



RURAL HEALTH SUMMIT
Health Care Workforce
August 30, 2016

Health Care Workforce in Caroline, Dorchester, Kent, Queen Anne's, and Talbot Counties

- Problem Statement
- Distribution of Workforce in Caroline, Dorchester, Kent, Queen Anne's and Talbot Counties
 - Primary Care Physicians
 - Physician Specialists
 - Dentists
 - Nurses
 - Other Health Care Professionals and Allied Workforce
- Past recommendations to increase the workforce in rural areas?
- Next Steps

Problem Statement

- **Recruitment and retention of health care workers is a challenge in Maryland's rural areas, including the mid-Eastern Shore area.**
- Facilities and practices have a harder time attracting specialists, who are being hired by hospitals and organizations in urban areas and suburbs that offer:
 - ✓ higher salaries
 - ✓ more predictable work life
 - ✓ expanded employment opportunities beyond direct patient care, such as adjunct teaching positions at medical schools
 - ✓ greater employment opportunities for spouses
 - ✓ expanded lifestyle choices

Source: MHCC report in response to Committee Narrative in the 2013 Joint Chairmen's Report:

An Evaluation of Regional Health Delivery and Health Planning in Rural Areas <http://docplayer.net/5387877-An-evaluation-of-regional-health-delivery-and-health-planning-in-rural-areas.html>

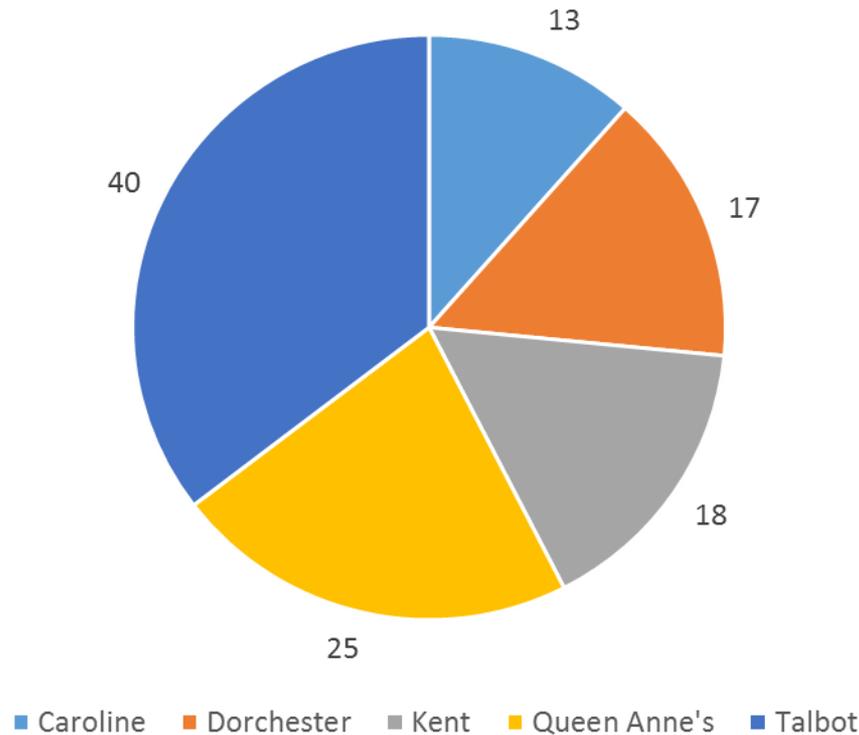
Health Practitioner Workforce – Historical Perspective

- Studies found Maryland overall had adequate physician supply, but local shortage existed.
- Significant concerns about primary care physicians and certain widely needed specialists, such as general surgeons and obstetricians.
- Insurance expansion resulting from the ACA has sparked additional concerns. Health plan network adequacy and push for broad networks are sources of considerable debate. Even ample supply does not guarantee access if practitioners do not participate in networks.
- Less is known about non-physician professional capacity:
 - Growing recognition of the importance of access to dental care;
 - Difficult to characterize primary care capacities without considering nurse practitioners and physician assistants serving in primary care practices;
 - Similar challenges exists with estimating behavioral health capacity if psychologists, clinical social workers, licensed psychiatric nurse practitioners, and marriage/family therapists are not counted.

