

New York State Health Workforce Data and Discussion

CUNY Health and Human Services Inaugural Meeting

CUNY Graduate Center
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Center for Health Workforce Studies

- Based at the University at Albany School of Public Health
- Established in 1996
- Committed to collecting and analyzing data to understand workforce dynamics and trends
- Goal: Assisting health workforce planners to understand issues related to the supply, demand, distribution, and the use of health workers

What's Changing in Health Care?

- Shift away from acute care to primary and preventive care
- Service integration: primary care, behavioral health and oral health
- Better coordination of care
- Payment reform, moving away from fee-for service and toward value based payment
 - incentives for keeping people healthy and penalties for poor outcomes, e.g., inappropriate hospital readmissions

Workforce Implications

- New models of care are emerging, most modeled after accountable care organizations
- Team-based approaches are increasingly popular
- Team composition and roles vary, depending on patient need and workforce availability
- Teams often include: physicians, NPs, PAs, RNs, social workers, LPNs, medical assistants, and community health workers, among others

So What's the Problem?

- Inadequate primary care, oral health and behavioral health capacity for underserved populations
- Maldistribution of available workforce
- Health professions students not consistently exposed to team-based models of care or emerging functions
- Scope of practice restrictions
 - Health professionals not always allowed to do what they are trained and competent to do
 - Shared responsibility (scope overlap) needed for team-based care is challenging to achieve

Health Workforce Research Questions of Interest Are Changing

- Tended to be siloed: how many? where? do we have enough?
- Now we ask broader questions: what do patients need? what are the best workforce strategies to deliver these services?
- Examples of studies:
 - Studying state-specific scope of practice variation and its impact on health outcomes
 - Use of telehealth services by providers in New York, barriers and facilitators
 - Medicaid claims analysis to better understand service delivery patterns as well as commuting patterns for care

Better Information for Better Outcomes

- Monitoring New York's Health Workforce (www.chwsny.org)
 - New York Resident Exit Survey
 - Annual Survey of RN Education Programs in New York
 - NP re-registration survey
- Oral Health Workforce Research Center (www.oralhealthworkforce.org)
 - Strategies to expand access to oral health services
- Health Workforce Technical Assistance Center (www.healthworkforceTA.org)
 - Resources to support health workforce planning

Graduate Medical Education in the U.S. and New York

- In the U.S., there are almost 10,000 programs and more than 120,000 residents
- In New York, there are more than 1,100 programs and almost 16,000 residents
 - 12% of all programs and 13% of all residents in the U.S. train in New York
- California trains the 2nd highest number of physicians
 - Almost 11,000 annually (or about 5,000 fewer than New York)

The New York Resident Exit Survey

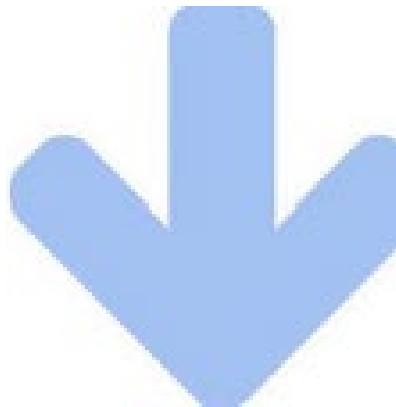
- Conducted annually since 1998 (except for 2004 and 2006)
- A survey of all residents and fellows completing training in New York (approximately 5,000 annually)
- Substantial support and assistance from GME directors
- Average annual response rate greater than 60%
- Survey asks about:
 - Demographics and background
 - Post-graduation plans
 - Characteristics of post-graduate employment
 - Job search experience
 - Impressions of new physician job market

Demand for Primary Care Specialties Stronger Than Demand for Other Specialties



STRONGEST DEMAND:

Family Medicine
Adult Psychiatry
Emergency Medicine
Dermatology
Child & Adolescent
Psychiatry
General Internal Medicine



WEAKEST DEMAND:

Pathology
Nephrology
Radiology,
Pediatric Subspecialties
Cardiology
Physical Medicine & Rehabilitation

Gender Diversity at Parity Racial/ethnic Diversity Is Not



50%

Female New Physicians



50%

Female in the US



15%

Black, Hispanic, American Indian
New Physicians



33%

Black, Hispanic, American Indian
In the US

51 % of new physicians trained in NY plan to practice out of state



Most common reasons for leaving NY:



