

Presentation To: Healthcare Workforce Commission



Presented By: Georgia Board of Health Care Workforce

Dr. Terri McFadden – Board Chair

Chet Bhasin, FACHE – Executive Director



Mission & Vision

Mission

The Georgia Board of Health Care Workforce (GBHCW) strives to identify the physician, physician assistant, advanced practice, registered nurse, and dentist workforce needs of Georgia communities, and to meet those needs through the support and development of medical education programs.

Vision

The GBHCW works to see Georgia communities, especially in medically underserved areas, have improved access to needed physicians and other health care practitioners, thereby enhancing the health and wellbeing of Georgia's citizens.



History of the Workforce Board

- Created in 1976 to increase the number of family physicians in Georgia
- Increased number of Family Medicine programs from 4 in 1976 to 12 in 2014
- Need for other specialties and funding added in 1983 to support all specialties (O.C.G.A. § 31-7-95)
- Changed to Georgia Board of Physician Workforce in 1999 then to Georgia Board Of Healthcare Workforce (GBHCW) in 2019
- All state funding for medical education flows through GBHCW except funding through Board of Regents for Medical College of Georgia at Augusta University



Purpose of the Board

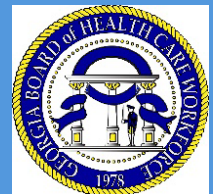
- Address the health care workforce needs of Georgia communities
- Support the development of medical education programs
- Increase the number of physicians and health care practitioners practicing in underserved/rural areas
- Interface with all types of healthcare education (medical, dental, nursing, etc) to develop long term supply plans of workers
- Communicate with various members of the General Assembly and their support team to assist in their roles for best policy making
- Produce reports, such as supply mix and distributions of health care providers
- Loan repayment program administration
- Attached agency to DCH for support services such as Human Resources, Budget, and more

Key Highlight: In 2021, published quarterly newsletters to keep the public informed of important Board news and updates.



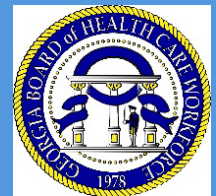
Board Composition Per O.C.G.A. 49-10-1.(a)

- Board means the members serving a term of office on Georgia Board of Health Care Workforce. The Board shall be composed of 15 members, all of whom are residents of Georgia.
- Four members shall be primary care physicians
 - Two of whom shall be from rural areas
- Four members shall be physicians who are not primary care physicians
 - Two of whom shall practice in rural areas
- Three members shall be representatives of hospitals which are not teaching hospitals, Two of those members being a representative of a rural, nonprofit hospital. Two of such members shall be physicians
- One member shall be a dentist
- One member shall be a physician assistant
- One member shall be a nurse practitioner
- One member shall have no connection with the practice of medicine or the provision of health care.
- The physicians on the Board shall represent a diversity of medical disciplines including, but not limited to, women's health, geriatrics and children's health and to the greatest extent possible, shall be in the active practice of medicine providing direct patient care. The Board shall represent the gender, racial, and geographical diversity of the state.
- Board meets quarterly



Focus Areas For FY '23

- HB 1013 – Online Dashboard Creation
- Medical Education Advisory Committee (MEAC) increased communication
- Nursing Funds Competitive Grant Application - \$3m
- Greater work with nursing licensure board and other clinical licensure boards
- Work with regional players for greater awareness with new potential outlets
- Plan on how to increase residencies and fellowships



FY2023 Budget

Budgetary Programs	FY 2023 Appropriation
Board Administration	\$1,478,652
Graduate Medical Education	\$30,532,048
Mercer S.O.M. Grant	\$31,265,438
Morehouse S.O.M. Grant	\$32,307,713
Physicians for Rural Areas	\$2,215,000
Undergraduate Medical Education	<u>\$7,195,783</u>
Total FY2023 Appropriation	\$104,994,634



Graduate Medical Education Partners

FY2023 GME Contracts (Existing Programs and New Program Development)	
Advent Health Redmond, Rome	Morehouse School of Medicine, Atlanta
Archbold Medical Center, Thomasville	Northeast Georgia Medical Center, Gainesville
Atrium Health Floyd, Rome	Northside Gwinnett Medical Center, Lawrenceville
Atrium Health Navicent, Macon	Phoebe Putney Memorial Hospital, Albany
Coffee Regional Medical Center, Douglas	Piedmont Athens Regional Medical Center, Athens
Colquitt Regional Medical Center, Moultrie	Piedmont Coliseum Medical Center, Macon
Emory University School of Medicine	Piedmont Midtown Medical Center, Columbus
Gateway Behavioral Health, Savannah	St. Joseph's/Candler, Savannah
Grady Memorial Hospital, Atlanta	St. Mary's Hospital – UGA/MCG Medical Partnership, Athens
Hamilton Health Care, Dalton	South Georgia Medical Center, Valdosta
Houston Healthcare, Warner Robins	Southeast Georgia Health System, Brunswick
Medical College of Georgia @ Augusta University, Augusta	Southern Regional Medical Center, Riverdale
Memorial Health Meadows Hospital, Vidalia	WellStar Atlanta Medical Center, Atlanta
Memorial Satilla Health, Waycross	WellStar Kennestone Regional Medical Center, Marietta
Memorial Health University Medical Center, Savannah	WellStar Spalding Regional Medical Center, Griffin



Operating Grants – Mercer & Morehouse

Educates medical students, health professionals, and other clinical degrees. Goal is to meet the primary care and health care needs of rural/urban and medically underserved areas of Georgia. 50% of their student must go to Primary Care tracks. Formed in 1989 as part of a state/private partnership.

Mercer: 3 Campuses – 504 total students – All GA residents

- Macon – 4-year campus
- Savannah – started as clinical campus now 4-year campus
- Columbus – clinical campus – 3rd and 4th year students

Funded Initiatives

- Rural Health Initiative - \$250,000
- Expansion of Primary Care Accelerated Track programs - \$1,020,000

Morehouse: Atlanta– 434 total students – 260 GA residents (Academic Year 2022)

- Class size expansion – priority given to GA residents
- FY2023 Appropriation
 - \$27,829,812 to be paid as state funds only
 - \$3,601,901 paid through Medicaid and matched 2-1
 - \$500,000 separate contract for Center for Excellence on Maternal Mortality
 - \$376,000 separate contract for Child & Adolescent Psychiatry

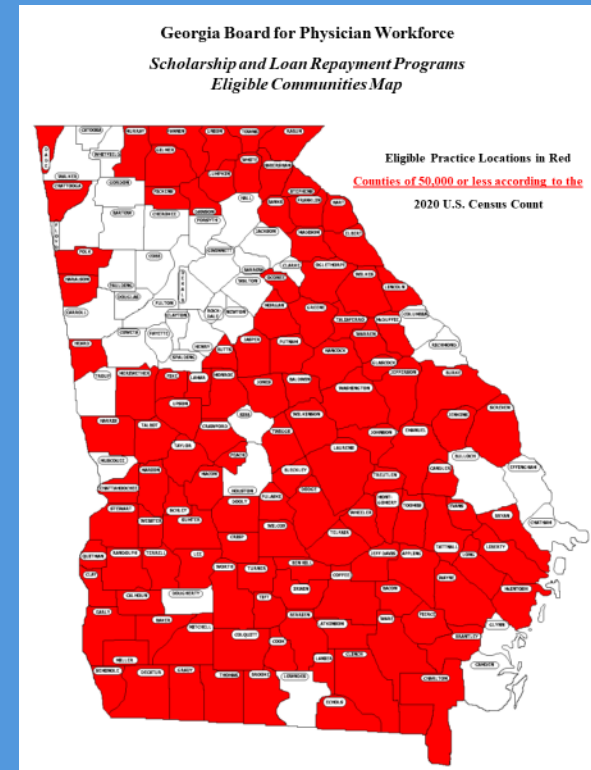


Physicians for Rural Areas

FY2023 Original Appropriation – \$2,200,000

Loan Repayment Programs:

- Physician - \$25,000 paid directly to lender per year of service
- APRN/PA - \$10,000 paid directly to lender per year of service
- Dentist - \$25,000 paid directly to lender per year of service
- May renew 3 times after initial award
- Work in a Georgia county with a population of 50,000 or less
- Primary care/core specialties
- Practice full-time (40 hours per week)



FY'23 Strategic Effort: Work with more regional provider groups to make aware of such programs.



Physicians for Rural Areas

FY2023 Original Appropriation – \$2,200,000

Loan Repayment Type	FY2022 Number of Awards Made	FY2022 Number of Applications on Wait List	FY2022 Number of Incomplete Applications
Physicians	36**	7	4
Dentists	12	0	0
Advanced Practice Registered Nurses	21	32	5
Physician Assistants	21	1	2
*GPLRP Grant	4	2	2

Awarded 94 recipients through the Board's loan repayment programs for physicians, dentists, physician assistants, and advanced practice registered nurses, which will help improve health care workforce recruitment and retention in rural areas of Georgia

Restart practice opportunity day events in FY '23 based off new normal for C19.

