Addressing "Stress" in the Health Care Workforce
(Human Resources for Health)

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Workforce Problems and Solutions

❖ **The problems are usually defined as National (e.g. a national shortage of nurses).**

❖ **The impacts are very Local (a facility cannot operate effectively, care is not available).**

❖ **States and Institutions are often left to find the solutions.**

Current Research in HRH

❖ **To verify the national situation and interpret it. Stress = Shortage**

  ➢ **Shortage of numbers**

  ➢ **Shortage of prestige**

  ➢ **Shortage of organization**

❖ **"Inconvenient Truths" from Economics**

  ➢ **The same work can be done by different professions**

  ➢ **There are less expensive ways to prepare professionals**

Uncomfortable truths conflict with...

❖ **Practice Acts for Healing Arts**

  ➢ **(a.k.a. "Fighting Words")**

❖ **Professional Identities**

  ➢ **Commitment, compassion**

❖ **Awkward occupational impulses**

  ➢ **Hypercredentialism**

  ➢ **Growing fluidity in labor markets**

Old line of Research Products

❖ **Shortage of Numbers and organization (EngagedResearch®)**

❖ **Shortage of Prestige (AdvocacyResearch©)**

❖ **Inconvenient (and frankly ugly) Truths (PureResearch™)**

New, Needed Product Line

Evidence-Based

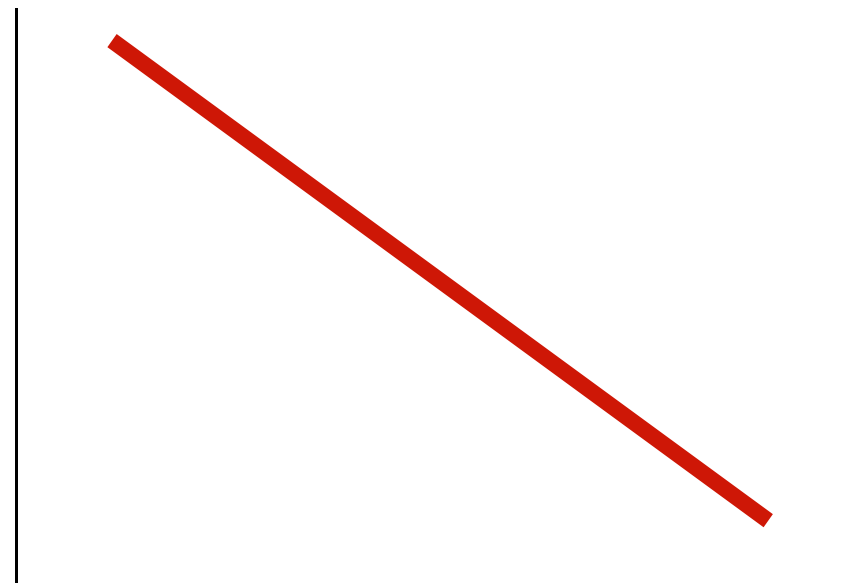**Context-Sensitive**

Policy-Relevant

Workforce

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RESEARCH

The missing data

❖ **Regularly collected inventories that yield timely projections of supply and need**

Rhetoric of Shortage

Reliability of Data

The missing policy

❖**Support for independent, ongoing, longitudinal research capacity in health workforce.**

❖**Yes, money.**

Questions we need to get (and sometimes do)

❖ **What is the proper mix of _____ necessary to provide _____ ?**
  ➢ **Practitioners .... Access;**
  ➢ **Services ..... Cost-effective Care**
  ➢ **Providers .... Capacity to Meet Demand**

❖ **How will directly paying _____ affect _____?**
  ➢ **Nurses .... Overall Costs**
  ➢ **Other professionals .... Access to Care**

Questions we always get

❖ **What will a _____ cost?**

➢ [Medical School](#)

➢ [Dental School](#)

➢ [Expanded Ph.D. Nursing Program](#)

Part of our SiloResearch™
Product Line

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Questions that are emerging

❖ **Is there a "BIG TENT" for health workforce policy making**

   ➢ **And, by extension, research.**

Example *TITLE VII* support to health workforce

❖ ***NOW*: a mix of related programs with little ability to show impact.**

❖ ***FUTURE*: Coordinated policy with measurable outputs and impacts.**

The Political Economy of Underservice in the Safety Net

❖ **Current system depends on rigid definition of local underservice**

❖ **Underservice is in demand....!**

❖ **RESEARCH Question: How can we optimally allocate resources?**

➢ **Safety net**

➢ **System and organization**

Questions I wish we would ask...