29%
Proximity to Family



17%
Better Salary Outside NY



10%
Better Jobs in Desired Locations

Few New Physicians Reported Plans to Practice in Underserved Areas



HPSA
Health Professional Shortage Area

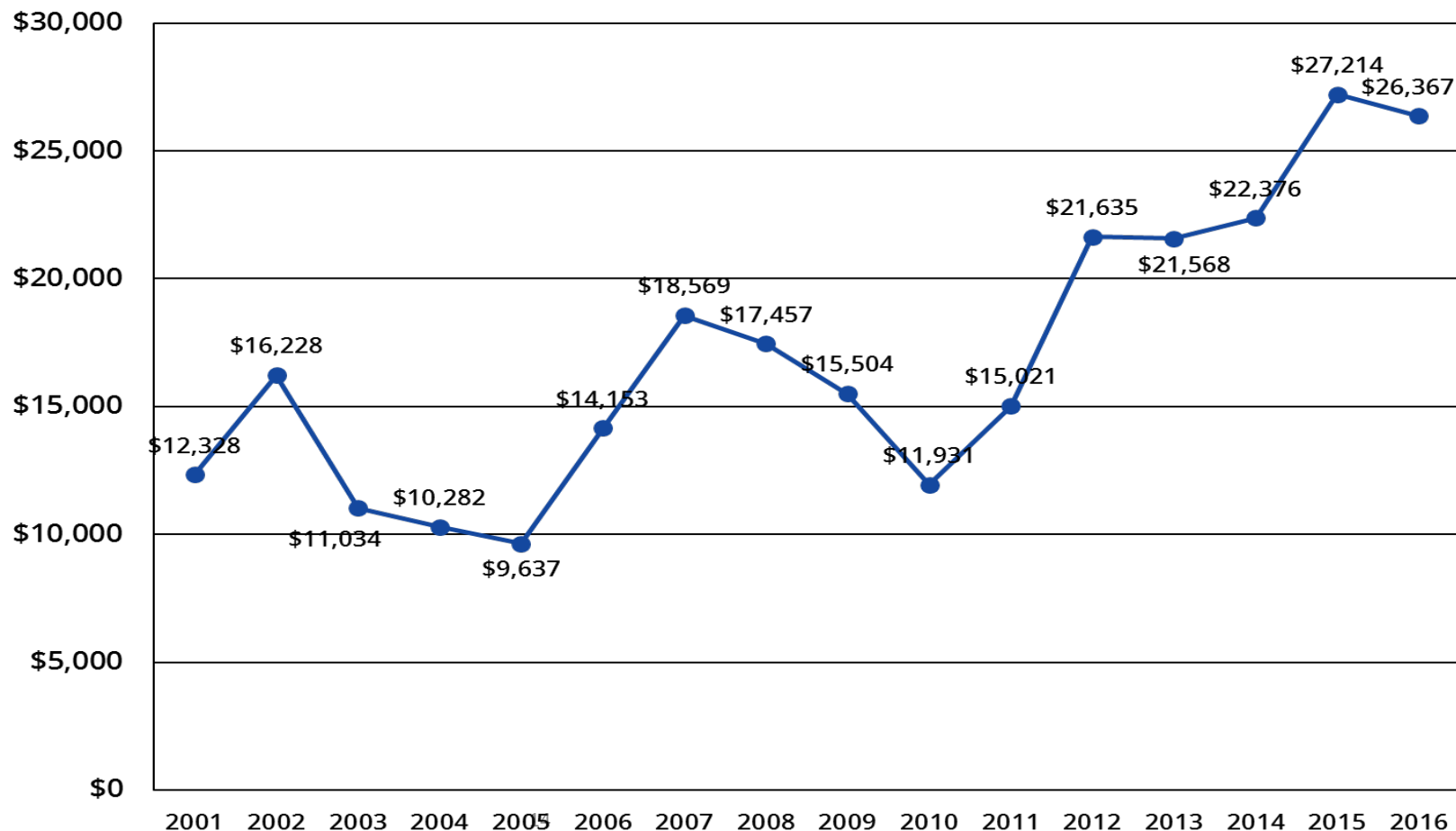
18%
Indicated Plans to
Practice in a HPSA



