

Utah's Healthcare Workforce Update



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Primary Care Workforce in Utah

- ▶ 207.5 physicians per 100,000 people (ranking 43rd in the nation)
- ▶ 65 active primary care physicians per 100,000 people (ranking 49th in the nation)
- ▶ 55.5 primary care physicians per 100,000 people in rural counties (ranking 24th of 47 states with rural counties in the nation)
- ▶ 1.9 psychiatrists per 100,000 people in rural counties (ranking 39th of 47 states with rural counties in the nation)

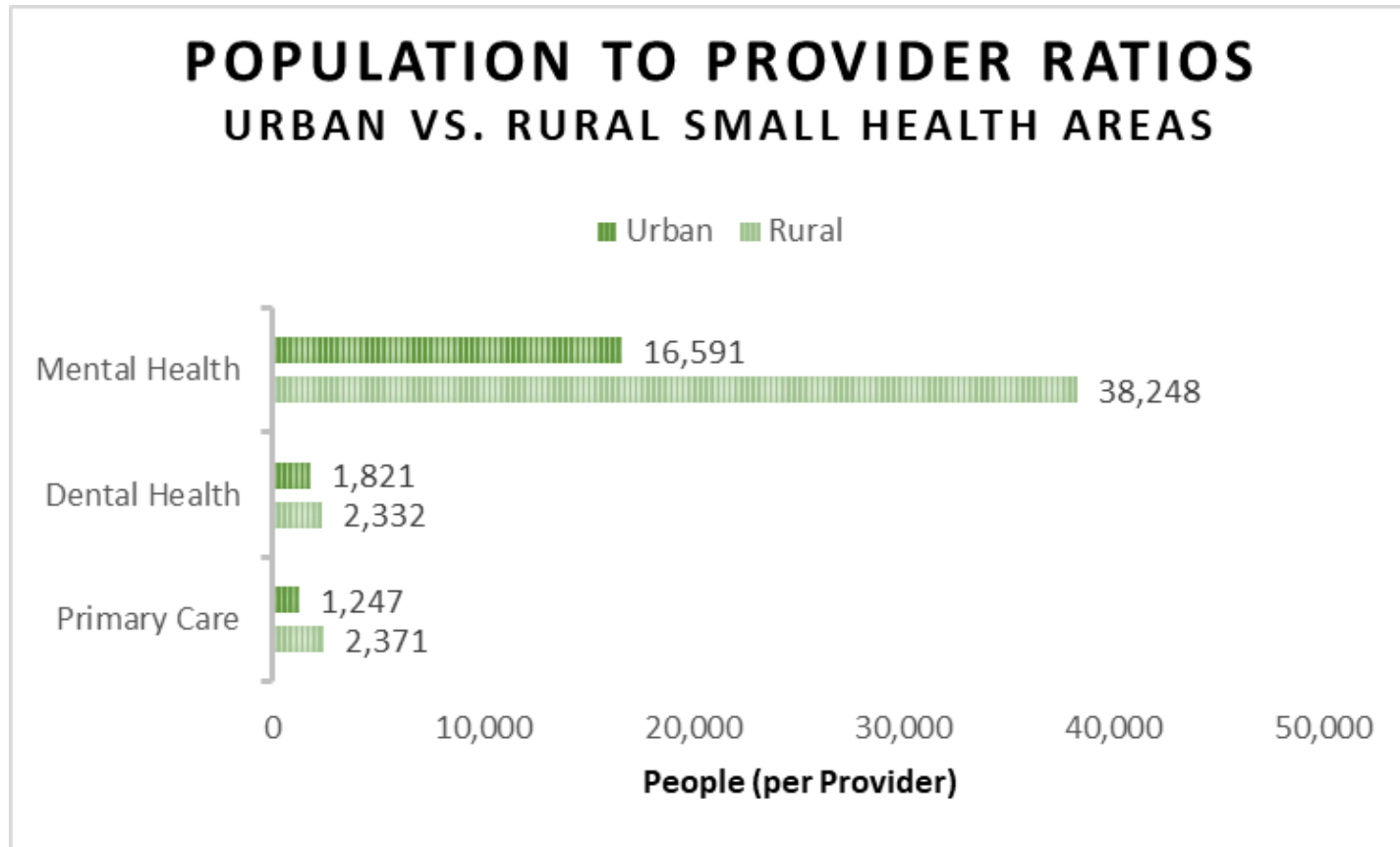
DISCIPLINE	PRIMARY CARE	DENTAL HEALTH	MENTAL HEALTH
TOTAL NUMBER OF PROVIDERS	1,966	1,479	155



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Maldistribution of Primary Care Workforce

