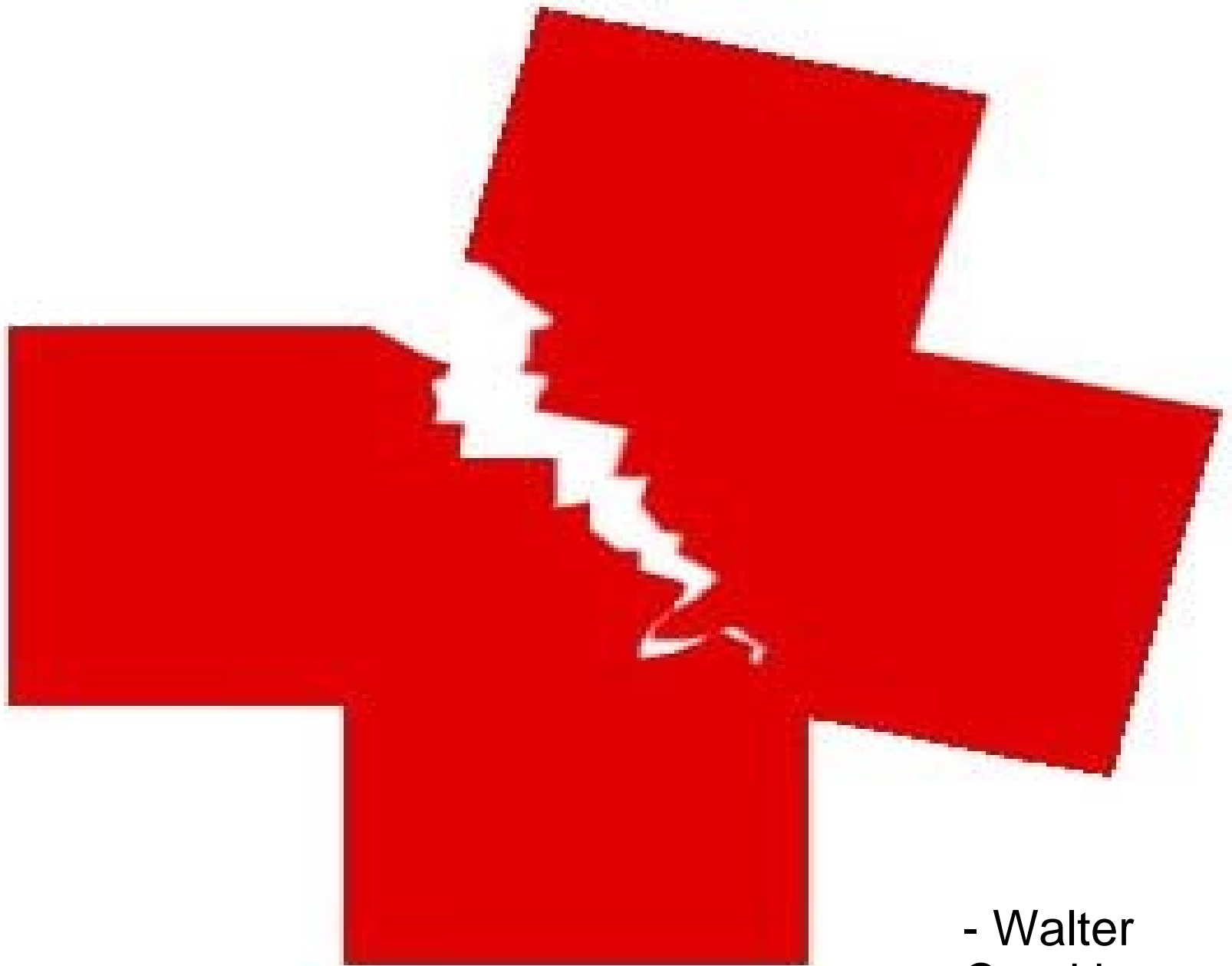


The Future of the Medical Home: Intersections of Workforce and Market Changes

Kavita K. Patel MD, MS
kpatel@brookings.edu
