National Health Workforce Trends and Tools
2022 NACHC PCA and HCCN Annual Conference

November 15, 2022

Steve Pegula
Branch Chief, National Center for Health Workforce Analysis
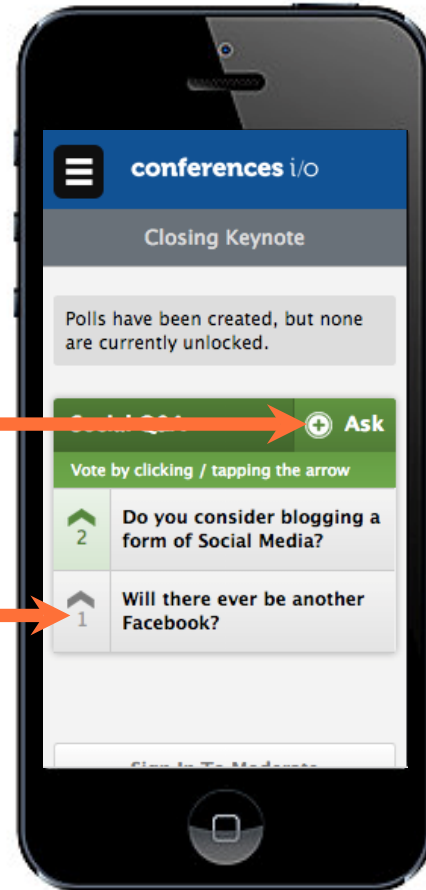**Bureau of Health Workforce (BHW)**

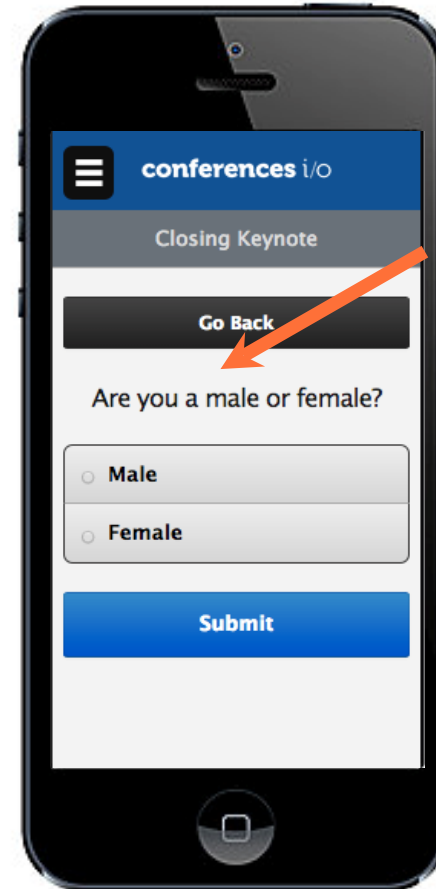Vision: Healthy Communities, Healthy People

In-Person Participants

Give us Feedback

Up-Vote a Comment

Click on question and then Respond to Polls when they appear

Vote / Give Feedback/ Respond to Polls

Agenda

1 ——— Introduction to NCHWA

2 ——— Area Health Resource Files

3 ——— Nursing Workforce

4 ——— Workforce Projections

5 ——— Questions and Contact

National Center for Health Workforce Analysis (NCHWA)

- Part of the Bureau of Health Workforce within the Health Resources and Services Administration at HHS

- Mission
  - To support informed public- and private-sector decision making on a broad range of issues impacting the U.S. health care and health support workforces by expanding the evidence base.

Area Health Resource Files (AHRF)

- What is AHRF?
  - Comprehensive data on numerous health topics
  - Established in 1975 and contains historical data

Area Health Resources Files

The Area Health Resources Files (AHRF) include data on Health Care Professions, Health Facilities, Population Characteristics, Economics, Health Professions Training, Hospital Utilization, Hospital Expenditures, and Environment at the county, state and national levels, from over 50 data sources. Learn How to Use This Tool

Area Health Resource Files (AHRF)

- What is in AHRF?

  Nearly 8,000 variables from over 50 data sources

  - American Medical Association
  - American Hospital Association
  - U.S. Census Bureau
  - Centers for Medicare & Medicaid Services
  - Bureau of Labor Statistics
  - CDC's National Center for Health Statistics

What Is in AHRF?