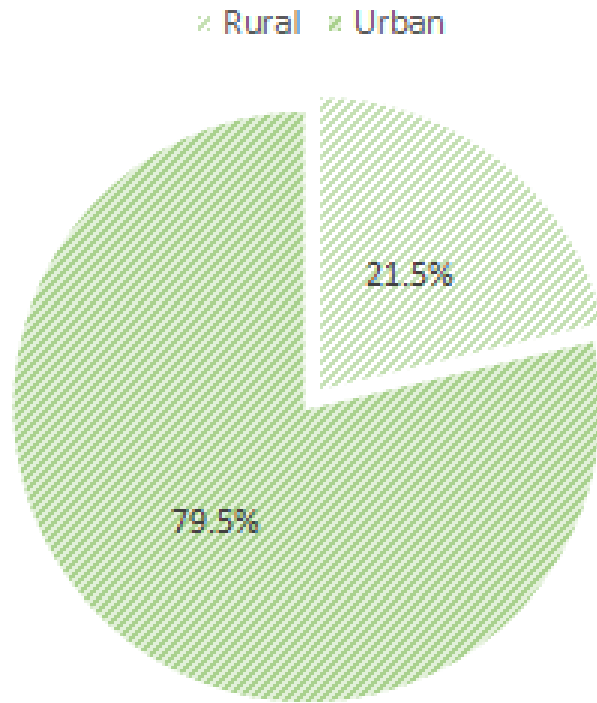


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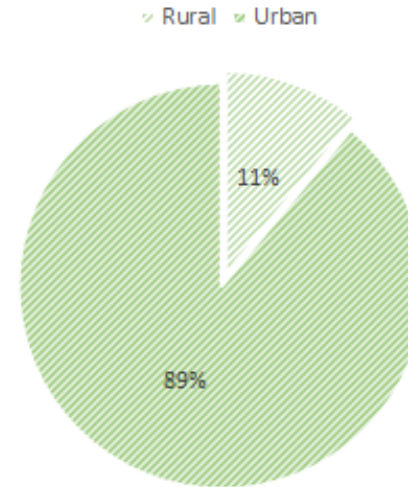
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Maldistribution of Primary Care Workforce

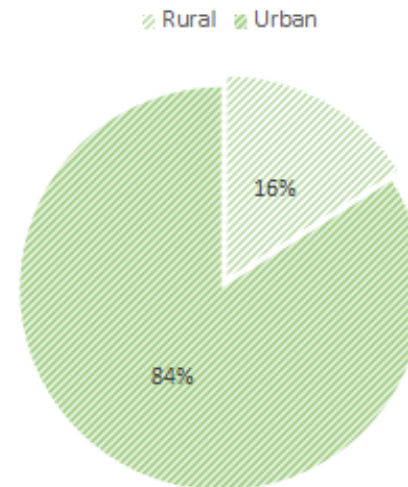
Population Distribution



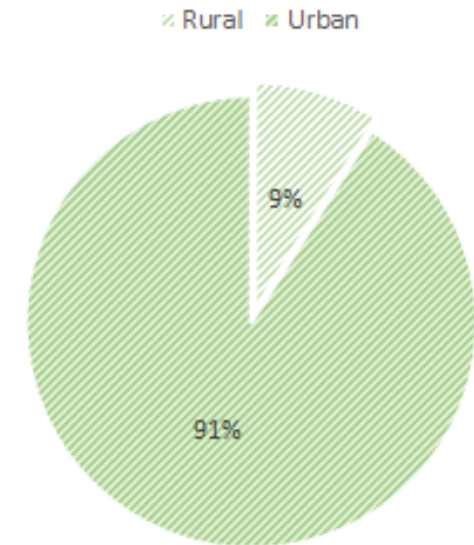
Primary Care



Dental Health



Mental Health



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Health Professional Shortage Areas

A geographic area or facility that has too few providers to meet the needs of the population, determined by federal designation guidelines.



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HPSA Types and Disciplines

▶ HPSA Disciplines

➤ Primary Medical Care

- ❖ Family Medicine
- ❖ Internal Medicine
- ❖ Pediatrics
- ❖ Obstetrics and Gynecology

➤ Dental Health

- ❖ General Dentistry

➤ Mental Health

- ❖ Psychiatry



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HPSA Types and Disciplines

▶ HPSA Types

- Geographic: Based solely on the total number of providers and the population in a rational geographic area
- Geographic with high unmet needs: Based on certain health and/or socioeconomic indicators, the population, and the total number of providers in a rational geographic area
- Population: Special population groups (i.e. low-income, Medicaid eligible, homeless) and the number of providers serving that population within a rational geographic area
- Facility: A facility that serves a special population and meets predetermined requirements to be considered a HPSA



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Population to Provider Ratios by HPSA Type and Discipline

