Select Committee on Health Care Workforce Innovation

Wednesday, November 6, 2013
12:00 PM – 3:00 PM
Webster Hall (212 Knott)

Will Weatherford
Speaker

Jose R. Oliva
Chair

Committee Meeting Notice

HOUSE OF REPRESENTATIVES

Select Committee on Health Care Workforce Innovation

Start Date and Time: Wednesday, November 06, 2013 12:00 pm

End Date and Time: Wednesday, November 06, 2013 03:00 pm

Location: Webster Hall (212 Knott)

Duration: 3.00 hrs

Discussion of Florida's health care workforce challenges:

--Briefing on population trends – Office of Economic and Demographic Research
--Briefing on physician workforce data – Department of Health
--Briefing on nurse workforce data – Florida Center for Nursing
--Overview of current workforce programs – Department of Health and Department of Education

NOTICE FINALIZED on 10/30/2013 12:31 by Iseminger.Bobbye

Demographic Overview & Population Trends

Select Committee on Health Care Workforce Innovation

November 6, 2013

Presented by:

The Florida Legislature
Office of Economic and
Demographic Research
850.487.1402
http://edr.state.fl.us

Population Growth Recovering

- Population growth is the state's primary engine of economic growth, fueling both employment and income growth.

- Population growth is forecast to continue strengthening, showing increasing rates of growth over the next few years. In the near-term, growth is expected to average 1.3% between 2013 and 2015 – and then continue its recovery in the future, averaging 1.4% between 2015 and 2020. Most of Florida's population growth through 2030 will be from net migration (90.0%). Nationally, average annual growth will be about 0.74% between 2013 and 2030.

- The future will be different than the past; Florida's long-term growth rate between 1970 and 1995 was over 3%.

- Florida is on track to break the 20 million mark during 2016, becoming the third most populous state sometime before then – surpassing New York.

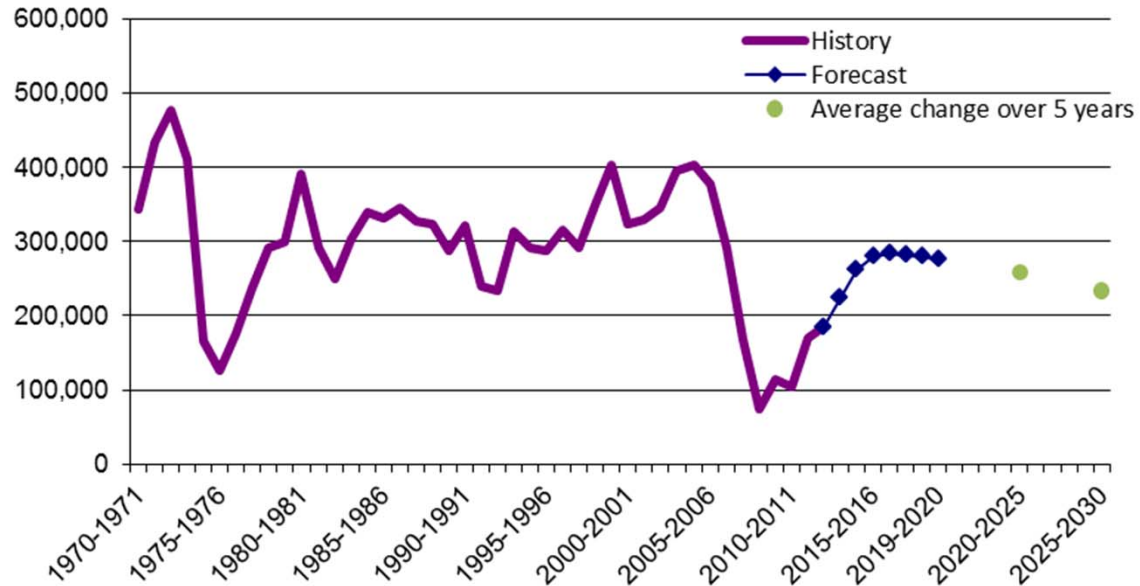# Florida's April 1 Population
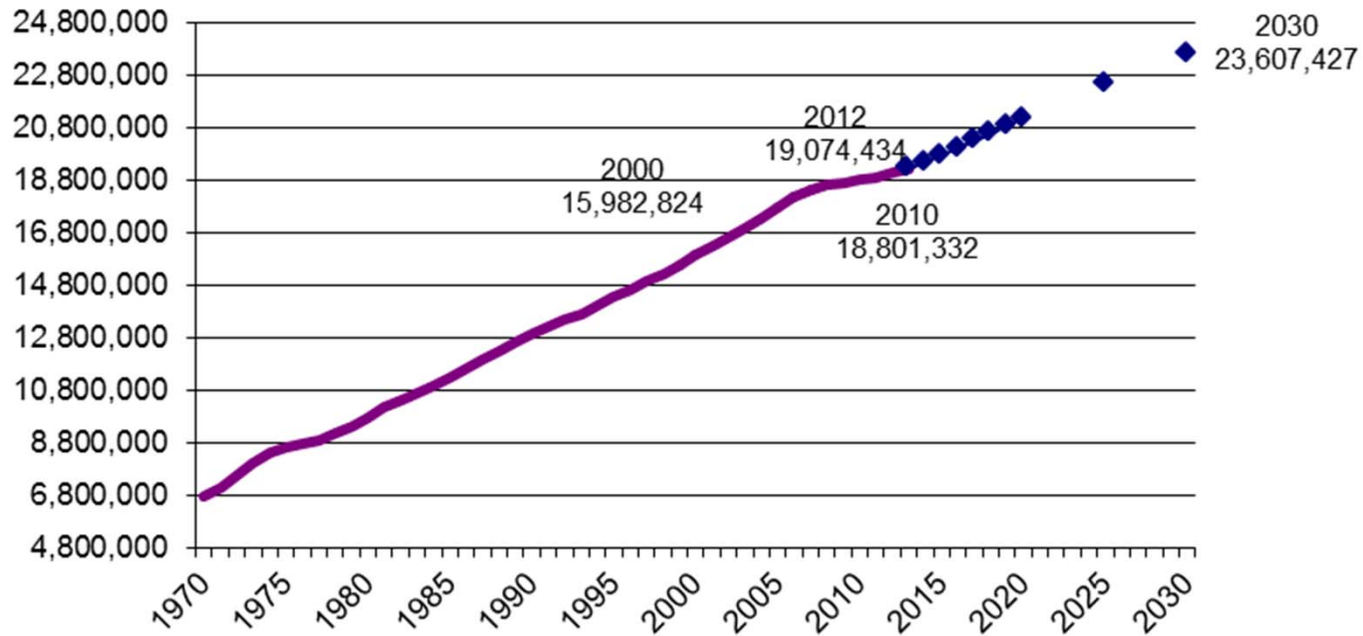
Florida's population:
- was 15,982,824 in 2000
- was 18,801,332 in 2010
- is forecast to grow to 23,607,427 by 2030
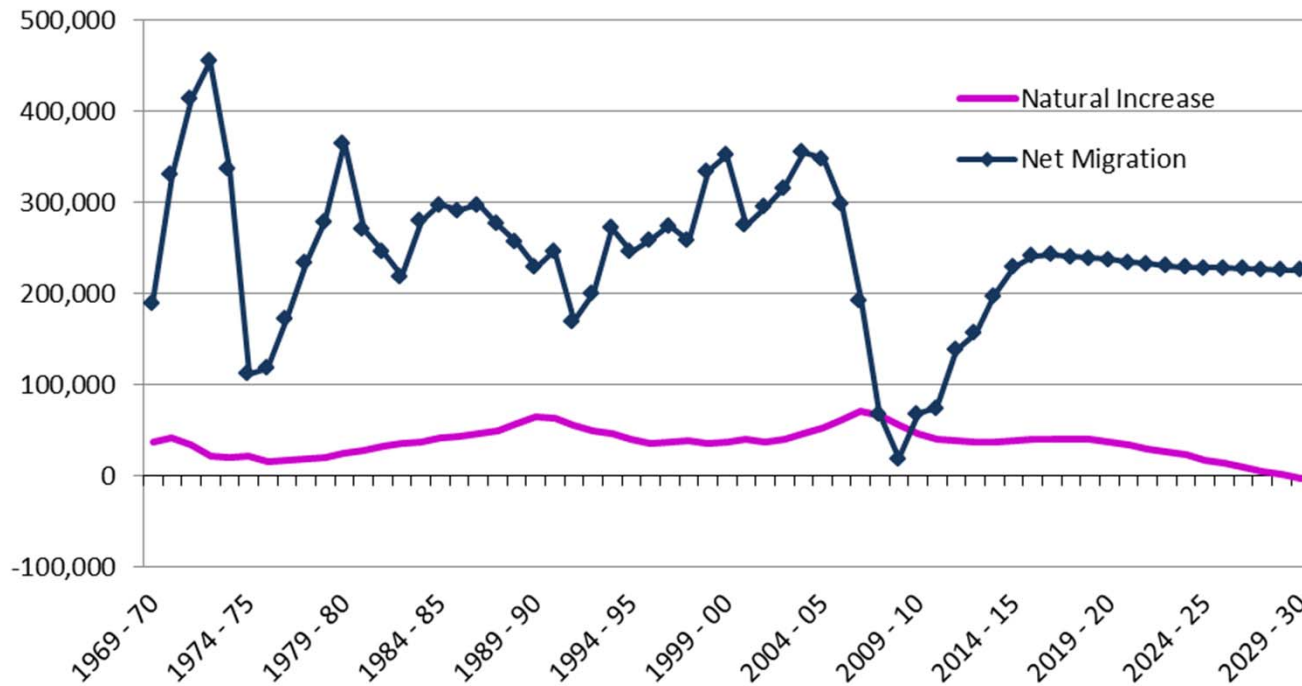
Florida's Population Growth

Population:
- Average annual increase between 2000 and 2006 was: 361,942
- Average annual increase between 2007 and 2013 was: 135,463

Population is forecast to increase on average by:
- 243,034 between 2013 and 2015 --- a gain of 666 per day
- 280,504 between 2015 and 2020 --- a gain of 769 per day
- 258,657 between 2020 and 2025 --- a gain of 709 per day
- 233,202 between 2025 and 2030 --- a gain of 639 per day

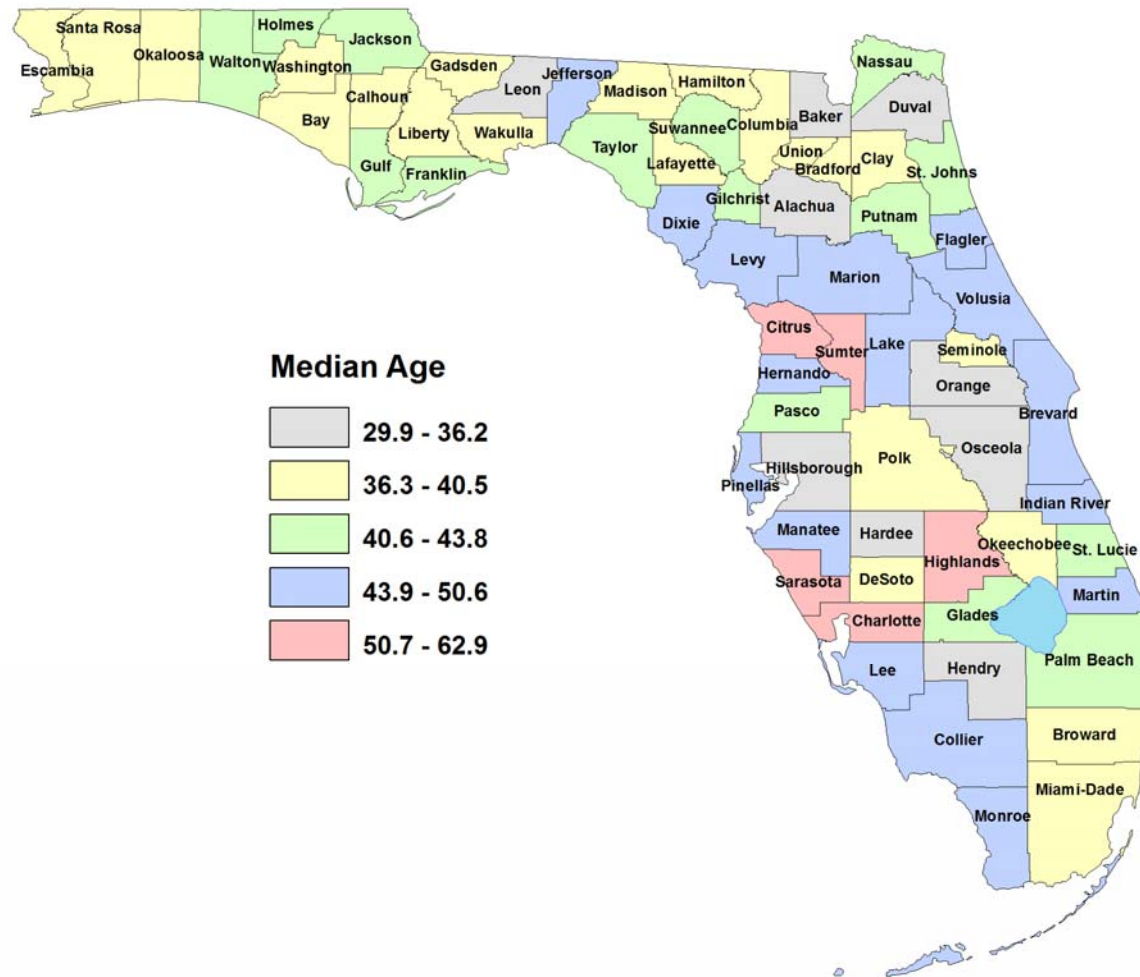| 2013	
Orlando	250,415
St. Petersburg	249,704
Hialeah	229,766

Florida's Growth Components

- Typically, most of Florida's population growth is from net migration.

- In 2030, net migration is forecast to represent all of Florida's population growth.

Median Age of Floridians
(April 1, 2012)

- The median age of Florida residents was estimated to be **41** years as of April 1, 2012.

- There was 1 county with a median age below 30: Leon (29.9).

- There were 6 counties with a median age of 50 and older: Sumter (62.9), Charlotte (56.1), Citrus (54.5), Sarasota (53.1), Highlands (52.2), and Martin (50.6).

Median Age

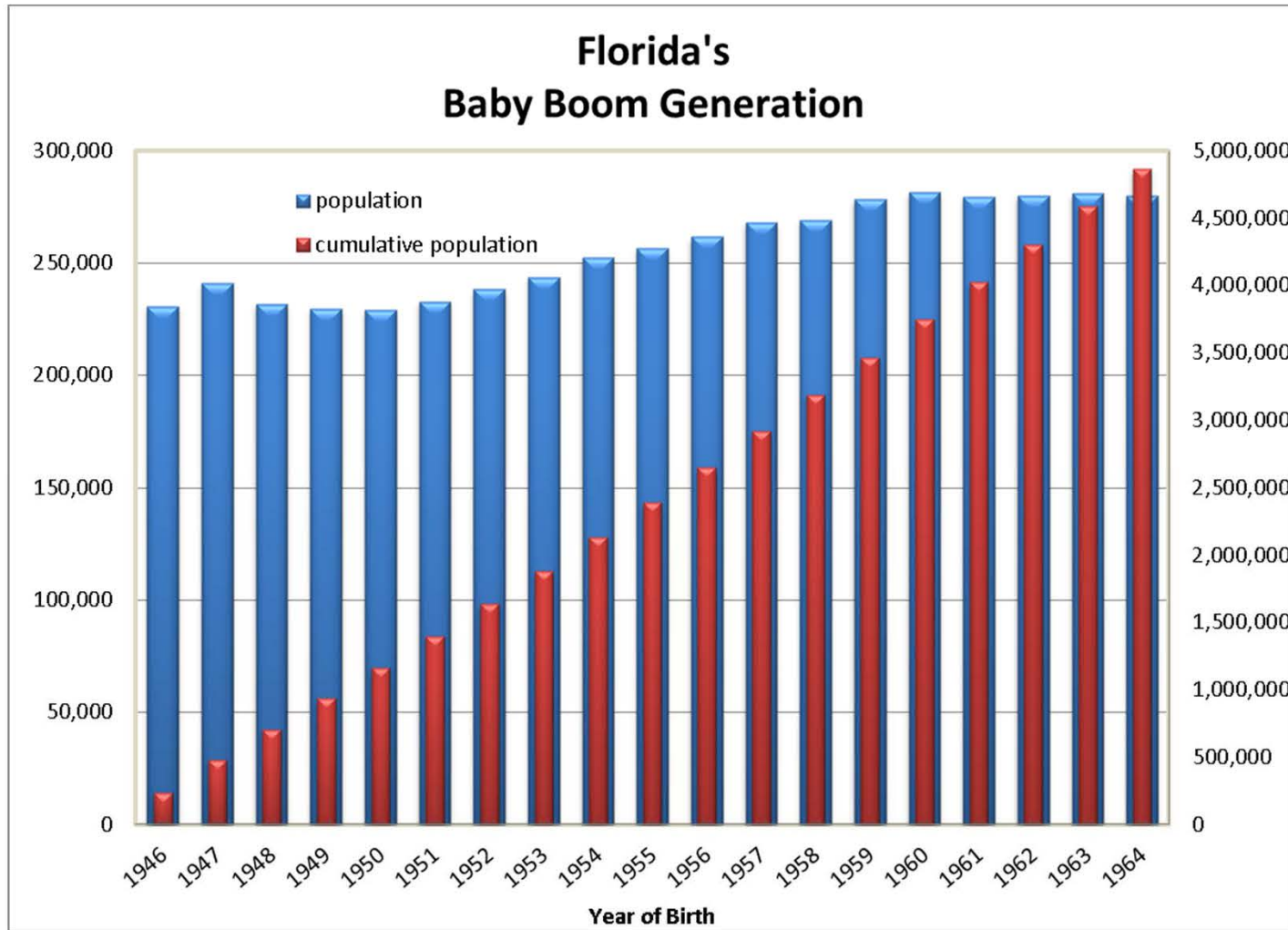|	Median Age
(gray)	29.9 - 36.2
(yellow)	36.3 - 40.5
(green)	40.6 - 43.8
(blue)	43.9 - 50.6
(pink)	50.7 - 62.9

A Fundamental Change to Florida's Economic Future: Baby Boomers

- Birth Cycle: 1946-1964
- 2010 Census count of 46-64 year olds:
  - US: 77.0 million
  - FL: 4.8 million
- Entry into Workforce: 1967-1985
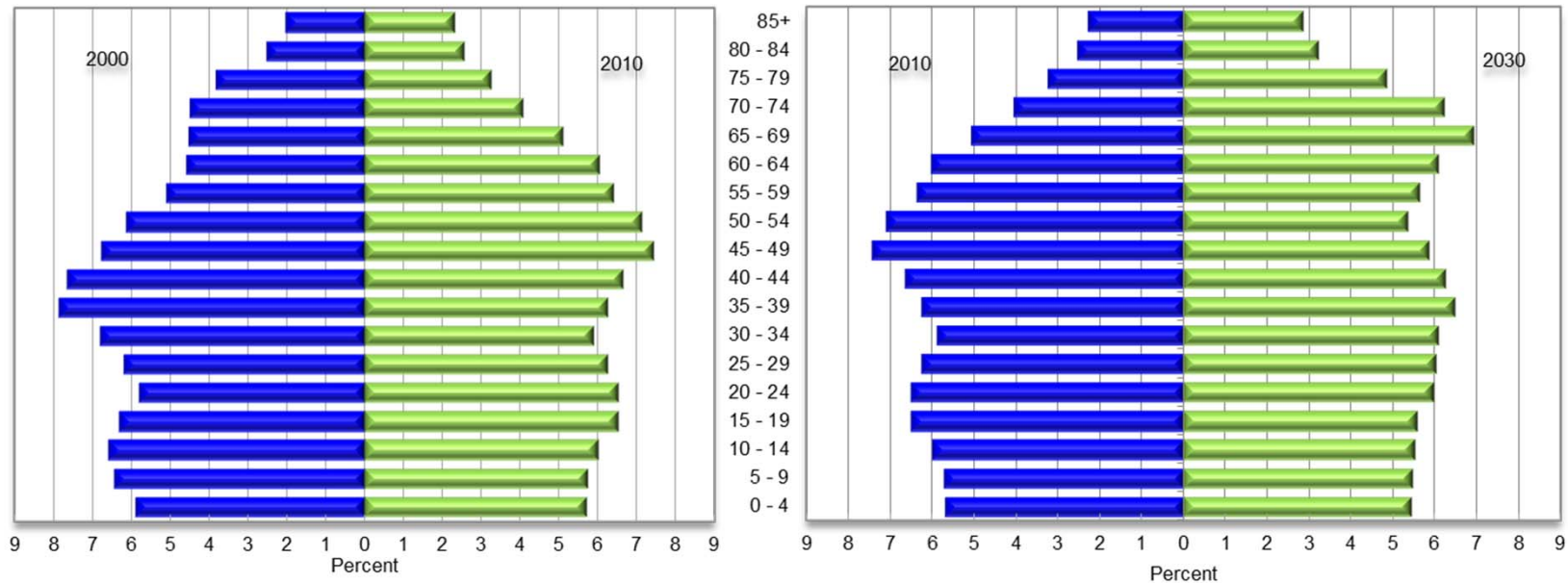- Entry into Retirement: 2011-2029

2050

Florida Baby Boom Cohorts

Florida's
Baby Boom Generation

Only three cohorts have entered the retirement phase: 2011, 2012 and 2013.

Total Population by Age Group

- In 2000, Florida's working age population (ages 25-54) represented 41.5 percent of the total population. With the aging Baby Boom generation, this population now represents 39.1 percent of Florida's total population and is expected to represent 36.1 percent by 2030.

- Population aged 65 and over is forecast to represent 24.1 percent of the total population in 2030.

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Population Growth by Age Group

Growth between April 1, 2010 to April 1, 2030
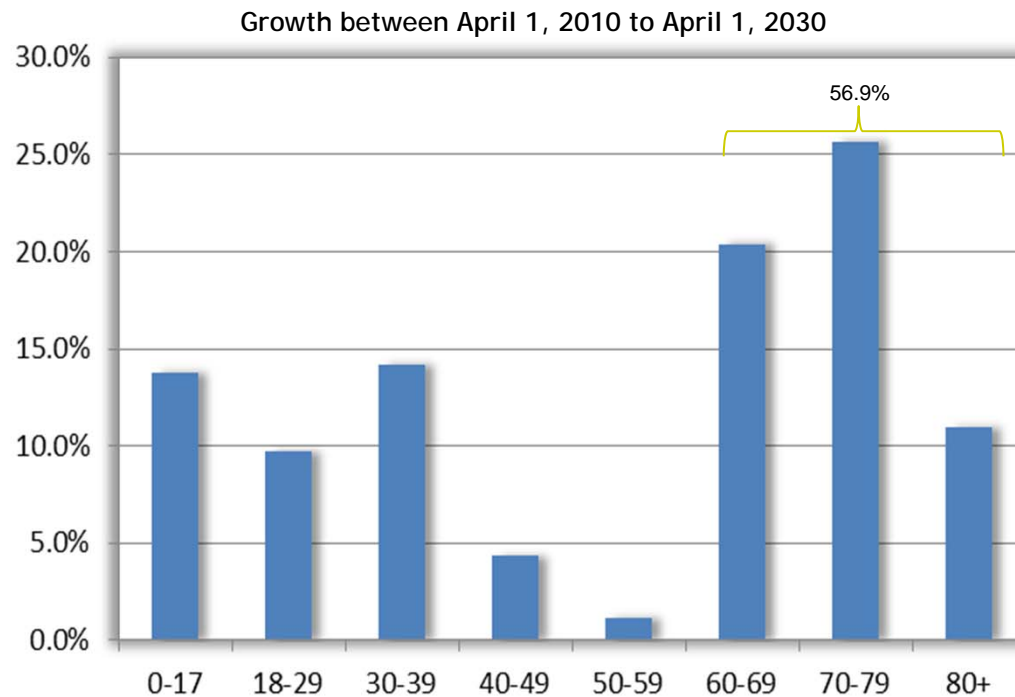
- Between 2010 and 2030, Florida's population is forecast to grow by almost 4.8 million.

- Florida's older population (age 60 and older) will account for most of Florida's population growth, representing 56.9 percent of the gains.

- Florida's younger population (age 0-17) will account for 13.8 percent of the gains.