@kavitapmd



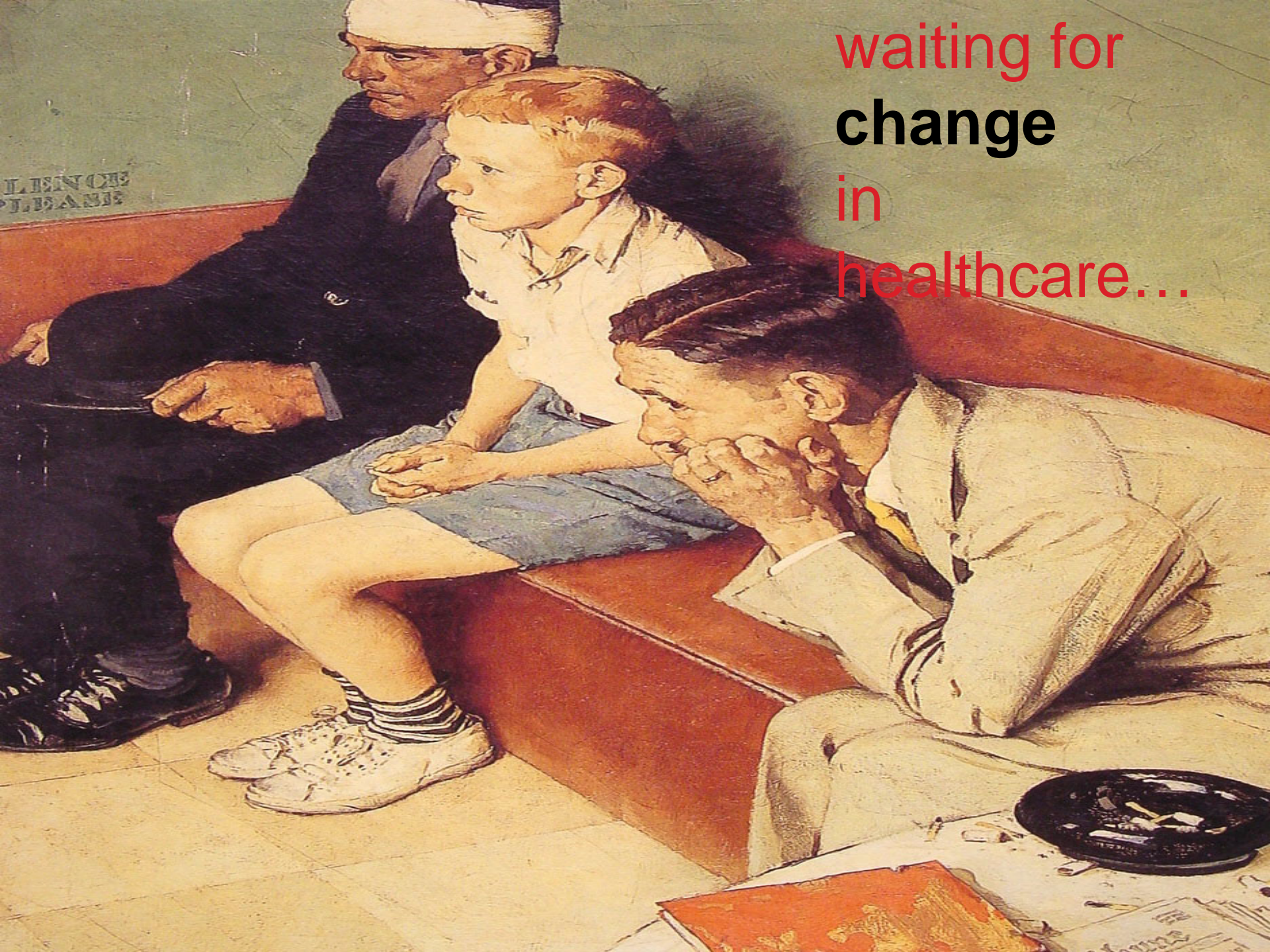
- Walter
Cronkite

*all the
king's
horses*

and

*all the
king's*





waiting for
change
in
healthcare...