- Health care professions (state and county-level data)

- Health professions training (schools, enrollment, graduates)

- Hospital and health care facilities (admissions, visits, beds, expenditures)

- Population data (demographics, socioeconomic status)

- Vital statistics (mortality, natality)

AHRF Data Sources/Elements

Health Professions

Data sources (Representative)	Types of Data: Health Professions	Key Elements
American Medical Association Physician Masterfile	MDs and DOs	Total, Active, Primary Care, and by specialty, age, gender, major professional activity, place of graduations
American Dental Association Masterfile	Dentists	Total, Active and by specialty, age, gender, major professional activity
Health Professions Associations and CMS NPI	Other Health Professionals	Number of APRNs, CRNAs, CNMs, Physician Assistants, Optometrists, Podiatrists, Chiropractors, and others
Bureau of Labor Statistics	Health Employment	State-level employment and wage statistics for approximately 50 health professions
Census, American Community Survey Public Use Microdata Sample (ACS PUMS)	Health Workforce	State-level health workforce statistics for over 30 health professions; presented by age, race/ethnicity, gender, and workforce setting
Integrated Postsecondary Education Data System (IPEDS)	Health Professions Training	State-level statistics on number of individuals completing programs for over 25 health professions; presented by gender and race/ethnicity

AHRF Data Sources/Elements

Health Facilities

Data sources (Representative)	Types of Data: Health Facilities	Key Elements
American Hospital Association Annual Hospital Survey Database	Number of hospitals, utilization, expenditures	Number of facilities, type, beds, services, personnel, critical access, sole community provider, rural referral centers, inpatient days, outpatient visits
CMS Provider of Services Database	Other Health Facilities	Counts, types of facilities – SNF, LTC, nursing, ambulatory surgical centers, home health agencies, FQHCs, RHCs, CMHCs, etc.

AHRF Data Sources/Elements

Demographics

Data sources (Representative)	Types of Data: Health Facilities	Key Elements
Census, ACS	Population Characteristics	Counts by gender, race, age; underserved and special needs populations
Census/SAIPE, REIS	Income, Poverty	Counts, per-capita, households, gender, race
Census/SAIHE	Health Insurance	Gender, age
DOL, BLS	Employment	Employed/unemployed, rate
CMS	Medicare, Health Insurance	Eligible/enrolled by program
CMS	Medicare, Prescription Drug	Eligible/enrolled, rates
CMS	Medicare, Fee for Service	Readmissions, expenditures, demographics
CMS	Medicaid	Eligible by program, age
CDC, NCHS	Mortality	Deaths by race, gender, cause
CDC, NCHS	Natality	Births by race, low/very-low birthweight, infant mortality

AHRF Dashboard

- https://data.hrsa.gov/topics/health-workforce/ahrf
- Covers multiple years
- Includes 40+ health professions and population data
  - Can calculate rate (per 100,000 population)
- Includes diversity module released this past summer
- Provides the ability to export selected data

National Sample Survey of Registered Nurses (NSSRN)

- NSSRN covers many aspects of the RN work experience

- Publishing data since 1977

- Preparing the survey for the 2022 NSSRN with Census Bureau
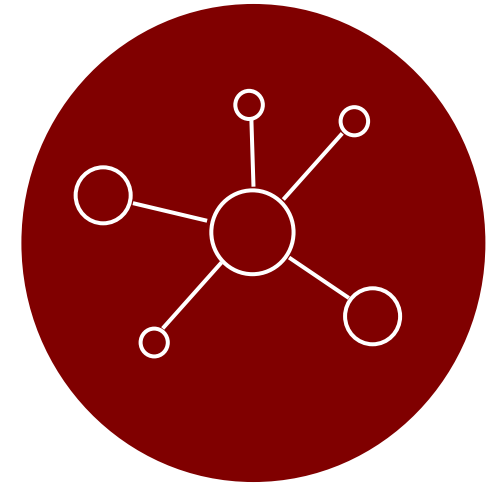
National Sample Survey of Registered Nurses (NSSRN)

- Target population - currently actively licensed RNs
  - Complete list in the U.S. does not yet exist

- Frame construction from state licensure board listings

- Stratified systematic random sample of ≈ 100,000

NSSRN Data

- [Dashboard](#) released in October 2022
  - Hundreds of thousands of data points

- Reports at HRSA/BHW/NCHWA [webpage](#)
  - NSSRN Summary Findings Report, Technical Report, Final Questionnaire

