Delaware Health Care Commission 2023 Retreat Presentation

Subcommittee on Workforce Development

Cabinet Secretary Rick Geisenberger and Kathy Matt, PhD – Co-Chairs

Tim Gibbs, MPH, Delaware Health Force
Director and Principal Investigator

Goals of this presentation

- To articulate the types of data analysis currently available through the data and research initiative

- To inform the Delaware Health Care Commission about the current state of the healthcare workforce

- To update key metrics since the 2022 State of the Delaware Healthcare Workforce Report was released

- To update the Delaware Health Care Commission on the Student Financial Aid, Graduate Medicine Education Expansion, and Delaware Mini Medical School Programs (and LeBow 50 Award).

- To offer preliminary recommendations for the Commission to consider

Current Data Analysis Capabilities

- **Descriptive analysis***
  - Number of licensed providers of a particular type
  - Age (and therefore retirement likelihood)
  - Gender
  - Degree
  - Specialization (if applicable)
  - Location by zip code
  - School attended (for physicians – partial complete)
  - Undergrad school attended (for physicians – partial complete)
  - DIMER – yes/no
  - Rural designation

* Not all of these analysis types are included in this presentation, but will be published online and in the next formal report

Current Data Analysis Capabilities, continued

- **Comparative Analysis**
  - Providers to population ratios
  - Specialists to chronic disease ratios
  - Change in provider numbers by license type
  - Degree advancement – for instance, resident to fully time practice physician, or stacking of nursing degrees
  - Providers and provider type against most publicly available census data

Current Data Analysis Capabilities, continued

Predictive Analysis (forecasting)

- We need a *minimum* of three data points over time with which to work. We just received the third data point and are importing all of that data now.
- We will be prepared to start showing trends (and therefore be predictive) after we have the fourth data point (monolithic data upload) in January 2024.
- We CAN perform simple linear regression analysis, and therefore identify outlier datapoints from a statistical standpoint using the sorting method, data visualization method, z scores, or interquartile range method.

Caveats

- We accept data from the Delpros system as our source of truth and do not double check it for accuracy which would be out of scope for this work.

- Some licensing boards continuously update, while others update on a periodic basis (like the two-year cycle for nursing). This impacts number consistency year after year.

- Active license status tells us nothing about whether the practitioner is seeing patients, and if so, what percent of their time is allocated to seeing patients.

- We are actively working on identifying all "concierge" physicians and creating the ability to include or exclude them from counts and mapping

- We do not have a good handle on which insurance coverages are accepted by which practitioners.

- Delpros does not currently consistently collect actual practice location versus what address is used for a practitioner's license. This creates bias in the resulting maps. We are working to address this.

High Level Update

- Rebound is real
- Interstate Compacts are on the rise and we see the impact in the data
- Aging out / Retirement continues. We need one more data point to establish a trend which will come before the end of this calendar year.
- Maldistribution between counties appears to be balancing out, but we need additional data to substantiate what looks like a positive trend. Accounting for telemedicine remains challenging.
- Shortages as perceived/informed by:
  - Consumers/patients
  - Specialty specific
  - Institutions
  - Others?

Board of Chiropractic

M=247 F=103 Null=20   Retirement eligible: 37
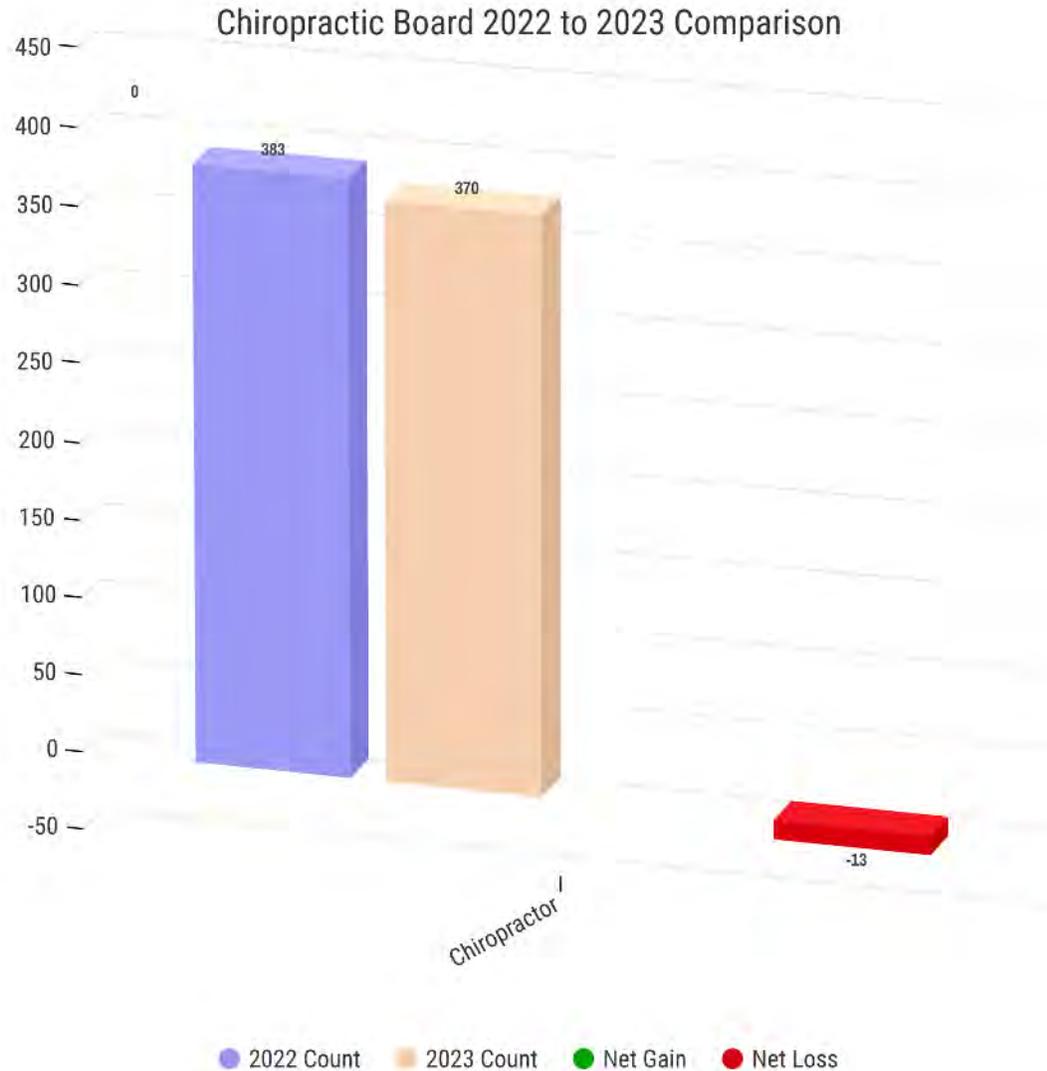
2022 383 licensed Chiropractors
2023 370 licenses
Net change -13
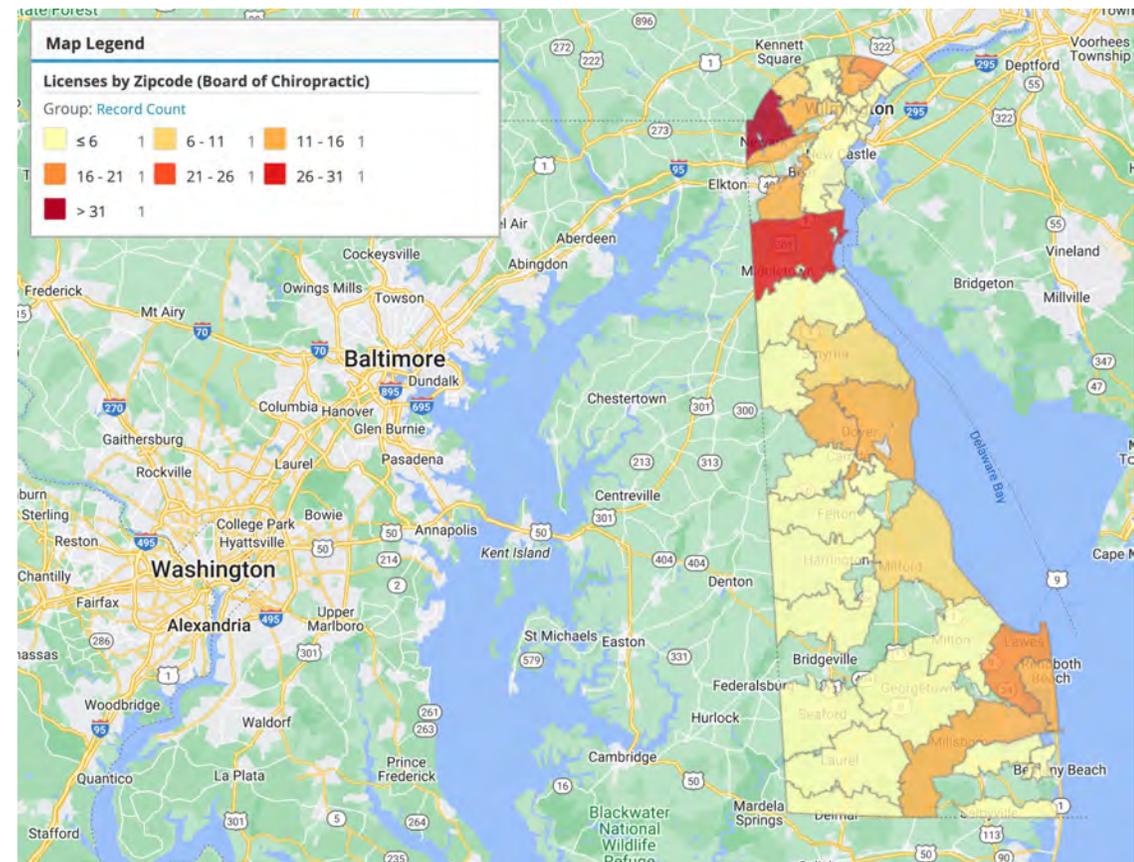
Board of Dentistry and Dental Hygiene

Dental Board 2022 to 2023 Comparison
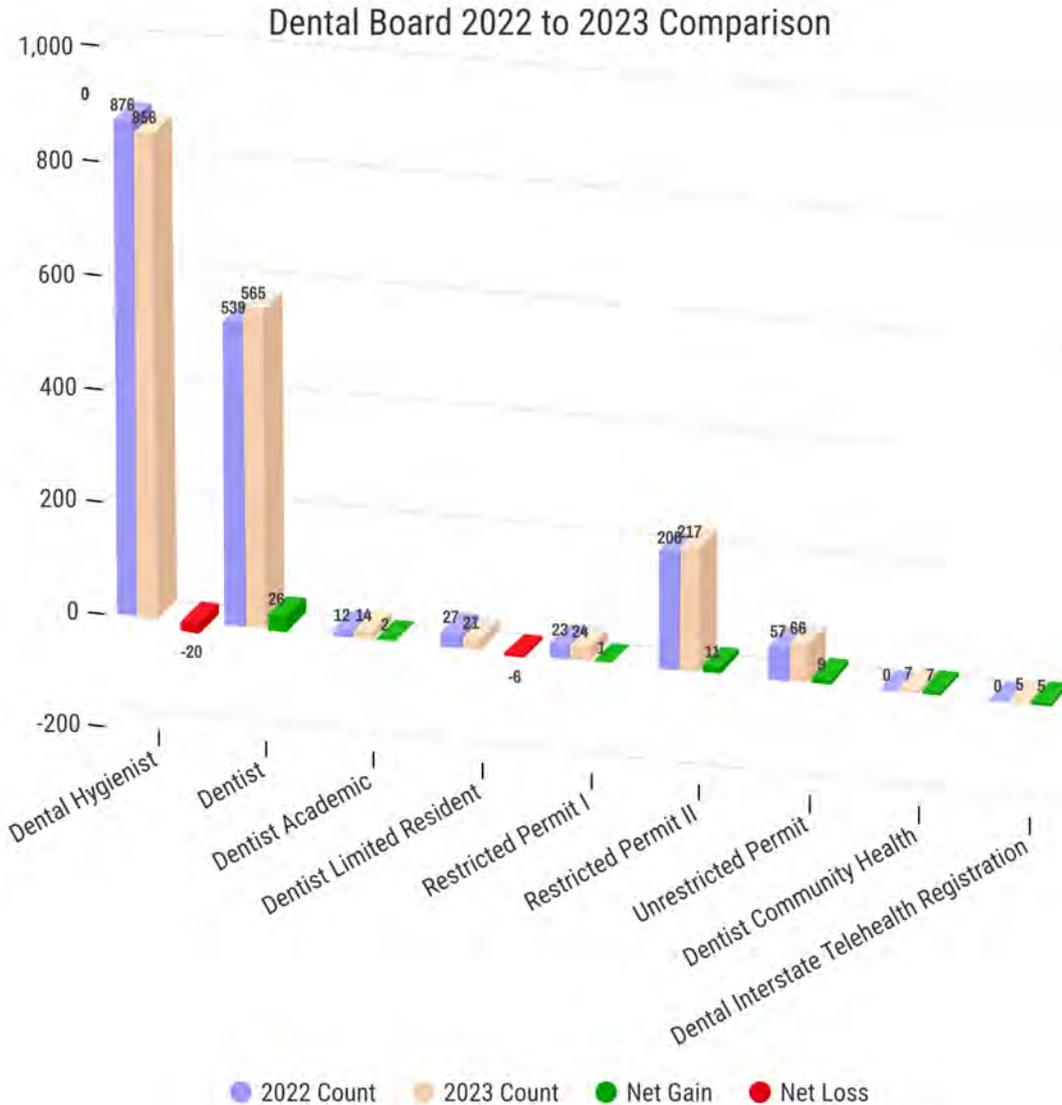
2022 876 licensed **dental hygienists**
2023 856 licenses
Net change -20

2022 539 licensed **dentists**
2023 565 licenses
Net change +26
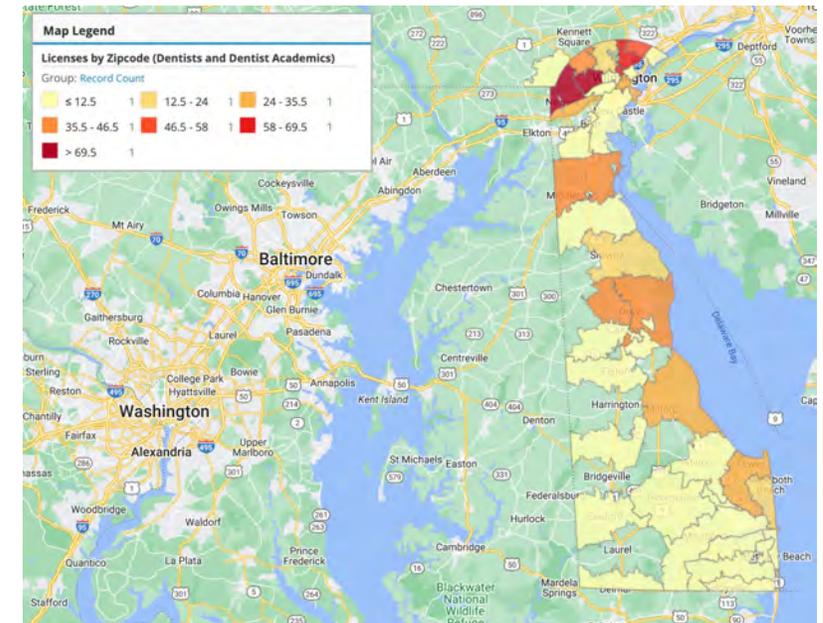
M=22 F=477 Null=45   Retirement Eligible: 23

Board of Dietetics and Nutrition

Dietician/Nutritionists Board 2022 to 2023 Comparison
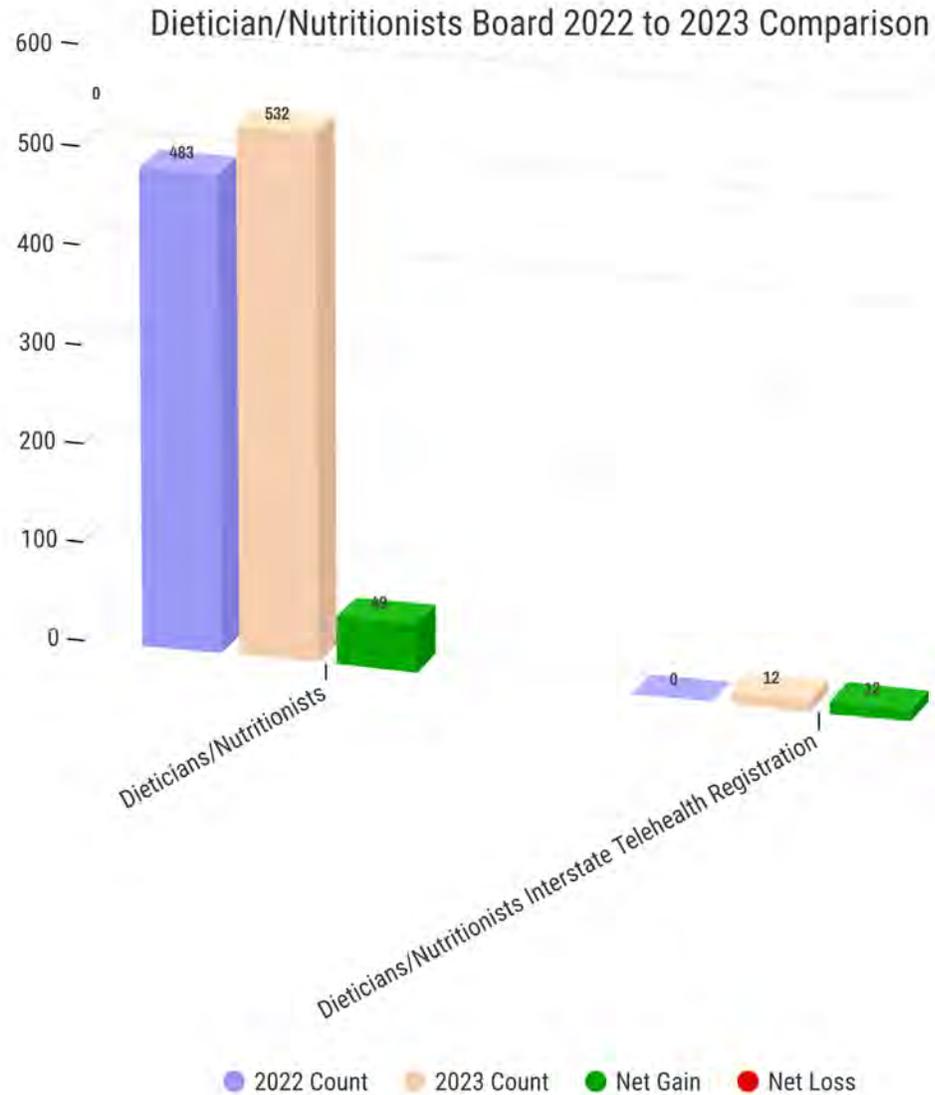
2022 486 licensed dieticians/nutritionists
2023 532 licenses
Net change +48
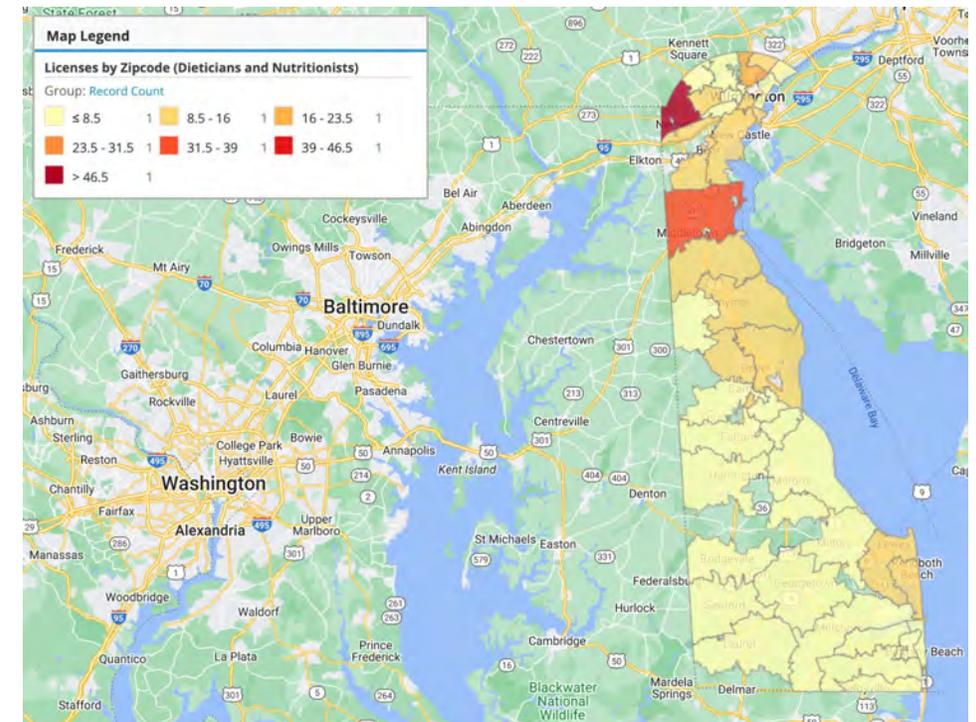
Board of Funeral Services

