



The Physician Workforce

Healthcare Workforce Data Center

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Virginia Department of Health Professions

Senate Finance HHR Subcommittee
Virginia General Assembly
October 24, 2013



Healthcare Workforce Data Center

- A Program of the Virginia Department of Health Professions
- Survey regulated health professionals during renewal period
- <http://www.dhp.virginia.gov/hwdc/default.htm>

Every March:

Assisted Living Facility
Administrators
Dental Hygienists
Dentists
Nursing Home Administrators

Every June:

Clinical Psychologists
Licensed Professional Counselors

June, Odd Years

Licensed Clinical Social Workers

Every December

Audiologists
Pharmacists
Pharmacy Technicians
Speech-Language Pathologists

December, Odd Years

Physician Assistants†

December, Even Years

Doctors of Osteopathy†
Medical Doctors†
Physical Therapists
Physical Therapy Assistants

Every August*

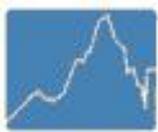
Certified Nurse Aides
Licensed Practical Nurses
Nurse Practitioners**
Registered Nurses
Nursing Education Programs

Reports Available at:

www.dhp.virginia.gov/hwdc

Updates on our blog:

www.vahwdc.tumblr.com



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Department of Health Professions



Agenda

- 2012 Physician Survey Report Findings
 - Distribution
 - Education and Training
 - Practice Characteristics
 - Take Away
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The Physician Workforce At a Glance

The Workforce

Licensees:	39,197
Virginia's Workforce:	19,697
Full-Time Equiv. Units:	19,654

Survey Response Rate

All Licensees:	69%
Renewing Practitioners:	76%

Demographics

% Female:	35%
Diversity Index:	49%
Median Age:	51

Background

HS Degree in VA:	20%
Med School in VA:	20%
Residency in VA:	27%

Specialty/Role

Primary Care:	42%
Board Certified:	67%

Finances

Median Income:	\$175k-\$200k
Health Benefits:	55%
Under 40 w/ Ed debt:	68%

Income by Role

Primary Care:	\$150k-\$175k
Non-Pri Care:	\$200k-\$225k
Highest:	Anesthesiology

Access

Practice is Full:	3%
Medicaid Participant:	61%

Typical Time Spent

Patient Care:	90-99%
Administration:	1-9%
% Primarily Pat. Care:	86%

Source: Va. Healthcare Workforce Data Center



Methodology and Data Limitations

- Healthcare workforce data collection is faced with multiple limitations nationwide.
 - Licensure renewal surveys capture basic information on the demographic, educational, and practice characteristics of Virginia's healthcare workforce .
 - Physician data is supplemented with Physician Profile data.
 - Responses are not independently verified
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Physician Profile

- Created to help patients find physicians and thereby support increased access to care
 - Physicians are required to keep their Profile updated; minimal data verification
 - Among questions, asked:
 - Medicaid participation
 - Accepting new Medicaid patients
 - Medicaid billing data is the best source of information on Medicaid utilization
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DISTRIBUTION





Snapshot of Virginia's Physician Workforce Council on Virginia's Future Regions????

2012	Northern	Eastern	Hampton Roads	Valley	Central	Southside	West Central	Southwest	Virginia
Physicians	4,867	178	3,345	901	4,054	476	1,962	569	17,168
Primary Care	2,030	107	1,335	395	1,342	232	704	319	6,922
Percent Primary Care	42%	60%	34%	44%	33%	49%	36%	56%	40%
Primary Care Physicians per 100,000 residents	74	75	79	81	83	61	96	76	85