...and
now it's
here

value



Home
Fragrance

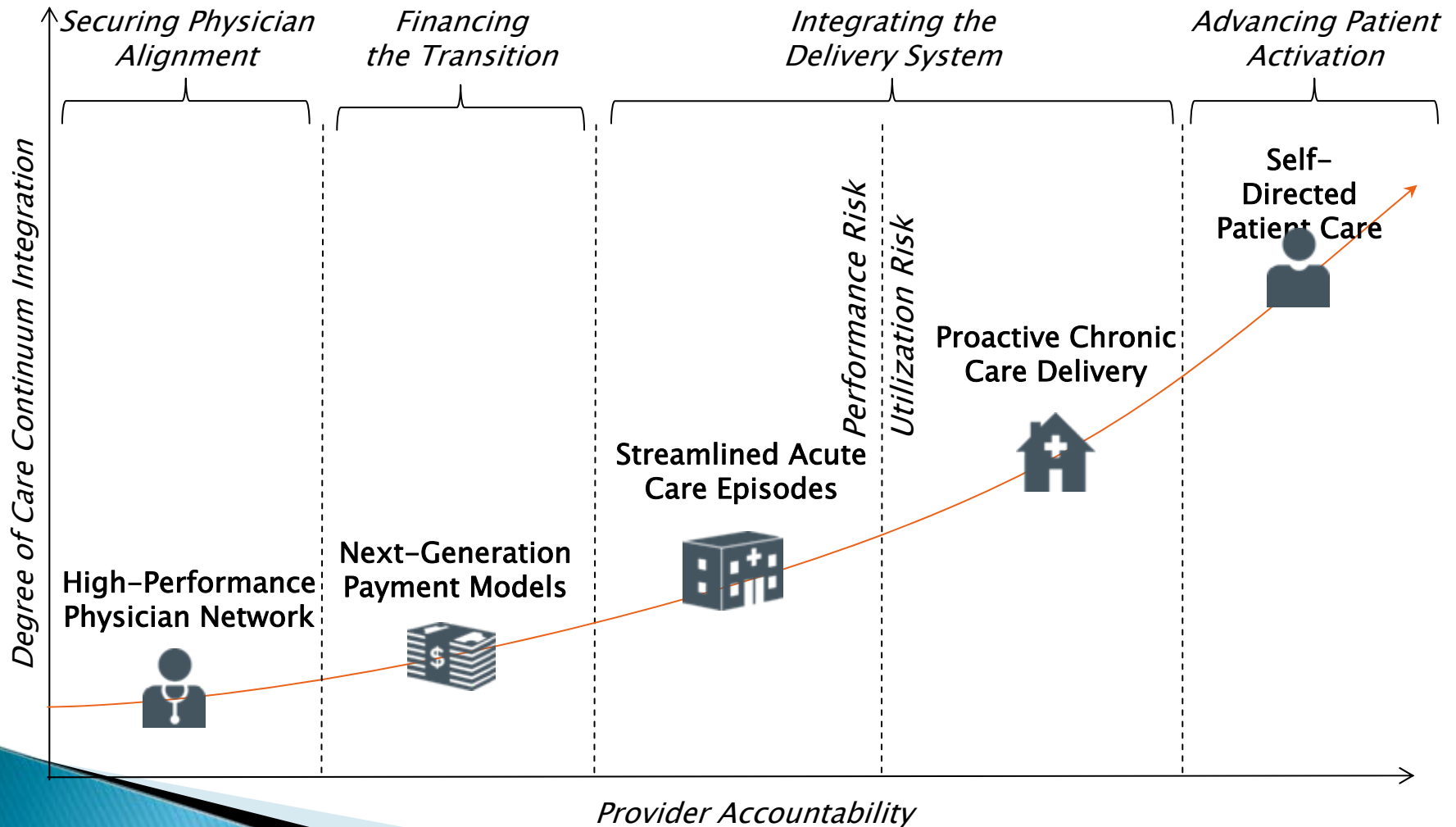
Disposable
Containers

Pest Control
& Repellent



The New Rules of Competition

Charting a Sustainable Path Toward Accountable Care



Primary Care Physicians c/o Robert Graham Center

	2008 3-Year Average	Overcount Adjusted	PC Multiplier	PC Adjusted
FM	85,345	79,453	0.95	79,453
GP	12,876	10,003	1	10,003
IM	92,485	85,224	0.8	68,179
PD	49,060	44,879	0.95	42,635
Total	239,766	219,559		200,270

