



UPDATE: HEALTH WORKFORCE SUBCOMMITTEE

Dr. Kathy Matt, Workforce Co-Chair and DHCC Commissioner

RECOMMENDATIONS FROM THE HEALTH WORKFORCE SUBCOMMITTEE

- 1) **Data/Surveys/ Licensure** - Need to refine the data further to provide more information on the current workforce and their statewide distribution as well as information to enable forecasting of the future workforce needs
- 2) **Clinical Training / Preceptors/ Enhancing healthcare workforce pipelines** - Need to work out financing and partnerships of hospitals and educational institutions, high schools, and middle schools to create health care career pipeline. Also need mechanisms to grow the next generation of health care workforce educators and fill the ever-expanding demand
- 3) **Health care professional shortages** – Need to solve shortages of physicians, dentist and dental hygienists, nurses, specialists, behavioral health specialists, etc. How do we grow our own in the state, and recruit and retain the workforce needed in our state
- 4) **Long term care** - Need to grow all levels of health care professionals to serve in much needed areas, create career ladders for individuals so they can enter at all different levels and achieve credit for their work in the field.
- 5) **Delivering care to Rural and Underserved populations** – Need to work on geographic distribution, and telehealth options, etc. Can we establish more clinics in underserved areas that we can then recruit health care professionals to establish practices there.