❖ **Can we train for *efficiency* as well as we train for *proficiency***

❖ **What makes an *interdisciplinary* team work well?**

❖ **How can we evaluate programs like Title VII and VIII in a *Fair and Balanced*™ way.**

And the kickers...

❖ **Who actually takes care of sick people?**

❖ **Who actually keeps people well?**

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First steps to wisdom

❖ **How many practitioners are there?**

❖ **When do they enter and leave practice?**

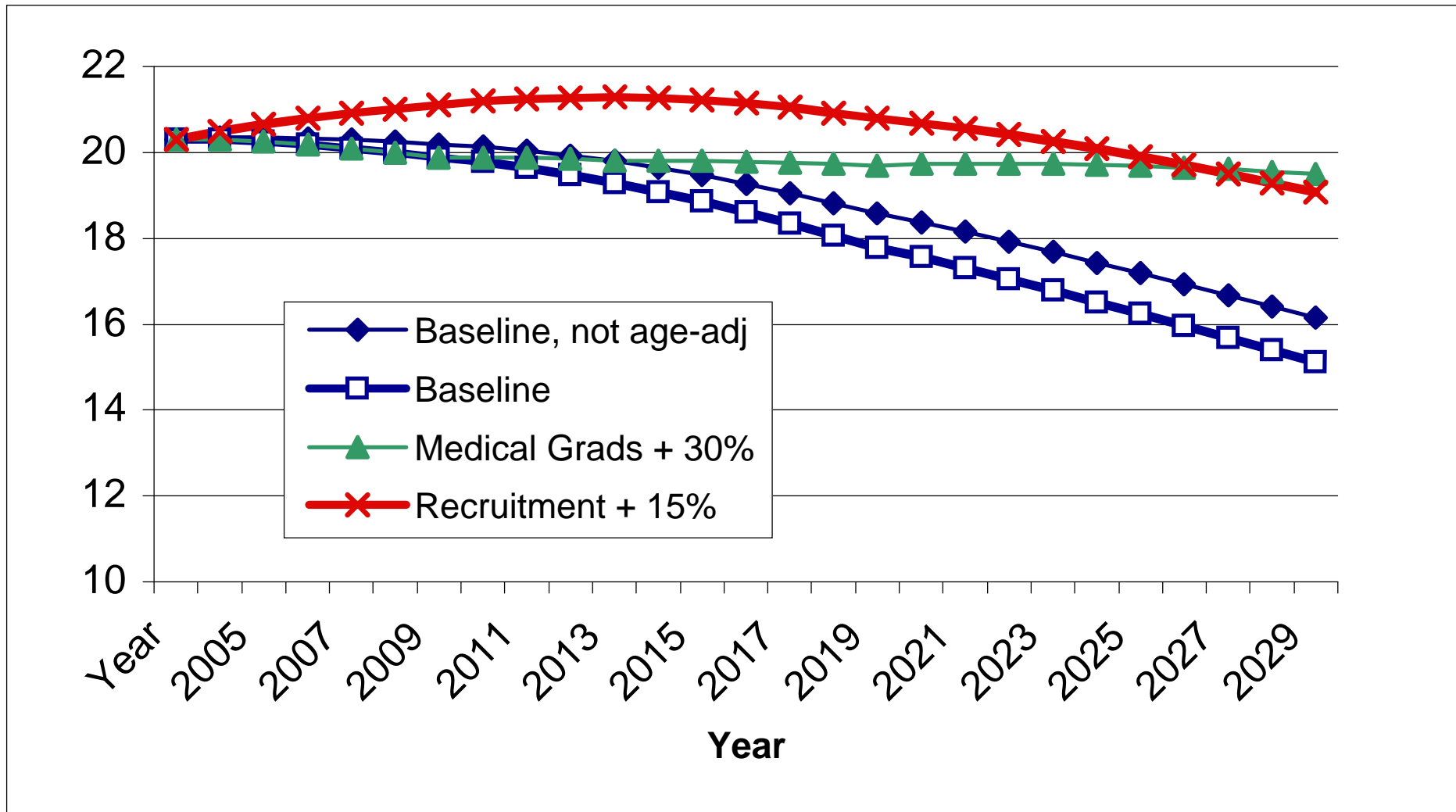❖ **Where do they practice?**

❖ **What do they practice?**

fin

Components of Change, Physicians, 2001-2005

2001 Supply 16,392	+	New to file 1,681 (status change 480 newly licensed 1,201)	–	Left File 1,304	=	2002 total 16,769 Net gain 377
2002 Supply 16,769	+	New to file 1,563 (status change 508 newly licensed 1,055)	–	Left File 1,242	=	2003 total 17,090 Net gain 384
2003 Supply 17,090	+	New to file 1,413 (status change 480 newly licensed 933)	–	Left File 1,154	=	2004 total 17,349 Net gain 259
2004 Supply 17,349	+	New to file 1,550 (status change 667 newly licensed 883)	–	Left File 1,004	=	2005 total 17,895 Net gain 546