Adjusted for
retirements, deaths
(JAMA)

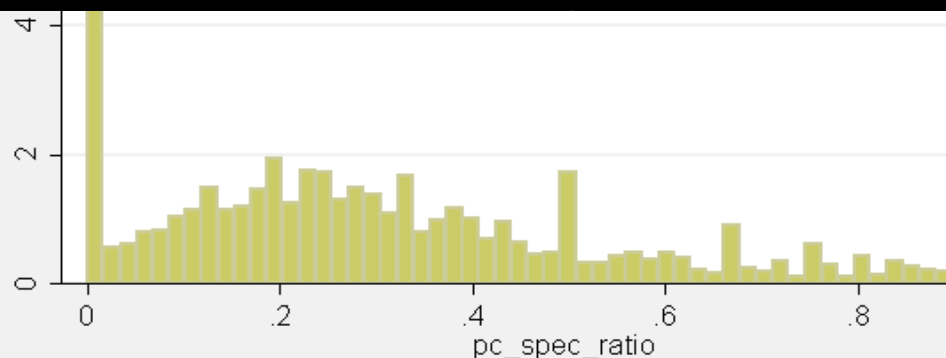
Adjusted for
hospitalists, etc

**30,600
rural**

Work supported by ORHP/HRSA R04RH15123

NPs and PAs in Primary Care

Provider type	Total	Number in Primary Care	Percent Primary Care
Physician Assistants	62,771	27,214	43.4%
Nurse Practitioners	92,978	48,323	52.0%



If you co-locate NPs, PAs and apportion FTE by physician specialty ratio at site

How physicians organize by practice site

0 = No PC; 1 = Only primary care (National Provider Identifier File 2009)

Enough? Depends

- ▶ Average PCP:population ratio is about 1500:1 (range 500:1 – 5000:1)

Primary Care Service Areas in shortage vs “surplus”	National Average	
	Physicians	Providers
	1500:1	1100:1
#PCSA with shortages	4,838	4,930
#Physicians/Providers Needed	-34,479	-54,372
# PCSAs with “surpluses”	1,668	1,576
#Excess Physicians/Providers	34,479	54,372

