



Developing the Health Professions Workforce

Social Work Policy Institute
Investing in the Social Work Workforce
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Presentation Overview

- Health Resources and Services Administration (HRSA) Overview
- Bureau of Health Professions (BHP) Workforce Strategy and Activities
- HRSA /BHP and Social Work Federal Opportunities



HRSA Overview

- HRSA provides national leadership, program resources and services needed to improve access to culturally competent, quality health care.
- Improving access to health care services for people who are uninsured, isolated or medically vulnerable.
- Major programs include: National Health Service Corps, Community Health Centers, Ryan White HIV/AIDS Program, Title V Block Grants, and Healthy Start



Bureau of Health Professions (BHPPr)

- BHPPr's mission is to increase the population's access to health care by providing national leadership in the development, distribution and retention of a diverse, culturally competent health workforce that can adapt to the population's changing health care needs and provide the highest quality of care for all.



BHPr, Legislative Authorities & Budget

- Supporting the health professions workforce including: training of primary care providers, workforce pipeline development, diversity, continuing education, scholarships, loans, loan repayment programs, and others.
- Legislative authority: Title III, Title VII, and Title VIII of the Public Health Service Act as amended by the Affordable Care Act P.L. 111-148; The Affordable Care Act
- FY 2012 President's Budget: \$738 million(-250 million from FY 2010 actual)



BHP_r FY 2012 Major Focus Areas



BHPPr FY 2012 Major Focus Areas

- Improve primary care workforce supply, capacity and distribution through stronger education and training opportunities.
- Develop new team-based models of care based on inter-professional training.
- Reduce health disparities by increasing workforce diversity.



BHPr FY 2012 Major Focus Areas (cont.)

- Enhance geriatric/elder care training and expertise, including both professional and para-professional education.
- Continue development of National Center for Health Workforce Analysis to improve data collection to inform stakeholders on health workforce issues.
- Collect and report meaningful performance measures and conduct evaluations assessing program performance.



Health Professions and the Affordable Care Act

- The Affordable Care Act (ACA) updates and reauthorizes grant programs to support:
 - Workforce supply, including primary care, oral health and interdisciplinary activities (including social work)
 - Workforce distribution, including training opportunities in rural and underserved settings
 - Workforce diversity, including recruitment, retention, and faculty development



Affordable Care Act Workforce Investments

Specific Programs Funded by ACA:

- Primary Care Residency Expansion
- Advanced Nursing Education Expansion
- Expansion of Physician Assistant Training
- Teaching Health Centers – Graduate Medical Education
- Nurse Managed Health Clinics
- **State Health Care Workforce Development**
- Public Health Training Centers
- Personal and Home Care Aide State Training Program



Examples of BHPr Strategies



Example of BHP_r Strategy: Growing the Primary Care Workforce

- Inter-professional primary care training
- Enhancing the clinical training capacity of physician assistant programs
- Improving the medical school clinical experience
- Retaining internal medicine residents in primary care
- Innovating in pre-medical education
- Expanding advanced nursing training capacity



Example of BHP_r Strategy: Interdisciplinary Work

- Advisory Committee on Interdisciplinary, Community-Based Linkages (ACICBL)
 - Carmen L. Morano, PhD (Program Area: Social Work; Vice-Chair)
- HRSA BHP_r 2010 All-Advisory Committee focused on inter-professional team competencies.

Example of BHP_r Strategy: Interdisciplinary Work (cont.)

- HRSA sponsored meeting (February 2011) to promote inter-professional competencies in education, practice, training, and certification programs.
 - Partners included: Josiah Macy Foundation; Robert Wood Johnson Foundation and Interprofessional Education Collaborative
- Next steps include a collaborative demonstration project (FY 2012 budget request).



Example of BHP_r Strategy: Diversity

- BHP_r programs are integrated and designed to develop a diverse workforce that will provide access to care for all Americans through:
 - Building a pipeline of diverse, qualified applicants.
 - Funding those institutions successful in (a) placing graduates in underserved areas; and, (b) having a diverse student mix.
 - Providing financial assistance and training to students likely to work in underserved areas.



Example of BHPr Strategy: Enhancing Geriatric/Elder Care

- Geriatric workforce development programs to improve access to quality health care for America's elderly.
 - Geriatric Education Centers
 - Geriatric Training for Physicians, Dentists and Behavioral/Mental Health Professionals
 - Geriatric Academic Career Awards
 - Geriatric Career Incentive Awards



Example of BHP_r Strategy: Data to Inform Decision-Making

National Center for Health Workforce Analysis

Goals:

- To inform national and state policy making, the private sector and the public.
- To promote a supply and distribution of well prepared health workers.
- To become the most trusted source of data on the health workforce.



National Center for Health Workforce Analysis: Approach and Activities

- Build on existing sources of data including from professional associations, states, and federal agencies
- Strengthen national, state and professional association capacity for data collection and analysis
- Develop a standard minimum data set for health professions
 - Social workers will be included in planned state health professions/occupations reports
- Collaborate with health workforce research community



Example of BHPr Strategy: Measuring and Evaluating Program Performance

HRSA/BHPr is making evaluation a priority:

- Assessing program performance measures to identifying most meaningful measures of program performance.
- Conducting program evaluation that is practical, timely and informs program development.



HRSA/BHPr & Social Work Federal Opportunities



BHPr and Social Work Training

Direct Eligibility

- Accredited schools of social work or programs are eligible for the following interdisciplinary oriented BHPr programs:
 - **Geriatric Education Centers Program**
 - Supports interdisciplinary education and training of health professions students, faculty and practitioners in geriatrics.
 - **Geriatric Academic Career Award**
 - Supports career development as an academic geriatrician and to provide training in clinical geriatrics.



BHPr and Social Work Training (cont.)

Direct Eligibility

- Accredited schools of social work or programs are eligible for the following interdisciplinary oriented BHPr programs:
 - **Geriatric Training Program for Physicians, Dentists, and Behavioral and Mental Health Professions**
 - Supports training in geriatrics through two-year fellowship programs and/or one-year retraining program. Social workers eligible for one-year retraining program.



BHPr and Social Work Training (cont.)

Direct Eligibility

- Accredited schools of social work or programs are eligible for the following BHPr programs that promote the development of a diverse and culturally representative health care workforce:
 - **Scholarships for Disadvantaged Student Program**
 - **Health Careers Opportunity Program**
 - **Centers of Excellence Program**



BHPr and Social Work Training (cont.)

Partnerships

- Accredited schools of social work and programs can partner with BHPr grantees for the following interdisciplinary oriented BHPr programs:
 - Area Health Education Centers
 - State Health Care Workforce Development



Bureau of Clinician Recruitment and Service and Social Work Training

Directly Eligible

- Faculty Loan Repayment Program
 - Loan repayment program for health profession graduates from disadvantaged backgrounds who serve as faculty at an eligible health professions college or university for a minimum of two years.



BHPr and Social Work Training Programs

New Program (Funding Requested for FY 2012)

- Accredited schools of social work are eligible for the following interdisciplinary oriented BHPr program:
 - Geriatric Career Incentive Awards Program
 - Mental and Behavioral Health Education and Training Grant Program



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