Projections: Physicians

Legend:
- Baseline, not age-adj
- Baseline
- Medical Grads + 30%
- Recruitment + 15%

Projections: All Practitioners
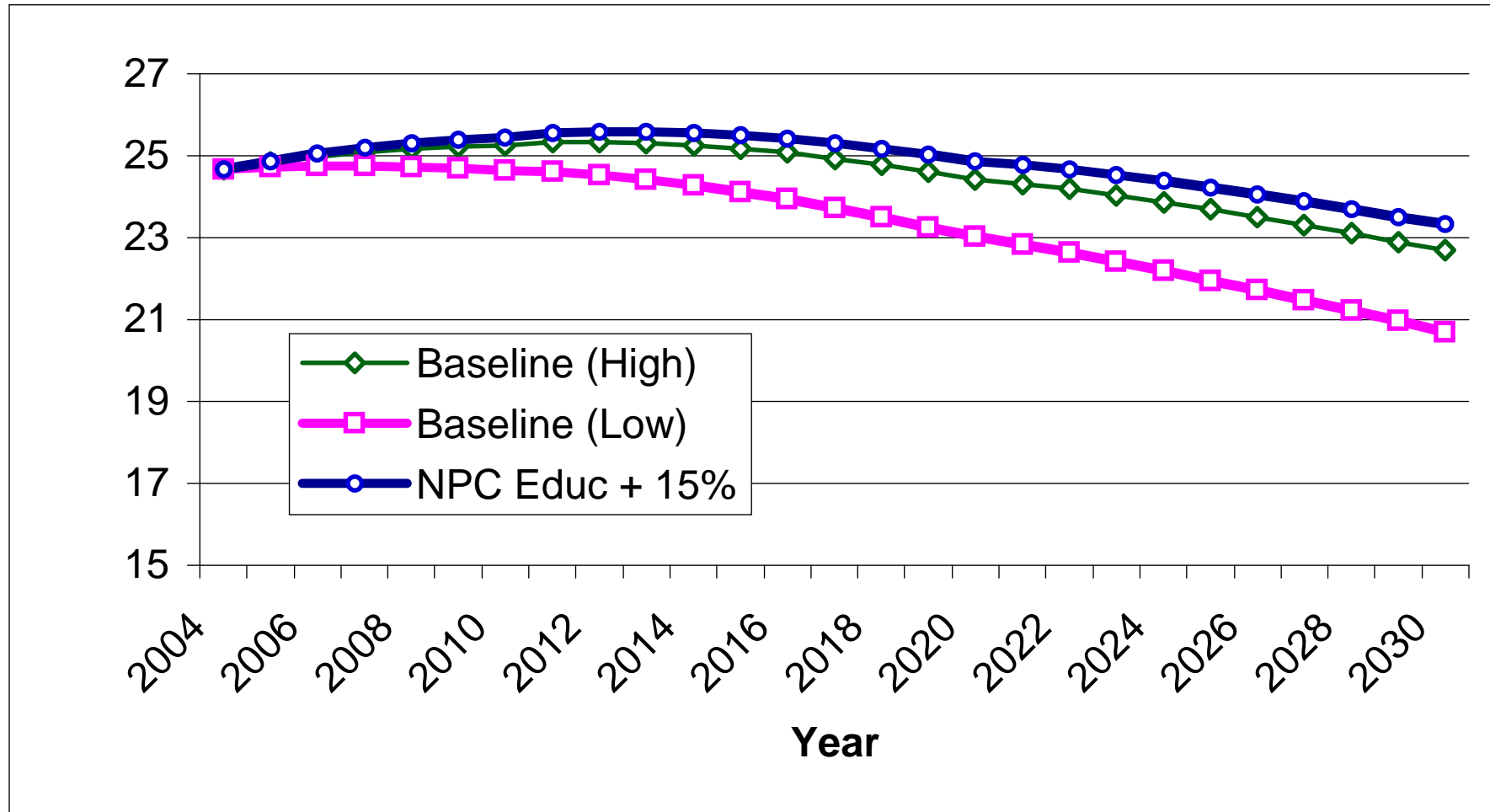
Birth States of NC Physicians, 2003
n=17,315*

