



## The Physician Workforce

Healthcare Workforce Data Center

**Dianne Reynolds-Cane, MD**

*Director*

Virginia Department of Health Professions

**Joint Commission on Health Care**

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## 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>

<p><b>Every March:</b> Assisted Living Facility Administrators Dental Hygienists Dentists Nursing Home Administrators</p> <p><b>Every June:</b> Clinical Psychologists Licensed Professional Counselors</p> <p><b>June, Odd Years</b> Licensed Clinical Social Workers</p>	<p><b>Every December</b> Audiologists Pharmacists Pharmacy Technicians Speech-Language Pathologists</p> <p><b>December, Odd Years</b> Physician Assistants†</p> <p><b>December, Even Years</b> Doctors of Osteopathy† Medical Doctors† Physical Therapists Physical Therapy Assistants</p>	<p><b>Every August*</b> Certified Nurse Aides Licensed Practical Nurses Nurse Practitioners** Registered Nurses</p> <p><b>Reports Available at:</b> <a href="http://www.dhp.virginia.gov/hwdc">www.dhp.virginia.gov/hwdc</a></p> <p><b>Updates on our blog:</b> <a href="http://www.vahwdc.tumblr.com">www.vahwdc.tumblr.com</a></p>
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## Agenda

- 2012 Physician Survey Report Findings
- Related HWDC Survey Report Data
- Take Away

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### The Physician Workforce At a Glance

#### The Workforce

Licenses:	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

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## 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 : 86% (85%)
  - Work full-time in patient care: 86% (60%)
  - Work in primary care specialties: 42% (39%)

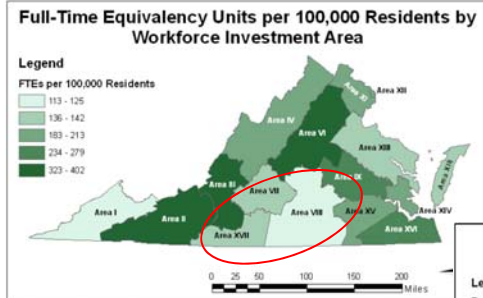
( )2010 Survey Results

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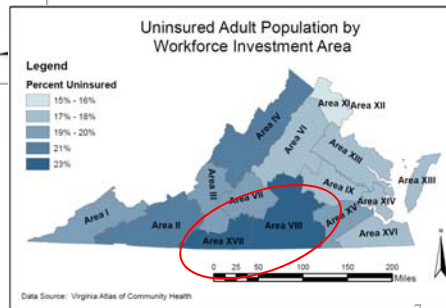


## Snapshot of Virginia's PCP Workforce Council on Virginia's Future Regions

	Northern	Eastern	Hampton Roads	Valley	Central	Southside	West Central	Southwest	Virginia
<b>Primary Care Physicians</b>	2030	107	1335	385	1342	232	704	319	6642
<b>PCP ratios per 100,000 residents</b>	74	75	79	81	83	61	96	76	42



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



## Physician 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



## Diversity

Race/ Ethnicity	Virginia Population	All Physicians		Physicians Under 40	
	%	Weighted Estimate	%	Weighted Estimate	%
White, non-Hispanic	64%	12,253	69%	2,242	60%
Black, non-Hispanic	19%	1,377	8%	349	9%
Hispanic of any race	8%	597	3%	133	4%
Asian or Pacific Islander	6%	2,948	17%	824	22%
American Indian or Alaskan Native	0%	17	0%	7	0%
Other Race	-	417	2%	131	4%
Two or more races	2%	204	1%	77	2%

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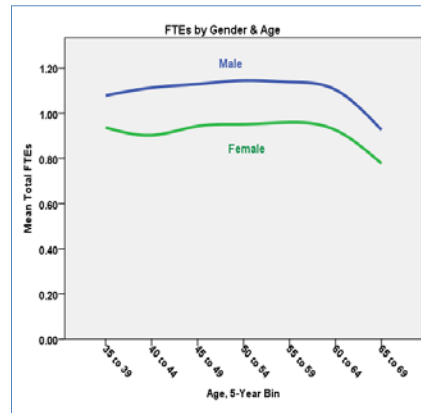
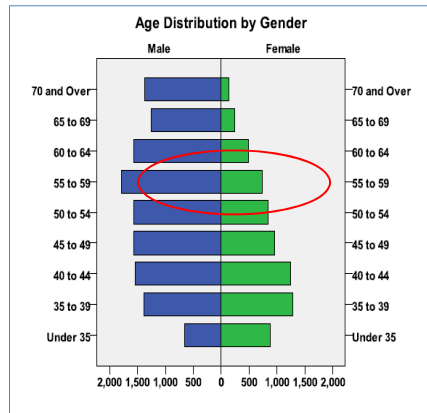