Funeral Services Board 2022 to 2023 Comparison
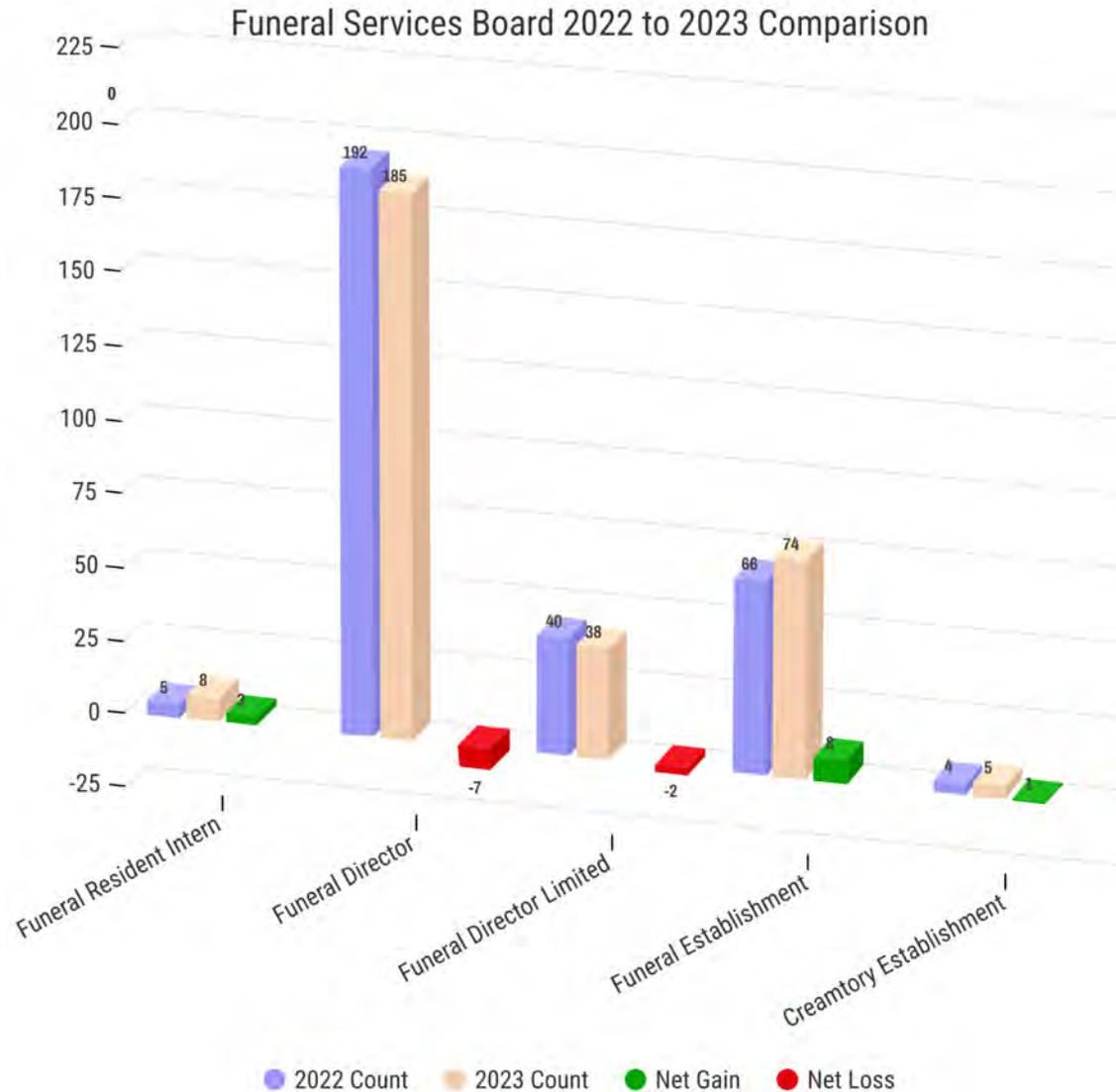
2022 192 licensed **Funeral Directors**
2023 185 licenses
Net change -7

2022 66 licensed **Funeral Establishments**
2023 74 licenses
Net change +8
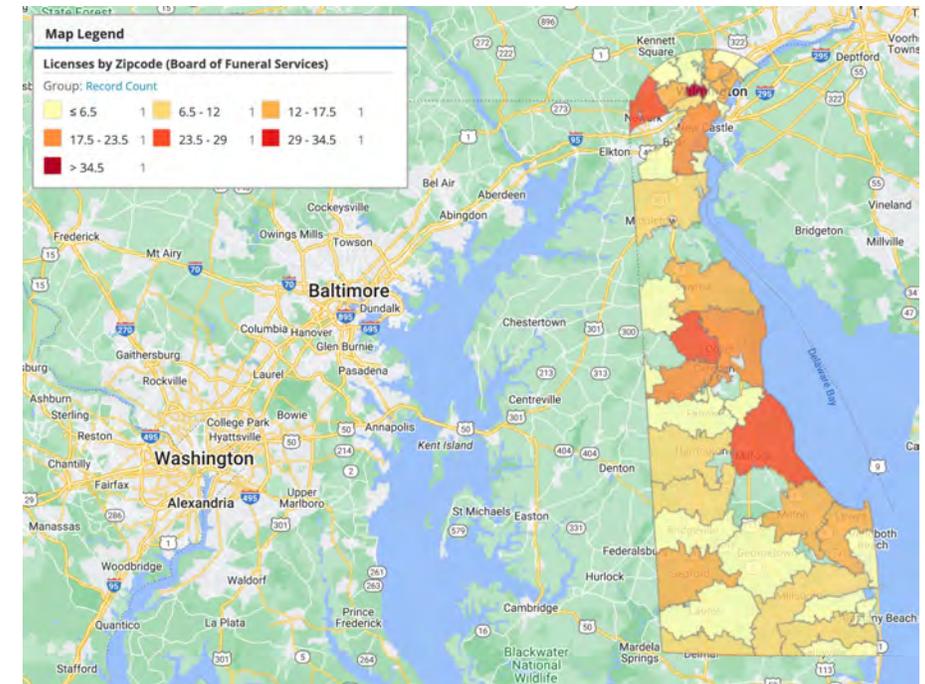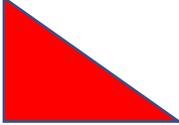
Board of Massage and Body Work

Massage Bodywork Board 2022 to 2023 Comparison
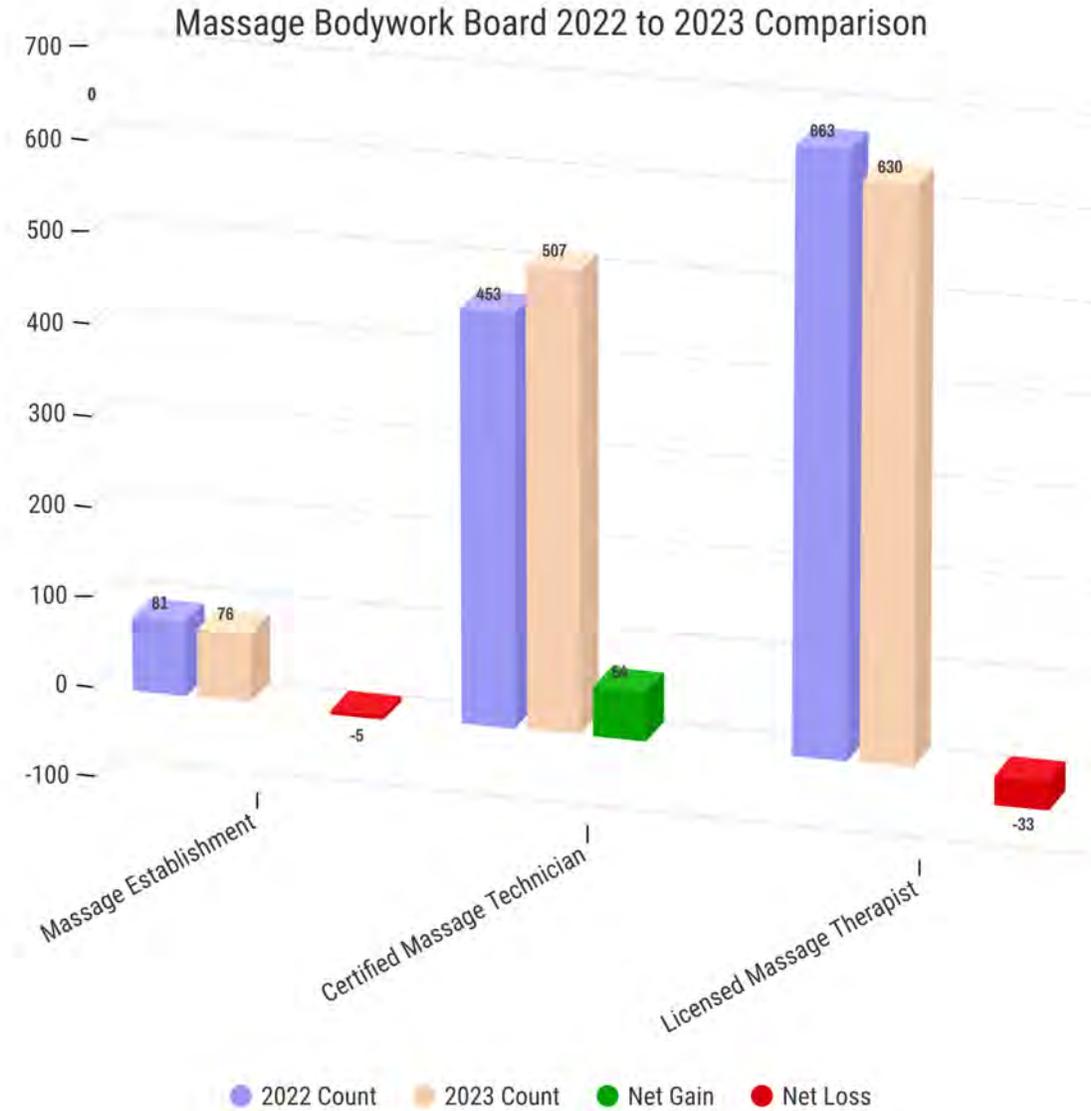
2022 453 licensed **Massage Technicians**
2023 507 licenses
Net change +54

2022 863 licensed **Massage Therapists**
2023 630 licenses
Net change -33

Board of Medical Practice
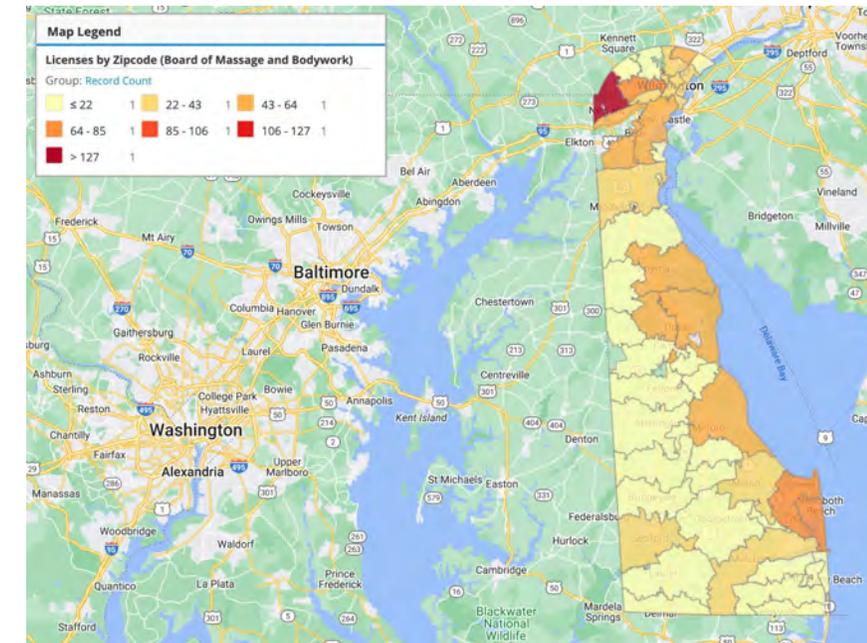
M=4350 F=2779 Null=178   Retirement Eligible: 874

Medical Practice (1) Board 2022 to 2023 Comparison
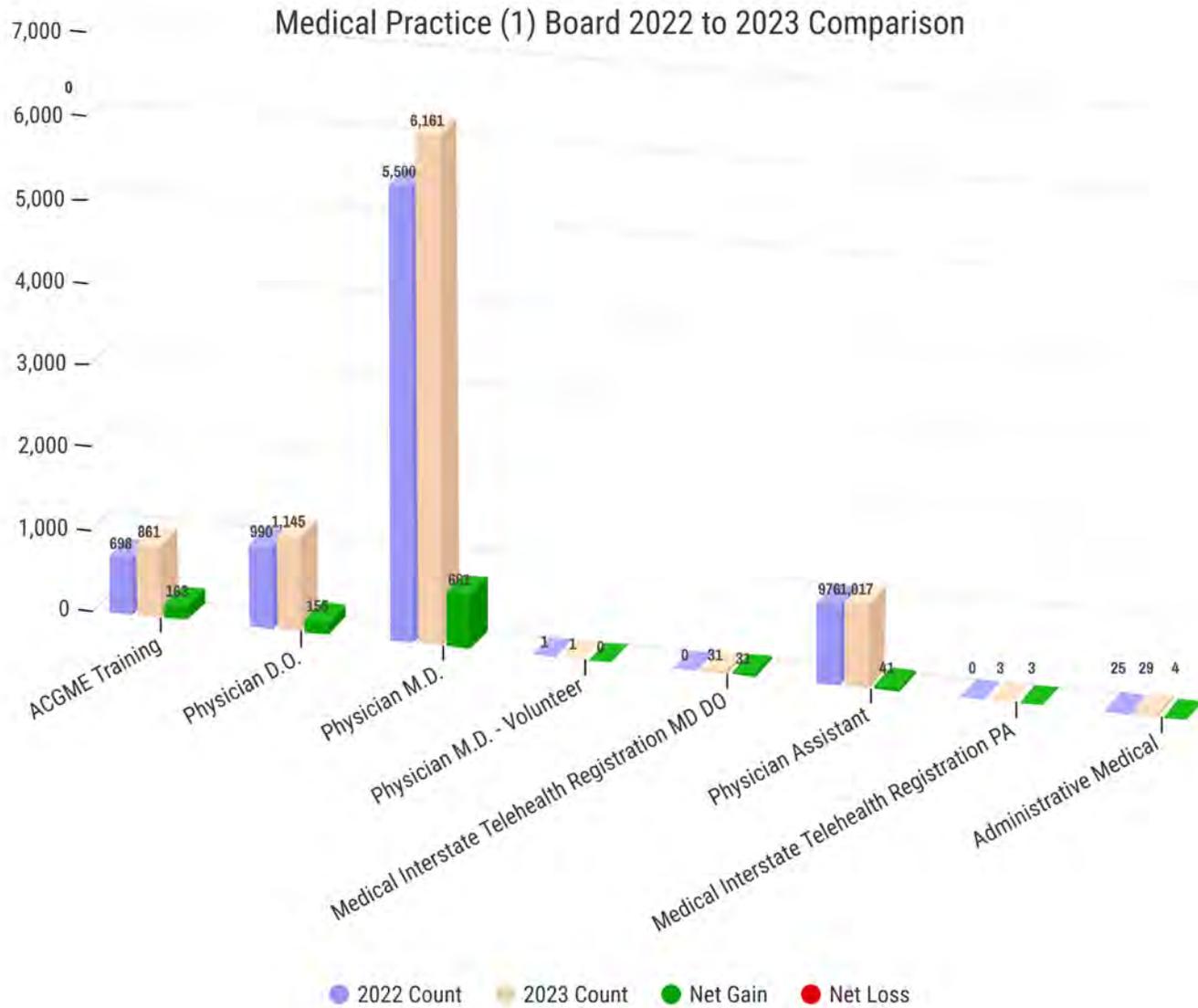
2022 990 licensed **Physician D.O.**
2023 1,145 licenses
Net change +154

2022 5500 licensed **Physician M.D.**
2023 6,181 licenses
Net Change +681

2022 976 licensed **Physician Assistants**
2023 1,017 licenses
Net Change +41

Map Legend
Licenses by Zipcode (Physician MD)
Group: Record Count

≤ 103.5	1	103.5 - 205.5	1
205.5 - 308	1	308 - 410	1
410 - 512.5	1	512.5 - 614.5	1
> 614.5	1		
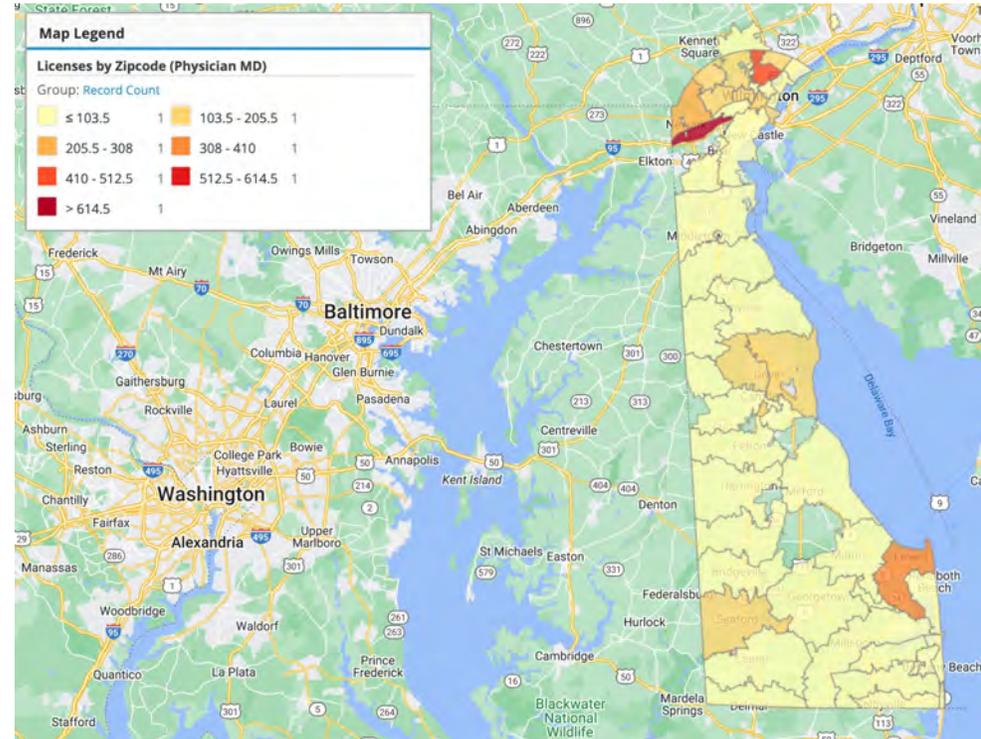
Board of Medical Practice Maps, Continued
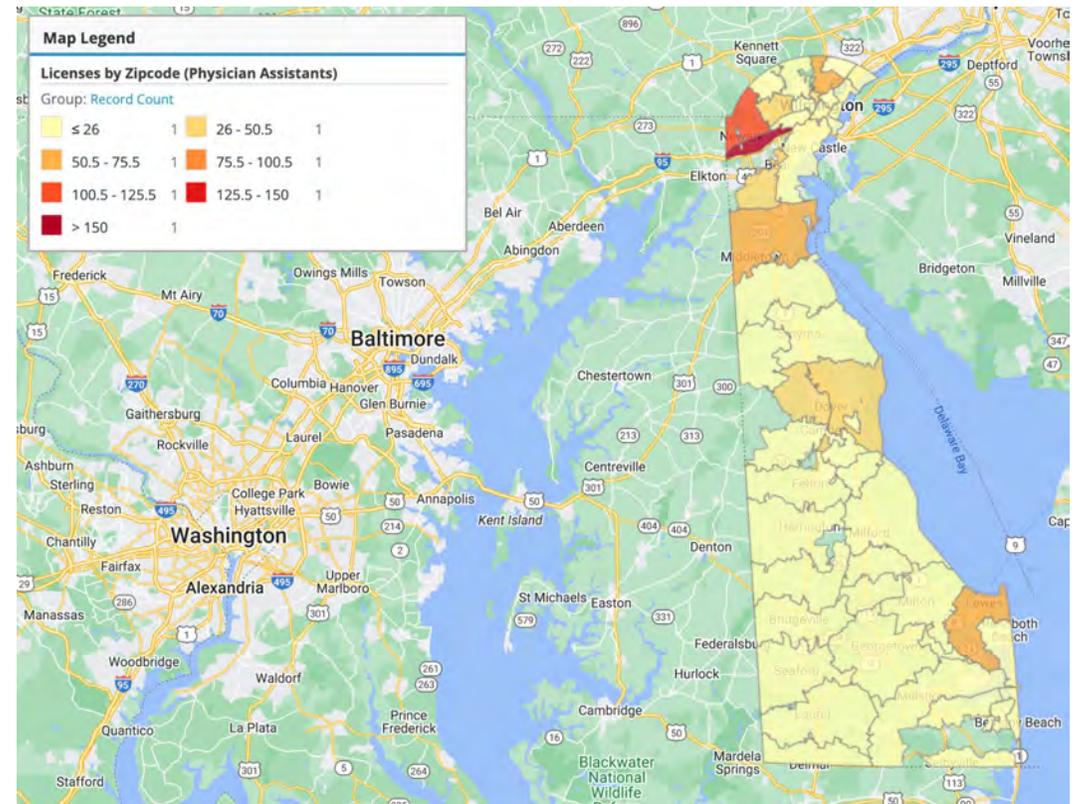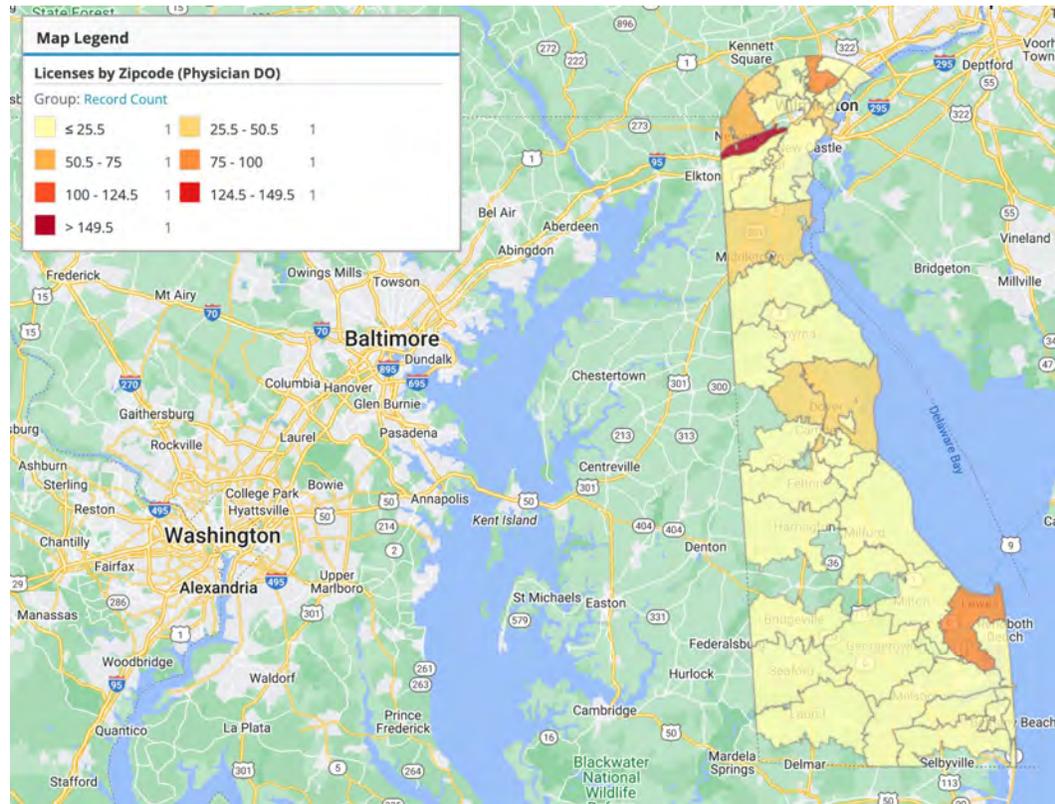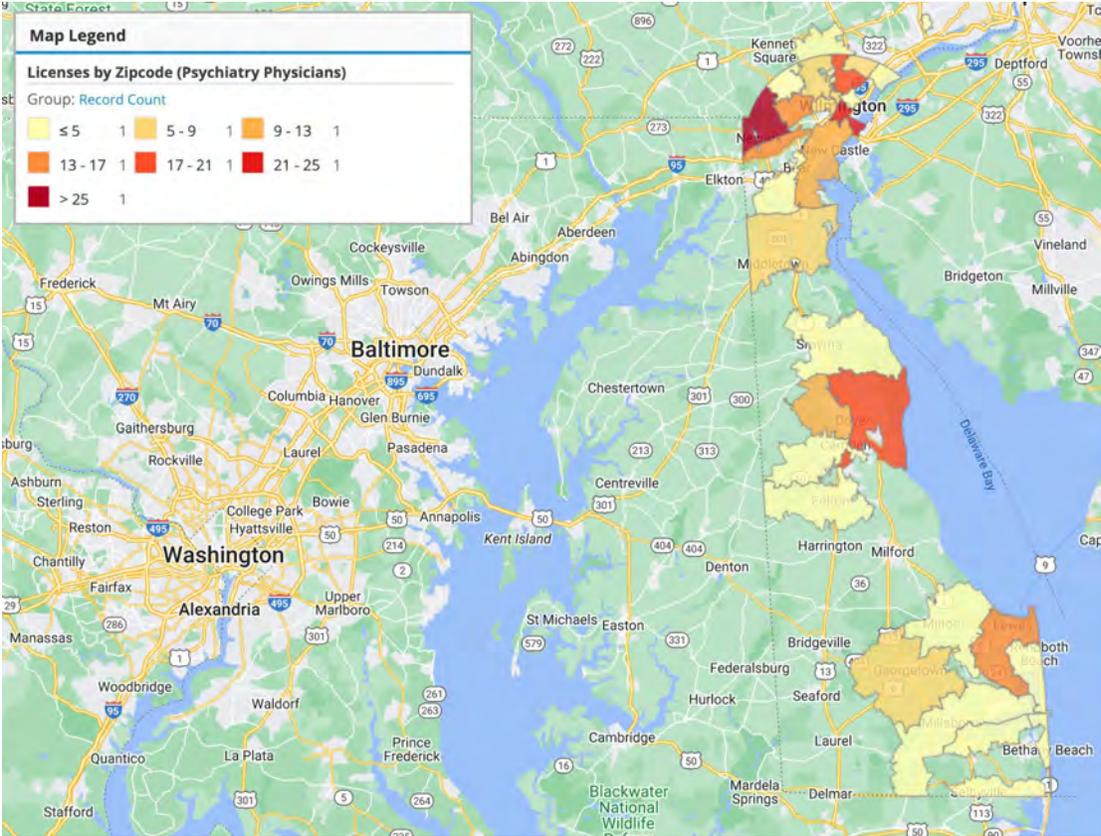
Physician Specialty by AAMC Taxonomy