Number of Primary Care Physicians: Mid Eastern Shore

(Caroline, Dorchester, Kent, Queen Anne's and Talbot Counties)

Number of Primary Care Physicians



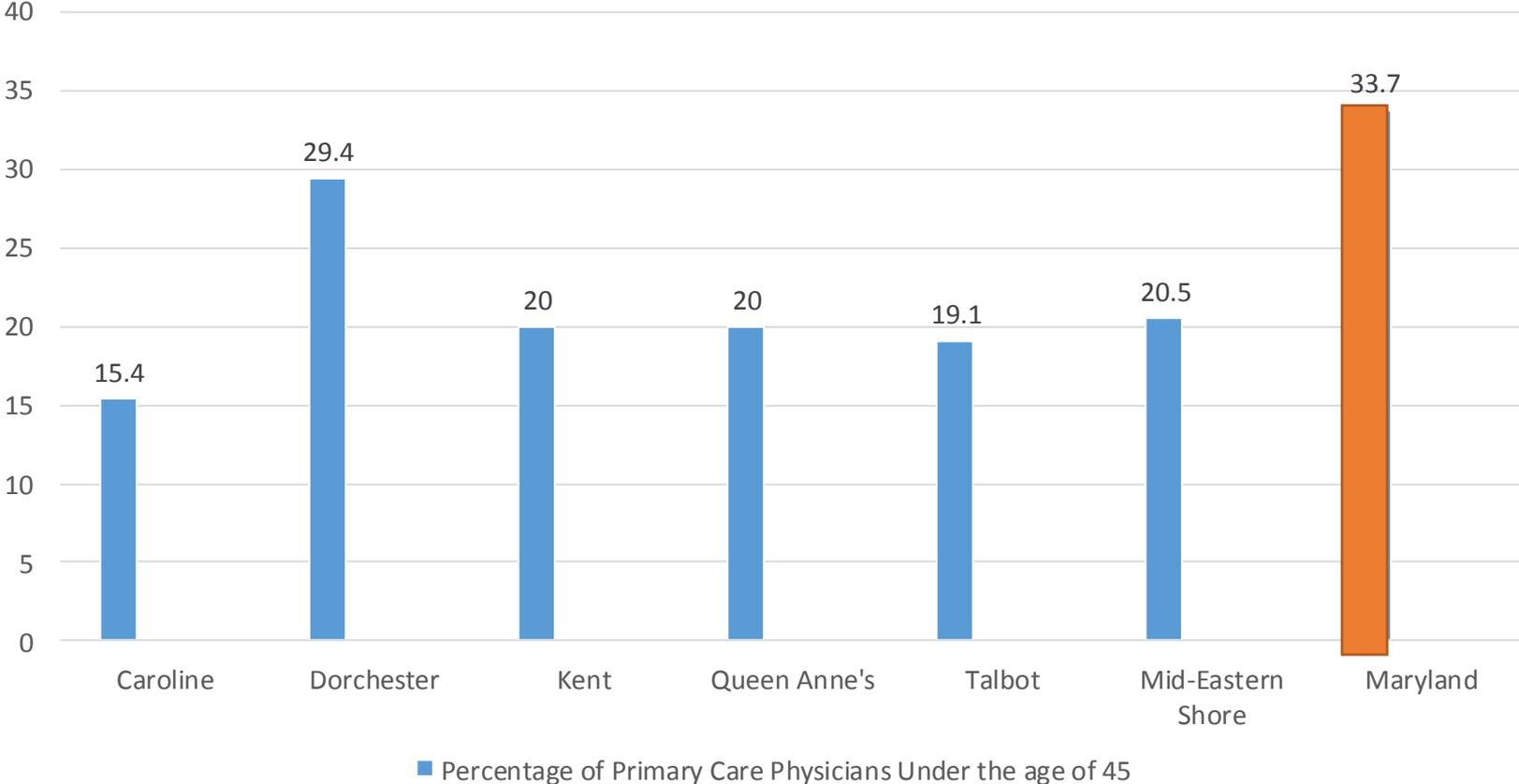
Source: MHCCC analysis of the Maryland Board of Physician Licensure Renewal File 2014-2015

