



Bureau of Health Workforce Updates

Advisory Committee on Interdisciplinary, Community-Based Linkages

August 3, 2023

Luis Padilla, MD

BHW Associate Administrator

Health Resources and Services Administration (HRSA)

Vision: Healthy Communities, Healthy People



Agenda

- 1 — Workforce Challenges
- 2 — BHW's Role
- 3 — President's FY24 Budget
- 4 — BHW Programs
- 5 — Expected Funding Opportunities
- 6 — Workforce Resources



The Pandemic's Impact on the Health Workforce



mid-pandemic
79%
of workforce impacted
by staff shortages¹

49.9%
overall burnout rate²

28.7%
intent to leave job²

impact of work overload

↑2.9x
risk of burnout²

↑2.1x
risk of leaving²

¹Galvin, G. Nearly 1 in 5 Health Care Workers Have Quit Their Jobs During the Pandemic. *Morning Consult*. (Oct 4, 2021).

²Rotenstein, *et al*. The Association of Work Overload with Burnout and Intent to Leave the Job Across the Healthcare Workforce During COVID-19. *Journal of General Internal Medicine* (2023).



Projected Workforce Shortages through 2035*



PRIMARY CARE
35,260



BEHAVIORAL HEALTH
15,180



MATERNAL HEALTH
5,790



ORAL HEALTH
1,310



*Reflects data from early in the COVID-19 pandemic.
<https://data.hrsa.gov/topics/health-workforce/workforce-projections>



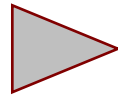
Bureau of Health Workforce

MISSION Improves the health of underserved populations by

- ▶ strengthening the health workforce
- ▶ connecting skilled professionals to communities in need



EDUCATION



TRAINING



SERVICE



HRSA Workforce Aims2



Increase Supply



Advance Health Equity



Improve Distribution



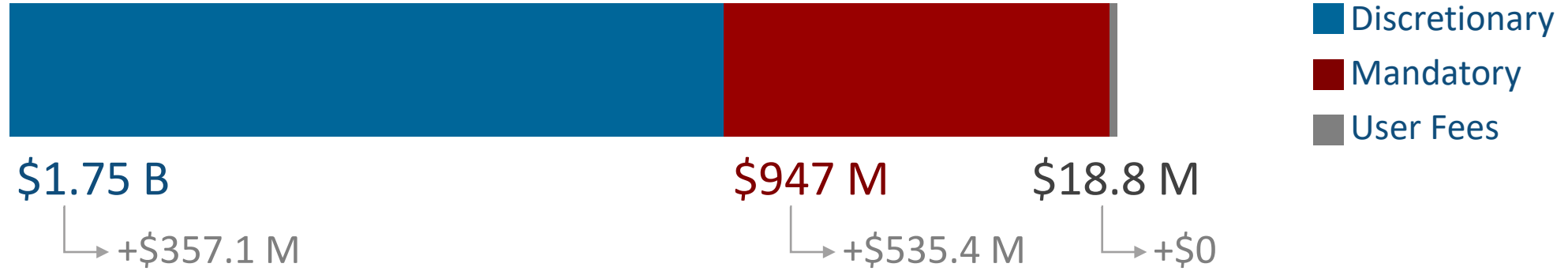
Promote Resilience



Amplify HRSA Impact

President's Budget for HRSA Workforce: Fiscal Year 2024

BUDGET REQUEST (FY 2024) = \$2.71 B



+FY 2023

STEPS REMAINING



Mark-ups



Appropriations Bills



President's Signature



BHW Programs (Academic Year 2021-2022)