*State Funds Only

**1 being reviewed



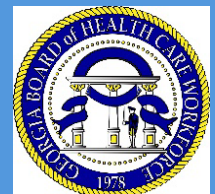
Georgia GME Exit Survey - 2021 Debt

Amount of Debt	Number of Respondents	Percent
\$0	222	32.6%
Less than \$100,000	48	7.1%
\$100,000-\$199,999	71	10.4%
\$200,000-\$299,999	131	19.3%
\$300,000-\$399,999	101	14.9%
\$400,000-\$499,999	69	10.1%
\$500,000 or greater	38	5.6%
Total	680	100.0%

Mean Average Debt (of those with some amount of debt): \$276,089

National Average Debt: \$200,000

(AAMC-2019)



Undergraduate Medical Education (aka Medical School) Including Nursing School Dollars FY2023 Original Appropriation - \$7,195,783

Medical School Capitation: \$3,620,783

- State funding helps ensure an adequate supply of primary care and other needed physician specialties through private/public partnerships with the four medical schools in Georgia.
- Students in Georgia Medical Schools must be certified residents of the state of Georgia
- Rate Per Student: \$6,363
 - Emory – 113, Mercer – 210, PCOM (GA Campus) – 150, Morehouse – 96

PCOM – South GA Campus Development - \$575,000

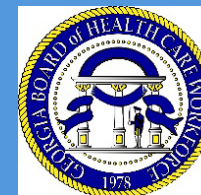
Nursing School Grant - \$3,000,000

Key Highlight: Annual comprehensive survey included medical school graduates from Emory, MCG, Mercer, Morehouse and PCOM-GA Campus to determine factors that influence specialty choice and residency selection/location which produced Georgia Medical School Graduate Survey Report.



New GME Programs, FY2015-FY2027

Hospital	Program Specialty	Year Coming online and Number of Positions
Piedmont Athens Regional, Athens	IM, TR (IM possibly expanding to 75)	FY2017 – FY2025 70 Positions
Gwinnett Medical Center, Lawrenceville	FM, IM, TR, Fellowships	FY2015 – FY2022 70 Positions
Colquitt Regional Medical Center, Moultrie (SGMEC)	FM, PSY	FY2017 – FY2025 24 Positions
Advent Health Redmond, Rome	IM, TR	FY2017 – FY2021 52 Positions
WellStar Kennestone, Marietta	FM, IM, OB/GYN, EM, TR, Fellowships	FY2017 – FY2023 168 Positions
Medical College of GA @ Augusta University, Augusta	FM	FY2018 – FY2022 10 Positions
Piedmont Coliseum Medical Center, Macon	IM, PSY, EM, TR	FY2018 – FY2022 89 Positions
Northeast GA Medical Center, Gainesville	FM, IM, OB/GYN, GS, EM, PSY, TR	FY2020 – FY2027 228 Positions
Hamilton Medical Center, Dalton	FM, IM	FY2021-FY2024 54Positions
Gateway Behavioral Health Center	PSY, Child & Adolescent PSY	FY2020-FY2023 36 Positions



New GME Programs (Continued)

Hospital	Program Specialty	Year Coming online and Number of Positions
WellStar Spalding Regional Medical Center, Griffin	IM	FY2023 – FY2025 30 Positions
South Georgia Medical Center, Valdosta	IM, EM	FY2023 – FY2025 45 Positions
Archbold Medical Center, Thomasville (SGMEC)	IM, FM (possibly 1 other program)	FY2023 – FY2027 27 Positions
<u>Hospitals in Planning / Developmental Stage</u>		
Coffee Regional Medical Center, Douglas		
Southeast Georgia Health System, Brunswick		
Southern Regional Medical Center, Riverdale		
Memorial Health Meadows Hospital		

Key Highlight:

Since 2015 over 800 GME slots added in Georgia and >100 more over the next 4 years.



GME Exit Survey

Annually in the summer, GBHCW surveys Georgia's GME graduates. In 2021, 738 responses yielded the following insights:

- 65% of respondents who attended high school in Georgia intend to stay in Georgia for the next year.
- 44.9% of respondents planned to stay in Georgia after graduation (either in training or practice).
- Proximity to family, fellowship training, and better jobs in desired location were the most commonly-cited reasons for leaving Georgia after GME.
- 32.6% of respondents have no education debt; 30.6% have more than \$300,000 in debt.
- The percentage of respondents identifying as Black and Hispanic has increased over the past 5 years.

Key Highlights: Surveyed graduates of all Georgia graduate medical education programs and produced a GME Exit Survey Report to inform the medical education community and state health care workforce planners about the experiences of graduates and demand for new physicians in Georgia.

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GBHCW employees met with Georgia-based GME program coordinators to ensure resident physicians completing programs have the resources they need to effectively transition into practice and obtain a Georgia medical license.



Data Analysis

- For many licensure types (and growing) maps with provider counts by county.
- Increased focus with other state agencies for data analysis

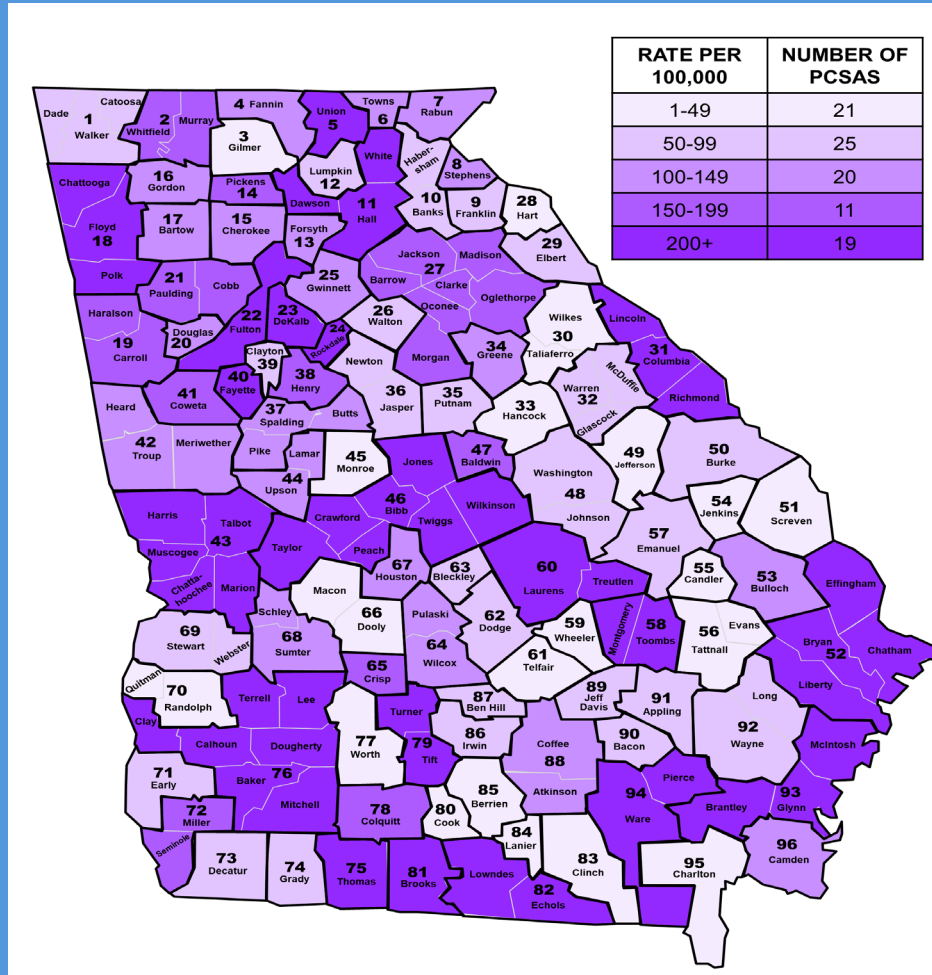
Key Highlight: In 2021 workforce data for the GBHCW's online data visualization tools were updated, further bolstering information readily available on Georgia's growing health care workforce. Continued conversations with Ga. Data & Analytics Center for greater visualizations in 2022.

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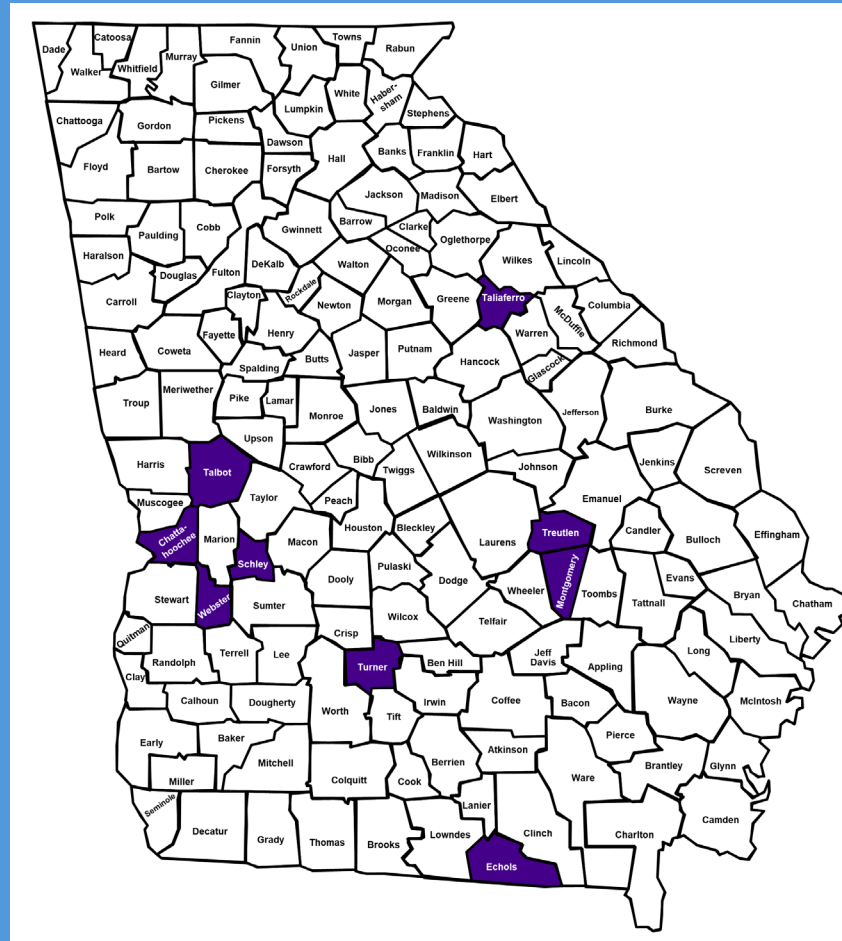
Variety of fact sheets on website.