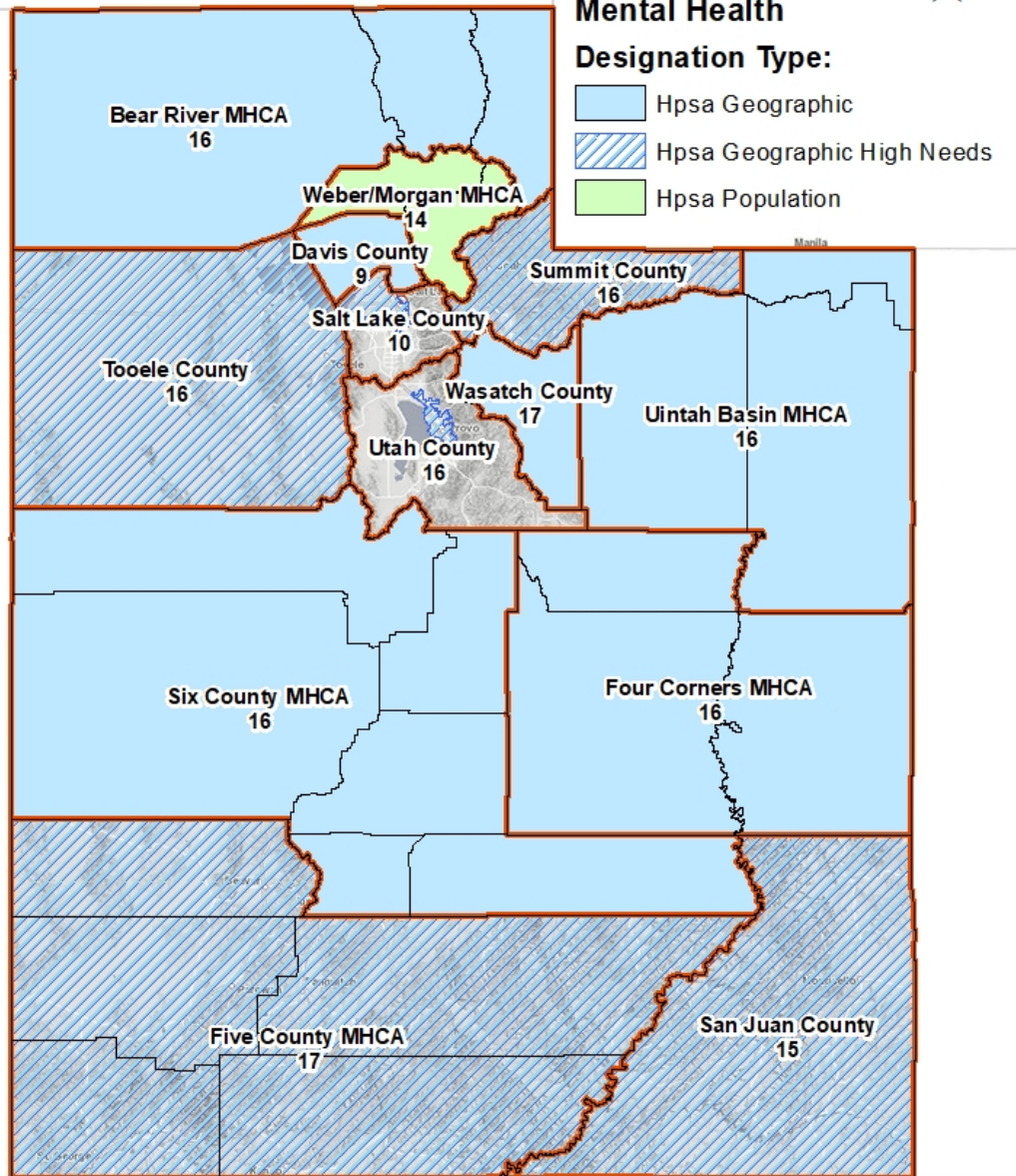
	Primary Care	Dental Health	Mental Health
Geographic	3,500:1	5,000:1	30,000:1
Geographic with high unmet needs	3,000:1 and meets unmet needs criteria	4,000:1 and meets unmet needs criteria	20,000:1 and meets unmet needs criteria
Population	3,000:1 and meets special population criteria	4,000:1 and meets special population criteria	20,000:1 and meets special population criteria
Facility	N/A	N/A	N/A



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Utah's Mental Health Health Professional Shortage Areas



Salt Lake County and Utah County are both currently under review for a new full county Mental Health Shortage Area designation. 6/27/2018

Numbers represent HPSA score (0-25 with higher scores representing greater shortage and need.)

