Applying Nursing Workforce Data in Today’s Practice

2017 Future of Nursing Summit

Albany, New York
June 8, 2017

Jean Moore, DrPH, MSN
Director
Center for Health Workforce Studies
School of Public Health | University at Albany, SUNY
jean.moore@health.ny.gov
The Center for Health Workforce Studies at the University at Albany, SUNY

• Established in 1996
• A center of the UAlbany School of Public Health
• Committed to collecting and analyzing data to understand workforce dynamics and trends
• Goal to inform public policies, the health and education sectors and the public
• Broad array of funders in support of health workforce research
Today’s Presentation

• What’s changing in health care
• Workforce impacts, issues and challenges
• Data and information on the nursing workforce in New York
• Looking ahead
The Changing Health Care Delivery System

• Shifts focus to primary care and prevention
• Goal of improving population health by increasing access to high quality, cost-effective health care services
• Service integration: primary care, behavioral health and oral health
• Increased use of multi disciplinary teams in service delivery
• Emphasis on chronic disease management and care coordination
• Payment reform – paying for quality of care, not quantity of services
## New York’s Programs to Transform Health Care

### Delivery System Reform Incentive Payment (DSRIP) Program

- **Goals**
  - Large-scale reform of the delivery system accountable for safety net patients
  - 25% reduction in avoidable hospital use over 5 years

- **Scope**
  - All providers that qualify as Safety Net providers, along with coalitions (PPS) of other proximate providers
  - All Medicaid patients attributed to those coalitions

- **Units**
  - Provider Performing Systems (PPSs)

- **Payment models**
  - Provider incentive payments based on project milestones and outcomes; transition to value based payment

### State Health Innovation Plan (SHIP) State Improvement Model

- **Goals**
  - Integrated, value-based care through population health-based care delivery models and payment innovation
  - 80% of New Yorkers impacted within 5 years

- **Scope**
  - All primary care practices
  - All payers
  - All New Yorkers

- **Units**
  - Primary care practices (of any size or affiliation)

- **Payment models**
  - Range of payment models, unique to payers but aligned across them, including P4P, shared savings, capitation, etc.

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[www.chwsny.org](http://www.chwsny.org)
Workforce Impacts

• New models of care are increasing in number (Patient Centered Medical Homes, Accountable Care Organizations, Preferred Provider Systems)

• Team-based approaches to care are frequently used in these models

• Team composition and roles vary, depending on the patient population and workforce availability

• Teams may include: physicians, NPs, PAs, RNs, social workers, LPNs, medical assistants, and community health workers, among others
Multidisciplinary Teams Shown to Have Positive Impacts on Patient Outcomes

• “The provision of comprehensive health services to patients by multiple health care professionals with a collective identity and shared responsibility who work collaboratively to deliver patient-centered care.”


• Research suggests health care teams with greater cohesiveness and collaboration are associated with:
  o Higher levels of patient satisfaction
  o Better clinical outcomes

• The most effective and efficient teams demonstrate a substantial amount of shared responsibility (scope overlap)
So What’s the Problem?

- Inadequate primary care capacity
- Maldistribution of available workforce
- Health professions students are not trained in team-based models of care and emerging functions
- Scope of practice restrictions
  - Health professionals not always allowed to do what they are trained and competent to do
  - Shared responsibility (scope overlap) needed for team-based care is challenging to achieve
Who Are New York’s Primary Care Practitioners?

Percentage of Physicians, NPs, PAs, and Midwives who Provide Primary Care Services in New York

Source: Center for Health Workforce Studies

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What is Scope of Practice?

• Professional scope of practice, i.e. professional competence, describes the services that a health professional is trained and competent to perform.

• Legal scope of practice, based on state-specific practice acts, define what services a health professional can and cannot provide under what conditions.

• Legal scope of practice and professional competence overlap, but amount of overlap varies by state and by profession.
Issues With State Based Health Professions Regulation

• Mismatches between professional competence and state-specific legal scopes of practice
• Lack of uniformity in legal scopes of practice across states for some health professions
• Lack of flexibility to support shared responsibility (scope overlap)
• The process for changing state-specific scope of practice is slow and adversarial
State to State SOP Variation: Nurse Practitioners

View the interactive version online: www.bartonassociates.com/np-laws

Disclaimer:
This chart is for informational purposes only and is not for the purpose of providing legal advice. You should contact the applicable nursing board or your attorney for specific legal advice.

Resources:
AANP - www.aanp.org
The 2012 Pearson Report - www.webnponline.com
The Nurse Practitioner’s 24th Annual Legislative Update - www.tnpj.com

www.chwsny.org
Key Workforce Strategies

• Expand the size and composition of the primary care workforce in the state

• Better prepare the health workforce for new roles in emerging models of care
  - Working on teams
  - Ambulatory care, primary care
  - New roles and functions – population health, data analytics, care coordination

• Better align legal scopes of practice with professional competence

• Address workforce maldistribution in rural and inner city underserved communities
Health Workforce Data and Research in New York
Why Collect Health Workforce Data?

- Urgent need for workforce data transformed into information
  - To support local, regional and state health workforce planning efforts
    - Describe supply, distribution, characteristics of health professionals
    - Identify shortage areas
  - To inform health workforce programs and policies
    - Doctors Across New York
    - Primary Care Services Corps
What Do We Need to Know?