Component Change in Age Group Size in 2030
Relative to 2010
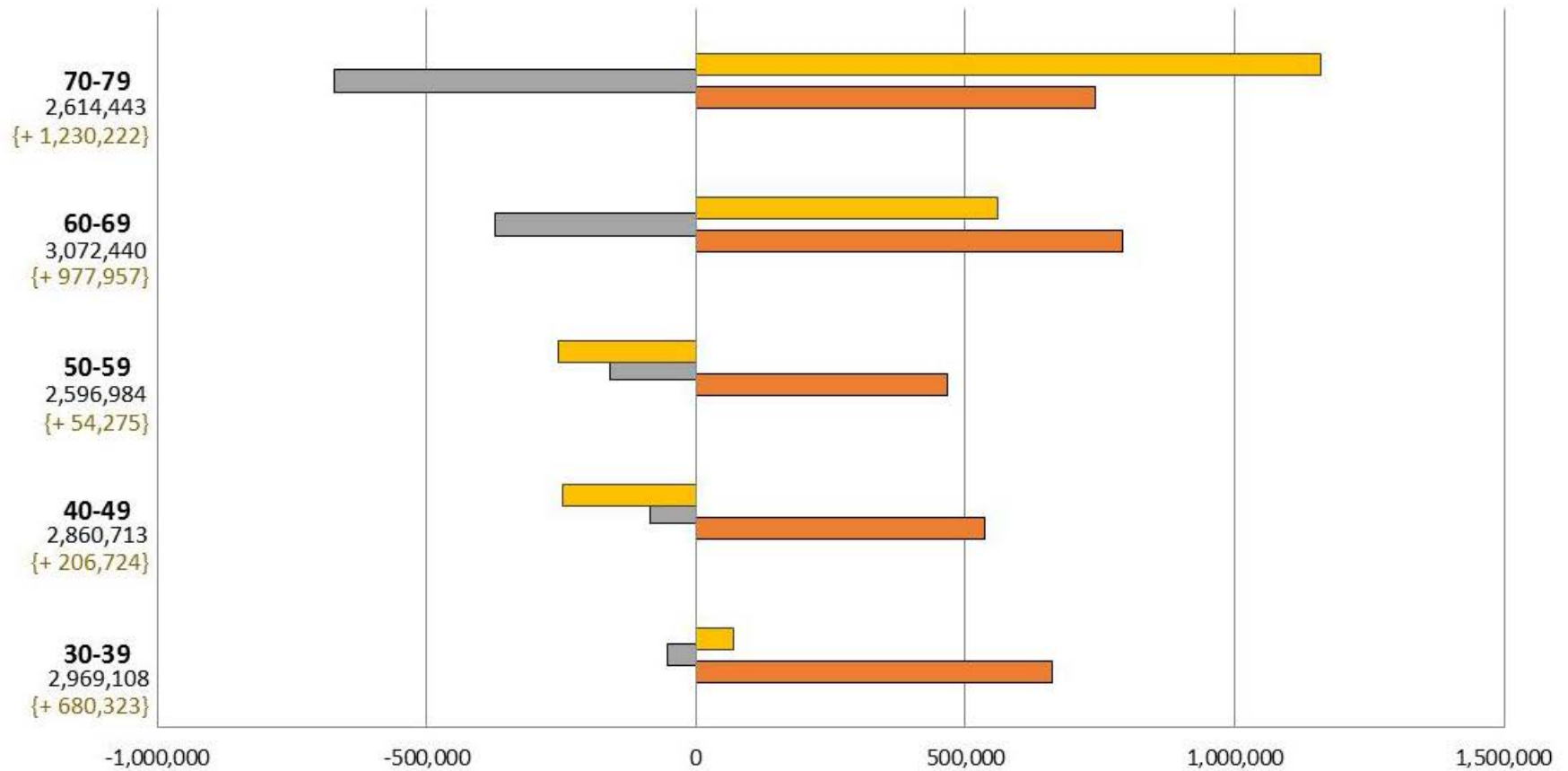
	30-39	40-49	50-59	60-69	70-79
▢ resident cohort	70,444	-246,004	-253,924	559,506	1,158,488
▢ deaths	-51,496	-83,853	-158,924	-373,620	-670,709
▢ migration	661,375	536,581	467,123	792,071	742,443

The change in population is a net number. The future senior population will be composed of not just the Floridians aging in place who are here today (minus people who move and deaths), but also the people who have yet to move to Florida.

Population by Race

2000
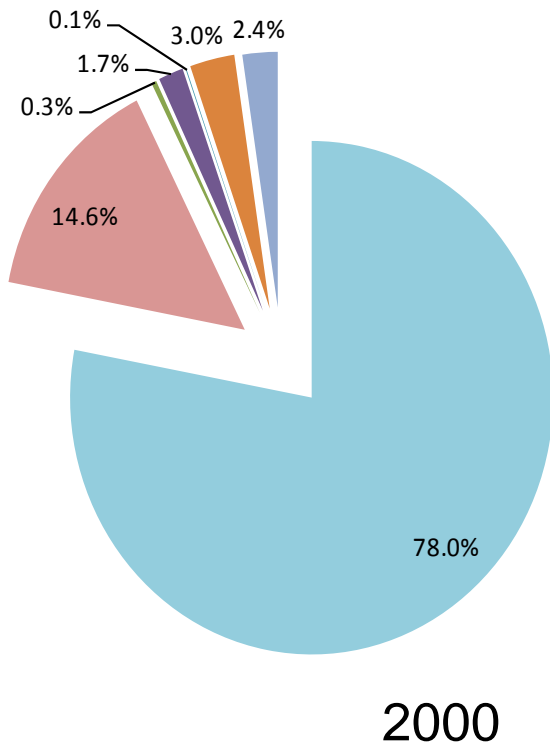
- ■ White (alone)
- ■ Black or African American (alone)
- ■ American Indian and Alaska Native (alone)
- ■ Asian (alone)
- ■ Native Hawaiian and Other Pacific Islander (alone)
- ■ Some Other Race (alone)
- ■ Two or More Races
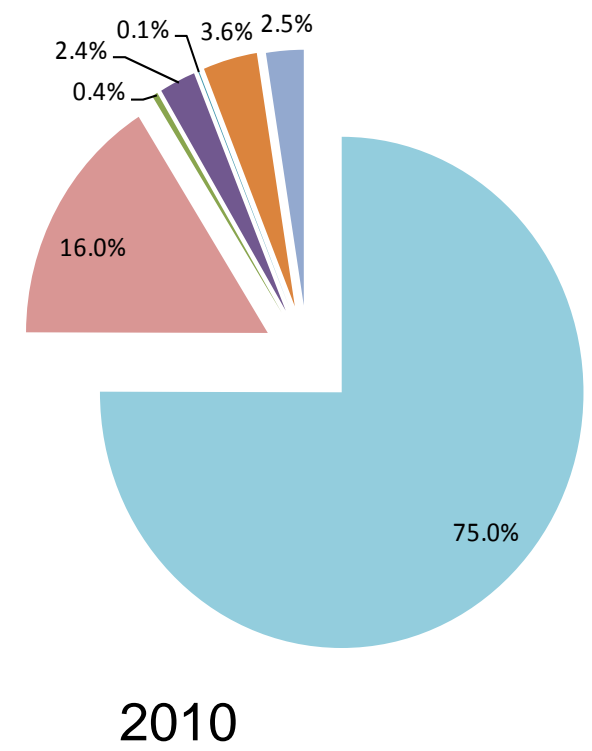
2010

Florida's minority percentage (which includes Hispanics) of the population is 42.1% --- New York is now at 41.7%, and the nation as a whole is at 36.3%.

Hispanic/Latino Population by County
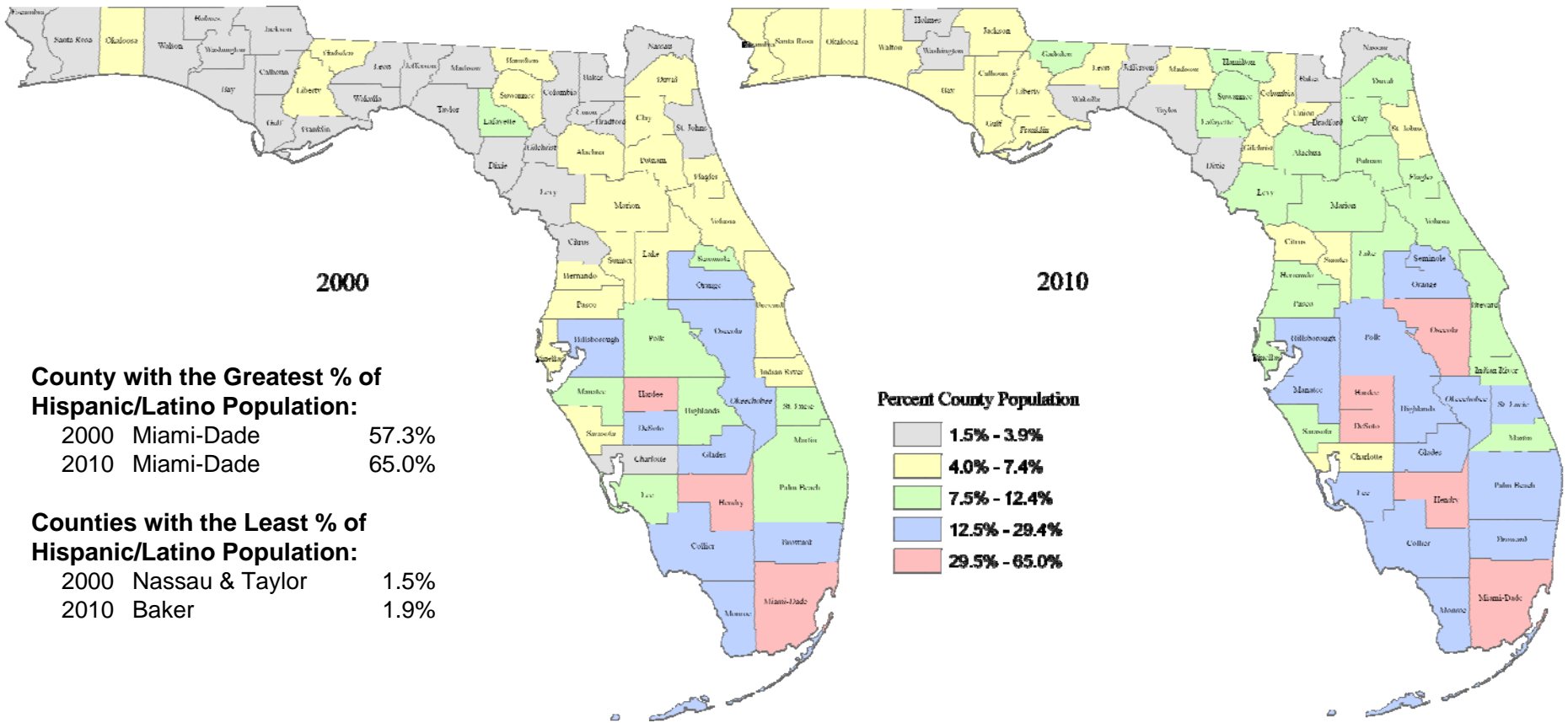
2000

2010

County with the Greatest % of Hispanic/Latino Population:

2000	Miami-Dade	57.3%
2010	Miami-Dade	65.0%

Counties with the Least % of Hispanic/Latino Population:

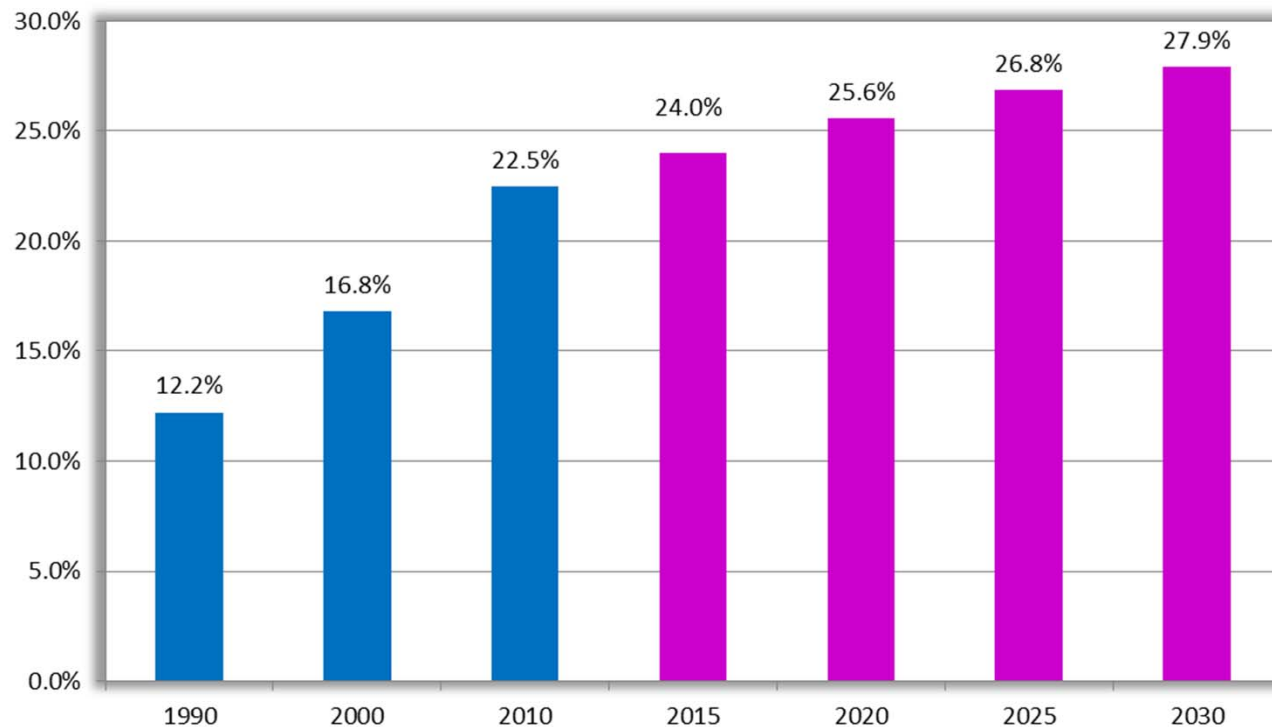|		
2000	Nassau & Taylor	1.5%
2010	Baker	1.9%

Percent County Population

- 1.5% - 3.9%
- 4.0% - 7.4%
- 7.5% - 12.4%
- 12.5% - 29.4%
- 29.5% - 65.0%

Statewide Percentages:
2000 = 16.8%
2010 = 22.5%

Florida's Hispanic Population

- Based on the 2010 Census, Hispanics represent about 22.5 percent of Florida's population.

- By 2030, Hispanics are forecast to represent almost 28 percent of Florida's population.

Language and Foreign Born

Language Spoken at Home	Estimate
Population 5 years and over	18,247,223
English only	13,156,749
Language other than English	5,090,474
Speak English less than "very well"	41.4%
Spanish or Spanish Creole	3,733,476
Speak English less than "very well"	43.0%
Other Indo-European languages	960,096
Speak English less than "very well"	36.2%
Asian and Pacific Islander languages	284,245
Speak English less than "very well"	43.6%
Other languages	112,657
Speak English less than "very well"	26.5%

- In 2012, 5 million Floridians (age 5 or older) spoke a language other than English at home, of which about 2.1 million spoke English less than "very well". If this relationship continues, by 2030, around 6.2 million Floridians (age 5 or older) will speak a language other than English at home, of which about 2.6 million will speak English less than "very well".

- In 2012, 19.4% of Florida's population was foreign born.
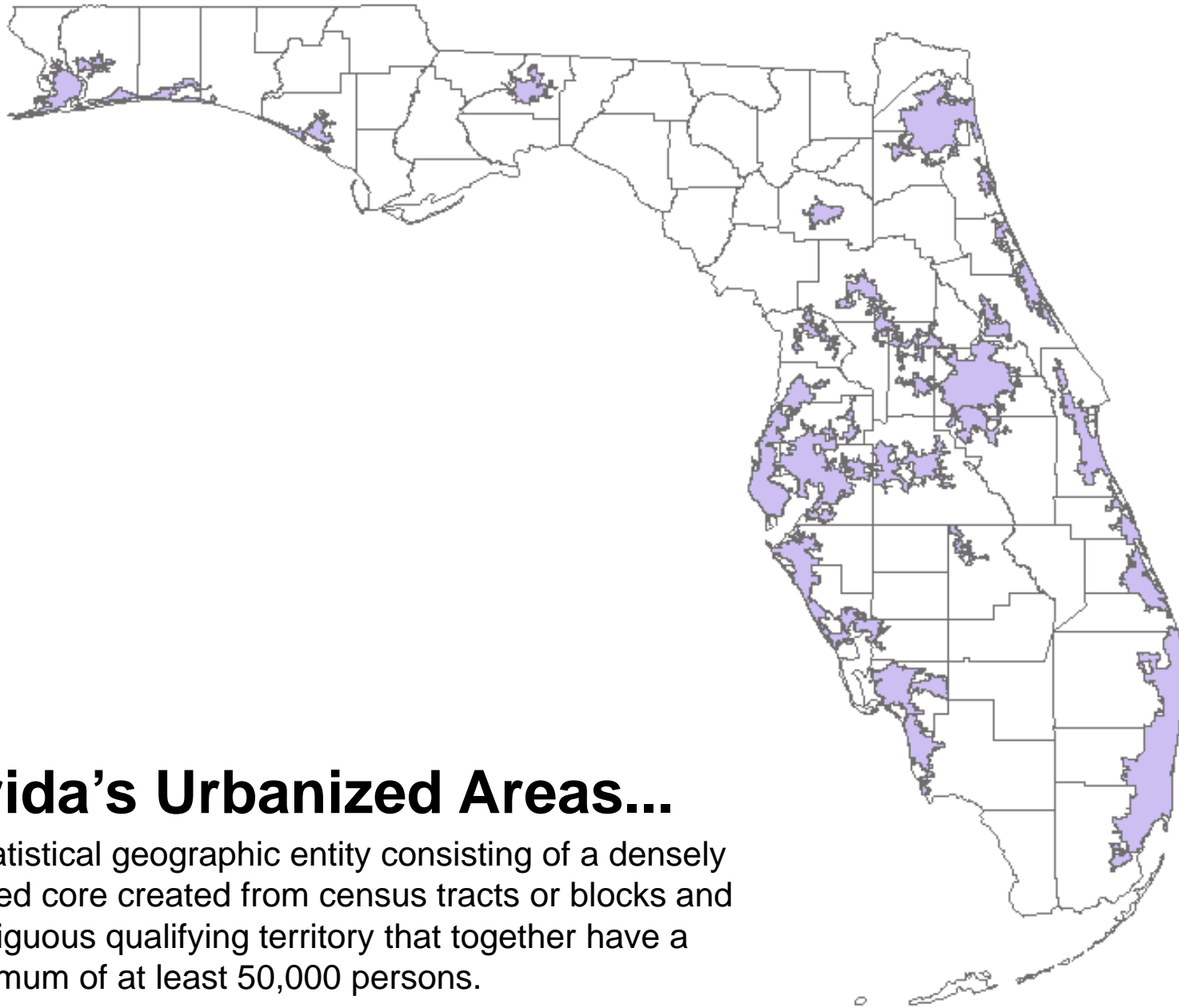
Florida's Urbanized Areas...

A statistical geographic entity consisting of a densely settled core created from census tracts or blocks and contiguous qualifying territory that together have a minimum of at least 50,000 persons.

Population Density
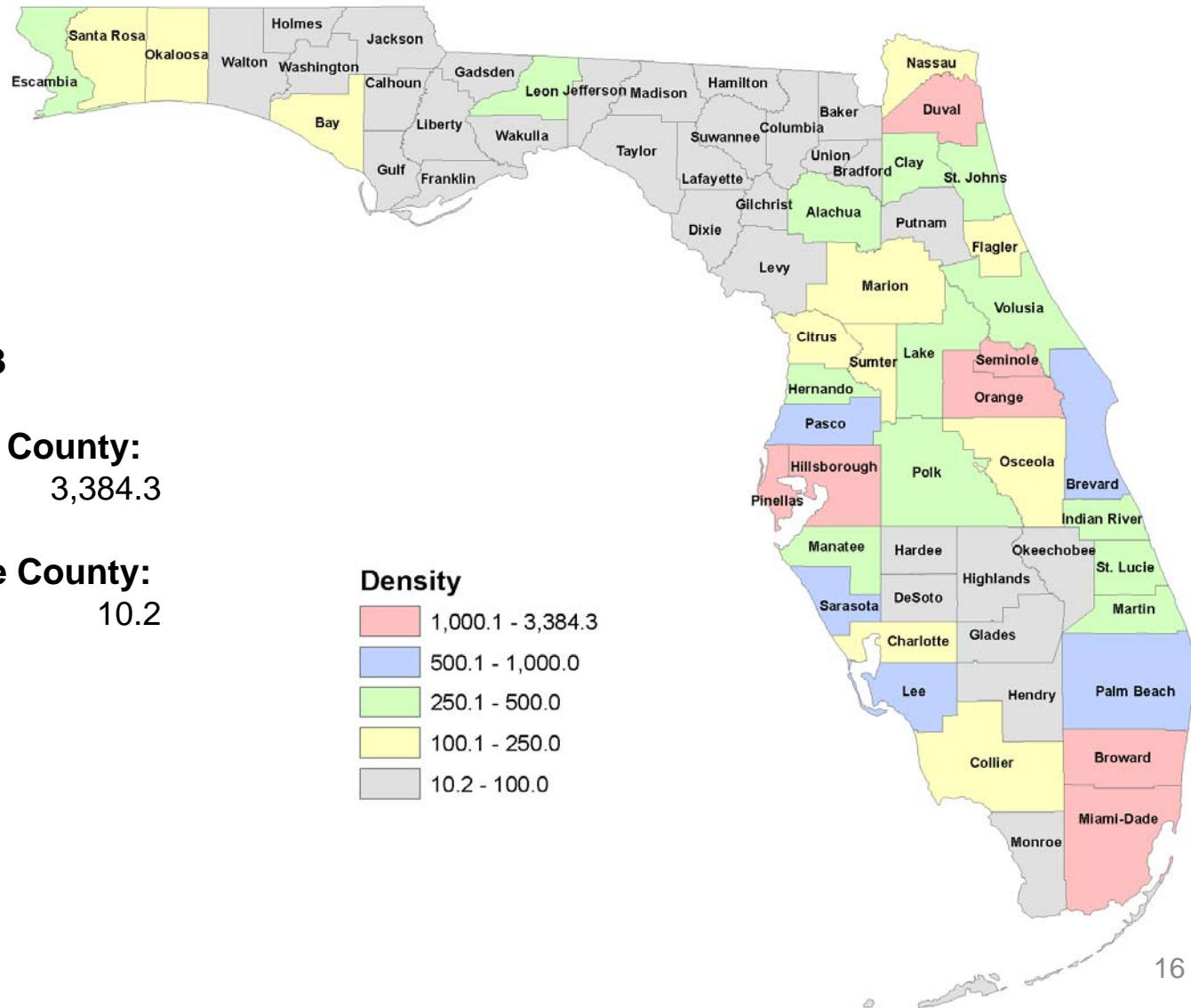
April 1, 2013

Most Dense County:
Pinellas   3,384.3

Least Dense County:
Liberty   10.2

Density
- 1,000.1 - 3,384.3
- 500.1 - 1,000.0
- 250.1 - 500.0
- 100.1 - 250.0
- 10.2 - 100.0
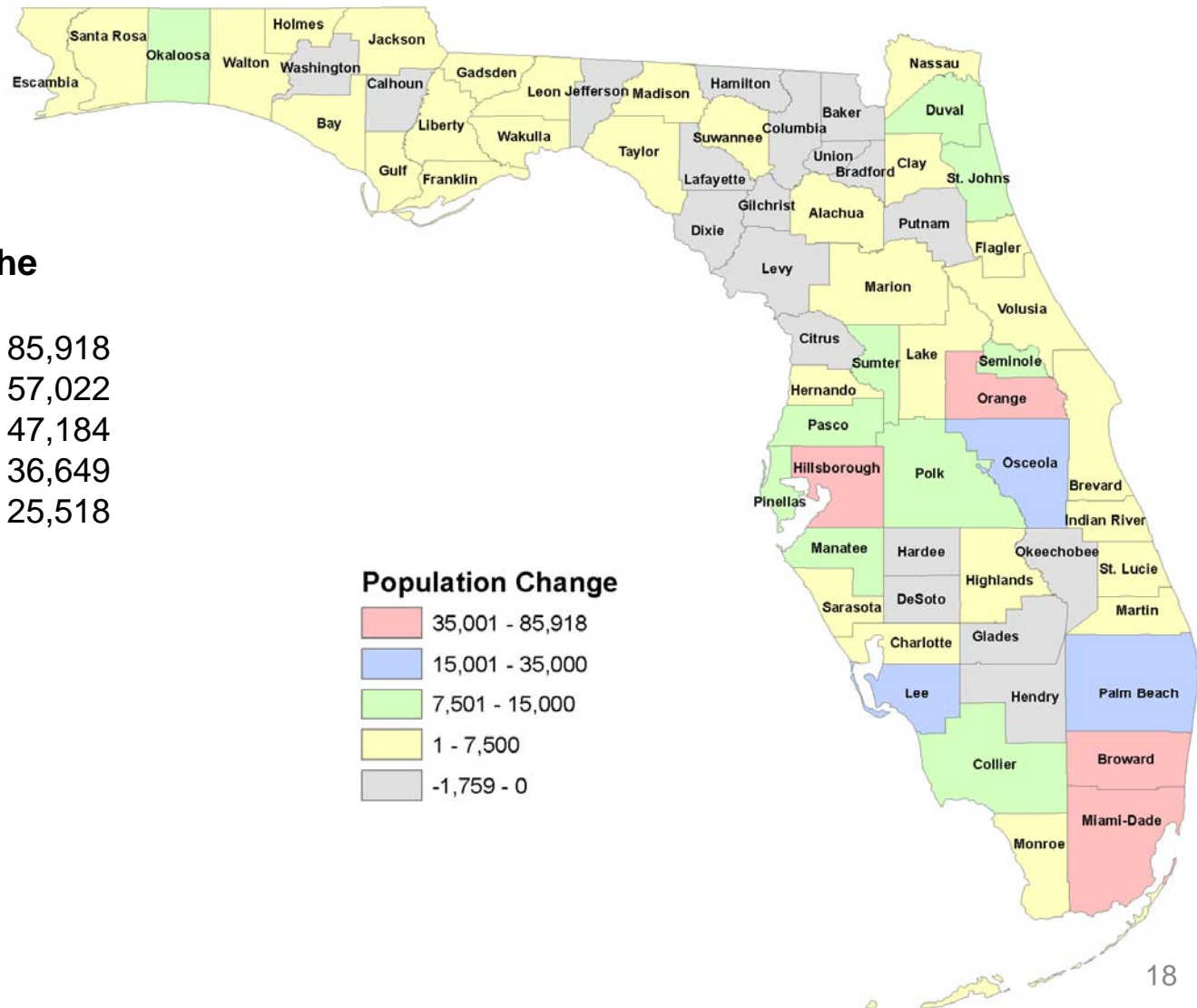
Florida's County Population

- 33 of Florida's 67 counties have a population of less than 100,000.