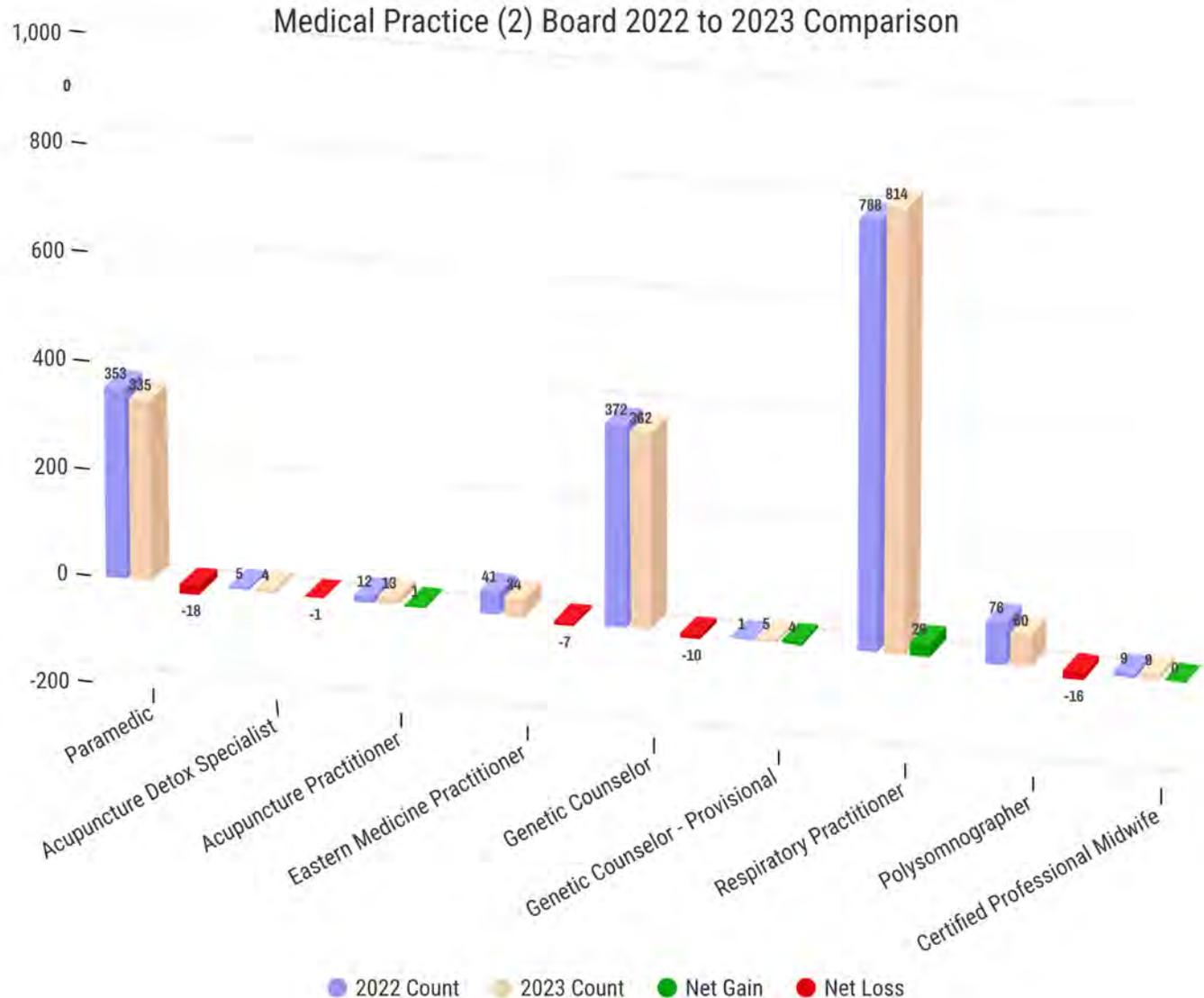Board of Medical Licensure and Discipline - active license by AAMC specialty
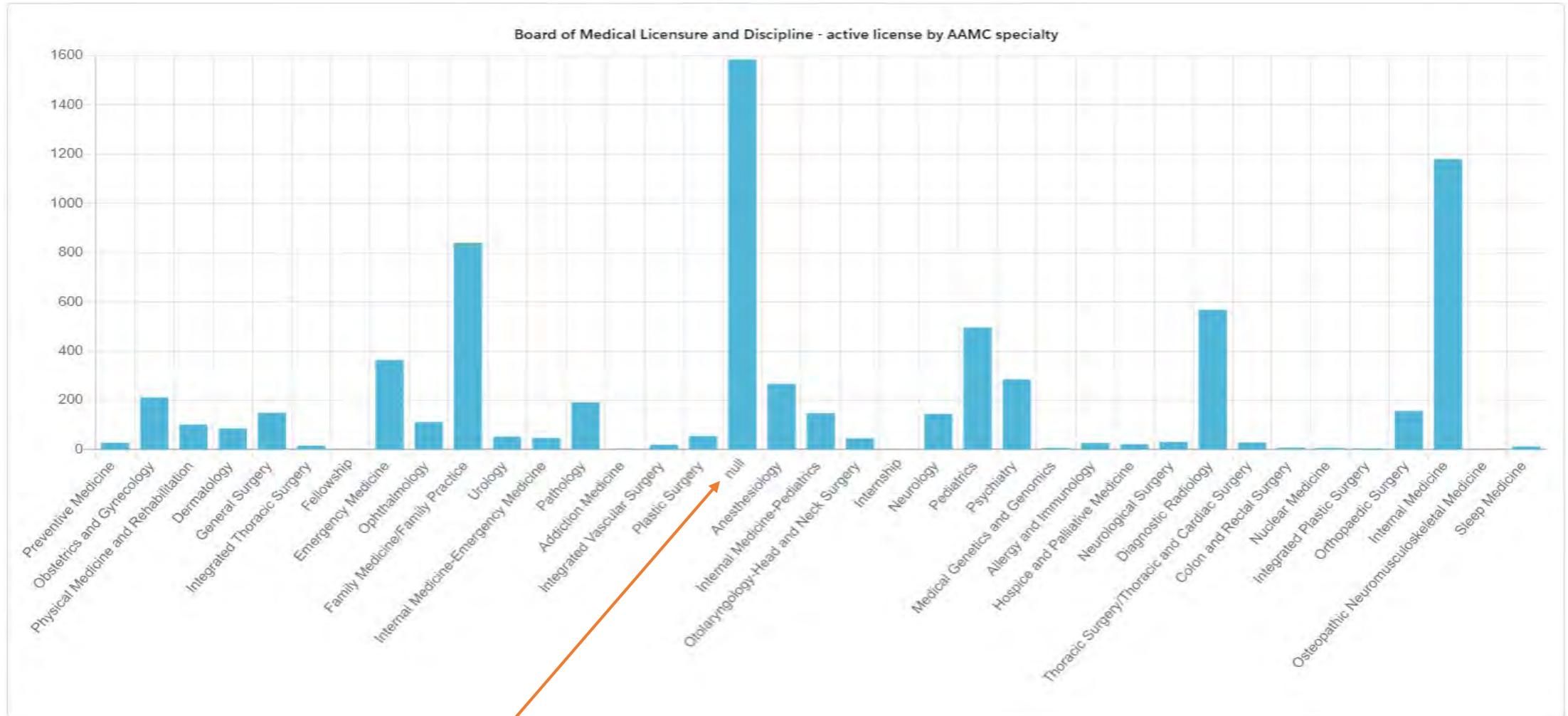
Yet to be categorized manually

Board of Medical Practice Maps, Continued

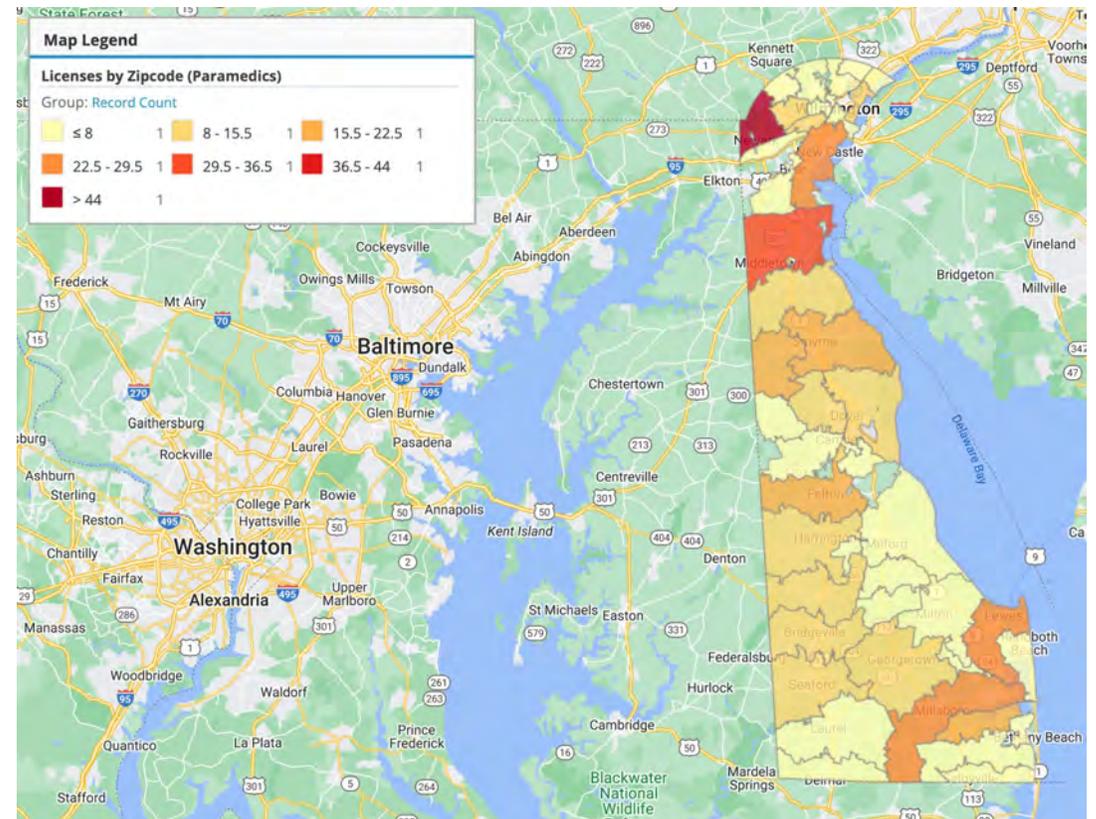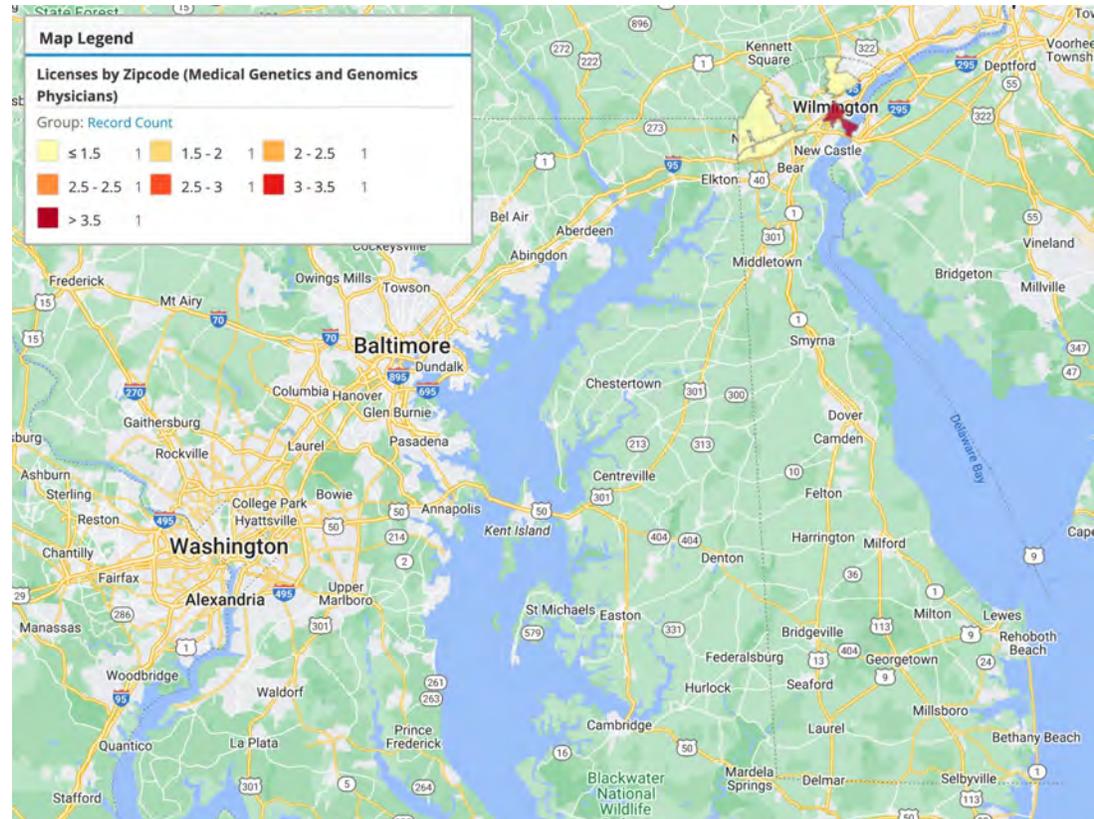# Board of Medical Practice Maps, Continued

Board of Medical Practice

Medical Practice (2) Board 2022 to 2023 Comparison
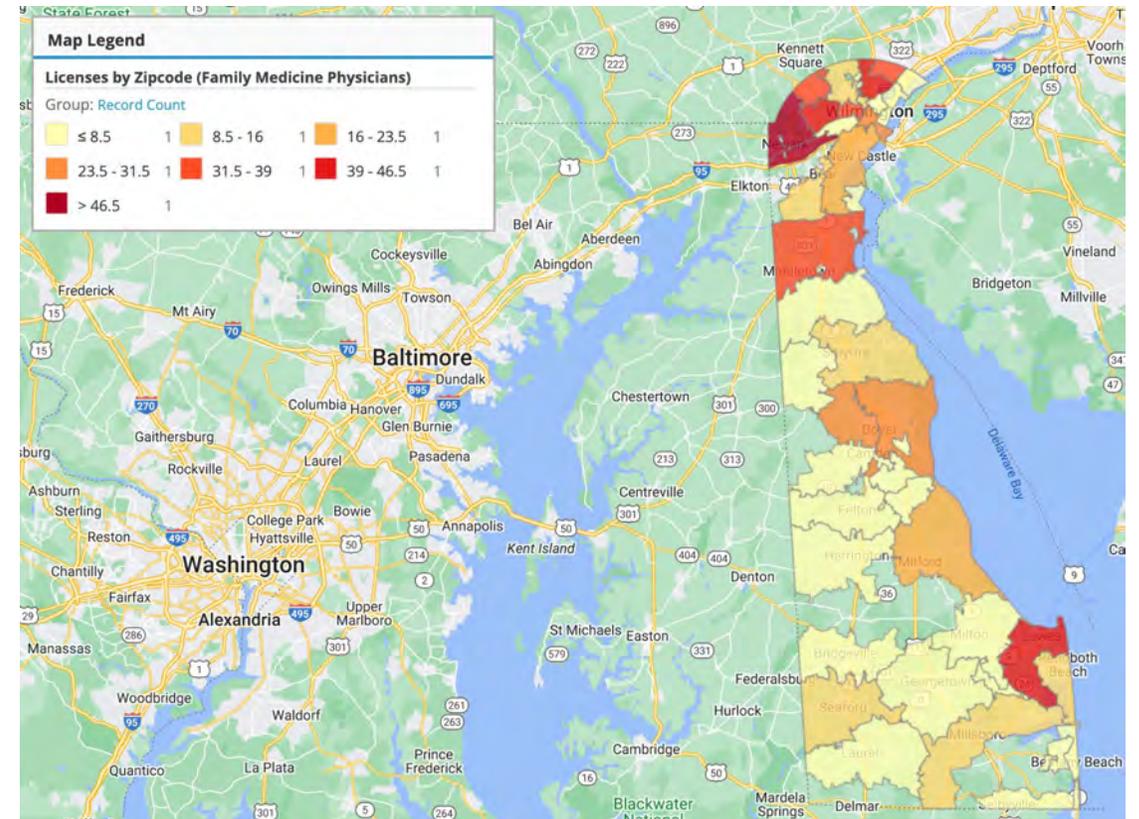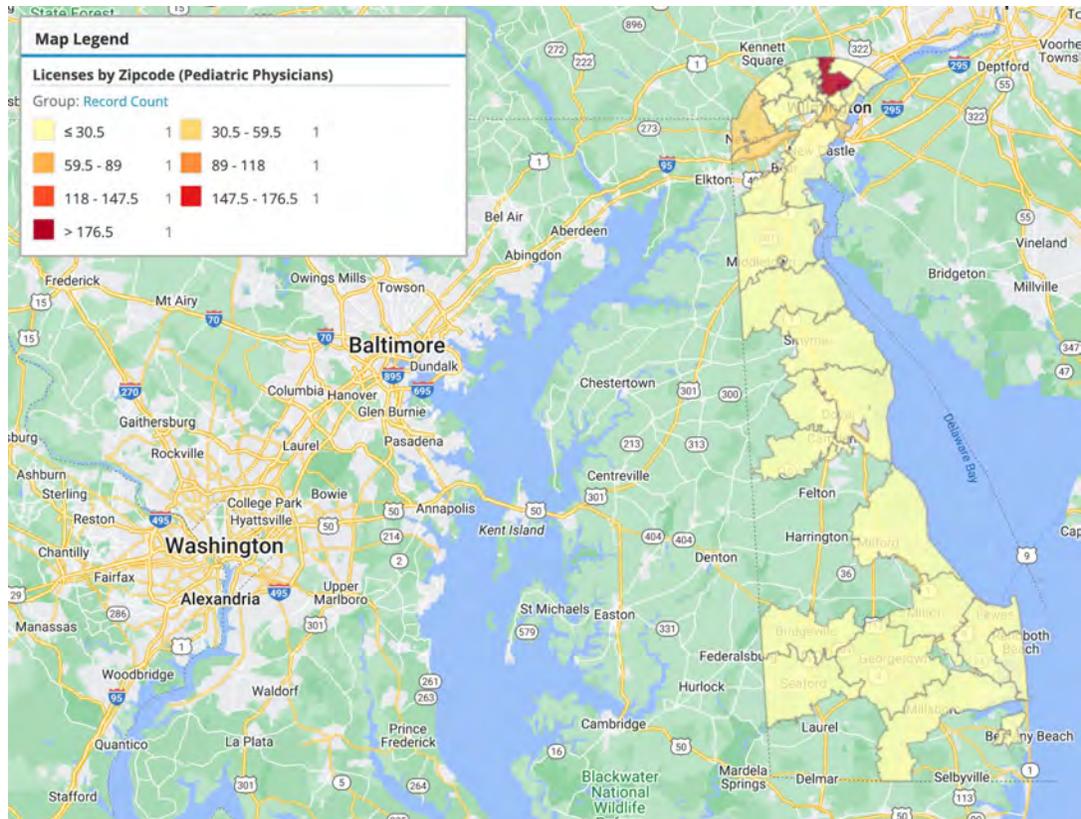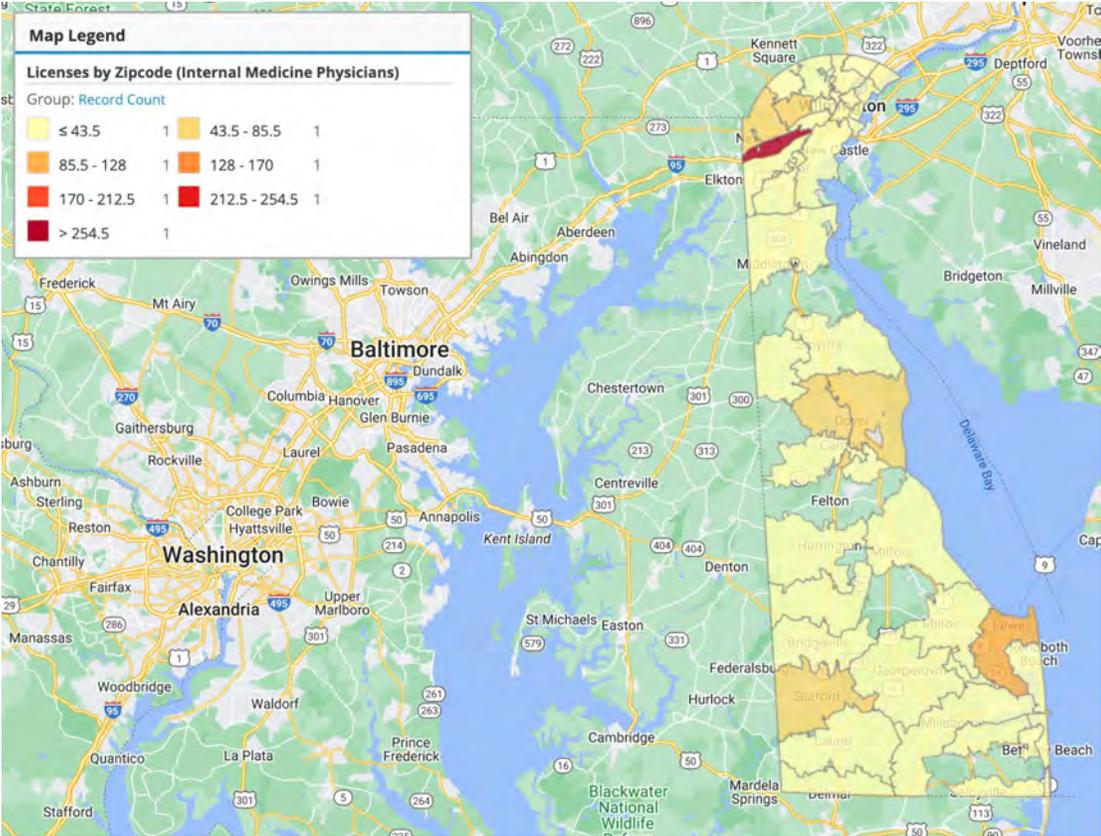
2022 353 licensed **Paramedics**
2023 335 licenses
Net change -18