Primary Care Physicians in the Mid-Eastern Shore Area by Count and per 10,000 population

County or Region	Population	Number of Primary Care Physicians	Primary Care Physicians per 10,000 Population
Caroline County	32,579	13	4.0
Dorchester County	32,384	17	5.2
Kent County	19,787	18	9.1
Queen Anne's County	48,904	25	5.1
Talbot County	37,512	40	10.6
Mid-Eastern Shore Total	171,166	113	6.6
Maryland	6,006,401	5,131	8.5

Source: Maryland Board of Physician Licensure Renewal File 2014-2015

Percentage of Primary Care Physicians Less Than 45 Years Old



Source: MHCC analysis of the Maryland Board of Physician Licensure Renewal File 2014-2015

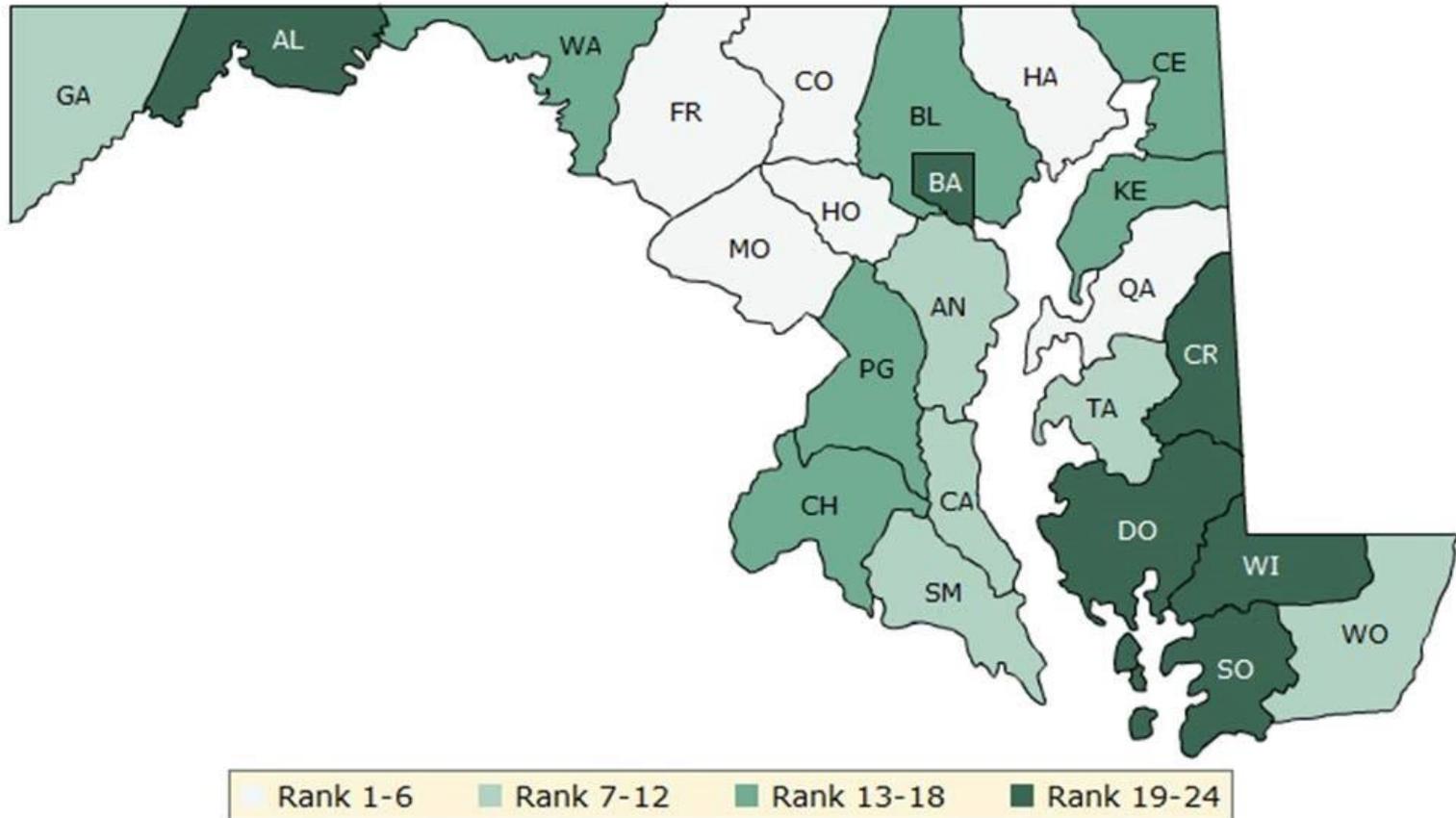
County Health Ranking out of 24 Regions (23 counties and Baltimore City)