Only 5%
Reported Plans to
Practice in a Rural Area

Gender Pay Disparities in New Physician Income Has Increased Over Time

Gender Differences in Physician Income in 2016 Dollars, 2001-2016

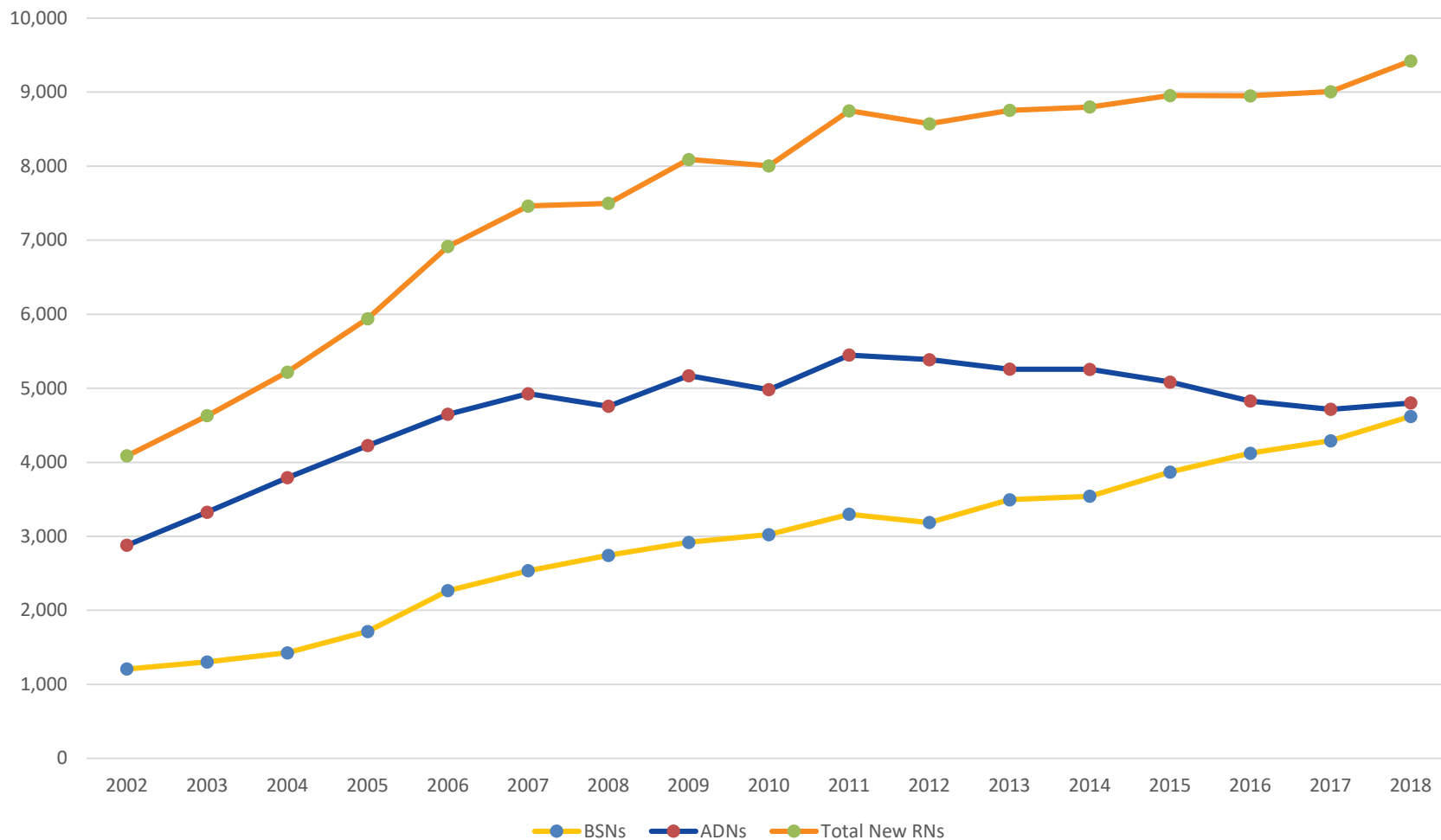


Annual Survey of Registered Nursing Education Programs in New York

- One-page survey sent to nursing deans and program directors
- Conducted every year since 2000
- Asks about applications, acceptances and graduations, barriers to expanding capacity and an assessment of the job market for new graduates
- 87% response rate for the 2018 survey

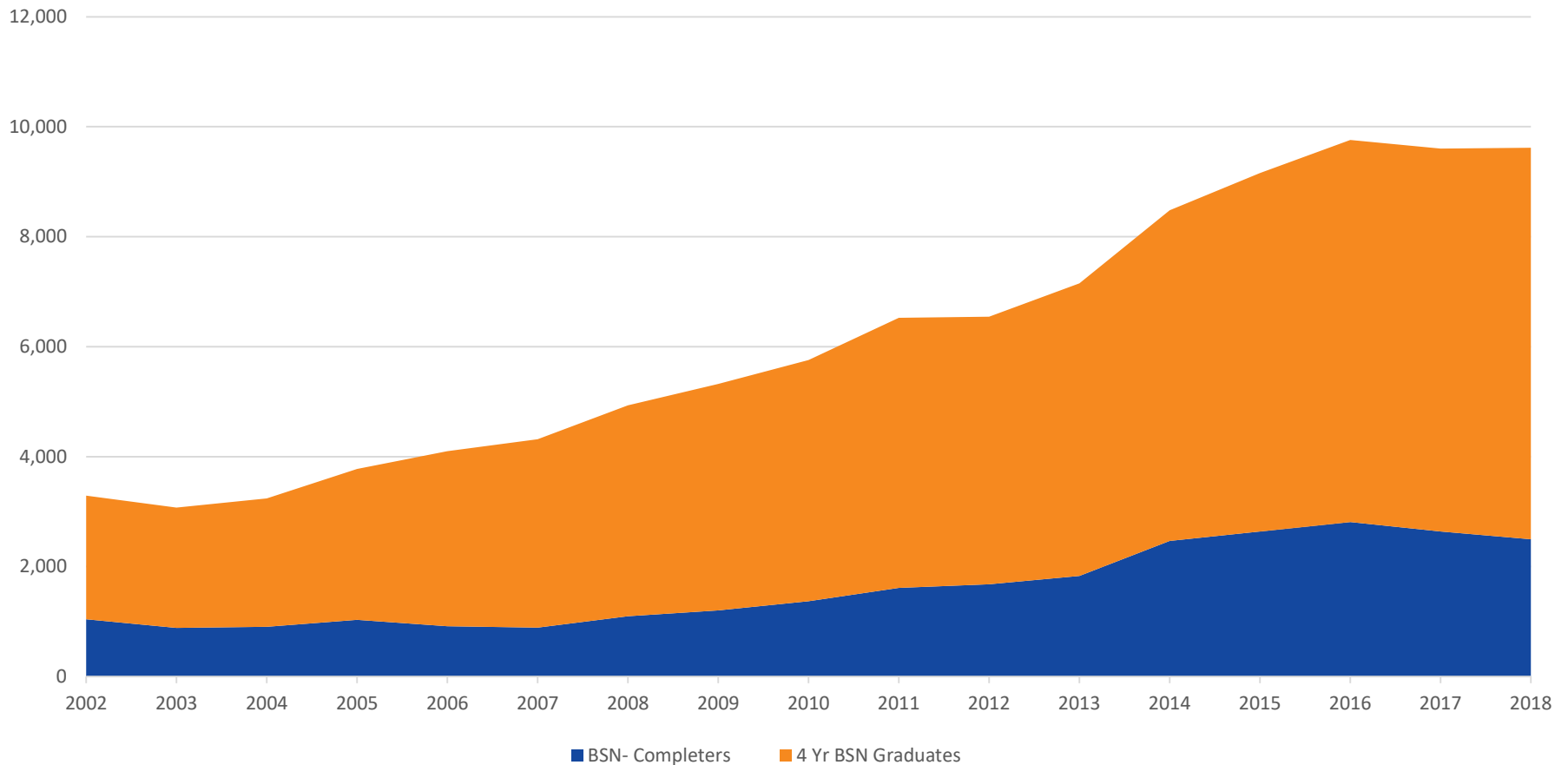
Statewide, the Number of New RN Graduations Grew Slightly in 2018