• **Supply and distribution:** How many, where, what do they do

• **Educational Pipeline:** graduates per year, in-state retention

• **Demand:** recruitment and retention difficulties by provider type and by region
NY Data Collection Efforts

- The Center for Health Workforce Studies (CHWS), in collaboration with the New York State Department of Health (DOH) and the New York State Education Department (SED), has been primarily responsible for health workforce supply data collection in New York.
- Supply data has historically been collected through voluntary surveys at time of license renewal for:
  - physicians
  - nurse practitioners (NPs)
  - physician assistants (PAs)
  - midwives
  - registered nurses (RNs)
  - dentists
  - dental hygienists
Starting in 2010, health professionals increasingly renewed their licenses online, and this resulted in sharp declines in survey response rates.

Data now collected through voluntary re-registration surveys are insufficient for analyses required to support effective health workforce planning in the state.
Registered Nurse Re-registration Survey Response Rate, 2008-2014

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Other Sources of Data on Other Health Professions in the State

• Alternative Health Workforce Data Sources
  o American Community Survey (ACS)
  o Occupational Employment Statistics (OES)
  o National Practitioner Identifier
  o Proprietary Vendors (SK&A, AMA MF)

• Issues with These Data Sources
  o Lacks needed detail
  o Not always current
  o Not always accurate or complete
  o Sometimes reports jobs, not people
Nurse Practitioner Re-registration Survey Response Rates, 2011-2016

0% 25% 50% 75% 100%


60% 9% 3% 2% 100%
Recent Development: Statutorily Mandated NP Re-Registration Survey

- Effective September 1 2015, NPs licensed in NY are required by law to provide information to the state at the time of relicensure
- DOH, SED and CHWS worked collaboratively on survey design and data collection
- CHWS compiled, analyzed and disseminated survey data
- Year 1: nearly 100% response rate, about 1/3 of NPs in the state
- Research brief, based on these data, was released in October
- A more detailed report based on these data to be released later this year
- Public use data base under development
Distribution of NPs in NY

Number and Percentage of New York State Active NPs by Rural/Urban Practice Location, 2016

- 87.6% Urban
- 12.4% Rural

Source: Center for Health Workforce Studies

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More NPs in Rural Locations Work in Primary Care Practices, Compared to NPs in Urban Areas

Percentage of Active NPs in Primary Care and Specialty Care by Rural/Urban Location, 2016

- Rural:
  - Primary Care NPs: 55.5%
  - Specialty Care NPs: 44.5%

- Urban:
  - Primary Care NPs: 39.5%
  - Specialty Care NPs: 60.5%

- NYS:
  - Primary Care NPs: 41.5%
  - Specialty Care NPs: 58.5%

Source: Center for Health Workforce Studies

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NYS Senate Introduced a Bill to Mandate Health Workforce Data Collection

• S5344
  o Proposes collecting data through the Physician Profile to support health workforce planning
  o Proposes collecting data through mandatory re-registration surveys for all other health professions licensed by SED (approximately 40 professions)
    - Surveys will be modeled after the one used for NPs
Annual Nursing Deans and Directors Survey

• CHWS conducts an annual ‘fax back’ survey of nursing education programs in the state
  o Asks about:
    – applications, acceptances, and graduations
    – Perceptions of the job market for their graduates

• Annual response rate well over 90%
Nursing Deans Survey Tracks Growing Number of RN Graduations in New York

New York RN Graduations, by Degree Type, 1996-2016
Growing Number of BSN-Completers

Graduations from BSN 4-Year and BSN Completer Programs, 2005-2016

- 4-year BSN graduates
- BSN completer graduates
Variation in Applicants by Program Type

Percent Change in Number of Applications By Degree Type, 2006-2015

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<th>Year</th>
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<th>BSNs</th>
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<tr>
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<tr>
<td>2015</td>
<td>21%</td>
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- Increased
- The same
- Decreased

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Variation in Acceptances by Program Type

Percent Change in Number of Acceptances By Degree Type, 2006-2015

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<tr>
<th>Year</th>
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<td>58%</td>
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<tr>
<td>2015</td>
<td>13%</td>
<td>62%</td>
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- **Increased**
- **The same**
- **Decreased**
Involves collaborations with provider associations

In 2015, NY providers reported:

- All providers: experienced RNs hard to recruit, but newly trained RNs are not
- Hospitals: Hard to recruit and retain clinical laboratory technologists, HIT staff and medical coders
- Nursing homes and home health: Hard to recruit occupational therapists, physical therapists, speech language pathologists, dieticians/nutritionists
- Community health centers: Hard to recruit dentists, geriatric nurse practitioners and psychiatric nurse practitioners
The Future of RN Workforce in NY

• Currently there is a relative balance between the supply of and demand for registered nurses (RNs) in New York State, with the supply of RNs being slightly greater than the demand.

• Demand for RNs in New York is expected to grow between 2015 and 2025, especially in long-term care settings.

• If current training and retirement patterns remain the same, the supply of RNs is expected to grow and continue to meet projected demand; however, changes in the estimated number of RN graduates or retirements could lead to future RN supply-and-demand imbalances.

• The impact of changes to health policy on future demand for RNs is less certain.
  - Will declining demand for RNs in acute care be offset by increasing demand for RNs in ambulatory care?
As We Plan for the Future

- Support efforts to collect better workforce data on RNs and LPNs in the state
- Make the case for nursing in the broader health care delivery system - in acute care, long-term care and ambulatory care
- Prepare nurses for the future – new skills and new work settings
- Describe impacts of the nursing workforce on cost, quality and access to care
Thank you

QUESTIONS?