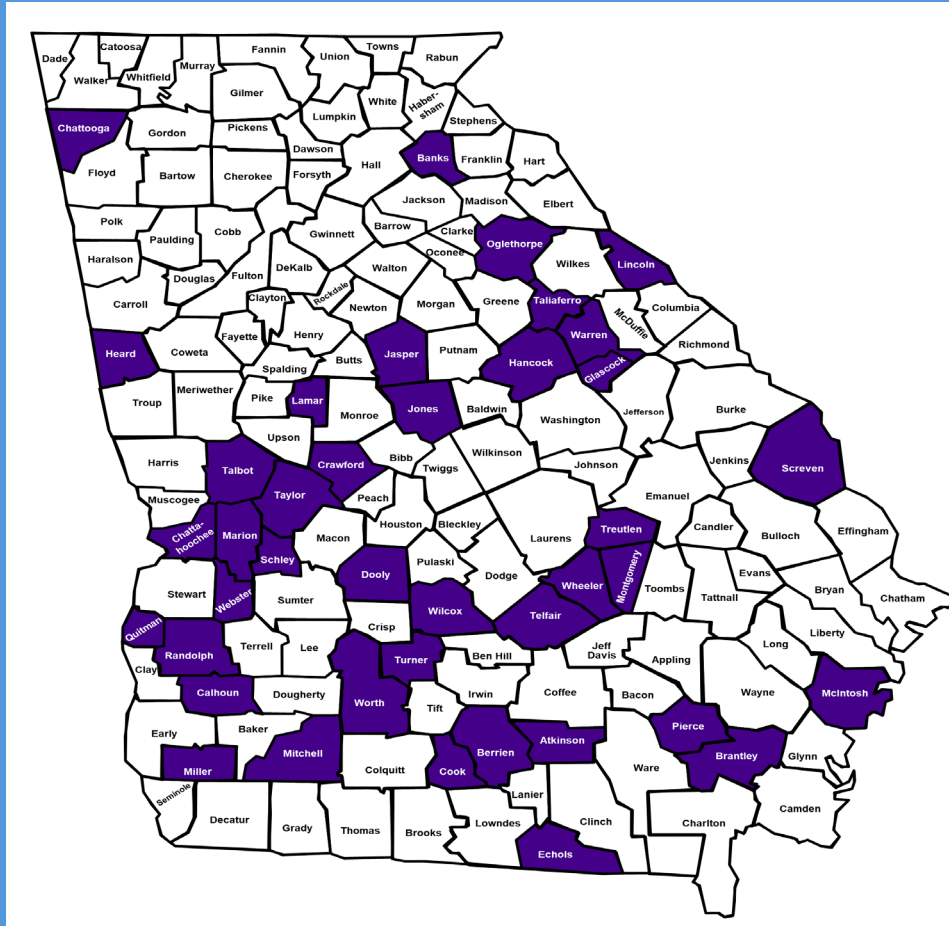
Rate of Physicians per 100,000 Population by Primary Care Service Area (2020)



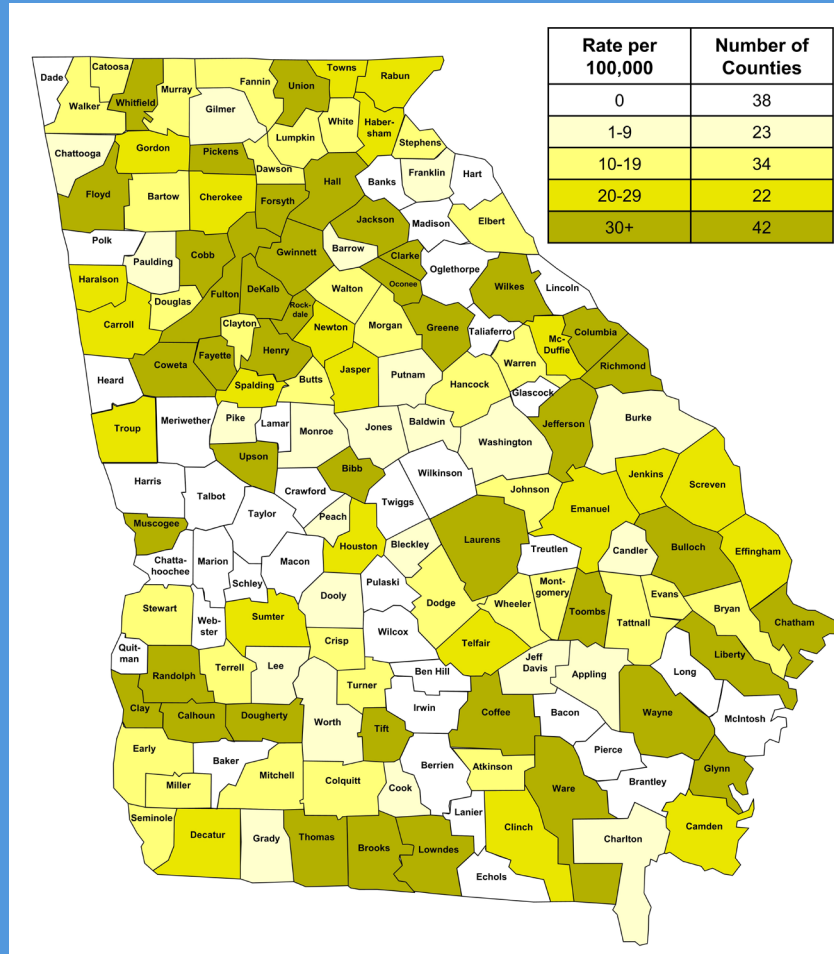
Counties with no Physicians (2020)



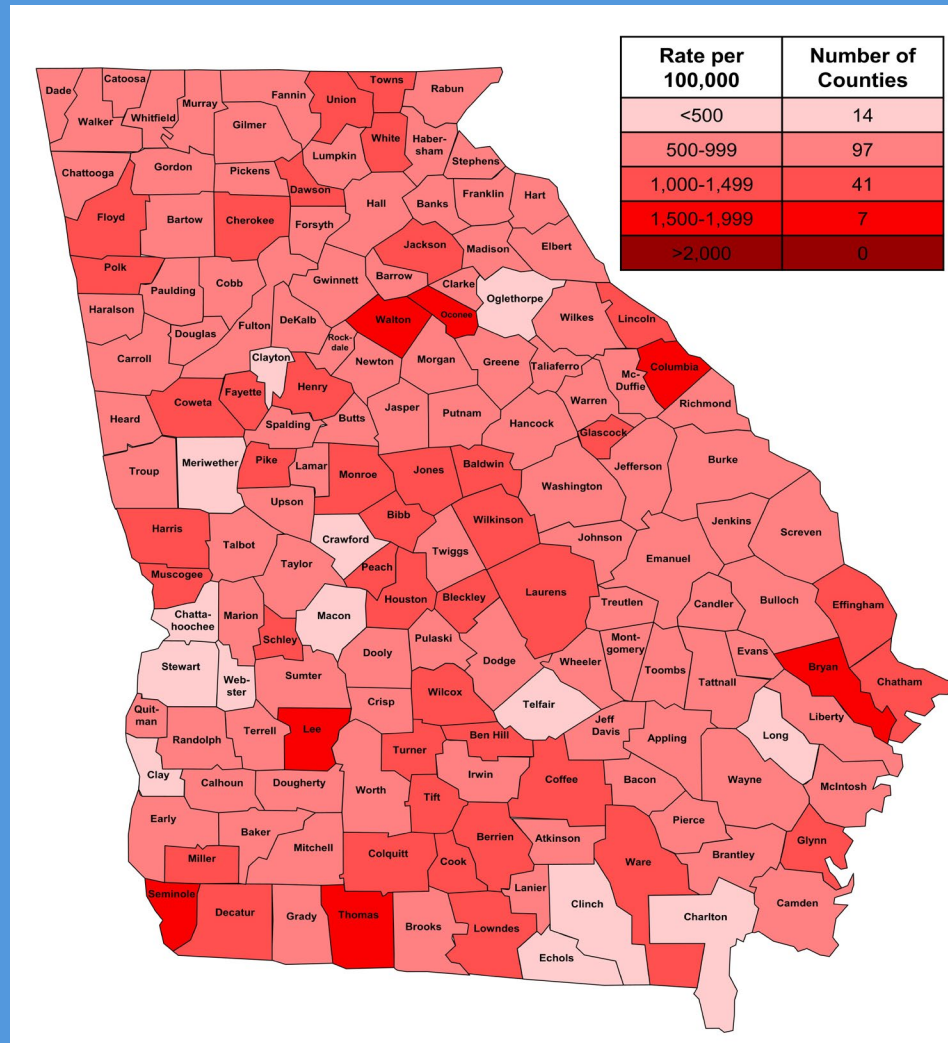
Counties with no Internal Medicine Physicians (2020)



