



## **DELAWARE HEALTH CARE COMMISSION**

### **HEALTH WORKFORCE DEVELOPMENT**

#### **BRIEFING DOCUMENT**

# HEALTH PROFESSIONAL WORKFORCE

## Federal Snapshot

### A. Shortages

A shortage of health professionals is projected from multiple sources:  
Association of American Medical Colleges (AAMC) projects a shortage of 91,500 physicians by 2020

(AAMC "The Impact of Health Care Reform on the Future Supply and Demand for Physicians Updated Projections through 2025, June 2010)

The Council on Graduate Medical Education projects a physician shortage of 85,000 by 2020 (*The Physicians Workforce: Projections and Research into Current Issues Affecting Supply and Demand, December 2008*)

The United States Department of Health and Human Services Health Resources and Services Administration (HRSA) concludes that demand for physician services will outstrip supply, and, absent an increase in medical school graduates the United States will more heavily rely on international medical graduates to meet increasing needs

Nearly forty percent of physicians are over 55 years of age. Economists project a third of physicians could retire in the next 10 years.\*

Both pharmacy and nursing report shortages of faculty to train new professionals

### B. Primary Care Challenges

Student medical debt averages \$145,000 for public medical schools and \$180,000 from private schools. Many students opt for higher paying specialties over primary care for many reasons, one being the prospect of paying off debt sooner.\*

#### Annual Compensation 2009\*

Practice Area	2009 Median
Orthopedics	473,770
Radiology	468,594
Dermatology	385,088
Pediatrics	192,000
Family Medicine (without OB)	183,999
Geriatrics	179,950

\*Alliance for Health Reform April 2011 report: Medical Group Management Association Physician Compensation and Production Survey 2010 based on 2009 data

\*Alliance for Health Reform April 2011 report with support from RWJ)

Women are making up a larger proportion of the physician supply, but they tend, on average, to work fewer hours. (*Health Resources & Services Administration "The Physician Workforce: Projections and Research into Current Issues Affecting Supply and Demand. December, 2008"*)

### **C. Other health professionals**

Older RNs over age 50 comprised 44.7 percent of the total RN population in 2008 compared with 33 percent in 2000. (*Health Resources and Services Administration*)

HRSA projects a shortage of 157,000 pharmacists in 2020

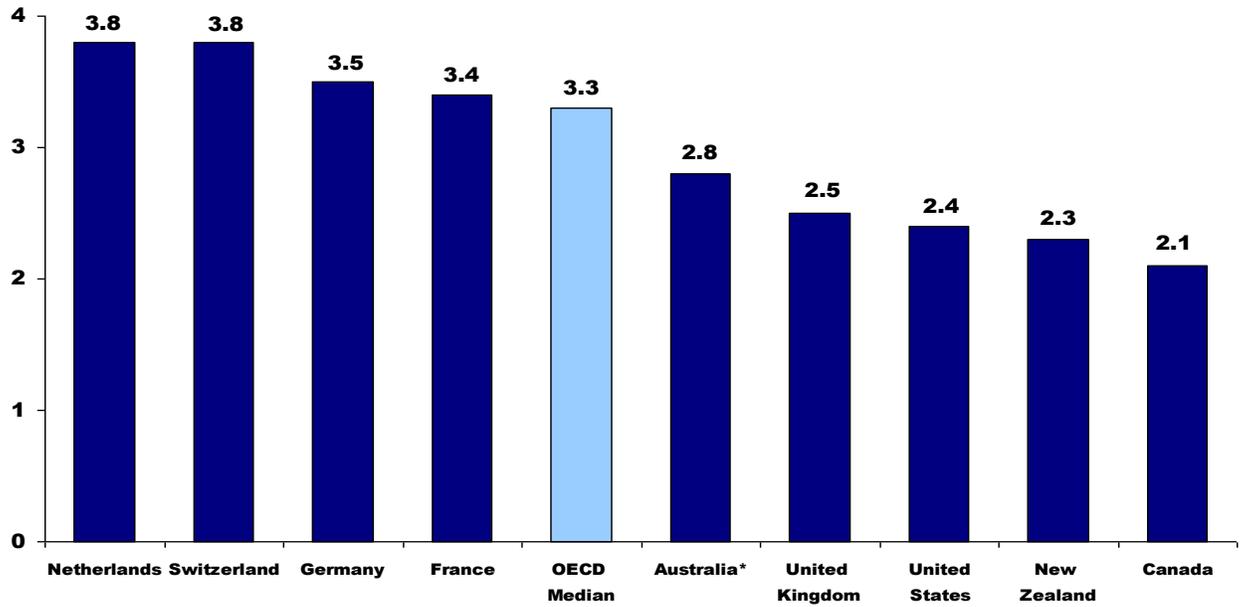
Demographic characteristics of physicians, pharmacists and nurses do not reflect that of the US population.