- The ratio of the population to primary care physicians contributes to each county's overall ranking
- Queen Anne's County 6th
- Talbot County 8th
- Kent County 18th
- Dorchester County 21st
- Caroline County 23rd

HOW DO COUNTIES RANK FOR HEALTH OUTCOMES?

CountyHealthRankings

[@CHRankings](#)

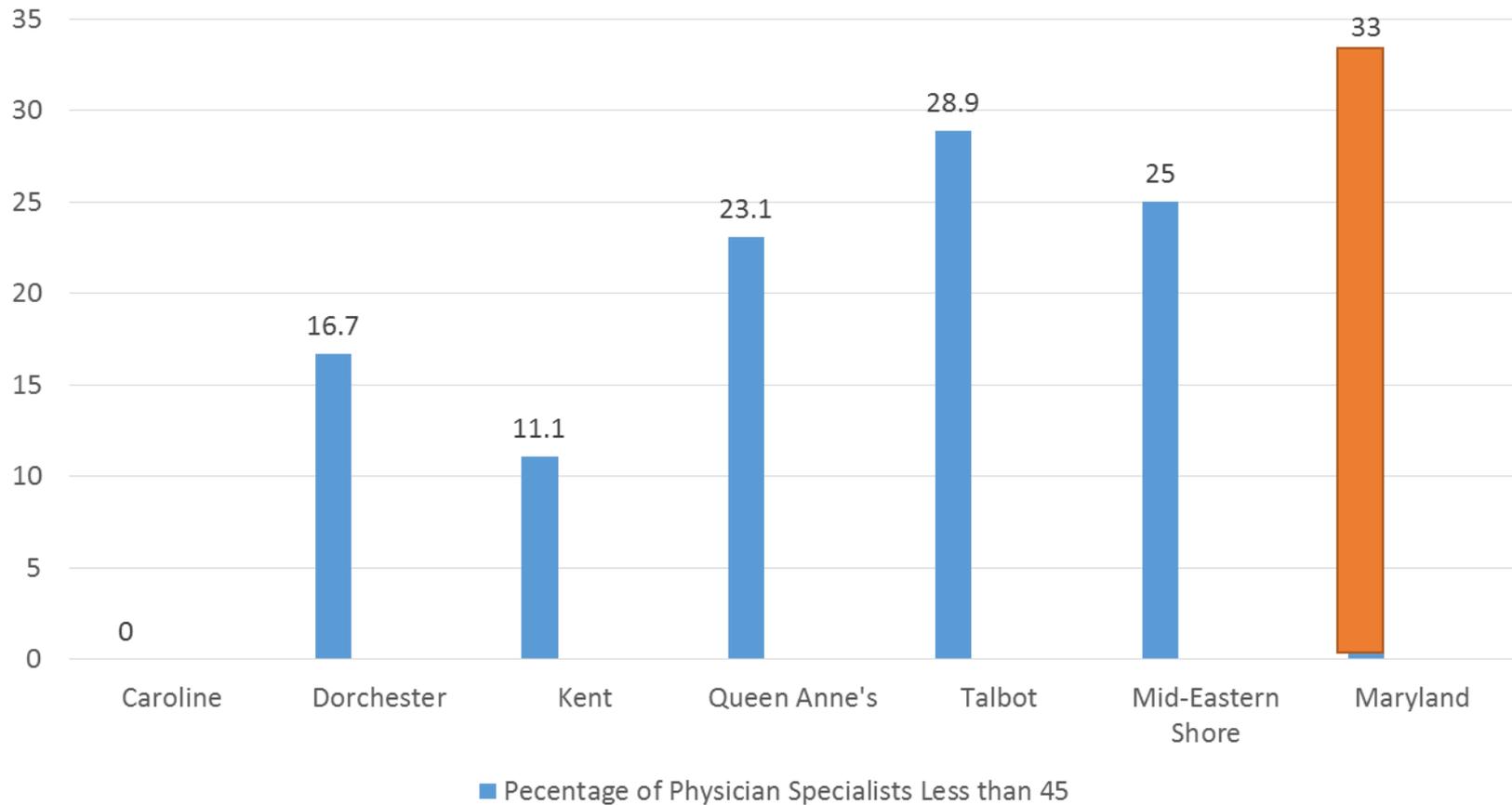


Physician Specialists: Mid-Eastern Shore by Count and per 10,000 population

