatives** sponsored by the Office of the National Coordinator (and others), and leverage and/or expand them to shorten the timeframe for standing up workforce programs across the country

ONC

HIT Policy Committee

Certification/Adoption
Workgroup

HIT Workforce
Subgroup

Recommendations

Federal Advisory Committee (FACA) Addressing HIT Workforce

- Review and identify critical workforce linkages that will be needed to support the health care of the future. Advocate that these linkages will also need strong workforce development support from local, state, federal agencies, NGOs and private entities. Advocate for additional funding to stand up workforce programs meeting these needs
- Recommend ONC coordinate outreach to targeted constituencies such as trade associations and professional associations to create an **awareness of health IT training resources and best practices that have been developed**
- Recommend advancing health IT roles in the Bureau of Labor Statistics Standard Occupational Classifications (SOC) to ensure an **official recognition of workforce jobs/occupations**
- Study the **impact of HIT on workforce** (traditional jobs now enhanced, traditional measures – like turnover, enrollment in healthcare vocations (schools), plus new jobs, like nurse informaticists).

ONC

HIT Policy Committee

Certification/Adoption
Workgroup

HIT Workforce
Subgroup

Recommendations

Questions?

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