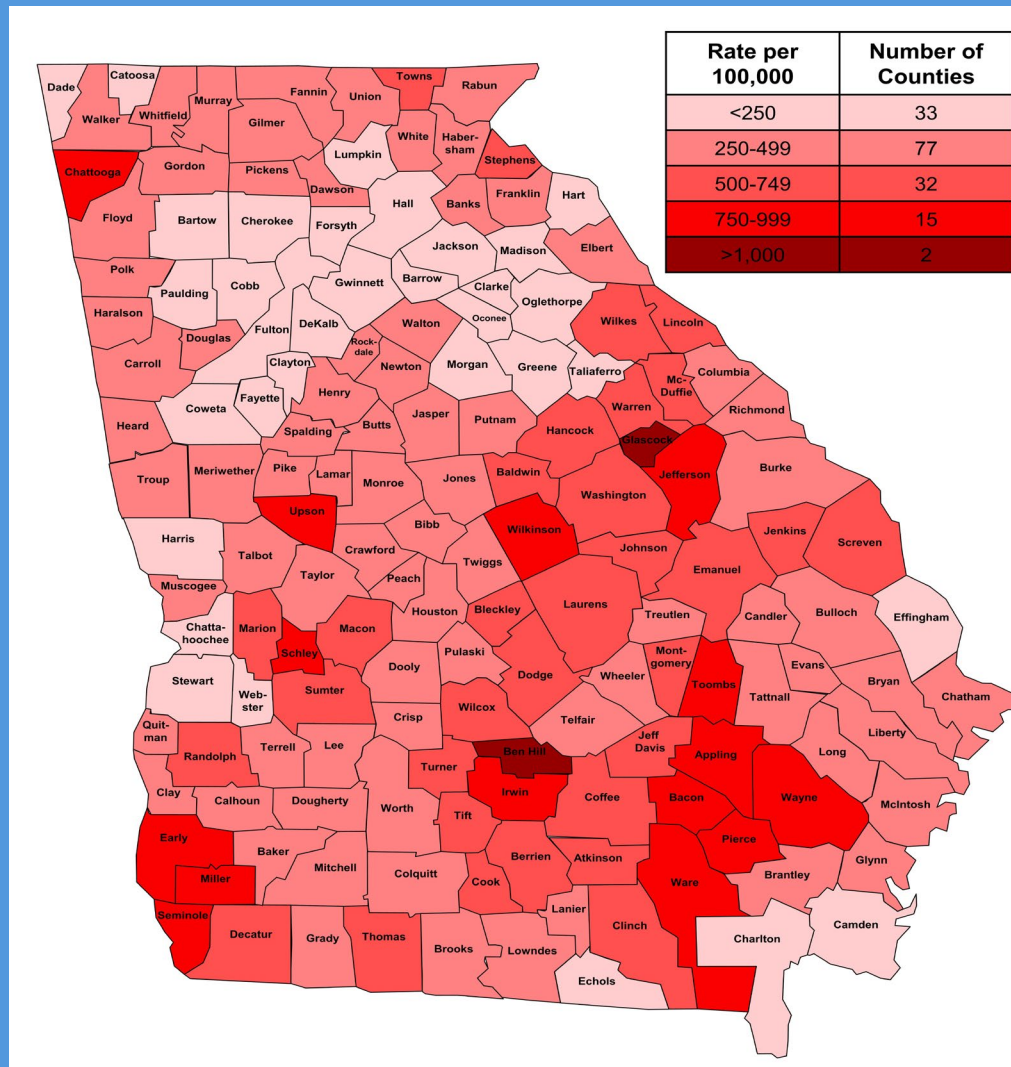
Rate of Physician Assistants per 100,000 Population by County (2020)



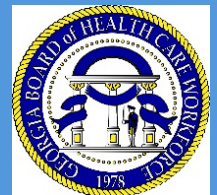
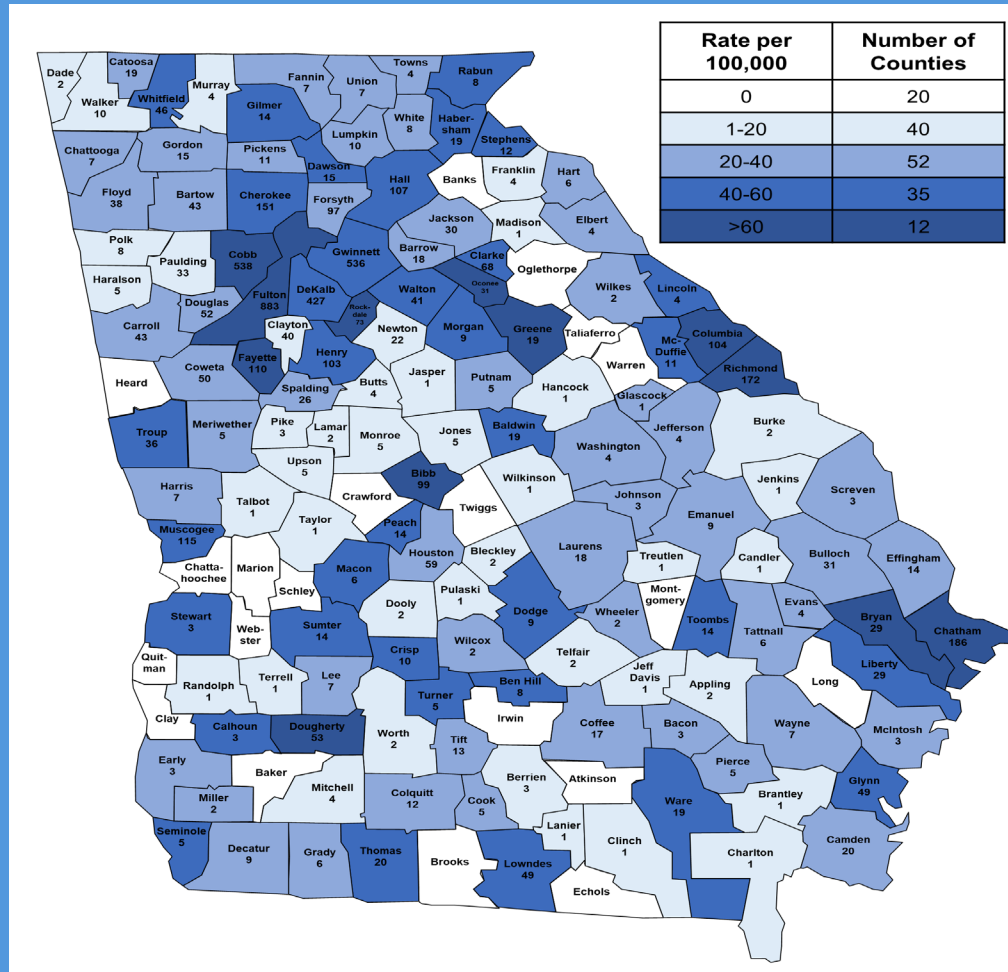
Rate of RNs per 100,000 Population by County (2020)



Rate of LPNs per 100,000 Population by County (2020)



Rate of Dentists per 100,000 Population (2020)



Conclusion & Contact Information

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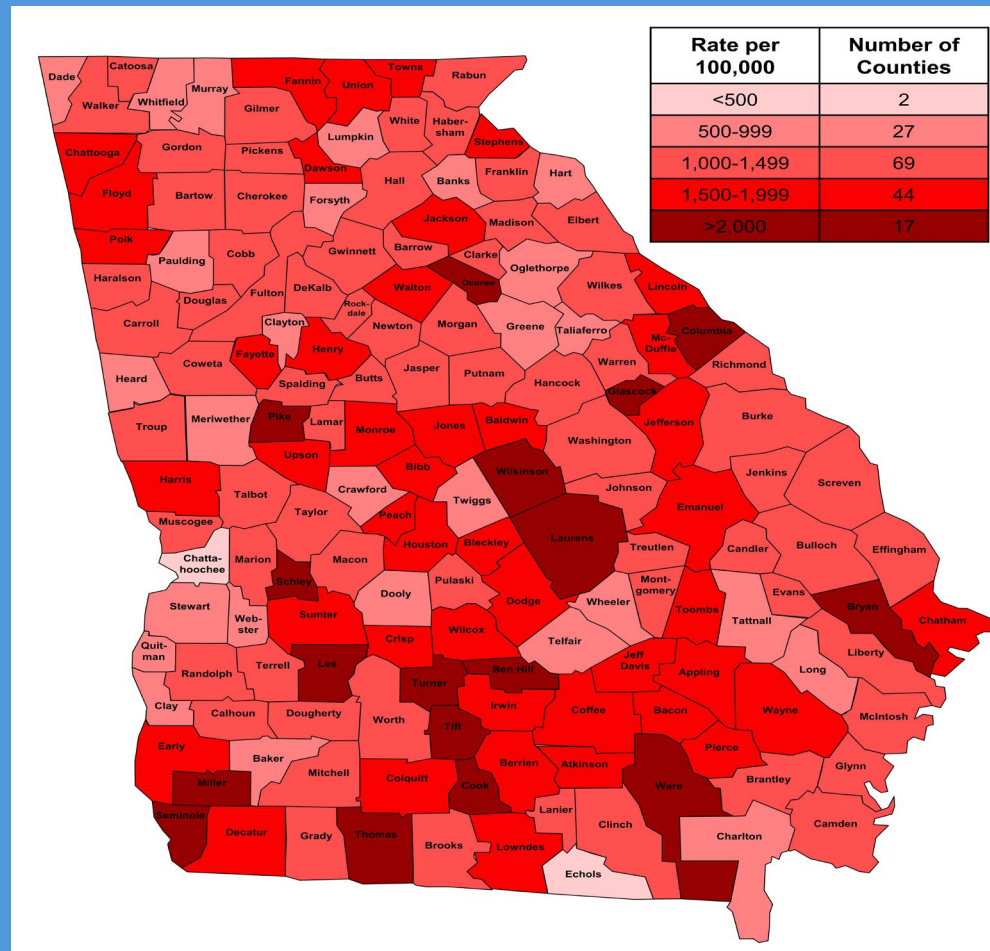
www.healthcareworkforce.georgia.gov



