

WORKFORCE DEVELOPMENT PROGRAMS AND HEALTH CARE ACCESS IN VERMONT

HOUSE HEALTH CARE COMMITTEE

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Outline

- AHEC's purpose:
Workforce Development
- FY15 proposed budget
- Workforce trends, and
program highlights
- The future



**Champlain Valley Area
Health Education Center**



**Southern Vermont
AHEC**

Vermont AHEC

AHEC is a network of three 501c-3 nonprofit community organizations and UVM

- Northeastern VT AHEC in St. Johnsbury
- Champlain Valley AHEC in St. Albans
- Southern VT AHEC in Springfield
- UVM AHEC Program in Burlington

AHEC collaborates with many partners around the state to improve access to primary care through a focus on health care workforce development.

Workforce is the Foundation of our Health Care System

The workforce is the foundation to health care access and delivery of care when and where it's needed for all citizens.



Vermont AHEC's Response is a comprehensive approach:

- Workforce research, planning, and development
- Workforce pipeline, recruitment, and retention

Vermont AHEC Initiatives Include:

- Pipeline programs in health careers awareness and exploration for youth in communities across the state
- Support for and engagement of health professions students at the University of Vermont and residents at Fletcher Allen Health Care
- Recruitment and retention of the healthcare workforce in Vermont

AHEC also brings educational and quality improvement programming to Vermont's primary care practitioners and supports community health education.

UVM Office of Primary Care and the Vermont Area Health Education Centers (AHEC) Program

Encouraged by the State Legislature, UVM established the Office of Primary Care (OPC) in 1993 to focus the College of Medicine's commitment to primary care and community outreach in Vermont. OPC is actively involved in enhancing networks of community-based faculty, in strengthening teaching and research programs, and in preparing the workforce for the future.

The OPC was awarded federal funding to establish a statewide AHEC program in 1996, including three regional centers (Northeastern Vermont AHEC in St. Johnsbury, Champlain Valley AHEC in St. Albans, and Southern Vermont AHEC in Springfield), each a 501c-3 non-profit organization. Together, the Vermont AHEC Network is increasing the supply, geographic distribution, and education of Vermont's healthcare workforce, and providing a link between UVM's health professions training programs and Vermont's communities. The Vermont AHEC Network is a true academic-community partnership.

In 2013, the UVM OPC and VT AHEC Network provided 4,784 Vermont youth with health care careers experiences, worked with 218 providers precepting health professions students, delivered continuing education to 2,687 health care professionals, and placed 21 physicians in Vermont communities.