Healthcare Workforce Data

Nichole Moxley

Department of Health and Social Services

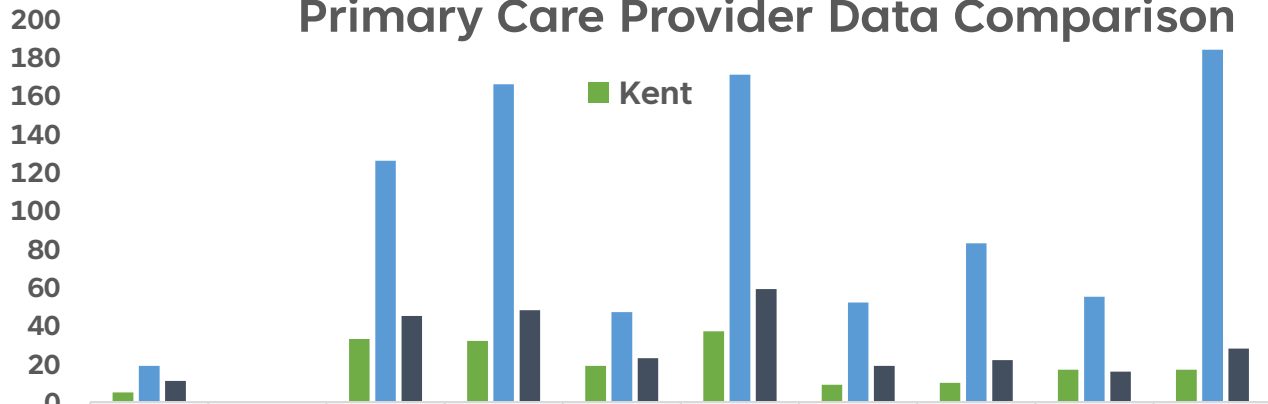
Division of Public Health

Office of Healthcare Provider Resources



PC Provider Data Comparison

Primary Care Provider Data Comparison

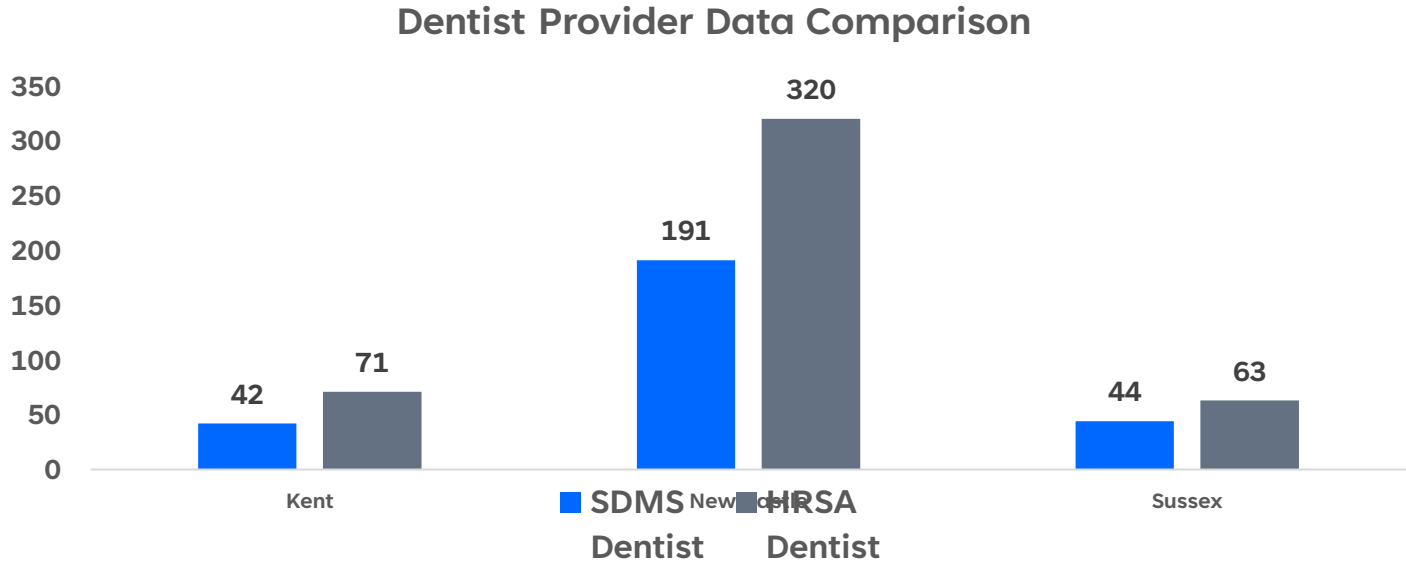


	SDMS CNM	HRSA CNM	SDMS FP	HRSA FP	SDMS IM	HRSA IM	SDMS OB-GYN	HRSA OB-GYN	SDMS PD	HRSA PD
Kent	5	0	33	32	19	37	9	10	17	17
New Castle	19	0	126	166	47	171	52	83	55	184
Sussex	11	0	45	48	23	59	19	22	16	28

Date created: 03/07/2024
 data.HRSA.gov, Area Health Resource Files, AMA Physician Masterfile 2021
 SDMS Provider Extract



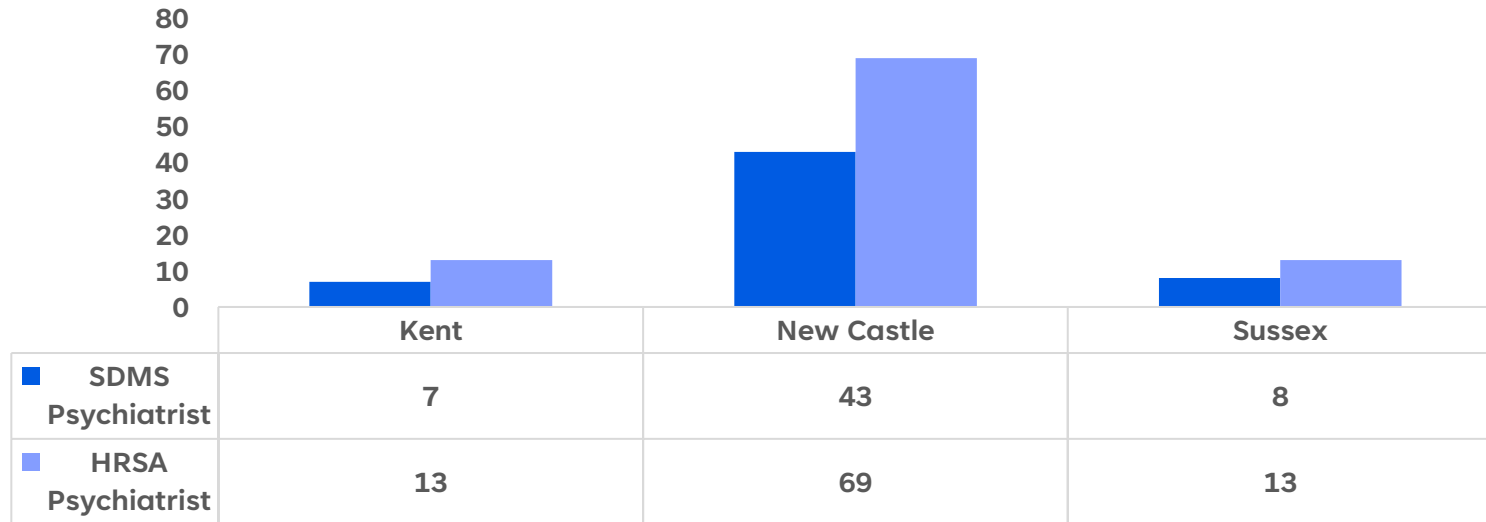
Dentist Provider Data Comparison



Date created: 03/07/2024
data.HRSA.gov, Area Health Resource Files, AMA Physician Masterfile
2021
SDMS Provider Extract

Mental Health Provider Data Comparison

MH Provider Data Comparison



Data Limitations: National Provider Identifier

Inclusions

- NPI Number
- Name
- Discipline
- Specialty
- Address
- Taxonomy
- NHSC Provider

Limitations

- Self-reported data unvalidated
- No requirement to update information
- Unable to determine if clinically active
- Unable to determine if participating in SFS, Medicaid, or Medicare
- Accepted payment methods
- Patient population data not provided



Data Limitations: Area Health Resource Files

Inclusions

- Provider counts on several health professions
- Geographic breakdown
- State and county level provider counts

Limitations

- Data sourced from the American Medical Association (AMA)
- No requirement to be an associate of the AMA
- Self reported data unvalidated
- Unable to determine if clinically active
- Unable to determine if participating in SFS, Medicaid, or Medicare
- Accepted payment methods
- Patient population data not provided



Data Limitations: DPR On-Line License Verification or Open Data Public File

Inclusions

- Name
- Profession
- Status
- Discipline
- Address

Limitations

- Same as NPI
- Data does not directly identify Psychiatrists

License Issuance/Renewal Surveys

Three states that require a health professions survey as part of their licensure renewal:

- Indiana
- New Hampshire
- Vermont

- Some states collect health workforce data but for specific professions
- Most states collect this information through a survey
- Surveys can be administered independent or part of the licensure process

Informs:

- Provider demographic, educational, and practice information
- Shortage designations
- Recruitment and retention initiatives
- Development and expansion of existing educational and employment training programs
- Health workforce planning and policy
- Understanding of supply and demand of providers



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