

International Medical Workforce Conference

Welcome & Opening Remarks
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Health Resources and Services Administration (HRSA)

Mission: The Health Resources and Services Administration's mission is to improve and expand access to quality health care for all.

Goal: Moving toward 100 percent access to health care and 0 health disparities for all Americans.

Mission of the Bureau of Health Professions

To improve the health status of the population by providing national leadership and resources to develop, distribute and retain a diverse, culturally competent health workforce that provides the highest quality care for all, especially the underserved.

Bureau of Health Professions Goals

- Eliminate Health Barriers
 - Assure the appropriate supply, diversity, composition and distribution of the health professions workforce.
- Eliminate Health Disparities
 - Assure the availability of a full range of healthcare skills and services to populations bearing a disproportionate share of disease and disability.

Bureau of Health Professions Goals

- Assure Quality of Care
 - Improve the knowledge, skills, competencies and outcomes of health professions workforce.
- Improve Public Health and Health Care Systems
 - Assure the infrastructure to support an efficient and effective health professions workforce.

U.S. Population Pressing Issues:

1. Increase in Aging Population
2. Increase in Minority Population
3. Increase in Uninsured/Underinsured

Health Professions Workforce Pressing Issues:

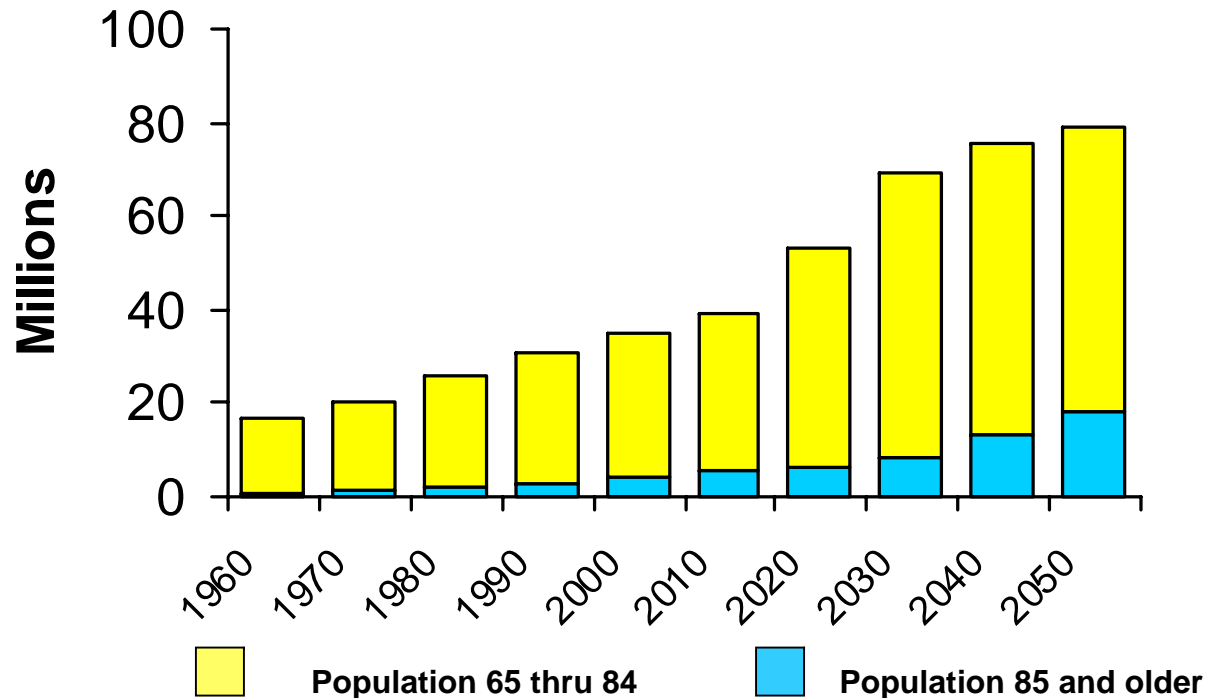
1. Aging Workforce
2. Race/Ethnic Imbalances
3. Work/Environment
Dissatisfaction
4. Nursing Shortage
5. Nursing Faculty Shortage
6. Maldistribution of Physicians
7. Pharmacist Shortage
8. Bioterrorism

Demand for health professionals will grow at twice the rate of all occupations between 2002-2012