2022 372 licensed **Genetic Counselors**
2023 362 licenses
Net change -10

2022 788 licensed **Respiratory Practitioners**
2023 814 licenses
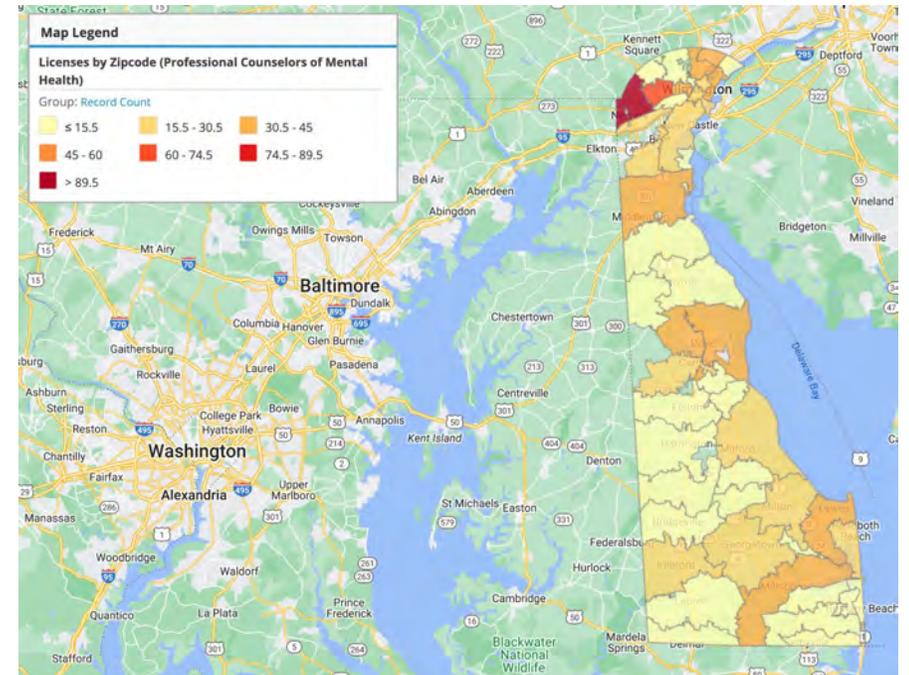Net change +26

Board of Medical Practice Maps, Continued

Map Legend — Licenses by Zipcode (Medical Genetics and Genomics Physicians). Group: Record Count. ≤ 1.5 (1), 1.5 - 2 (1), 2 - 2.5 (1), 2.5 - 2.5 (1), 2.5 - 3 (1), 3 - 3.5 (1), > 3.5 (1).

Map Legend — Licenses by Zipcode (Paramedics). Group: Record Count. ≤ 8 (1), 8 - 15.5 (1), 15.5 - 22.5 (1), 22.5 - 29.5 (1), 29.5 - 36.5 (1), 36.5 - 44 (1), > 44 (1).

M=216 F=1059 Null=105   Retirement Eligible: 118

Board of Mental Health

Mental Health Board 2022 to 2023 Comparison
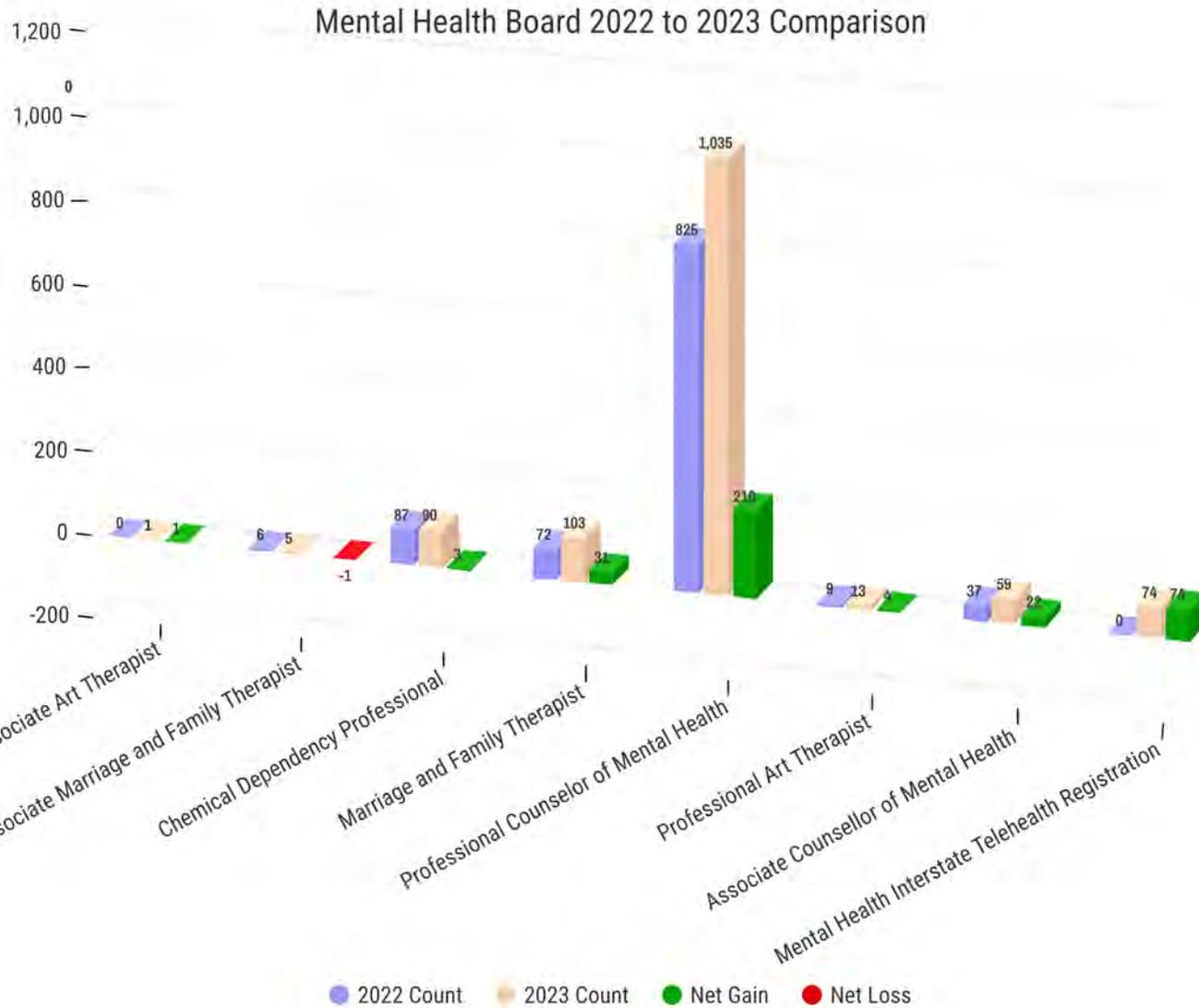
2022 87 licensed **Chemical Dependency Prof.**
2023 90 licenses
Net change +3

2022 825 licensed **Prof. Counsellor of Mental Health**
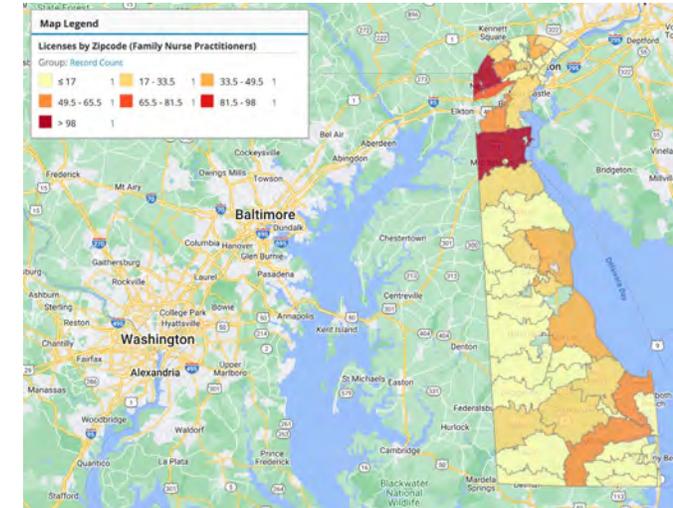2023 1,035 licenses
Net change +210

M=2952 F=25797 Null=190   Retirement Age: 1,031
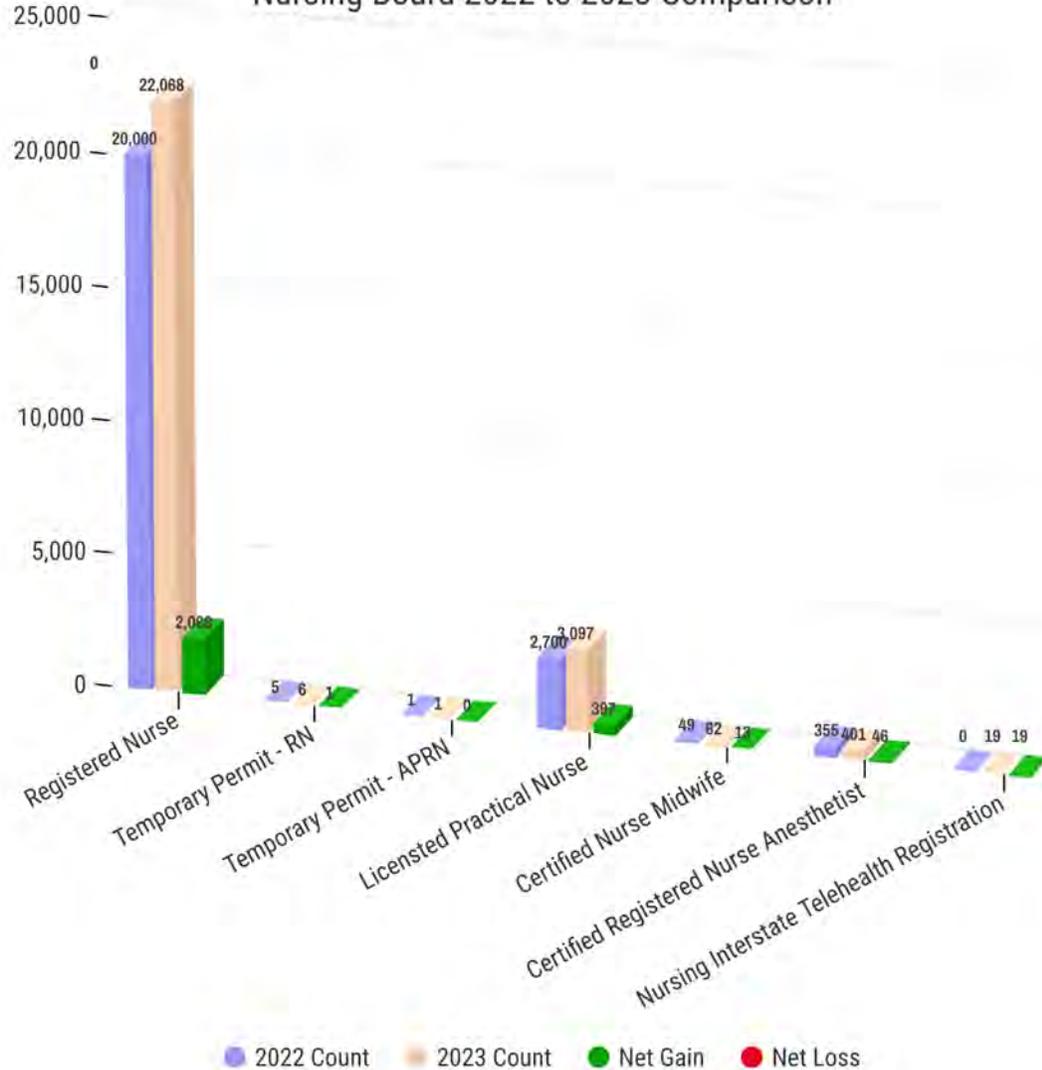
Board of Nursing

Nurse Practitioners 2022 to 2023 Comparison
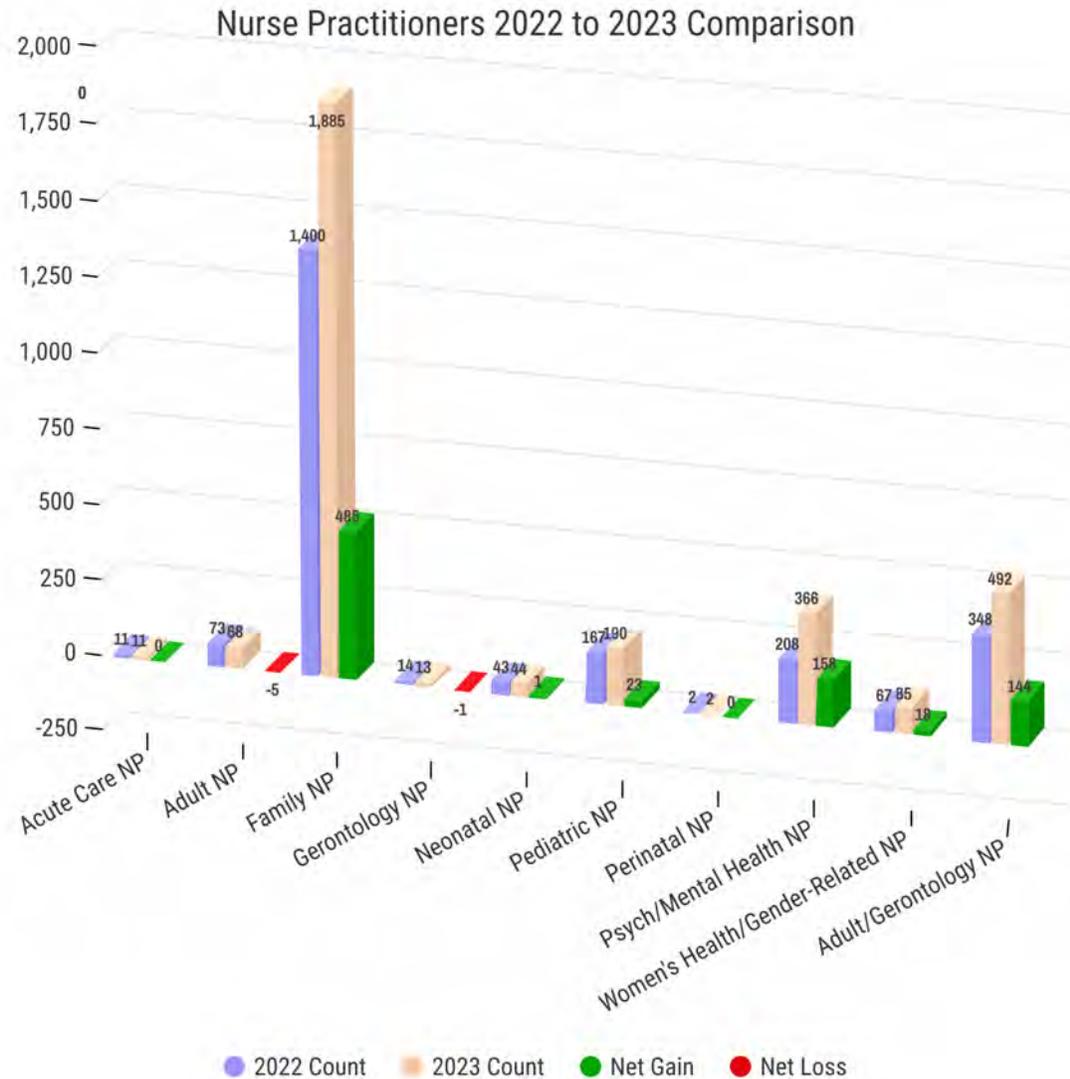
2022 1,400 licensed **Family Nurse Practitioners**
2023 1,885 licenses
Net change +485

2022 348 licensed **Adult/Gerontology Nurse Practitioners**
2023 492 licenses
Net change +144
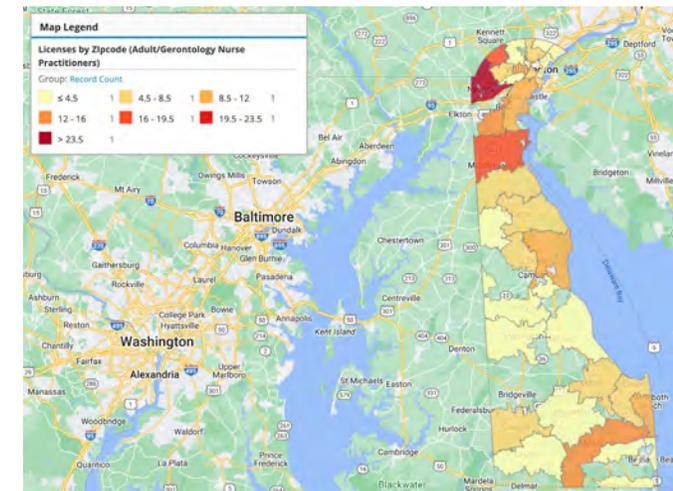
Board of Nursing

