

Title V: The Health Care Workforce Strikes Back

**LT Frank Morrison, CPT Michael
Brown, CPT Becky Lux**



**I'VE GOT A
FEVER**

**AND THE ONLY PRESCRIPTION IS MORE HEALTH CARE
PROFESSIONALS IN UNDERSERVED AREAS**or.net

Title V: The Health Care Workforce

- 7 Subtitles:
 - A: Purpose and Definitions
 - B: Innovations in the Health Care Workforce
 - C: Increasing the Supply of the Health Care Workforce
 - D: Enhancing Health Care Workforce Education and Training
 - E: Supporting the Existing Health Care Workforce
 - F: Strengthening Primary Care and Other Workforce Improvements
 - G: Improving Access to Health Care Services



Purpose and Definitions

- To improve access and delivery of health care, particularly to low income, underserved, uninsured, minority, health disparity, and rural populations by:
 - Data collection and assessment
 - Increasing supply of the health care workforce
 - Enhancing health care workforce education & training
 - Providing support to the existing health care workforce



Innovations in the Health Care Workforce

Section 5101:

- ACA establishes the National Health Care Workforce Commission to review the workforce and project needs
 - 15 members
 - Have been appointed since 2010, but have not met or communicated as of yet due to lack of funding



Innovations in the Health Care Workforce

- Responsibilities of the Commission
 - Reviews current and projected health care workforce supply and demand
 - Provides annual reports to Congress and Administration with information to align workforce resources with national needs
 - Assesses education and training to determine if demand is being met
 - Oversees State Health Care Workforce Development Grant Program



Innovations in the Health Care Workforce

Section 5102:

- Formation of the State Health Care Workforce Development Grant Program
 - States will engage in comprehensive workforce planning and develop health care workforce strategies
 - 26 grants were awarded in 2010, 0 since due to lack of funding



Innovations in the Health Care Workforce

Section 5103:

- National Center for Health Workforce Analysis
 - Created as a branch under DHHS
 - Examines supply and demand of health care workforce
 - Intended to provide information to the Commission; now provides directly to the policymakers



Increasing the Supply of the Health Care Workforce

- **Section 5201: Physicians**
 - 10 years – area of shortage
 - Noncompliance + 2% per year
 - Money earmarked for loan repayment only
- **Section 5202: Nurses**
 - Increase amounts allowable
 - Cost of attendance increases
- **Section 5203: Pediatric Specialties**
 - Areas of shortage
 - Highlights need for MH pediatric specialists
 - Priorities to linguistic and cultural competence



Increasing the Supply of the Health Care Workforce

- **Section 5204: Public Health Workforce**
 - Federal, State, local, and tribal workforce
 - F/T employment
 - 3+ years, penalties for breach
- **Section 5205: Allied Health Workforce**
 - Adds Allied Health Workforce to loan repayment program
 - Federal, State, local, tribal workforce
- **Section 5206: Public Health Workforce**
 - Mid-career Training
 - 50% Public Health, 50% Allied Health



Increasing the Supply of the Health Care Workforce

- Section 5206: Grants for State and Local Programs
- Section 5207: National Health Service Corps
- Section 5208: Nurse Managed Health Clinics
 - Funds development and operation
 - Underserved, vulnerable populations
- Section 5209/5210: Commissioned Corps
 - Removes cap on Commissioned Corps (was 2,800)
 - Increases funding for recruitment and training
 - Establishes Ready Reserve Corps



Enhancing Health Care Workforce Education and Training

- Section 5301/5302/5203:
 - General Medicine, Long-term care, Dentistry,
 - Eligible hospitals, schools, etc. – traineeships, fellowships
 - General family, internal, pediatric medicine training programs
 - Priorities: Collaboration and innovation
 - PCMH, PH, Environmental health, Infectious disease control, disease prevention, health promotion, epidemiology, injury control
 - Primary care - 5 Year awards, priorities to underserved, rural, etc.
 - Long-term – min 2 year agreement
 - Dentistry – grants, loan repayment, rural, disadvantages areas; 5 year awards
- Section 5304: Alternative Dental Health Provider Training
 - 15 entities: rural, underserved areas
 - 5 years split payments
 - No more than 20% for planning



Enhancing Health Care Workforce Education and Training

- Section 5305: Geriatric Education Centers
 - Institution
 - No more than 24 grants
 - Fellowships, or Family care giver, direct care provider, or Incorporation of best practices
 - Individual
 - Career grants
 - Min 5 years in teaching or practice
- Section 5306: Mental and Behavioral Health
 - Institution based
 - At least 4 historically black universities/colleges
 - Social Work (\$8M)
 - Graduate and post graduate emphasis (\$12M)
 - Child and adolescent (\$10M)
 - Paraprofessional child and adolescent (\$5M)



Enhancing Health Care Workforce Education and Training

- Section 5307: Cultural Competency
 - Cultural competencies, disability management, prevention strategies
 - Reducing disparities
- Section 5308/5309/5311: Nursing
 - Nurse Retention Programs
 - Career ladder program
 - Enhanced patient care delivery systems
 - Nurse Faculty retention and loan repayment