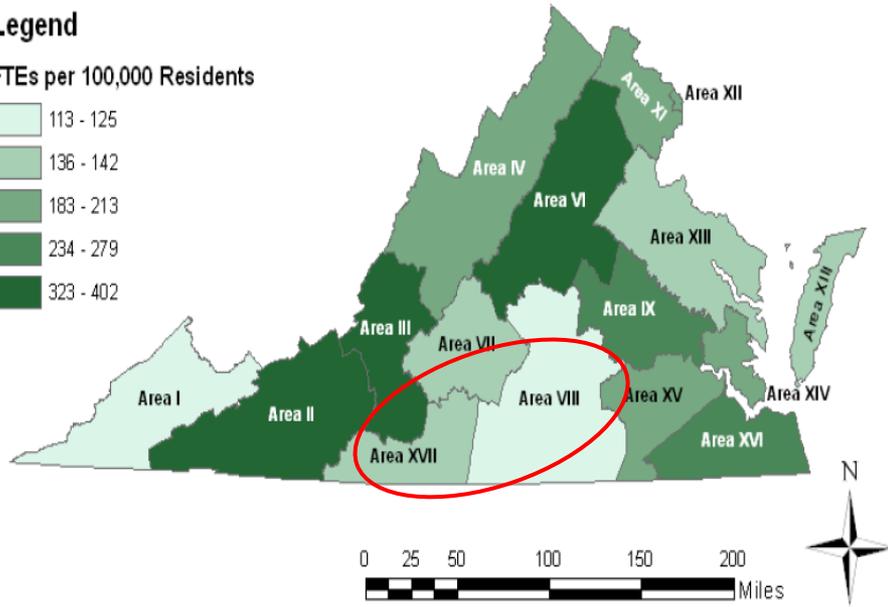
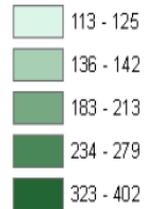
Note: Regional estimates do not include physicians whose primary work location is outside of Virginia, or who worked in several localities/locum tenens or whose location could not be determined. Virginia totals do include these physicians.



Full-Time Equivalency Units per 100,000 Residents by Workforce Investment Area

Legend

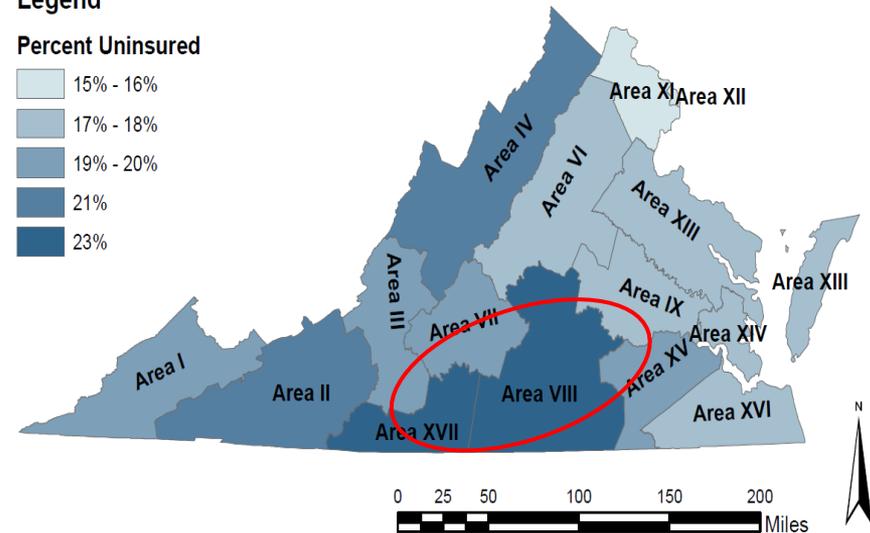
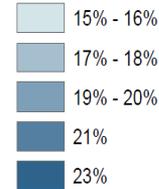
FTEs per 100,000 Residents



Uninsured Adult Population by Workforce Investment Area

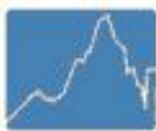
Legend

Percent Uninsured



Data Source: Virginia Atlas of Community Health

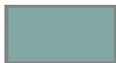
Southside Virginia has a high proportion of uninsured adults and a low number of physician FTEs per resident.

