



Examples of Workforce Development Initiatives

Health Resources and Services Administration (HRSA)

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Bureau of Health Professions (BHP_r)



The Bureau of Health Professions increases the Nation's access to quality health care, especially for underserved people, by developing, distributing and retaining a diverse, culturally competent health workforce.

- FY 2013 Appropriations: \$610 million
- FY 2014 Appropriations: \$653 million
- FY 2015 President's Budget Request: \$826 million



Goals for the Future Workforce



- High quality care at a reasonable cost
- Assuring access to care
- Increasing diversity to improve health equity
- Making effective use of the workforce we have
- Health workers practicing consistent with their education, training and competencies



Major Developments and Trends Impacting the Health Workforce



- Demand rising as the US population is growing and aging
- Health care reform to add insurance coverage for millions and improve coverage for millions more
- Unsustainable cost increases
- Uncertainty about health workforce needs
- Concern with inefficiencies and potential overuse
- Increasing interest in identifying ways to improve efficiency and health outcomes



Workforce Challenges



- Potential shortages; specific areas of concern:
 - Primary Care, Chronic/Long Term Care, Behavioral Health, Oral health
- Mal-distribution of existing workforce
- Increasing need for workforce diversity
- Using health workers to the maximum of their education and skills
- Assessing the impact of a changing health care system on the need for individual health occupations
- Developing comprehensive data to inform health workforce decisions



Diversity



- Supporting a diverse health workforce
 - Pipeline programs increase opportunities for under-represented minorities or disadvantaged peoples
 - Diversity is incorporated into all program applications
- Culturally competent care
 - Helping providers learn how to provide care for people from other backgrounds
 - Teaching how the “social determinants of health” affect primary care needs
- 45% of people who complete training in BHP program are under-represented minorities or disadvantaged peoples



Interprofessional Practice



- Successful health delivery requires an integrated health system with coordinated, collaborative, team-based practice to improve the delivery, safety, and efficiency of patient care.
- Interprofessional practice involves multiple health workers from different professional backgrounds working together with patients, families, careers, and communities to delivery the highest quality of care (WHO, 2010)
- BHPr incorporates interprofessional training in many of its programs and supports the development of team-based curricula, clinical opportunities, and faculty.
- BHPr also has a National Center for Interprofessional Practice and Education at the University of Minnesota



Key Workforce Development Initiatives



- Behavioral Health Workforce Education and Training for Professional and Paraprofessionals
- Graduate Medical Education (Children's Hospitals and Teaching Health Centers)
- National Health Service Corp (NHSC)
- Nursing Workforce Development (NWD)
- Skills Training and Health Workforce Development of Paraprofessionals.



Promising Best Practices Among HRSA-funded Pipeline Initiatives



Successful pipeline efforts supported by HRSA:

- Emphasize comprehensive educational & informational resources
- Target social and environmental factors that undermine educational achievement
- Address attitudinal and environmental challenges to health professions careers
- Include complex and multi-dimensional programmatic structures



Successful Strategies for State-level Collaborations



- Ensure that all institutions along the pipeline have an active role
 - Look for new partnership opportunities among existing workforce development structures and institutions in your state
- Invest in pipeline programs that have demonstrated through enrollment and graduation data a commitment to diversity in the health care workforce.
- Invest in strategies that take a “long view” and provide consistent financial support.



Contact Information

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