

Perspectives on State Health Workforce Data Collection



State Health Workforce Data Collection Inventory

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www.healthworkforceTA.org



Background

- Growing interest in developing state health workforce data collection and monitoring systems
- Driven in part by health care reform initiatives
 - Need to better understand supply and distribution of health professionals
 - Need to assess the adequacy of the primary care workforce
 - Need to understand the relationship between access to care and health workforce availability

Survey of State Health Workforce Data Collection Activities

- In 2015, HWTAC launched an online survey about state health workforce data collection activities on:
 - Supply
 - Demand
 - Education Pipeline
- State Health Workforce Data Collection Inventory
- Recently updated the website to include a more functional map and improved state webpages

Organization name: Oregon Center for Nursing

Organization website: www.oregoncenterfornursing.org/

Organization description: The Oregon Center for Nursing (OCN) facilitates research and collaboration for Oregon's nursing workforce to support informed, well-prepared, diverse, and exceptional nursing professionals. Since 2002, OCN has analyzed Oregon's nursing workforce and released 14 reports on nursing supply and demand, as well as reports on nursing faculty, a database of nursing student admissions, cultural competence in nursing best practices, and more.

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Reports posted to website: Yes

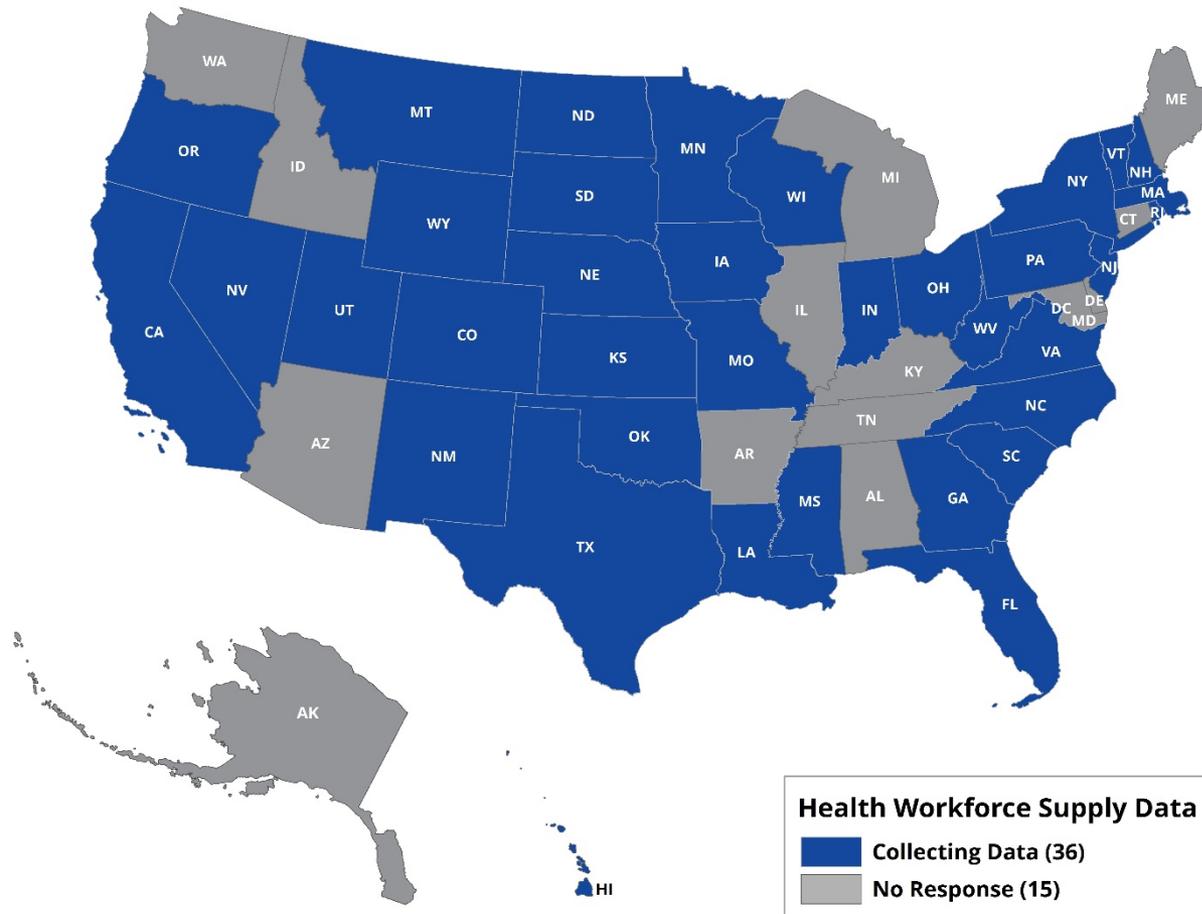
Health Workforce Surveys: Workforce Demand Surveys