State Funded Loan Repayment Programs

Rural Physician Loan Repayment Program and Healthcare Workforce
Financial Assistance Program



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Rural Physician Loan Repayment Program

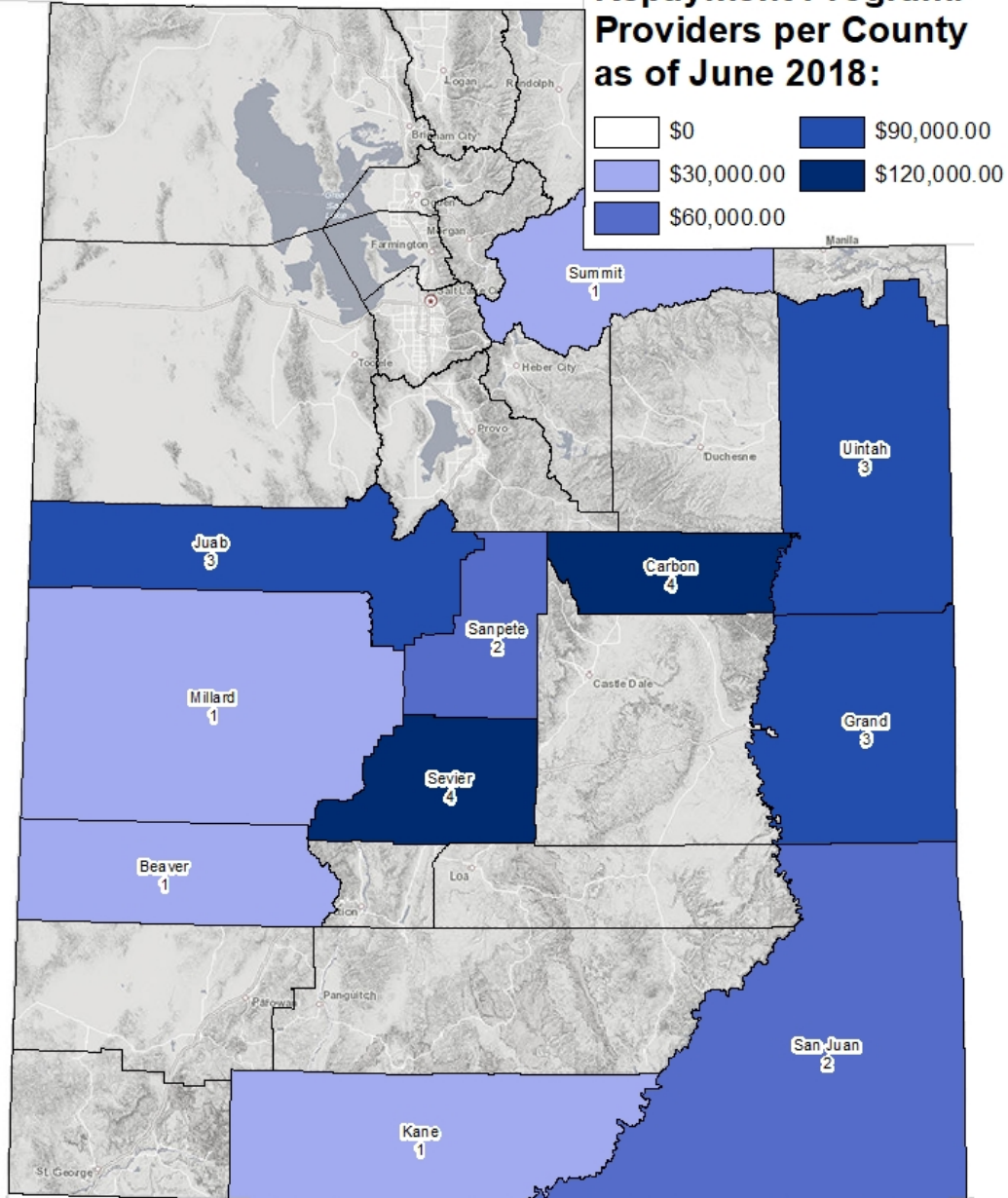
- ▶ Since FY 2016
- ▶ Ongoing funding in the amount of \$300,000.00, for awards and program administrative costs.
- ▶ This allows our office to award 9 rural physicians \$15,000.00 a year for a two-year contract totaling \$30,000.00.
- ▶ Within the contract, Hospitals are required to match minimum \$1 to \$1 of state funds, bringing the total physician contract amount to \$60,000.00 for two years.
- ▶ FY 2016: 9 new providers and \$270,000 in funding.
- ▶ FY 2017: 9 new providers and \$270,000 in funding.
- ▶ FY 2018: 9 new providers and \$270,000 in funding.