	2002	2012	Percent Change
Total U.S Employment	145594	167754	15%
Total Health Occupations	11,644	15,079	30%
Physicians and surgeons	583	697	20%
Dentists	153	159	4%
Pharmacists	230	299	30%
Registered Nurses	2,284	2,908	27%
Therapists	451	592	31%
Mental and Behavioral Health	638	828	30%
Public Health and Environmental Health	266	340	28%
Health Technicians and Technologists	2,508	3,163	26%
Healthcare support Occupations	3,197	4,264	33%

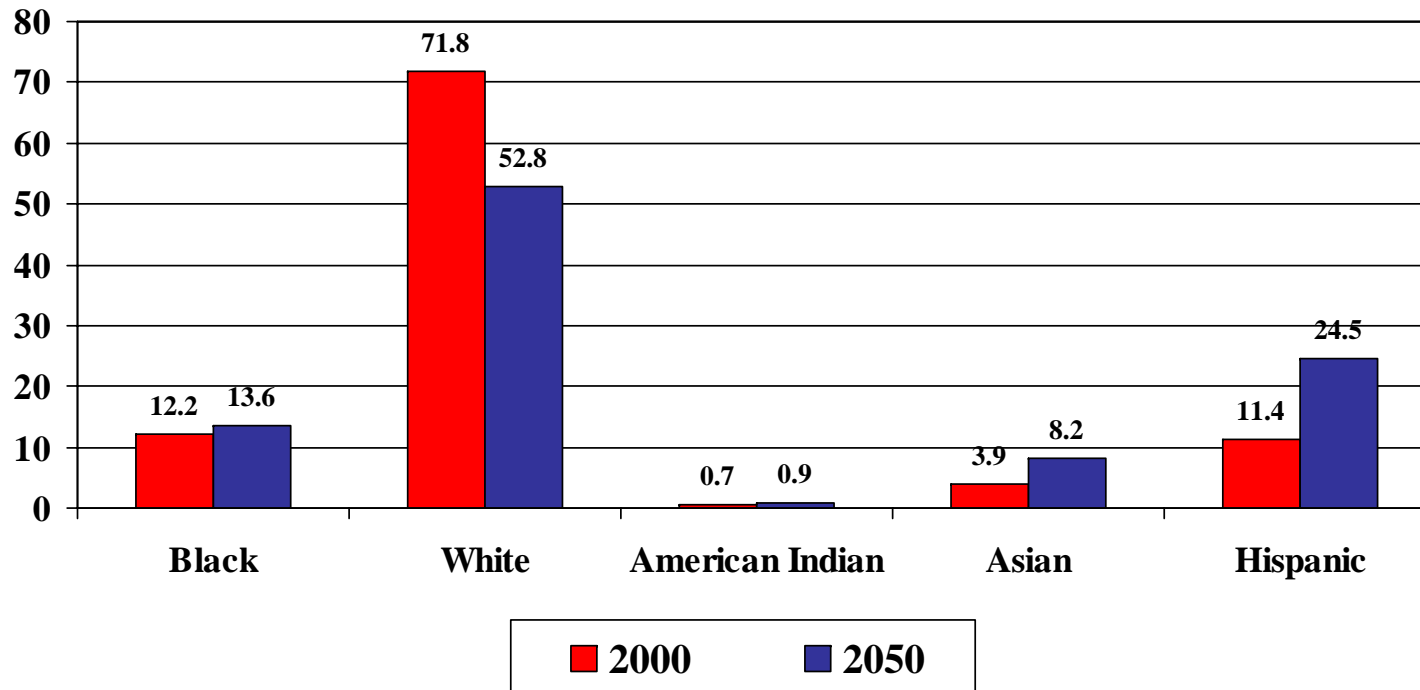
Why?--The Growth in the Number of Elderly Citizens Will Increase Requirements for Health Care Providers.

The Number of Elderly Citizens is Growing Steadily in the United States



Minority Populations in the United States are Increasing.

U.S. Population, as percentages, in 2000 and 2050 (projections).



Uninsured and Underinsured Populations are increasing in the United States.

- 40 million people were uninsured in 2000 and this number increased to 43.3 million in 2002 (Kaiser Commission, 2003).
- Low income Americans with family incomes below 200% of the poverty level run the highest risk of being uninsured (Kaiser Commission, 2003).
- Lack of insurance leads to decreased access to health care (Kaiser Commission, 2003).

