Let the WorkForce be with Us: Vermont’s Strategies to Plan for and Sustain Adequate Workforce Capacity

NGA Workforce Policy Academy
October 21, 2015
Policy Context for Planning for Adequate Workforce Capacity
Sec. 12a. 18 V.S.A. chapter 222 is added to read:

CHAPTER 222. ACCESS TO HEALTH CARE PROFESSIONALS

§ 9491. HEALTH CARE WORKFORCE; STRATEGIC PLAN

(a) The director of health care reform in the agency of administration shall oversee the development of a current health care workforce development strategic plan that continues efforts to ensure that Vermont has the health care workforce necessary to provide care to all Vermont residents. The director of health care reform may designate an entity responsible for convening meetings and for preparing the draft strategic plan. The Green Mountain Care board established in chapter 220 of this title shall review the draft strategic plan and shall approve the final plan and any subsequent modifications.
Health Care Workforce Strategic Plan

In accordance with Act 48, Section 12a

Submitted to
The General Assembly

Submitted by
Robin Lange, Director of Health Care Reform
Agency of Administration

January 13, 2013

http://hcr.vermont.gov/sites/hcr/files/workforce

Vermont Department of Health
There’s a New Sheriff in Town……

.....And He’s Called Payment Reform !

Vermont Department of Health
Payment Reform will Shift Incentives for Health Care Providers

Nickitas, D.M. Understanding Health and Payment Reform - Essential for the New World of Nursing: an Interview with Berry Rambur. *Nursing Economics* / May-June 2015/Vol.33/No. 3

Vermont Department of Health
Health Care Teams will Change

- Incentives for improving value, efficiency and thinking about deployment of workers will change;
- Workers will work to the top of their scope of practice;
- New roles, new types of workers;
- Planning for workforce can no longer just involve counting heads of various professions;
- Organizations will try models and share successes.
Strategies for Ensuring that Vermont has an Adequate Health Care Workforce
Critical Components for Successful State Health Workforce Monitoring

- Data:
  - Data collection and analysis
  - Tracking and monitoring
  - Geographic Distribution
  - Data repository

- Research:
  - Shortage designations
  - Profession specific research
  - Supply/demand projections
  - Program evaluation

- Policy:
  - Dissemination strategy to support:
    - Local, Regional, and State health workforce planning
    - Health workforce program and policy decision-making

Funding Sources:
- State Funding
- Grant Funding Professional Associations, Foundations
- Collaborative Agreements
- In Kind Contributions

Research Capabilities

- State Agencies
- Licensing Boards
- Professional Associations
- Requisite Stakeholder Support
- Educational Institutions
- Labor, Unions
- AHECs

http://chws.2012@gmail.com

Shared with Permission of Jean Moore
Baseline Data: Data Collection and Reporting for 58 Regulated Professions

<table>
<thead>
<tr>
<th>Workforce Census Workplan Calendar</th>
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<thead>
<tr>
<th>Legend:</th>
<th>design</th>
<th>in field</th>
<th>follow-up</th>
<th>cleanup</th>
<th>analysis/reporting</th>
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<tbody>
<tr>
<td>2015</td>
<td></td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>2016</td>
<td></td>
<td></td>
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<tr>
<td>2017</td>
<td></td>
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- Radiologic Technology
- Podiatrists
- Hearing Aid Dispensing
- Pharmacy
- Pharmacy Technician
- Dentists
- Dental Hygienists
- Dental Assistants - cert
- Dental Assistants
- Dentists - 2013
- Dental Hygienists - 2013
- Dental Assistants - 2013
- Physicians Assistants
- Anesthesiology Assistants
- Radiology Assistants
- Clinical Social Worker
- Psychologist, PhD
- Psychologist, MA
- Social Workers 2014
- Psychologists 2014
- Psychologist trainee
- Acupuncturist
- Acupuncturist 2014
- Acupuncture detox tech
- Licensed Practical Nurse
- Nursing Home Admin.
- Occupational Therapists
2013 Dentist Census Results