Nursing Board 2022 to 2023 Comparison
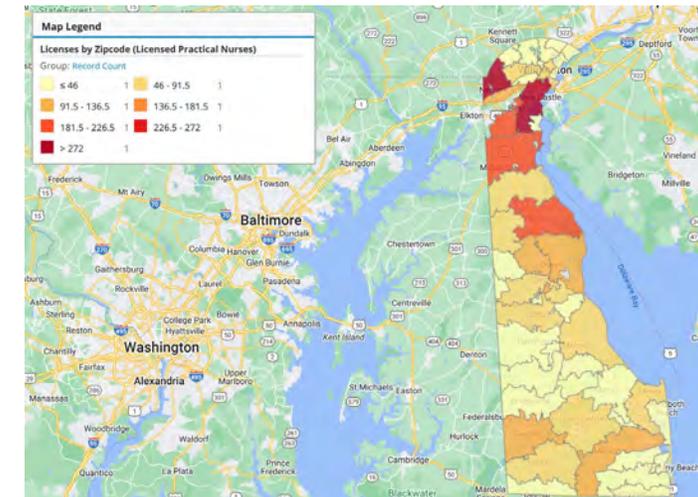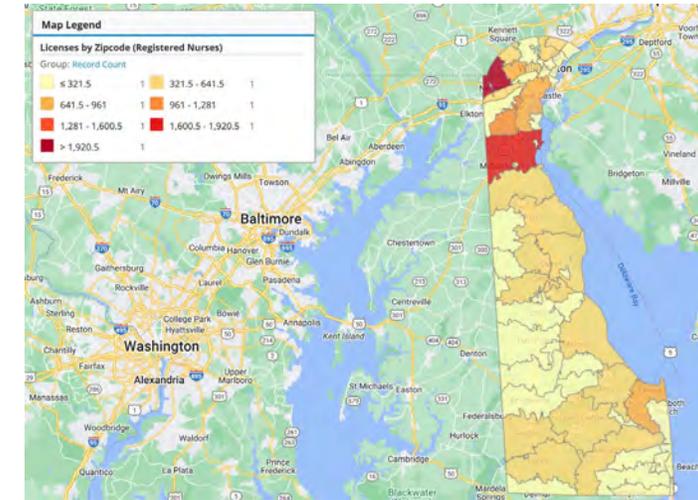
2022 20,000 licensed **Registered Nurses**
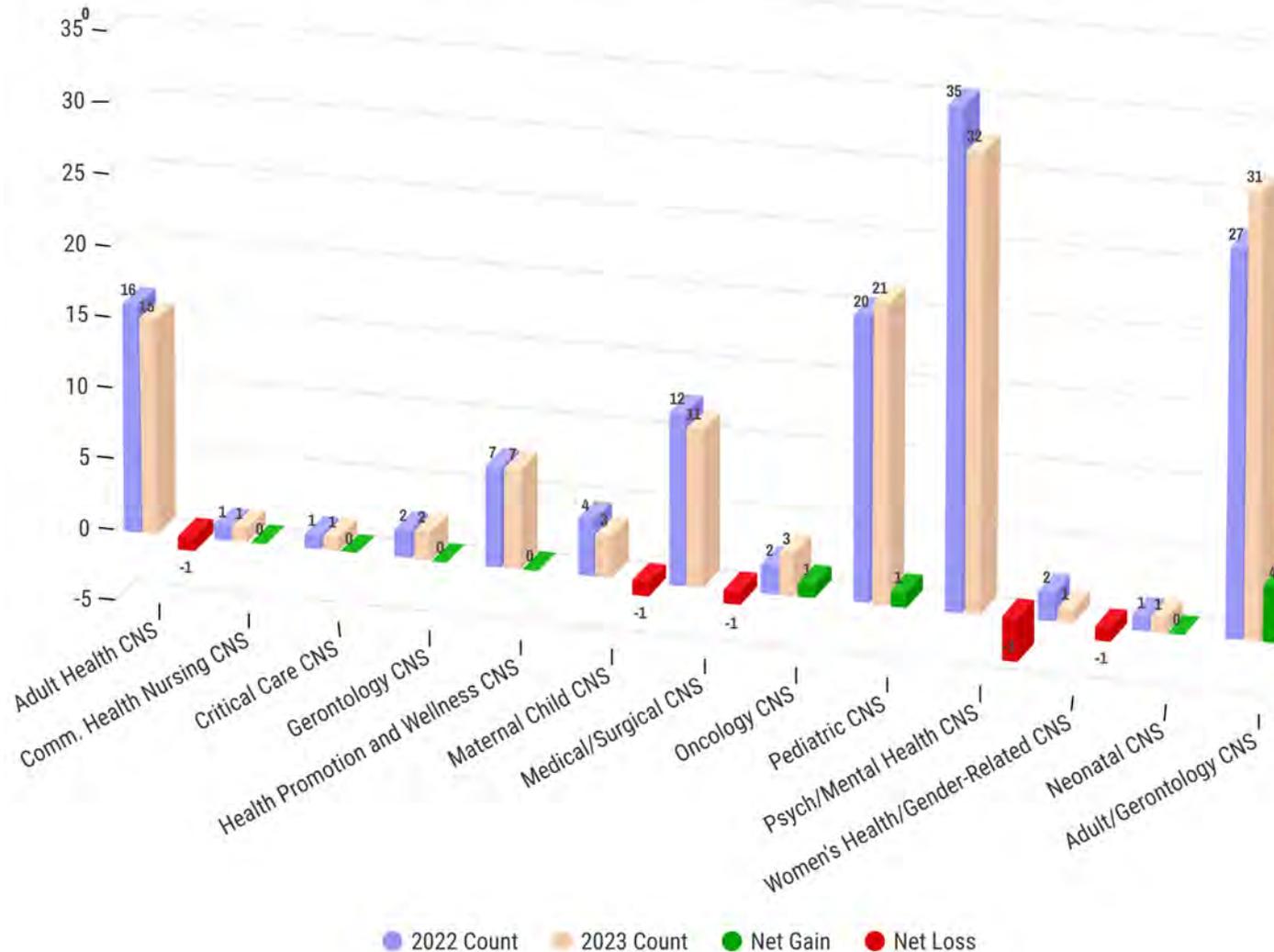2023 22,068 licenses
Net change +2068

2022 2,700 licensed **Licensed Practical Nurses**
2023 3,097 licenses
Net change +397

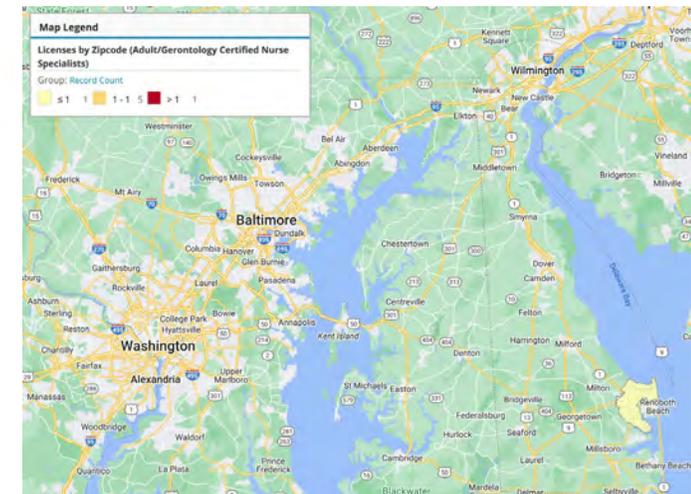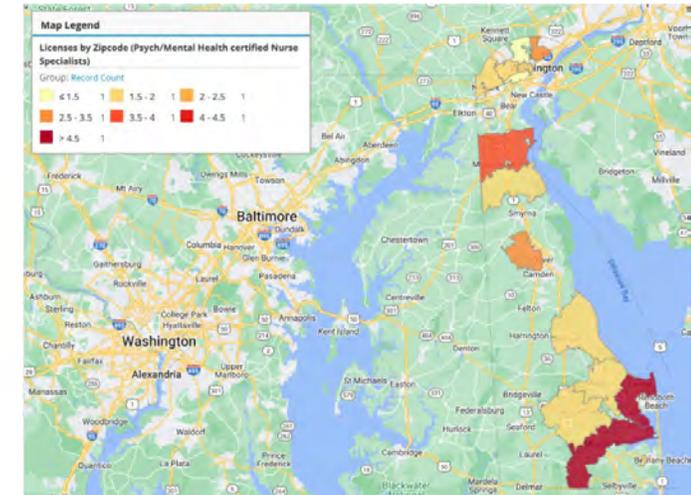# Board of Nursing
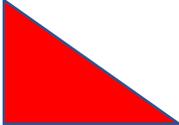

Certified Nursing Specialists 2022 to 2023 Comparison

2022 35 licensed **Psych/Mental Health CNS**
2023 32 licenses
Net change -3

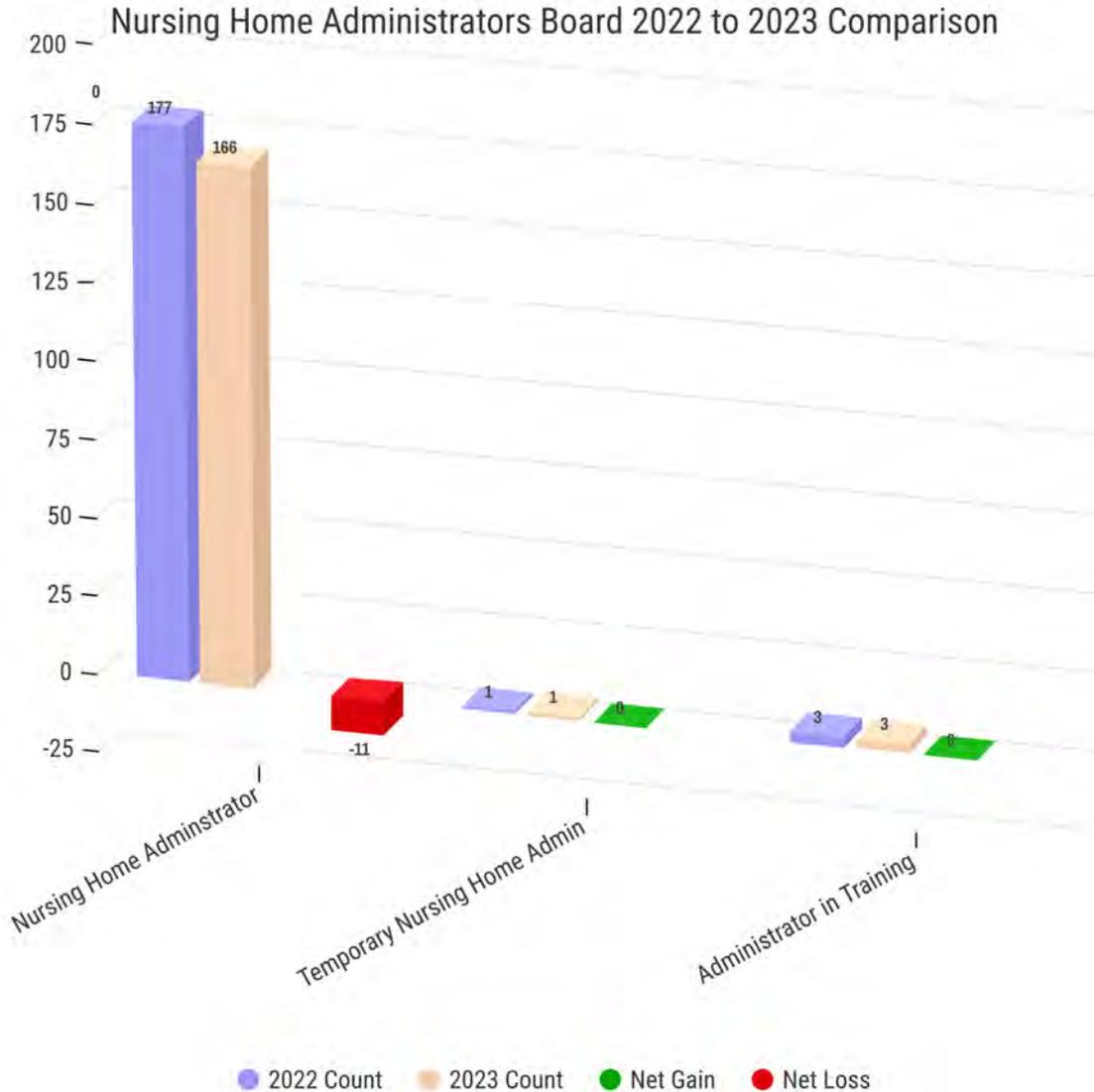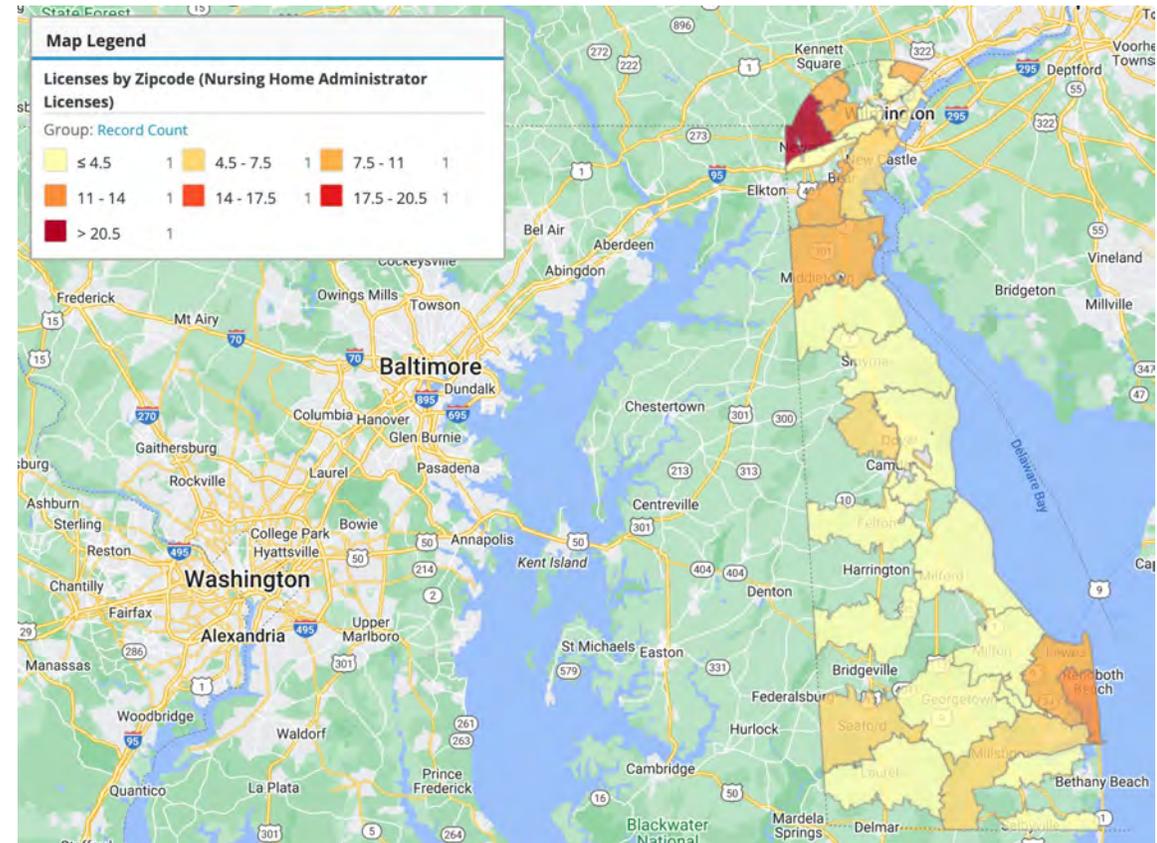2022 22 licensed **Adult Gerontology CNS**
2023 31 licenses
Net change +4

Board of Nursing Home Administrators

Nursing Home Administrators Board 2022 to 2023 Comparison

2022 177 licensed **Nursing Home Administrators**
2023 166 licenses
Net change -11

Board of Occupational Therapy Practice

Occupational Therapy Board 2022 to 2023 Comparison
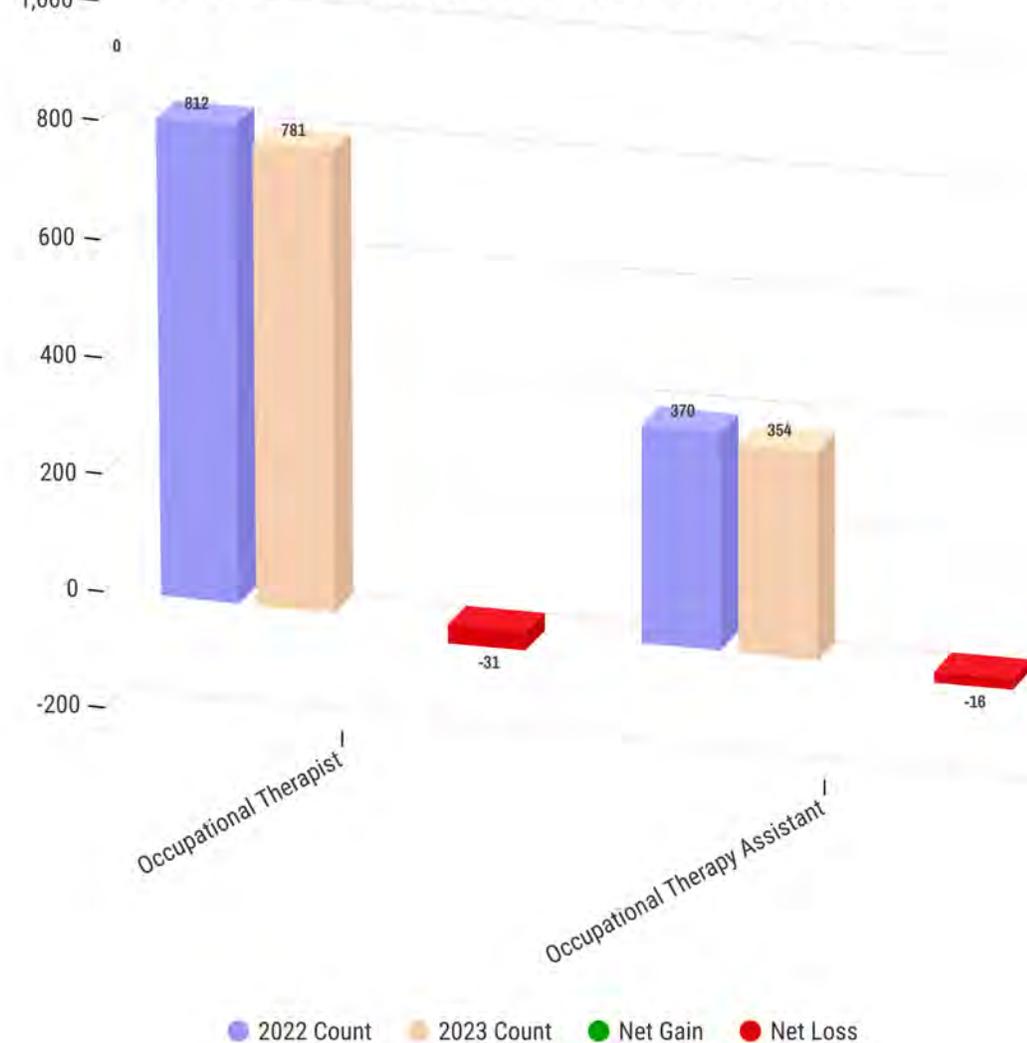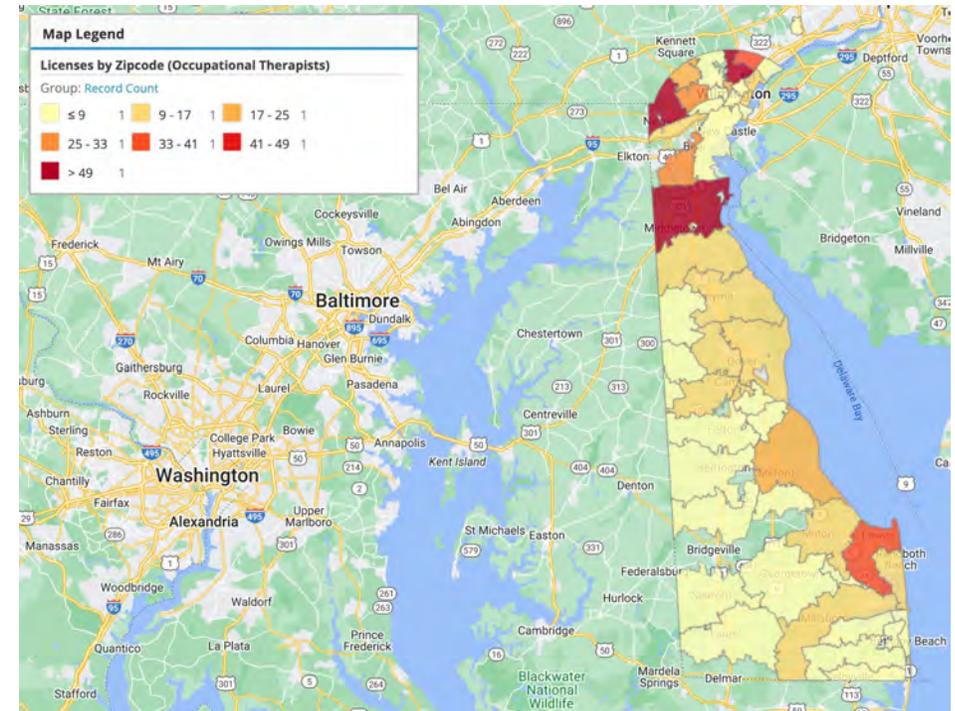
2022 **812** licensed **Occupational Therapists**
2023 781 licenses
Net change -31