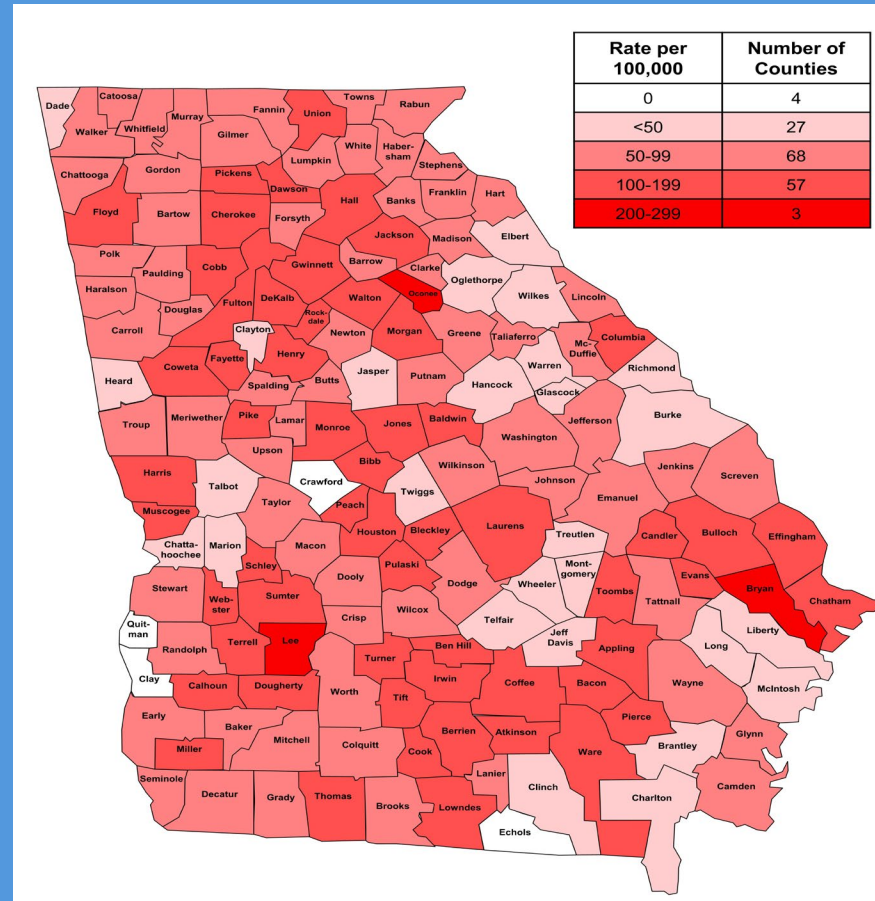
Appendix

Maps by licensure type and/or specialty to follow

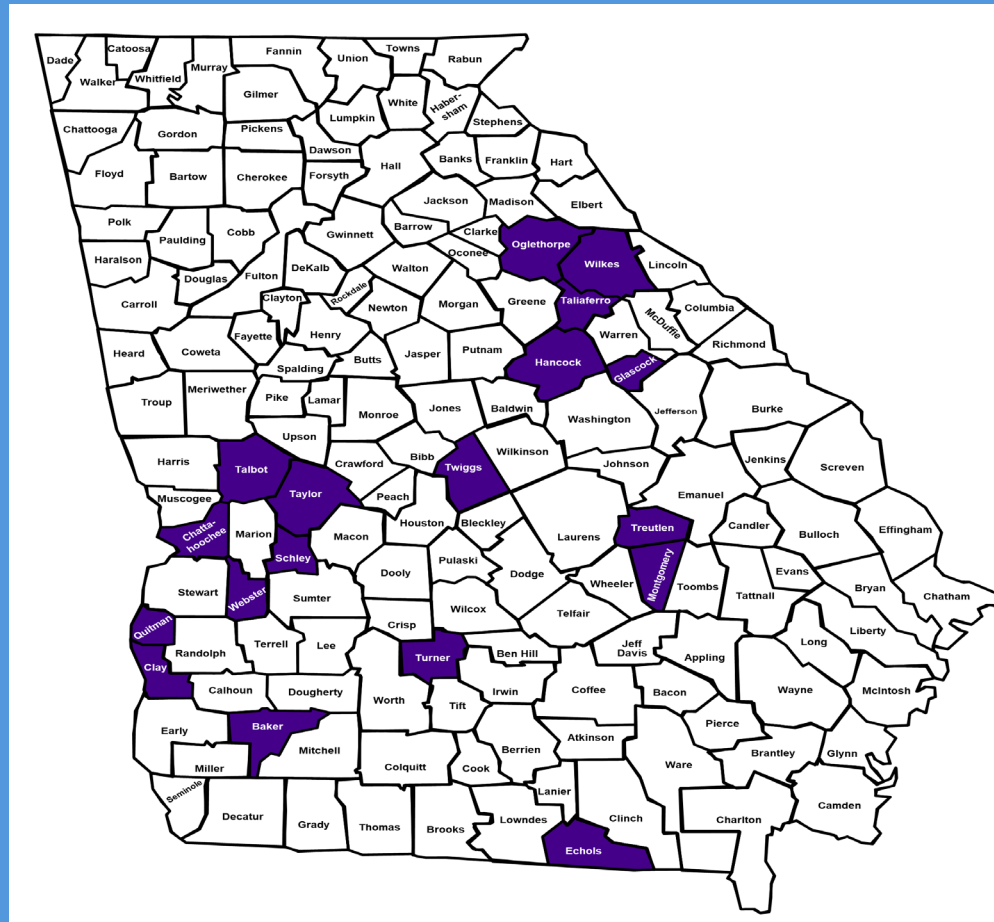
Rate of All Nurses per 100,000 Population by County (2020)



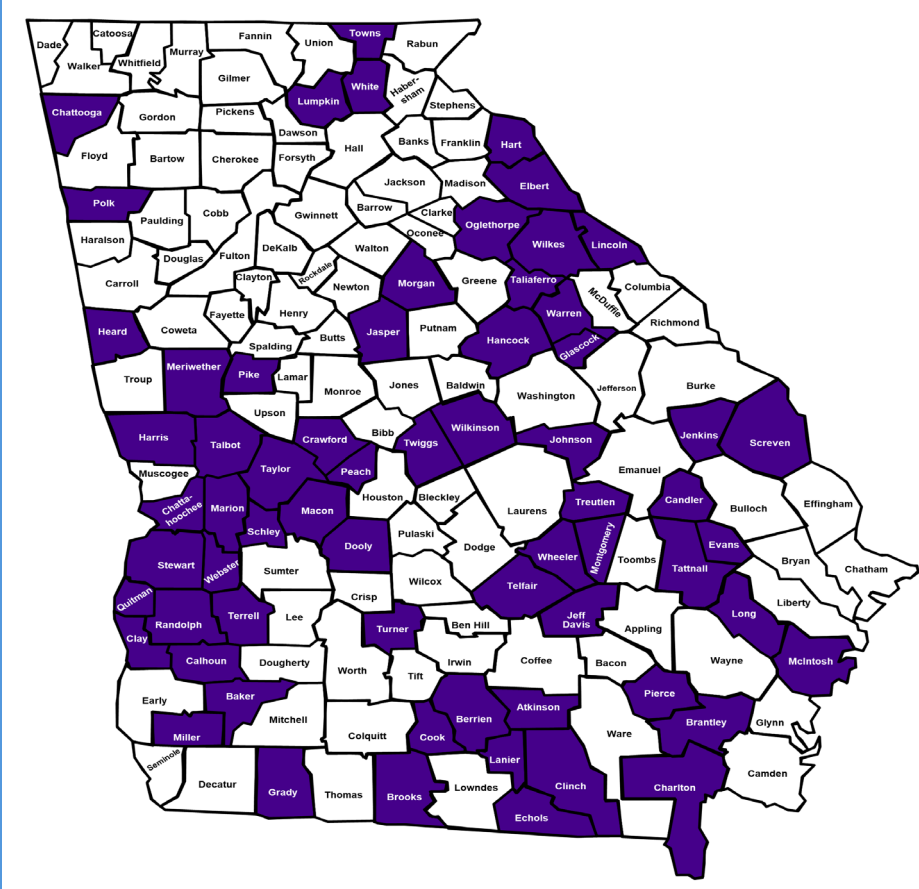
Rate of APRN-NPs per 100,000 Population by County (2020)



