Changing Health Landscape and Workforce Challenges—State Perspective

Esther Krofah, MPP
Program Director, Health Division
National Governors Association

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NGA Health Workforce Technical Assistance (TA)

• Goal: support states by providing technical assistance in ensuring that the state’s workforce planning supports the state’s health care delivery environment

• Content of TA:
  – One-day in-state retreat with a senior staff member from NGA and a national workforce expert
  – Follow up conference calls with NGA and workforce expert
  – Monthly conference calls with all states
States Receiving Health Workforce Planning TA

Connecticut
Colorado
Illinois
Montana
Nevada
Vermont
Washington
Health Workforce Challenges

- 13 million more enrolled in Medicaid and CHIP by 2023¹
- 24 million enrolled in the health insurance marketplaces by 2023²
- One-fourth (26.3 percent) active physician workforce over 60³
- One-third of the nursing workforce is older than 50⁴
- More than 6 of every 10 boomers will be managing more than one chronic condition⁵

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¹ Congressional Budget Office, Updated Budget Projections, May 2013.
² Ibid.
³ State Physician Workforce Data Book, AAMC, 2011.
⁵ When I’m 64: How Boomers Will Change Health Care, American Hospital Association, 2007.
Key Questions Driving States

- To define current supply, what should the data set be that is collected through the mandatory survey of health professions as part of their licensure or certification? Should data sets vary by profession?
- How can the state use health workforce data and resources to proactively allocate workforce investments that improve access to care, particularly in the context of expanded coverage?
- Which top three health care professions are expected to see the most increased demand?
- Which health care professions will play the biggest role in ensuring access to quality care/services for the currently uninsured, once they transition to some form of comprehensive care?
- What pipeline programs and/or curriculum development is necessary to increase the potential to meet the expected demand?
- What would be the most effective state role in helping prepare for changing workforce skill requirements that leverage the growth of technology, incorporate self-care and promote individuals and families as more engaged participants in a transformed health care system?
- What workforce models will need fiscal or policy intervention in the next Legislative session?
- What regulatory barriers limit or prohibit providers’ ability to practice to the full extent of their licensure?
CMMI: Where Innovation is Happening, ACOs, PCMH…
Shift in Core Skillsets, Competencies and Roles

Core Skillsets

- Prevention
- Care Coordination
- Case Management
- Health Coaching
- Team-based Care
- Patient Education and Engagement
- Use of Data to Support Care Delivery
- Patient Navigation
- Health IT

Emerging Occupations

- Community Health Worker
- Patient Navigator
- Community Paramedics
- Social Workers
- RNs
- Nurse Case Managers
- Care Coordinators
- Home Health Aids
- Care Transition Specialists
- Peer and Family Mentors
- Living Skills Specialists

Lack of Clarity
Common Issues and Challenges

- Data collection and analysis
- Silos and turf wars
- Cultural change and leadership
- Number of job titles for allied health occupations, lack of standardization in training, credentialing, and funding
- Re-training existing workforce
- Faculty and training site shortages
- Recruiting and retaining primary care physicians
- K-12 math and science education
- Scope of practice
Strategies and Recommendations

- Implement data collection and analysis systems (7)
- Examine paraprofessional workforce required for new models of care (6)
- Develop taskforce to support regional and focused planning (6)
- Develop recruitment and retention strategies (e.g., loan repayment) (5)
- Support interprofessional (IPE) training (4)
- Examine scope of practice (4)
- Expand clinical training capacity (3)
State Policy Levers

- Workforce data collection, analysis and dissemination
- Promoting/certifying new delivery models
- Licensing and regulation of health professionals
- Regulating education programs
- State funded scholarships and loan repayment
- Funding state colleges and universities
- Medicaid reimbursement policies
- Regulation of private insurance
- Support for clinical training sites/opportunities
- Employment and labor department training programs
Building Strategies Into Ongoing Efforts

- State Innovation Model Plan
- State Health Workforce Strategic Plan
- Health Workforce Planning Committee
- Legislative Plan
QUESTIONS?

Contact:
Esther Krofah, Program Director
ekrofah@nga.org