2022 **370** licensed **Occupational Therapy Assistants**
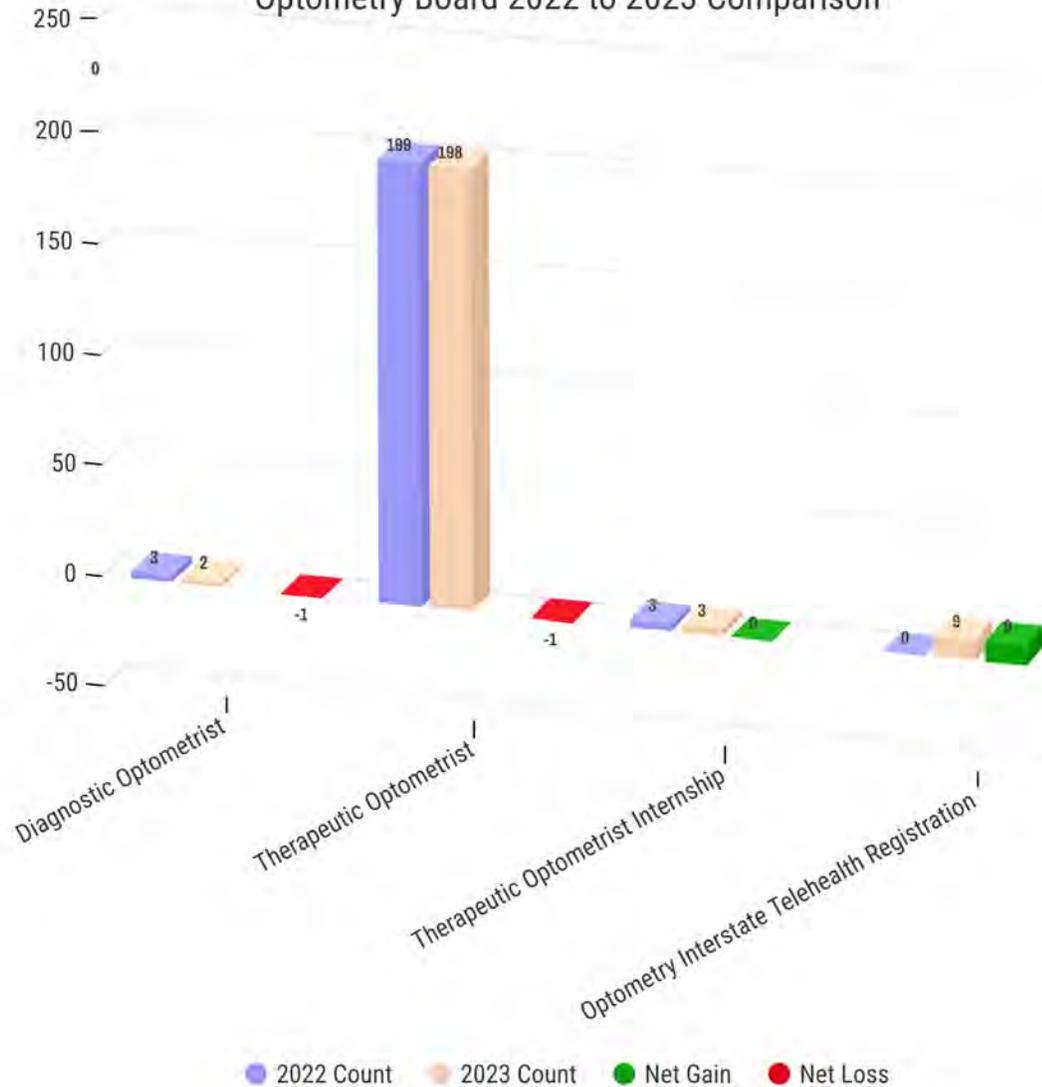2023 354 licenses
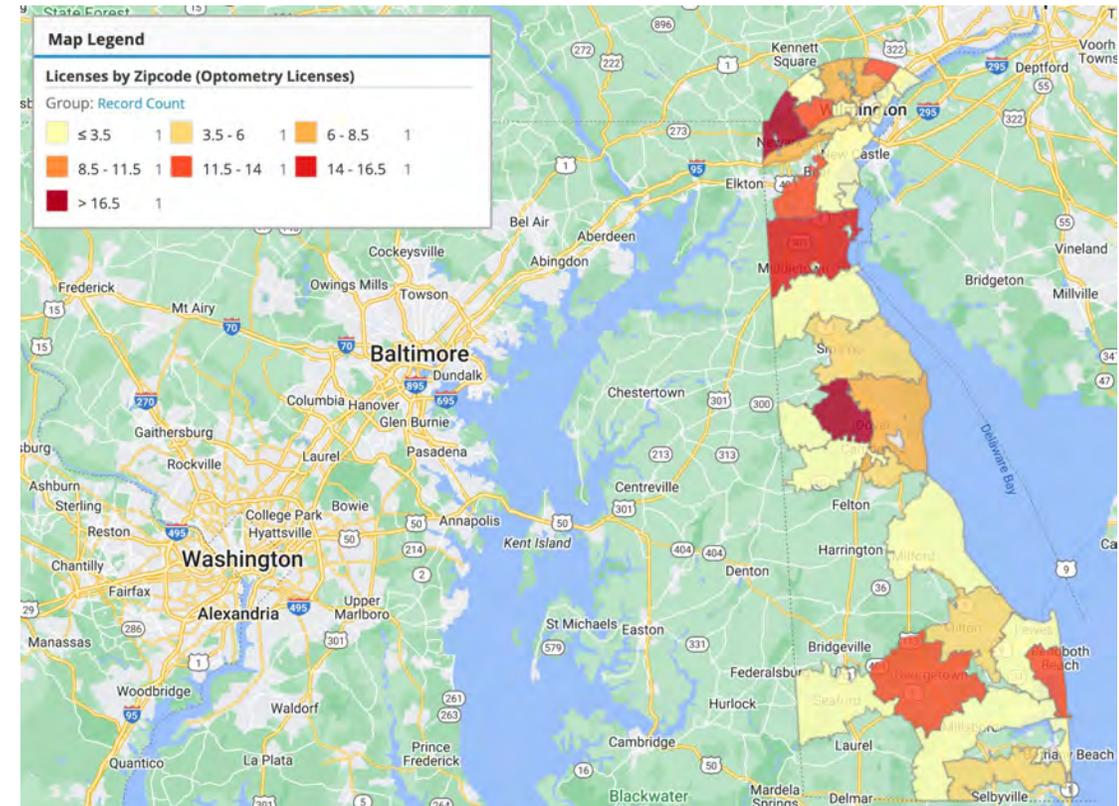Net change -16

M=89 F=116 Null=7   Retirement Eligible: 22

Board of Examiners in Optometry

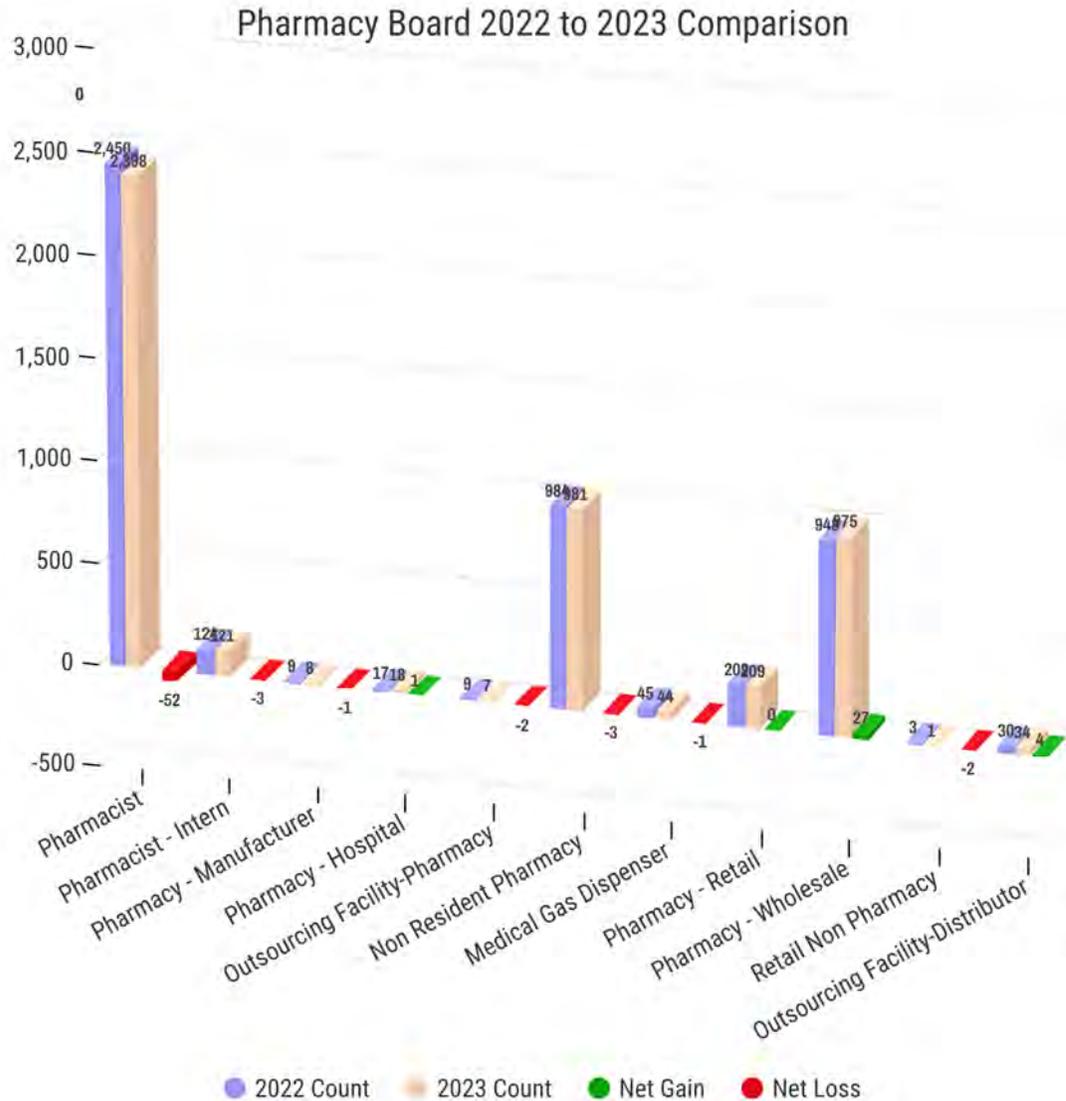Optometry Board 2022 to 2023 Comparison

2022 0 licensed **Optometry Interstate Telehealth Registrations**
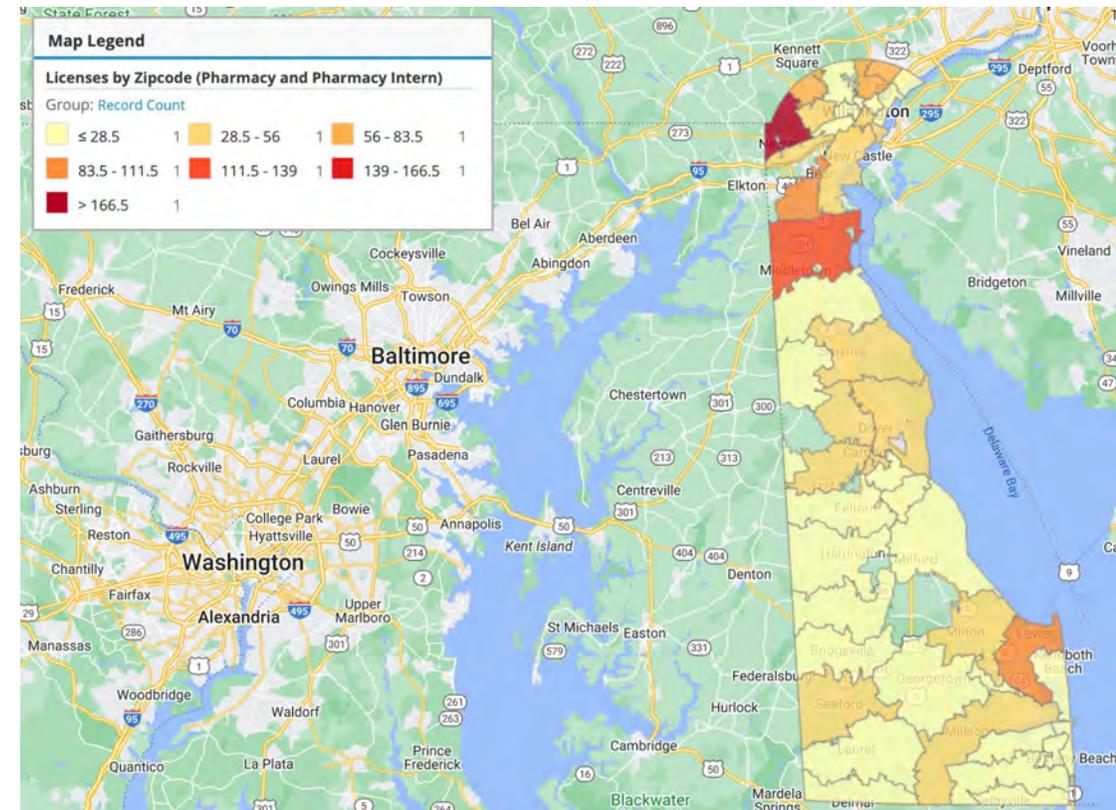2023 9 licenses
Net change +9

M=1047 F=1391 Null=81   Retirement Eligible: 90

Board of Pharmacy

Pharmacy Board 2022 to 2023 Comparison

2022 2,450 licensed **Pharmacists**
2023 2,388 licenses
Net change -52

M=771 F=1551 Null=129   Retirement Eligible: 68

Board of Physical Therapists and Athletic Trainers

2022 313 licensed **Athletic Trainers**
2023 282 licenses
Net change -31

2022 1,700 licensed **Physical Therapists**
2023 1,618 licenses
Net change -82

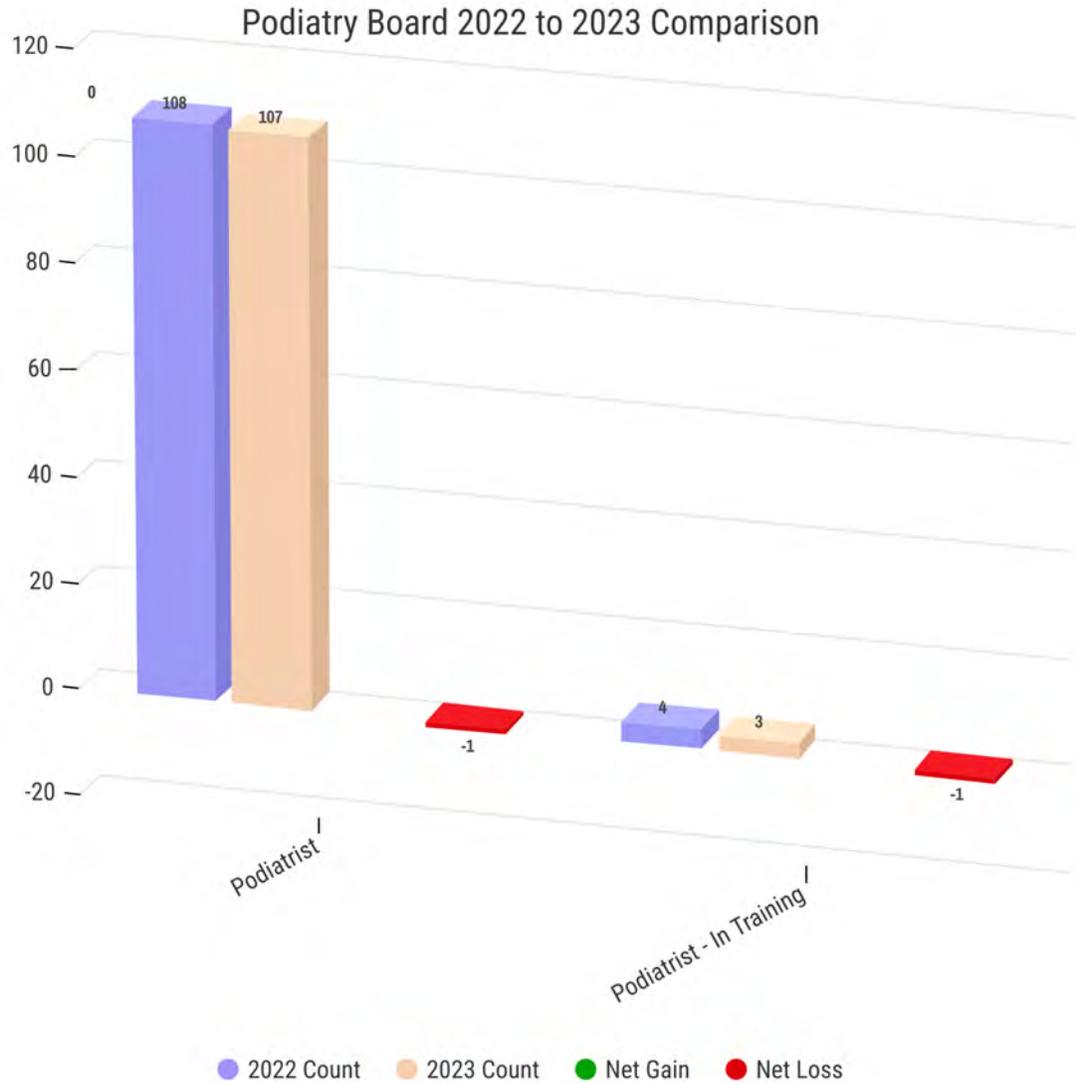2022 584 licensed **Physical Therapist Assistants**
2023 546 licenses
Net change -38

Physical Therapy Board 2022 to 2023 Comparison
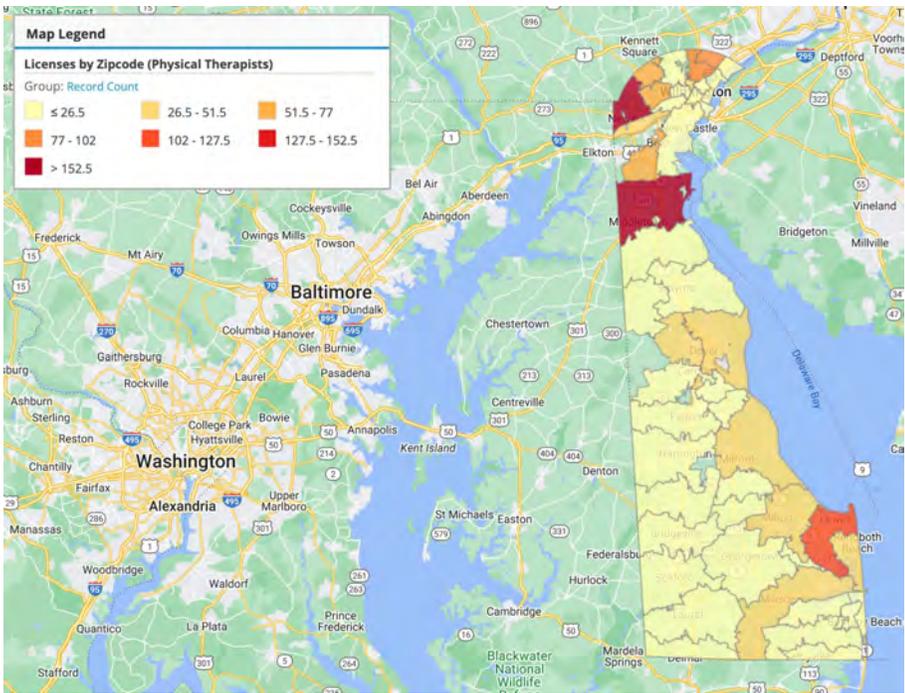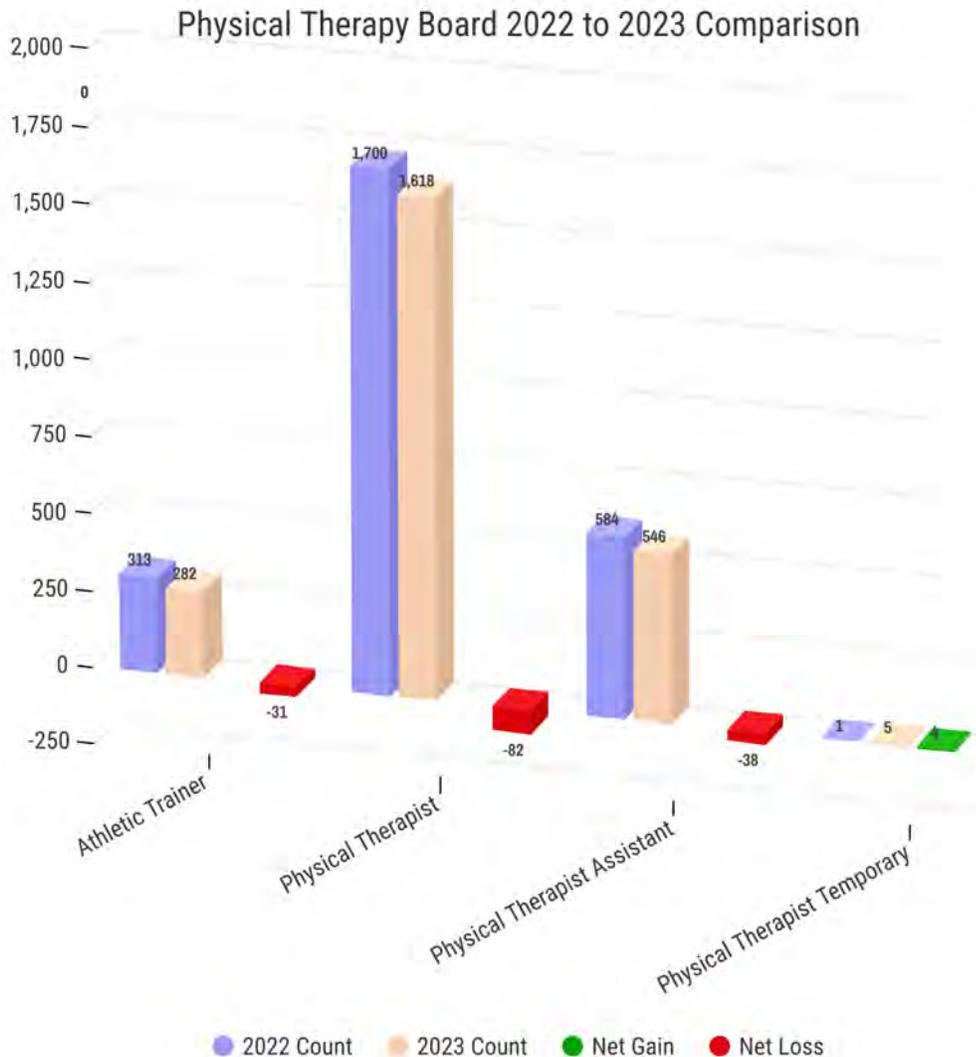
M=75 F=34 Null=1   Retirement Eligible: 4