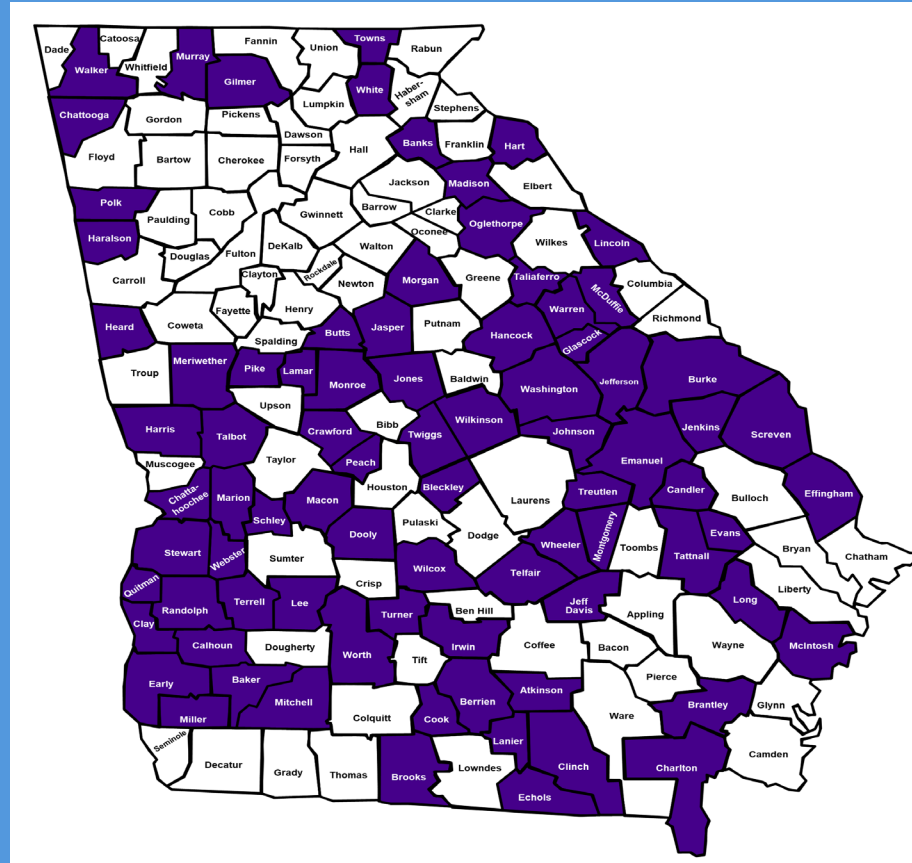
Counties with no Family Medicine Physicians (2020)



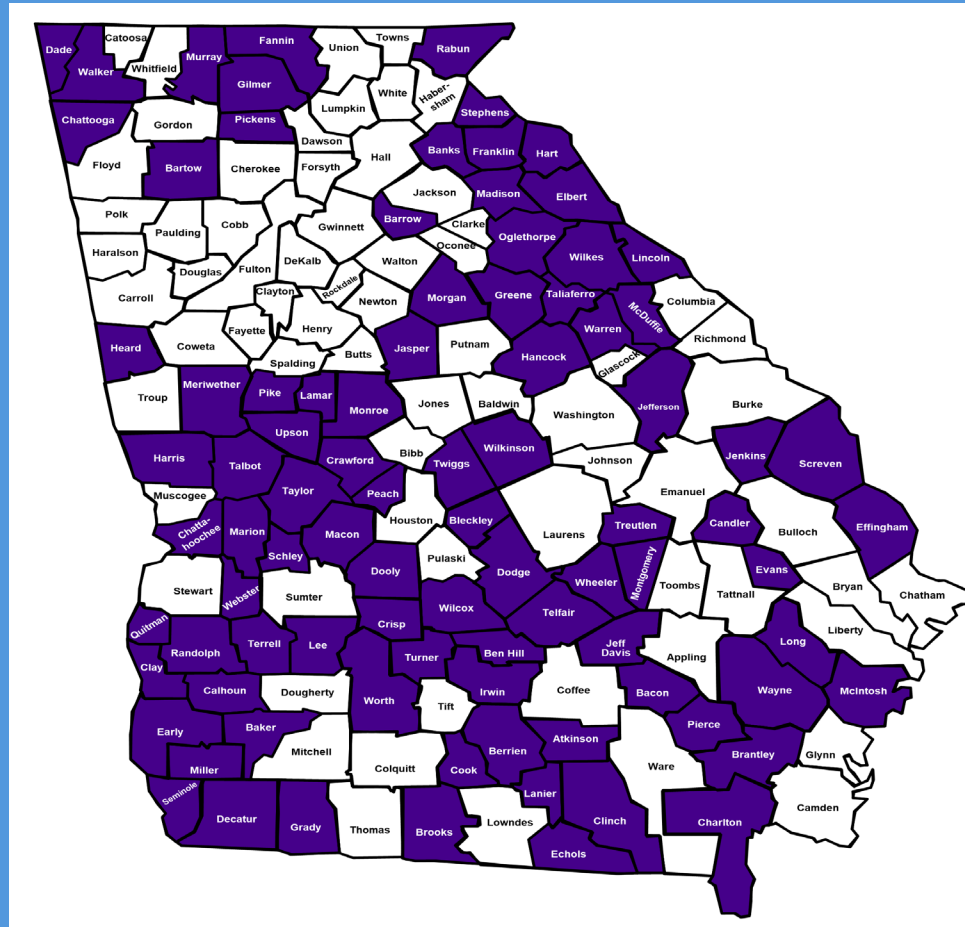
Counties with no Pediatrics Physicians (2020)



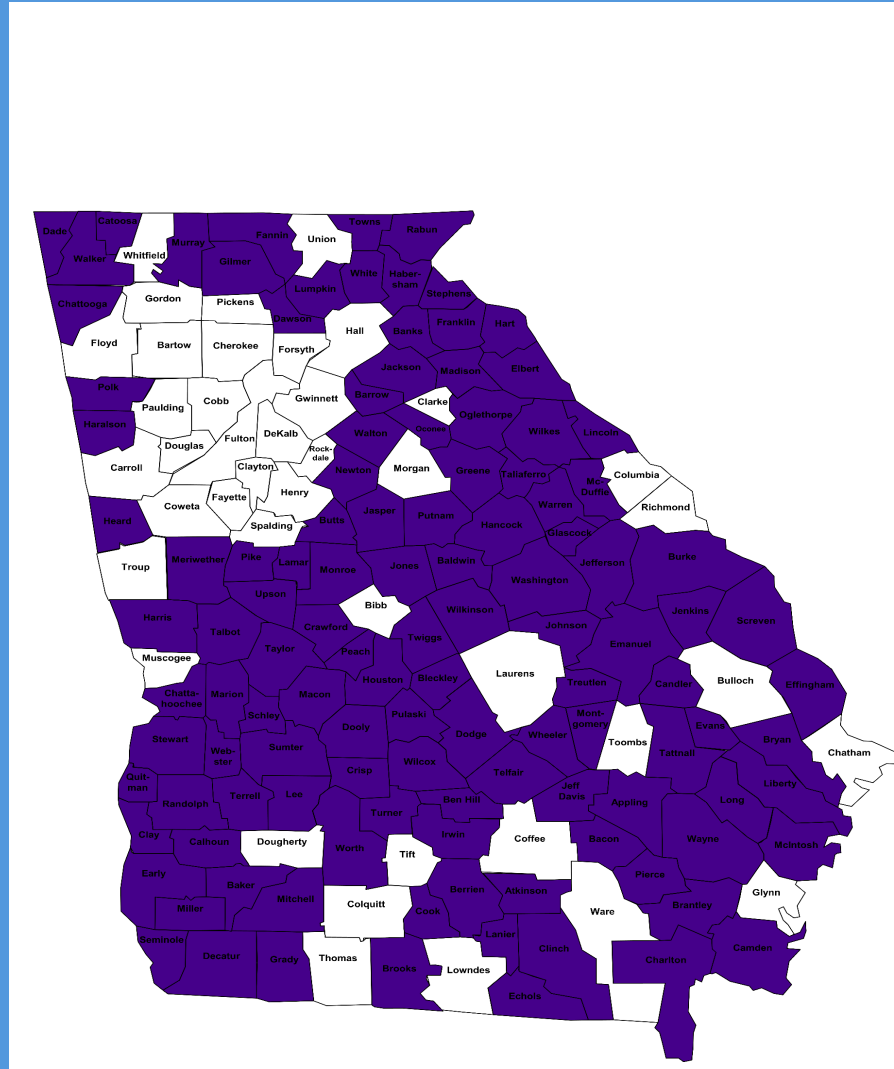
Counties with no OB/GYN Physicians (2020)



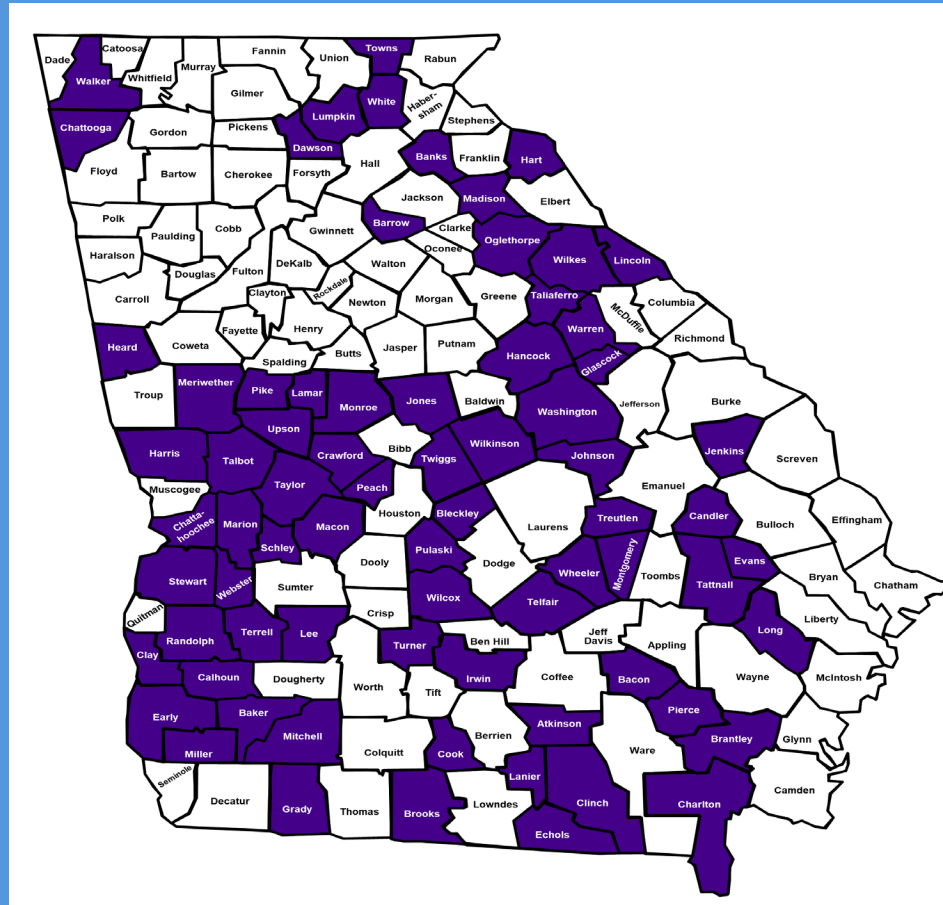
Counties with no Psychiatry Physicians (2020)