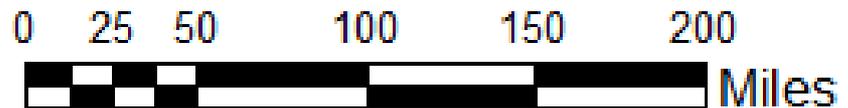
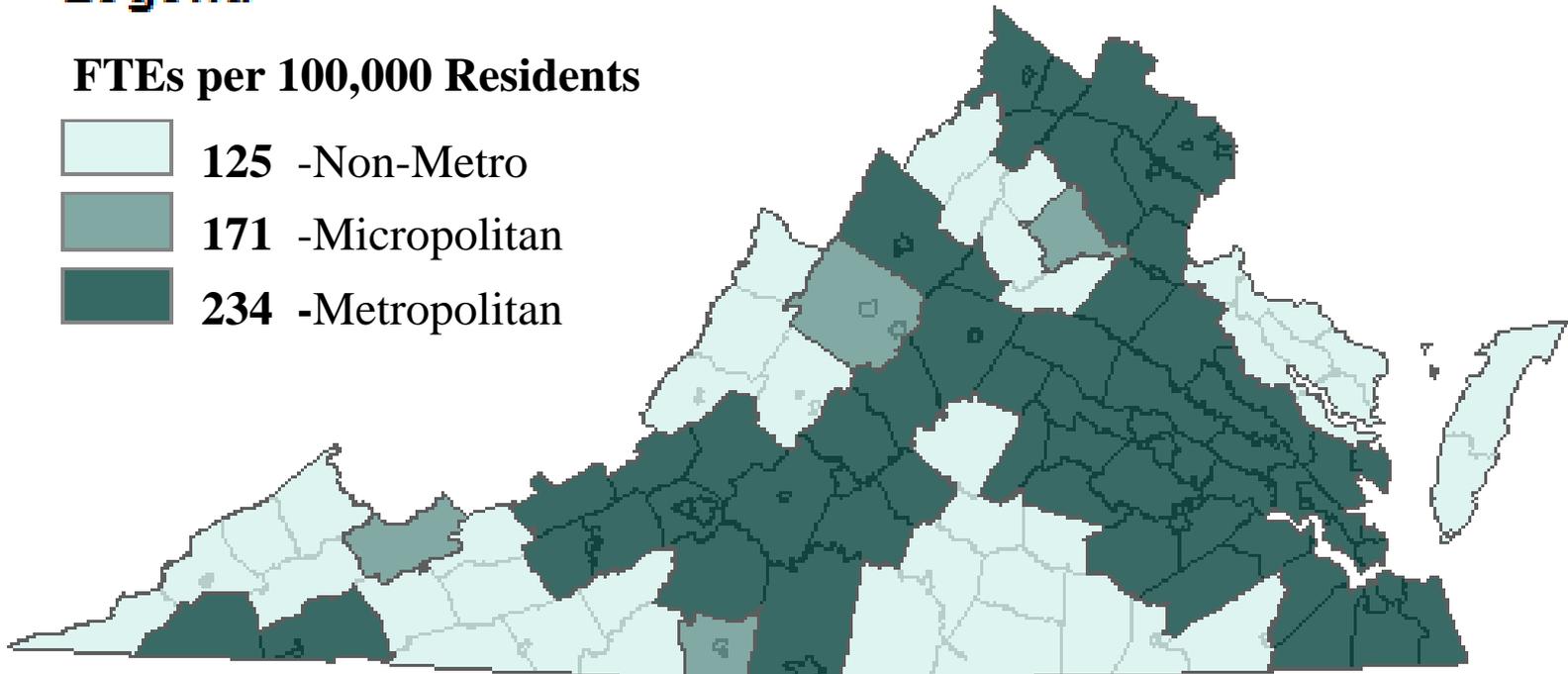