A practical proposal from the head of
the nation's top medical organization

Rx
for the Family-Doctor
Shortage

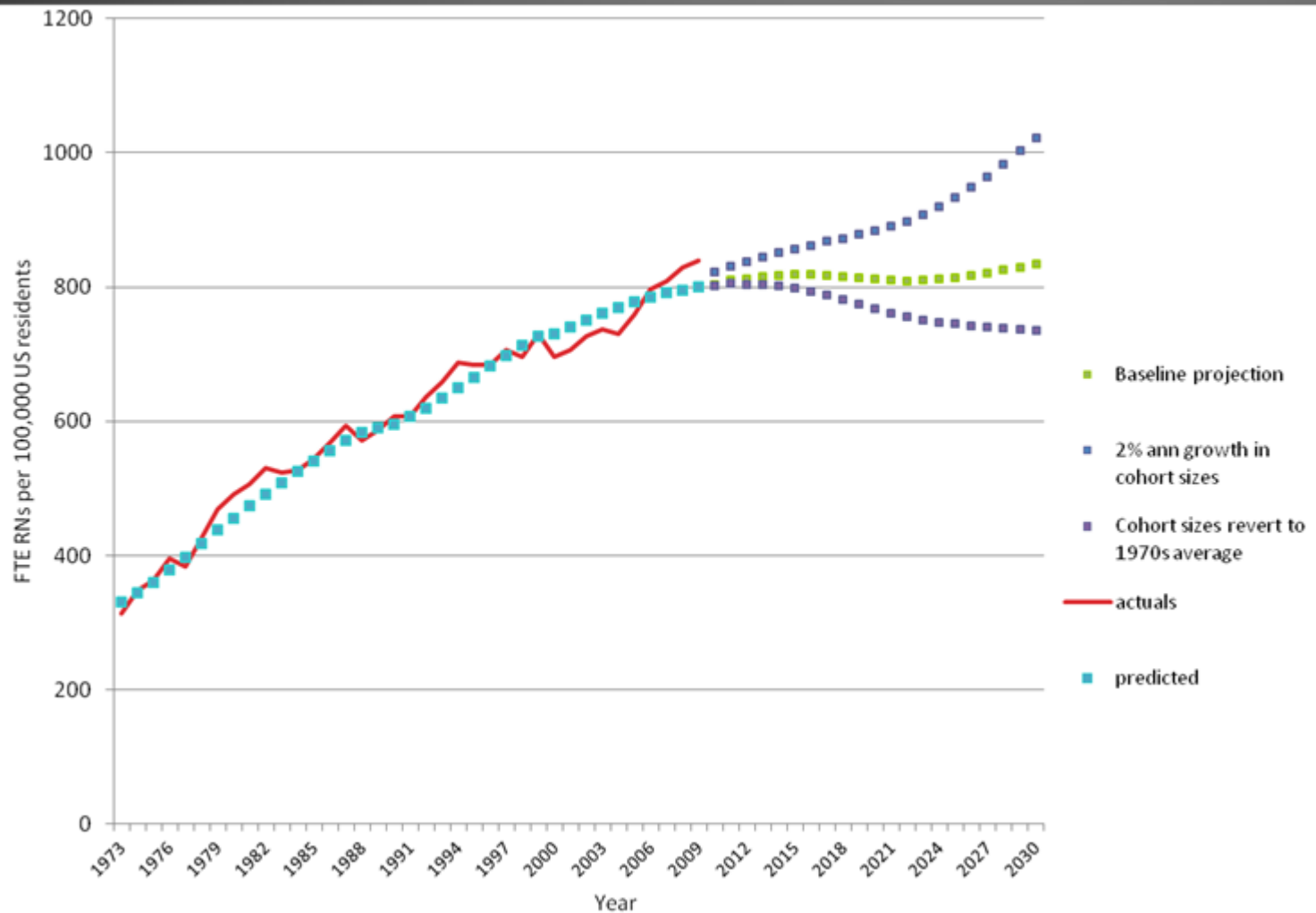
BY WALTER C. BORNEMEIER, M.D.
President, The American Medical Association

Innovative Experiments:


1965: Duke University PA
Program

Charles Hudson
Thelma Ingles

Projected Future Supply of FTE RN Workforce through 2030



Long-term supply of RNs: The problem

- Approximately 850,000 RNs are over the age of 50 (1 / 3 of the workforce) ... many retiring over decade
 - Can we replace them?
 - Can we expand the supply to match the expected increased demand for nurses over the next two decades?
- 