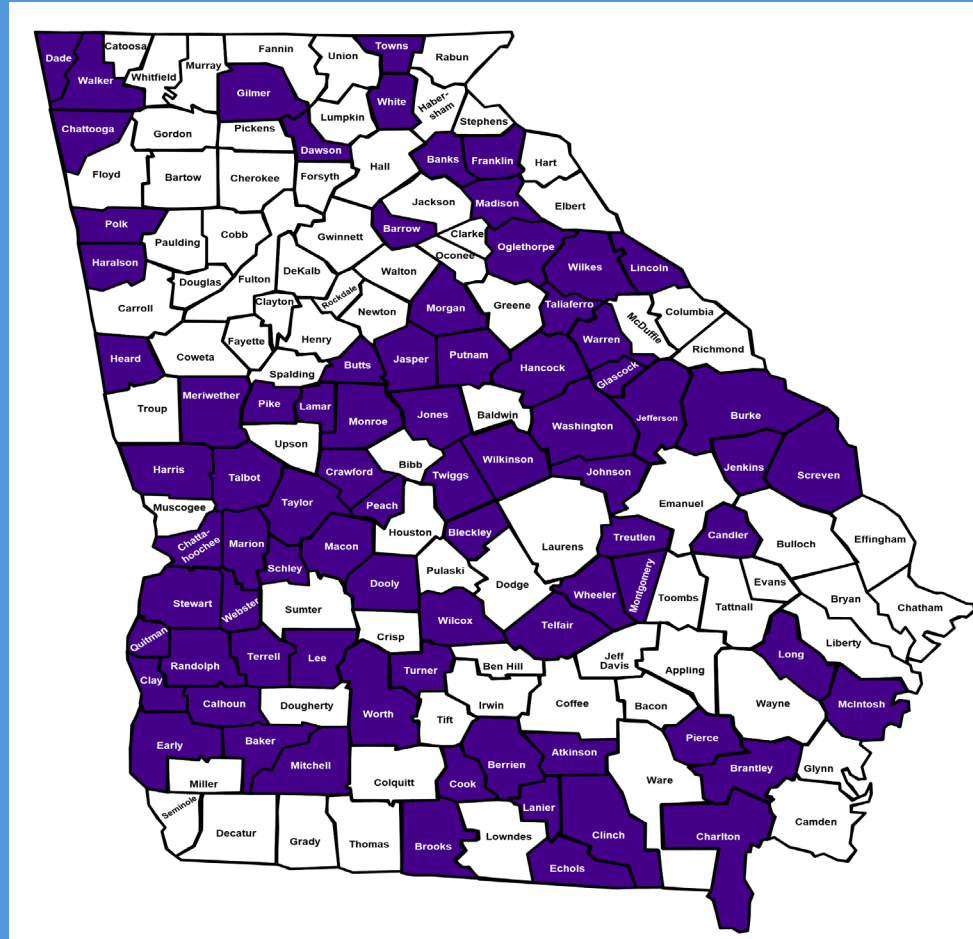
Counties with no Oncology Physicians (2020)



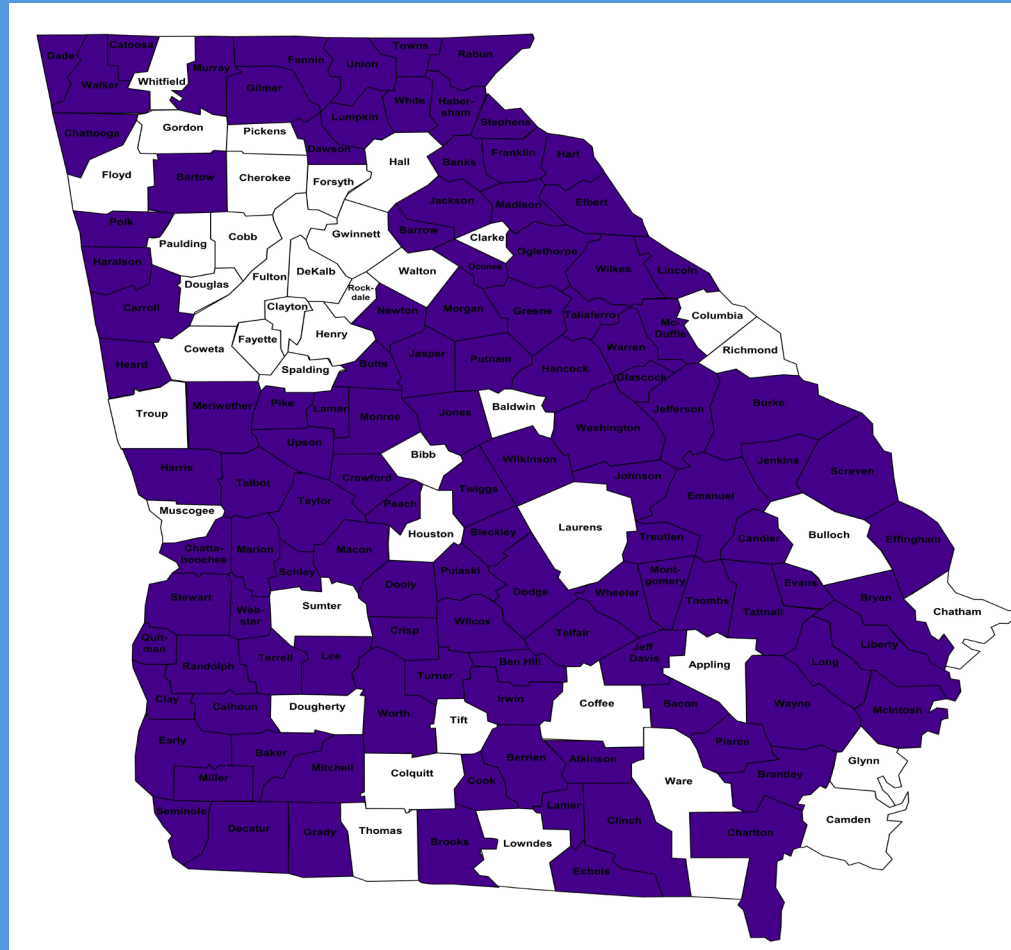
Counties with no Emergency Medicine Physicians (2020)



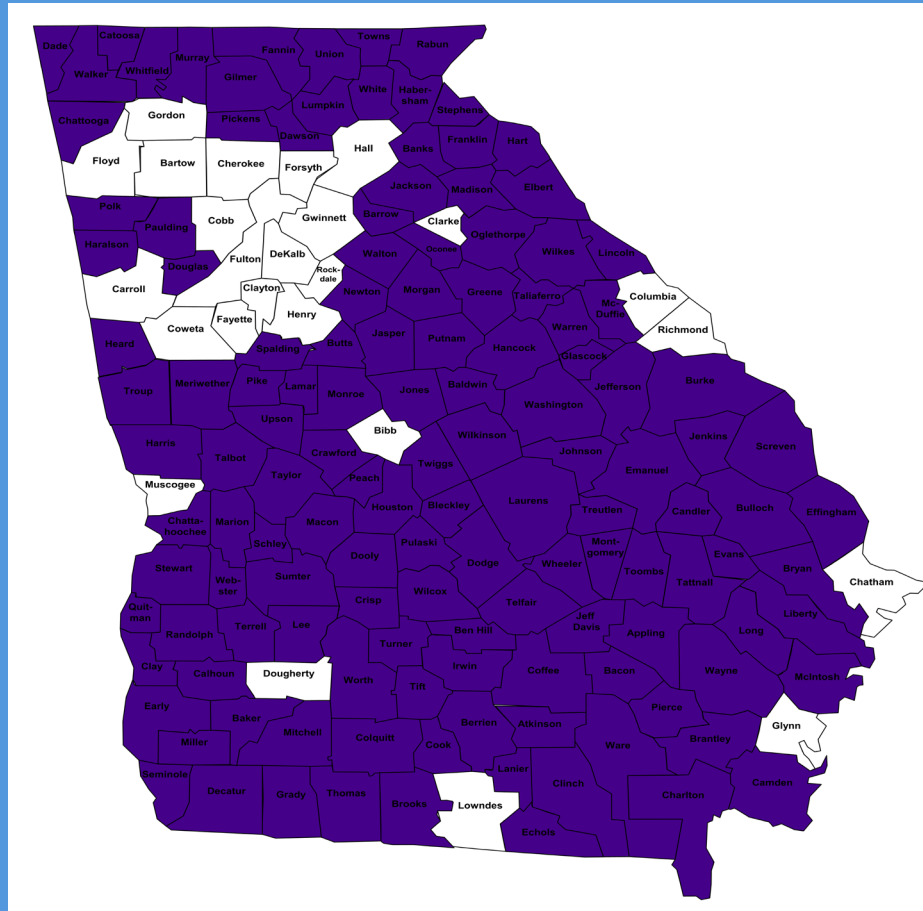
Counties with no General Surgery Physicians (2020)



