

The North Carolina Health Professions Data System:

Collecting Workforce Data Through Licensure

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THE CECIL G. SHEPS CENTER
FOR HEALTH SERVICES RESEARCH

Our Mission

To provide timely, objective data and analysis to support decision making for health professions policy in North Carolina and the United States

- To support research and policy analysis of health workforce issues
- To train others in how to develop and maintain data systems in health workforce



The North Carolina Health Professions Data System (HPDS)

- Based at Cecil G. Sheps Center for Health Services Research at UNC-CH, *but mission is statewide*
- A collaboration between the Sheps Center, NC AHEC and the health professions licensing boards
- System is independent of government and health care professionals
- Independence brings rigor and objectivity
- Funding provided by: NC AHEC Program Office, data request fees, project cross-subsidies, and the UNC-CH Office of the Provost

North Carolina's health workforce data are the envy of other states

- 35 years of continuous, complete licensure (*not survey*) data on 19 health professions from 12 boards
- Data are provided *voluntarily* by the boards—there is no legislation that requires this*, there is no appropriation
- Data housed at Sheps but remain property of licensing board, permission sought for each “new” use

System would not exist without data and support of licensure boards

Categories of Health Professionals in Data System*

- Physicians (MDs and DOs)
- Physician Assistants
- Dentists
- Dental Hygienists
- Optometrists
- Pharmacists
- Physical Therapists
- Physical Therapist Assistants
- Respiratory Therapists (2004)
- Registered Nurses
- Nurse Practitioners
- Certified Nurse Midwives (1985)
- Licensed Practical Nurses
- Chiropractors
- Podiatrists
- Psychologists
- Psychological Associates
- Occupational Therapists (2006)
- Occupational Therapy Assistants (2006)

*Have published data since 1979 for all professions unless otherwise noted in parentheses.

What basic data elements are collected?

Data elements that *usually* don't change

- Name
- Date and place of birth
- Race/ethnicity
- Gender
- Basic professional degree
(degree conferred, name and location of institution attended)
- Unique identifier

Which data elements are updated annually?

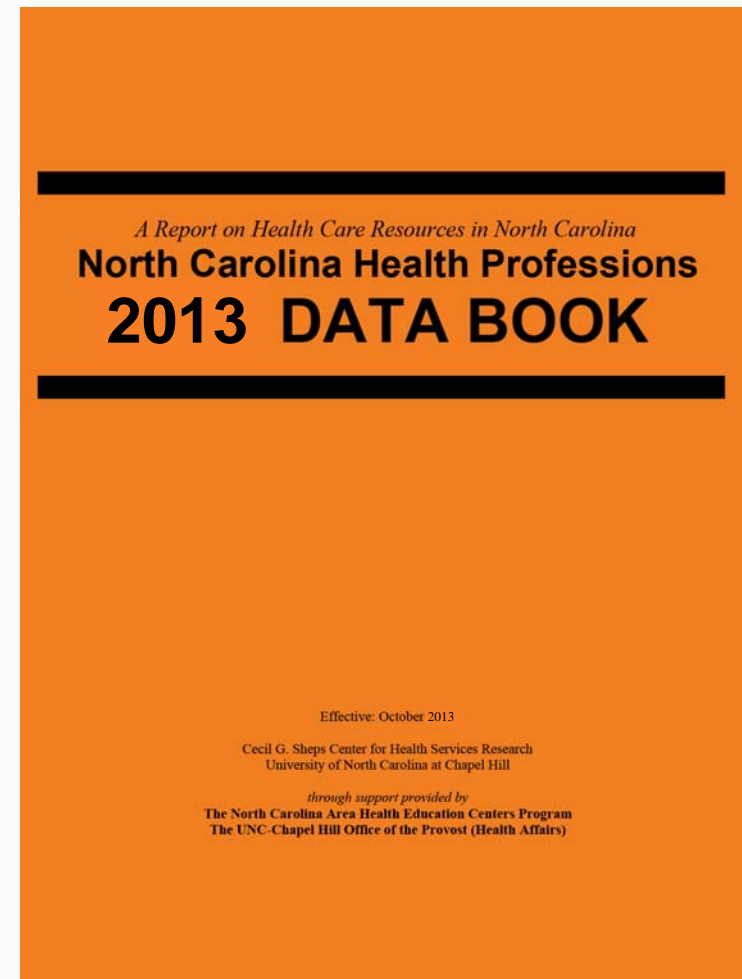
Data elements that **may** change and are updated annually:

- Employment address
- Home address
- Type of position
- Employment setting
- Clinical practice area
- Activity status (*retired, active practice, not employed in profession*)
- Average hours per week/employment status
- Highest degree
- Foreign language ability (*for select professions*)



Annual North Carolina Health Professions Data Book

- Produced since 1979
- Details state and county level health professions data
- Used by policymakers, educators, researchers, the media and health professionals as the official source of health professions statistics in NC



Who Uses Data & For What Purposes?