NY
1498

PA
872

NJ
485

IL
450

OH
691

VA
614

NC
3016
18%

SC
522

GA
434
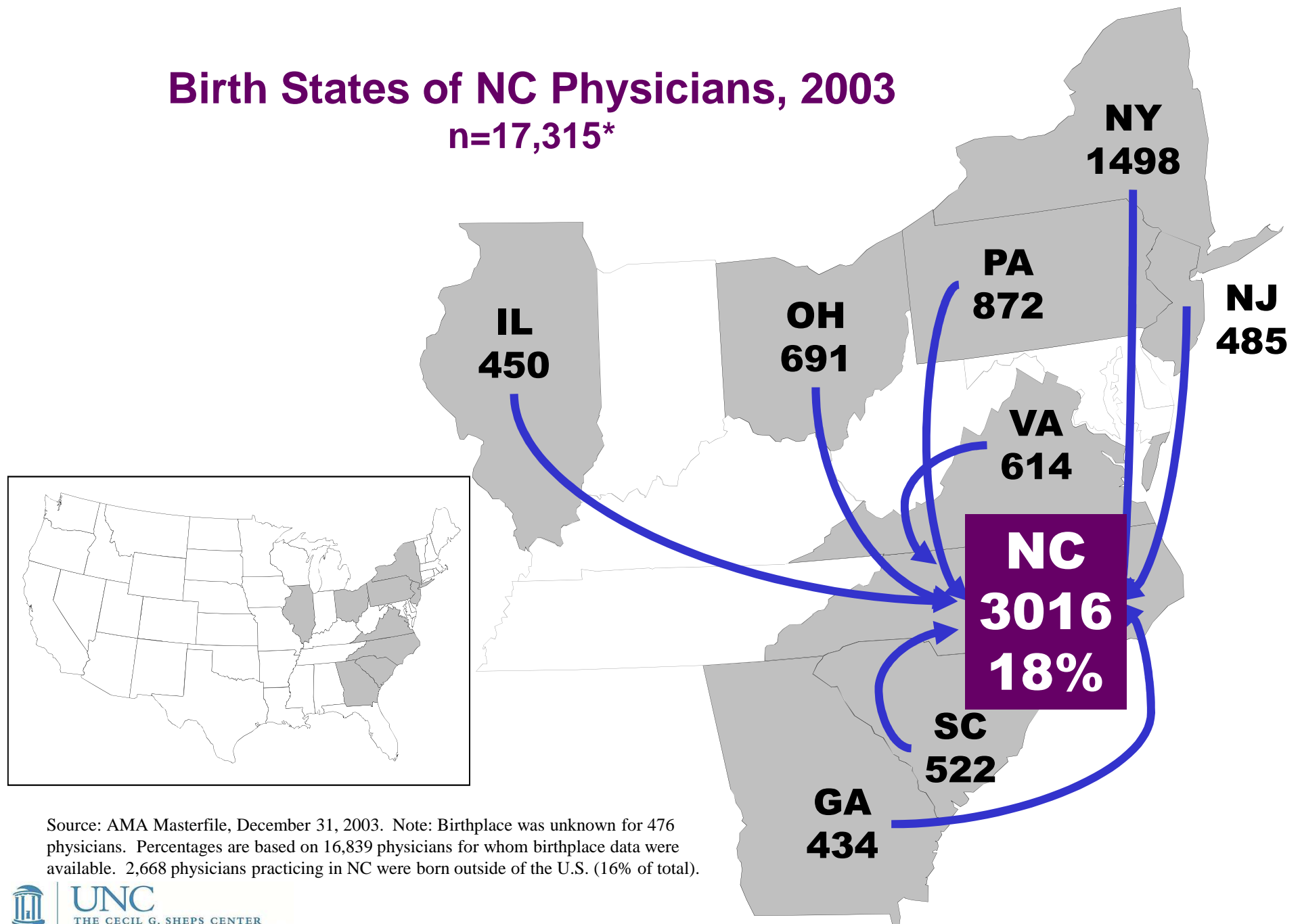
Source: AMA Masterfile, December 31, 2003. Note: Birthplace was unknown for 476 physicians. Percentages are based on 16,839 physicians for whom birthplace data were available. 2,668 physicians practicing in NC were born outside of the U.S. (16% of total).