Rural Distribution

Legend

FTEs per 100,000 Residents

-  125 -Non-Metro
-  171 -Micropolitan
-  234 -Metropolitan





Practitioner Mal-distribution

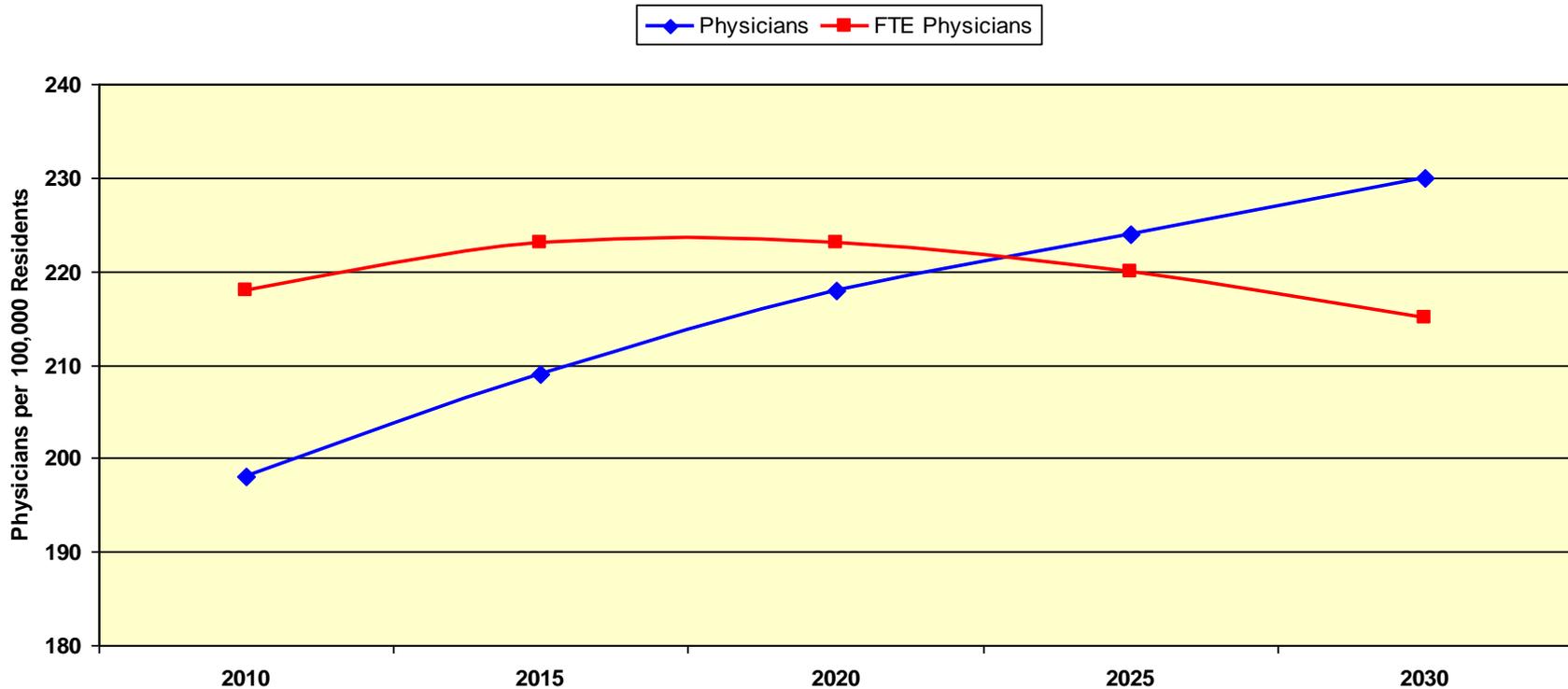
- Supply
 - HWDC periodic survey reports
 - Metro areas, towns, rural areas
 - NP and PA surveys for 2012 have been released
 - Demand
 - Geospatial Innovations
 - VHHA Healthcare Workforce Strategic Planning Task Force
 - HRSA National Model
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Projected Virginia Physician Shortages to 2030

Projected Change in the Patient Care Physician to Population Ratio, 2010 to 2030*

*assumes Virginia competes favorably in attracting new physicians





EDUCATION AND TRAINING



2012 Physician Survey Results

- Medical Education and Residencies
 - Graduated from Virginia medical schools: 20% (23%)
 - Completed residencies in Virginia: 27% (30%)
- Virginia Retains (unchanged):
 - 35% of its Medical School Graduates
 - 39% of its Residents
- Workforce Demographics
 - Work full-time : 83% (85%)
 - Work primarily in patient care: 86%
 - Work in primary care specialties: 42% (39%)



Education and Training

Education	Virginia	Border State	VA & Bordering	NY & PA	Regional	International
High School	20%	12%	32%	15%	47%	20%
Undergraduate	19%	16%	35%	14%	49%	17%
Medical School	20%	18%	38%	13%	51%	21%
Residency	27%	23%	50%	17%	67%	NA

The AAMC has committed to increasing the number of Medical School slots by 30% over 2002 numbers by 2017.