Annual Number of ADN and BSN Graduations from NYS RN Education Programs, 2002-2018



The Number of BSN Completer Graduations Statewide Declined in 2018

BSN and BSN Completer Graduations in NYS, 2002-2018



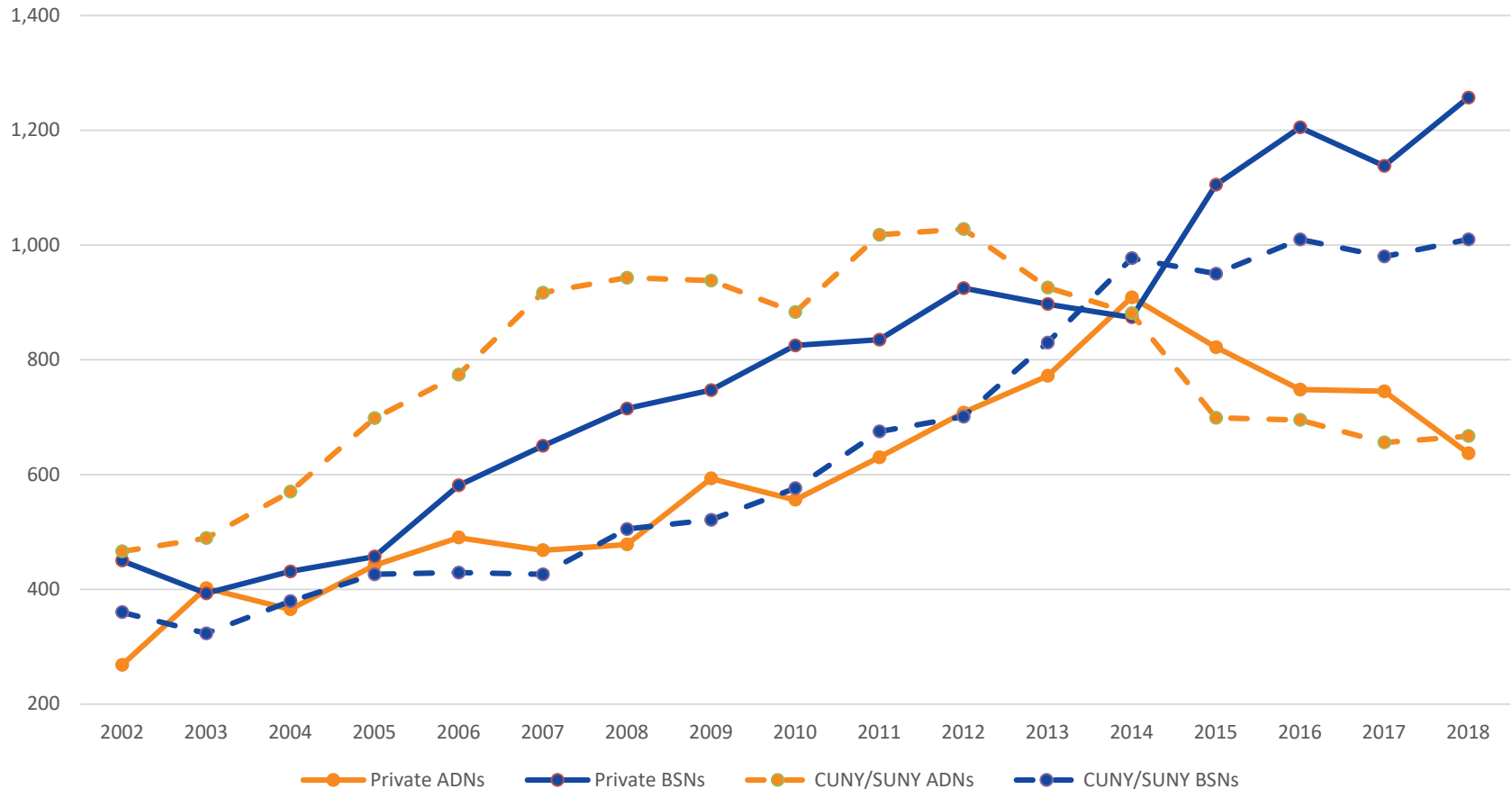
In New York City, BSN Graduations Are Increasing While ADN and BSN Completer Graduationss Are Declining

RN Graduations by Degree Type for Nursing Education Programs in NYC, 2014-2018

	New York City			
	ADNs	BSNs	BSN Completers	Total
2014	1,790	1,026	825	3,641
2015	1,521	1,211	844	3,576
2016	1,443	1,364	851	3,658
2017	1,401	1,362	756	3,519
2018	1,304	1,507	760	3,571