Where NC Physicians went to Medical School, 2003
n = 17,315

NY
900

PA
817

OH
652

IL
430

VA
807

NC
4771
28%

TN
463

SC
524

TX
435

GA
520
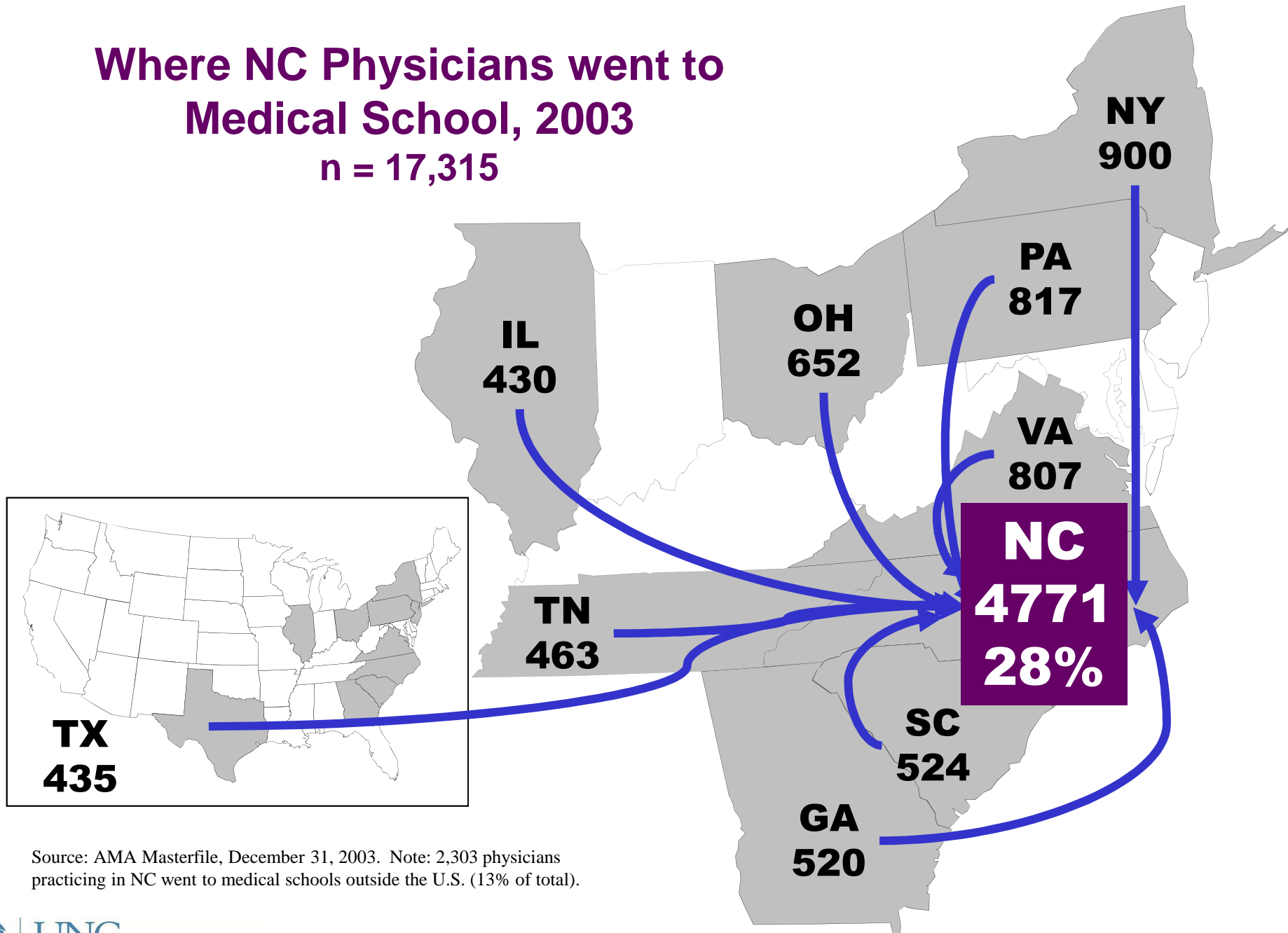
Source: AMA Masterfile, December 31, 2003. Note: 2,303 physicians practicing in NC went to medical schools outside the U.S. (13% of total).