528 US Medical Students did not have a residency by the end of match week this year.*

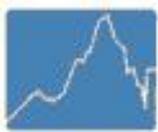
Regional:
Virginia
Washington DC
New York
Pennsylvania
Maryland
North Carolina



Specialties

Specialty	Board-Certified	Self-Designated
Internal Medicine*	20%	14%
Family Medicine*	9%	14%
Pediatrics*	8%	9%
Psych/Neurology	6%	6%
Radiology	4%	<5%
Anesthesiology	4%	6%
Emergency Medicine	4%	8%
OBGYN*	<4%	5%
*Primary Care		42%

Board Certification	25 th %ile	Median Income	75 th %ile
Primary Care			
Family Medicine	\$100,000-\$124,000	\$150,000-\$174,999	\$175,000-\$199,999
Internal Medicine	\$125,000-\$149,999	\$175,000-\$199,999	\$225,000-\$249,000
Obstetrics and Gynecology	\$100,000-\$124,000	\$175,000-\$199,999	\$225,000-\$249,000
Pediatrics	\$100,000-\$124,000	\$125,000-\$149,999	\$175,000-\$199,999
Total	\$100,000-\$124,000	\$150,000-\$174,999	\$200,000-\$224,999
Not Primary Care			
Allergy and Immunology	\$100,000-\$124,000	\$175,000-\$199,999	\$225,000-\$249,000
Anesthesiology	\$200,000-\$224,999	\$275,000-\$299,999	Over \$300,000
Colon and Rectal Surgery	\$150,000-\$174,999	\$175,000-\$199,999	\$250,000-\$274,000
Dermatology	\$125,000-\$149,999	\$200,000-\$224,999	Over \$300,000
Emergency Medicine	\$175,000-\$199,999	\$225,000-\$249,000	\$250,000-\$274,000
Medical Genetics	*	*	*
Neurological Surgery	\$175,000-\$199,999	\$275,000-\$299,999	Over \$300,000
Neuromusculoskeletal Medicine	*	*	*
Nuclear Medicine	\$175,000-\$199,999	\$250,000-\$274,000	Over \$300,000
Ophthalmology	\$125,000-\$149,999	\$200,000-\$224,999	Over \$300,000
Orthopaedic Surgery	\$150,000-\$174,999	\$275,000-\$299,999	Over \$300,000
Otolaryngology	\$100,000-\$124,000	\$200,000-\$224,999	Over \$300,000
Pathology	\$125,000-\$149,999	\$200,000-\$224,999	\$250,000-\$274,000
Physical Medicine and Rehabilitation	\$150,000-\$174,999	\$200,000-\$224,999	\$250,000-\$274,000
Plastic Surgery	\$150,000-\$174,999	\$225,000-\$249,000	Over \$300,000
Preventive Medicine	\$125,000-\$149,999	\$150,000-\$174,999	\$200,000-\$224,999
Psychiatry and Neurology	\$125,000-\$149,999	\$175,000-\$199,999	\$200,000-\$224,999
Radiology	\$175,000-\$199,999	\$250,000-\$274,000	Over \$300,000
Surgery	\$175,000-\$199,999	\$225,000-\$249,000	Over \$300,000
Thoracic and Cardiac Surgery	\$200,000-\$224,999	\$250,000-\$274,000	Over \$300,000
Urology	\$125,000-\$149,999	\$200,000-\$224,999	Over \$300,000
Total	\$150,000-\$174,999	\$200,000-\$224,999	\$275,000-\$299,999