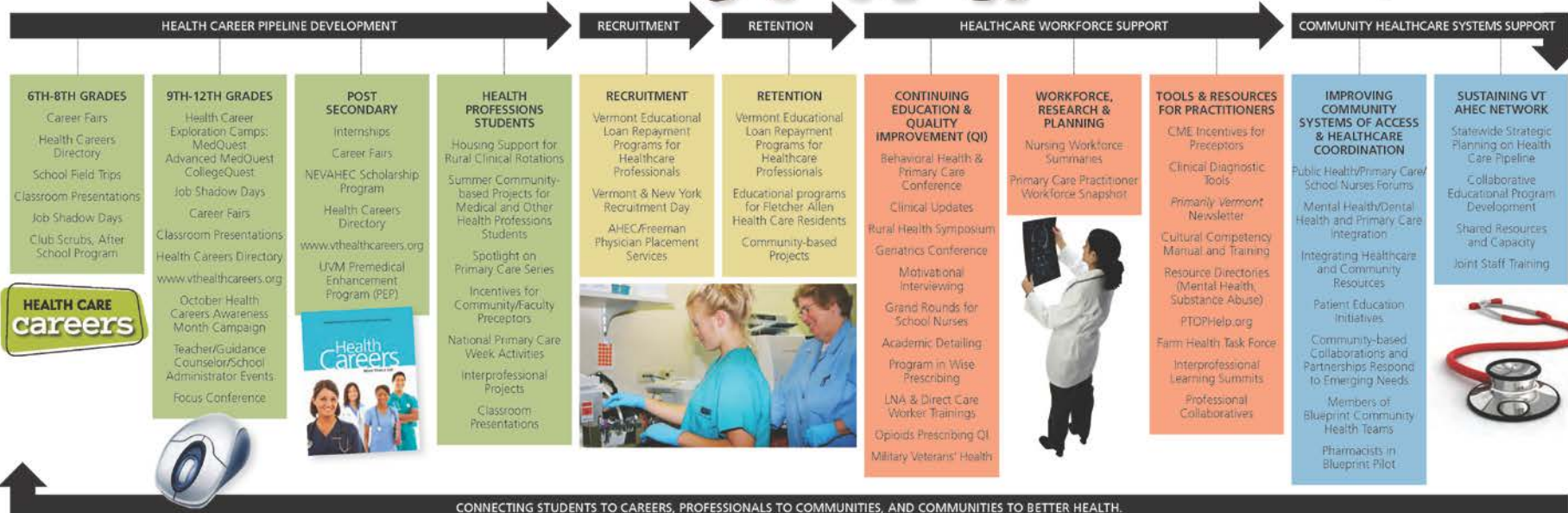


Overarching Aims

HEALTHCARE WORKFORCE
VT AHEC will improve access to high quality health care by promoting an appropriate and adequate healthcare workforce in Vermont.

COMMUNITY HEALTH SYSTEMS
VT AHEC will be engaged with, and responsive to, community health care needs throughout the state.

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CONNECTING STUDENTS TO CAREERS, PROFESSIONALS TO COMMUNITIES, AND COMMUNITIES TO BETTER HEALTH.

FY15 Governor's Budget Proposal

- **AHEC Program**

- \$500,000
- Level funding since FY06

- **AHEC Educational Loan Repayment Program**

- \$870,000 (100% awards, no administrative fee taken)
- Level funding since FY10
- Funding peaked at \$1,460,000 in FY09

- **VT Academic Detailing**

- \$200,000
- Level funding since FY06

Vermont Educational Loan Repayment (ELR) for Health Care Professionals

ELR is a recruitment and retention tool; it can be used to strategically respond to state workforce needs.

Funding Summary (State funds only)

FY 10, 11, 12, 13, 14, and 15 projected

- \$445,000 primary care (MDs/DOs, APRNs, PAs, CNMs)
- \$125,000 dentists (FY14 \$225,000 due to additional \$100,000 from HIV/AIDs grant)
- \$255,000 nurses (LPNs and RNs)
- \$45,000 nurse faculty (VT's five nursing programs)

- **\$870,000 total**

Vermont Educational Loan Repayment (ELR) for Health Care Professionals

- FY10: 410 applications, 232 awarded
- FY11: 459 applications, 235 awarded
- FY12: 383 applications, 226 awarded
- FY13: 463 applications, 269 awarded
- FY14: 447 applications, TBD awarded (finalized mid-February)

In FY14 an award minimum was implemented; the result will be fewer but larger awards.

ELR and Competing Nationally

Vermont ELR applicants; debt is verified educational debt and from institutions across the country.

2013 Snapshot as of February 28, 2013	Allocation	Max annual award allowed	# of Apps received	Total debt of all applicants	# <u>not</u> awarded	# awarded	Average (mean) award in 2013
Primary Care	\$445,000	\$20,000	165	\$16,895,919	40	125	\$3,560
Dentists	\$125,000	\$20,000	30	\$5,296,250	9	21	\$5,952
Nurses	\$255,000	\$10,000	254	\$8,771,581	143	111	\$2,297
Nurse Educators/Faculty	\$45,000	\$20,000	14	\$769,684	2	12	\$3,750
TOTAL	\$870,000		463	\$31,733,434	194	269	

Review of State Ed Loan Repayment + National Health Service Corps (NHSC):

- Most programs have higher maximum awards than VT ELR
- Many guarantee 2 years of funding and up to \$25,000/year
- Some programs as high as \$50,000/year
- ND: \$90,000 for 2 yrs; NH: \$75,000 for 3 yrs; NE: \$40,000/yr; SD: \$138,328 for 3 yrs; MA: \$25,000; NY: \$150,000 over 5 yrs
- HPSA scores result in limited NHSC benefit in VT
- Future federal grant opportunity

ELR and Competing Nationally



A study published by Pathman et al of the Sheps Center in NC showed 93 programs in 2010, an increase from 87 in 2007. “The study shows that states recognize the importance of loan repayment and other incentives and were willing to create more programs even during the early, toughest years of the recent recession when states’ budgets were stretched thin.” All states except Florida, Hawaii, and Mississippi offered at least one program.