Board of Podiatry

Podiatry Board 2022 to 2023 Comparison

2022 108 licensed **Podiatrists**
2023 107 licenses
Net change -1
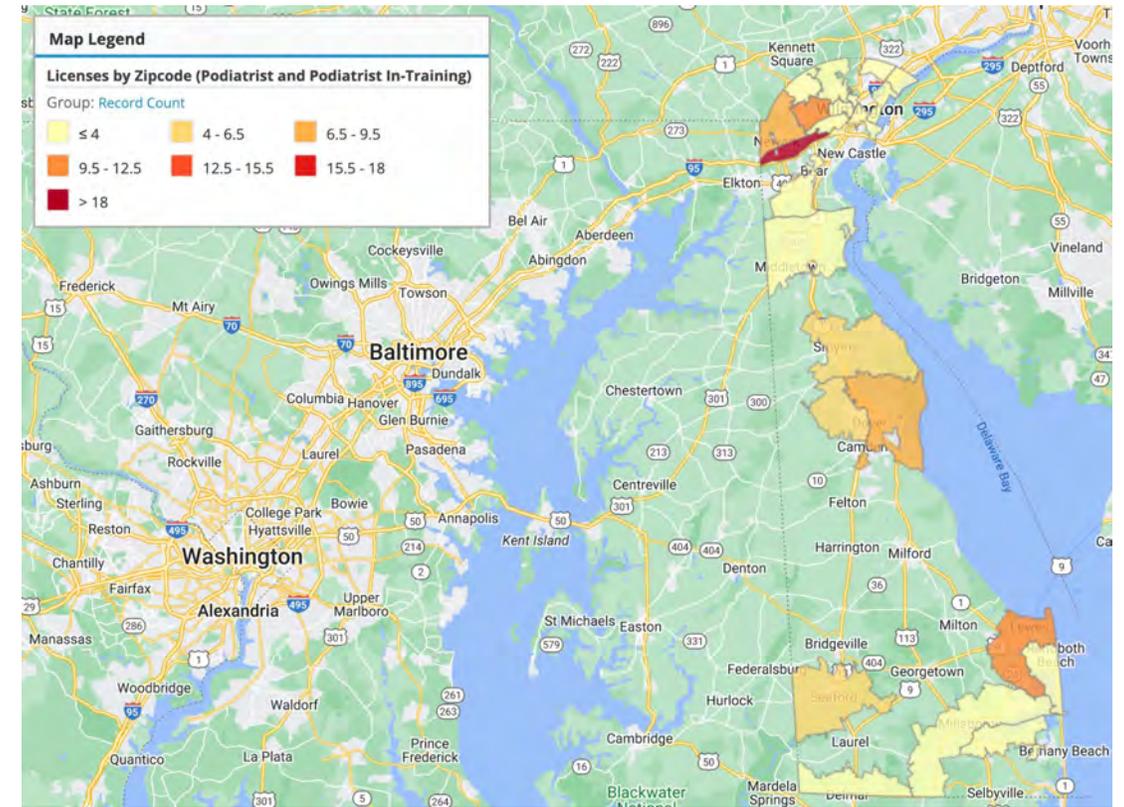
Board of Mental Health and Chemical Dependency Professionals

2022 825 licensed **Prof. Counselor of Mental Health**
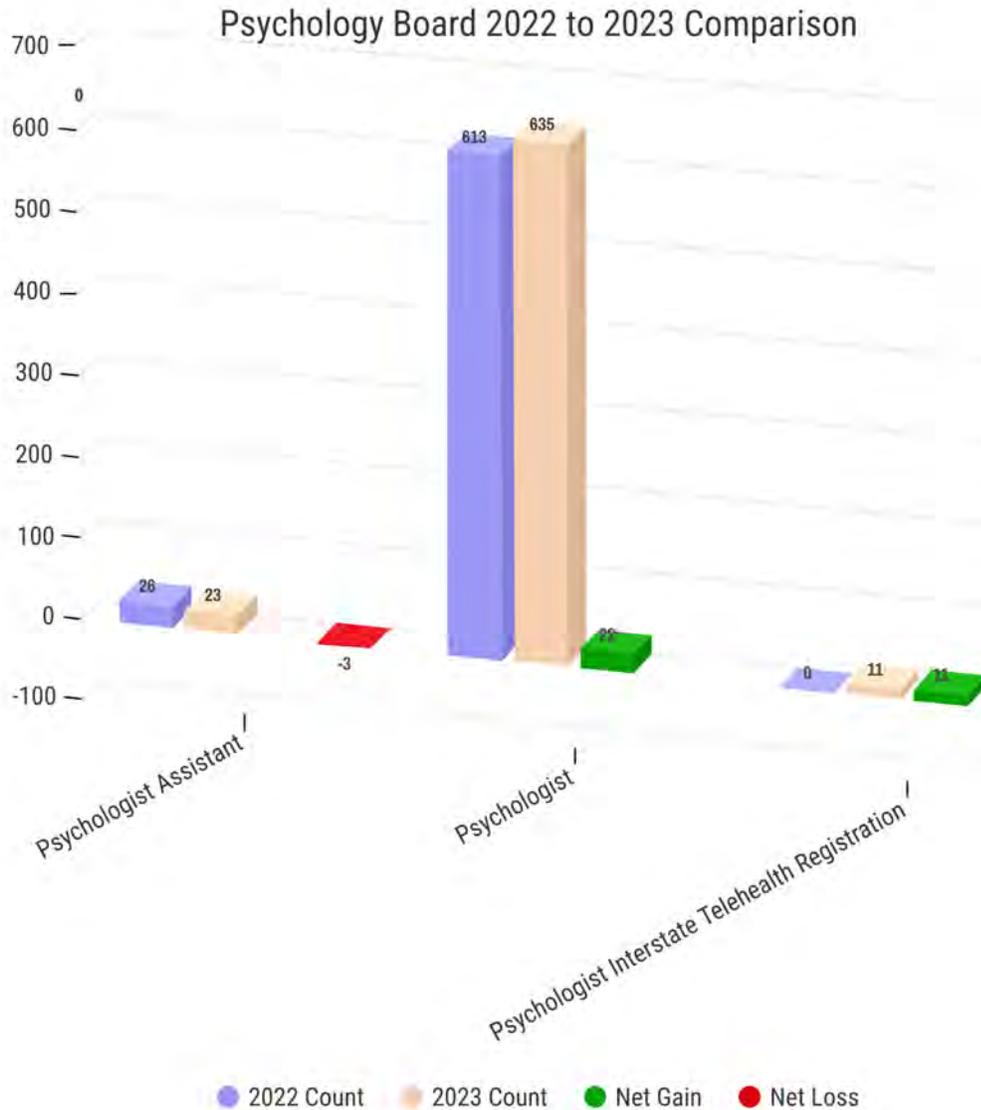2023 1,035 licenses
Net change +210

2022 0 licensed **Mental Health Interstate Telehealth**
2023 74 licenses
Net change +74

Mental Health Board 2022 to 2023 Comparison

Legend: 2022 Count | 2023 Count | Net Gain | Net Loss

Categories:
- Associate Art Therapist: 0, 1, 1
- Associate Marriage and Family Therapist: 6, 5, -1
- Chemical Dependency Professional: 87, 90, 3
- Marriage and Family Therapist: 72, 103, 31
- Professional Counselor of Mental Health: 825, 1,035, 210
- Professional Art Therapist: 9, 13
- Associate Counsellor of Mental Health: 37, 59, 22
- Mental Health Interstate Telehealth Registration: 0, 74, 74

Map Legend

Licenses by Zipcode (Professional Counselors of Mental Health)

Group: Record Count

≤ 15.5 | 15.5 - 30.5 | 30.5 - 45
45 - 60 | 60 - 74.5 | 74.5 - 89.5
> 89.5

Board of Examiners of Psychologists

Psychology Board 2022 to 2023 Comparison

2022 613 licensed **Psychologists**
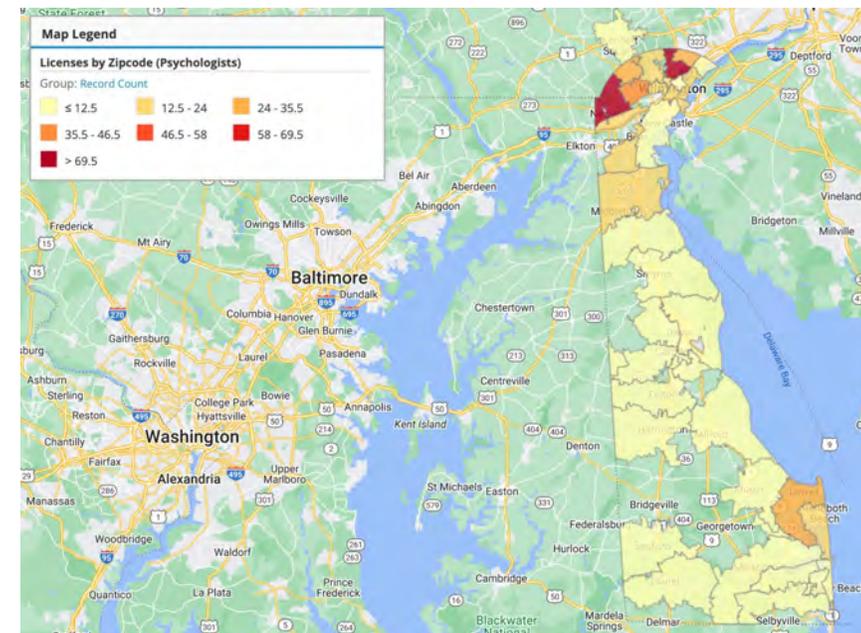2023 635 licenses
Net change +22

2022 0 licensed **Psychologist Interstate Telehealth**
2023 11licenses
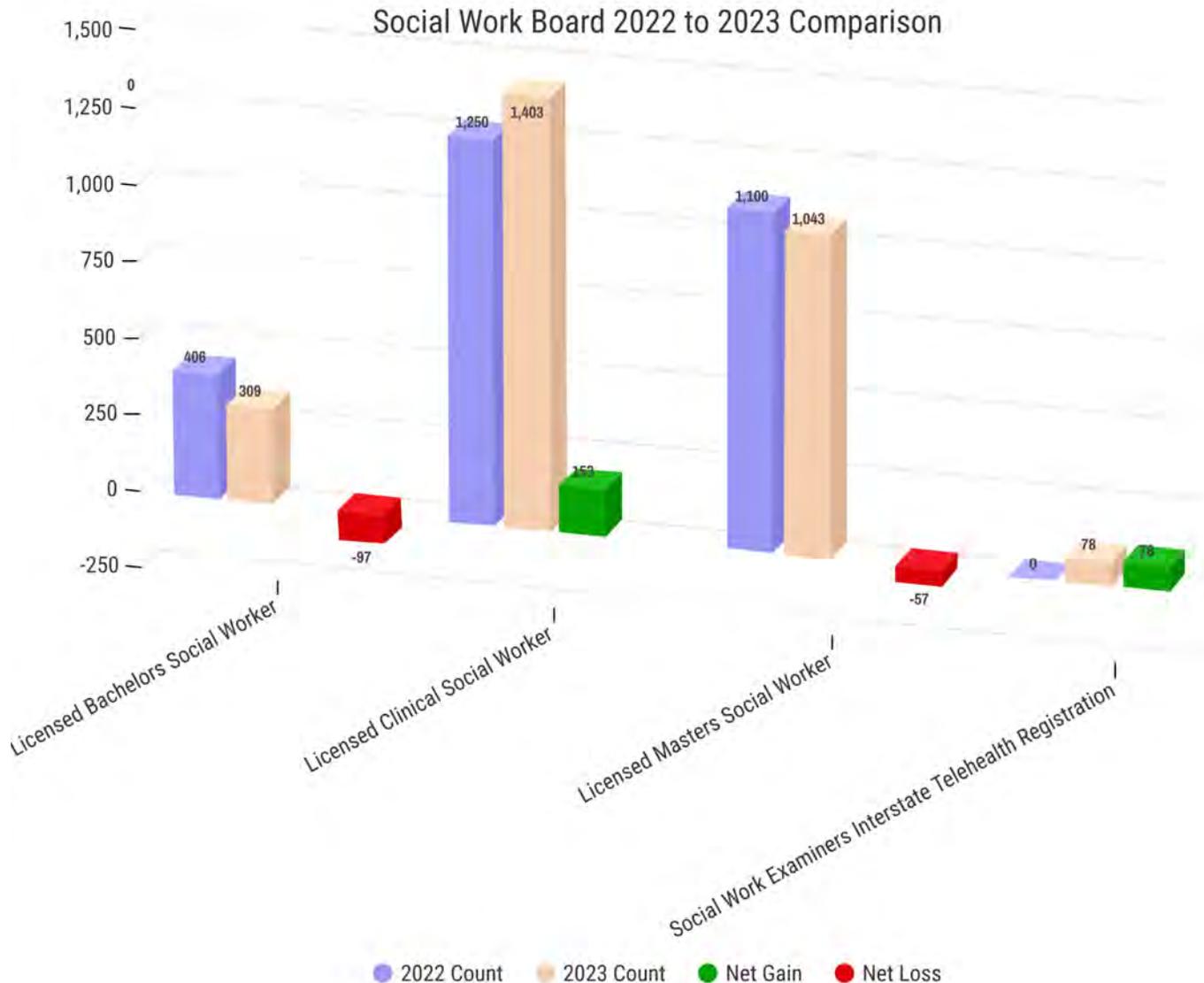Net change +11

Board of Social Work Examiners

Social Work Board 2022 to 2023 Comparison
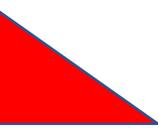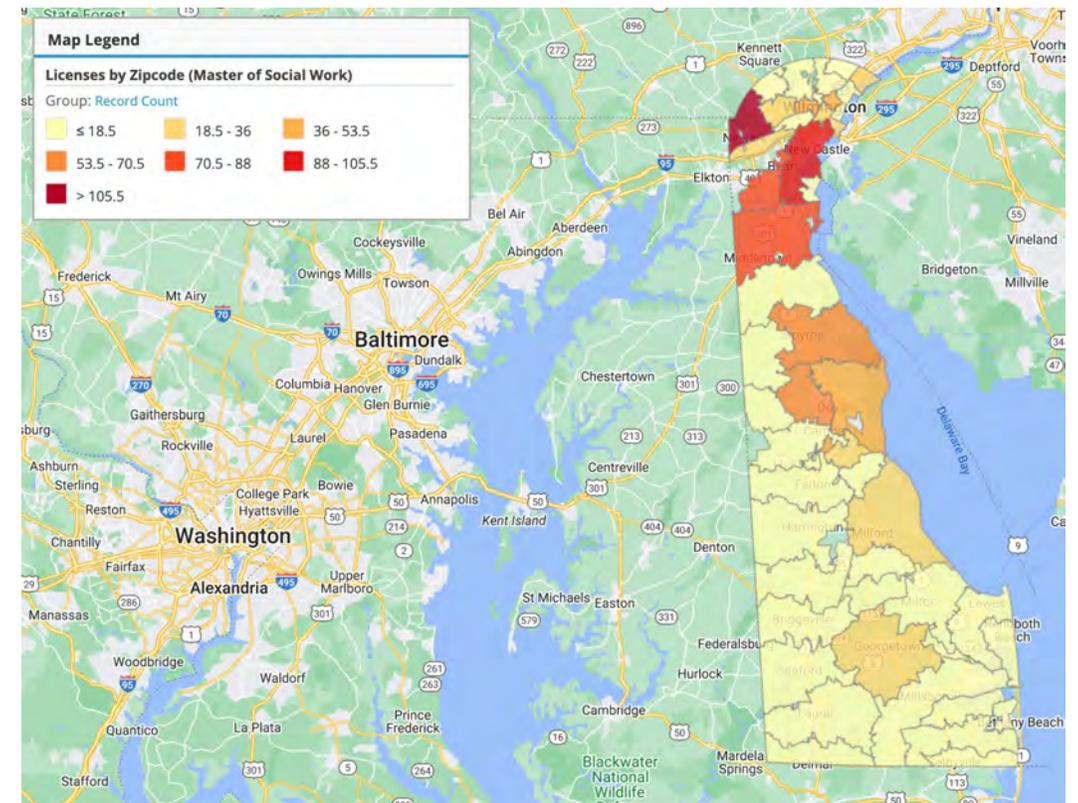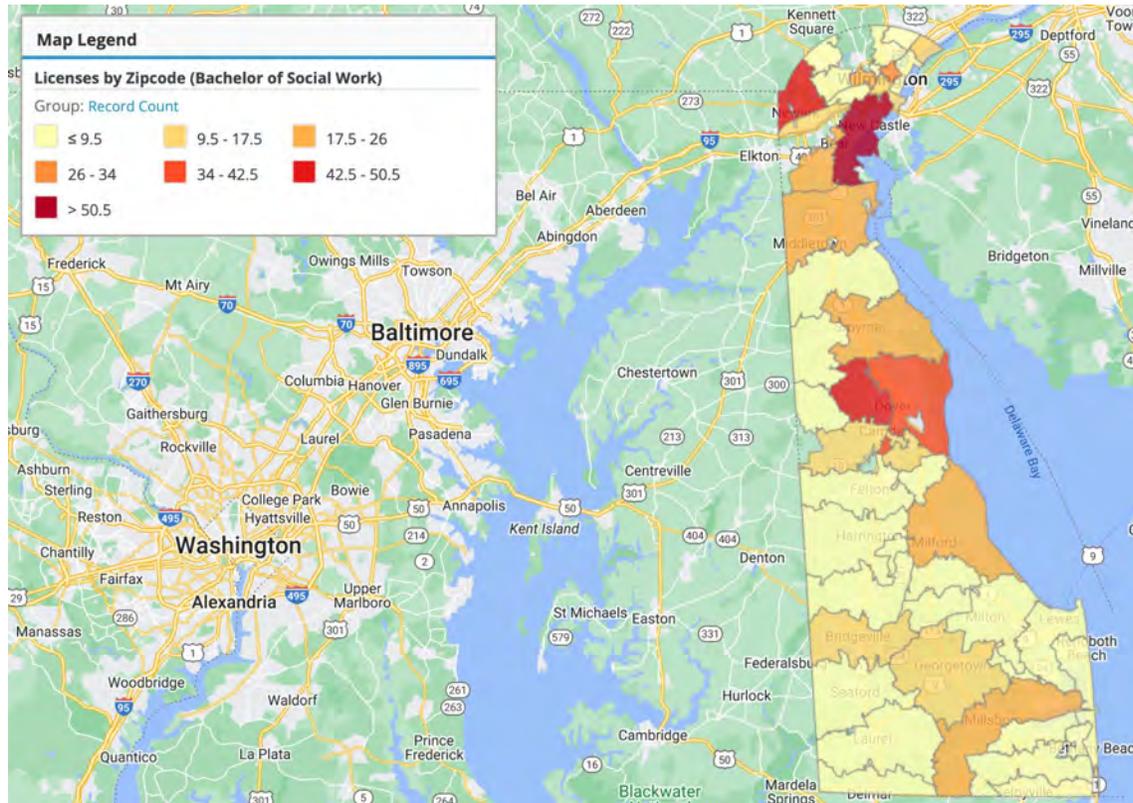
2022 400 licensed **Bachelors Social Worker**
2023 309 licenses
Net change -97

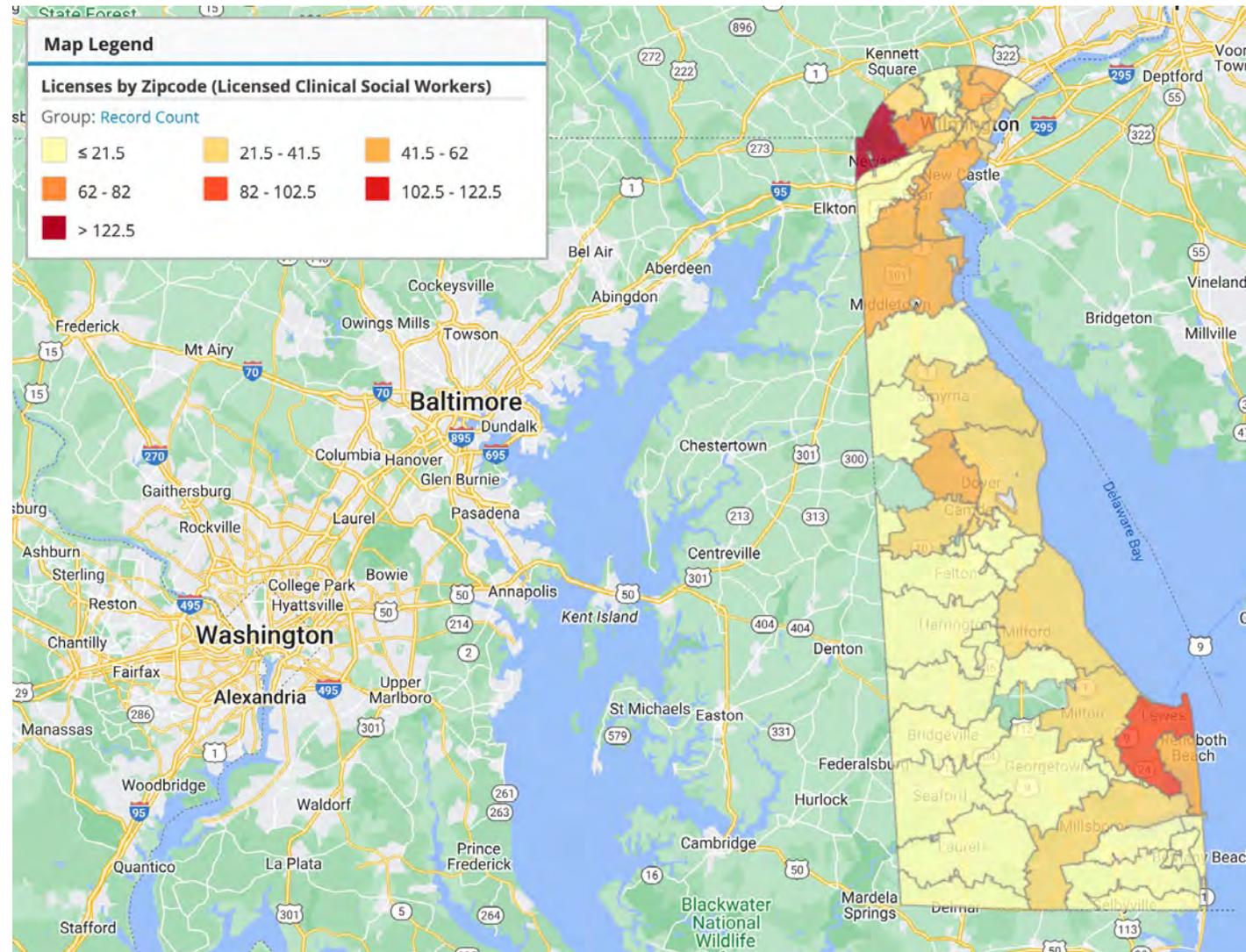2022 1,250 licensed **Clinical Social Workers**
2023 1,403 licenses
Net change +153