- [Public Use Files](#) (PUFs) at HRSA Data Warehouse
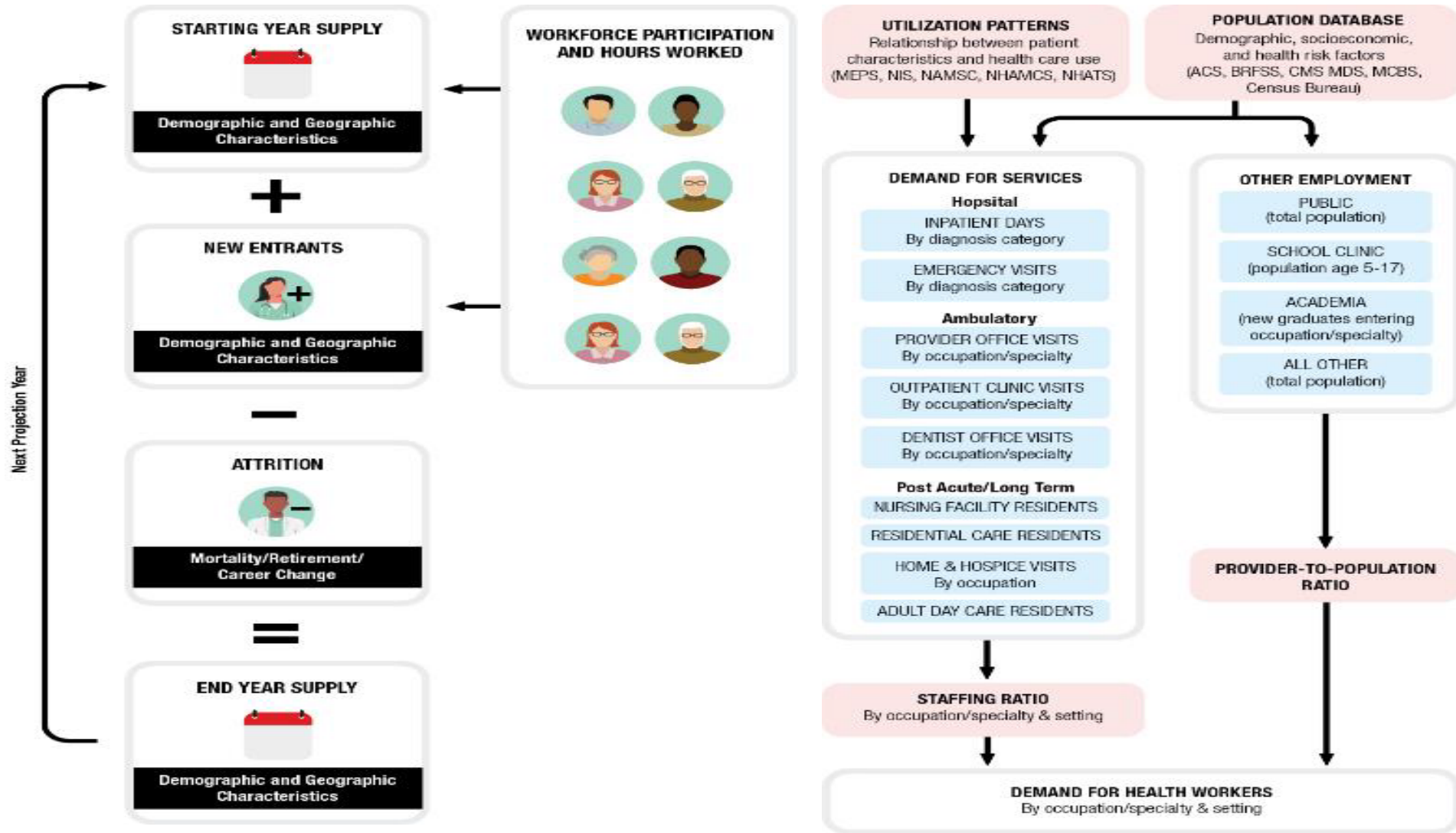 - PUF data, codebook, crosswalk

Workforce Projections

- Generates projections of the supply of and demand for healthcare occupations

- Comes from our established Health Workforce Simulation Model (HWSM)

- Incorporates numerous datasets into generating the projections

- Projects workforce estimates (actual FTEs), not employment (jobs)

Supply and Demand

Projections Dashboard

- Workforce projections are available in an easy-to-use dashboard

- Workforce projections dashboard includes a downloadable dataset

- Webinar showcases how to use the dashboard

- Full documentation available online

Other data from NCHWA

- Evaluations of HRSA programs

- Briefs of workforce topics of interest
  - [Maternal workforce](#)
  - [Nursing job satisfaction](#)

- Health workforce research centers
  - NCHWA funds 9 centers to perform research
  - Topics include behavioral health, long-term care, allied health, public health, and health equity

Contact Us

Steve Pegula

Branch Chief

Bureau of Health Workforce (BHW)

Health Resources and Services Administration (HRSA)

Phone: 301.443.4159

Email: spegula@hrsa.gov

Website: www.bhw.hrsa.gov

Questions

Connect with HRSA

Learn more: HRSA.gov

Sign up for HRSA eNews:

Follow us:

Adult Psychiatrists

- NCHWA projects a 12,530 FTE shortage in 2030
  - Demand = 39,550
  - Supply = 27,020

- Supply projected to fall 20% (from 2017 to 2030)
  - Demand projected to increase 3%

- If workers were to retire 2 years earlier, projected supply in 2030 = 25,630

Primary Care Physicians

- NCHWA projects a 41,050 FTE shortage in 2030
  - Family = 17,210 shortage
  - General internal = 17,660 shortage
  - Geriatric = 4,740 shortage
  - Pediatric = 1,440 shortage

- Maldistribution is also an issue
  - NY supply of family medicine physicians will meet 62% of demand in 2030
  - WA supply of family medicine physicians will meet 133% of demand in 2030

OB-GYNs

- Project shortage of 5,170 nationwide in 2030

- Maldistribution by state and metro/nonmetro
  - Metro supply will meet 95% of demand in 2030
  - Nonmetro supply will meet just 51% of demand in 2030

- 10,278,619 women in 2020 lived in U.S. counties that had no OBGYN physicians