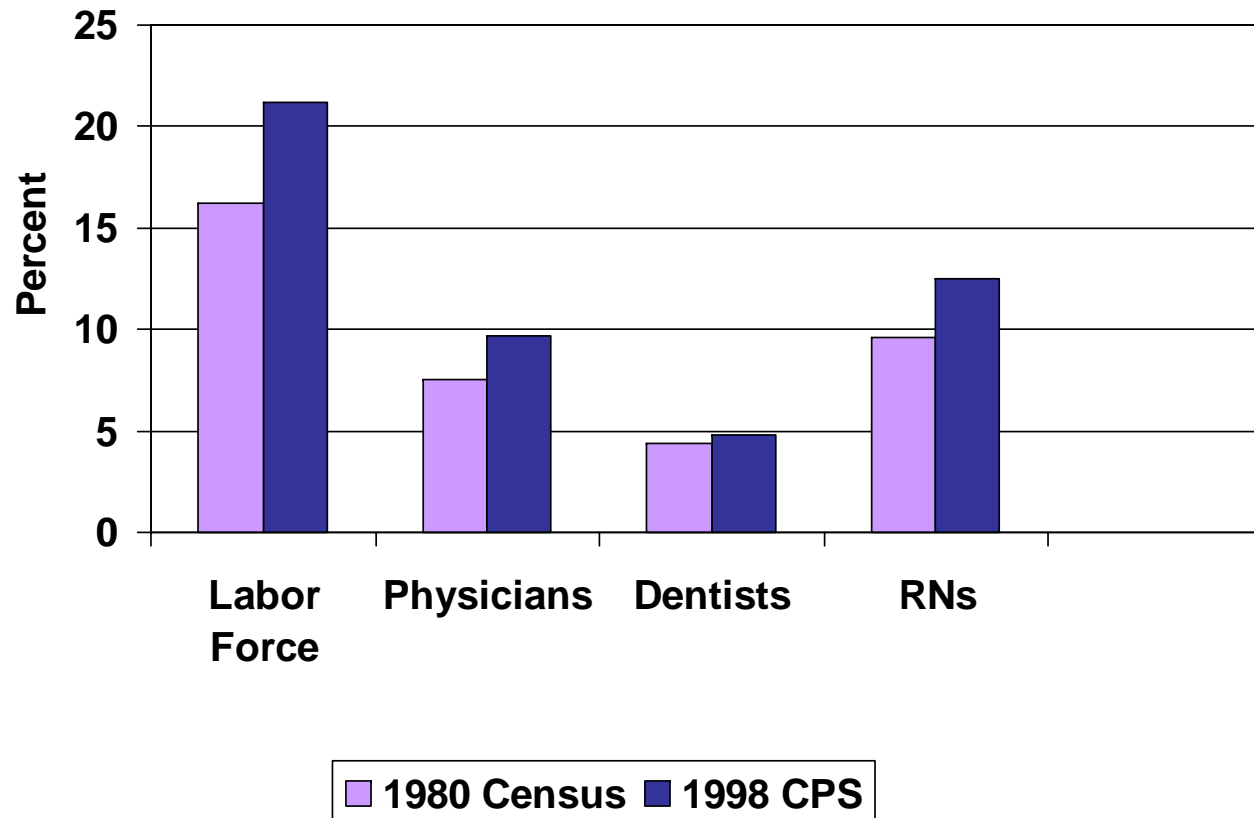
Age Distribution of RN Population 1980 and 2000

Age	1980	2000
Less than 30	25.1%	9.1%
Less than 35	40.5%	18.3%
Less than 40	51.3%	31.7%

Source: National Sample Survey of Registered Nurses, Division of Nursing, BHP, HRSA.

