Challenges and Opportunities to Build A Stronger Health Care Workforce

NIHCM Webinar

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Overview

• AAMC Projections
• Physician Pipeline
• Transforming Care Delivery
Projected shortages of physicians, 2008 to 2020

Projections prepared by the Lewin Group for the AAMC.
M.D. and D.O. growth since 2002 for current schools

- M.D.
- D.O.

- 4,042 New M.D. Enrollment by 2016
- 3,211 New D.O. Enrollment by 2016
Growth in PY1 residents in ACGME programs, 2002-2012

Source: GME Track
Rate of USMDs likely to become PCPs stabilizing?

Percent USMD PGY-1 Residents Likely to Become PCPs

<table>
<thead>
<tr>
<th>Year</th>
<th>Percent</th>
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<tbody>
<tr>
<td>2000</td>
<td>37%</td>
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<tr>
<td>2001</td>
<td>33%</td>
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<tr>
<td>2002</td>
<td>30%</td>
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<td>2003</td>
<td>28%</td>
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<td>2004</td>
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<td>2009</td>
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<td>2010</td>
<td>25%</td>
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Source: GME Track (Paul Jolly)
Notes: Percent equals 1) number USMDs entering IM, FM, or Peds minus number entering IM Subspecialties or Peds Subspecialties that same year 2) divided by number of PGY1 entrants.
ACA provisions

• Redistribution of approximately 700 unused positions

• Teaching health center funding will contribute approximately 500 primary care positions over the next ten years

• NHSC expansion and increased flexibility
  ▪ nearly 10,000 providers in the field today in urban, rural and frontier areas
  ▪ Half-time option (either double length of service or 50% reduction in payment amount)
Transforming Care Delivery
Workforce of Tomorrow will Likely Look Very Different if New Care Delivery Models Take Hold

- CPCI
- ACOs
- Care Coordination
- Choosing Wisely
- Medical Home
- Team Based Care
- Bundling
- Scope of Practice
- Patient Engagement
- Employer-based care
- Telehealth
- Hot Spotting
Triple Aim

- Improving the patient experience of care (including quality and satisfaction);
- Improving the health of populations; and
- Reducing the per capita cost of health care
Traditional Payment Model

- Fee for service
- Bad care pays the same (or even better)
- Care coordination not reimbursed (adequately)
- Hospitalizations pay
- Readmissions mean more money
- Procedures pay more than cognitive visits
- Little incentive to control costs
Fixed fee or shared savings new approaches for achieving triple aim

Reduced
Unnecessary care
Duplicate tests
Avoidable (re) admissions/ER

Increase/Improve
Population health
Quality
Prevention
Coordination/Outreach
CMMI: Where Innovation is Happening
New and Expanded Workforce Emerging

Patient Navigators
Nurse Case Managers
Care Coordinators
Community Health Workers
Care Transition Specialists
Living Skills Specialists
Patient and Family Activators
Grand-Aides
Peer and Family Mentors
Health Coaches

Medical Assistants
Dental Hygienists
Behavioral Health
Social Workers
Occupational Therapists
Physical Therapists
Paramedics
Home Health Aids
Pharmacists
Projected shortages of physicians, 2008 to 2020

Projections prepared by the Lewin Group for the AAMC.
Overall Summary

• Facing physician shortages
• GME is growing but not keeping pace with UME
• New care delivery models hold potential for offsetting demand but need to be better understood.