Enhancing Health Care Workforce Education and Training

- Section 5312: Appropriations
 - Community health workforce
 - Positive health behaviors and outcomes
 - Fellowships in Public Health
- Section 5313: Community Health Workforce
- Section 5314: Fellowships in Public Health
- Section 5315: Public Health Track
 - Team-based, emergency preparedness
- Section 5316: Nurse Practitioner Training
 - Primary care training in Federally funded health centers



Supporting the Existing Health Care Workforce

(5401) Centers of Excellence

- Minorities interested in Healthcare – applicant pool to recruit, train, and support academic performance
 - Funded at 150% of 2005 funding levels - \$50 million, through 2015

(5402) Diversity Candidates and Instructors

- Scholarships for candidates in need to pursue education in healthcare
 - Designed to increase minority providers
 - Loan re-payments (\$20K – 30K) for faculty positions in eligible institutions
 - Funded at \$51 million through 2014



Supporting the Existing Health Care Workforce

(5403) Community Based Linkages

- Infrastructure Development Awards and Points of Service Enhancement and Maintenance Awards – promotes and encourages those seeking to practice in urban and rural communities.
- Grants of at least \$250,000 annually
- Recruit individuals from underrepresented, disadvantaged, or rural backgrounds
- The bill authorizes \$125 million for FY 2010 -2014



Supporting the Existing Health Care Workforce

- **(5404) Workforce Diversity Grants (for institutions specializing in Nursing programs)**
- Appropriations: FY 13 \$13,852,420
 - » FY 14 (est) \$14,435,254
 - » FY 15 (est) \$3,900,000
- Range and Average of Financial Assistance:
- FY 13: Range: \$111,744 – \$552,630; Average award: \$337,864
FY 14 Range \$137,524- \$526,568; Average award: \$330,610.
FY 15 Range: Not determined yet; Average award: EST \$350,000.



Supporting the Existing Health Care Workforce

(5405) Primary Care Extension Program

- Educate/provide technical assistance to Primary Care Providers
- Promote evidence based therapies for:
 - Preventive medicine
 - Health promotion
 - Chronic disease management
 - Mental Health



Supporting the Existing Health Care Workforce

(5405) Primary Care Extension Program (continued)

- Local Primary Care Extension Agencies will assist primary care providers in implementing:
 - Patient centered medical home
 - Development and support primary care learning communities
 - Participate in a national network of Primary Care Extension Hubs
 - Plan for financial sustainability after the initial 6 year period of funding.
- Funding levels FY 2011- FY 2014 – \$120 Million
 - No more than 10% of grant for admin duties, no funds directly supporting patient care.



Strengthening Primary Care and Other Workforce Improvements

(5501) Access to Primary Care Services and General Surgery Services

- 10% Bonus for Medicare payments
 - MUST provide Primary Care or General Surgery in Health Professional Shortage Areas (HPSA)
 - This provision was initially intended to be cost neutral, provision later removed



Strengthening Primary Care and Other Workforce Improvements

- **(5503 – 5505) Residency positions, distribution, training**
- Re-distribution of unfilled residency positions (if unused over the last 3 years)
 - Allocated to HPSAs or states with low physician to resident ratios
 - **all re-distributed positions allocated for primary care providers.**
- Credit medical education in non-provider settings (e.g. conference)



Strengthening Primary Care and Other Workforce Improvements

(5507) Development of healthcare workforce

- Grant program specifically targeted toward low income individuals
 - Offset labor shortages or for positions with high demand
- Limited funding pilot programs for Six States – with expressed intent of developing “core training competencies” and certification program of home care aids.
- Funding extension (3 years) for family-to-family health information centers - \$5 Million in funding provided to the centers.
 - Established in all states in 2010, aids family with special needs children



Strengthening Primary Care and Other Workforce Improvements

(5508) Teaching Capacity – Graduate Medical Education

- Grant program for primary care residency programs at teaching centers
 - \$25 Million provided in FY10
 - \$50 Million provided in FY11 and FY12
 - \$28 Million provided in FY13
 - \$57 Million provided in FY14
 - Provides for \$150,000 per FTE to eligible GME Entities

(5509) Graduate Nurse Education

- \$50 Million allocated from Medicare Hospital Insurance Trust Fund
 - Supports increased graduate Nurse Education, funds advanced training opportunities for nurses – ONLY available in/administered by a hospital organization.



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Improving Access to Health Care Services

(5601) Federally Qualified Health Center, funding levels (aka the “big Money, no whammy” provision)

- Appropriations for Federally Qual'd Health Centers
 - FY10 - \$2.98 Billion
 - FY11 - \$3.86 Billion
 - FY12 - \$4.99 Billion
 - FY13 - \$6.44 Billion
 - FY14 - \$7.33 Billion
 - FY15 - \$8.33 Billion
- FQHC's support 16 million Americans in 5,000+ communities ~ (1.6 Million/community)



Improving Access to Health Care Services

(5602) Designation of HPSA's

- Requires creation of methodology and criteria for official designation of HSPA's and medically underserved areas.

(5604) Primary/Secondary care in Mental Health Centers

- \$50 Million in grants for integrated facilities that offer primary and specialty care in behavioral health settings

(5606) State grants to providers in underserved or special populations

- Amended by Section 10501 – grant program to providers who treat a high percentage of special populations



Closing thought...