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Rural Physician Loan Repayment Program. Providers per County as of June 2018:



Healthcare Workforce Financial Assistance Program

- ▶ Created in 2009, not funded in FY 2014 and FY 2015
- ▶ Program Funding:
 - FY 2016, \$600,000 (one-time)
 - FY 2017, \$0
 - FY 2018, \$350,000(one-time)
 - FY 2019, \$250,000 (one-time)
 - ❖ UDOH applied for \$225,000 in matching funds from the federal SLRP program.
 - ❖ Requires 50/50 match.
 - ❖ No administrative costs allowed.
 - ❖ Must be located in a HPSA to qualify.
 - ❖ Received Notice of Award 08/06/2018 for \$202,500 (competitive grant)



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Healthcare Workforce Financial Assistance Program

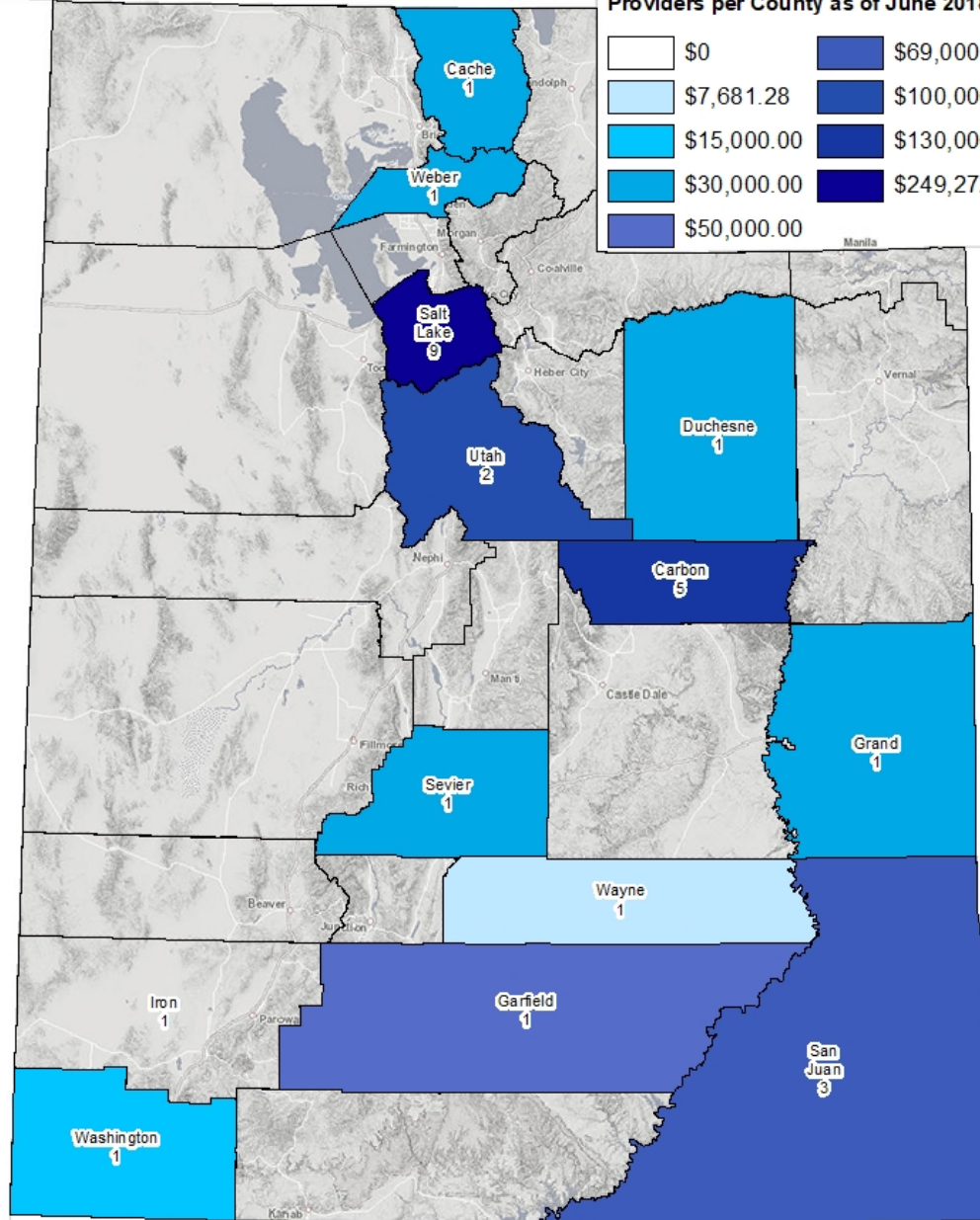
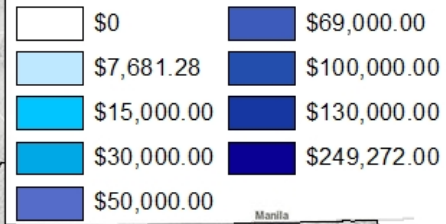
Type	#	2016-2018	#	2017-2019	#	2018-2020
M.D.	3	\$100,000	2	\$90,000	2	\$100,000
P.A.	4	\$127,680	2	\$60,000	3	\$90,000
D.D.S.	1	\$50,000				
N.P.	1	\$30,000				
Pharm	1	\$15,000				
L.C.S.W.			1	\$9,272		
A.P.R.N.			3	\$90,000	2	\$60,000
R.N.			1	\$9,000		
F.N.P					2	\$60,000
C.R.N.A.					1	\$30,000
Total	10	\$322,681	9	\$258,272	10	\$340,000