PRACTICE CHARACTERISTICS

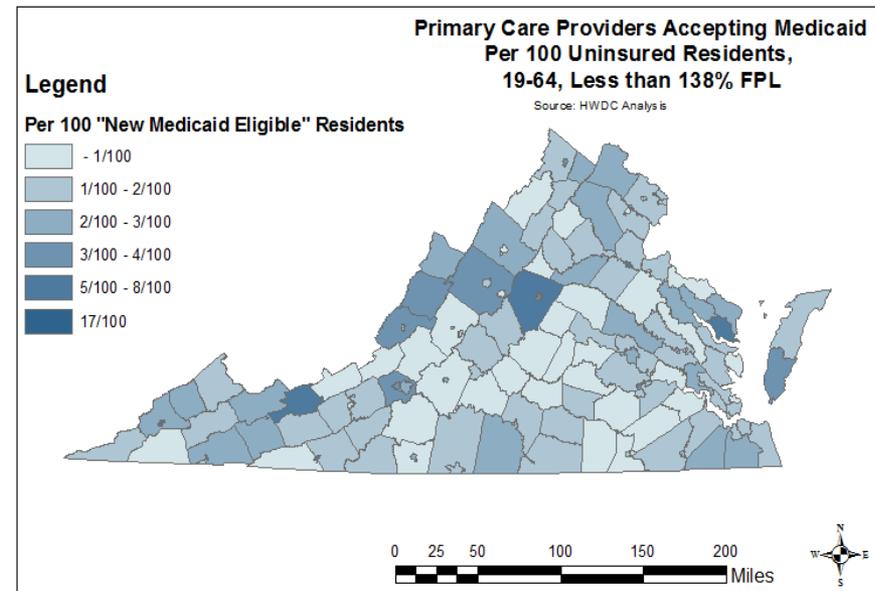
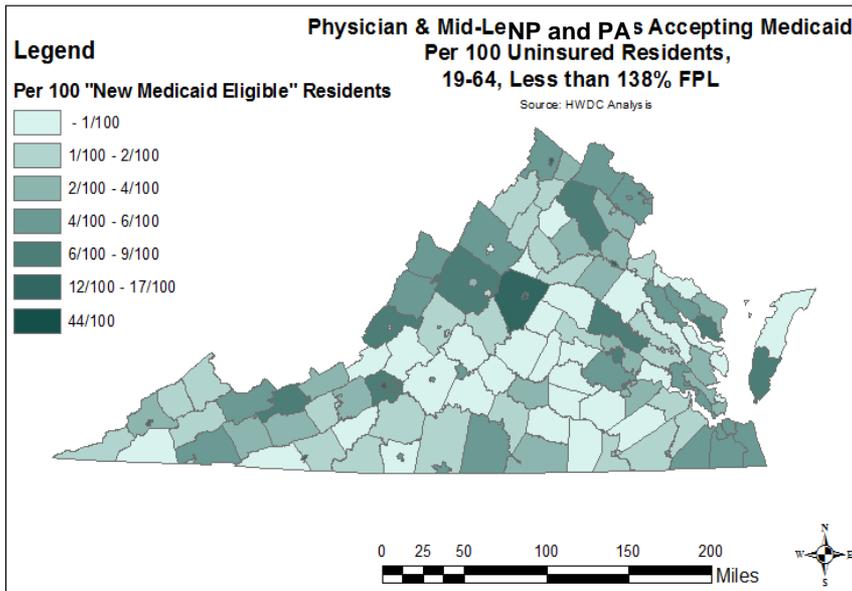


Reimbursement Methods

Method	Primary Work Location		Secondary Work Location	
	Weighted Estimate	% of Respondents	Weighted Estimate	% of Respondents
Private Insurance	8,299	49%	2,097	46%
Salary/Wage	6,692	39%	1,783	39%
Other	1,067	6%	347	8%
Medicaid	698	4%	785	17%
Capitation/Subscription	453	3%	100	2%
Self Pay	385	2%	1,006	22%
Medicare	364	2%	374	8%
Unreimbursed	227	1%	130	3%
Sliding Scale	202	1%	182	4%



Medicaid Distribution



Note: The source of these maps is the Virginia Healthcare Workforce Data Center Medicaid Workforce Map Packet, September 2013. These maps contain 2012 workforce data. The accuracy of providers that state they accept Medicaid has not been independently verified. Providers accepting new Medicaid patients is not reflected in these maps.



Take Home

Distribution

- The physician to population ratio is especially low in Southside and Southwest Virginia and in some urban areas
- Legislation such as HB346 and HB1501 enable efficiencies through patient care teams, collaborative care, and healthcare related IT to ease the burden of care carried by too few physicians.

Education and Training

- Retention of Virginia's medical school grads and residents is essentially unchanged from 2010
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Take Home

- About half of Virginia's physicians are educated and trained in bordering or nearby states

Practice Related

- Primary care physician salaries are far below physician specialists salaries
 - Private insurance, salary, self payment, and Medicaid are significant reimbursement methods.
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Take Home

Top Priority

- DHP continues to collaborate with legislators and stakeholders to provide data to help determine supply and demand of Virginia's healthcare workforce.
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Department of Health Professions



Perimeter Center Office



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Thank You!