Transforming Data into Health Workforce Intelligence

Best Practices in State Health Workforce Data and Planning

Health Resources and Services Administration
National Center for Health Workforce Analysis

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The Center for Health Workforce Studies

- Based at the School of Public Health at SUNY Albany
- Not-for-profit academic research center
- Our mission is to provide timely, accurate data, and conduct policy-relevant research about the health workforce
- Our goal is to inform public policies, the health and education sectors and the public

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Health Workforce Data Collected in New York

- **Supply**: Re-registration surveys
- **Pipeline**: Nursing Deans, Doctors completing GME training in NY
- **Demand**: Surveys of HR Directors in hospitals, nursing homes, home health agencies, clinics

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Educational Level of Active RNs in NY: Implications for BSN in 10

- Percent of New York RNs with ADNs or RN Diplomas as Their Highest Nursing Degree, By Region

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Continued Lack of Diversity in New York’s Physician Workforce

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Decline in the In-state Retention of Primary Care Physicians

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More New PC Physicians Report Plans to Work in Inpatient Settings in NY

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Recruitment and Retention Issues of New York Health Care Providers

- All providers: Experienced RNs hard to recruit, but newly trained RNs are not
- Hospitals: Hard to recruit and retain clinical laboratory technologists, HIT staff and medical coders
- Nursing homes and home health: Hard to recruit occupational therapists, physical therapists, speech language pathologists, dieticians/nutritionists
- Community health centers: Hard to recruit dentists, geriatric nurse practitioners and psychiatric nurse practitioners

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Building a Statewide Set of Primary Care Rational Service Areas in NY

• Problem: The current approach used to identify and designate primary care shortage areas in New York is fragmented

• Solution: In collaboration with CHCANYS, conduct a comprehensive statewide primary care assessment
  ➢ Rational Service Area (RSA) development
  ➢ Primary care provider data collection
  ➢ Primary care capacity assessment

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Developing RSAs: Where Do New Yorkers Obtain for Primary Care?

• Used by the Economic Research Service of the U.S. Department of Agriculture to construct commuting zones based on 1980 and 1990 journey-to-work data

• Adapted this methodology for primary care RSAs throughout the state by analyzing patient commuting patterns for primary care office visits
Data Sources for Developing RSAs

• Medicare
• Medicaid
• Health plan association data from 11 major private insurers
• Data on the uninsured from community health centers

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RSAs in the Adirondack Region

- There are 17 RSAs in the region in the eight counties
  - RSAs primarily in Franklin County include townships in St. Lawrence County
  - Townships in Southern Hamilton County are in RSAs primarily located in Montgomery and Herkimer counties
  - Two townships in Southern Saratoga County are in RSAs primarily located in Rensselaer and Schenectady counties

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Nine of the 17 RSAs would qualify for either geographic or special population designation as primary care HPSAs.

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Next Steps for RSA Refinement

• Waiting for......
  ➢ More comprehensive data from the New York all payers claims database
  ➢ New HPSA rules

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Closing thoughts

• Look beyond supply and distribution

• Policy makers must understand the relationship between health workforce supply, demand and need for services

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