- [Nursing Recruitment Survey \(2015\)](#)

Workforce Supply Data

Item	Value	CRNA	DEN	DH	LPN	MW	NP	PA	PHA	PHY	PSY	PT	RN	SW	OTH
Data collected for:	These professions	<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>						<input checked="" type="checkbox"/>		
Data collected through:	Survey that is not part of the licensing process														
	Survey that is part of the licensing process	<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>						<input checked="" type="checkbox"/>		
	Telephone interview														
	In-person interview														
	Other														
The survey is:	Mandatory	<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>						<input checked="" type="checkbox"/>		

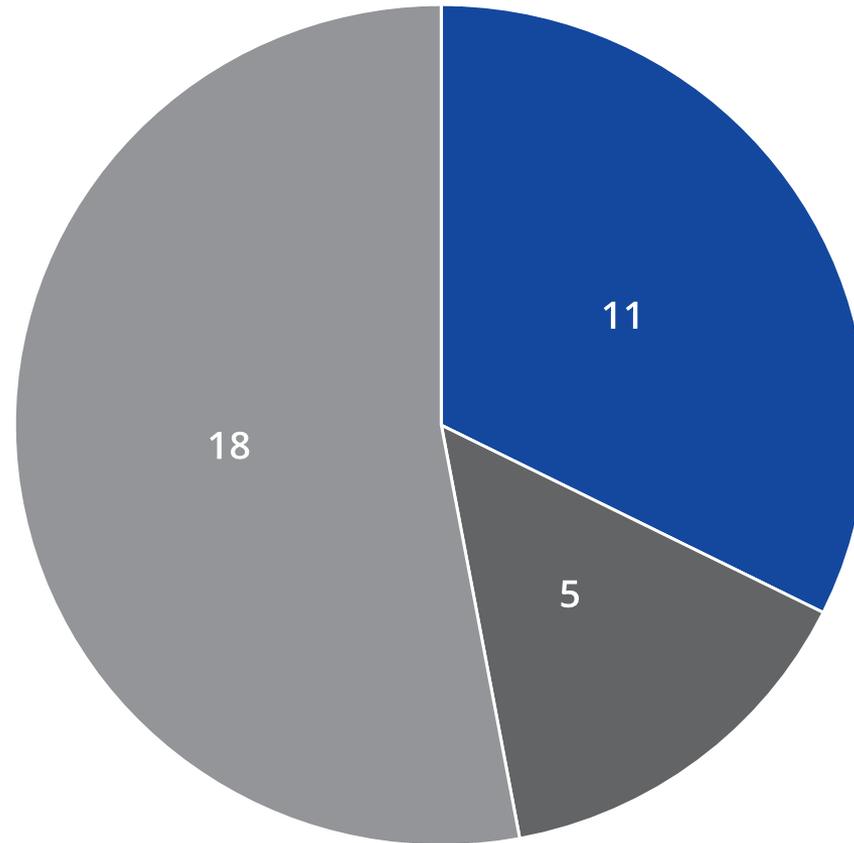
47 Organizations in 36 States Collect Health Workforce Supply Data



Who Collects Workforce Data?