Educational Debt is Increasing

Vermont ELR applicants; debt is verified educational debt and from institutions across the country.

2014 Snapshot as of January 28, 2014	Allocation	Max annual award allowed	# of Apps	Range of debt of applicants (lowest to highest)	Total debt of all applicants	% of 2014 allocation to total debt of apps	Average (mean) debt of applicants (1)	# <u>not</u> awarded	# awarded	Average (mean) award in 2014
Primary Care	\$445,000	\$20,000	176	\$15,456- \$578,602	\$18,080,702	2.46%	\$131,976	120	56	\$7,946
Dentists (3)	\$225,000	\$20,000	26	\$13,572- \$414,898	\$4,708,962	4.78%	\$224,236	9	17	\$13,235
Nurses	\$255,000	\$10,000	226	\$1,449- \$145,423	\$7,981,257	3.19%	\$35,315			(2)
Nurse Educators/Faculty	\$45,000	\$20,000	18	\$5,536- \$167,822	\$1,011,503	4.45%	\$56,195	14	4	\$11,250
TOTAL	\$970,000		447	\$1,449- \$578,602	\$31,782,424	3.05%				

(1) Removes unknown persons/recruitment applications from this calculation because debt is unknown (\$0) at this time. (2) Awards finalized in mid-Feb. (3) The \$225,000 for Dentists includes additional \$100,000 from HIV/AIDs grant.

2007 Snapshot as of March 23, 2007	Allocation	Max annual award allowed	# of Apps	Range of debt of applicants (lowest to highest)	Total debt of all applicants	% of 2007 allocation to total debt of apps	Average (mean) debt of applicants (1)	# <u>not</u> awarded	# awarded	Average (mean) award in 2007
Primary Care	\$370,000	\$20,000	106	\$7,834 to \$296,080	\$7,559,397	4.89%	\$81,284	34	72	\$5,139
Dentists	\$160,000	\$20,000	17	\$26,236 to \$286,344	\$1,990,195	8.04%	\$153,091	0	17	\$9,412
Nurses	\$300,000	\$10,000	246	\$1,541 to \$119,992	\$5,829,991	5.15%	\$23,699	125	121	\$2,479
Nurse Educators/Faculty	\$50,000	\$20,000	12	\$5,438 to \$130,166	\$620,446	8.06%	\$51,704	3	9	\$5,555
TOTAL	\$880,000		381	\$1,541 to \$296,080	\$16,000,029	5.5%		162	219	\$4,018

Youth Programs: The Next Generation

- **Focus on Health Careers Conference** is designed as an early and broad exposure to high school students who have self-identified an interest in health careers. The day-long event provides a wide range of career sharing and career paths by healthcare professionals and health professions students. Information regarding state post-secondary educational opportunities in health professions and VSAC are also part of the programming.
- **MedQuest and Advanced MedQuest (MQ)** are week-long residential programs at a VT college campus for students. MQ provides a more comprehensive exposure to health care careers, many hands-on experiential learning opportunities, staffed by medical students, and includes shadowing opportunities at local hospitals, home health and mental health facilities.
- **Shadow Days** are offered at local hospitals as an additional and more focused exploration opportunity with one health professional within a hospital setting.