County or Region	Number of Physician Specialists	Specialists per 10,000 Population
Caroline County	0	0.0
Dorchester County	24	7.4
Kent County	20	10.1
Queen Anne's County	13	2.6
Talbot County	128	34.1
Mid-Eastern Shore	185	10.8
Maryland	10,715	16.7

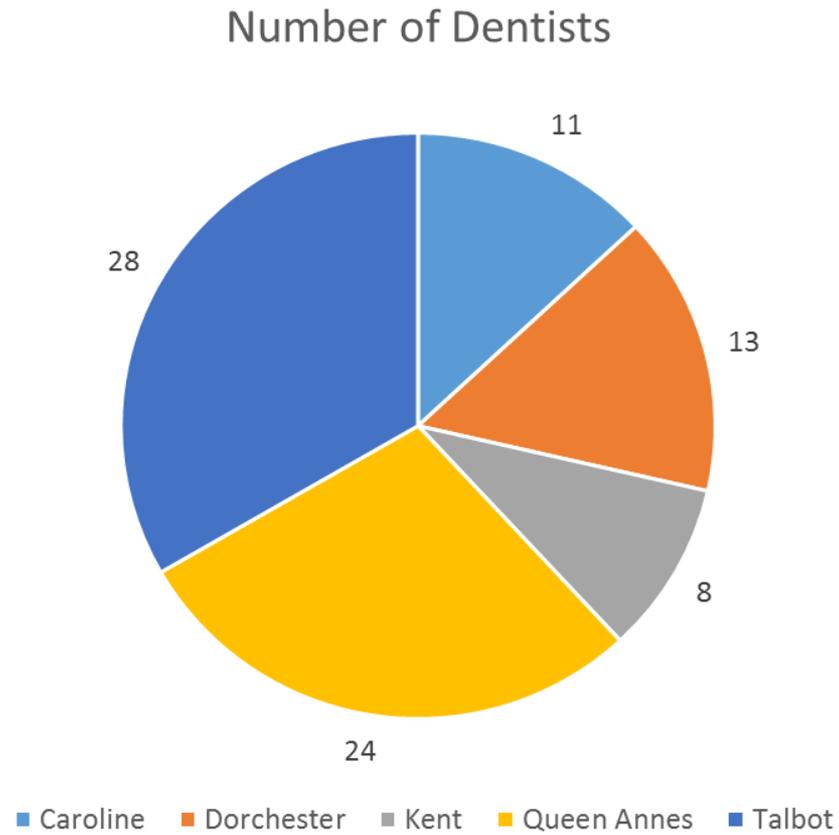
Source: MHCC analysis of the Maryland Board of Physician Licensure Renewal File 2014-2015