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Where NC Physicians Received Residency Training, 2003

n=17,315* Licensed North Carolina physicians

NY 1082

PA 859

OH 631

VA 828

NC 5846 35%

SC 598

GA 462

FL 508

CA 489

TX 563
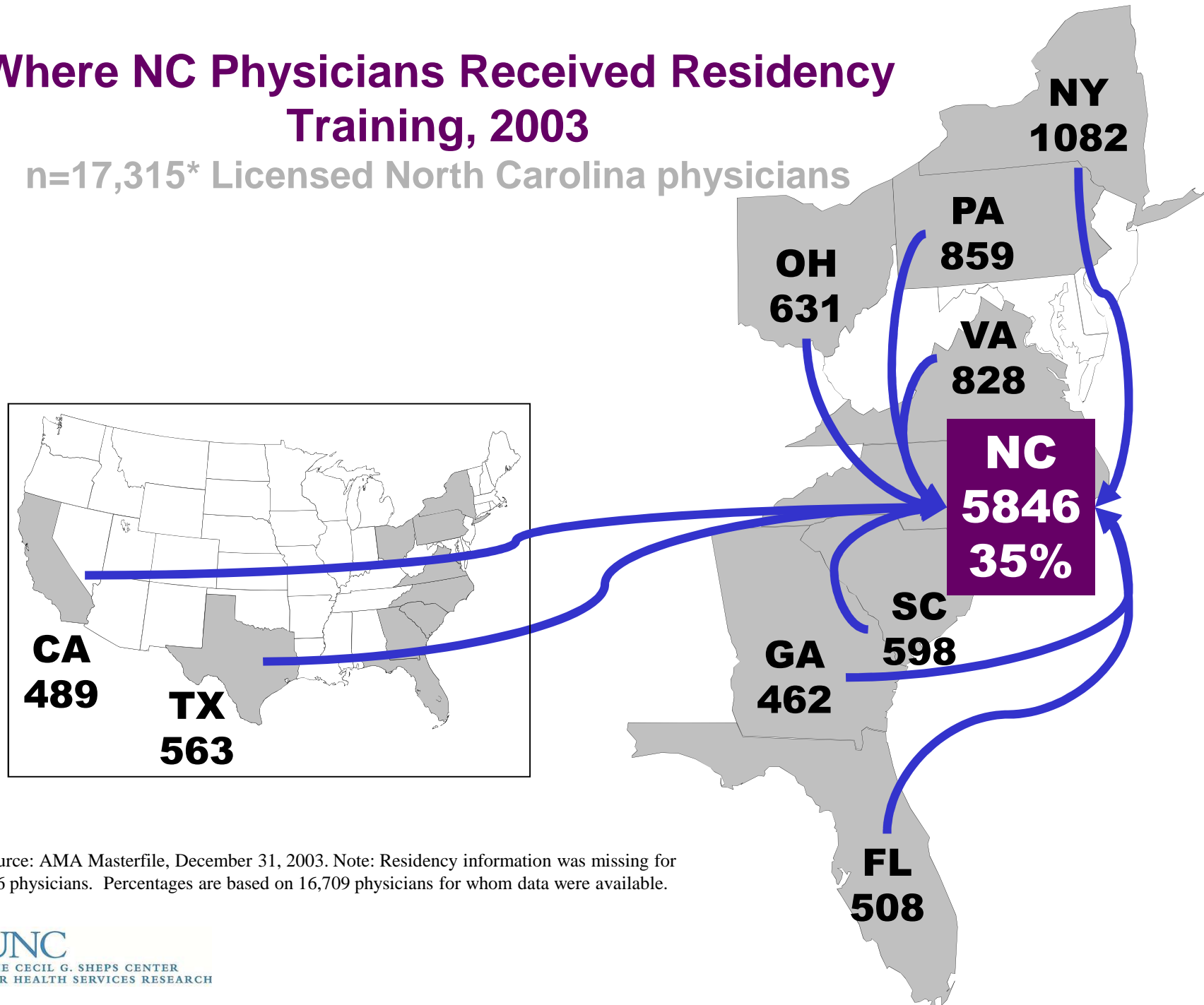
Source: AMA Masterfile, December 31, 2003. Note: Residency information was missing for 606 physicians. Percentages are based on 16,709 physicians for whom data were available.

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39% of NC Medical Students and 49% of NC Post-graduate Trainees Remain in the State

NC
39% / 49%
retention

NY
VA
SC
GA
FL
TN
CA
TX

Source: AMA Masterfile, December 31, 2003.

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