Youth Programs: The Next Generation

- **CollegeQuest** is lead by the NEVAHEC. Its goal is to assist individuals from disadvantaged backgrounds to undertake education to enter a health profession.
- Defined 'disadvantaged' as low income and/or first in family to pursue a college education
- Partner with VSAC, CCV, Lyndon State College & UVM
- Aim: "Lengthen and strengthen the existing health careers pipeline"
- A "Structured Summer Program" CollegeQuest to Health Careers
- Bridge from high school to college with continuous supports
- Six week, residential program on a VT college campus

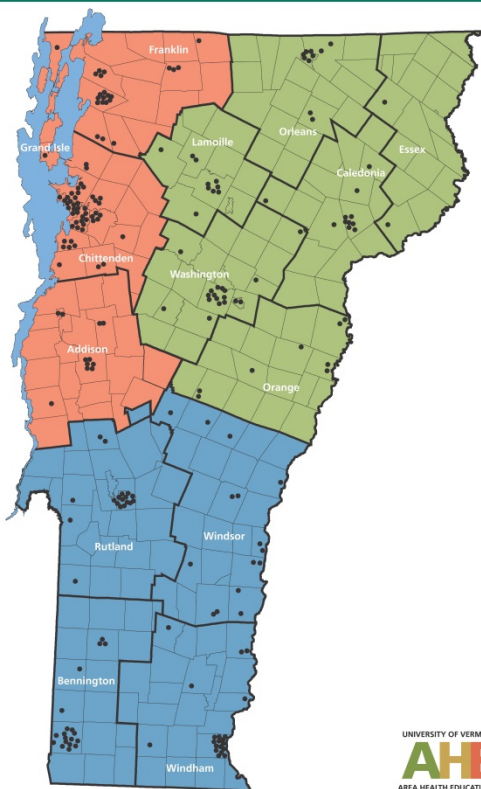
- **College Student Health Internship Program (C-SHIP)** was piloted in the SVAHEC region during summer 2013 and continues in 2014. It targets undergraduate students who were former AHEC secondary student participants and provides programming to keep them actively engaged in health care careers exploration.

Vermont Primary Care Workforce:

The Vermont Primary Care Workforce

2013 SNAPSHOT

WORKFORCE CONTINUES TO SHOW IMPROVEMENT
BUT SHORTAGE IN ADULT PRIMARY CARE PERSISTS



• Primary Care Practice Sites in Vermont AHEC Regions

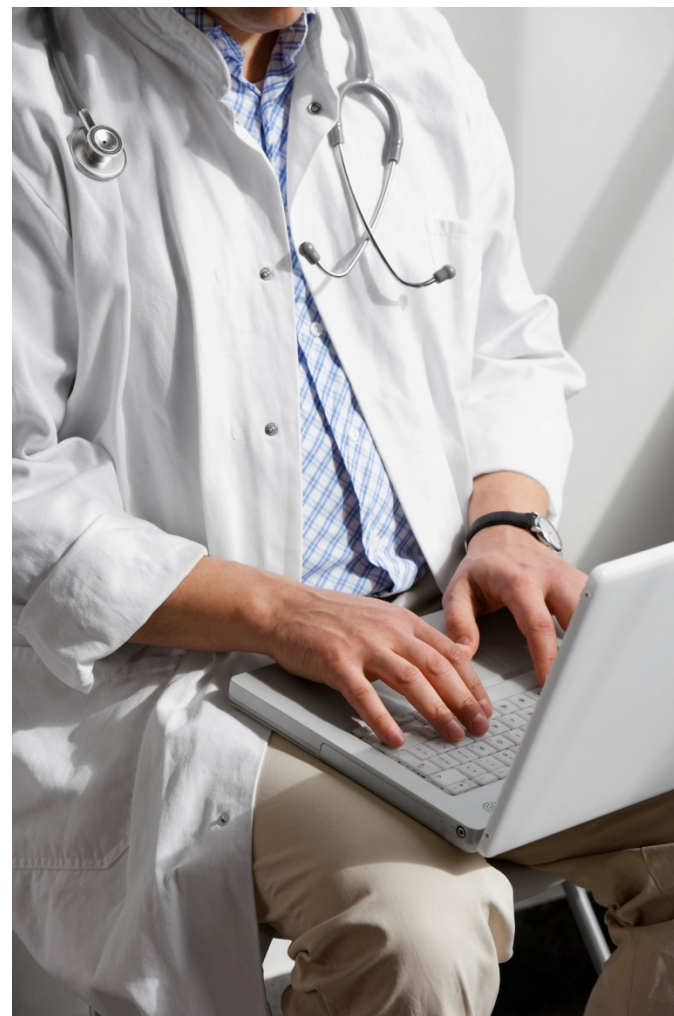
- In VT, during the three-year period of 2011 to 2013, the number of primary care practitioners (PCPs) grew; however, the shortage of PCPs who care for adults continued statewide.
- Almost two-thirds of the internal medicine physicians and almost half of the family medicine physicians continued to limit or close their practice to new patients in 2013.