Pipeline & Diversity



Loans & Scholarships



Medicine



Behavioral Health



Nursing



Oral Health



Geriatrics



Pediatrics



Public Health



Provider Resilience



National Health Service Corps: Budget Picture



Field Strength > 20,215

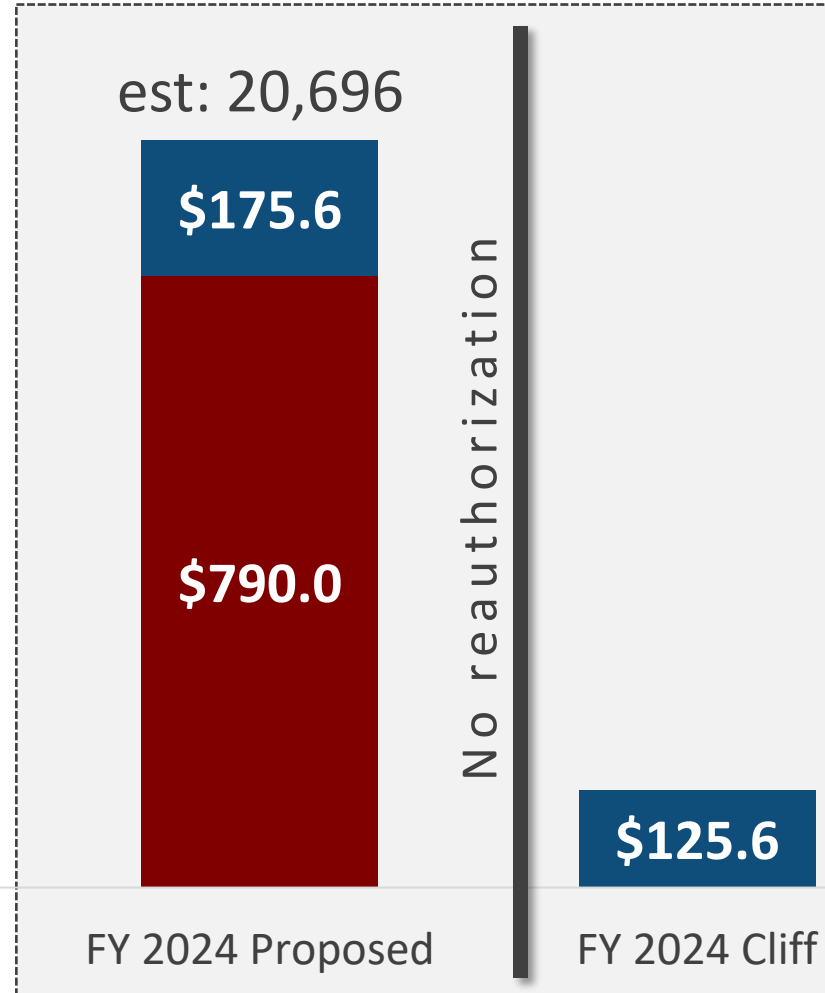


FY 2022

est: 14,090



FY 2023



Appropriations in millions

- Discretionary
- Mandatory



Teaching Health Center Graduate Medical Education

By the Numbers

2011 2023

11 → **82**

Teaching Health Centers

Since 2011

2,027

new primary care
physicians and dentists

since 2011

65%

of graduates go
into primary care

2023

80%

of grantees are
FQHCs/Look-Alikes

Since 2011

7.9 M

hours of patient care in
medically underserved
and rural settings

2022 2023

47 → **93**

Teaching Health Center
Planning and
Development Grantees



Teaching Health Center Graduate Medical Education

Post-Graduation Practice Location



	THC Program Graduates	Other Program Graduates
Rural area	17.9%	11.8%
Within 5 miles of residency	18.9%	12.9%
Medically underserved communities	35.3%	18.6%
In FQHCs or Look-Alikes	26.7%	11.7%

Davis CS, *et al.* Evaluating the Teaching Health Center Graduate Medical Education Model at 10 Years: Practice-Based Outcomes and Opportunities. *Journal of Graduate Medical Education* (2022 Oct)