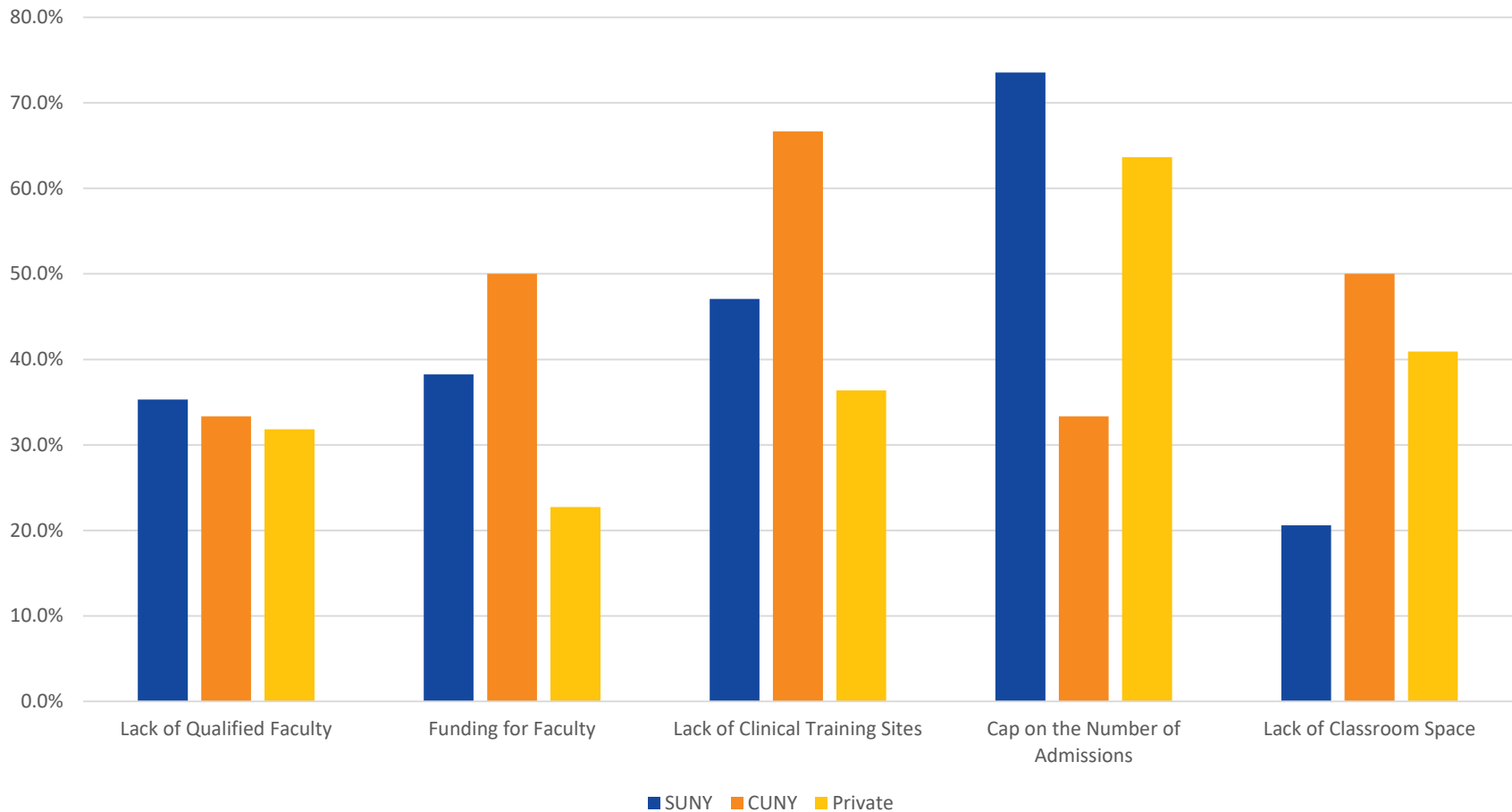
In NYC, Private Schools Produce More BSNs Compared to CUNY/SUNY

ADN and BSN Graduation from RN Education Programs in NYC, by Program Sponsorship, 2002-2018