Source: Association of American Medical Colleges

## How the US compares to OECD countries

# Number of Practicing Physicians per 1,000 Population, 2006



\*2005

## DELAWARE SNAPSHOT

### Physicians

There is an estimate of 2,255 physicians in active practice in Delaware; 863 estimated to be primary care. This produces a ratio of 1 primary care physician per 1187 people in Delaware.

All of Kent and Sussex Counties and portions of New Castle County are federally designated shortage areas for primary care, meaning they meet or exceed the federal definition of 3500 to 1 ratio of persons per physician. It should be noted, however, that this definition represents a severe need, far outstripping the 1250 to 1 measure of COGME as representing the low end of acceptable ratio.

Half of primary care physicians are over 50: 35% 50 – 64; 16.3% of over 65. In 2008 64.6 percent of physicians were between the ages of 40 – 64 (29.2% 40 – 49; 35.4% 50 – 64) By 2020 only 31% of physicians will be between 40 – 64. It shrinks to 29% by 2030. However 40% of the total Delaware population will be over 50 in 2030.

<u>Physicians</u>	<u>Race and ethnicity of physicians – 2008</u>	
	<u>Delaware Population</u>	
73%	74%	Caucasian
21%	.04% (all other)	Asian
5%	21.5%	African American
4.2%	6%	Hispanic

Delaware Healthcare Association projects a need for 7900 in nursing and allied health professions from 2009 – 2014. It projects a need to recruit 1300 nurses and allied health professionals a year; 830 to cover job growth and replacement of nurses and 470 in allied health professionals per year.

### Oral Health

The population to dentist ratio improved from 3,100 persons per full-time equivalent dentist in 2005 to 2,300 persons per full time equivalent in 2008.

- Overall the number of active dentists has increased since 2005. The number of general dentists increased from 261 to 331, while the number of specialists has decreased from 71 to 65 in 2008.

In 2008 51% of dentists reported accepting Medicaid, an increase from 2005 when approximately one third reported accepting Medicaid. However, in 2008 no specialists in Sussex County reported accepting Medicaid.

### **Mental Health Care**

Delaware's psychiatrist to population ratio is 1 to 9,582 persons; Sussex is 1 to 27,431

For other mental health specialists\_(psychologists, social workers, professional counselors of mental health, chemical dependency professionals and psychiatric advanced practice nurses) the statewide ratio of each FTE mental health specialist is 1:2,309

Kent: 1:2,315

Sussex: 1:2,802

NCC has the most favorable ratio with 1:2,046

### **Allied Health**

Most pharmacists – 70% - indicated in 2007 that they will be working five years. Seventy percent work for chain pharmacies.

Minorities and Hispanics are underrepresented in the pharmacy and allied health professions. 92% allied health professionals are Caucasian, 3% are African American, 2% of Asian and 3% other. Three percent of allied health professionals report being of Hispanic origin.

Both pharmacists and other allied health professionals report lack of understanding of their roles by other health professionals and lack of public knowledge about professionals in their field as barriers to work in their profession.

*(Delaware's Allied Health Professionals 2007, Center for Applied Demography and Survey Research for Delaware Health Care Commission)*

### **Health Education Pipeline**

Over 20 institutions offer a total of 104 health education programs in Delaware. Associates degrees are the most numerous, followed by certificate programs, diploma programs, bachelor's degree programs and graduate programs.

Graduate programs are most likely to identify demand to be higher in five years.

A higher proportion of minority students are enrolled in certificate programs (37%) and graduate programs (32%). Approximately 25% of the state's population is minority.

Almost 80% of bachelor's degree programs face a shortage of faculty.

The average age of faculty in diploma, certificate and associate's degree programs is 46; it is 53 for bachelor's and graduate programs.

<b>Primary Care Physician Age Distribution Compared to Delaware</b>				
	<b>PCP 2008</b>	<b>DE 2008</b>	<b>DE 2020</b>	<b>DE 2030</b>
Under 40 (25-39)	19%	19%	19%	17%
40-49	29.2%	14.9%	11%	12%
50-64	35.4%	19%	20%	17%
Over 65	16.3%	14%	19%	24%

Only ten percent of primary care physicians reported having geriatrics as a sub-specialty in 2008. (*Primary Care Physicians in Delaware, 2008*)

<b>Primary Care Physician Race Distribution</b>				
	<b>PCP 2008</b>	<b>DE 2008</b>	<b>DE 2020</b>	<b>DE 2030</b>
Caucasian	73%	74%	72.8%	72%
Asian	20.5%			
African American	4.5%	21.5%	22.8%	23.5%
Other	1.2%	* .04%	* .04%	* .04%

*\*Population consortium does not separate Asian from all other*

<b>Hispanic and Non-Hispanic Primary Care Physician Compared to Delaware population</b>				
	<b>PCP 2008</b>	<b>DE 2008</b>	<b>DE 2020</b>	<b>DE 2030</b>
Hispanic	4.2%	6%	10%	12.5%
Non-Hispanic	95.8%			