

Pennsylvania HealthCare Workforce

From Data to Development

August 11, 2009



PADOH - Bureau of Health Planning

● Mission – Increase access to quality primary and dental healthcare for all Pennsylvanians

● Divisions

- Plan Development
- Health Professions Development

Division of Plan Development

● Healthcare Workforce Reports

- Physicians
- RNs
- Dentist

Physician Assistants
LPNs
Dental Hygienists

● State Health Improvement Plan

Division of Health Professions Development

● Recruitment Programs

- Conrad 30 J-1 Visa Waiver
- Community Challenge Grant Program

● Retention Programs

- Loan Repayment Programs
 - State
 - National Health Service Corps

PA Healthcare Workforce Analysis

- Data gathered via profession survey given with license renewal
- Data includes:
 - demographics
 - primary care & specialty
 - practice site
 - work/profession conditions
 - likelihood to continue in profession
 - likelihood to stay in Pennsylvania
 - patient mix served

PA Healthcare Workforce Analysis cont.

● Healthcare workforce reports

- Show vitality of profession in PA
- Trends in profession
- Workforce strengths and weakness
- Allows for programmatic and policy decisions to address workforce issues

PADOH Program Development

- PADOH programs were developed to address professional issues:
 - Enhancement to the State Loan Repayment Program
 - Development of a State Nurse Loan Repayment Program
 - Modification of Community Challenge Grant Program

PADOH Program Development cont.

- Developed marketing strategies for recruitment and retention programs
- Worked with community partners to ensure healthcare workforce development was a public health priority

Interdepartmental Program/Policy Development

- PA Dept. of Labor and Industry & Center for Healthcare Careers
 - Physicians and RNs moved to PA High-Priority Occupation List
 - Job Training Grants
 - Nurse Educator and Education Programs
 - Clinical Education Capacity Report

Interdepartmental Program/Policy Development

● PA Department of State

- Healthcare Workforce Surveys included with licensing
- Nurse Education Report

● PA Departments of Education & Labor and Industry

- Nurse Career Ladder Program

Strategic Partners

Program/Policy Development

- Office of Rural Health
- Area Health Education Centers
- Bridging the Gaps
- PA Association of Community Health Centers

Healthcare Workforce - Impact

- From FY 2006-07 to FY 2008-09, the Bureau of Health Planning has helped place in Pennsylvania over 760 medical professionals practicing primary or dental care, most were placed in designated medical shortage areas
- That equates to nearly 2 million additional patient visits from July 1, 2006 to June 30, 2009

Workforce Development Success

- Registered Nurses in Pennsylvania
- Scranton Temple Residency Program –
Jermy, PA

Lessons Learned

- No matter how good your data is, if it is not shared it can not be used
- Finding common ground leads to collaborations and improvements
- You don't know what you don't know – in other words – ask for input from various sources

What's Next?

- PADOH Bureau of EMS
 - EMT to RN Program
- Health Equity Report
 - Recruiting underserved populations in the healthcare field

A 3D grid of spheres on a dark blue background. The spheres are arranged in a regular, repeating pattern that recedes into the distance, creating a sense of depth. The spheres are light blue and have a slight shadow, giving them a three-dimensional appearance. The background is a solid, dark blue color.

Questions?

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