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The Physician Workforce 2012 Physician Survey Report


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

- HWDC Standard Survey Template
- Streamlined Processes
- Comparable & Consistent set of Indicators
- Standard Output Reports
- Physician Survey
 - Job Satisfaction
 - Current Employment Status
 - Including new background question (rural/urban/suburban)
 - Turnover
 - Work Setting match NAICS Codes



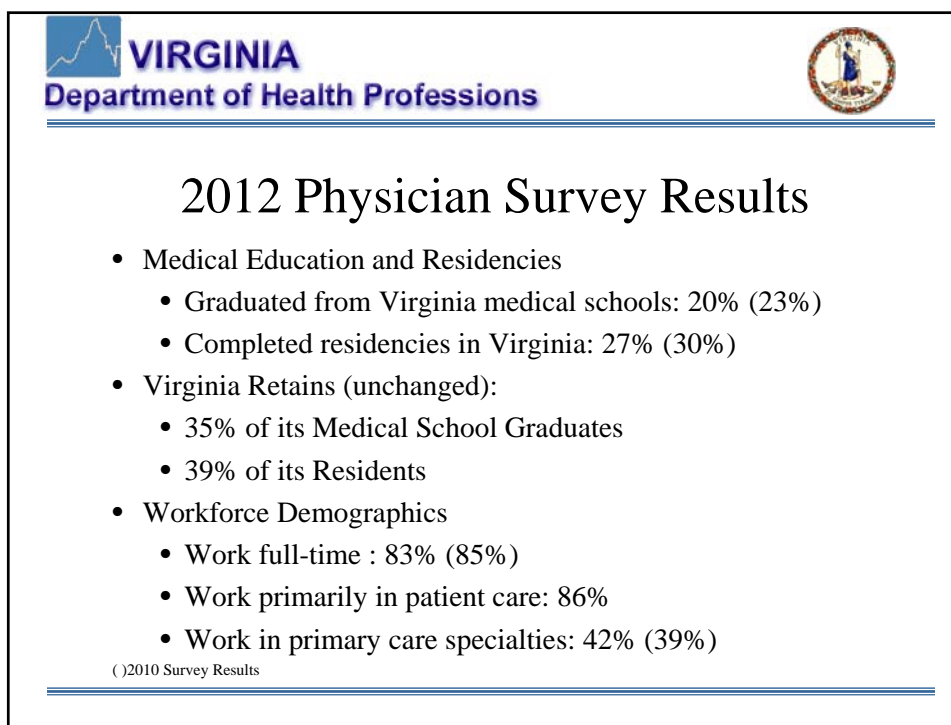
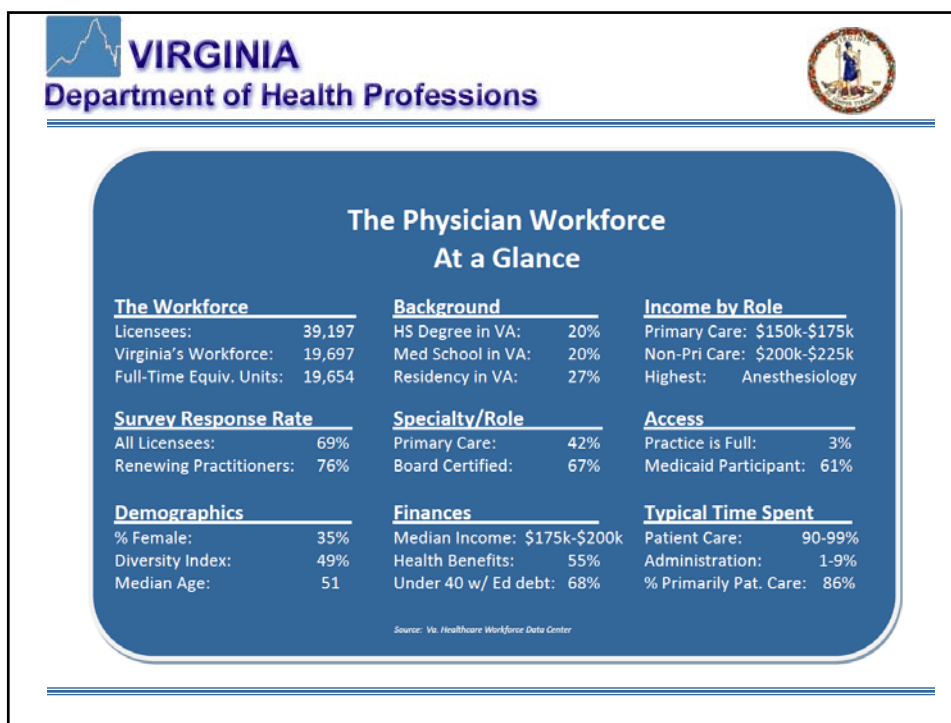
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Agenda