- The top 7 counties make up 51.9% of Florida's total population.

April 1, 2013 Population	Number of Florida Counties
One million or more	5
500,000 to 999,999	5
250,000 to 499,999	12
100,000 to 249,999	12
50,000 to 99,999	8
Under 50,000	25

Population Growth
(April 1, 2010 – April 1, 2013)

Counties Gaining the Most Population:

County	Population
Miami-Dade	85,918
Orange	57,022
Hillsborough	47,184
Broward	36,649
Palm Beach	25,518

Population Change

- 35,001 - 85,918
- 15,001 - 35,000
- 7,501 - 15,000
- 1 - 7,500
- -1,759 - 0

Population Growth Rate
(April 1, 2010 – April 1, 2013)
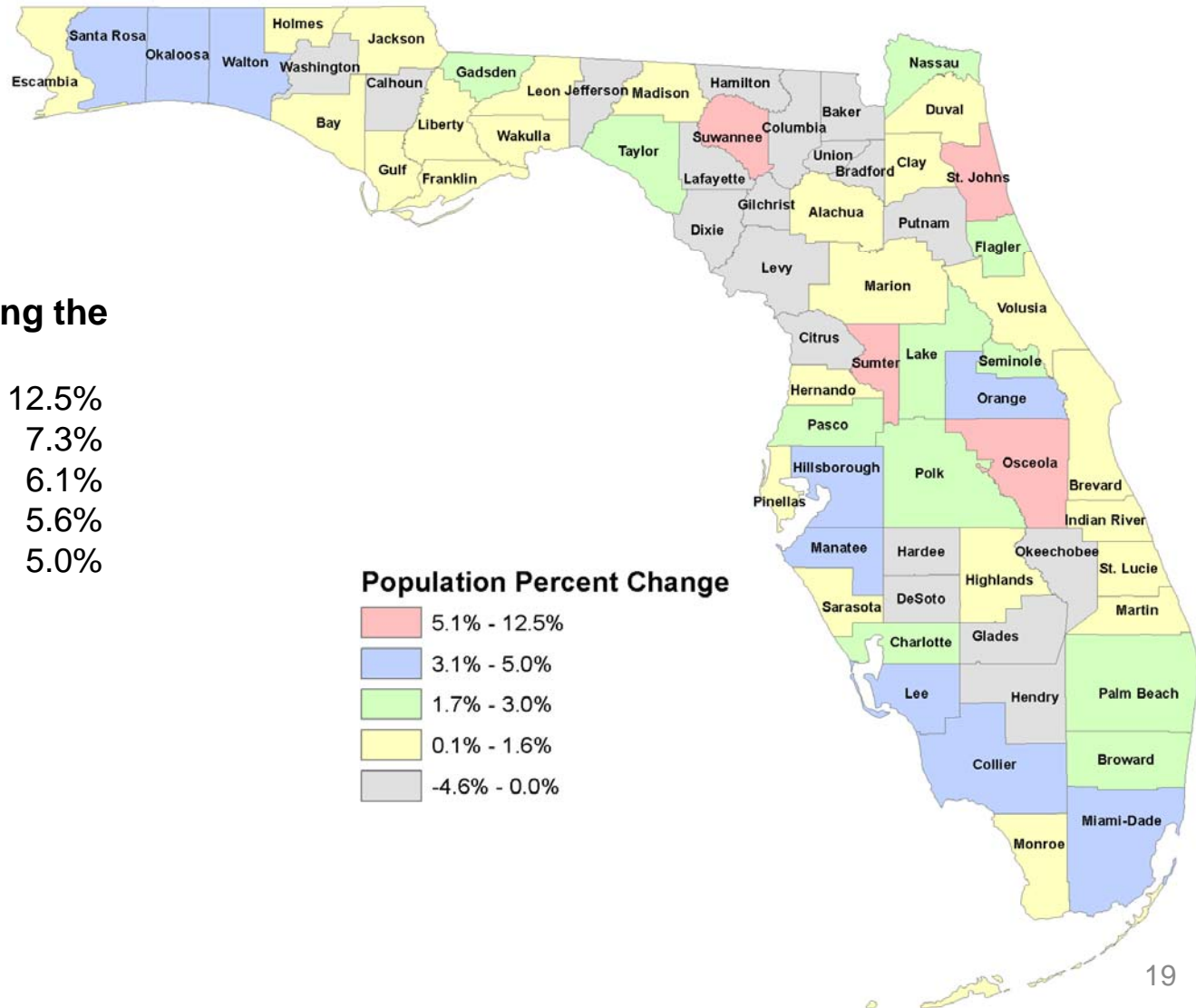
Counties Growing the Fastest:

Sumter	12.5%
Osceola	7.3%
St. Johns	6.1%
Suwannee	5.6%
Orange	5.0%

Population Percent Change

- 5.1% - 12.5%
- 3.1% - 5.0%
- 1.7% - 3.0%
- 0.1% - 1.6%
- -4.6% - 0.0%

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Florida Faces Dual Challenges While Becoming More Diversified and Urbanized…

- **Aging State** – More intense in Florida than elsewhere due to the population share garnered by this population (over 24.1 percent in 2030).

- **Growing State** – all of the same problems as we've had in the past, only more so:
  - Greater Need for Services.
  - Allocation of Increasingly Scarce Natural Resources (especially water).
  - Provision of Needed Infrastructure (new and replacement).