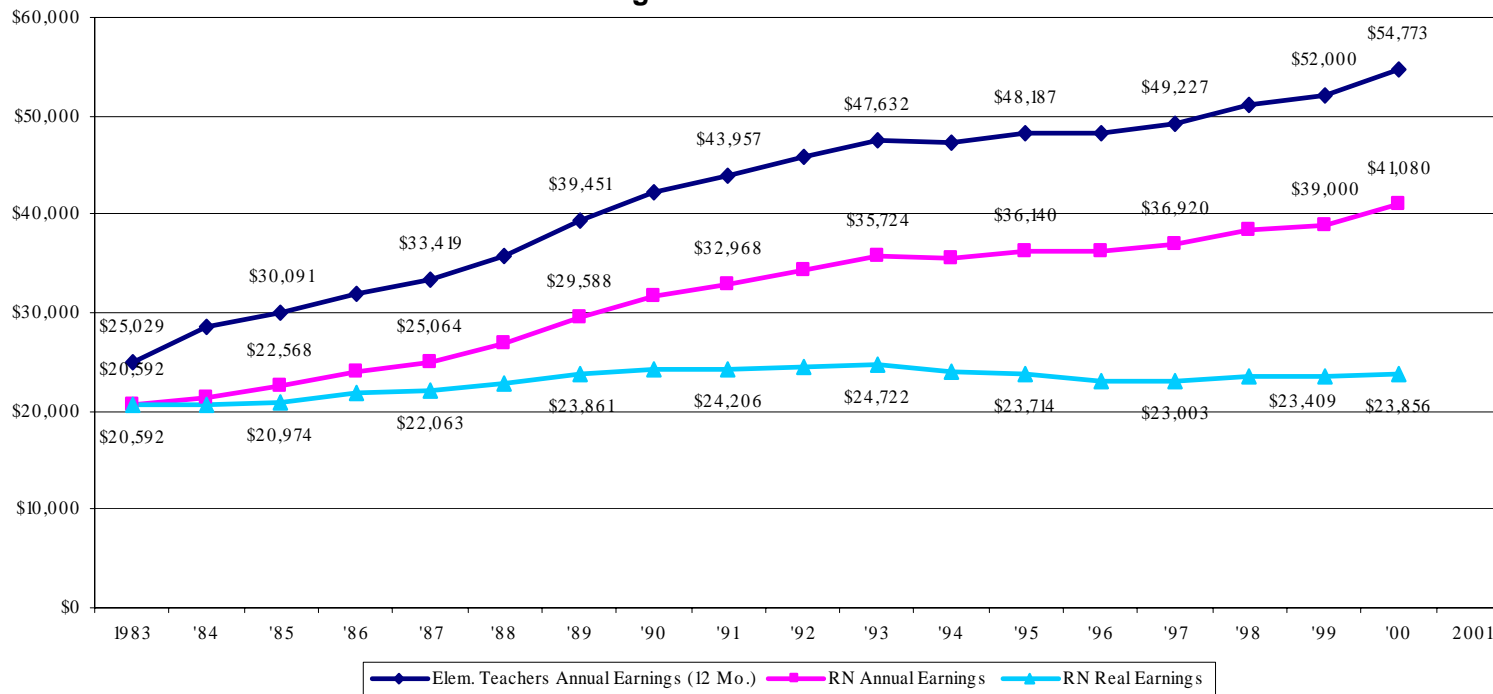
Minorities are Under-Represented in the Health Professions

Under-represented Minority* Participation in Select Health Professions in the U.S.: 1980 & 1998



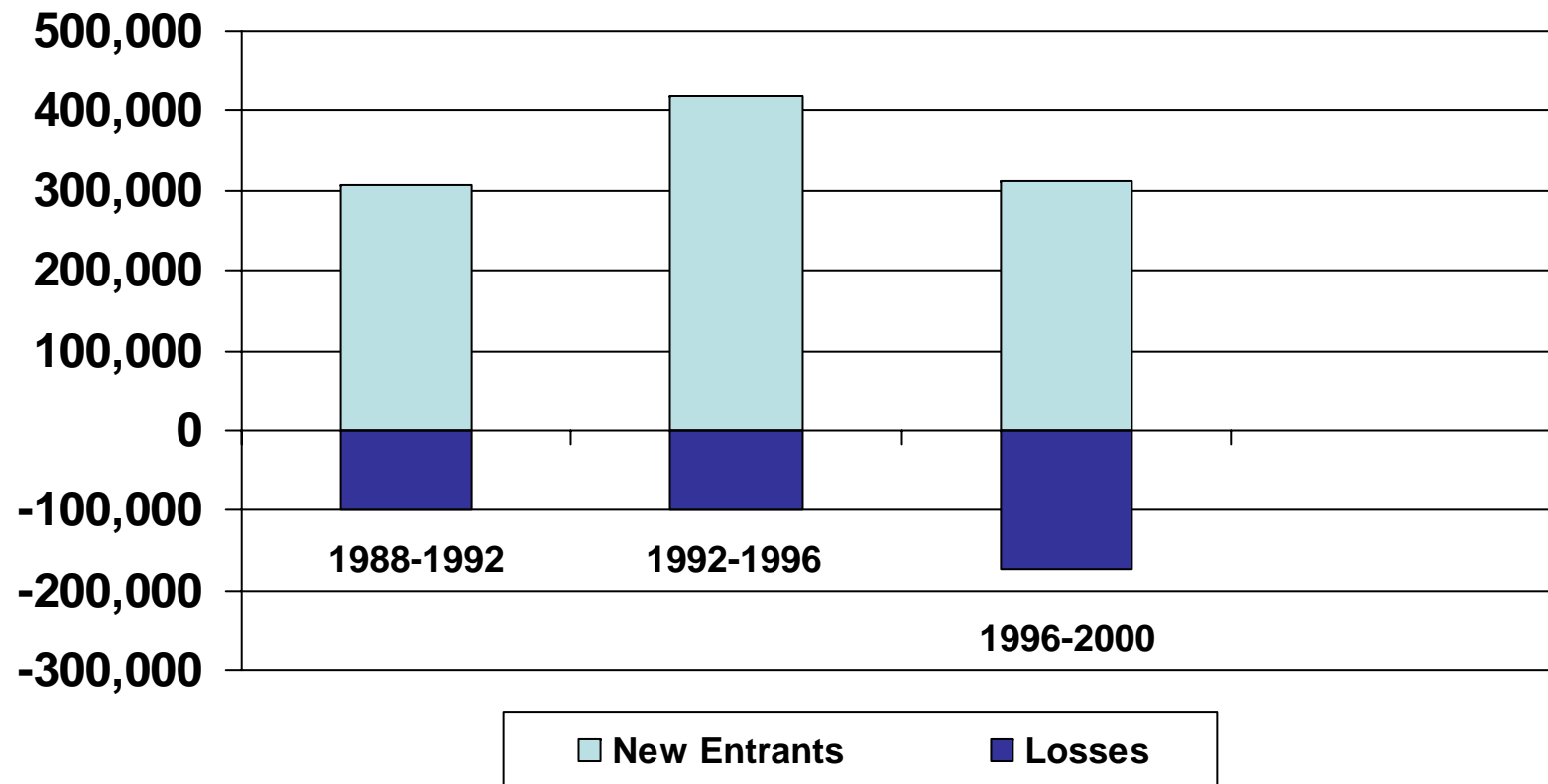
Alternative careers offering attractive salaries affect supply.