- State Agencies
- State Universities
- Nursing Workforce Centers
- Area Health Education Centers

Health Workforce Supply Data Collection, Mandatory, Voluntary or Both?



- Mandatory for All Professions
- Mandatory for Some Professions
- Not Mandatory

Mandatory Data Collection Most Likely for Physicians and Nursing Professions

- Physicians (12 states)
- Nurse practitioners (12 states)
- Registered nurses (11 states)
- Midwives (11 states)
- Licensed practical nurses (10 states)
- Dentists (10 states)

Fewer States Collect Demand and Education Pipeline Data

- Organizations in 18 states collect health workforce demand data
- Organizations in 21 states collect health workforce education pipeline data

State Health Workforce Data Collection Inventory

- State Health Workforce Data Collection Inventory:
 - <http://www.healthworkforceta.org/resources/state-health-workforce-data-collection-inventory/>
- Data Collection Survey:
 - https://healthresearch.co1.qualtrics.com/jfe/form/SV_0CiaLWa95FsCufH

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The Legislative Process to Collect Healthcare Workforce Data in NH



Danielle Weiss, MPH
NH Health Professions Data Center Manager
Rural Health and Primary Care

The Long and Winding Road...



Background

- The Legislative Commission on Primary Care Workforce Issues statute charges the NH SORH to collect data on the current and anticipated supply of primary care providers by creating a Health Professions Data Center (HPDC)
- The HPDC was developed in Rural Health and Primary Care, DPHS (houses SORH)
- Goal to collect data on primary care providers and primary care associated providers
 - Physicians, PAs, APRNs, Dentists, DHs, Psychologists, Mental Health Practitioners, LADCs/MLADCs, Pharmacists, PT/OT/STs

2013/2014 – Administrative Rules Change or Legislation?

- Board of Medicine’s Executive Director believed surveying was authorized under the current rules
- Update the Administrative Rules to include survey components under “The renewal application shall include...”
- Information collected by/shared with the state because we’re both state government agencies

April 2015 – Rules Change Rejected

→ Amend Commission Bill

- Rules hit JLCAR (oversight committee) and the attorney ruled that the Board of Medicine did not have the authority to require the survey
- HB 483 – Reauthorization Bill for the Commission
 - Add data collection amendment
 - Presented to health licensing boards, who all voted to be included in the legislation

May 2015 – Amendment Rejected

→ Stakeholder Support for Bill

- Rejected at the Senate executive session
 - Senate Chair also chairs the Executive Depts. and Administration Committee, which wasn't informed of the survey or consulted
 - Concerned requirement could prevent license renewal for a fully competent provider
- Senator visited the Commission
 - Reiterated that bill would not pass without an opt out clause
- Additional support from Legislative Commissions

Meanwhile...

- The survey was released to physicians as voluntary with a warning that it would most likely be required by the close of the cycle
 - ~88% response rate
 - Released workforce data on physicians who renewed in 2015
- This event was used to demonstrate why a requirement was necessary in subsequent years

2016 – OPLC Division Reorg

→ Push for Legislation

- All of the health professions licensing boards now under one central office with one director, who supports the initiative
- LSR - Chair of Commission found a prime sponsor and bi-partisan sponsors
- Legislation to authorize the health professions boards to require survey completion as part of the renewal process

2017 – HB 322

→ Rule Making

- Greater challenge with a Rep. House, Senate, and Governor
 - Real challenge is gaining approval from Senate ED&A Chair
- Amended bill to clarify “under no condition will an incomplete survey prevent physicians from being relicensed”

End of 2017 – Work to be Done

- Administrative Rules
 - One set of rules to be applied to the boards with a formal opt-out option
- Surveys are online
 - Testing/approval by the boards before implementation
- Behind schedule...
 - Chair of the Commission and the DHHS legislative team is working to keep things moving forward