**Baby Boomer
Economic Cycle**

```
                                                              2030 - 2050
                                                            Phase 3 - Challenge
                                                              Aging in Place
                                        2020 - 2030
                                        Phase 2 - Mixed
                                       Transition Period
                   2011 - 2020
                  Phase 1 - Strength
                 New Retirees Move to FL


             └─────Immediate─────┘  └───Intermediate───┘  └──────────Long-Term──────────┘

2011                                                                                  2050
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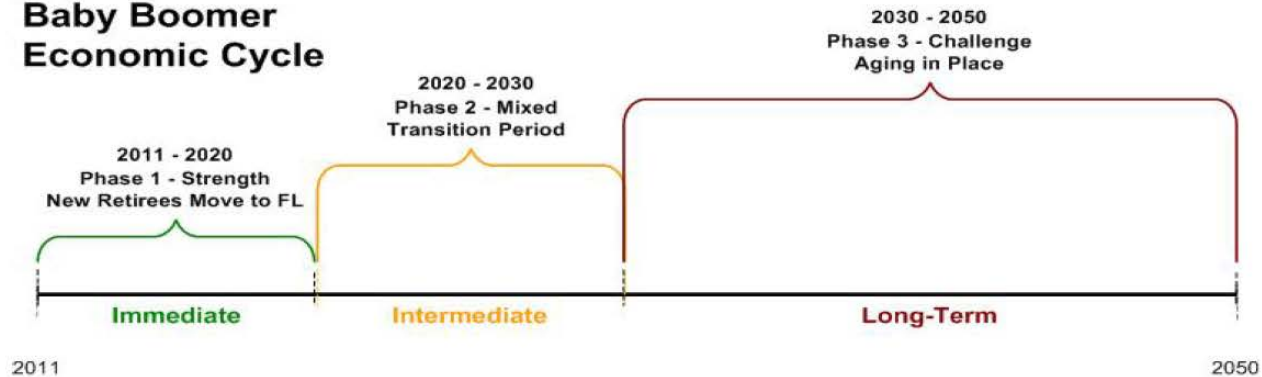
OVER THE SHORTER-TERM ... (between now and 2020)
The Baby Boomers retiring to Florida will generally be financially better off than the
average retiree; most will come with assets (at least from the sale of their homes).

Many will buy new homes in Florida and then outfit them --- generating additional tax
revenues, largely as a result new money coming in to Florida from outside the state
(earned elsewhere). New infusion of dollars has the greatest multiplier effect.

They will also tend to be younger retirees, and therefore healthier and more active ---
meaning their demand for consumer services will be higher, strengthening the economy,
while their demand for government services will be at its minimum.

OVER THE LONGER-TERM ... (between now and 2030)
As the Baby Boomers retire, they will be leaving vacant more jobs than there are workers
to fill them.

The ability to create new jobs will be constrained by the numbers of qualified workers
available to fill those jobs.

Both of these factors will lead to increased demand for workers and upward pressure on
wages as the skilled supply of workers fails to keep pace with the demand.

Inflated wages will hurt economic growth, as well as make government services more
costly to provide—just as the Boomers increase their need for government-supported
services.

The increased cost of government services (due to higher prices and larger caseloads)
and suppressed economic growth will make budget gaps worsen (diminished revenues
and higher costs for the same services and more services being demanded). This
situation will be exacerbated by the fact that retirees tend to spend more on services and
less on taxable goods.

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Health Care Workers

Industry Sector	2012			2030	2012-2030
	Employment	Distribution	Employment Per 1,000 Population	Employment Based on 2012 Employment Per 1,000 Population	Change in Employment
Total, All Industries	7,340,519		384	9,085,148	1,744,629
Natural Resources and Mining	86,600	1.2%	5	107,182	20,582
Construction	342,047	4.7%	18	423,342	81,295
Manufacturing	316,698	4.3%	17	391,968	75,270
Trade, Transportation, and Utilities	1,531,578	20.9%	80	1,895,590	364,012
Information	133,733	1.8%	7	165,517	31,784
Financial Activities	493,186	6.7%	26	610,402	117,216
Professional and Business Services	1,073,912	14.6%	56	1,329,150	255,238
Education and Health Services	1,094,785	14.9%	57	1,354,984	260,199
Educational Services	*133,468*	*1.8%*	*7*	*165,189*	*31,721*
Health Care and Social Assistance	*961,317*	*13.1%*	*50*	*1,189,794*	*228,477*
Leisure and Hospitality	997,364	13.6%	52	1,234,409	237,045
Other Services	237,855	3.2%	12	294,386	56,531
Government	1,028,853	14.0%	54	1,273,382	244,529

The per capita need for additional workers in 2030 is a minimum or "at least as" number:

- Retiring Baby Boomers will present significant replacement challenges to maintaining the existing size of the healthcare workforce.
- The demographic shift caused by the aging population will introduce a greater demand for health care services (more chronic problems and age-related disabilities, coupled with an increasing array of new services, procedures and drugs that prolong life).
- The Affordable Care Act increases the need for health care workers, and its impact isn't in the 2012 data.

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FLORIDA AVERAGE ANNUAL WAGES AS A PERCENT OF THE U.S.

Florida Average versus Florida Health Care and Social Assistance
Annual Wages as a Percent of the US
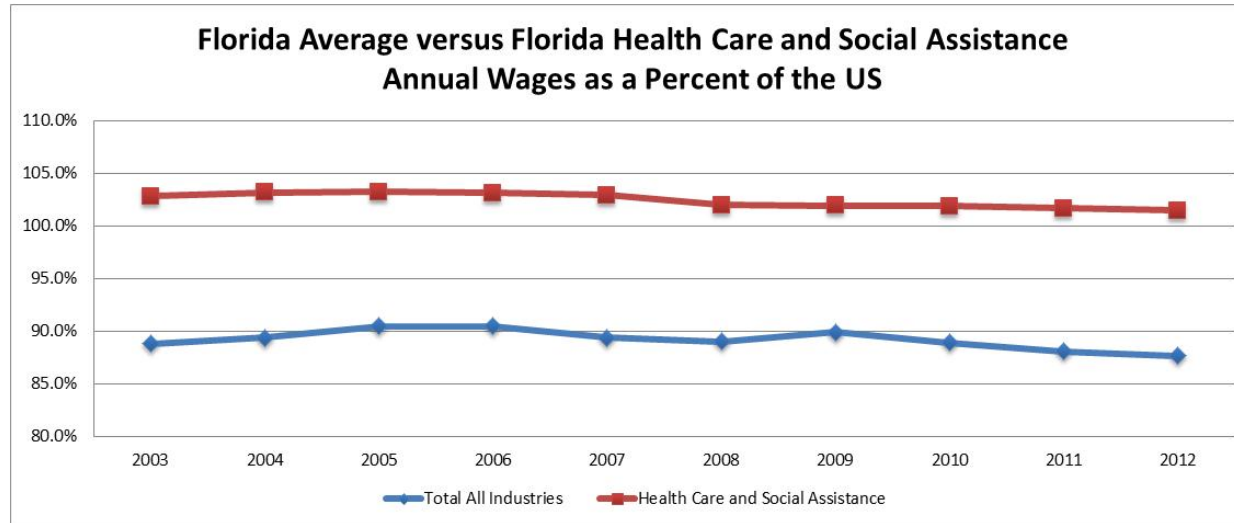
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Total All Industries	**88.8%**	**89.4%**	**90.5%**	**90.5%**	**89.4%**	**89.0%**	**89.9%**	**88.9%**	**88.1%**	**87.7%**
Total Private	87.8%	88.0%	89.1%	89.1%	87.8%	87.3%	88.3%	87.3%	86.5%	86.3%
Agriculture, Forestry, Fishing and Hunting	88.4%	91.7%	91.9%	94.2%	89.4%	85.8%	82.7%	85.6%	86.0%	87.8%
Mining, Quarrying, and Oil and Gas Extraction	73.8%	70.4%	68.2%	69.0%	69.3%	64.2%	64.0%	64.4%	62.7%	69.4%
Utilities	93.1%	90.8%	89.0%	82.8%	81.9%	86.5%	90.0%	88.1%	88.6%	87.8%
Construction	89.3%	90.5%	91.0%	91.6%	89.0%	85.7%	84.1%	82.8%	80.6%	79.4%
Manufacturing	89.1%	88.7%	88.1%	88.9%	88.7%	89.4%	91.3%	90.1%	88.5%	88.1%
Wholesale Trade	94.3%	94.5%	95.5%	96.3%	94.5%	94.4%	94.8%	95.3%	95.4%	95.6%
Retail Trade	100.7%	101.7%	103.6%	103.8%	101.5%	100.8%	101.8%	100.9%	99.9%	99.2%
Transportation and Warehousing	95.0%	95.3%	96.2%	97.2%	96.4%	97.0%	98.9%	99.2%	98.5%	97.5%
Information	81.8%	84.0%	84.1%	83.4%	82.3%	82.2%	82.9%	82.7%	82.4%	81.4%
Finance and Insurance	82.5%	80.1%	80.7%	78.5%	75.9%	75.2%	78.9%	77.7%	77.5%	77.8%
Real Estate and Rental and Leasing	95.8%	96.0%	99.1%	94.6%	91.8%	89.3%	90.0%	88.8%	87.9%	86.1%
Professional and Technical Services	84.1%	84.7%	85.3%	85.9%	84.8%	84.1%	84.0%	82.3%	81.7%	81.4%
Management of Companies and Enterprises	91.3%	89.1%	94.3%	94.0%	93.2%	87.3%	90.0%	89.4%	89.2%	94.9%
Administrative and Waste Services	94.4%	94.8%	96.8%	97.2%	95.3%	94.7%	95.9%	95.4%	95.7%	95.1%
Educational Services	86.4%	87.9%	88.1%	88.9%	89.1%	88.2%	87.8%	87.2%	88.6%	86.9%
Health Care and Social Assistance	**102.8%**	**103.2%**	**103.3%**	**103.2%**	**102.9%**	**102.0%**	**102.0%**	**101.9%**	**101.7%**	**101.5%**
Arts, Entertainment, and Recreation	103.7%	104.8%	104.6%	102.0%	101.9%	103.2%	101.6%	101.1%	100.1%	100.7%
Accommodation and Food Services	107.4%	108.3%	111.4%	111.8%	111.5%	109.7%	108.9%	108.7%	108.7%	108.6%
Other Services, except Public Administration	96.7%	98.1%	99.6%	100.2%	99.7%	99.3%	101.9%	100.9%	99.6%	100.9%
Total Government	95.5%	98.3%	99.2%	99.3%	99.4%	99.7%	99.6%	98.3%	97.2%	96.3%

Long-Term Workforce Trends

- The ratio of workers to retirees will fall as baby boomers age:
    - US today, 4:1
    - FL today, 3:1
    - FL in 2030, 2:1

- Pool of workers will shrink: new retirees will not be fully replaced by younger workers.

    - Worker shortages (especially among highly educated and skilled) will become the norm.

    - Labor-intensive jobs (firefighters, police, construction) will be harder to fill.

    - Wages will face upward pressure to attract skilled-workers from other areas.

Briefing on Physician
Workforce Data

Health Care Workforce: Physician Workforce and Florida CHARTS Data

Florida Department of Health

November 6, 2013

U.S. Physician Workforce

Florida ranks 23th among the 50 states in active physicians per 100,000.

Nationally: 260.5 physicians per 100,000

Florida: 252.9 physicians per 100,000

Source: 2013 AAMC State Physician Workforce Data Book
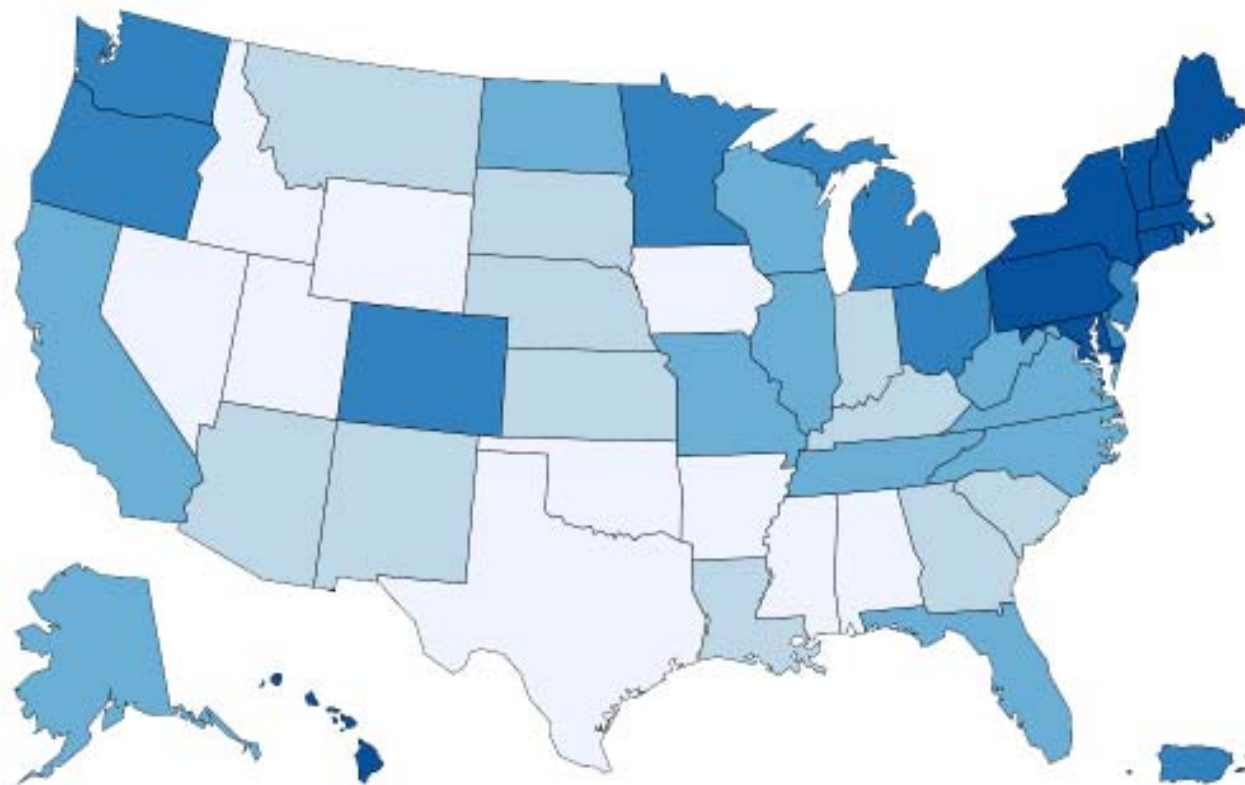
180.8 to 213.0 213.1 to 235.7 235.8 to 265.0 265.1 to 288.9 289.0 to 880.0

Physicians per 100,000 population

Florida's Physician Workforce by County 2012-2013

Physicians are generally concentrated in urban, higher population counties.

Source: 2013 Physician Workforce Annual Report

This map illustrates the distribution of physicians per population at the county level. There are 43,406 licensed and practicing physicians in Florida.

Physicians Per 10,000 Population

- 1.9 - 7.6
- 7.7 - 15.1
- 15.2 - 22.6
- 22.7 - 53.1

0   50 Miles

3
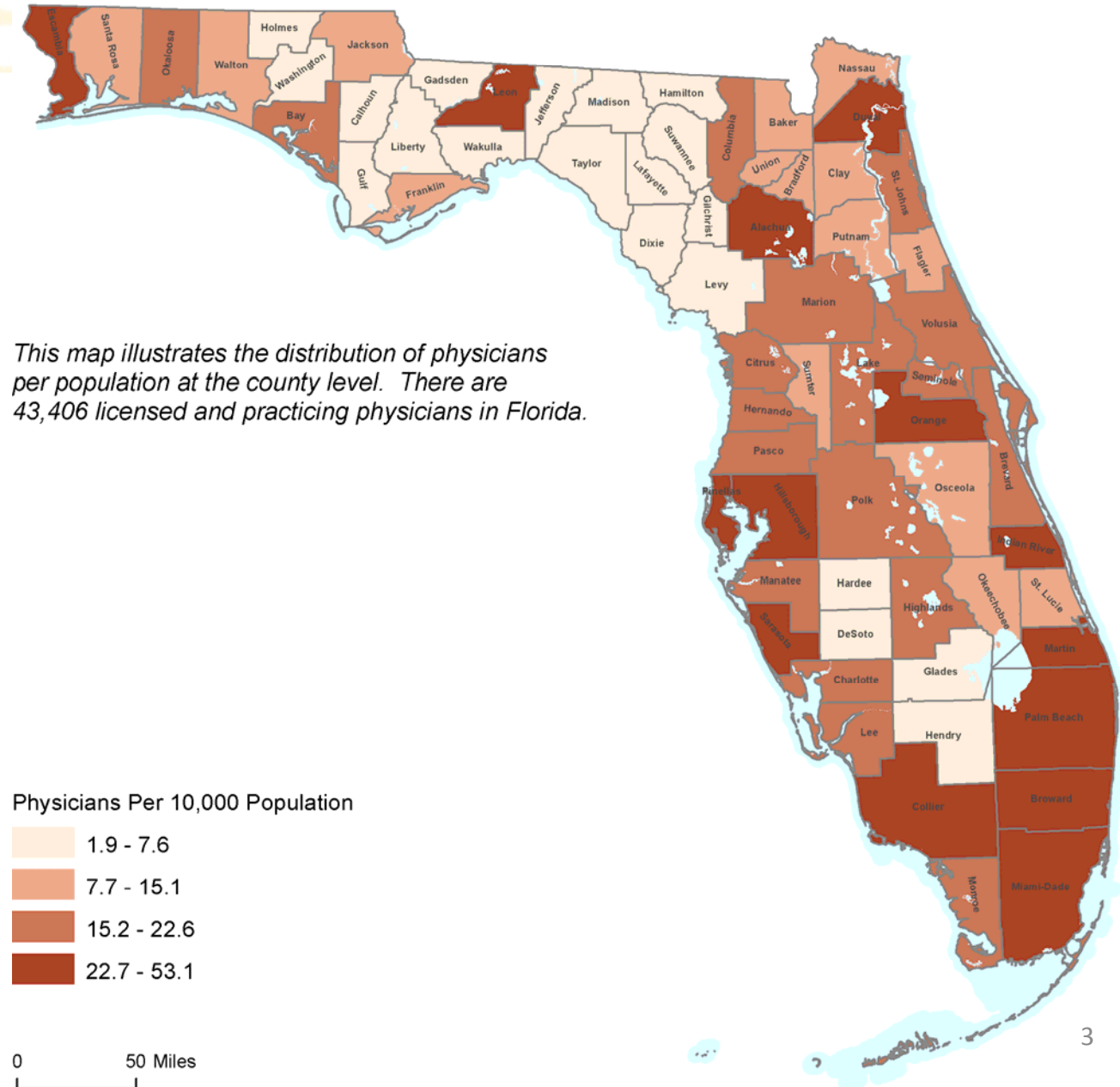
U.S. Primary Care Physician Workforce

Florida ranks 30th among the 50 states in active primary care physicians per 100,000.