Actual Annual Earnings for RNs and Elementary School Teachers and "Real" Earnings for RNs: 1983 - 2000



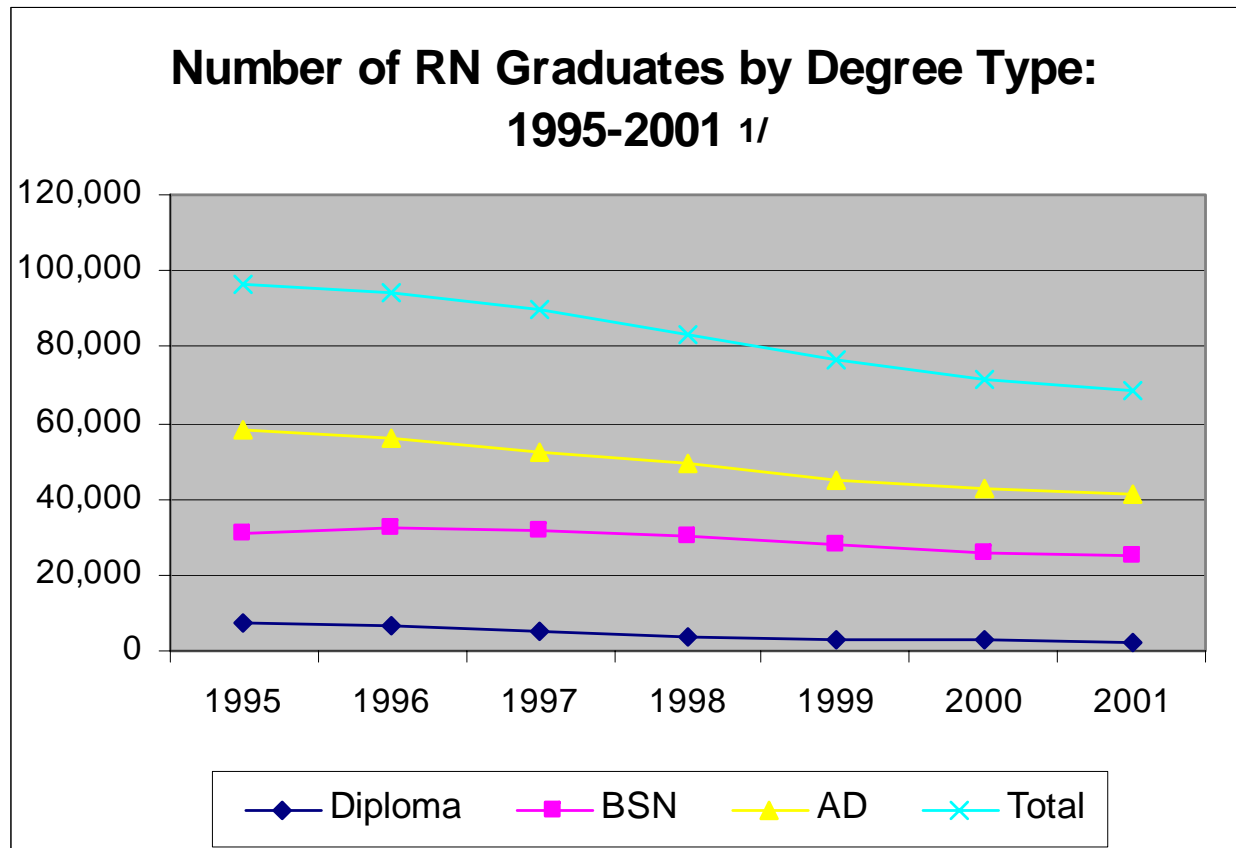
- Salaries for elementary school teachers are an attractive alternative to nursing—and allied health