Government

Policy Decisions
Allocate funding
Program planning
Evaluation
HPSA analysis
Grant proposals

Workforce Policy

Evaluation
Program planning
Policy analysis
Regulatory questions
Grant proposals
Pipeline and diversity

Education, Research

Planning for new schools
Planning for new programs
Pipeline and diversity
Evaluation
Research projects
Grant proposals

Funders

Program planning
Allocate funding
Evaluation

National Organizations

National policy
Evaluation
Dissemination
Improve data quality

Professional Associations

Advocacy, Membership
Policy analysis
Program planning
Grant proposals

Other

News stories; class projects; locational analysis; loan repayment; court cases; advertise seminars



Don't hesitate to contact me!

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HPDS Minimum Dataset Requirements

● Demographic and Educational Info ● Employment Info ●

Initial
Licensure Data

Renewal Data

Profession	Demographic and Educational Info								Employment Info									
	Unique ID	Birth date	Gender	Race/ethnicity	Place of Birth*	Home Address	Preferred Mailing address*	Entry Degree	School Attended & Location	Graduation Year	Highest Degree Obtained*	Practice Address	Practice Setting	Type of Position	Clinical Practice Area	Secondary Practice	Hours worked per week*	Activity Status - retired, active, unemployed
MD/DO	●	●	●	●	●	●	●	●	●	●		●	●	●	●	●	●	●
PAs	●	●	●	●		●	●	●	●	●		●	●	●	●	●	●	●
NPs	●	●	●	●		●	●	●	●	●	●	●	●	●	●			●
Dentists	●	●	●	●		●	●	●	●	●		●	●	●	●		●	●
Dental Hygienists	●	●	●	●		●	●	●	●	●		●	●	●			●	●
RNs/LPNs	●	●	●	●		●	●	●	●	●	●	●	●	●			●	●
Pharmacists	●	●	●	●		●	●	●	●	●		●	●	●			●	●
PT/PTAs	●	●	●	●		●	●	●	●	●		●	●	●				●
OT/OTAs	●	●	●	●		●	●	●	●	●	●	●	●	●			●	●

*Desirable, through not imperative in the minimum dataset for HPDS purposes.

HRSA Minimum Data Set

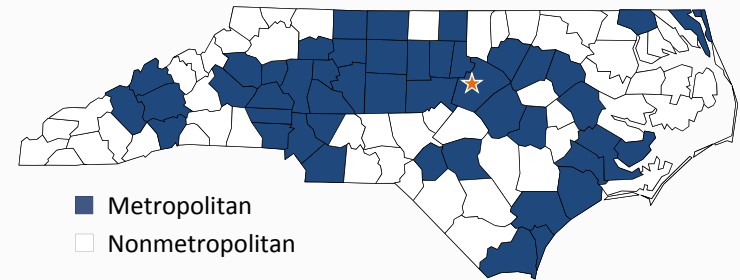
- Guidelines developed by HRSA and other experts to collect *basic, minimum, consistent, comparable* data on supply and distribution of health professionals
- One goal: collect comparable data across health professionals, location and time
- Can be implemented in multiple ways
 - National organizations (e.g., NCSBN)
 - States (surveys, licensure)
 - Individual health professionals (e.g., NSSRN)



NC HPDS History Lesson

- **1972:** NC AHEC was created
- **1974:** National Center for Health Statistics, Cooperative Health Statistics System
 - Additional State funding from NC AHEC to develop & maintain HPDS
- **1981:** Fed funding ended; gap funding by State Health Planning & Development Agency and The Duke Endowment
- **1985:** Permanent support committed by Office of the Provost, UNC-CH; continued support by NC AHEC
- **2003:** Cooperative agreement (HRSA) to establish regional workforce center
- **2006:** Regional workforce centers de-funded
- **2013:** Cooperative agreement (HRSA) to establish Health Workforce Research Centers and Health Workforce Technical Assistance Center

Select Stats North Carolina, 2013



	North Carolina	Rural Counties (n=54)	Urban Counties (n=46)
Total Population	9,861,952	2,202,557 (22%)	7,659,395 (78%)
Non-Federal Physicians <i>Per 10,000 pop</i>	22,414 22.7	2,946 13.4	19,469 25.4
Primary Care Physicians <i>Per 10,000 pop</i>	8,477 8.6	1,415 6.4	7,062 9.2
Nurse Practitioners	4,696	734	3,962
Physician Assistants	4,606	757	3,849
Dentists	4,483	678	3,805
Dental Hygienists	5,666	1,048	4,618
Registered Nurses	99,611	16,425	83,186
Pharmacists	10,026	1,741	8,285
Physical Therapists	5,403	788	4,615
Occupational Therapists	2,892	364	2,528

Data include active, in-state health professionals licensed in North Carolina as of October 31, 2013. Physicians are non-federal, non-resident-in-training. Primary care includes family practice, general practice, internal medicine, pediatrics, OB/GYN and others.



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What about allied health?

- Difficulty: Many allied health professions are not licensed
- Must rely on other data sources and methods for analysis
- Examples of work we've done
 - Allied Health Job Vacancy Tracking Project
 - State of Allied Health Brief
 - State of Allied Health: A Focus on the Clinical Laboratory Sciences Workforce



We've talked about licensure data, but what other data could we use?

- North Carolina Hospital Association Annual Survey
- Bureau of Labor Statistics
- North Carolina Division of Employment Security
- Professional Associations
- Vacancy Data (allied health)
- Special projects may use additional sources
 - e.g., University and Community College Systems
- National data for benchmarking – difficulty with consistency and availability over time