## DEMOGRAPHICS

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## Gender and FTEs



## Age and Retirement

Age	Total FTEs	
	Mean	Sum
Under 35	1.01	1,556
35 to 39	1.01	2,722
40 to 44	1.02	2,847
45 to 49	1.06	2,689
50 to 54	1.08	2,634
55 to 59	1.09	2,775
60 to 64	1.06	2,194
65 to 69	0.90	1,359
Over 69	0.57	876
<b>Total</b>	<b>1.00</b>	<b>19,654</b>

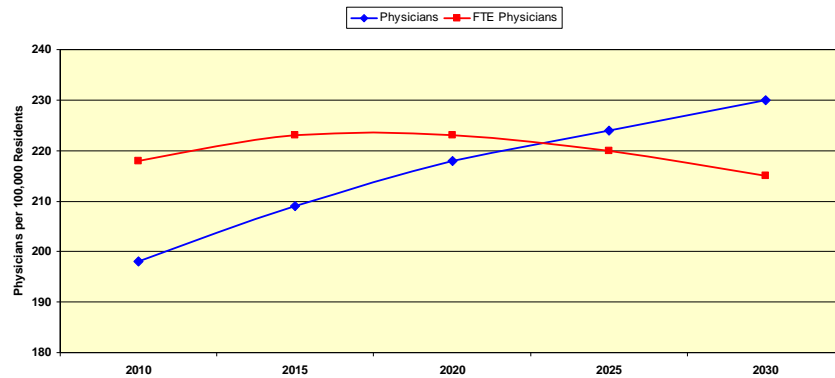
Retirement Age	Weighted Estimate	%
Under Age 50	92	1%
50 to 54	299	2%
55 to 59	1,074	7%
60 to 64	3,330	21%
65 to 69	5,696	36%
70 to 74	2,752	17%
75 to 79	1,004	6%
80 and Over	422	3%
Not Retiring	1,230	8%
<b>Total</b>	<b>15,871</b>	<b>100%</b>

*Median Age is 51. Nearly 20% of physicians expect to retire within the next 5 years.*



## 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



Source: Virginia Healthcare Workforce Data Center Analysis. Forecasts performed by the Lewin Group



## EDUCATION AND TRAINING



## Education and Training-Virginia

- Educated in Virginia
  - High school: 20%
  - Undergraduate: 19%
  - Medical School: 20%
- Trained in Virginia
  - 27%



## 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

\*Rebecca Greenberg, *AAMC Reporter*, April 2013.





## Geriatrics-Virginia Physicians

**Physician Workforce**  
**ABMS-Certified**  
**Subspecialists in Virginia:**  
 Family Medicine  
 Internal Medicine  
 Psychiatry  
**Total: 221**  
*Self-Designated Geriatric*  
**Specialists: 894**

**Virginia Geriatric Training Programs**  
 University of Virginia  
 Virginia Commonwealth University  
 Eastern Virginia Medical School  
 Carilion Clinic



## Specialties

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

Board Certification	25 <sup>th</sup> %ile	Median Income	75 <sup>th</sup> %ile
<b>Primary Care</b>			
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
<b>Total</b>	\$100,000-\$124,000	\$150,000-\$174,999	\$200,000-\$224,999
<b>Not Primary Care</b>			
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
<b>Total</b>	\$150,000-\$174,999	\$200,000-\$224,999	\$275,000-\$299,999



## PRACTICE CHARACTERISTICS



## Open for Business

Program	Physicians accepting payment type	Physicians accepting new patients (with insurance type)
Medicare	67%	59%
Medicaid	61%	53%