Nationally: 90.1 physicians per 100,000

Florida: 84.8 physicians per 100,000

Source: 2013 AAMC State Physician Workforce Data Book
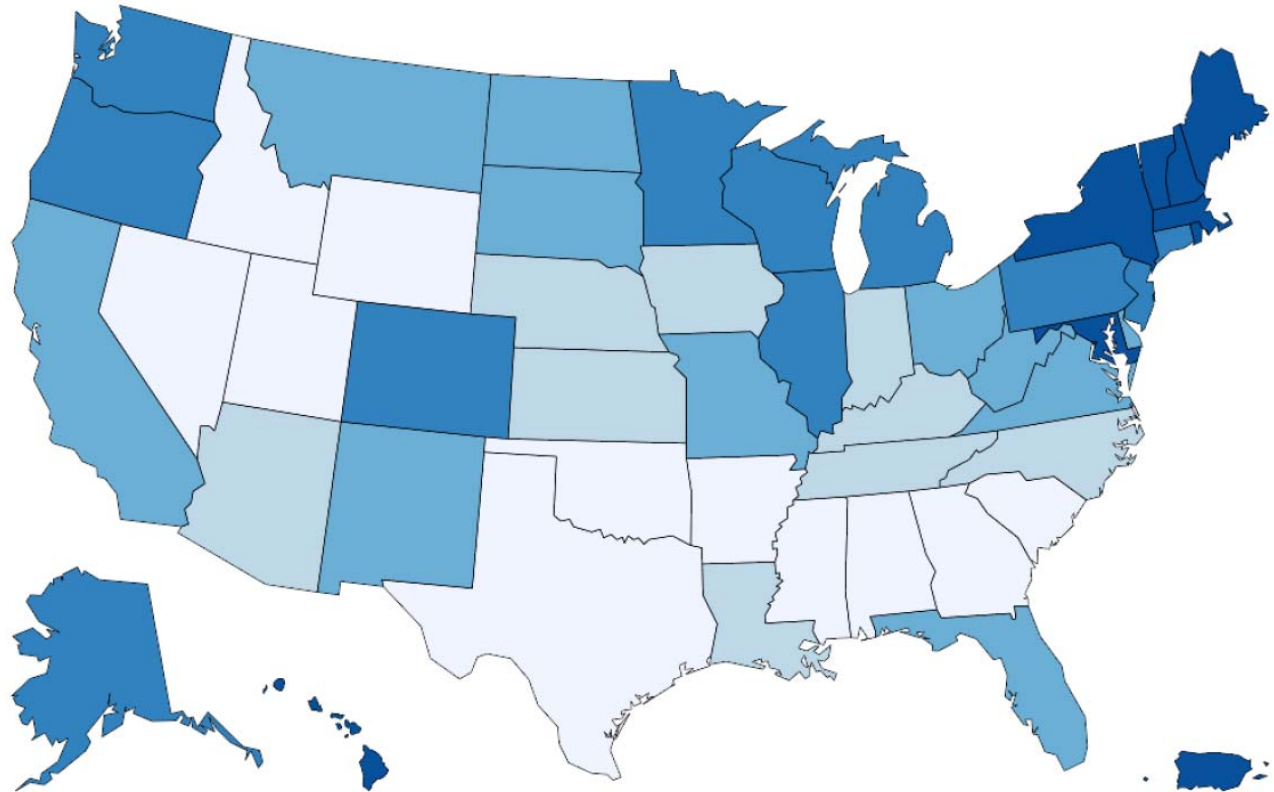
63.3 to 77.4   77.5 to 84.7   84.8 to 94.3   94.4 to 105.9   106.0 to 245.8

Primary Care Physicians per 100,000 population

Primary care physicians counts are also low in small, rural counties.

Only Alachua, Union, Pinellas, Miami-Dade, and Duval Counties are above the national average of 9.1 primary care physicians per 10,000.

Source: 2013 Physician Workforce Annual Report

Florida's Primary Care Physicians by County
2012-2013

This map illustrates the distribution of primary care physicians per population at the county level. There are 14,502 licensed and practicing physicians in family medicine, internal medicine, and pediatrics. Only Alachua (13.7), Union (12.2), Pinellas (9.3), Miami-Dade (9.2), and Duval (9.1) Counties are at or above the national average of 9.1 primary care physicians per 10,000.

Primary Care Physicians Per 10,000

- 2.2 - 4.4
- 4.5 - 6.4
- 6.5 - 9.3
- 9.4 - 13.8

0   50 Miles

5

Health Professional Shortage Areas (HPSAs)

A Health Professional Shortage Area (HPSA), is a designation of the Federal Health Resources and Services Administration (HRSA) that indicates a degree of shortage of practicing healthcare professionals among certain population groups, facilities or geographic areas. HPSA applications are processed at the State Health Department and submitted to federal government for approval.

There are three healthcare professional categories of HPSAs:

- Primary Care
- Dental
- Mental Health

There are three types of HPSAs:

- Geographic: whole counties or groupings of counties
- Population Groups: Low income or migrant farmworker populations in census tract groupings with similar socio demographics.
- Health Care Facilities: such as Federal Qualified Health Centers, Rural Health Clinics and Correctional Medical Facilities

Health Professional Shortage Areas - Methodology

- HPSA are designated using various criteria which result in a score for each HPSA ranging from 1-26 with 26 reflecting the most severe shortage of providers.

- Relative weights for the various criteria factors are established by the federal government. Factor scores are weighted and summed for a final score.

- The criteria used to calculate a HPSA score are:
  - Population to provider ratio
  - Number of primary care physicians that accept Medicaid and sliding fee scale
  - Infant mortality rates
  - Percent of women in childbearing age group
  - Percent of population at or below 200 percent of the federal poverty level
  - Percent of population under age 65
  - Distance to the nearest available clinician accepting both sliding fee scale and Medicaid.

Health Professional Shortage Areas - Florida

- There are 908 HPSAs in Florida (327 Primary Care, 275 Dental, 306 Mental Health)

- Every county in Florida has at least one HPSA with the exceptions of Flagler and Monroe.

- To alleviate all HPSAs statewide, Florida would need approximately
  - 890 primary care physicians,
  - 870 dentists and
  - 155 psychiatrists,

  to serve the state's Medicaid and uninsured populations in these underserved areas.

Primary Care Health Professional Shortage Areas

Source: Health Resources and Services Administration, October 2013

Primary Care HPSAs by Score

- 7 - 10
- 11 - 13
- 14 - 16
- 17 - 20

0   50 Miles

9

Dental Care Health Professional Shortage Areas
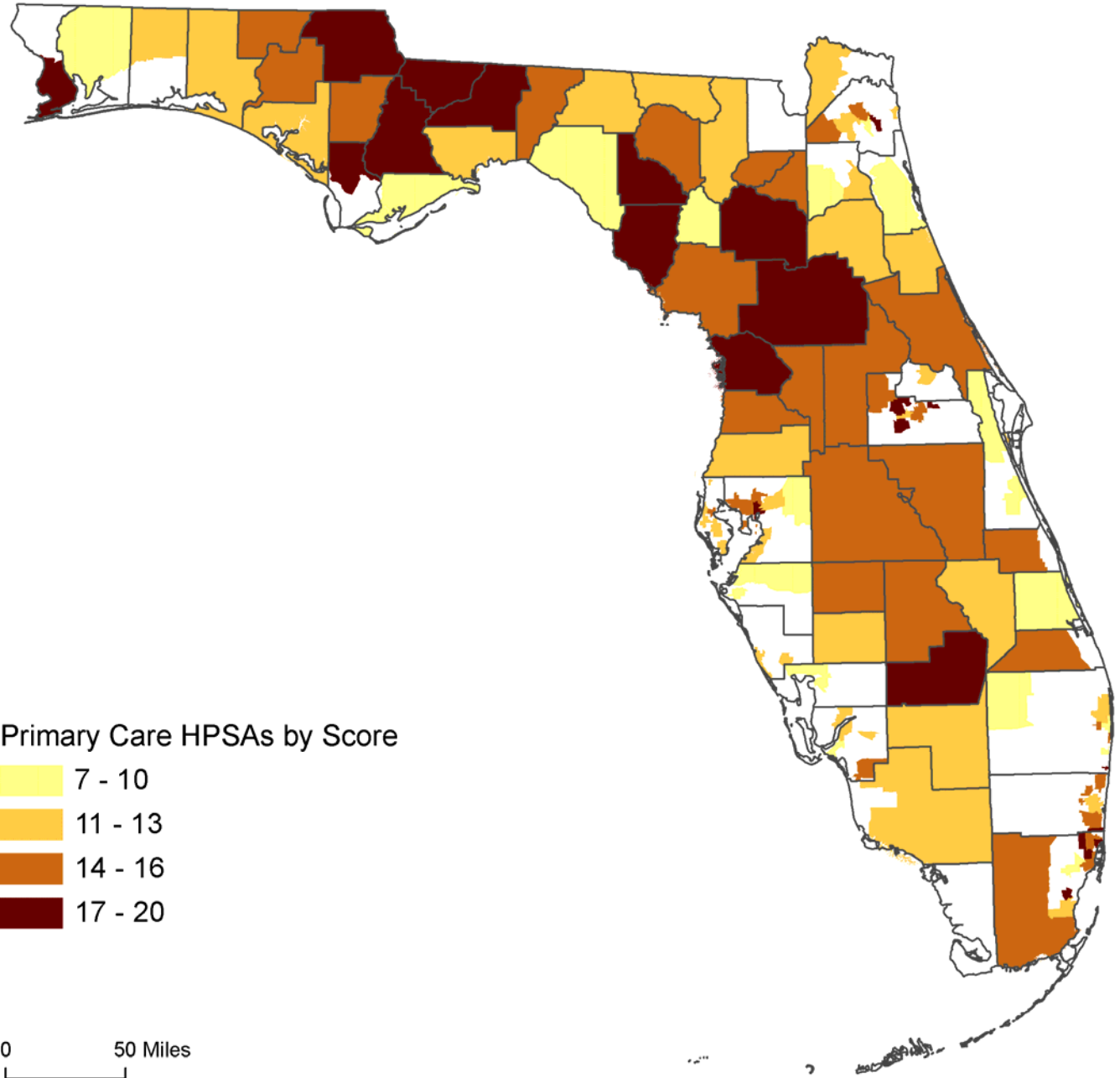
Source: Health Resources and Services dministration, October 2013

Dental Care HPSAs by Score

- 6 - 10
- 11 - 13
- 14 - 16
- 17 - 21

0   50 Miles
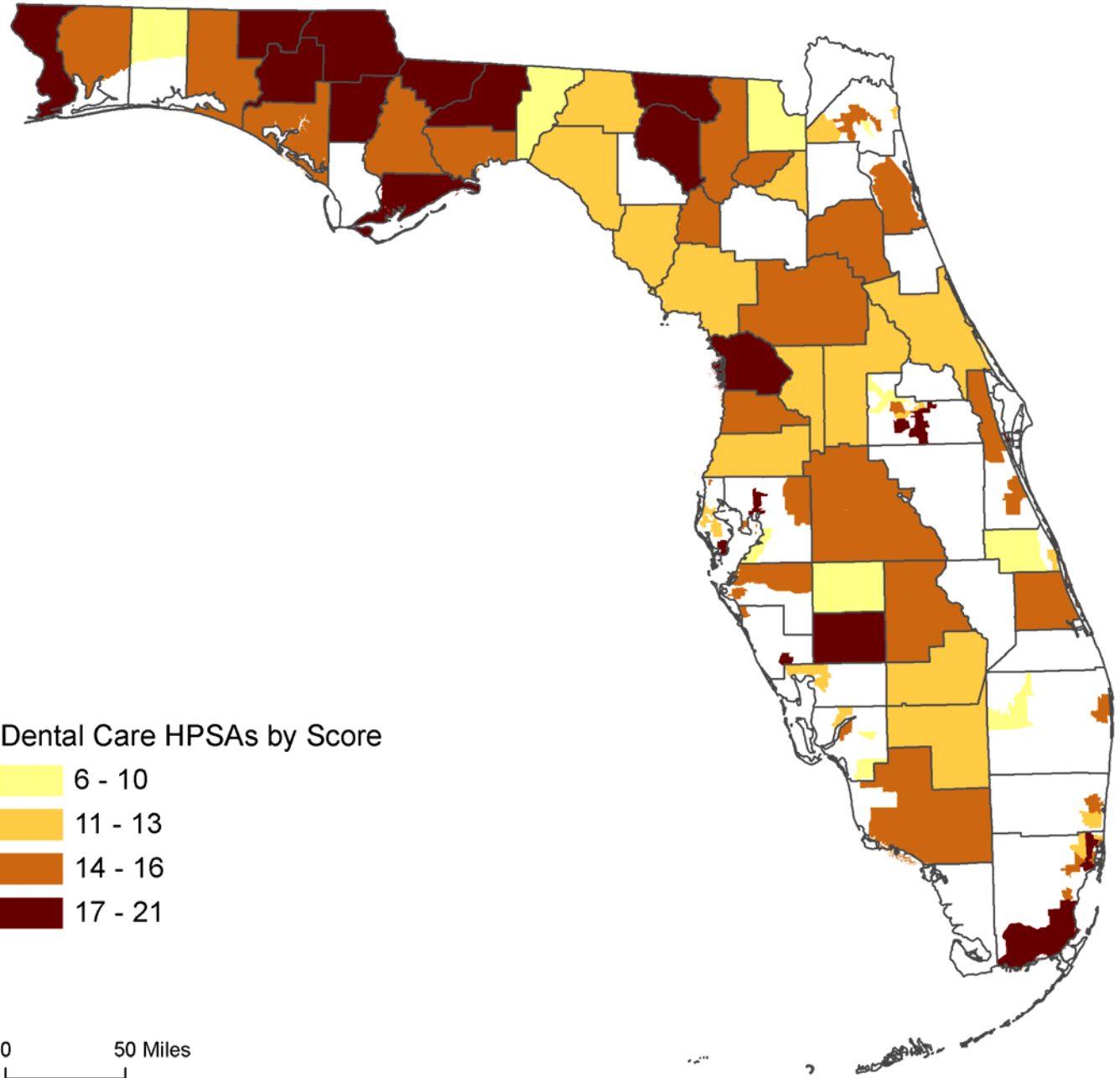
Mental Health Health Professional Shortage Areas
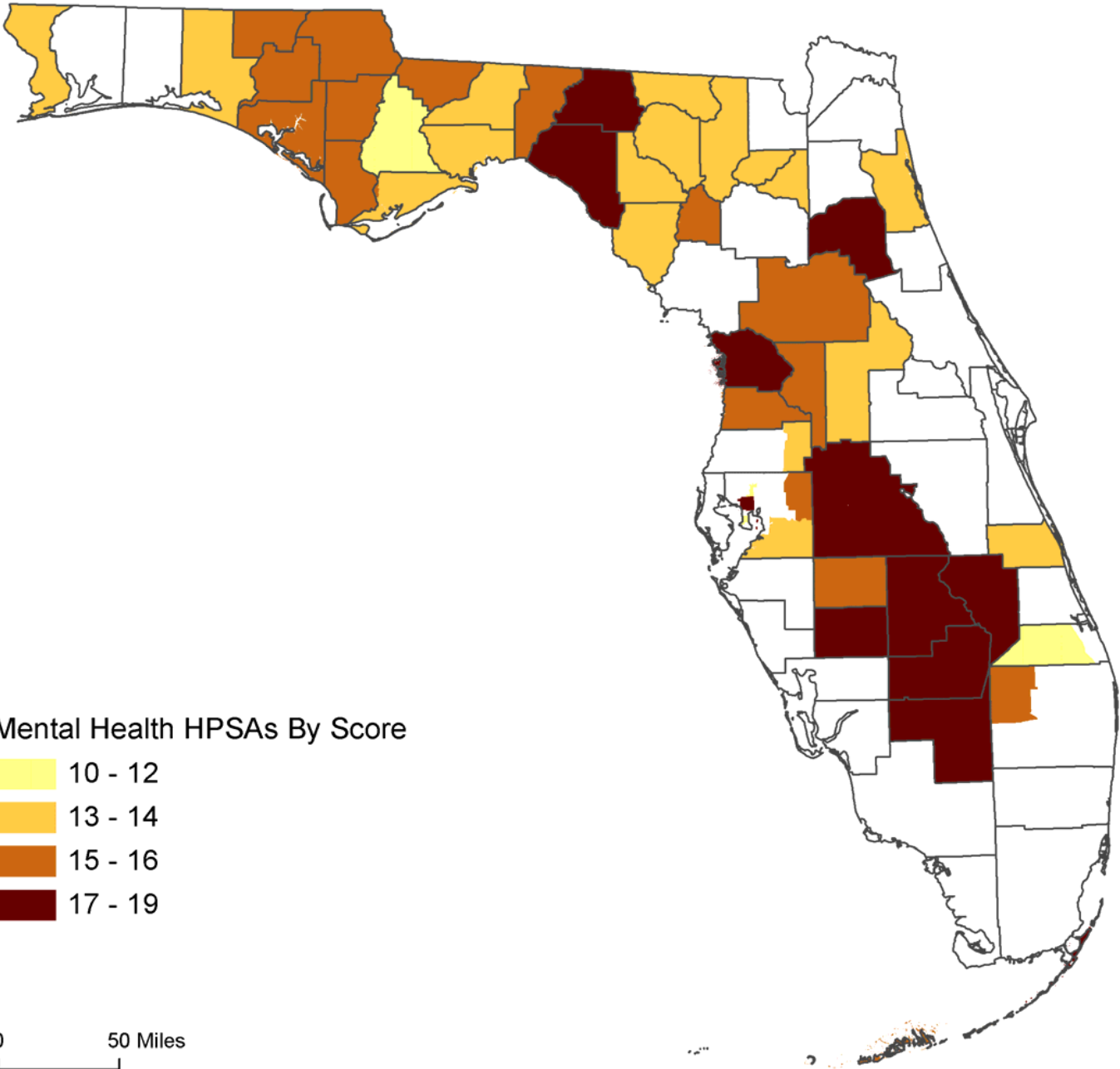
Mental Health HPSAs By Score
- 10 - 12
- 13 - 14
- 15 - 16
- 17 - 19

Source: Health Resources and Services Administration, October 2013

0   50 Miles

11

Health Professional Shortage Areas – Policy Uses

In addition to assessing and monitoring the state's physician workforce availability in underserved areas and monitoring the geographic supply of physicians, HPSAs are required for eligibility for federal programs that provide benefits and incentives to health care providers willing to practice in underserved areas.

These programs include:

- National Health Service Corps- NHSC -Federal
- Foreign Physician Waiver Programs
- Qualification for Florida's Area of Critical Need Facility Designation
- Continued federal funding of Community Health Centers and Rural Health Clinics.

Florida - Change in Licensed Physicians

Licensed physicians increased from 41,505 in FY 04-05 to 50,600 in FY 12-13[1]

Source: Florida Department of Health, Division of Medical Quality Assurance, physician licensure database

[1]Included are physicians with an "active" license status. These numbers include non-practicing physicians

Licensed Florida Physicians Per 100,000 Population, FY 04/05 - FY 12/13

FY	Value
FY2004-2005	237.5
FY2005-2006	237.5
FY2006-2007	239.5
FY2007-2008	241.2
FY2008-2009	245.9
FY2009-2010	250.3
FY2010-2011	255.6
FY2011-2012	260.2
FY2012-2013	265.7
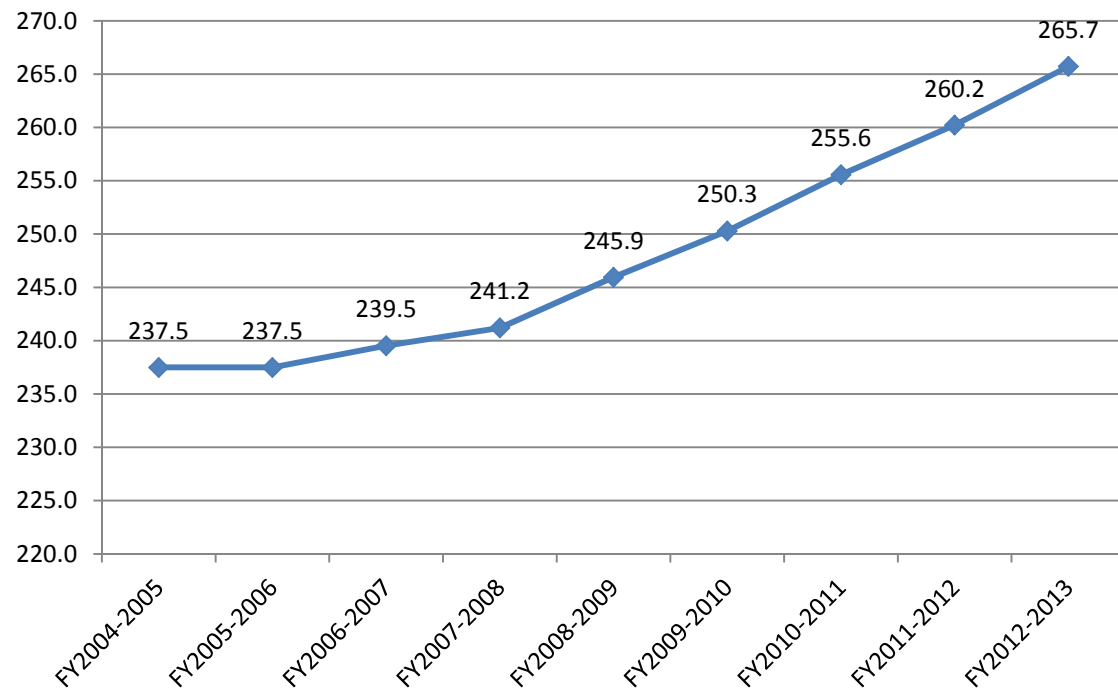
Florida - Change in Physicians by Age Group

Change in Percent of All Physicians by Age Group 2008-2013

- 50+
- Under 50
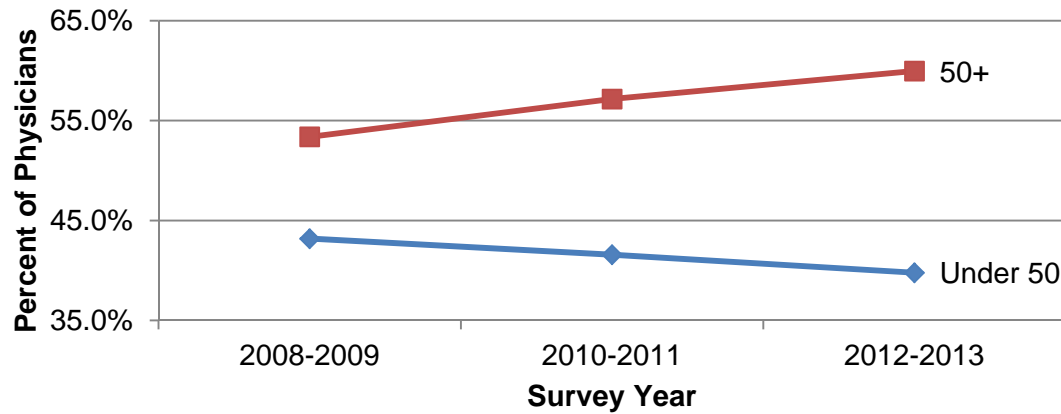
Change in Percent of Primary Care Physicians by Age Group - 2008-2013

- 50+
- Under 50
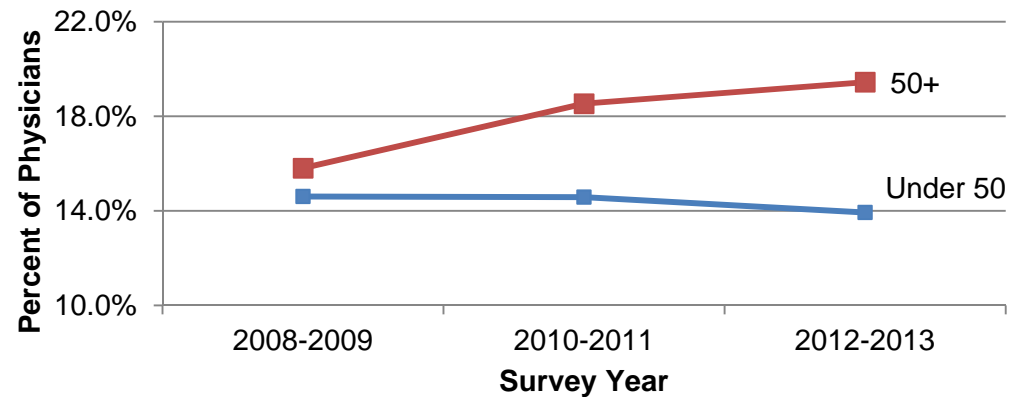
Sources: 2008-2013 Physician Workforce Surveys, physician licensure database
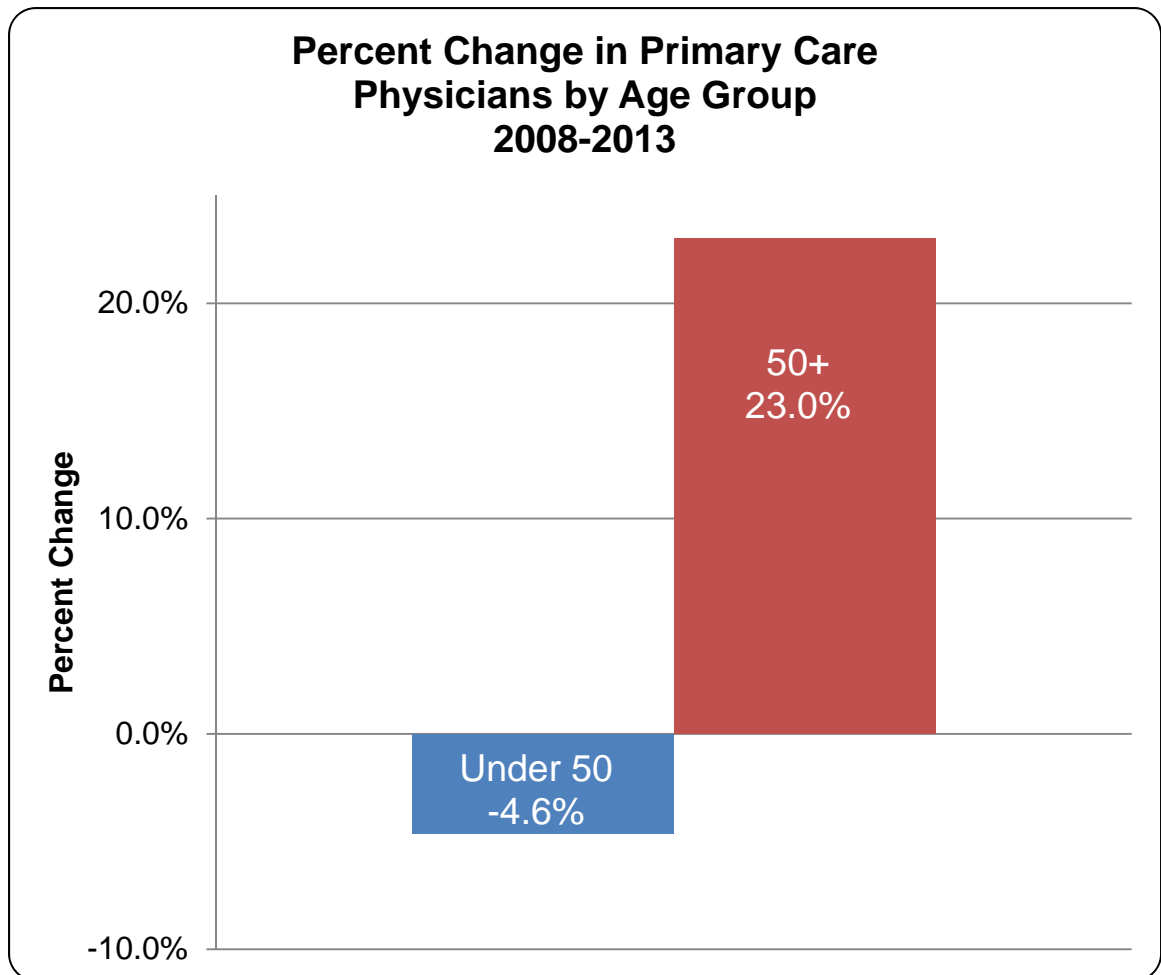
Florida Physicians Planning to Retire in the Next Five Years

More physicians in 2012-2013 reported an intent to retire than physicians in 2010-2011, a percent change of 20.7%.

Source: 2013 Physician Workforce Annual Report

Percent of Florida Physicians Planning to Retire 2010-2013

Survey Year

2010-2011 (n=4,228): 10.9%

2012-2013 (n=5,724): 13.2%

Percent of Physicians
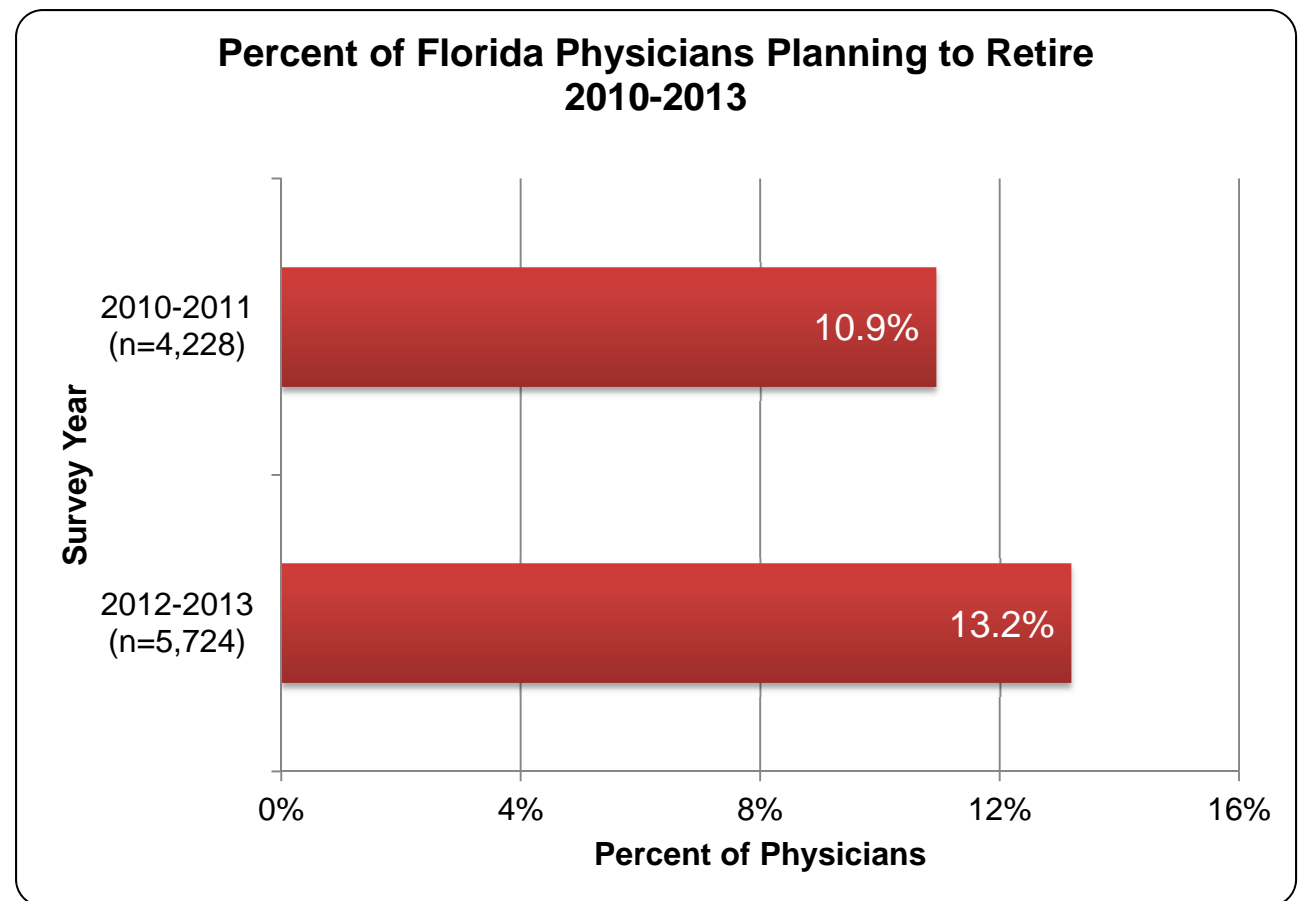
Florida Physicians Planning to Relocate in the Next Five Years

Fewer physicians in 2012-2013 reported an intent to move to work in another state than physicians in 2010-2011, a percent change of -14.6%.

Source: 2010-2013 Physician Workforce Surveys

Percent of Florida Physicians Planning to Relocate 2010-2013
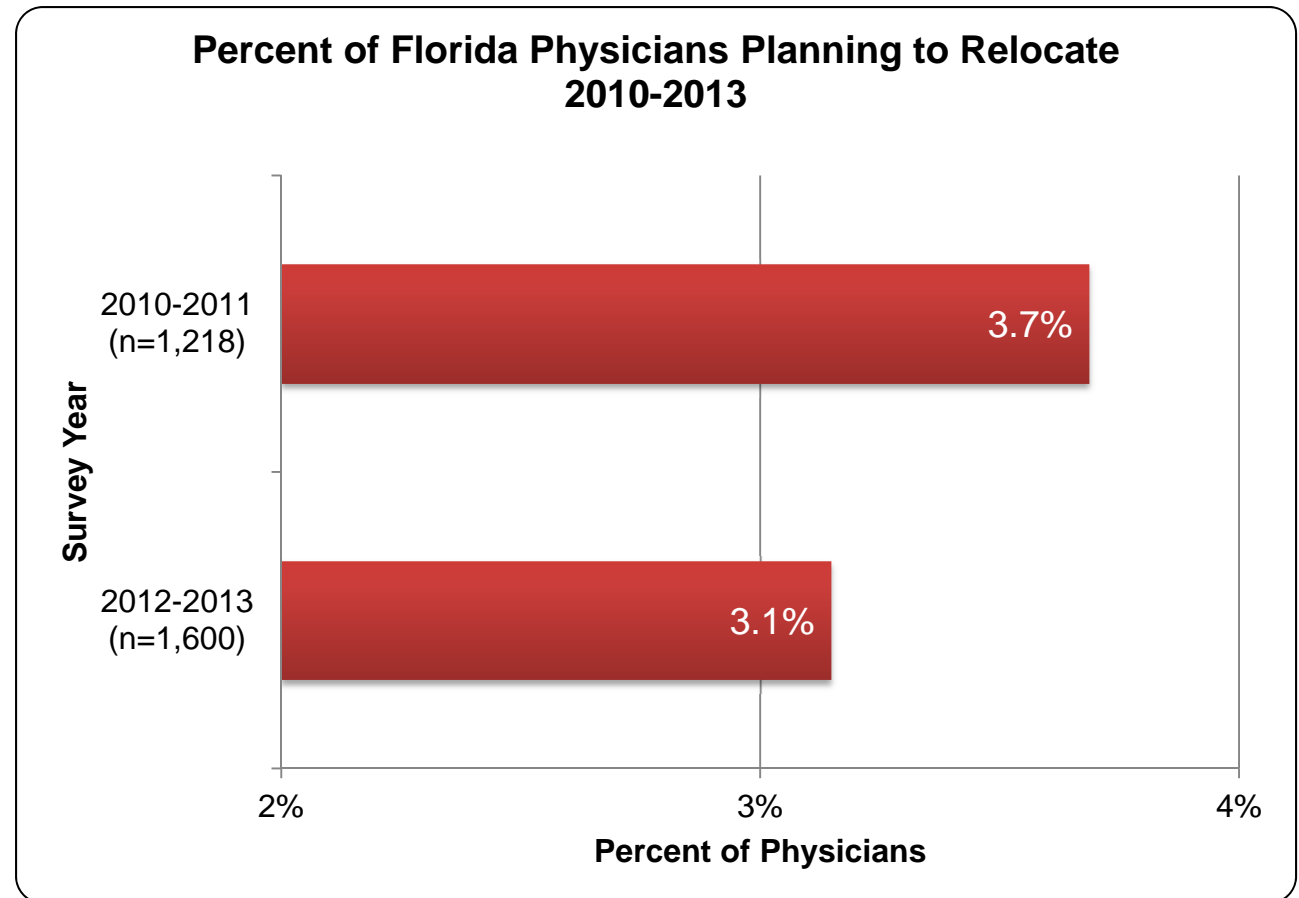
Florida Physicians Planning to Relocate - Reasons

Physicians' Reasons for Planning to Relocate in the Next Five Years

Reasons for Relocating	Count	Percentage
Family	416	26.9%
Compensation	259	16.8%
Other	241	15.6%
Liability Exposure	228	14.8%
Looking for a Change	218	14.1%
Medicare / Medicaid Reimbursement Rates	79	5.1%
Malpractice Insurance Rates	65	4.2%
Education / Training in Another State	25	1.6%
Private Health Plan Reimbursement Rates	14	0.9%
Total Responses	1,545	100%

This chart, based on its own survey question, provides physicians' reasons for planning to relocate in the next five years. Source: Florida Department of Health 2012 & 2013 Physician Workforce Surveys

Physicians planning to move to work in another state in the next five years tend to indicate family or compensation as a reason.

Source: 2013 Physician Workforce Annual Report

Destinations of Physicians Planning to Relocate in the Next Five Years
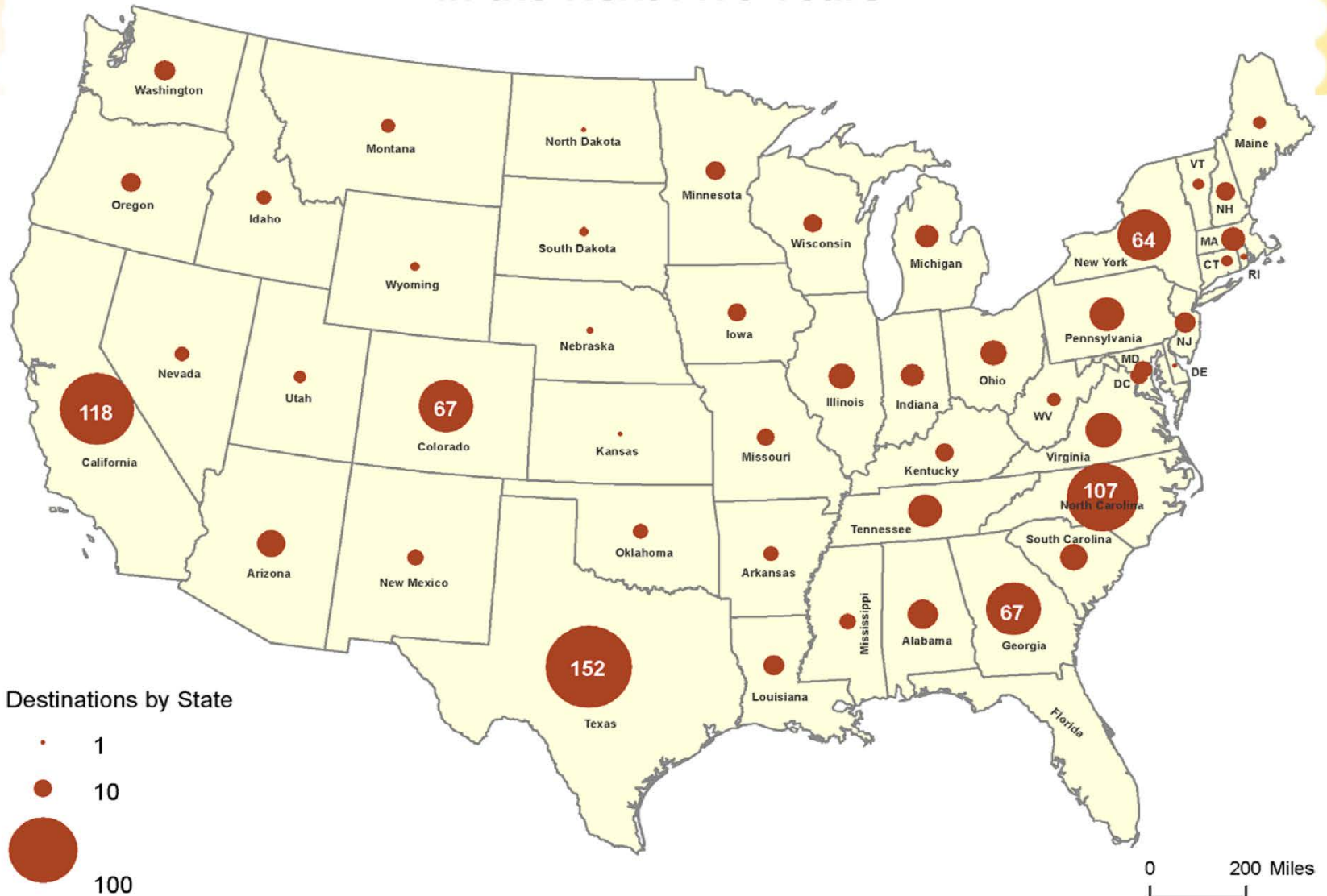
Destinations by State
- · 1
- ● 10
- ⬤ 100

This map illustrates the planned destinations of Florida's active, licensed and practicing physicians who intend to move to practice in another state in the next five years. While 1,600 (3.7%) of Florida's 43,406 total licensed, practicing physicians plan to relocate, 1,144 (71.5%) specify a planned destination, as illustrated in the map above. Physicians also plan to relocate to Hawaii (17), Alaska (8), and out of country (98).
Source: Florida Department of Health 2012 & 2013 Physician Workforce Surveys

19

Florida Physicians Planning to Retire or Relocate – Change

Percent Change in Physicians Planning to Retire or Relocate by Age Group 2010-2013

- Retire Under 50: -3.8%