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Health Care Workforce Financial Assistance Program.
Providers per County as of June 2018:



Federally Funded Loan Repayment Programs

National Health Service Corps



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NHSC Financial Assistance Programs

Program	Who it Benefits	Maximum Award Possible
NHSC Loan Repayment Program	Medicine: MD, DO, NP, CNM, PA Dentistry: DMD, DDS, RDH Behavioral Health: HSP, LCSW, PNS, MFT, LPC	\$50,000 for initial commitment
Students to Service Loan Repayment Program	Medical and Dental students in final year of school Medicine: MD, DO Dentistry: DDS, DMD	Up to \$120,000
NHSC Scholarship Program	Students accepted to accredited programs in Medicine: MD, DO, NP, CNM, PA Dentistry: DMD, DDS	Covers tuition, fees, other educational costs, and living stipend

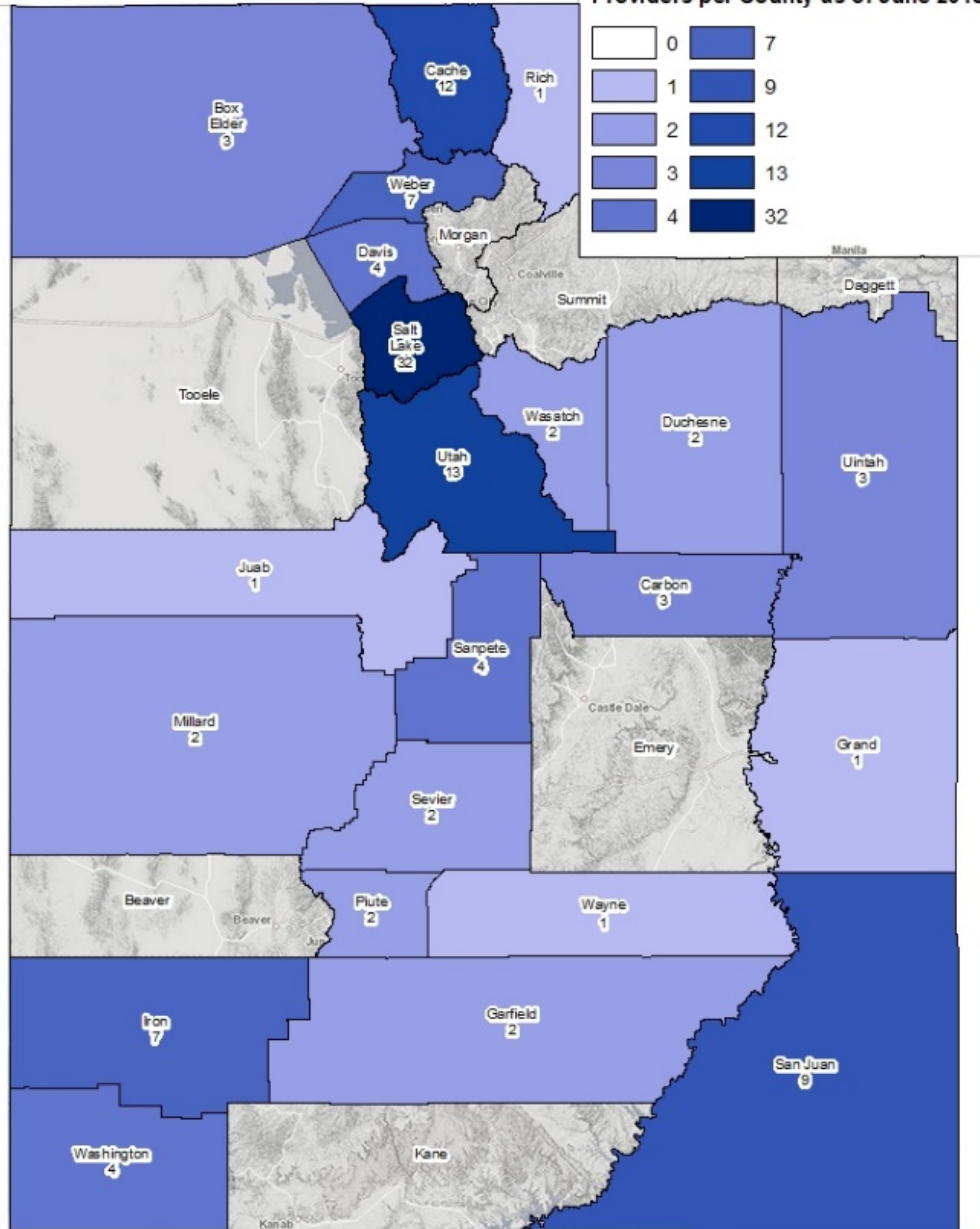
<https://www.nhsc.hrsa.gov/>



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**National Health Service Corps Providers.
Providers per County as of June 2018:**



Currently there are 110 providers in Utah participating in the NHSC loan repayment program.

