Health Workforce Data Collection: Findings from a Survey of States

Jean Moore, DrPH
David Armstrong, PhD
Health Workforce Technical Assistance Center
School of Public Health | University at Albany, SUNY

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Survey of State Health Workforce Data Collection Activities

• Growing interest in developing state health workforce data collection and monitoring systems
  o driven in part by health reform initiatives that are reshaping health care service delivery and health workforce demand
    – Need to better understand supply and distribution of current health workforce
    – Need to assess the adequacy of primary care capacity
    – Need to understand the relationship between access to care and health workforce availability

• HWTAC launched an on-line survey of states about their health workforce data collection activities on
  o Supply
  o Demand
  o Educational pipeline

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What workforce data are needed?

• Workforce supply
• Educational Pipeline
• Demand for workers
To Date, 40 Organizations in 32 States Report Collecting Health Workforce Data
Who Collects Workforce Data?

- State agencies
- State universities
- Nursing centers
- Area Health Education Centers
Health Workforce Supply Data Collection

• 40 organizations in 32 states report collecting supply data

• Professions vary by state:
  o Physicians (27 states)
  o Nurse practitioners (23 states)
  o Dentists (22 states)
  o Registered nurses (22 states)
Supplied Data Collection Strategies

- 26 states collect supply data routinely in conjunction with licensing/relicensing
- 8 states report using recurring surveys that are not associated with licensing process
- Some states report different data collection strategies for different professions
- A few states report other strategies such as telephone or in-person interviews
Health Workforce Supply Data Collection
Mandatory, Voluntary or Both?

- Mandatory for All Professions: 19
- Mandatory for Some Professions: 10
- Not Mandatory: 3

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Mandatory Data Collection Most Likely for Physicians and Nursing Professionals

- Registered nurses (9 states)
- Nurse practitioners (9 states)
- Physicians (8 states)
- Nurse midwives or midwives (8 states)
- Licensed practical nurses (8 states)
- Certified registered nurse anesthetists (8 states)
Most states report collecting health professional supply data on:
  - Demographics characteristics (30 states)
  - Practice characteristics (30 states) and
  - Educational backgrounds (26 states)

25 states collect health professional supply data in all three of these categories.
Who’s Missing?

- Emerging titles
  - Care coordinators
  - Care managers
  - Patient navigators
  - Community health workers
- Home health aides
- Notable exception – Virginia collects info on certified nurse aides
  
Who Are New York’s Primary Care Practitioners?

Percentage of Physicians, NPs, PAs, and Midwives who Provide Primary Care Services in New York

Source: CHWS New York Re-registration Surveys
Organizations in 15 States Collect Health Workforce Demand Data
Most frequently targeted professionals: RNs (10 states), physicians (9 states), NPs (9 states), and LPNs (9 states)

Most frequently targeted settings: hospitals (10 states) and nursing homes (8 states)

Most frequently collected variables: vacancies (11 states), recruitment difficulty (10 states), turnover (9 states) and retention difficulties (4 states)
Recruitment and Retention Issues of New York Health Care Providers

• Hospitals
  o Hard to recruit clinical laboratory technologists (CLTs) and nurse managers
  o Hard to retain CLTs, care coordinators and physician assistants

• Nursing homes
  o Hard to recruit experienced RNs
  o Hard to retain certified nurse aides

• Community health centers
  o Hard to recruit psychiatric NPs, psychiatrists
  o Hard to retain psychiatric NPs, medical assistants

http://chws.albany.edu
Organizations in 19 States Collect Information About the Health Workforce Educational Pipeline
Educational Pipeline Data Collection Strategies

• Educational pipeline data collection is most likely for registered nurses (13 states), physicians (11 states), and licensed practical nurses (10 states)

• Data collection is recurring in 17 states

• Data are collected from education programs in 15 states and from individuals in training in 7 states

• Most states report collecting information on graduations (17 states), enrollments (15 states) and the demographic characteristics of trainees (13 states)
  
  o A small number of states report collecting information on about trainees’ post-graduation plans (4 states) and job market experiences (1 state)
Resident Exit Survey Tracks In-State Retention of New Physicians Who Complete Training in NY

Percent of new physicians with confirmed practice plans in New York


http://chws.albany.edu
Nursing Deans Survey Tracks Growing Number of RN Graduations in New York

New York RN Graduations, by Degree Type, 1996-2015

Source: CHWS Nursing Dean’s Survey
Thinking through State Data Collection Strategies

- Build collaborations
- Whenever possible, link data collection to existing efforts
- Keep it simple (e.g., MDS)
- Use the most cost-effective, efficient strategies for data collection
- Disseminate, disseminate, disseminate....
- Stay relevant to state-specific issues
Seeking Input on Next Steps for the State Survey

• Continue to pursue states that have not responded
• Learn more about
  o Data quality (e.g., response rates)
  o Survey instruments
  o Uses of the data
• Tell us your thoughts on next steps