Virginia’s Healthcare Workforce Data Center

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NCSL, NGA & CSG 2019 Multi-State Learning Consortium
Workforce Development Breakout
Occupational Licensing: Assessing State and Policy Practice
Park City, UT
September 12, 2019
Overview

• Virginia’s Healthcare Workforce Data Center Background
• Data Collection, Products, and Uses
• How It Relates to Other Professions & States
• Q & A
Virginia Department of Health Professions

• 13 Health Regulatory Boards

• 3 Programs
  • Health Practitioner Monitoring Program
  • Prescription Monitoring Program
  • Healthcare Workforce Data Center

• 62 Professions

• 440K Licensees
• 2007: Governor’s Health Reform Commission recommends establishing HWDC within DHP
• Licensing Boards most efficient way to secure data
• On-line capability linked to license renewal
• Annual Budget ($400K) through licensing fees
• 2009: General Assembly legislation
• Authorized DHP to collect data for workforce and health planning purposes, including shortage designations and research
• Confidentiality of individual data preserved
Profession Specific Surveys

- Voluntary, but incorporated into on-line renewal process
- Response rate is high: over 85%
- 28 separate professions surveyed
- Data collection parallels renewals which are spread out over the year
HWDC Answers Key Questions

• How many licensees are really in the workforce?
• Who are they and where do they work?
• What do they earn?
• Do they have educational debt?
• Do they like their career choice?
• When do they plan to retire?
DHP HWDC PROCESS: Data Collection, Analysis and Reporting

Standardized HWDC Methodology

• Direct comparison within and across professions
• Comparison geographically
• Comparison over time
• Profession-specific questions

HWDC Methodology

Contents
- Glossary of Terms
  FTE = 2000 hrs/yr
- Renewal Cycles & Survey Periods
- Standard “CareForce” Workforce-Relevant Factors
  - Practitioner
  - Practice
- Policy-Relevant Maps
- All 28 surveys have the same key “CareForce” items that cut across professions (demographics)
- Tailored items reflect each profession’s situation
HWDC Data Products

- Profession Reports
- Virginia CareForce Snapshots
- Regional CareForce Snapshot
- Trends in Healthcare Workforce FTE Units
- Student Choice
- Trends in Virginia Healthcare Workforce
- Virginia Healthcare Workforce Briefs
- Trends in Healthcare Employment in Virginia
Profession Reports

Virginia's Nursing Home Administrator Workforce: 2018

The Nursing Home Administrator Workforce: At a Glance:

<table>
<thead>
<tr>
<th>The Workforce</th>
<th>Background</th>
<th>Current Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Licensees: 916</td>
<td>Rural Childhood: 41%</td>
<td>Employed in Prof.: 87%</td>
</tr>
<tr>
<td>Virginia's Workforce: 730</td>
<td>HS Degree in VA: 54%</td>
<td>Hold 1 Full-Time Job: 89%</td>
</tr>
<tr>
<td>FTEs: 181</td>
<td>Prof. Degree in VA: 77%</td>
<td>Satisfied?: 94%</td>
</tr>
</tbody>
</table>

Survey Response Rate:
- All Licensees: 84%
- Renewing Practitioners: 98%

Demographics:
- Female: 56%
- Unemployment Index: 24%
- Median Age: 51

Health Admin. Edu.
- Admin-in-Training: 39%
- Masters: 26%

Finances:
- Median Inc: $110k-$120k
- Retirement Benefits: 78%
- Under 40 w/Ed debt: 49%

Job Turnover:
- Switched Jobs: 9%
- Employed over 2 yrs: 52%

Source: Va. Healthcare Workforce Data Center

Each Profession Report contains detailed tables, charts, and policy-relevant maps to address the key questions and profession-specific policy issues identified by the licensing boards.

LPN and RN surveys now include military credentials information.
# Sample "CareForce" Minimum Data Set Results At-a-Glance

**Profession Reports**

## The Nursing Home Administrator Workforce: At a Glance:

### The Workforce
- Licensees: 916
- Virginia’s Workforce: 730
- FTEs: 811

### Survey Response Rate
- All Licensees: 84%
- Renewing Practitioners: 98%

### Demographics
- Female: 56%
- Diversity Index: 24%
- Median Age: 51

### Background
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### Current Employment
- Employed in Prof.: 87%
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- Satisfied?: 94%

### Job Turnover
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### Time Allocation
- Administration: 40%-49%
- Supervisory: 20%-29%
- Patient Care: 10%-19%

Source: Va. Healthcare Workforce Data Center
Profession Reports Contain Details of At-a-Glance Summaries

At a Glance:

Retirement Expectations

- All NHAs: 30%
- Under 65: 30%
- Under 60: 11%
- NHAs 50 and over: 18%
- Under 65: 18%
- Under 60: 3%

Time until Retirement

- Within 2 years: 9%
- Within 10 years: 31%
- Half the workforce: By 2038

Source: Va. Healthcare Workforce Data Center

<table>
<thead>
<tr>
<th>Expected Retirement Age</th>
<th>All NHAs</th>
<th>NHAs over 50</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>Under age 50</td>
<td>9</td>
<td>2%</td>
</tr>
<tr>
<td>50 to 54</td>
<td>19</td>
<td>3%</td>
</tr>
<tr>
<td>55 to 59</td>
<td>34</td>
<td>6%</td>
</tr>
<tr>
<td>60 to 64</td>
<td>111</td>
<td>19%</td>
</tr>
<tr>
<td>65 to 69</td>
<td>256</td>
<td>44%</td>
</tr>
<tr>
<td>70 to 74</td>
<td>111</td>
<td>19%</td>
</tr>
<tr>
<td>75 to 79</td>
<td>13</td>
<td>2%</td>
</tr>
<tr>
<td>80 or over</td>
<td>4</td>
<td>1%</td>
</tr>
<tr>
<td>I do not intend to retire</td>
<td>27</td>
<td>5%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Total 584</th>
<th>100%</th>
<th>314</th>
<th>100%</th>
</tr>
</thead>
</table>