Specialty	Primary Work Location		Secondary Work Location	
	Weighted Estimate	%	Weighted Estimate	%
Practice is Far From Full	5,343	30%	1,523	33%
Practice is Almost Full	5,687	32%	943	20%
Practice is Full	591	3%	136	3%
Do not Manage Patient Load	6,030	34%	2,035	44%
<b>Total</b>	<b>17,650</b>	<b>100%</b>	<b>4,637</b>	<b>100%</b>



## Primary Work Role

Role	Weighted Estimate	%
Private Sector	11,927	61%
Academic Faculty	2,312	12%
Public Health/Government Practice	1,205	6%
Military Service	1,012	5%
Locum Tenens	421	2%
Other	2,602	13%
<b>Total</b>	<b>19,478</b>	<b>100%</b>

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## Establishment Types

Type	Primary Work Location		Secondary Work Location	
	Weighted Estimate	%	Weighted Estimate	%
Group Practice	7,536	45%	1,615	38%
Civilian Hospital	2,285	14%	1,060	25%
Solo Practice	2,188	13%	438	10%
Military/D.o.D. Facility	1,187	7%	145	3%
Medical/Osteopathic School or Patent University	1,146	7%	134	3%
Other	872	5%	371	9%
Veterans Administration	451	3%	79	2%
Local/State Government Agency	356	2%	104	3%
Non-Profit/Safety Net Clinic/FQHC	284	2%	77	2%
Mental Health Facility	252	2%	82	2%
Insurance Company	111	1%	30	1%
Nursing Home/Long-Term Care Facility	73	0%	88	2%
K-12 School or Non-Medical College	21	0%	7	0%
Supplier Company	5	0%	1	0%
<b>Total</b>	<b>16,767</b>	<b>100%</b>	<b>4,229</b>	<b>100%</b>

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## Admitting Privileges

Number of Facilities	Weighted Estimate	%
Zero	3,201	39%
1	2,707	33%
2	1,290	16%
3	553	7%
4 or More	465	6%
<b>Total</b>	<b>8,216</b>	<b>100%</b>

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## 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%

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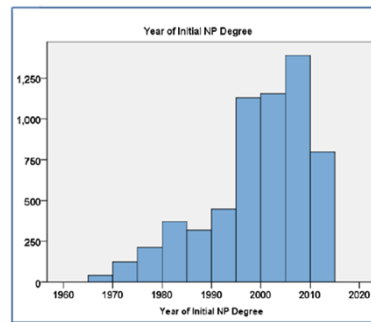
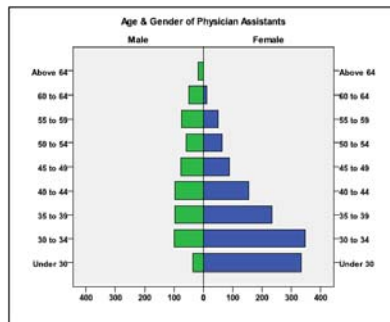
## Mid-Level Healthcare Practitioners

### Physician Assistants

-1,891 in Workforce  
-1,775 FTEs  
-Median Age: 37

### Nurse Practitioners

-6,056 in Workforce  
-6,435 FTEs  
*Half became NPs after Y2000*



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## Military Credentialing and Licensing

- House Bill 1535 (2011)
- Physicians and other officer-level professions can be licensed through endorsement from other states.
- Enlisted-level occupations require extensive, professional-level cross-walking and gap analyses in comparison with civilian health professional licensure.
- In response to Sen. Stolle request and in collaboration with DoD led multi-agency Task for on Military Credentialing and partners, DHP has been contributing to this analysis since March 2012.

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## Take Home

### Demographics

- Slightly more than half of physicians under age 40 are women
- Women physicians practice by approximately 11.5% fewer hours than their male peers
- Asian physicians comprise the largest ethnic minority at 17%
- Nearly 20% of physicians expect to retire in the next 5 years

### Education and Training

- Retention of 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

### Workforce Mal-distribution

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

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## Take Home

### Practice Related

- Primary care physician salaries are far below physician specialists salaries
- Most physicians who accept Medicaid and Medicare are accepting new patients.

### Top Priorities

- Enabling civilian licensing of veterans and spouses
- DHP continues to collaborate with legislators and stakeholders to provide data to help determine supply and demand of the healthcare workforce in Virginia

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## Perimeter Center Office



9960 Mayland Drive  
Suite 300  
Henrico, Virginia 23233

**Thank You!**

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