2022 1,100 licensed **Masters Social Worker**
2023 1,043 licenses
Net change -57

2022 0 licensed **Social Work Interstate Telehealth**
2023 78 licenses
Net change +78

Board of Social Work Examiners Maps

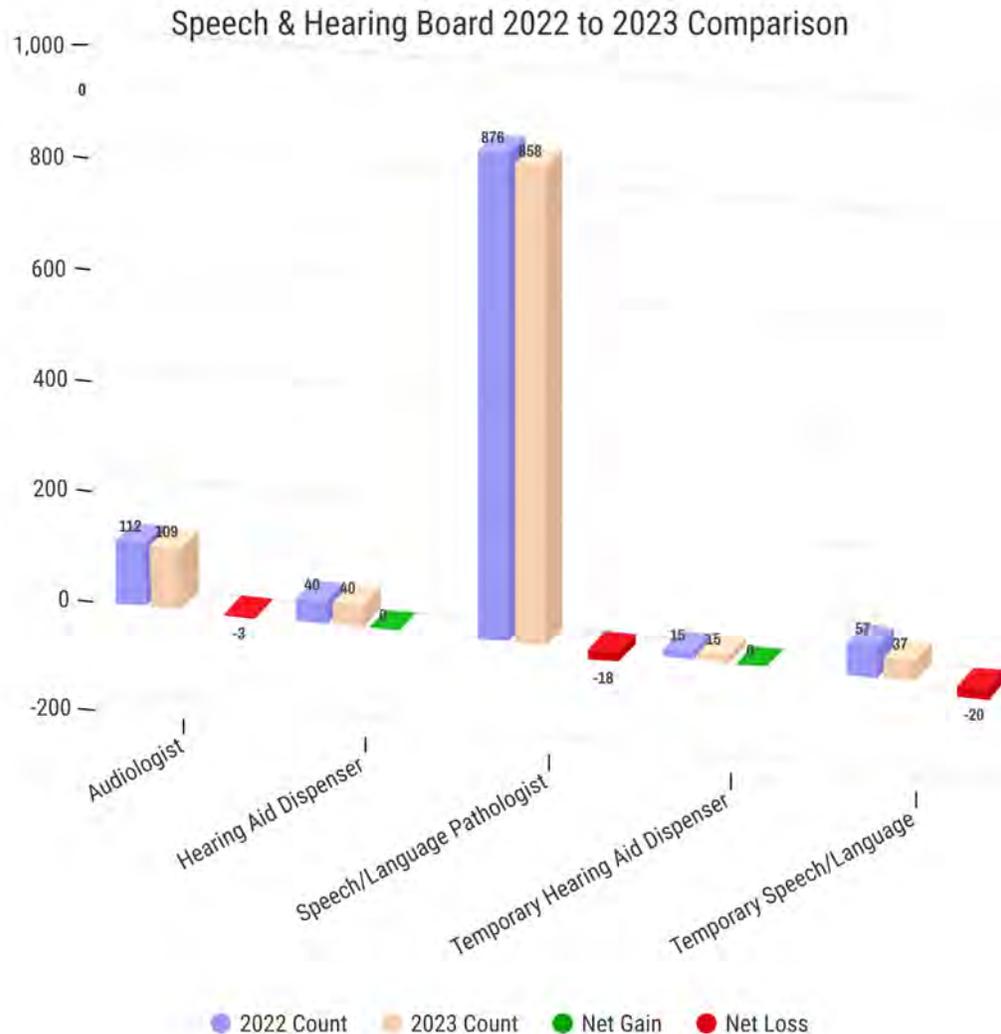# Board of Social Work Examiners Maps, Continued

Board of Speech Pathologists, Audiologists, and Hearing Aid Dispensers

Speech & Hearing Board 2022 to 2023 Comparison

2022 112 licensed **Audiologists**
2023 109 licenses
Net change -3

2022 876 licensed **Speech/Language Pathologists**
2023 858 licenses
Net change -18
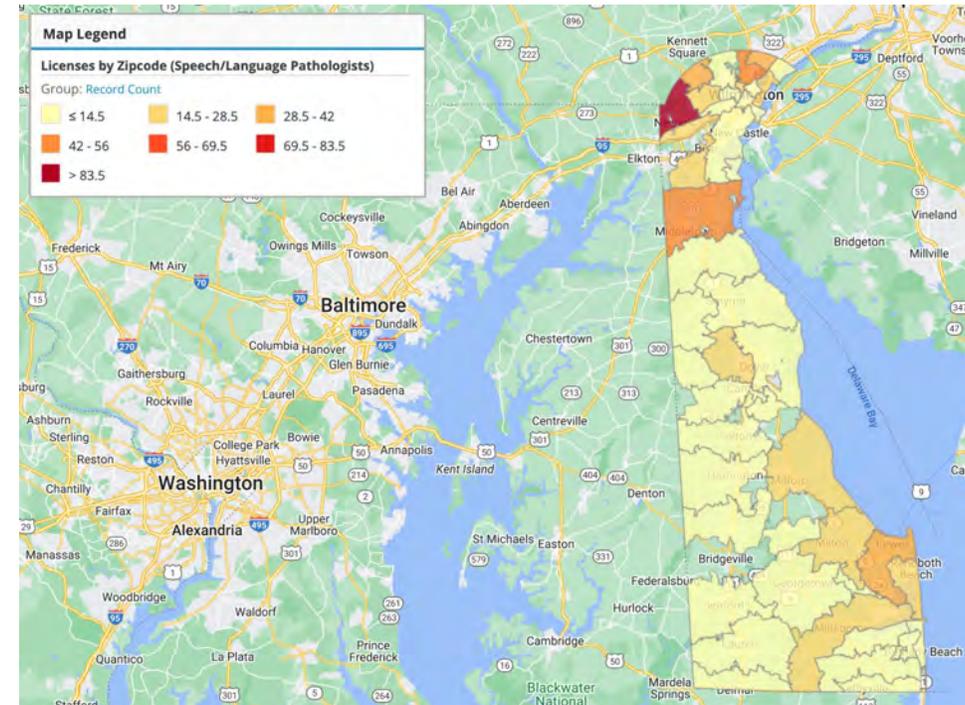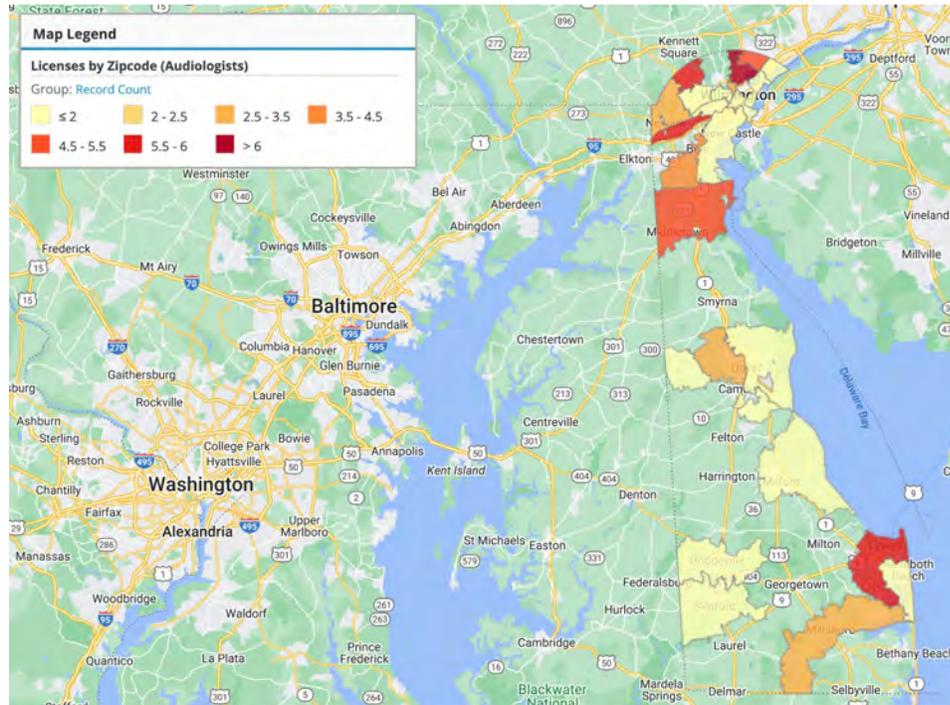
2022 57 licensed **Temporary Speech/Language**
2023 37 licenses
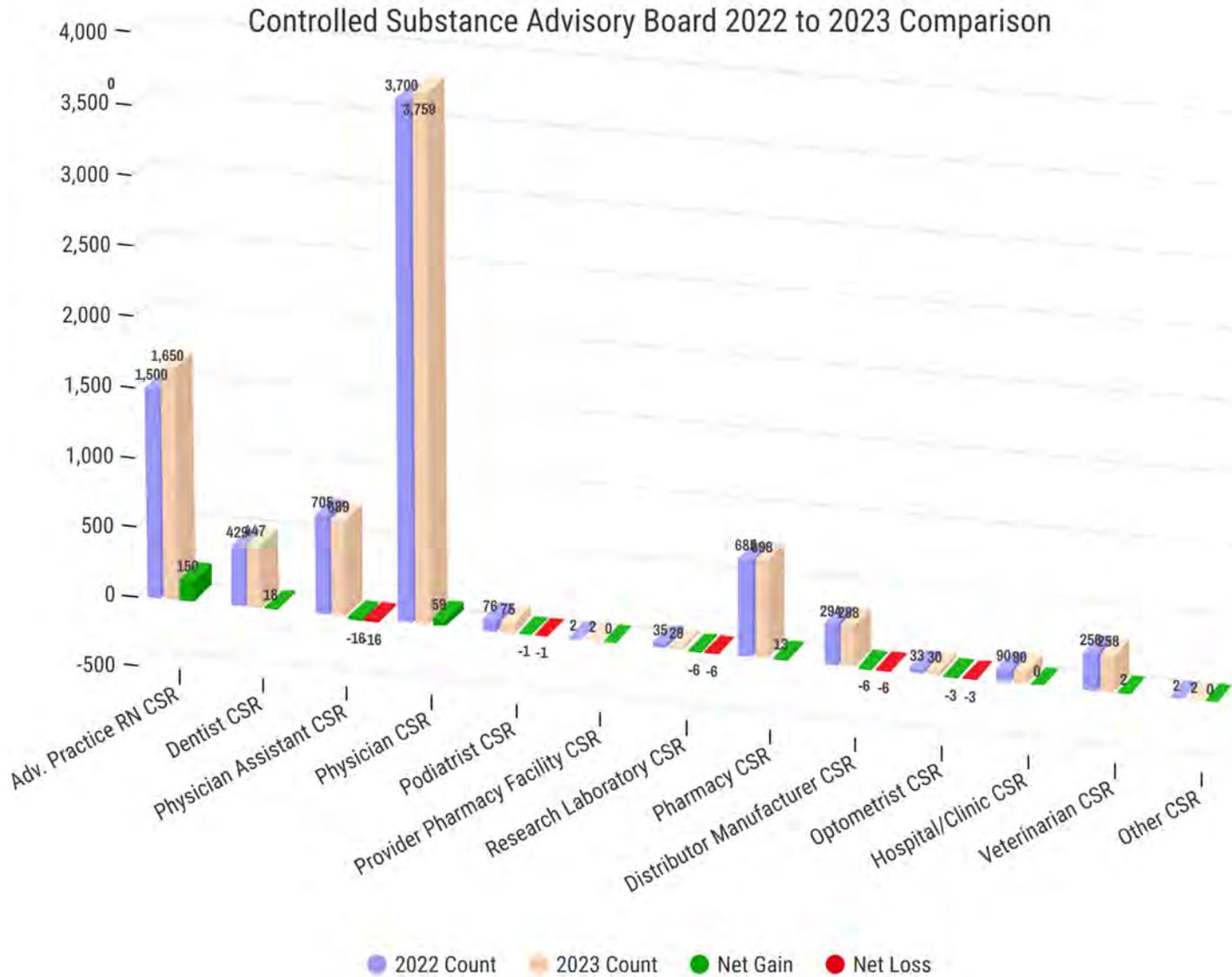Net change -20

Board of SLP and HA Dispensers Maps

Controlled Substance Advisory Committee

M=3092 F=3888 Null=1037   Retirement Eligible: 557

Controlled Substance Advisory Board 2022 to 2023 Comparison

2022 1,500 licensed **Adv. Practice RN CSR**
2023 1,650 licenses
Net change +150

2022 3,700 licensed **Physician CSR**
2023 3,759 licenses
Net change +59

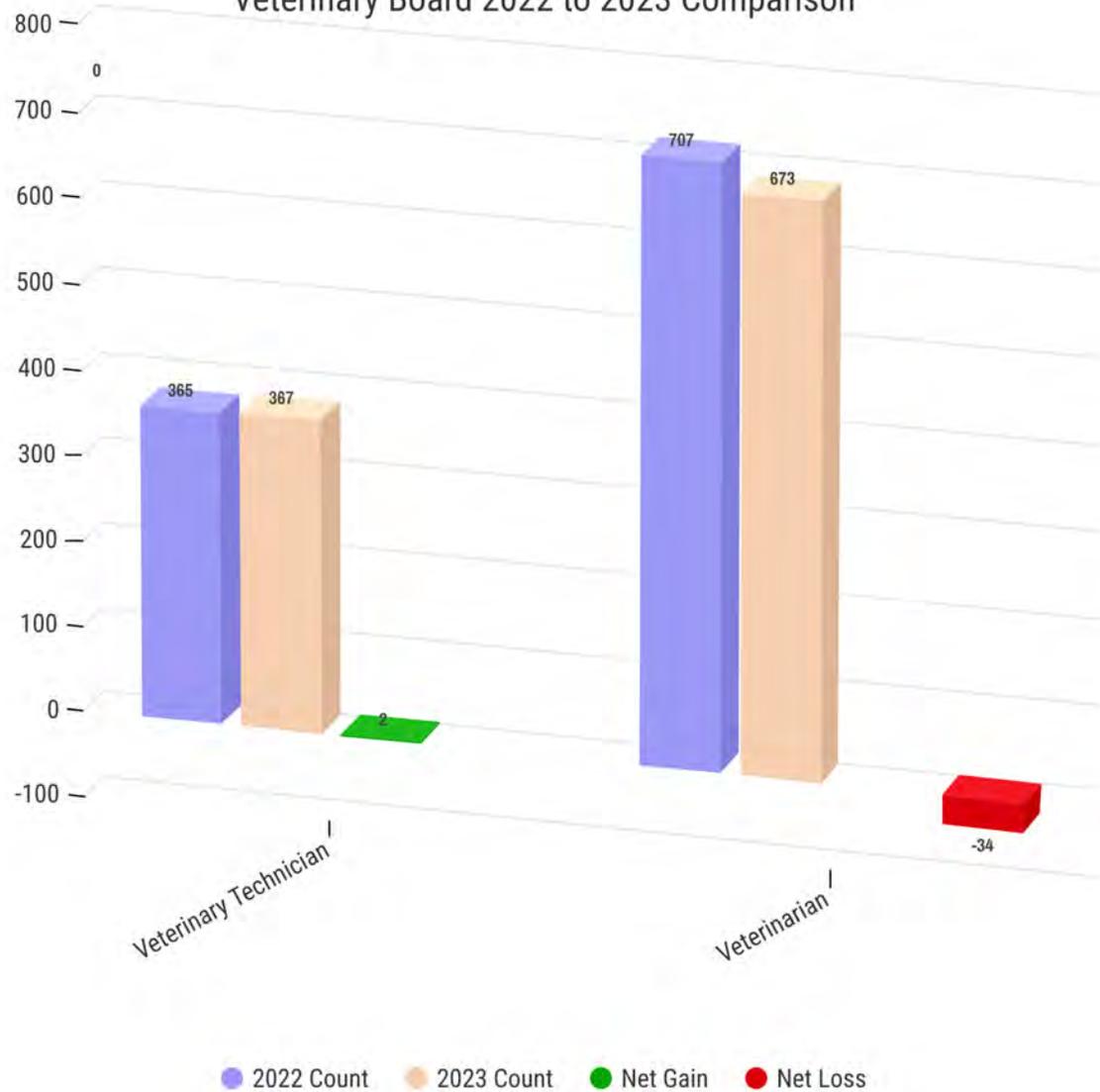# Board of Veterinary
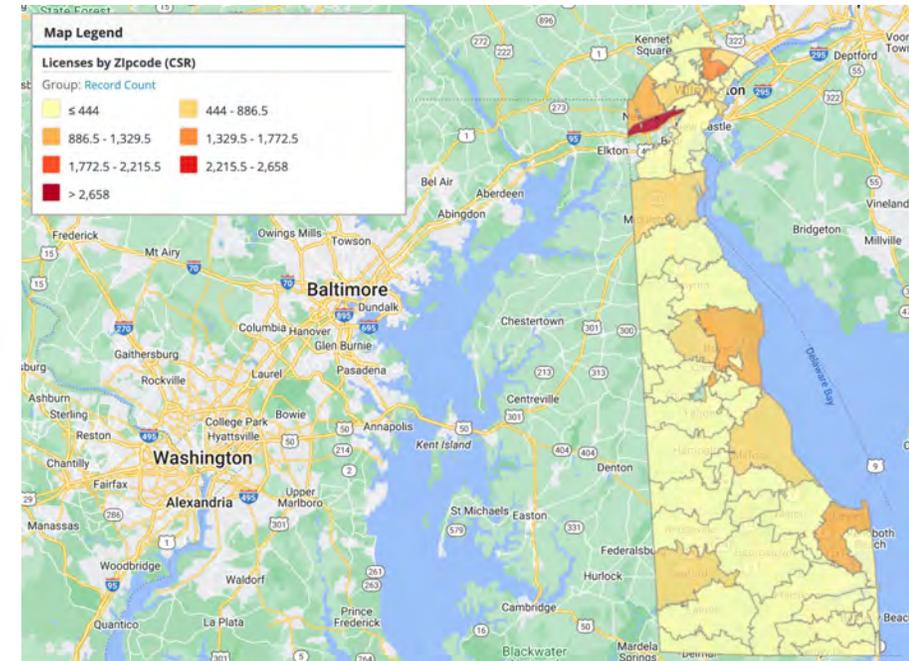
M=221 F=787 Null=33   Retirement Eligible: 71

2022 365 licensed **Veterinary Technicians**
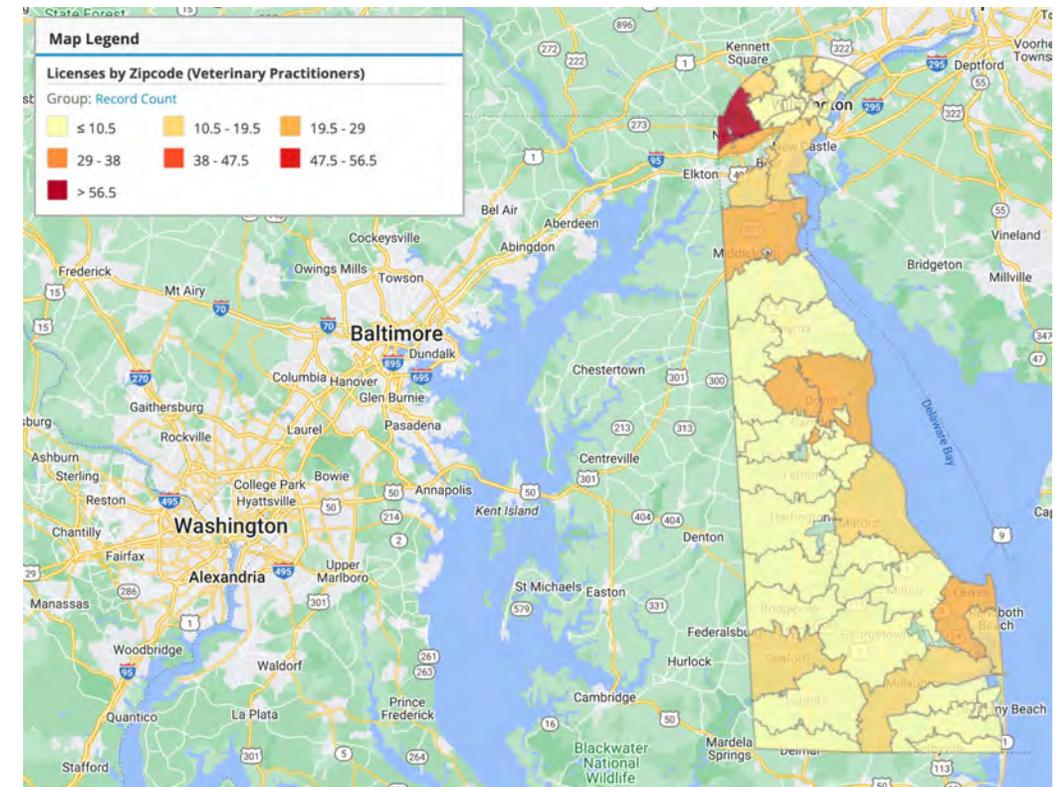2023 367 licenses
Net change +2

2022 707 licensed **Veterinarians**
2023 673 licenses
Net Change -34

Next Steps/Recommendations

- Developing benchmarking (i.e. recommended minimums) at the specific license level for most major types of healthcare providers licensed through the Division of Professional Regulation

- Additional surveys (we are already collaborating with the Delaware Healthcare Association to create an institutional need survey; with the Medical Society of Delaware and Office of Primary Care for an additional data practitioner tool; and with the Delaware Nurses Association for additional information from the nursing profession)

- Additional questions upon new license and renewal of license process for healthcare providers

- Standing up new requirements for the registration of Community Health Workers, Direct Service Providers, Certified Nursing Assistants, and other groups currently unregistered or licensed in Delaware. (What we can't count we can't assess).

Other initiatives of Delaware Health Force

Funded by ARPA, the **Core Data and Research** Initiative is one of four programs of Delaware Health Force.

LeBow 50 Award for Data Analytics