Source: Va. Healthcare Workforce Data Center
Nurse Practitioner Practice Patterns

Educational Background in Virginia

33% of all NPs grew up in self-described rural areas, and 20% of these professionals currently work in non-Metro counties. Overall, 10% of all NPs currently work in non-Metro counties.

Source: Va. Healthcare Workforce Data Center
Another Prescription for Chronic Pain: Access to Licensed PT Providers

BACKGROUND
The CDC Guidelines for Prescribing Opioids for Chronic Pain, United States, 2016 indicates nonpharmacological and non-opioid pharmacological therapies are preferable to opioid medications for chronic pain management. Opioid prescribing in Virginia’s Appalachian locales continues to be exceptionally high and reducing reliance on opioids will require these multidisciplinary therapists. This study examines whether adequate specialty healthcare workers, specifically physical therapists (PTs) and physical therapist assistants (PTAs), will pose a barrier to access.

CDC guidelines specify that daily doses of 190 MMEs should be avoided due to risk of fatal overdose.

METHODS
Opioid dispensers filled through 2015-2016 and reported to the Virginia Prescription Monitoring Program (PMP) were analyzed by patient residence. Morphine milligram equivalent (MME) per prescription and per day (MMEs) were calculated using CDC-published ratios. Supplementation and drugs not typically used in outpatient settings were excluded.

PT/PTA full-time equivalent units (FTEs) as working 2,000 hours/year) are collected via biennial survey administered by the Virginia Healthcare Workforce Data Center during license renewal. Survey response rate was 94.4%.

Virginia’s Appalachian region, as defined by the Appalachian Regional Commission, comprises 33 localities. Descriptive analyses and Pearson’s correlations were conducted in SAS 9.3.

RESULTS
Prescribing measure: Annually between 2015 and 2018, MME per capita was significantly higher in Appalachian locales compared to the remainder of the state (p<0.01). Over the four years, MME per capita decreased by 40% in non-Appalachian localities and Virginia overall. However, in Appalachia, MME per capita decreased by a lesser percentage (30%) and the ratio of non-Appalachian locality’s decreased from 2.2 to 2.5.

Specific to 2018, Appalachia’s overall prescribing rate significantly exceeded that of non-Appalachian region (p<0.01). High-dose (100 MMEs, p<0.05) and extremely high-dose (100 MMEs, p<0.004) prescribing but not varying significantly by region nor did average duration of prescriptions (p>0.6). Additionally, although 20% of total MMEs dispensed in Virginia were patients in Appalachia only 9% of the state’s population resided there.

CONCLUSIONS
Virginia’s comparatively high rate of PT/PTAs in the Appalachian region suggests natural trends showing greater density of health professionals requiring fewer years of education and training in rural areas compared to urban. Though parts of Appalachia are designated as medically underserved areas, Virginia’s PT/PTA workforce is well distributed according to population.

A lack of providers with this type of specialized training is not a barrier to care. Unfortunately, numerous other factors as result in limited access to medication therapies. Policy interventions, particularly recent Medicaid expansion, may mitigate barriers for the uninsured and, ideally, reduce reliance on long-term use of opioids.
HWDC Data Uses

Career Guidance

Healthcare Occupational Roadmap: An Exciting Career in Healthcare Awaits

Students

Welcome! This Healthcare Occupational Roadmap is your guide to entering a promising career in healthcare. This Roadmap contains information that will help you decide whether one of these exciting opportunities is right for you.

The following occupations have modest education and experience requirements, and can provide you with a high potential for success and satisfaction. The information here was gathered by surveying the respective licensees in each career right here in Virginia. Links to the full reports are provided at the bottom of each page. Additionally, we recommend that you make use of the Healthcare Workforce Data Center's career research tools on Turnbull. We hope that this Roadmap is an encouraging look at what could possibly be your future in healthcare.

Counselors

The Department of Health Professions sincerely hopes to make your job advising students on health careers easier with the Roadmap. It is our hope to shed light on these often overlooked careers in order to free students even more information about the incredible opportunities awaiting them as they graduate high school.

Table of Contents

Assisted Living Facility Administrator
Nursing Home Administrator
Certified Home Aide
Licensed Practical Nurse
Registered Nurse
Dental Hygienist
Pharmacy Technician
Physical Therapist Assistant
Occupational Therapy Assistant

This report was published March 3, 2016
HWDC Data Uses

Shortage Designations
HWDC Data Uses

Locality Insights
HWDC Data Uses

Education to Workforce Pipeline
Research, and more
Conclusions

• Key workforce-relevant data for 28 different professions through licensing renewal surveys. Response rates are uniformly high.

• The standard methodology allows for comparisons within and across professions, over time, and areas within the state.

• All Data Products are available online and are used by researchers and decision-makers.

• Virginia shares the survey instruments and methods.
QUESTIONS?

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