Vermont Primary Care Workforce: 2013 Highlights

- 826 Primary care providers
 - 559 physicians (492 FTE)
 - 267 APRNs, CNMs and PA-Cs (185 FTE)
 - 215 practice sites
- **Shortfall** (relative to GMENAC standards)
 - 12 FTE physicians
 - 0 APRNs, CNMs and PA-Cs
- **Exacerbating factors**
 - Aging of workforce
 - Aging of population
 - Competition for trained workforce
 - Educational debt
 - Spousal employment opportunities

AHEC Freeman Physician Placement Specialist Program

- Focused cultivation and recruitment efforts link FAHC residents and UVM COM grads to positions needed throughout VT
- Program works closely with VT hospitals and practices
- VT Educational Loan Repayment is an important tool



AHEC Freeman Physician Placement Specialist Program

FY13: 21 physicians placed

- 12 primary care, 9 specialty care
 - 10 placed in rural counties (1 Lamoille, 1 Washington, 1 Grand Isle, 2 Franklin, 1 Bennington, 1 Windham, 3 Rutland)
 - 3 placed at an FQHC

FY12: 23 physicians placed

- 13 in primary care, 10 in specialty care
 - 8 placed in rural and underserved area

FY11: 19 physicians placed

- 13 in primary care, 6 in specialty care
 - 8 placed in rural and underserved areas

Continuing Education & Quality Improvement Programs

- Geriatrics Conference
- Bridging the Divide Primary Care Conference
- Regional AHEC Conferences
 - Lyme Disease
 - Opioid Use and Abuse
 - Appropriate Use of Electronic Medical Records
 - Improving Clinical Outcomes for Complex Patients
 - End-of-Life Care and Act 39
- VT Academic Detailing Program
- Medication Management Pilot
- Grand Rounds for School Nurses

Community-Based Outreach

- Training primary care providers about the culture and needs of veterans, returning soldiers and their families
- Health and interpreter services for migrant farm workers
 - CVAHEC provides fiscal oversight and administrative support to the Farm Health Task Force
- Inter disciplinary projects with health professions students
- UVM COM student clinical rotations in family medicine
- UVM COM preceptor recruitment and support
- *The Hungry Heart* film screening and panel discussion

The Future...FY15 and Beyond

- Implement a comprehensive evidence-based workforce development system (leveraging the Office of Professional Regulation's data and licensure process and VDH; underway)
- Expand Educational Loan Repayment Program
- Increase AHEC funding to sustain programs and expand capacity, including continuing education and quality improvement initiatives
- Support a coordinated effort to influence National Health Service Corps (NHSC) at the federal level
- Continue to leverage federal, state, and private resources
- Strengthen workforce links to Blueprint, health care reform, and inter professional collaboration

What is Needed?

- **\$2,000,000 Vermont AHEC Program**
- **\$4,000,000 Vermont Educational Loan Repayment (ELR) Program**
- **\$300,000 Vermont Academic Detailing Program**
- **$\$6,300,000 - \$1,570,000 = \$4,730,000$
increase**

What is Needed: ELR Assumptions

475 applicants, 100% funded at maximum amounts

- 150 primary care (MDs/DOs, APRNs, PAs, CNMs) x \$20,000 = \$3,000,000
- 20 dentists x \$20,000 = \$400,000
- 210 nurses (LPNs and RNs) x \$10,000 = \$2,100,000
- 20 nurse faculty (VT's five nursing programs) x \$20,000 = \$400,000

400 recipients = \$5,900,000 (+ community matching)

- 75 Other MD Specialists (Freeman ELR) x \$20,000 = \$1,500,000

475 recipients = \$7,400,000 (+ community matching)

Assume ~ 50% needed for strategic awards

Multi-year service commitments require multi-year \$ guarantee

AHEC's Purpose: Workforce Development

**Connecting students to careers,
professionals to communities,
and communities to better health.**