- Retire 50+: 6.2%
- Relocate Under 50: -11.1%
- Relocate 50+: -6.3%
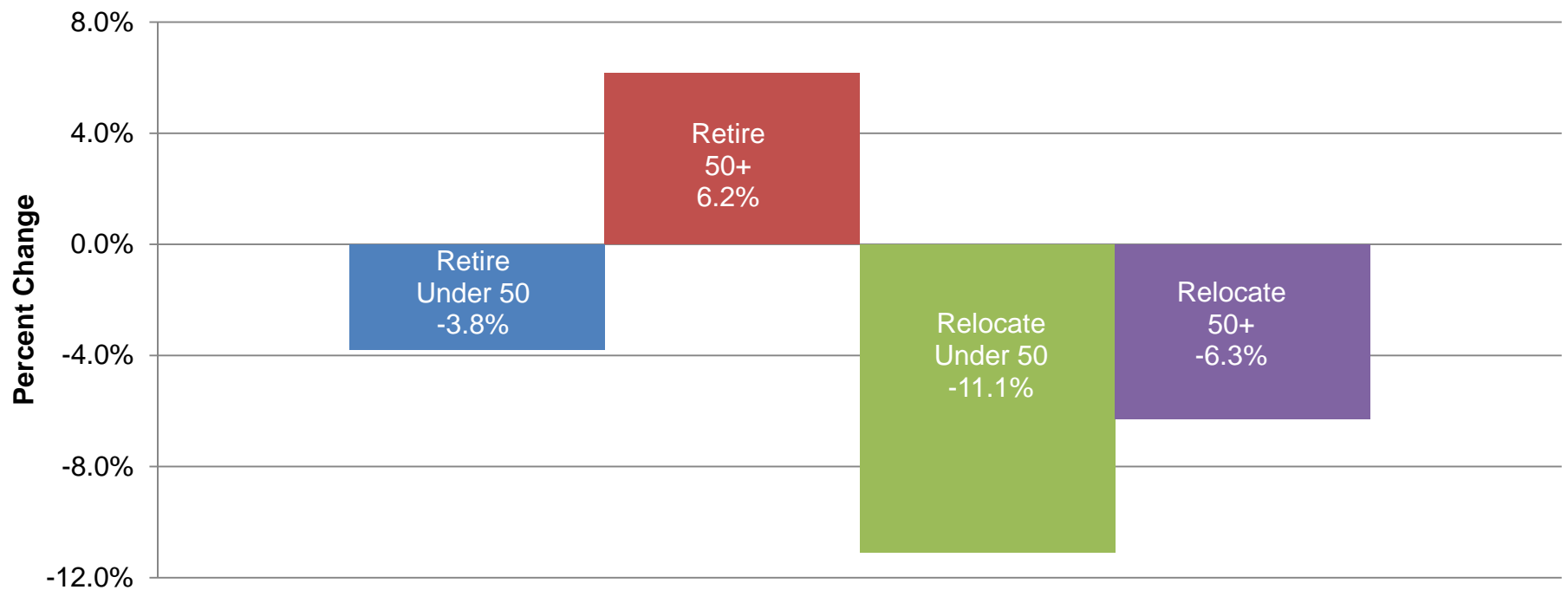
Sources: 2010-2013 Physician Workforce Surveys, physician workforce licensure database

Briefing on Nurse
Workforce Data

FCN Florida Center for Nursing

Florida's Nurse Workforce

Mary Lou Brunell, RN, MSN
Executive Director

Addressing Nurse Workforce Issues for the Health of Florida

Visit us at: www.FLCenterForNursing.org

The Nurse Workforce – What is it?

- Licensed Practical Nurses (LPN)
- Registered Nurses (RN)
- Advanced Registered Nurse Practitioners (ARNP)

Who are eligible for employment with a clear and active license (without disciplinary or other limitation).

AND

Who choose to work in the practice of nursing.

Successful Planning

- To meet consumer needs we must know the numbers
    - Supply of Nurses
        - Licensed and Working
        - Newly Graduated
        - Relocating to Florida
    - Demand for Services
        - Population Growth
        - Population Demographics
- If Supply ≠ Demand ⇨ Shortage
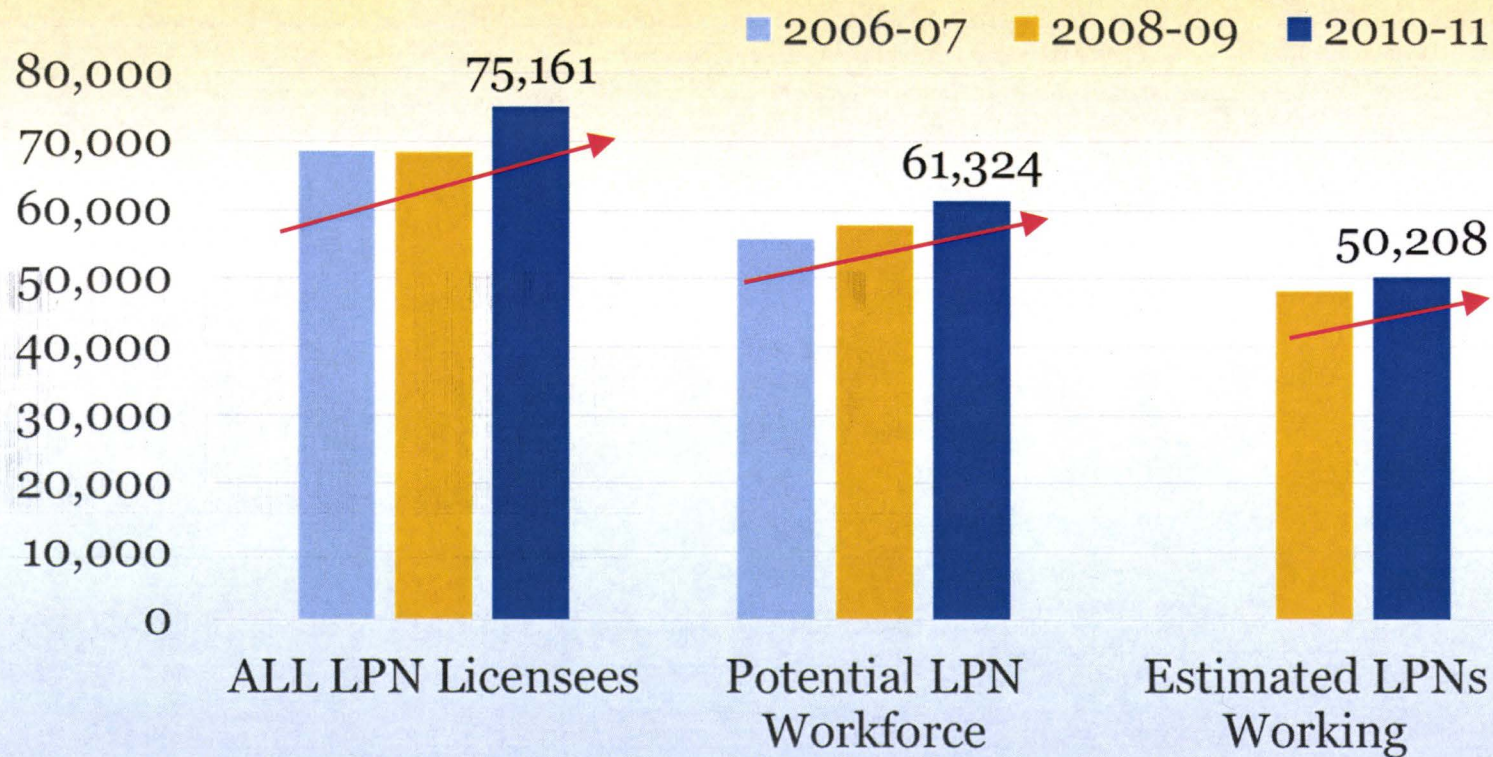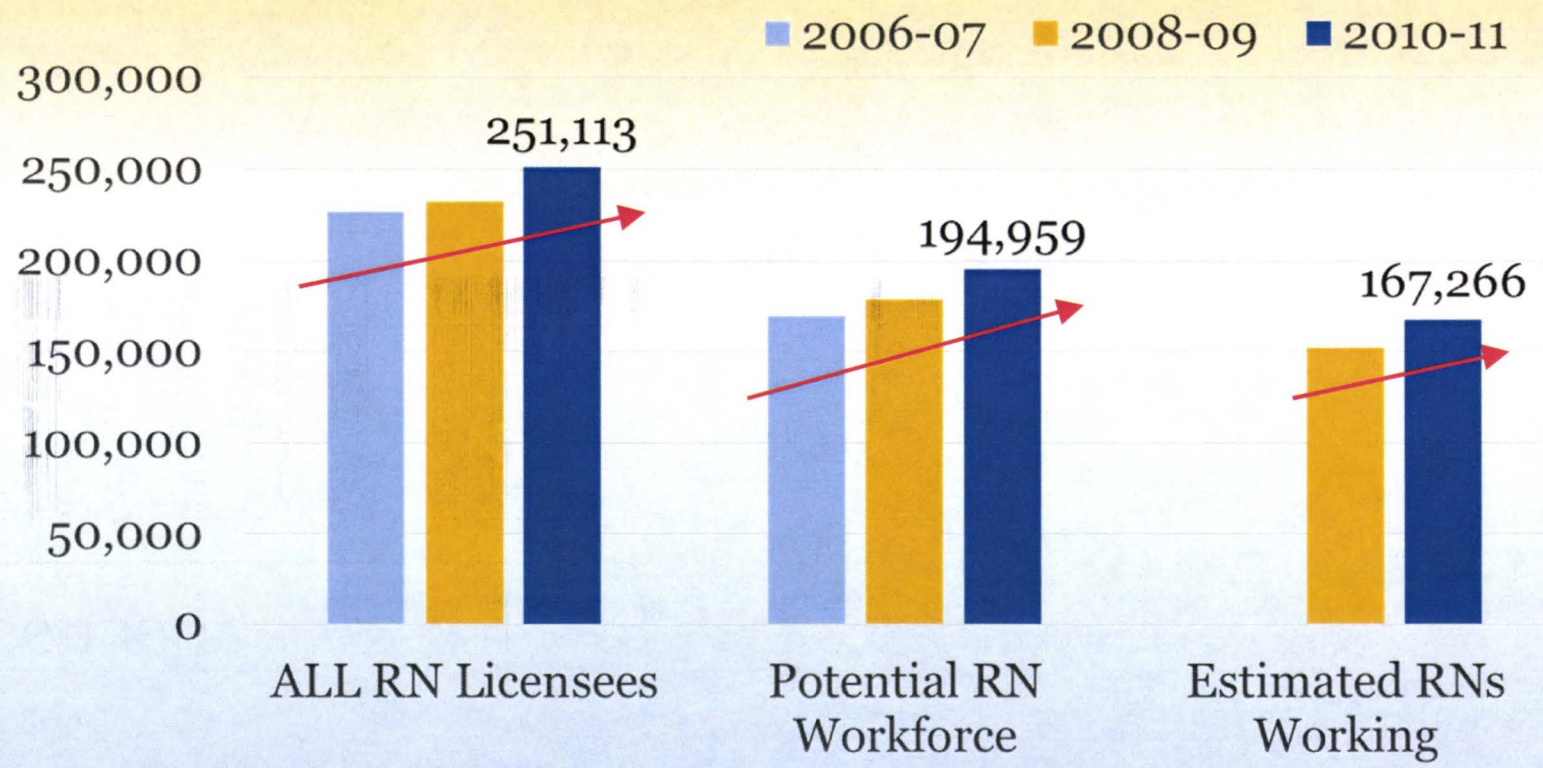
Addressing Nurse Workforce Issues for the Health of Florida
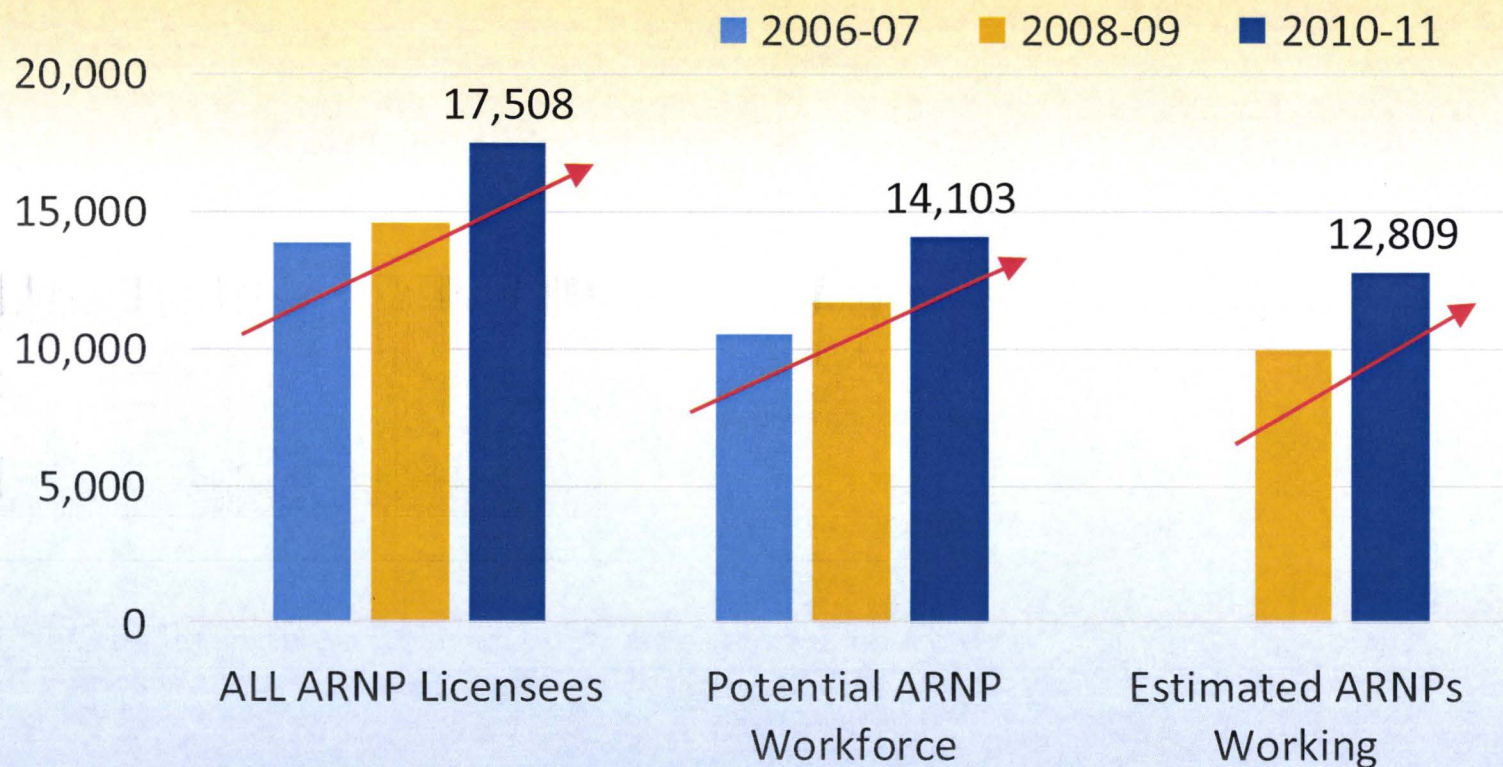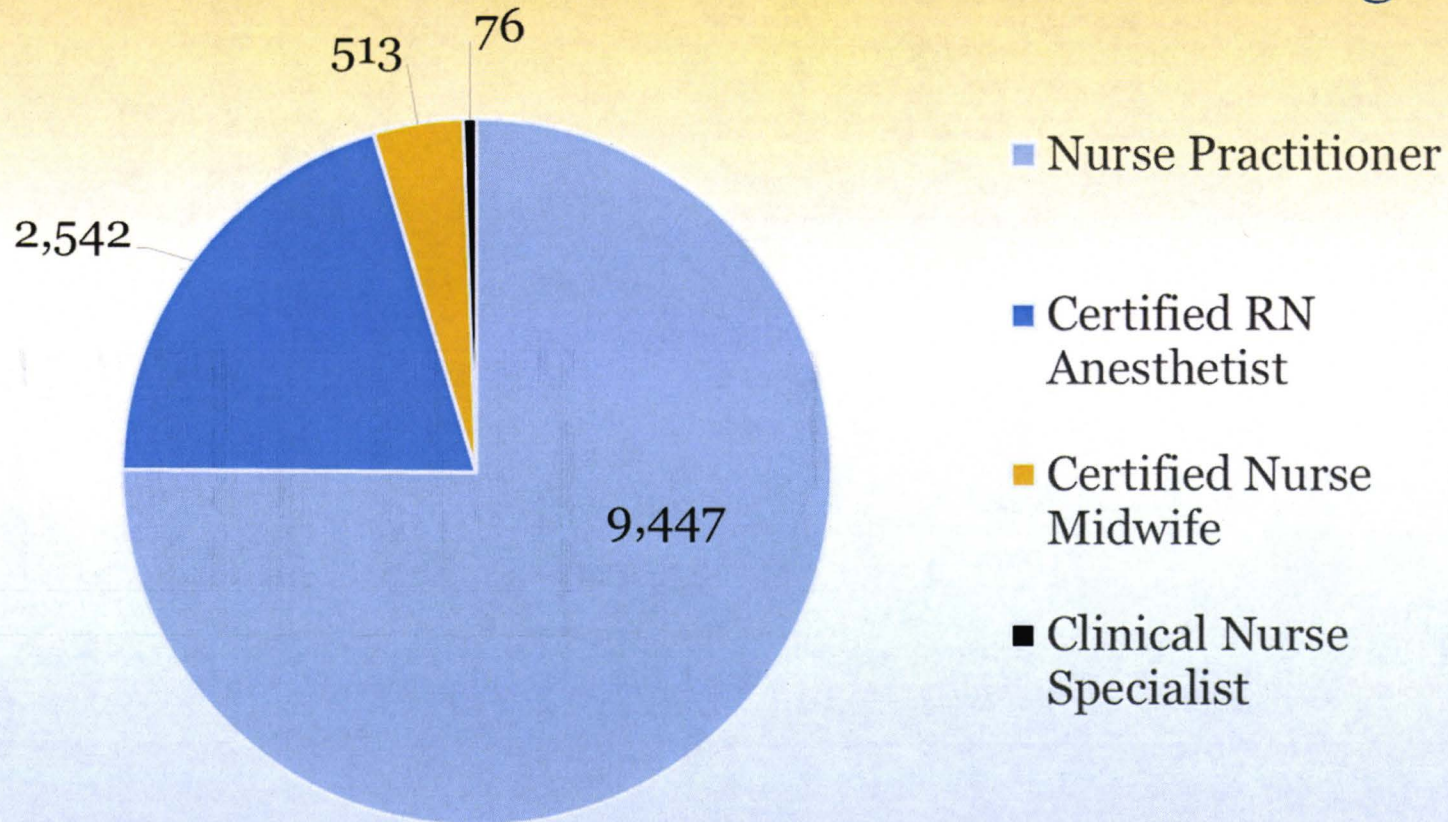
Adult Health / **Family Health** *	2,417	25.6%
Acute care / Critical Care	1,219	12.9%
Pediatrics * / Neonatal	1,004	10.6%
Psychiatric / Mental Health / Substance Abuse	512	5.4%
Women's Health *	389	4.1%
Geriatric / Gerontology	350	3.7%
Oncology	290	3.1%
Medical Surgical	277	2.9%
Maternal - Child Health *	130	1.4%
Occupational Health	104	1.1%
Palliative Care	97	1.0%
Home Health *	80	0.8%
Public Health *	69	0.7%
Community *	66	0.7%
Trauma	63	0.7%
Anesthesia	54	0.6%
Rehabilitation	49	0.5%
School Health *	43	0.5%

* Primary Care Provider
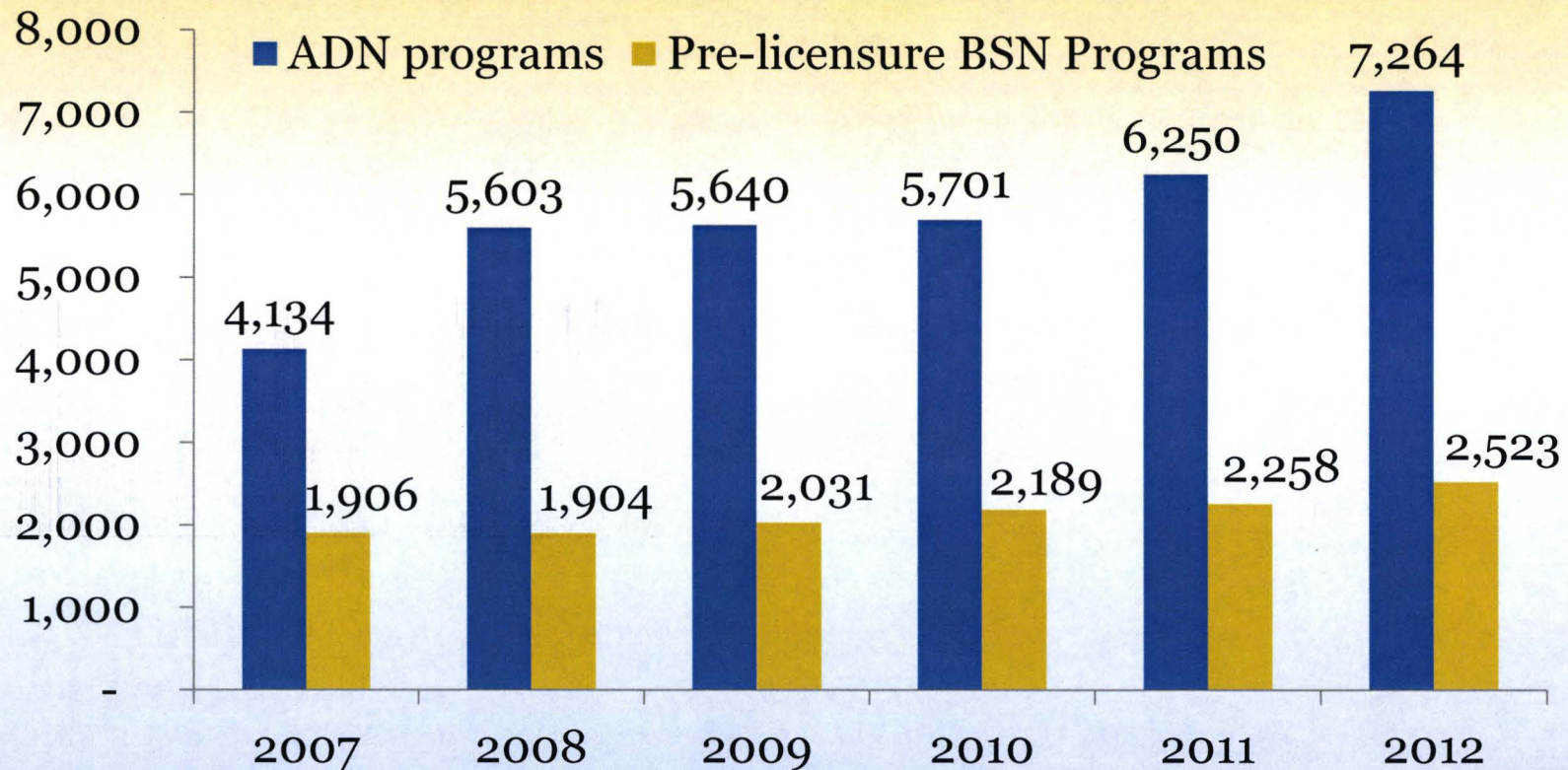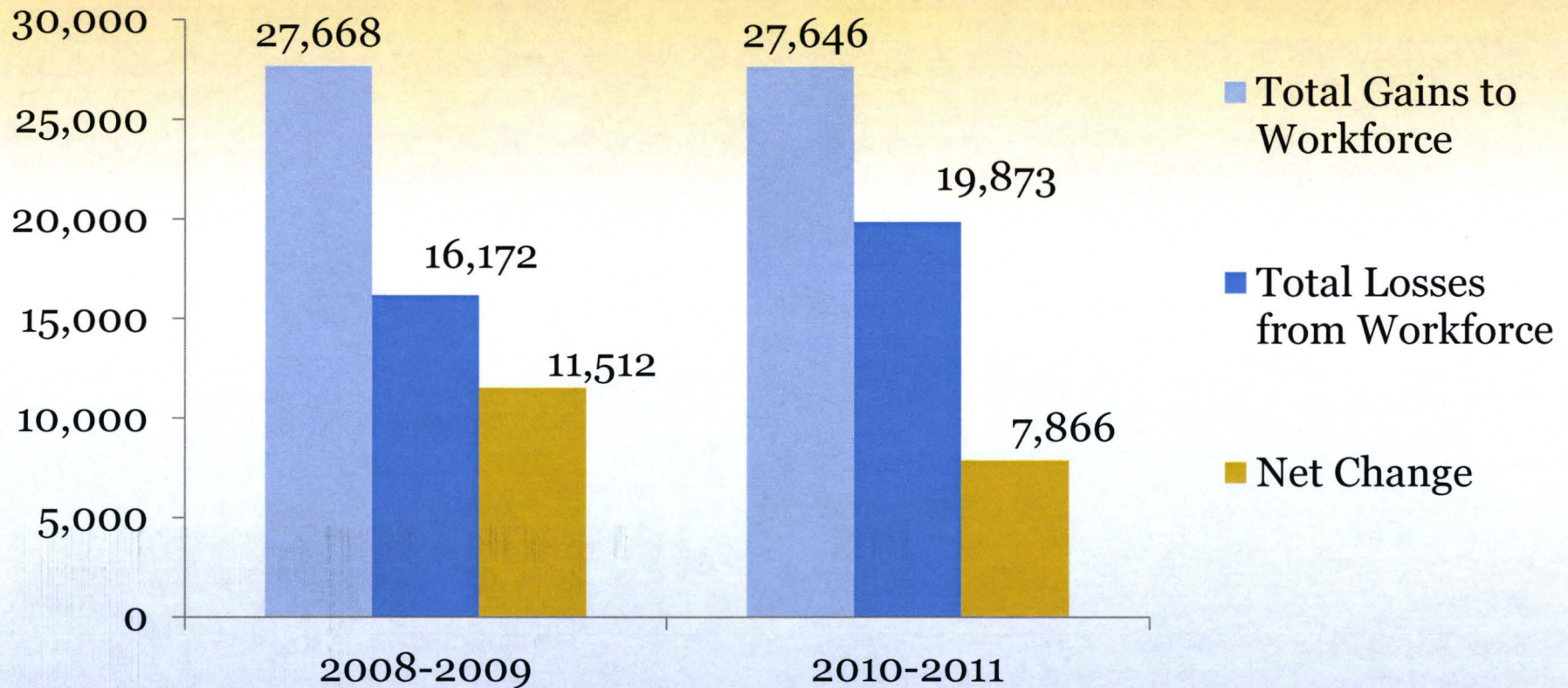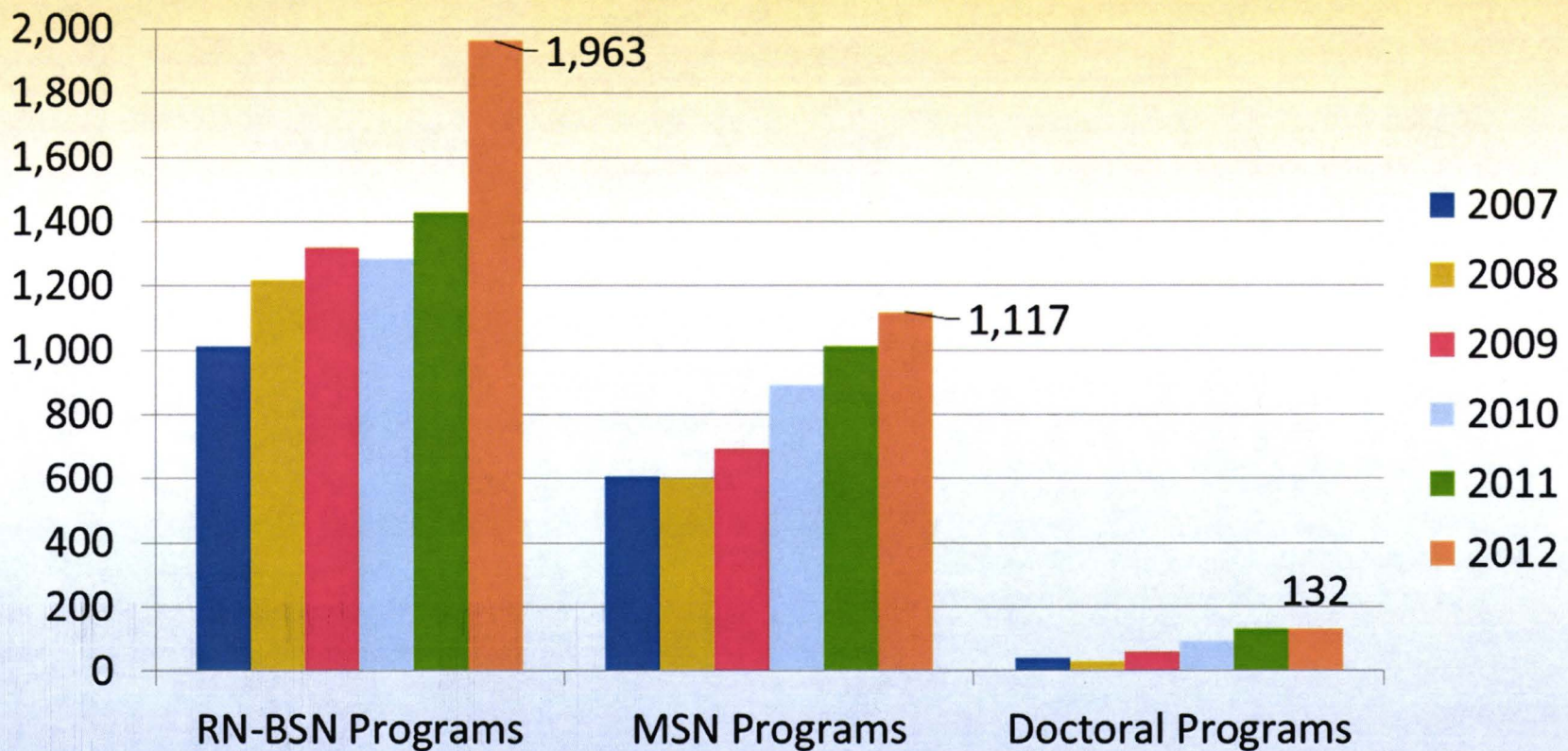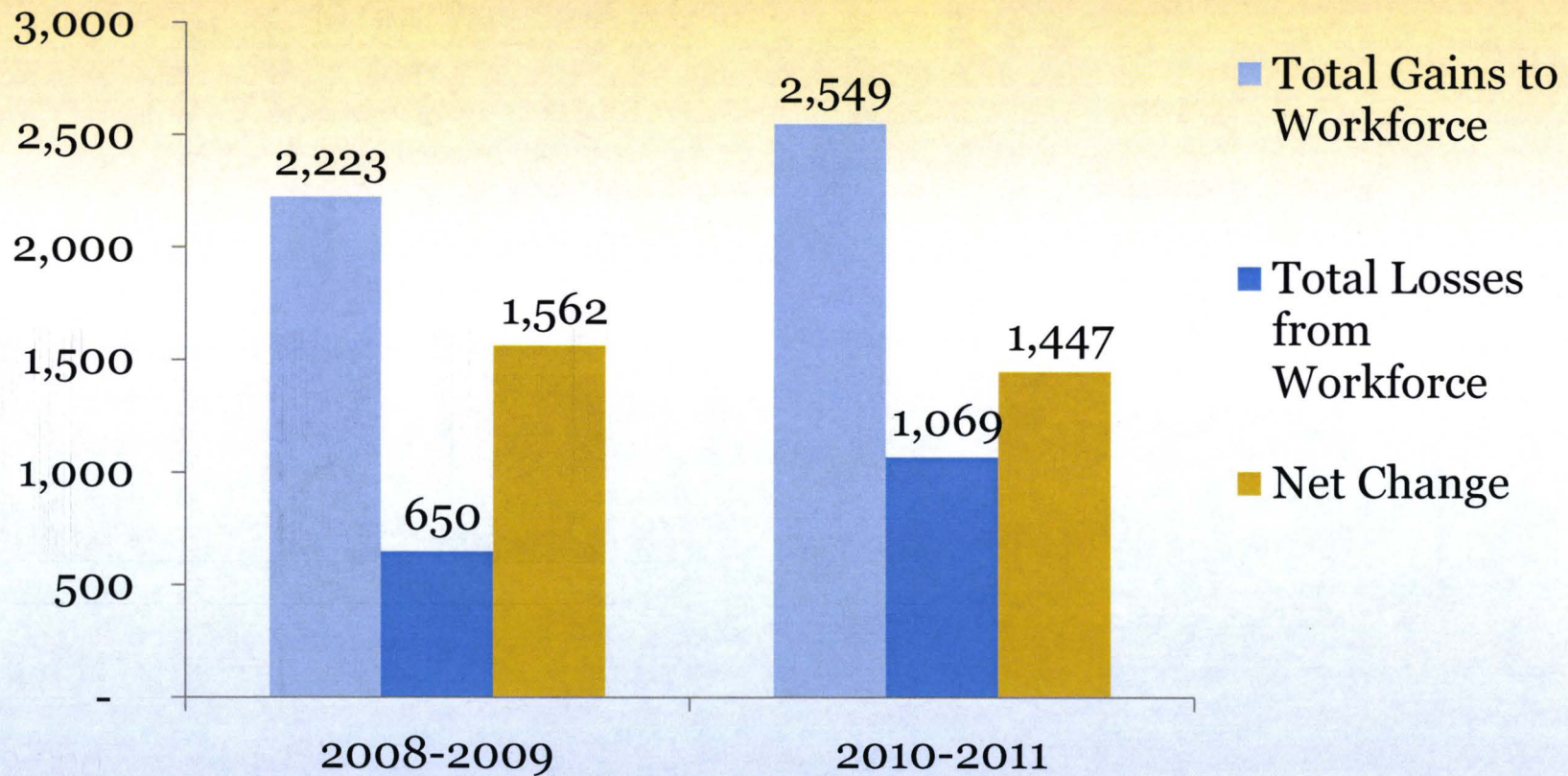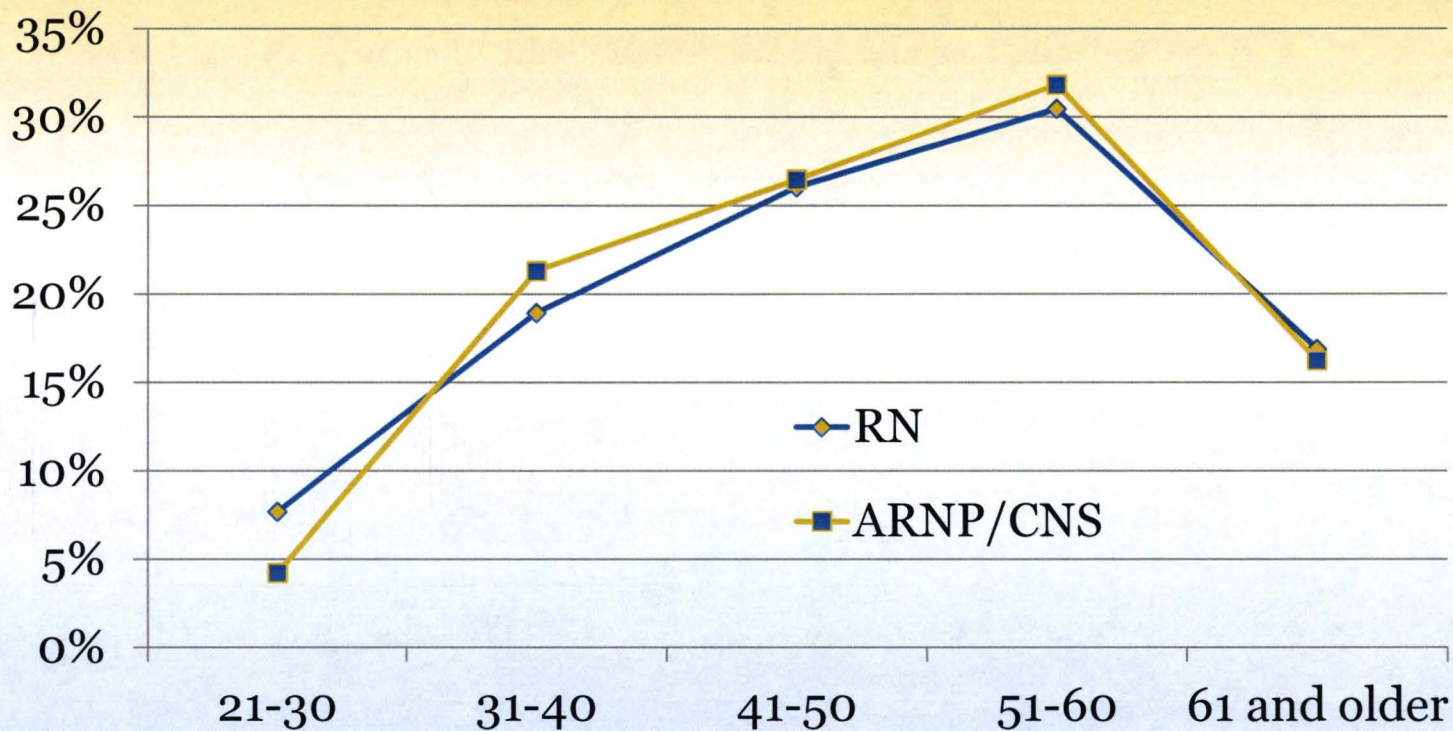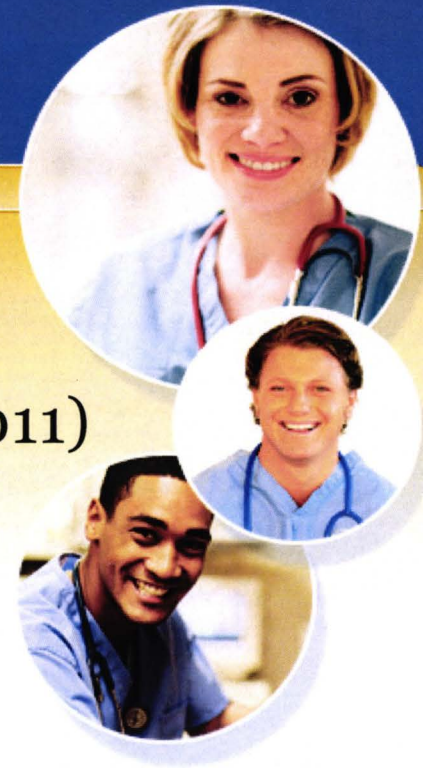
Do we know demand?

- ☙ Actual survey of Florida nurse employers (2011)
  - Current Need = 8,994 RN vacancies
  - Employer Projected Growth = 6,746 RN Positions (2012)
- ☙ Population Estimates
  - Growth / In-Migration (⬆)
  - Age (Increasing age = Increasing Demand)
- ☙ Implementation of the Patient Protection and Affordable Care Act

Employment Setting Estimates from 2010-11 Data

	RN		ARNP	
	#	%	#	%
Hospital	106,515	63.7%	5,568	43.5%
Home Health Care	14,318	8.6%	188	1.5%
Long-Term Care	9,032	5.4%	362	2.8%
Ambulatory Care	7,544	4.5%	1,141	8.9%
Physician or Other Health Provider Office	5,102	3.1%	3,010	23.5%
Public/Community Health	3,613	2.2%	605	4.7%
Education – Academic	2,626	1.6%	649	5.1%
Insurance Company	2,542	1.5%	20	0.2%

Difficult to Fill Positions

Rank.	Hospitals	Skilled Nursing	Home Health	Public Health	Hospice
1st	Adult Critical Care	Minimum Data Set Nurses	Case Manager	Nurse Practitioners	Home Hospice Staff RNs
2nd	Unit Managers	Rehabilitation RNs	Administrators	Nurse Supervisors	Nurse Practitioners
3rd	Cardiac Cath Lab	Administrators	QI Nurses	QI/IC RNs	Patient Care Coordinators
4th	Operating Room	QI Nurses	NPs (all types)	Case Managers	Quality Control

Addressing Nurse Workforce Issues for the Health of Florida

RN Supply & Demand Projects in Full Time Equivalents With and Without Healthcare Reform

HRSA Models used with FL Data
- Do not recognize a standard nurse to population ratio
- Establishes the base ratio of RNs by age and sex of population which moves forward
- New models being developed – FL will be a beta test site thru the FCN

Chart: RN FTE Supply and Demand projections, 2010–2025, y-axis 140,000 to 260,000.

Annotations on chart: With Healthcare Reform; + 50,321; + 20,608; + 4,055; 155,530; 187,151

Legend:
- RN FTE Supply
- RN FTE Demand - Without HCR
- RN FTE Demand - Including HCR
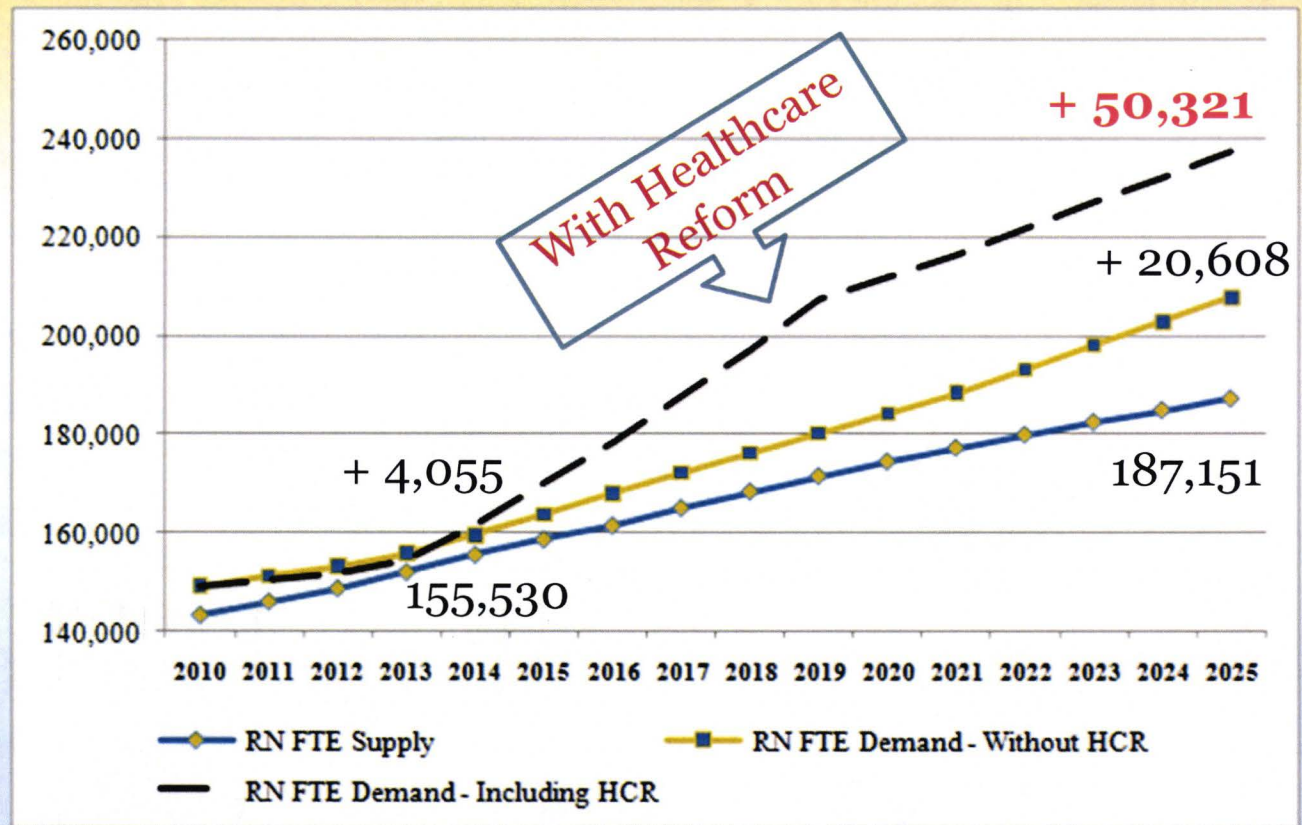
Factors Effecting Supply & Demand

ے Low Supply

- Aging nurses → retirements &/or reduced work
- Poor work environments → ↑ turnover
- Barriers to education expansion

ے High Need

- Population growth
- Aging population → ↑ demand
- Expanded health care access
  - Increased need
  - Employment opportunities in new areas

FCN Florida
Center for Nursing
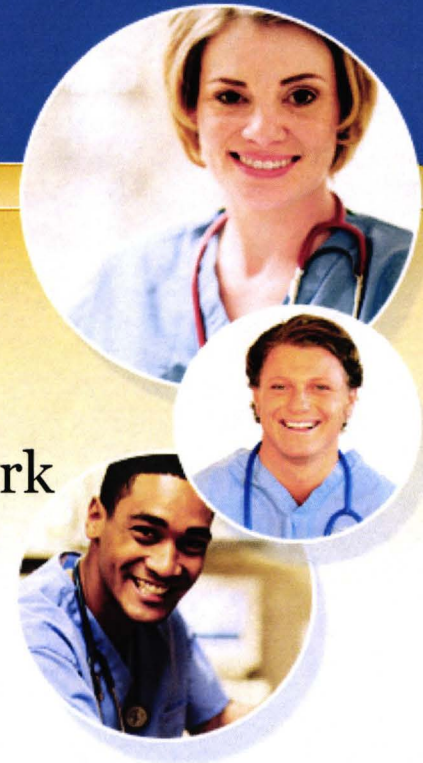
MaryLou.Brunell@ucf.edu

407-823-0981 – office

407-491-0832 – cell

Trends in Nursing
Across the Nation and in Florida

Advances in medicine and the increasing complexity of health care delivery systems require a better educated nursing workforce and changes in the way nurses deliver care. A series of reports over the past decade from the Institute of Medicine (IOM), Robert Wood Johnson Foundation, American Hospital Association, National Governor's Association, Florida's Office of Program Policy Analysis and Government Accountability (OPPAGA) support the need for changes in the health care delivery system.

The Future of Nursing: Leading Change, Advancing Health, a landmark IOM report published in 2010, identifies the nursing profession - the largest health care profession (250,000 in Florida) - as central to providing all Americans access to high-quality, cost-effective care. To help achieve this, the report concludes that:

- Nurses should practice to the full extent of their education and training.
- Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.
- Nurses should be full partners, with physicians and other health care professionals, in redesigning health care in the United States.
- Effective workforce planning and policy-making require better data collection and an improved information infrastructure.

QUIN
QUALITY
AND UNITY
IN NURSING

Defining Nursing &
Nursing Education in Florida

The Florida Center of Nursing (FCN) estimates that by 2025 Florida will have a shortage of at least 56,000 RN's and 12,500 LPN's.
www.flcenterfornursing.org

Every county in Florida has a designated health professional shortage area (HPSA).
U.S. Health Resources & Services Administration

Florida Nurses Association
www.floridanurse.org
(407) 896-9042

Nursing in Florida

PRACTICE. Nursing is a unique health care discipline that is based on knowledge from the biological, physical, behavioral, and social sciences. This knowledge is used to promote health, prevent disease, and care for individuals, families, and communities. Nurses practice across a variety of settings and provide care to all ages. Nursing practice is continually evolving to meet the changing needs of patients, society, and the requirements of the health care delivery system.

EDUCATION. Nurses must have a strong educational background that prepares them to think critically and deliver safe, high quality care. There is a continuum of nursing workforce personnel with varying levels of educational preparation. It is the mission of nursing education to provide for seamless educational advancement in the nursing profession. Nurses with graduate-level education provide direct care and also are prepared to assume leadership roles within the health care delivery system and expand nursing knowledge through scientific research.

REGULATION. Nursing practice is regulated by the Florida Board of Nursing (FBON) to ensure public safety. The FBON approves new pre-licensure nursing education programs that meet the application requirements specified in Section 464.019, Florida Statutes. The Board is not authorized to conduct site visits, and oversight of approved nursing education program quality measures is limited by Florida law. Nursing education programs in Florida that hold specialized nursing accreditation by the Accreditation Commission for Education in Nursing (ACEN, formerly NLNAC) or by the Collegiate Commission on Nursing Education (CCNE) are not regulated by the FBON.

Full and effective use of all members of the health workforce is vital to address the current and future needs of Floridians. Collaboration among allied health professionals, nurses and physicians is essential. Working together as an inter-professional collaborative team allows each member to contribute to a collective knowledge that promotes coordinated, safe, high quality, patient centered care in order to optimize the health of Floridians.   *QUIN Council Position on Primary Care Collaboration, March 2013*