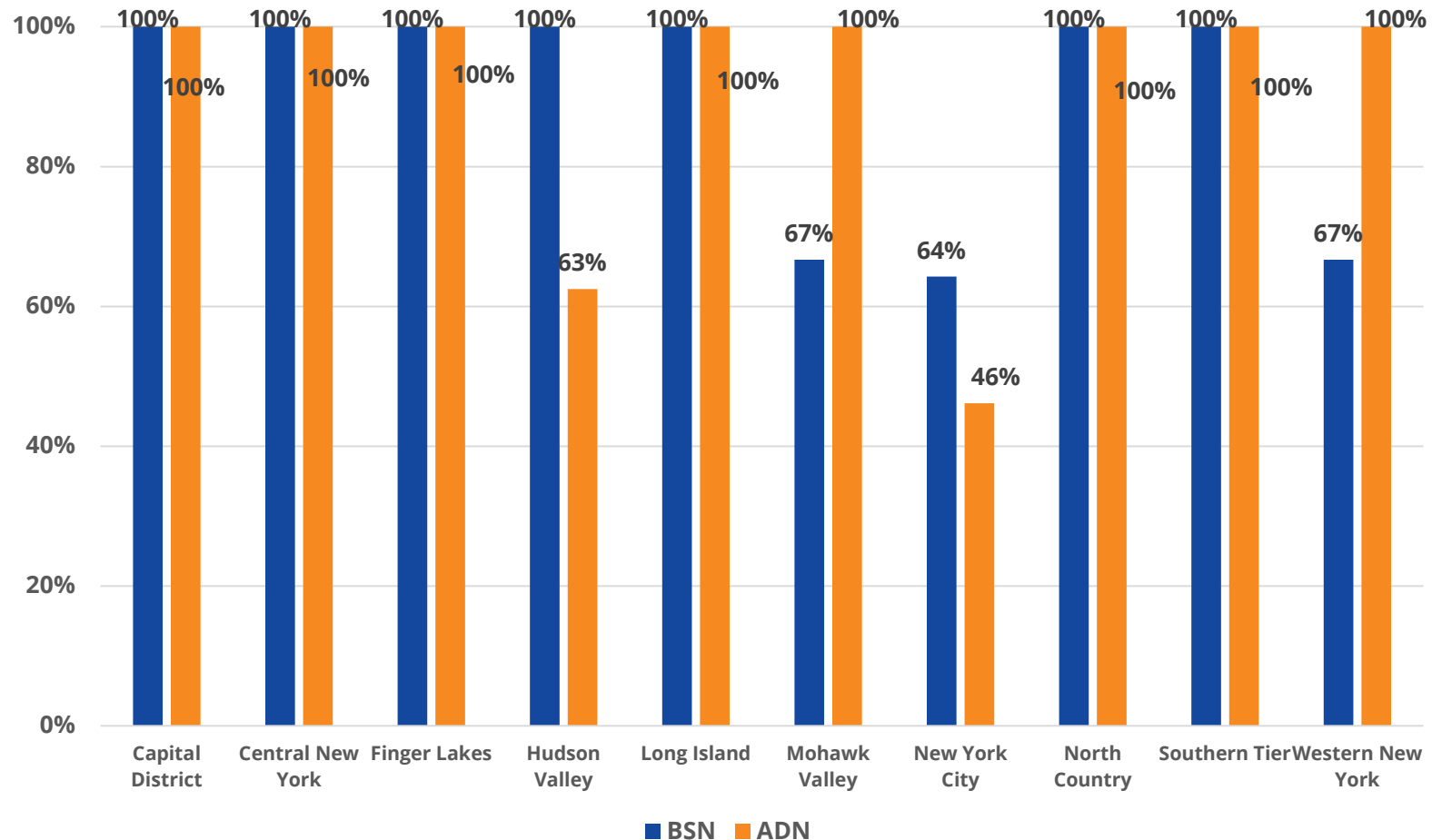
Lack of Clinical Training Sites a Barrier to Expanding Capacity at CUNY RN Education Programs

Reasons Cited for Turning Away Qualified Applicants, by Program Sponsorship



The Job Market for New RNs in NYC Is Much More Challenging than in Other Regions

Percent of Nursing Deans Reporting 'Many Jobs' for Their Graduates, by Region



Mandatory NP Re-Registration Survey

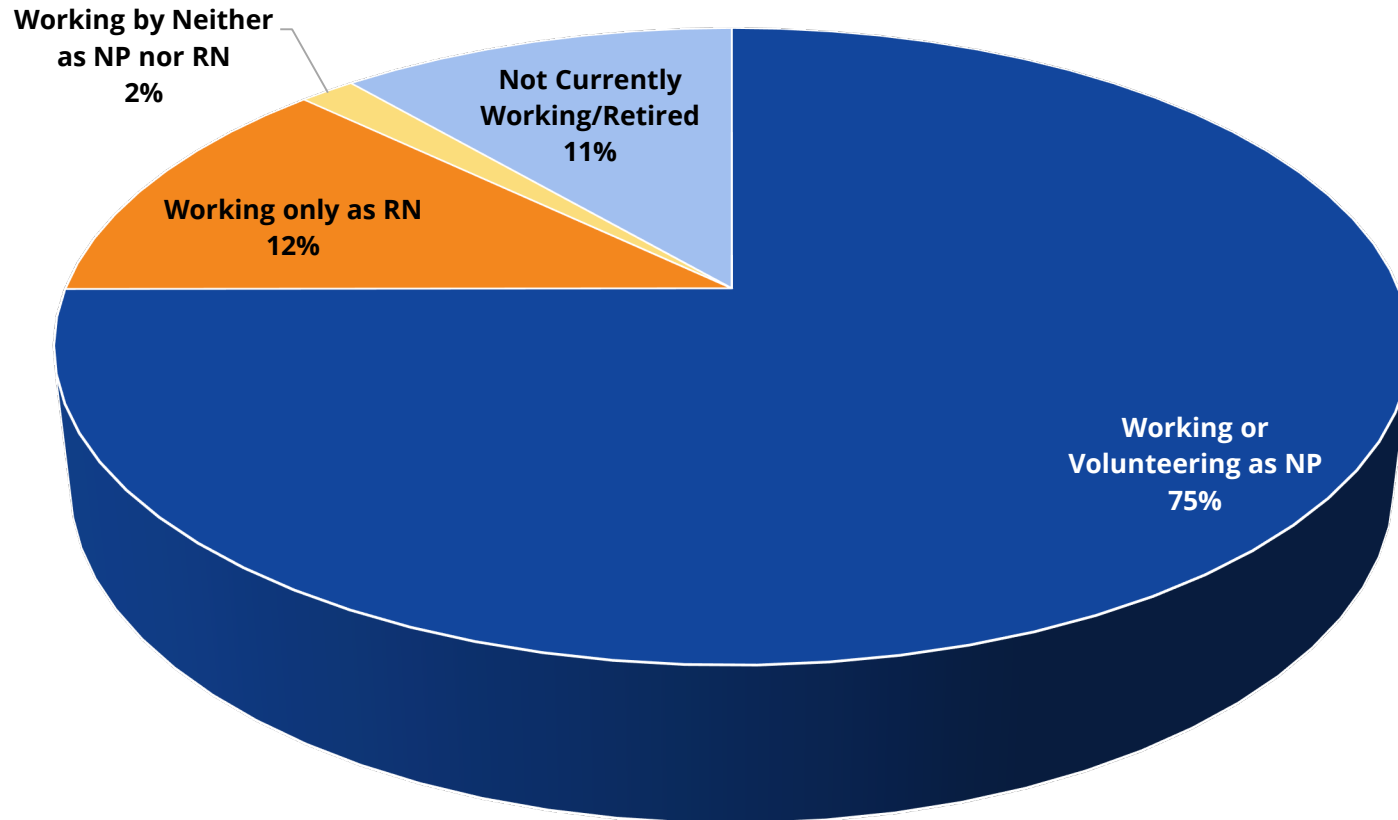
- Effective September 1, 2015, NPs licensed in NY are required by law to provide information to the state at the time of license renewal
 - Renew their licenses every three years for **each** NP certification held
- DOH, SED and CHWS worked collaboratively on survey design and data collection
- CHWS manages analysis of NP survey data
 - Routinely produces reports on NY NPs
 - Building a public use data file drawn from NP survey responses which is required by law