Takeaways

- Talk to other states and learn from them
 - One of the drivers for legislative change was a document of states with legislation on workforce data collection
 - There are many ways to implement data collection– which one will work for your state?
 - All states data collection efforts are a result of collaboration
- Coordinate efforts with
 - Individuals with political clout or standing
 - Groups with legislative authority to report on workforce data
- Involve all of the necessary stakeholders every step of the way



Healthcare Workforce Data Collection

Mary Lou Brunell, MSN, RN
Executive Director



Addressing Nurse Workforce Issues for the Health of Florida

Visit our site at: www.FLCenterForNursing.org

Florida Center for Nursing

- Established in law (FS 464.0195) 2001
- Purpose – to address issues related to the nursing shortage in Florida
- Overseen by 16 member Board appointed through the Governor's Office
- Obligation is to the people of Florida
- Vision

To be the definitive source for information, research, and strategies addressing the dynamic nurse workforce needs in Florida.



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Nurse Workforce Information

The nurse data “trifecta”:

- Nurse Supply Data – licensure and renewal survey data analyzed biennially (consistent with renewal cycle)
- Nurse Demand Data – employer surveys of 6 industries conducted and analyzed biennially (odd years)
- Nurse Education Data – LPN / RN pre-licensure and graduate programs surveyed and analyzed annually (mandatory for pre-licensure programs)



Demonstrating Value over Time

- Recognition of quality of data reported
- Ability to provide trends and forecast
- Information published at statewide and regional levels
- Provide testimony for Florida Legislature
- Data utilized by
 - State Legislators and Staff to justify proposed legislation
 - By Industry and Academia for planning and grant applications
- Data Available to Public
 - Used by Venture Capitalists



Realizing the Health Industry Workforce
Needs of **Today** and **Tomorrow**



Florida Healthcare Workforce



Florida Healthcare Workforce Initiative

Funded through a grant from CareerSource Florida.





A Three Year Project

Led By:

High-level health industry leaders, serving as the steering committee that directs the initiative.

Purpose

Develop recommendations for statewide policy that will facilitate a sufficient supply of highly-skilled talent to meet the demand of Florida's current and future healthcare workforce needs.



Data Collection Strategy

- Identify gaps in healthcare workforce supply and demand data and design a collection system to effectively manage data at the state and regional level
- Provide direction to the State of Florida regarding assurance of an adequate healthcare workforce.

Supply Data Collection

Partnership with Department of Health
Medical Quality Assurance (MQA)

Profession	Renewal Period
Occupational Therapists/Assistants	Nov 2016- Feb 2017
Clinical Social Work, Marriage and Family Therapy, and Mental Health Counselors	Jan- Mar 2017
Pharmacists	Jun-Sept 2017
Physical Therapists/Assistants	Aug-Nov 2017
School Psychologists	Sept-Dec 2017
Physician Assistants	Oct-Jan 2018
Psychologists	Feb- May 2018



Significant Outcome of the Project

The establishment of the Healthcare Workforce Research Initiative

The foundation of the HWRI builds on the expertise and successful data analysis model of the Florida Center for Nursing.



HWRITM

HEALTHCARE WORKFORCE RESEARCH INITIATIVE

Solving Workforce Issues for the
Health of Florida

Founding Partners:



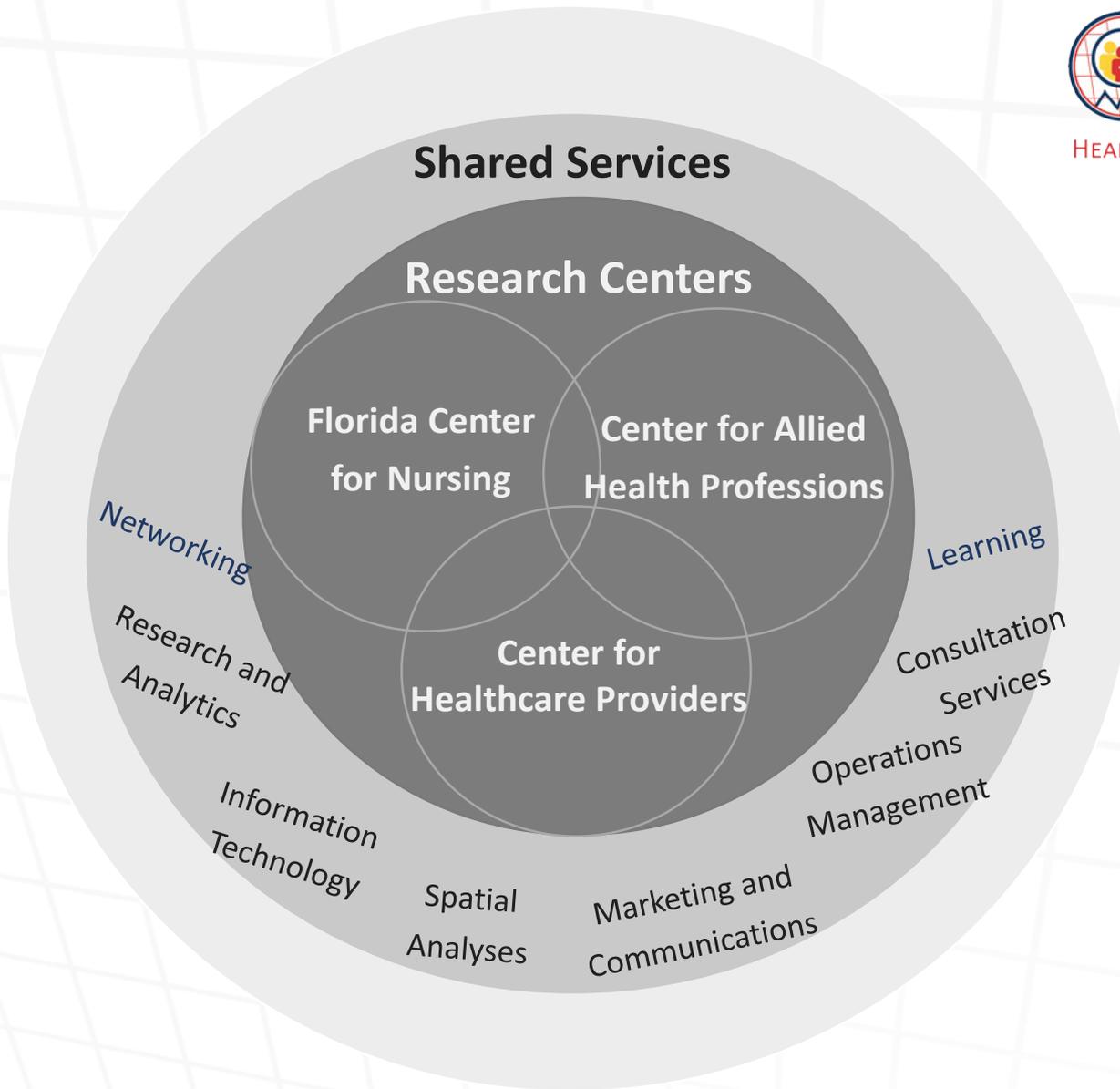
Purpose

- Serves as the organizational nucleus of healthcare occupations data to support informed decision-making by healthcare stakeholders and to facilitate research and grant proposals that support a healthier Florida.



HWRI™

HEALTHCARE WORKFORCE RESEARCH INITIATIVE



Shared Services

Research Centers

**Florida Center
for Nursing**

**Center for Allied
Health Professions**

**Center for
Healthcare Providers**

Networking

Research and
Analytics

Information
Technology

Spatial
Analyses

Marketing and
Communications

Operations
Management

Consultation
Services

Learning

Solving Workforce Issues for the Health of Florida





For more information or to follow our work:

www.FLCenterForNursing.org

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