Nursing Education & Credentials in Florida

NURSING ROLE (per Florida Statute 464)	EDUCATION	LICENSURE & CERTIFICATION
Advanced Practice Nurses independently evaluate and manage patients under established protocol with a licensed physician or dentist. Four advanced practice roles are recognized in Florida's Nurse Practice Act. ▪ **Advanced Registered Nurse Practitioner (ARNP)** orders medical tests, diagnoses disease and illness, prescribes certain medications, and manages the care of patients with acute and chronic medical and psychiatric conditions. ARNPs practice in specific areas of expertise, such as pediatrics, family practice, and geriatrics. ▪ **Certified Nurse Midwife (CNM)** provides comprehensive well-women care and manages the patient during labor and delivery, including ordering and performing some anesthetic procedures. ▪ **Certified Registered Nurse Anesthetist (CRNA)** selects and administers regional and general anesthetic agents, supports life function, and oversees patient recovery. ▪ **Clinical Nurse Specialist (CNS)** assesses and manages health status of individuals and families, typically functioning as educators, care coordinators for complexly ill patients, or expert consultants for nursing staff.	Master's (MSN or MN) or Doctorate (DNP or PhD) degree in nursing (2 to 6 years beyond a bachelor's degree) A Master's degree prepares nurses for increased complexity of patient care and the education program includes 500 to 1500 clinical practice hours in the specialty area. A nursing doctorate adds educational preparation at advanced levels in the specialty area, consistent with other members of the healthcare team.	Advanced practice nurses must hold an active registered nurse license, pass a national specialty certification exam, and document ongoing continuing education. The advanced practice nurse may 'perform acts of medical diagnosis and treatment, prescription, and operation'. Such acts may be performed under the general supervision of a physician or dentist. *Florida Statute 464.003*
Registered Nurse (RN) assesses, monitors, and evaluates patient health status using knowledge of scientific principles and clinical judgment. RNs are educated to anticipate risks and prepared to intervene to minimize or prevent medical complications in acutely ill patients. RNs educate patients, families, and communities about health promotion and disease prevention, and have a major role in care coordination. The RN administers medications and treatments prescribed by an advanced practice nurse, physician, or physician assistant.	Bachelor's (4-year) or Associate's (2-year) degree that includes a minimum of 675 clinical practice hours. The bachelor's-prepared nurse has additional knowledge of theoretical and scientific evidence that drives nursing practice, advanced skills in health assessment and leadership, and an understanding of public and community health service.	RN must pass National Council Licensure Exam-Registered Nurse (NCLEX—RN) and complete 26 hours of continuing education every two years.
Licensed Practical Nurse (LPN) promotes wellness, maintenance of good health, and illness prevention. The LPN provides direct patient care and observation, and administers medications and treatments under the direction of a registered nurse or licensed physician.	Career and Technical Education Certificate post-high school program that includes 1350 hours of theory and clinical experience and adheres to a standardized curriculum developed by the Florida Department of Education.	LPN must pass National Council Licensure Exam-Practical Nurse (NCLEX—PN) and complete 26 hours of continuing education every two years.
Certified Nursing Assistant (CNA) assists individuals with personal care, such as bathing, feeding, mobility, and are prepared to administer CPR if needed. The CNA can monitor health indicators, such as blood pressure under the supervision of RN, LPN, or physician.	Board Approved Nursing Assistant Training Program with 120 hours theory and clinical experience in accordance with Florida Department of Education curriculum framework.	CNA must pass certification exam and complete 12 hours of continuing education each year

Overview of Current
Workforce Programs

Health Care Workforce: Programs

Florida Department of Health

November 6, 2013

Overview

A variety of programs and initiatives uniquely contribute to improve access to care by increasing workforce availability and distribution.

J-1 Visa Conrad 30

National Health Service Corps

Physician Limited Licenses

Physician Recruitment Assistance - 3rnet.org

Volunteer Health Services

Military Veteran Licensure Fee Exemptions

Temporary Certificates for Dentists

The Conrad 30 (J-1 Visa Waiver) Program for Foreign Physicians

In 1994, Senator Kent Conrad (North Dakota) addressed the issue of physician shortages in the United States by formulating the Conrad J1 visa waiver program.

- The Conrad program allows each State's Department of Health to sponsor up to thirty (30) international medical graduates (IMGs) each year.
- Physicians must practice clinical medicine full time in a HPSA for a three year period.
- The US Department of State Customs and Immigration requirement to return to their home country for two years is waived in exchange for their medical service.
- Florida has been participating in the Conrad 30 program since 1994.
- At any point in time there are approximately 90 Conrad 30 physicians serving in Florida's HPSAs.

Visa Waiver Physicians in Florida

Number of Physicians by County	
Alachua	19
Lake	15
Sumter	14
Miami-Dade	12
Marion	9
Brevard	9

▲   Physician Practice Locations

    Areas of Need

Physician Practice Locations by County

	1 - 6
	7 - 14
	15 - 24

0   50 Miles
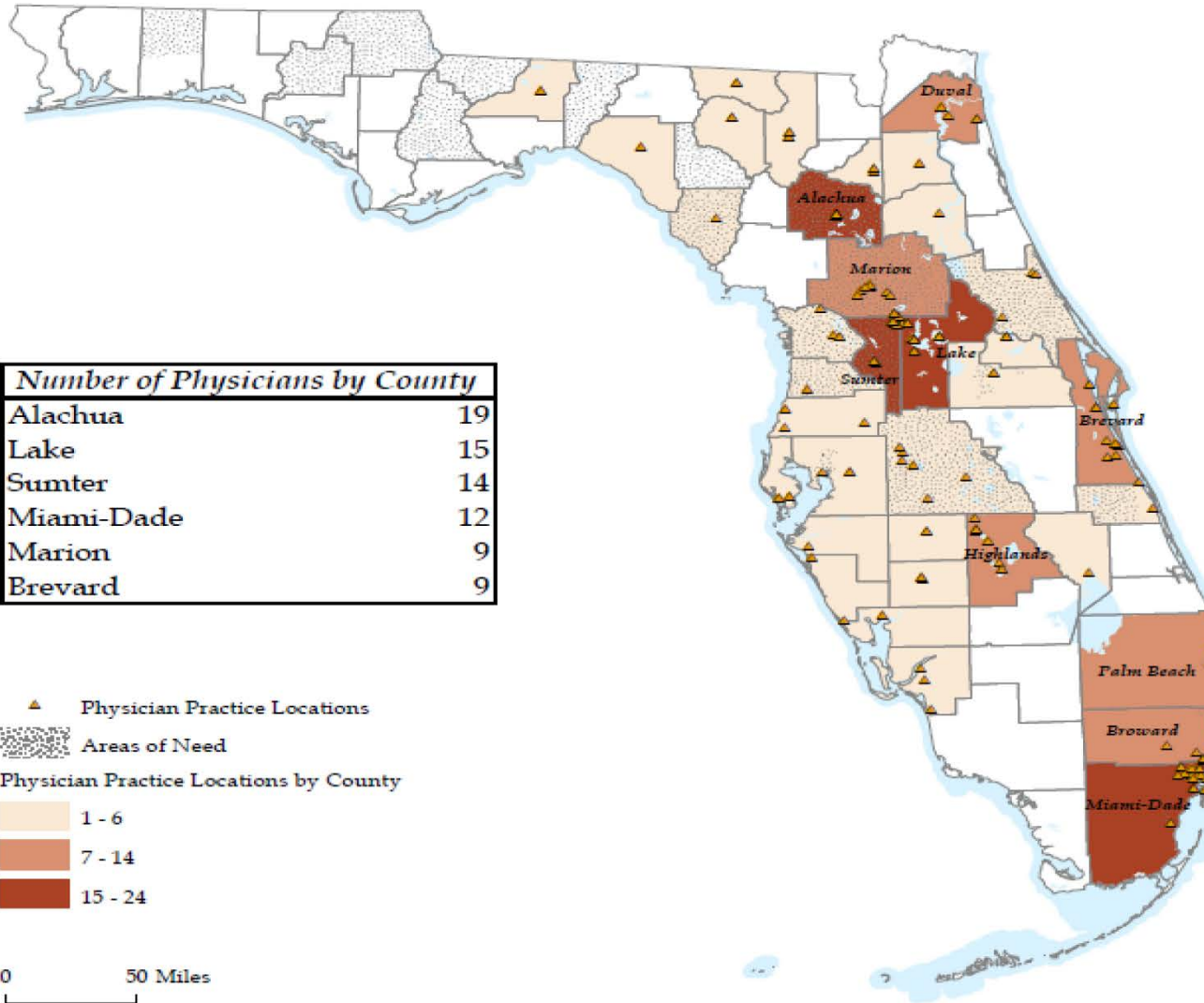
Physicians included in this analysis are those with a J-1 Visa Waiver or a National Interest Waiver. Points represent
the practice locations of each individual physician and practice facilities may contain multiple physicians. Areas of
need are defined by the Department and based on primary care health professional shortage areas (HPSAs).
Source: DOH State Primary Care Office
Projected Coordinate System: NAD 83 / Florida Albers Conic Equal Area
Data processing and cartography: DOH Division of Public Health Statistics &
Performance Management, Health Resources and Access Section, April 2013

4

National Health Service Corps

- The National Health Service Corps (NHSC) loan repayment program offers primary health care providers loan repayment assistance or scholarships in exchange for working in HPSAs.

- The NHSC program was created in 1972 in response to the health care crisis that emerged in the United States in the 1950s and 1960s. Older physicians were retiring and young doctors started to choose specialization over general practice, leaving many areas of the country without medical services.

- The NHSC program is fully funded by the Federal Government.

- DOH serves as liaison between clinic sites, clinicians, and the NHSC program.

- Clinicians eligible for the program include:
    - Primary Care Physicians
    - Psychiatrists
    - Nurse Midwives
    - Advanced Nurse Practitioners
    - Physician Assistants
    - Licensed Mental Health Professionals
    - Dentists

National Health Service Corps – U.S.

Florida ranks among the states with the greatest amount of active National Health Service Corps Clinicians.

United States NHSC Clinicians (All)

Clinicians (FTE)
- 2 - 44
- 45 - 102
- 104 - 180
- 184 - 561
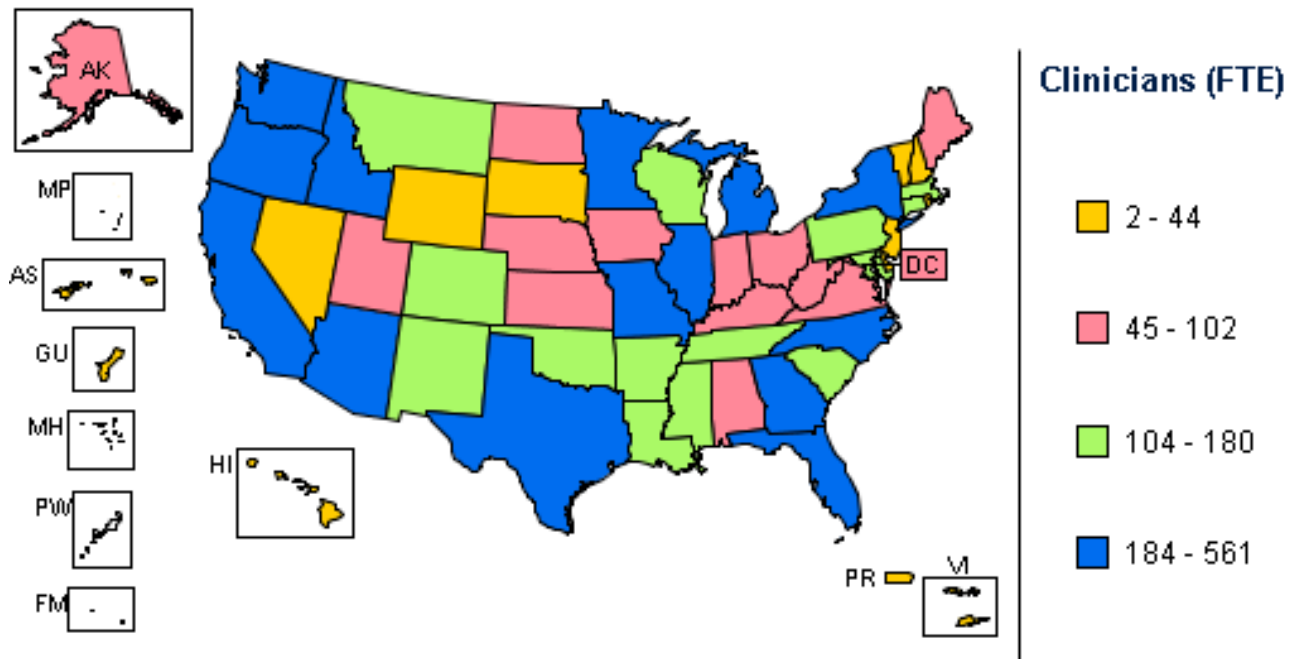
National Health Service Corps - Florida

- Over 340 clinicians work in about 220 Sites in Florida.
- Many approved sites have vacancies.

Florida NHSC Clinicians (All)
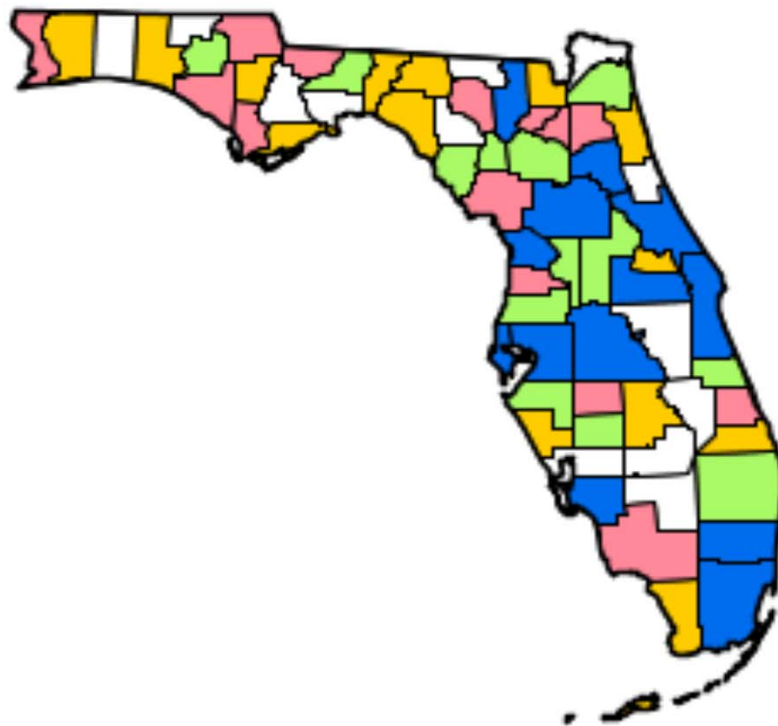
National Health Service Corps - Funding

Total Funding to HRSA Active Grants - Clinician Recruitment and Service