Trend in New Entrants and Losses to the RN Population, 1988-2000



Source: National Sample Survey of Registered Nurses, Division of Nursing, BHP, HRSA.

RN Supply Trends: U.S. Graduates

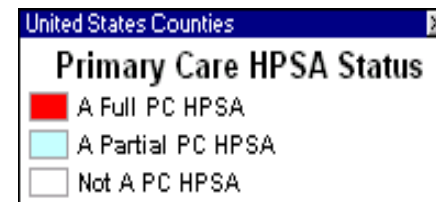
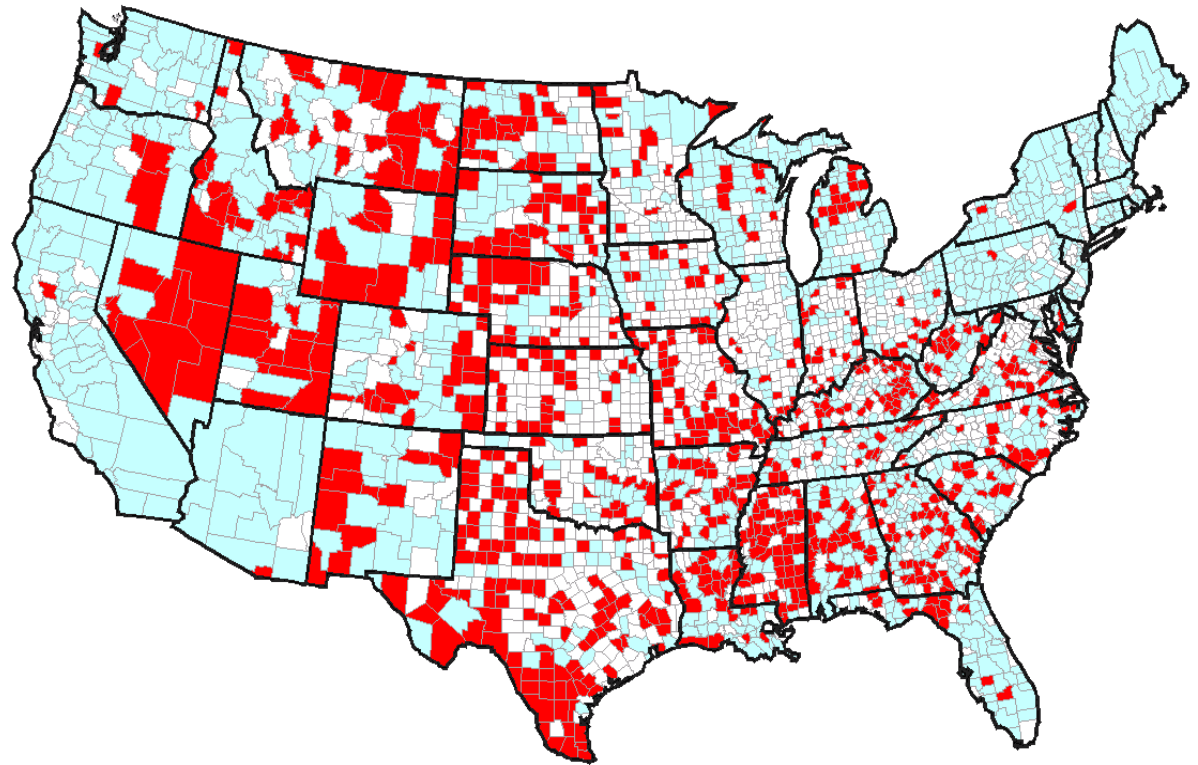


- Since 1995, there has been a significant reduction in the number of U.S. RN graduates: Associate Degree (28%), Diploma (69%), BSN (21%), and Total (29%).