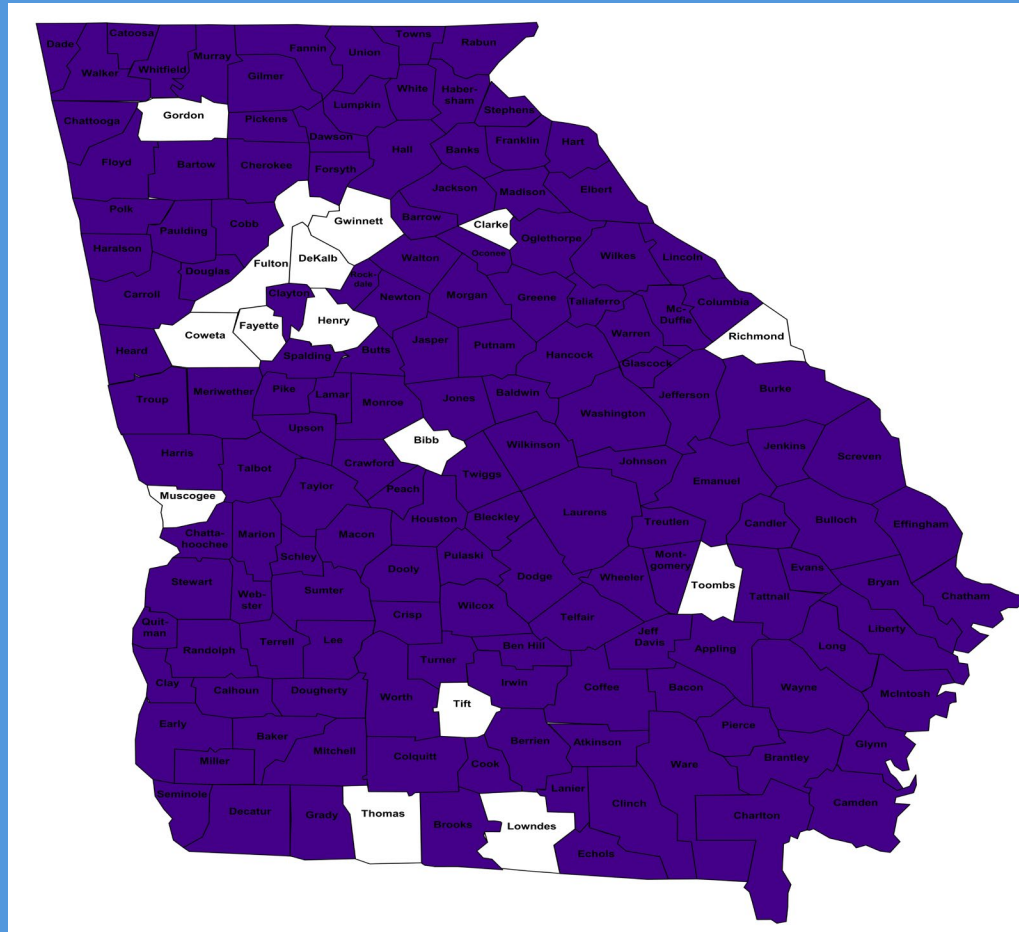
Counties with no Neurology Physicians (2020)



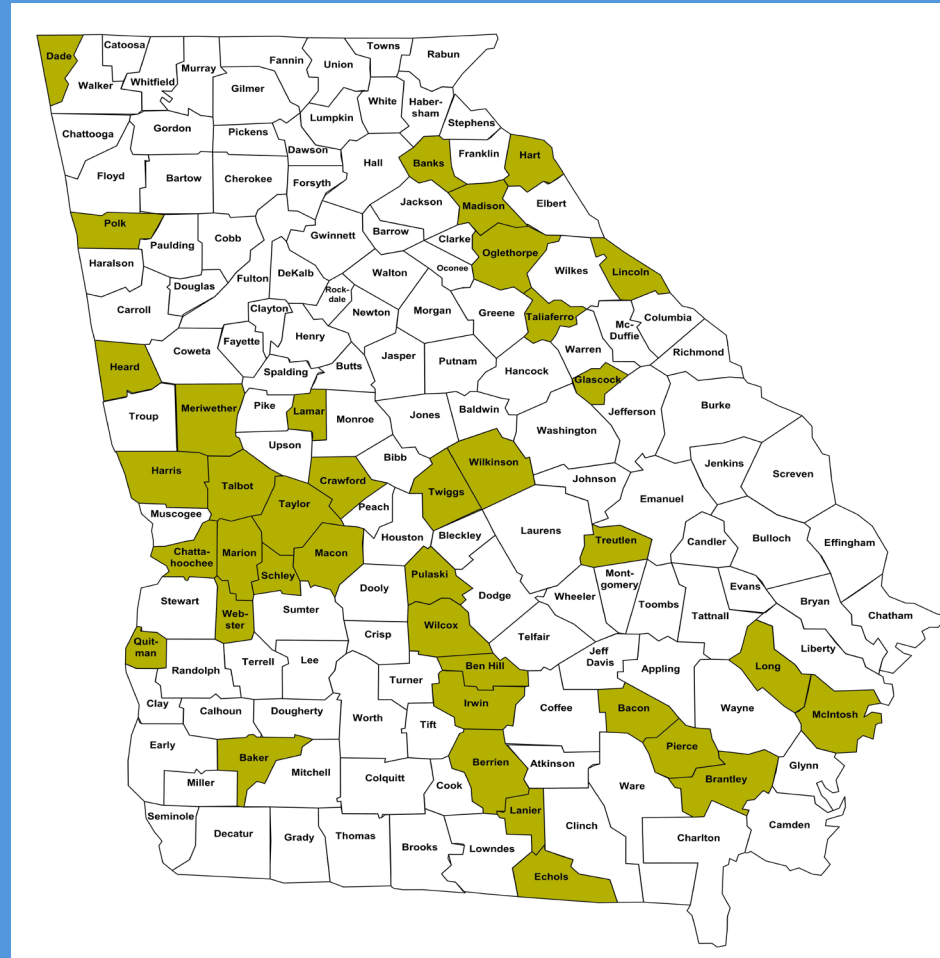
Counties with no Endocrinology, Diabetes, and Metabolism Physicians (2020)



Counties with no Hematology/Oncology Physicians (2020)



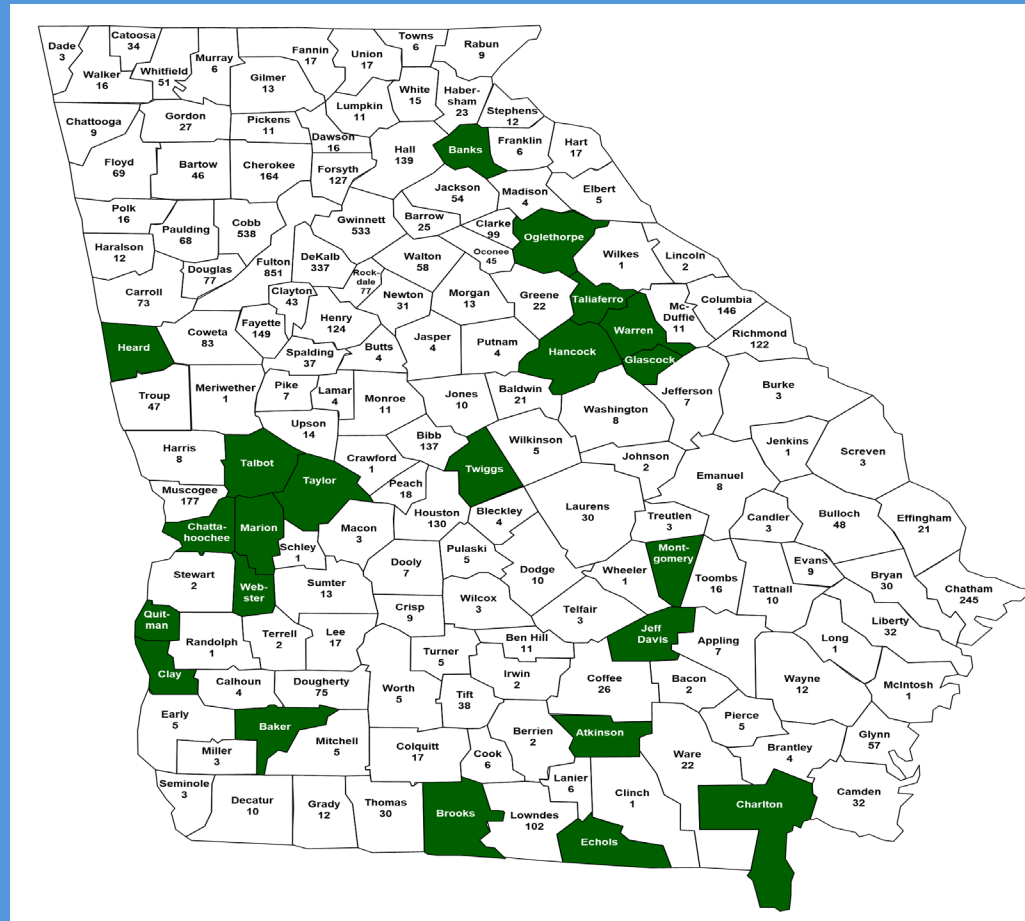
Counties with no Physician Assistants (2020)



Counties with no Dentists (2021)



Counties with no Dental Hygienists (2021)



Rate of Dental Hygienists per 100,000 Population (2021)