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

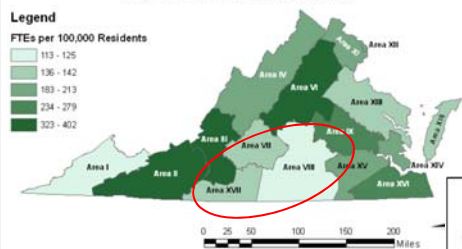


Snapshot of Virginia's Physician Workforce Council on Virginia's Future Regions

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

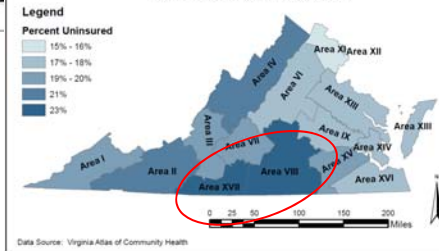
Note: Regional estimates do not include physicians whose primary work location is outside of Virginia, or who worked in several localities/locum tenens or whose location could not be determined. Virginia totals do include these physicians.

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



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

Uninsured Adult Population by Workforce Investment Area





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

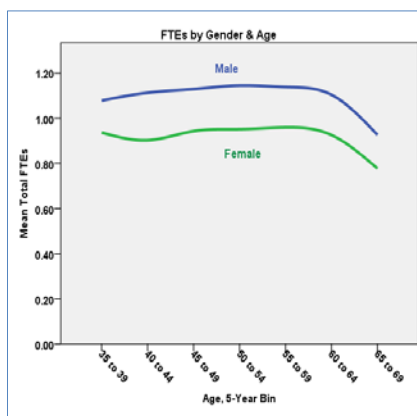
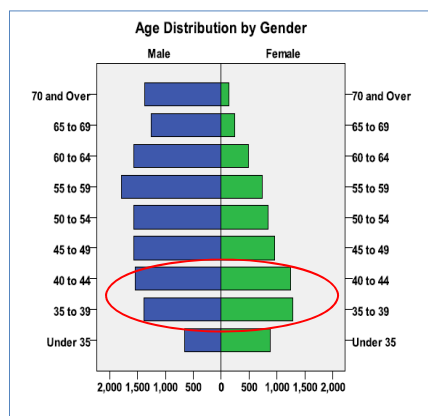



Diversity

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%


DEMOGRAPHICS

Gender and FTEs





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Age and Retirement


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%
Total	15,871	100%

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
Total	1.00	19,654

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



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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

◆ Physicians ■ FTE Physicians

Year	Physicians (per 100,000 Residents)	FTE Physicians (per 100,000 Residents)
2010	198	218
2015	210	224
2020	218	223
2025	224	220
2030	230	215

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



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EDUCATION AND TRAINING




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Education and Training-Virginia

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



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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.