The NP Re-registration Survey

- Based on federal Minimum Data Set recommended guidelines
- Includes 22 questions
 - Licensure
 - Demographics
 - Education
 - Practice characteristics
 - Future plans
 - Collaborative practice

NURSE PRACTITIONER SURVEY		
<p>New York Law requires ALL nurse practitioners (NPs) to complete a workforce survey when they renew their NP registrations. The survey questions mostly relate to where NPs practice and what kind of services they provide.</p> <p>The information collected from these surveys will be used by the New York State Department of Health for healthcare workforce planning. The Department of Health will publish any information used only in aggregate, de-identified form, in order to document trends and shortages in the nurse practitioner workforce in New York.</p> <p>When you have completed the survey, please mail it along with your NP registration renewal form to the New York State Education Department. As part of your registration renewal, you will have to attest that you completed the workforce survey. NPs who fail to complete the survey when they renew their NP registrations could be subject to charges of professional misconduct.</p> <p>If you have any questions about the survey, please email the New York State Nursing Board office at: nursebd@nysed.gov or call the Nursing Board at (518)474-3817 Ext. 120.</p>		
INSTRUCTIONS	<ul style="list-style-type: none"> • Make dark marks and completely fill the circle. • Erase cleanly any marks you wish to change. • Write clearly where necessary. • Make no stray marks on this form. 	<p>Correct: ●</p> <p>Incorrect: ✗ ⊗ ⊙ ⊖</p>
BASIC INFORMATION		
1. Please provide your email address:		
2. Date completing survey:		
Month <input type="radio"/> January <input type="radio"/> February <input type="radio"/> March <input type="radio"/> April <input type="radio"/> May <input type="radio"/> June <input type="radio"/> July <input type="radio"/> August <input type="radio"/> September <input type="radio"/> October <input type="radio"/> November	Year <input type="radio"/> 2017 <input type="radio"/> 2018 <input type="radio"/> 2019 <input type="radio"/> 2020 <input type="radio"/> 2021 <input type="radio"/> 2022	3. New York State RN License Number <i>(Enter the last 7-digit number)</i> 22- <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> - <input type="text"/>
		4. New York State Nurse Practitioner Certification Number <i>(Enter the 9-digit number)</i> <input type="text"/> <input type="text"/> - <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> - <input type="text"/>
		5. National Provider Identifier (if applicable.) <i>(Enter the 10-digit number)</i> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>