The Vermont Department of Health

AGE DISTRIBUTION

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<thead>
<tr>
<th>Age Group</th>
<th>Count</th>
<th>Percent</th>
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<tbody>
<tr>
<td>&lt; 35</td>
<td>42</td>
<td>11%</td>
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<tr>
<td>35-39</td>
<td>33</td>
<td>9%</td>
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<tr>
<td>40-44</td>
<td>37</td>
<td>10%</td>
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<tr>
<td>45-49</td>
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<td>50-54</td>
<td>47</td>
<td>13%</td>
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<tr>
<td>55-59</td>
<td>51</td>
<td>14%</td>
</tr>
<tr>
<td>60-64</td>
<td>51</td>
<td>14%</td>
</tr>
<tr>
<td>65+</td>
<td>76</td>
<td>21%</td>
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</table>

48% of all dentists are age 55 or older
Full Report on Dentist Census

Vermont Department of Health
Economic Incentives for Recruitment and Retention

$$$$$$ Assistance with Educational Debt

- Loan Repayment for selected health professions;
- Incentive Scholarships for selected health professions
- State-federal partnerships: SLRP grants.
Recognizing the Role of AHEC’s

- Vermont State General Funds support operations and help with recruitment;
- State partners actively participate on AHEC Advisory Board;
- AHEC’s recognized as experts in planning for future workforce needs.
Pipeline Strategies: Peak Their Interest Early

Key Role of AHEC’s

MedQuest for High School and College Students

Career Fairs and Awareness
## Projecting Supply and Demand

<table>
<thead>
<tr>
<th></th>
<th>Supply</th>
<th>Demand</th>
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<tbody>
<tr>
<td><strong>Quantitative</strong></td>
<td>Licensing Data on Health Professionals: Age, FTE of practice; practice settings; population served; anticipated retirement, etc. Data on educational enrollments.</td>
<td>Quantitative Projections of future demand: micro-simulation models.</td>
</tr>
<tr>
<td><strong>Qualitative</strong></td>
<td>What are educational institutions seeing re: incoming applications and outgoing placements. What “soft” trends are apparent.</td>
<td>Economic factors that will influence the behavior of various professions. What’s happening to influence health professionals’ work.</td>
</tr>
</tbody>
</table>
HRSA’s Microsimulation Demand Model

Utilization Patterns
Relationship between patient characteristics and health care use
(Sources: MEPS, NIS, NAMCS, NHAMCS)

Population Database
Demographic, socioeconomic, and health risk factors
(Sources: ACS, BRFSS, NNHS, Census Bureau)

Hospital
- Inpatient Days by diagnosis category
- Emergency Visits by diagnosis category

Ambulatory
- Provider Office Visits by occupation/specialty
- Outpatient Clinic Visits by occupation/specialty
- Dentist Office Visits by occupation/specialty

Postacute/Long Term
- Nursing Facilities (population age 75+)
- Residential Care (population age 75+)
- Home & Hospice Visits by occupation

Other
- Public (total population)
- School Clinic (population age 5-17)
- Academia (new graduates entering occupation/specialty)
- All Other (total population)

Staffing Ratios
By occupation/specialty & setting

Demand for Health Workers
By occupation/specialty and setting
Physicians • Advance practice nurses • Physician assistants • Nurses • Oral health • Rehabilitation • Pharmacy • Respiratory care • Therapy • Behavioral health • Dietary and nutrition • Diagnostic laboratory • Diagnostic imaging • Vision and hearing • Direct care professions
Recommendations
Recommendations

- Ongoing challenge. Issue will need tending and resources. Suggest seeking legislative mandate;
- Engage, reengage and engage stakeholders again!;
- Need Executive Branch support;
- Monitor effectiveness of strategies and be willing to adjust;
- Be prepared to stand up to political pressure and warring tribes.
In Closing: Cautions and Considerations

- $ustainability !!! State funds are vulnerable;
- Turfism and tribal protections among professions;
- Need Executive and Legislative Branch support- identify and seek out supporters.