Conrad 30 J-1 Visa Waiver



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What is it?

- ▶ Foreign physicians that came to the US for residency and/or fellowship are required to return to their home country for two years upon completion of their training.
- ▶ The Conrad 30 J-1 Visa Waiver program allows them to waive this requirement by contracting to work in a HPSA, or a facility that serves patients from a HPSA.
- ▶ Thirty spots are available in Utah each year
 - 20 are for Primary Care Physicians or Psychiatrists working in a HPSA
 - 10 are for ANY provider
 - ❖ Specialists inside or outside a HPSA
 - ❖ PCPs outside a HPSA, but serving patients from a HPSA
- ▶ Recruitment tool for Primary Care Providers and Psychiatrists



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Requirements

- ▶ Employing facility would be required to provide the following information:
 - A letter stating
 - ❖ Physician's qualifications
 - ❖ Proposed responsibilities
 - ❖ Actual work site(s)
 - ❖ How his/her employment will satisfy unmet needs
 - ❖ A detailed description of the sponsoring employer
 - ❖ Statement that the facility is in a HPSA or MUA, or serves patients residing within one
 - ❖ Serves Medicare and Medicaid patients and has a sliding fee scale
 - ❖ Statement detailing plans to retain physician beyond initial contract
 - A contract for no less than 40 hours a week for three years between the J-1 physician and the sponsoring agency

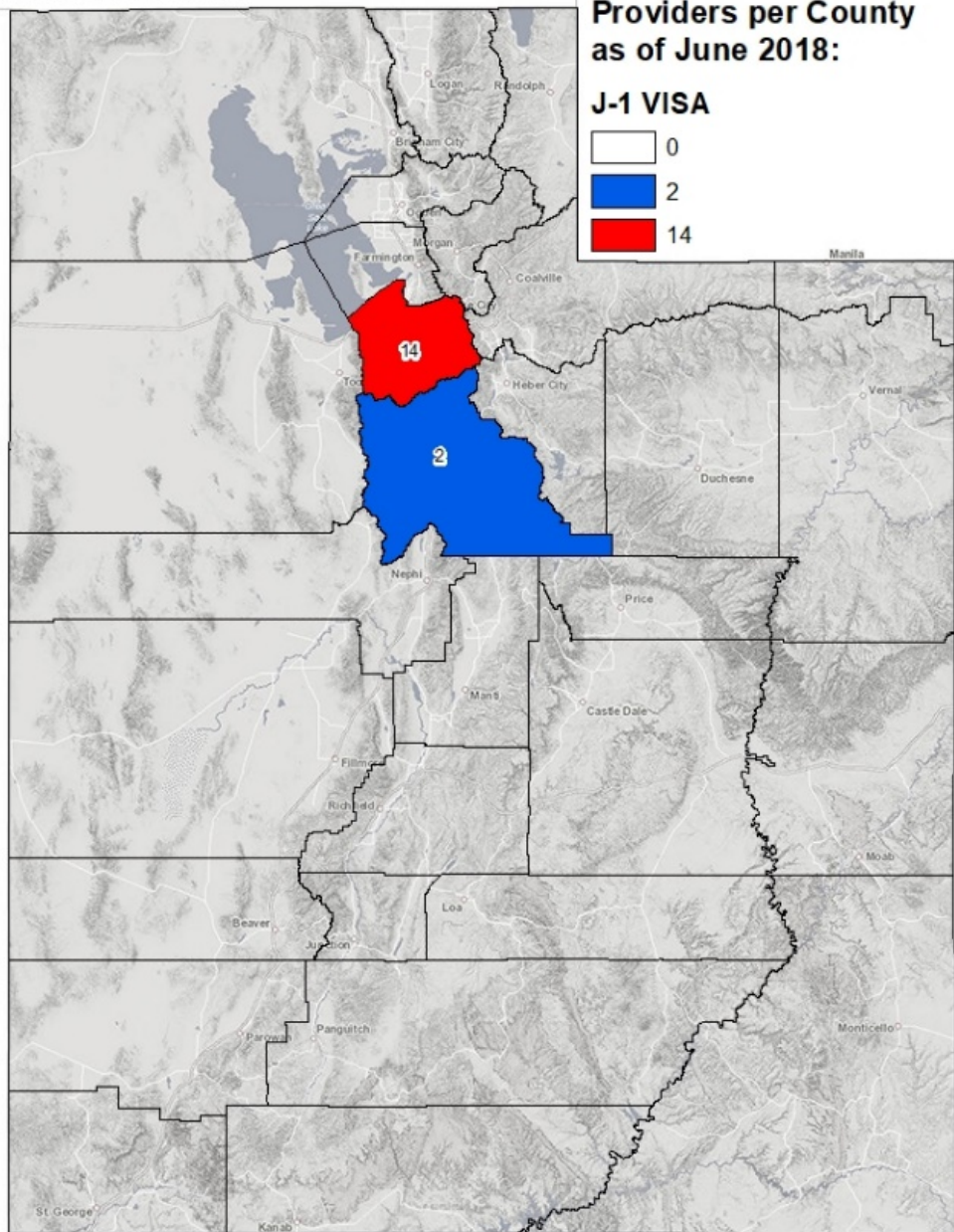
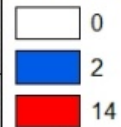