75% of the State's NPs are Actively Practicing in New York



Primary Care NPs

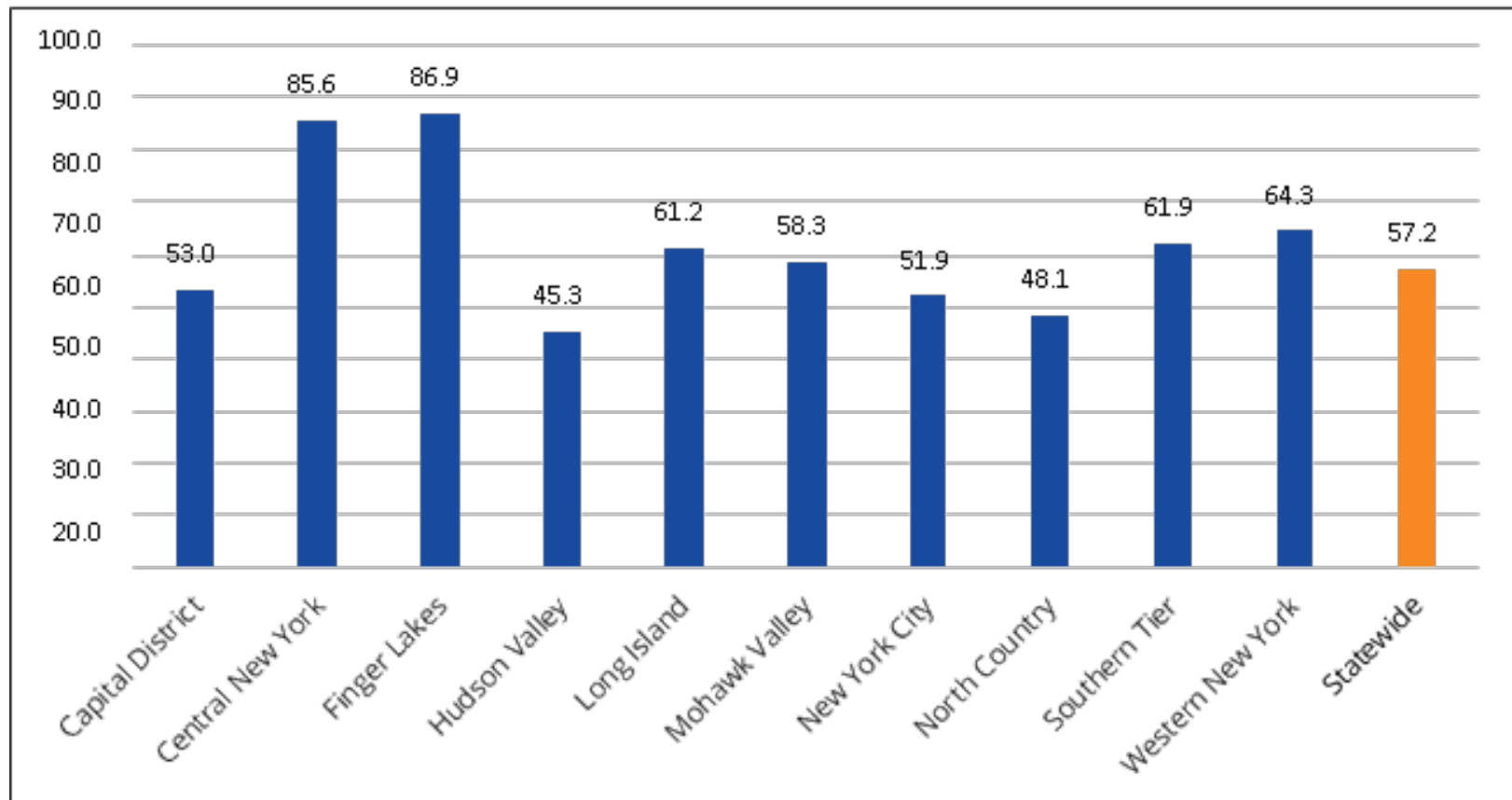
- There are an estimated 4,100 active primary care NPs in the state, representing more than 4,000 FTEs
- The median age of primary care NPs is 51
- Forty-five percent of primary care NPs work in primary care HPSAs
- The majority of primary care NPs (57%) work in health centers, clinics, hospital outpatient settings and another 26% worked in private physician practices
- Active NPs in rural areas are more likely to work in physician practices than NPs in urban areas (33% compared to 24%, respectively)

Psychiatric NPs

- There are an estimated 1,180 active psychiatric NPs in the state, representing 1,135 FTEs
- There are more active psychiatric NPs per capita in rural areas than urban areas
- The median age of psychiatric NPs is 56, and a much higher percentage of active psychiatric NPs is 60 years of age or older compared to all other NPs
- Forty-one percent of psychiatric NPs work in mental health HPSAs
 - A higher percentage of psychiatric NPs in rural areas of the state practice in mental health HPSAs (58%) compared to 37% of psychiatric NPs in urban areas.

NP Supply and Distribution by Region

Estimated Count of Patient Care NPs per 100,000 in New York State by Region



Legislative Proposal for Mandatory Reporting for all Other Health Professions

- Legislative proposal to mandate data collection for all other licensed health professions in the state
 - Mandatory re-registration survey with a small number of questions on demographics, education, and practice characteristics
 - Record level data are confidential
 - Public reporting of data in aggregate

Demand Surveys Provide Evidence of HWF Recruitment and Retention Issues

- NY providers reported:
 - All: experienced RNs hard to recruit, but newly trained RNs are not
 - Hospitals: Hard to recruit clinical laboratory technologists, psychiatric NPs and physician assistants
 - Nursing homes and home health: Hard to recruit occupational therapists, physical therapists, speech language pathologists
 - Community health centers: Hard to recruit psychiatrists, psychiatric NPs and family/general practice physicians

Workforce Research Can Inform Health Planning

- Assess the feasibility of state policies
 - BSN in 10
 - RN minimum staffing ratios
- Study the impacts of scope of practice change on processes and outcomes of care
 - Nurse practitioners
 - Dental hygienists
- Identify effective workforce strategies that increase access to care for the underserved

Thank You

- Contact me at: jmoore@albany.edu
- Visit us at:



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