Dollar Ranges

☐ $506,468 - $893,634

☐ $910,814 - $1,375,464

☐ $1,510,430 - $2,064,086

☐ $2,089,389 - $5,233,384
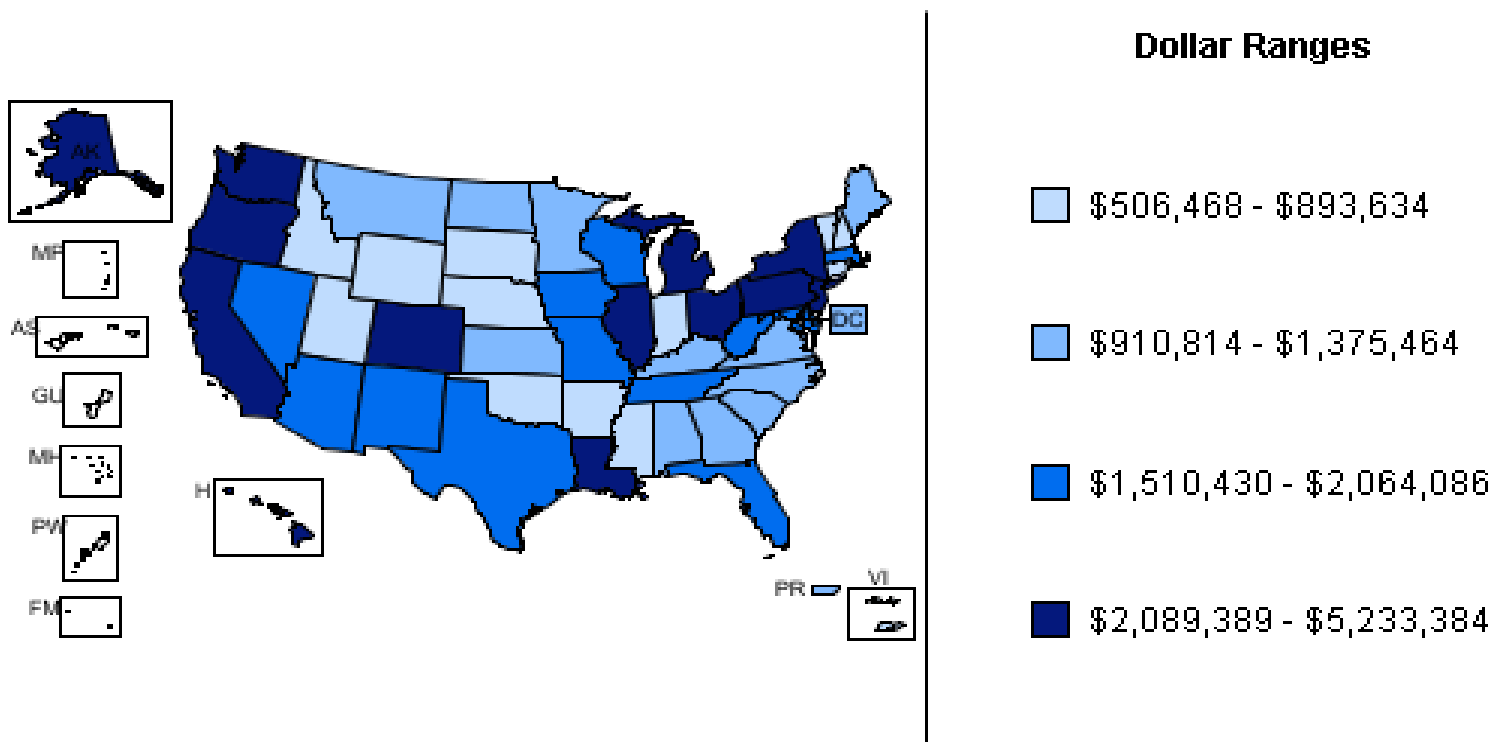
Florida has $1,710,411 in active funding for NHSC clinicians serving in HPSA's throughout the state.

Physician Limited Licenses

Physicians may receive a limited license under s. 458.317, F.S., to practice in the employ of public agencies or institutions or in areas of critical need, as designated by the State Surgeon General under s. 458.315, F.S.

- Physician applicant must, in part, be a graduate of an approved US medical school, or international medical school, and licensed to practice medicine in any jurisdiction for at least 10 years.

- License fee waived if no practice compensation to be received.

- Currently, there are 169 physicians with limited licenses.

- Currently 646 Area of Critical Need designated facilities in Florida.

  - Four hundred and fourteen (414) are Federally Qualified Health Centers, County Health Departments, volunteer clinics, or institutions such as medical correctional facilities.

Physician Recruitment Assistance

- **Rural Recruitment & Retention Program (3RNet)**

  - National federally-supported web-based program that assists states to match health professionals with available practice or job opportunities in both urban and rural health professional shortage areas

  - Department of Health hosts 3RNet in Florida, and assists both physicians and providers in utilizing the program

  - Currently about 1,000 health professionals registered with an interest in Florida, and approximately 150 practice/job opportunities posted

  - Types of employers include county health departments, federally qualified health centers, rural hospitals, behavioral health centers, and rural health clinics

  - 3RNet program in Florida supported by federal rural health grant funds

Volunteer Health Care Provider Program

- Created by the 1992 Legislature – Section 766.1115, F.S.
  - Intent to increase access to health care and increase number of health care volunteers
- Physicians and other qualified healthcare providers required to sign contracts with the state
- Statute extends state sovereign immunity protection to providers if a lawsuit results from services provided under auspices of the program
- Patients must be qualified
  - Uninsured or insurance is not available for service provided
  - Income below 200 percent of poverty
- Nearly 12,000 licensed contracted providers (all provider types, including physicians)
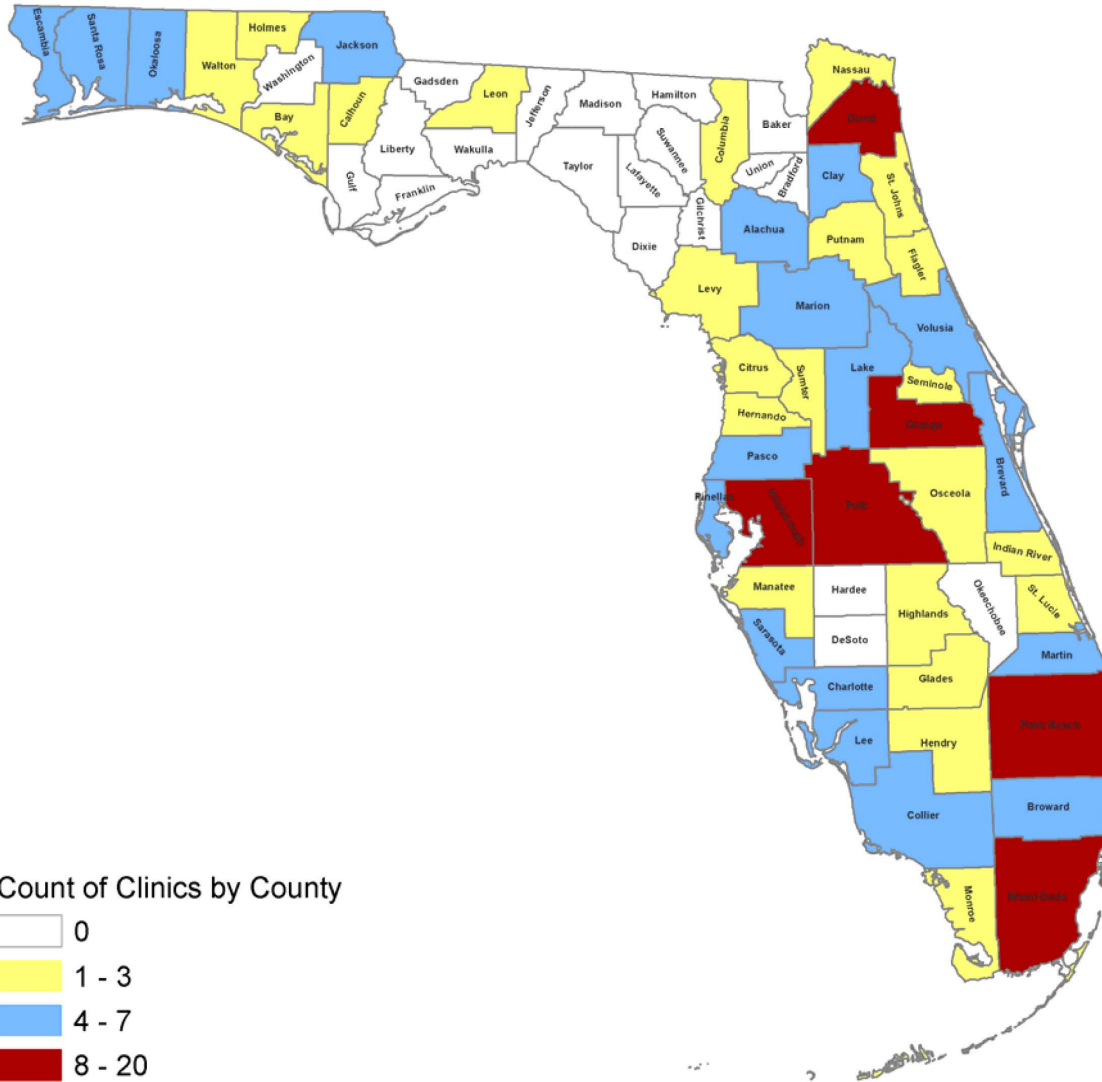
Volunteer Health Care Provider Program

- Historically, free care provided directly by, or in association with, free clinics

- Statewide, 206 free clinics provided over 427,000 patient visits during fiscal year 2012-2013

- Clinics vary greatly in size, range of services provided, frequency and hours of operation, and technological sophistication
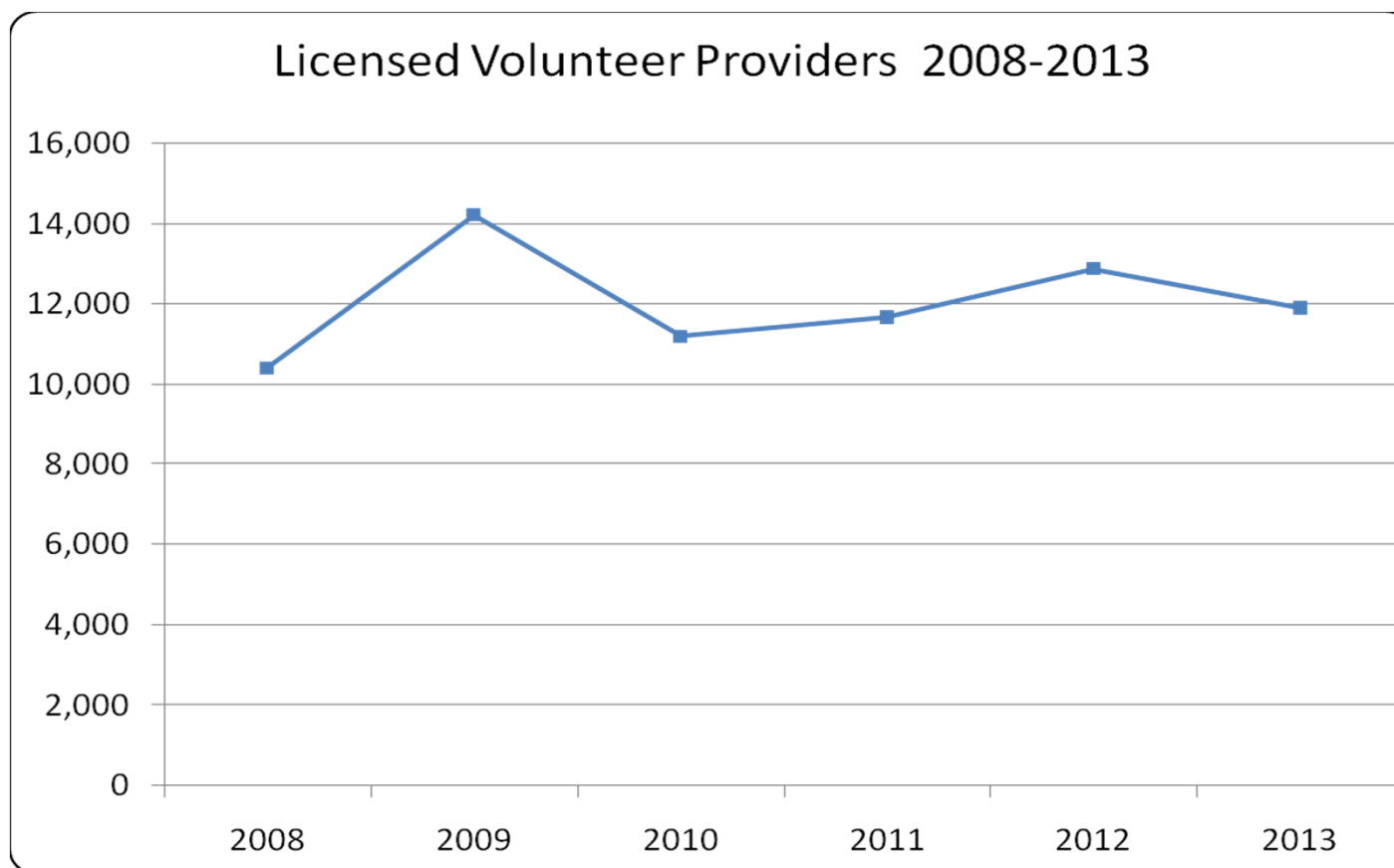
Volunteer Health Care Provider Program
(Section 766.1115) Clinics
July 1, 2012 - June 30, 2013

Count of Clinics by County

- 0
- 1 - 3
- 4 - 7
- 8 - 20

Volunteer Health Care Provider Program

Licensed Volunteer Providers 2008-2013

Volunteer Health Care Provider Program 2013 Legislative Changes

- Streamlined licensure process for physicians seeking limited licensure to volunteer services
  - Allow applicant to demonstrate licensure in another jurisdiction without affidavit
  - Remove requirement of notarized statement from employing agency
  - Remove requirement to demonstrate compliance with educational requirements because information has been verified by other states

- Specified continuing education credits for license renewal

- Provides opportunity for individual physicians to provide free care directly under the program

Licensure Fee Exemptions for Military Veterans

- Sections 456.013 and 468.304, F.S., provide for a waivers of initial licensing fee, application fee, and unlicensed activity fee.

- The fee waiver applies to a military veteran within 24 months of being honorably discharged from any branch of the United States Armed Forces.

- As of November 1, 2013, the Division of Medical Quality Assurance has approved 46 practitioners under this bill for licensure and had 48 open applications.

Temporary Certificates for Dentists

- Florida Statute 466.025 allows for temporary certificates for dentists not licensed in Florida to practice in state and county government facilities.

- They must work under a dentist currently licensed in Florida.

- Currently there are 8 dentists working in county health departments and 17 working in Department of Corrections facilities.

Nursing Student Loan Forgiveness (NSLFP) & Nursing Scholarship Program (NSP)

House Select Committee on Healthcare Workforce Innovation

November 6, 2013

Levis Hughes, Chief
Office of Student Financial Assistance

NSLFP and NSP

- Nursing Student Loan Forgiveness Program
  - Section 1009.66, F.S.
  - Established in 1989 <u>to increase</u> employment and retention of registered nurses in Florida facilities
- Nursing Scholarship Program
  - Section 1009.67, F.S.
  - Established in 1992 <u>to attract</u> capable and promising students to the nursing profession

NSLFP and NSP Funding

- Funded through the Nursing Student Loan Forgiveness Trust Fund
  - Additional $5 fee paid upon licensure or renewal of nursing licensure
  - Matching funds collected from private health care industry facility employers
- Up to 50% of revenues appropriated may be used for Nursing Scholarship Program (currently not exercised)
- Balance at the end of the fiscal year remains in trust fund to be available for both programs

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Nursing Student Loan Forgiveness Program (NSLFP) - Enrollment

Applicants must:
- Be licensed as an LPN, RN, or ARNP in Florida
- Have loans incurred toward a nursing education
- Work fulltime for one year at a designated site (established in Section 1009.66, Florida Statutes)

NSLFP - Loan Forgiveness

- Education loan repayment up to $4,000 per year for a maximum of four years or outstanding principal balance is paid in full, whichever comes first
- Payment made directly to the lender based on available funds
- Payment made at the end of a 12-month enrollment period during which nurses were employed at eligible sites

NSLFP – Funding History
SFY 2006/07 through 2012/13

SFY	SFY Maximum Award Amount	Number of Awards Made	Total Deposits	Total Awards Paid
2006 - 07	$4,000	182	656,130	$703,633
2007 - 08	$4,000	262	636,915	$1,049,887
2008 -09	$4,000	406	694,363	$1,627,759
2009 - 10	$2,000	610	694,423	$1,256,682
2010 - 11	$2,000	293	799,218	$561,710
2011 - 12	$2,000	165	753,677	$312,193
2012 - 13	$2,000	193	896,880	$380,742
Total		**2,111**	**5,131,606**	**$5,892,606**

Nursing Scholarship Program (NSP)

- Applicants must be enrolled in approved nursing program

- Award not to exceed $8,000 per year for no more than two years

- Registered nurses pursing graduate degree for faculty position or advanced registered nurse practitioner may receive up to $12,000 per year

- Agree to work at an eligible healthcare facility <u>or repay the scholarship</u>

NSP - Repayment Requirements

- Repayment required <u>PLUS</u> 18% interest (accrued from disbursement date) for recipients who <u>fail</u> to:
  - Complete program of study
  - Become licensed
  - Accept employment as a nurse in an approved healthcare facility
  - Complete 12 months of approved employment for each year of scholarship award

Nursing Scholarship Limitations

- Requires repayment of funds at a high interest rate if requirements not met
- If nonpayment, student is subject to collections
- Inability to find employment with qualifying healthcare facilities
- Nurses at non-eligible facilities
- Follow-up and monitoring of recipient
- Funding limited to fees collected

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Contact information for the NSLFP and the NSP

Levis Hughes,

Chief, Office of Student Financial Assistance

850-410-6810

Levis.Hughes@fldoe.org