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Providers per County as of June 2018:

J-1 VISA



Data is from 2015-2018. J-1 Visa cycle is from October 1st to September 30th.

Governor's Certified Shortage Areas

- ▶ Approved by HRSA in December 2017.
- ▶ For Rural Health Clinic (RHC) certification purposes only.
- ▶ Three tiers:
 - Applies automatically to all 13 FRONTIER counties.
 - Applies to 11 Rural Counties with Population to Provider Ratio of 2,400:1
 - Applies to 11 Rural Counties with Population to Provider Ratio of 1,500:1 and meets one or more of five (5) high needs health indicators:

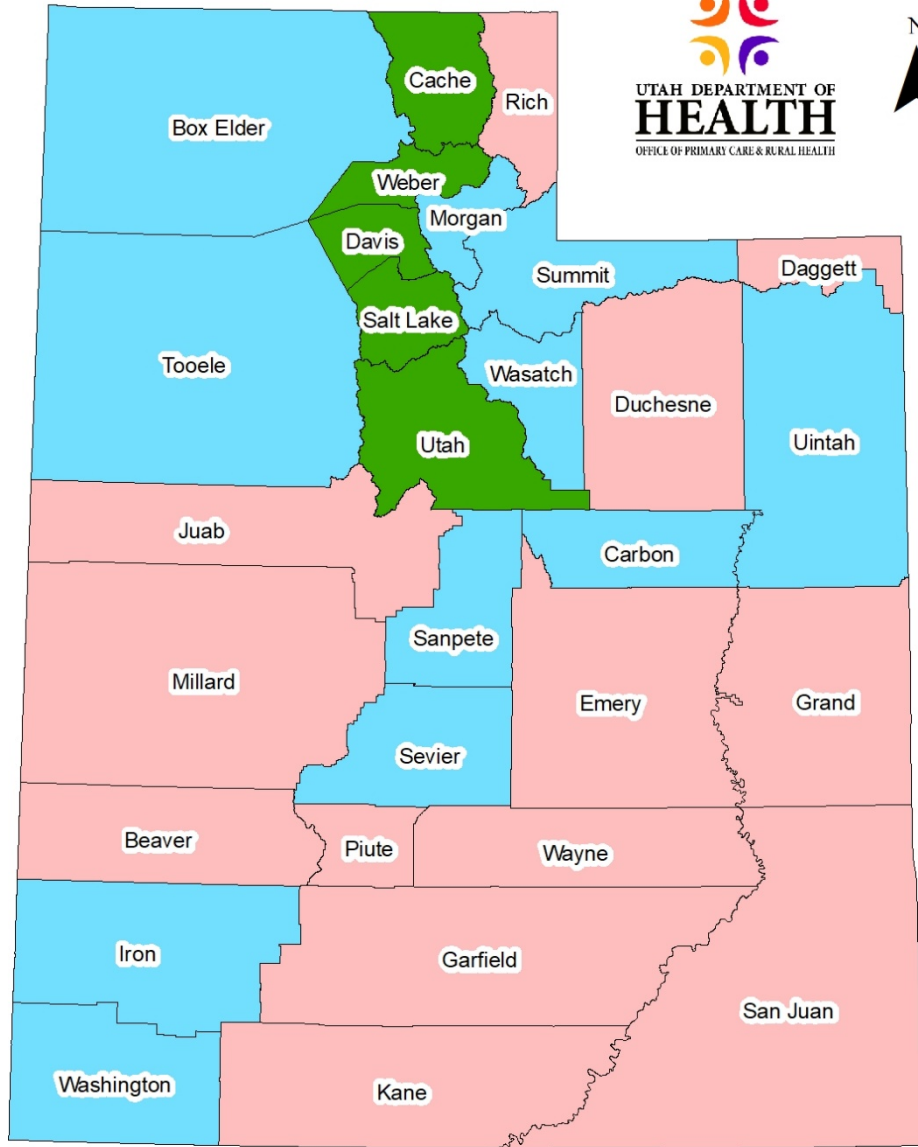


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County Classification:

- Frontier (6 or fewer persons per square mile)
- Rural (more than 6 but less than 100 persons per square mile)
- Urban (100 or more persons per square mile)