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Geriatrics-Virginia Physicians


Physician Workforce
ABMS-Certified Subspecialists in Virginia:
Family Medicine
Internal Medicine
Psychiatry
Total: 221
Self-Designated Geriatric Specialists: 894 (2010)

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



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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 Title	Median Income	75 th Title
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
Total	\$100,000-\$124,000	\$125,000-\$149,999	\$175,000-\$199,999
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



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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%
Total	17,650	100%	4,637	100%

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%
Total	19,478	100%



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%
Total	16,767	100%	4,229	100%



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%
Total	8,216	100%

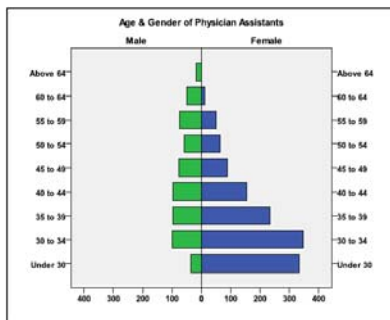
Reimbursement Methods

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%

Mid-Level Healthcare Practitioners

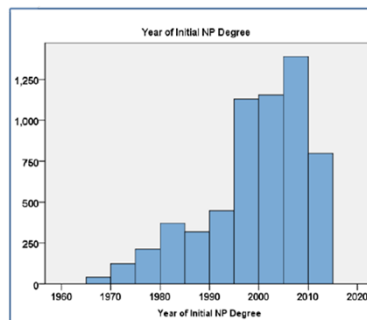
Physician Assistants

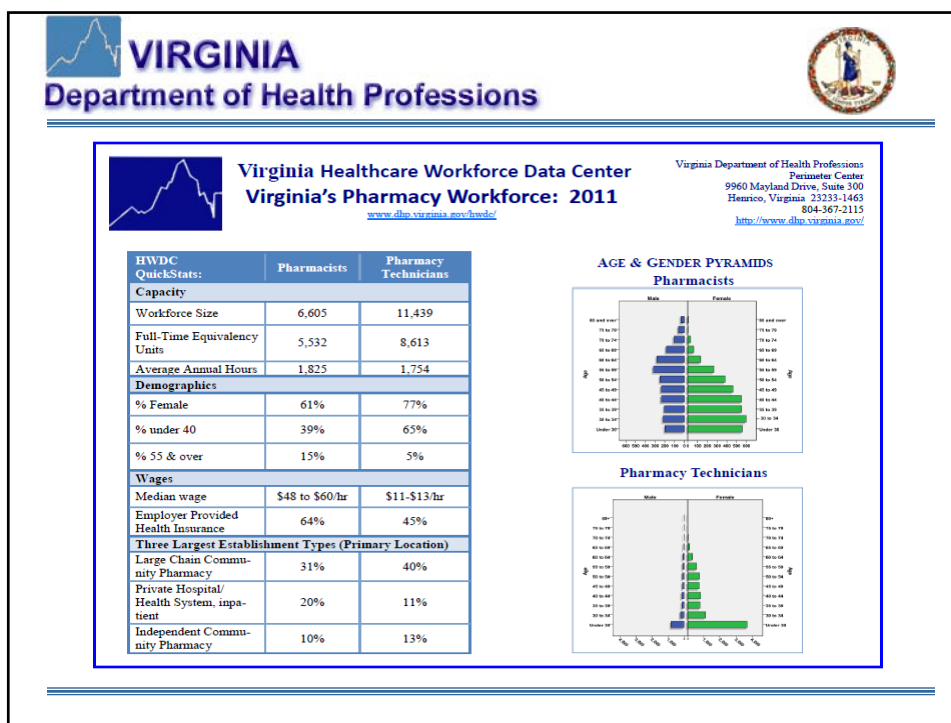
-1,891 in Workforce
-1,775 FTEs
-Median Age: 37



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 Delegate Stolle's request and upon request to participate in the DoD multi-agency Task force on Military Credentialing, DHP has been contributing to this analysis since March 2012.



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



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 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.



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 Virginia's healthcare workforce in Virginia



Perimeter Center Office



9960 Mayland Drive
Suite 300
Henrico, Virginia 23233

Thank You!