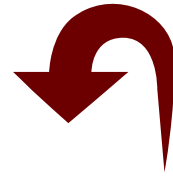


Teaching Health Center Graduate Medical Education

Potential Impact of Funding Instability

867

residencies
interrupted or
terminated



reduced number
of training slots in
existing programs

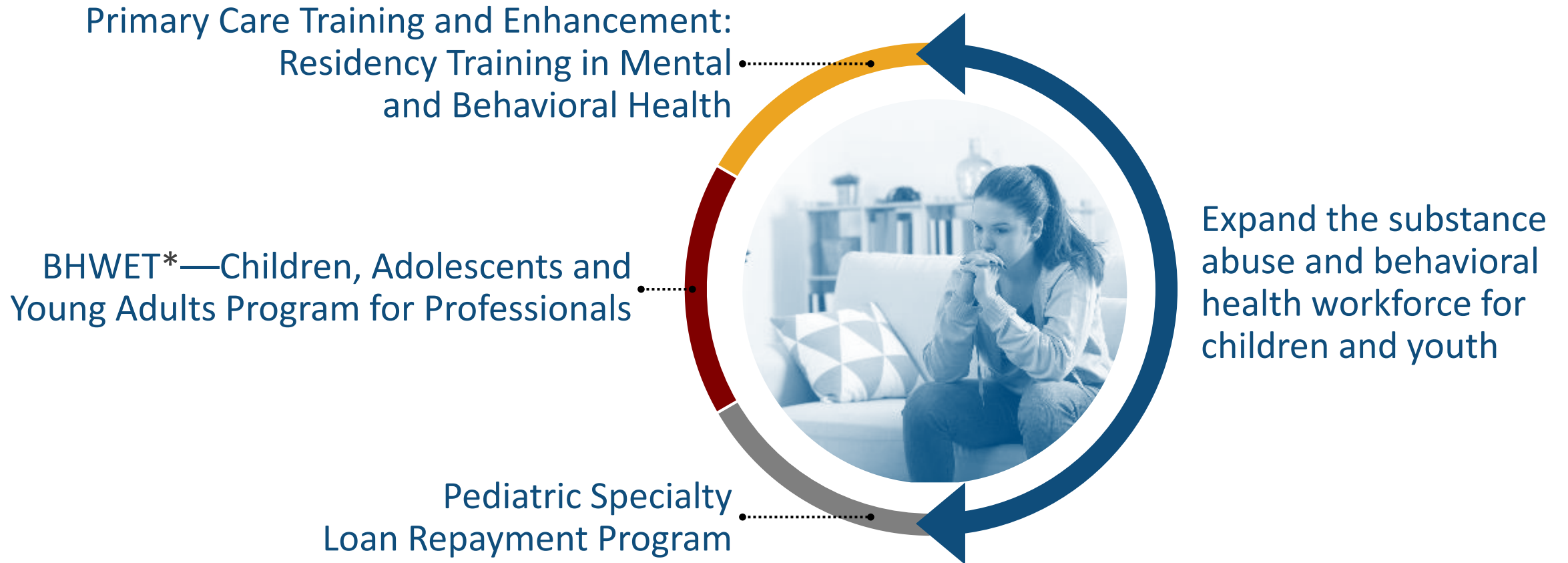
72

programs may
cease operations

Figures based on HRSA's estimates.



Supporting Youth Mental Health



* BHWET = Behavioral Health Workforce Education and Training



Growing the Nursing Workforce

Increase the number of nurses while enhancing nursing education and practice



Health centers must partner with accredited schools of nursing.
NEPQR = Nurse Education, Practice, Quality, and Retention



Addressing Public Health Needs



Funding Opportunities Expected 2023-2024*

MEDICINE

- Geriatric Workforce Enhancement Program
- Medical Student Education
- Primary Care Training and Enhancement—Physician Assistant Rural Training in Mental and Behavioral Health
- Primary Care Training and Enhancement—Rural Community Program Directors
- Teaching Health Center Graduate Medical Education



PIPELINE

- Centers of Excellence
- Health Care Workforce Innovation

PUBLIC HEALTH

- State Primary Care Offices

BEHAVIORAL HEALTH/SUD

- Behavioral Health Workforce Education and Training Program—Paraprofessionals
- Behavioral Health Workforce Education and Training Program—Professionals
- Opioid-Impacted Family Support Program
- Supporting the Mental Health Among the Health Professions Workforce

NURSING

- Advanced Nursing Education—Sexual Assault Nurse Examiner
- Maternity Care Nursing Workforce Expansion
- NEPQR—Workforce Development
- Nurse Faculty Loan Program

*Programs listed are forecasted on Grants.gov as of July 28, 2023.
This list is not comprehensive for Fiscal Year 2024.



Improving Equity via BHW Grants

► STREAMLINED FUNDING ANNOUNCEMENTS

Shorter

Easier to read

Reduced burden

► DATA AND IMPACT

Reach to underrepresented populations

Strategies to address health disparities



Publicly Available Health Workforce Data and Tools



data.HRSA.gov



BHW Footprint Map



Workforce Projections



Field Strength



Health Professions Training



and more



Data Profile Dashboard



HP-ET Financial Impact Assessment



Resiliency Toolkit



Comprehensive Workforce Plan



and more

*STAR²CENTER is a HRSA-supported project. See chcworkforce.org.



Become a HRSA Grant Reviewer

➤ REQUIRED EXPERTISE (in at least one area)

Behavioral health
Health workforce training
HIV/AIDS
Maternal and child health
Primary care delivery
Rural health
Underserved communities:
either work with or
be a member of

➤ ADDITIONAL EXPERTISE

Diversity, equity, inclusion
and accessibility
Health equity
Lived experience
Social determinants of health

➤ BENEFITS

Learn about the
grantmaking process
Meet and work with others
with shared interests
Earn an honorarium
(nonfederal participants)



hrsa.gov/grants/reviewers





Thank you!



Contact Us

Luis Padilla, MD

Associate Administrator

Bureau of Health Workforce (BHW)

Health Resources and Services Administration (HRSA)

Email: BHWSpeakerRequest@hrsa.gov

Website: bhw.hrsa.gov



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Questions