^{1/} Estimated based on first-time NCEX exam takers.

Full County, Primary Care HPSAs

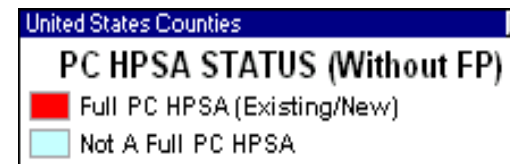
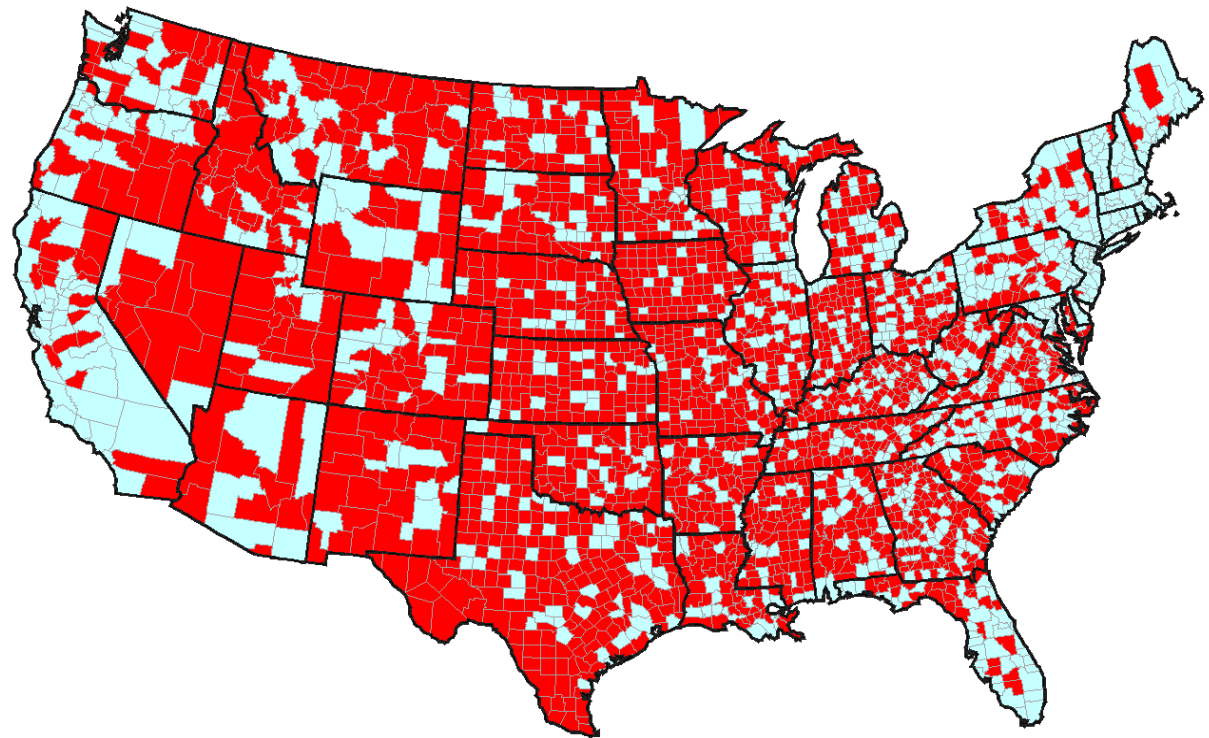
- **Currently there are 820 Full-County, Primary Care HPSAs – defined as having less than 1 primary care physician to 3,500 people living in the area.**



HPSA=Health Profession Shortage Area.