Enter...Medical Assistants

Quick Facts: Medical Assistants

2012 Median Pay

\$29,370 per year
\$14.12 per hour

Entry-Level Education

Postsecondary non-degree award

Work Experience in a Related Occupation

None

On-the-job Training

None

Number of Jobs, 2012

560,800

Job Outlook, 2012-22

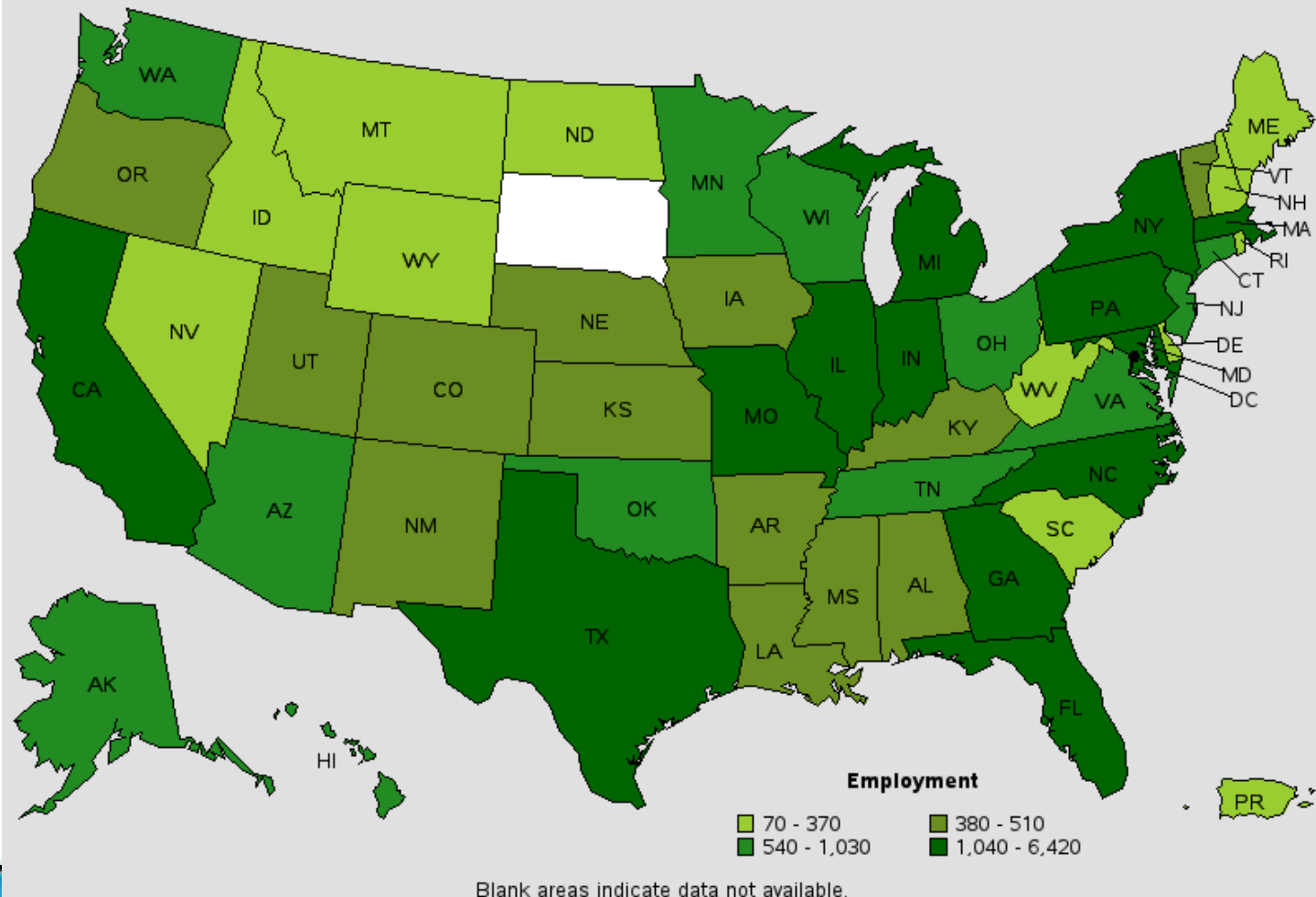
29% (Much faster than average)

Employment Change, 2012-22

162,900

And community health workers?

Employment of community health workers, by state, May 2013



DCHWs: Promoters of Healthy Lifestyles

- Members of target communities
- Share cultural beliefs and values
- Share social and ethnic characteristics
- Eliminate communication barriers
- Act as role models for change
- Disseminate information and educate families



Who are Diabetes Community Health Workers?

Diabetes Community Health Workers (DCHWs) are community members who work as bridges between their ethnic, cultural, or geographic communities and healthcare providers to help their neighbors prevent diabetes and its complications through self-care management and social support, including community engagement.

AADE Position Statement. "Diabetes Community Health Workers. *The Diabetes Educator*. 2003; 29(5):818-24.

Workforce Size & Characteristics

Michigan-Specific Data

- 2,724 total CHW workers: 1,807 paid CHWs (66%); 917 volunteer CHWs (34%)
- Occupations: counseling, substance abuse, educational-vocational counseling, health education, and other health/community services
- In Michigan: Federally Qualified Health Centers, Detroit Department of Health & Wellness Promotion, University of Michigan, Diabetes Outreach Networks, Access, Indian Health Services, Spectrum and St. Mary's Hospital, Henry Ford Health System, etc.