Full-County, Primary Care HPSAs With Family Physicians Removed

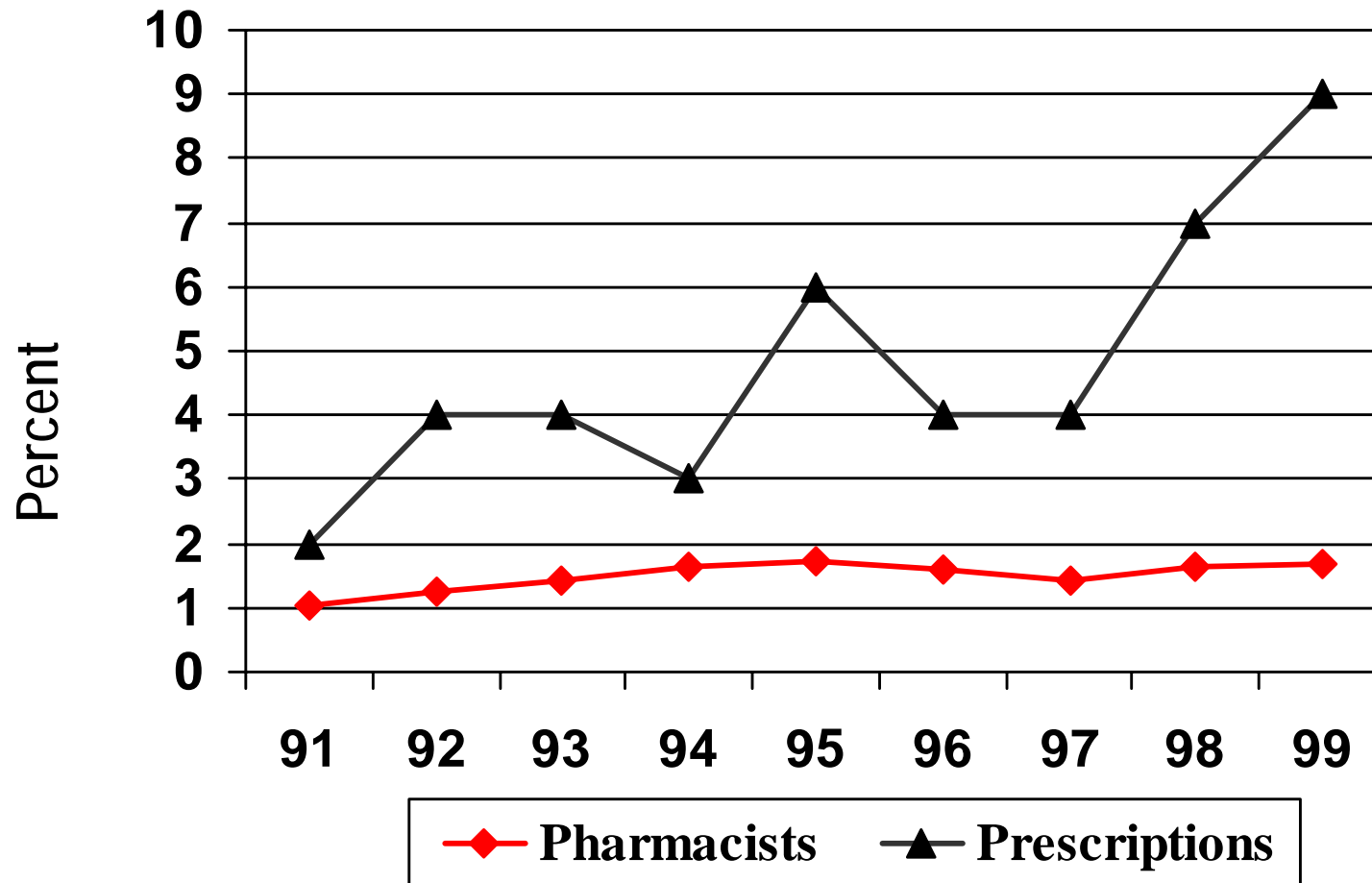
- **Without Family Physicians, an additional 1,332 counties qualify for HPSA designation; 1,050 are rural counties**



Source: The Robert Graham Center, Policy Studies in Family Practice & Primary Care

Pharmacist Shortage—Why?

Growth in the Number of Prescriptions is Fourfold that of Pharmacists



Source: IMS, 2000 (No. of prescriptions), BHP_r Pharmacist Supply Model (pharmacists)

Bioterrorism

- Potential threats to place the public health of the nation in harm's way
- HRSA/BHP Pr Programs
 - Bioterrorism Training and Curriculum Development Program
 - National Health Service Corps, Ready Responders

BHPr Performance Measures

- 1) 40 BHPr Program Logic Models
- 2) 6 Major Programs Concepts

6 Major Program Concepts

- 1) Diversity
- 2) Training
- 3) Primary Care
- 4) Public Health
- 5) Quality Care
- 6) Access to Care

3 Levels of Bureau Performance/Outcome Measures

- 1) Grantee/ Programmatic/ Division Level
 - Logic Models
- 2) Bureau Level Performance Measures
 - 6 Major Concepts
- 3) National Level Outcome Measures
 - National Data Sets

Next Steps

- 1) Develop performance/outcome measures
- 2) Enhance data collection tools
- 3) Pilot test system with grantees
- 4) Obtain OMB approval
- 5) Implement performance measurement system
- 6) Demonstrate impact

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