National Pay Rates

New Hires

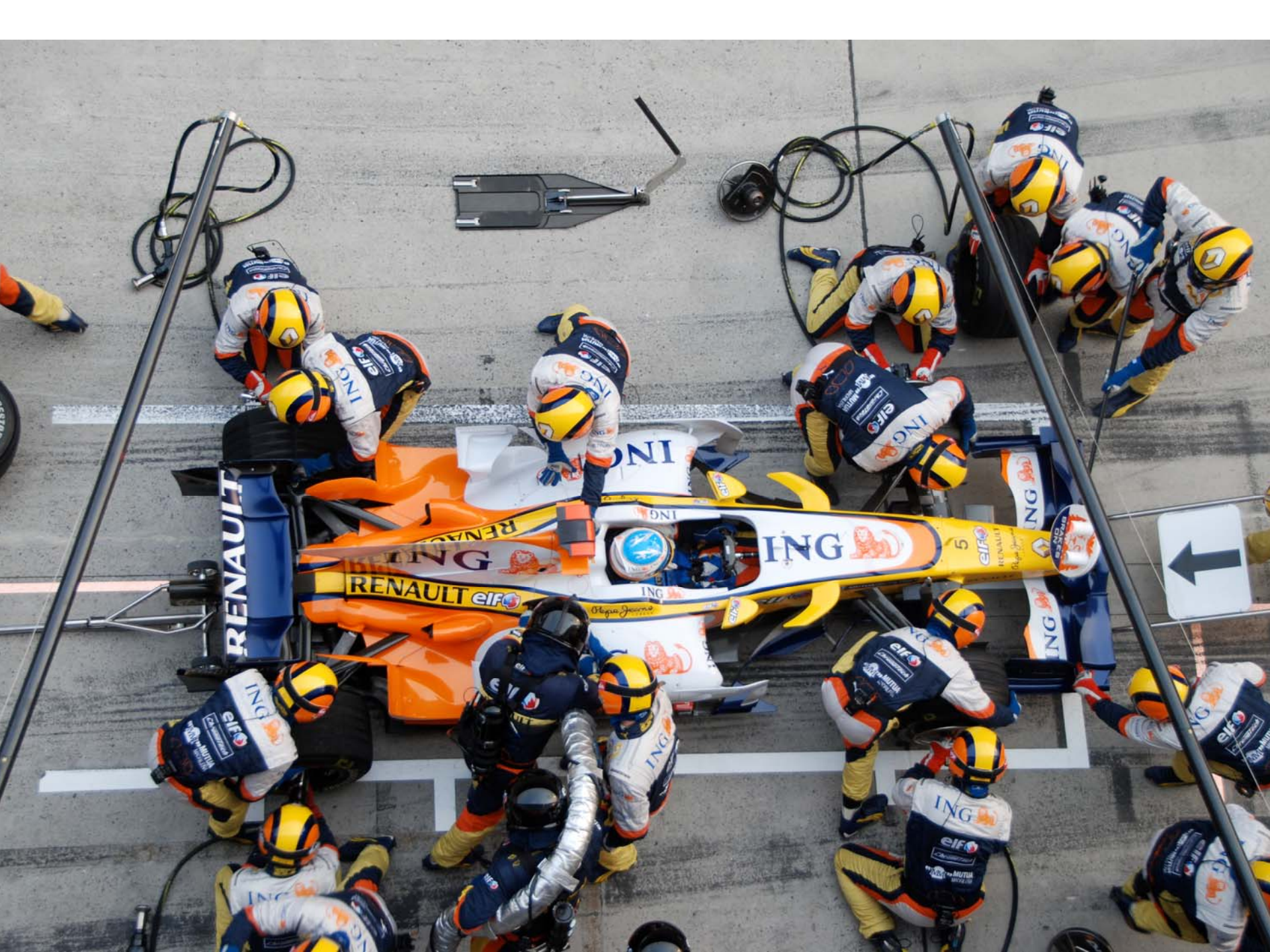
- 64% paid below \$13 per hour
- 3.4% paid at or near minimum wage
- 21% paid \$15 or more per hour

Experienced CHWs

- 70% paid \$13 or more per hour
- 50% paid \$15 or more per hour

Michigan Public Health Training Center





kpatel@brookings.edu