Percentage of Physician Specialists Less Than 45 Years Old



Source: Maryland Board of Physician Licensure Renewal File 2014-2015

Number of Dentists: Mid-Eastern Shore



Source: Area Health Resources File, 2015-2016 Release, U.S. Department of Health and Human Services (DHHS)

Dentists in the Mid-Eastern Shore Area by Count and per 10,000 population

County or Region	Population	Number of Dentists	Dentists per 10,000 Population
Caroline County	32,579	11	3.4
Dorchester County	32,384	13	4.0
Kent County	19,787	8	4.0
Queen Anne's County	48,904	24	4.9
Talbot County	37,512	28	7.5
Mid-Eastern Shore	171,166	84	4.9
Maryland	6,006,401	4,353	7.2

Source: MHCC analysis of the Area Health Resource File, 2015-2016 Release, U.S. DHHS

Dental Care

- The Oral Health Survey of Maryland School Children (2011-2012) funded by the Maryland DHMH found that **schoolchildren who resided on the Eastern Shore** were more likely to have untreated dental caries than those who resided in Southern or Western Maryland.
- In the 2013-2014 school year, 16 percent of the students served by the ***Oral Health Access Programs*** of the Kent County Health Department had active decay.

[http://dlslibrary.state.md.us/publications/Exec/DHMH/HG13-2504\(b\)_2014.pdf](http://dlslibrary.state.md.us/publications/Exec/DHMH/HG13-2504(b)_2014.pdf)

Nurse Practitioners in the Mid-Eastern Shore Area by Count and per 10,000 population

County or Region	Population	Number of Nurse Practitioners	Nurse Practitioners per 10,000 Population
Caroline County	32,579	11	3.4
Dorchester County	32,384	17	5.2
Kent County	19,787	9	4.5
Queen Anne's County	48,904	15	3.1
Talbot County	37,512	38	10.1
Mid-Eastern Shore	171,166	90	5.3
Maryland	6,006,401	3,793	6.3

Source: MHCC analysis of the Area Health Resource File, 2015-2016 Release, U.S. DHHS

Mental Health Professionals: A Picture Across Professions

County	Professional Counselors	Social Workers	Psychologists	Psychiatrists
Caroline	17	61	0	2
Dorchester	79	150	5	9
Kent	41	52	8	4
Queen Anne's	29	70	9	3
Talbot	62	167	7	14

Reference:

IHS Global Inc. (January 27, 2014). Maryland Health Workforce Study, Phase Two Report: Assessment of Health Workforce Distribution and Adequacy of Supply. Prepared for the Center for Analysis and Information Systems and the Maryland Health Care Commission

<http://www.mdworkforce.com/board/bdmeet/march122014hcstudyphase2.pdf>

[Maryland Board of Physicians](#)

Allied Health Care Workforce Mid-Eastern Shore

Type of Provider	Number of Allied Providers by County				
	Caroline	Dorchester	Kent	Queen Anne's	Talbot
Athletic Trainer	0	2	3	4	4
Nuclear Medicine Tech	2	1	1	3	2
Physician's Assistant	4	5	5	5	15
Polysomnographer	1	0	0	1	4
Radiographer	32	26	16	52	52
Radiologist Assistant	-	-	-	-	1
Radiation Therapist	-	-	-	1	2
Respiratory Care Practitioner	7	10	8	8	30

Source: MHCC analysis of the Area Health Resource File, 2015-2016 Release, U.S. DHHS

Previous Recommendations to Increase the Workforce in Rural Areas of Maryland

- Improve health care reimbursement policies by public and private payers
- Align post graduate medical education with needs of rural communities
- Improve recruitment and retention
- Expand loan reimbursement programs
- Expand use of telehealth

Next Steps

Workforce Subgroup:

- Further investigate the health care workforce in the 5 county region
- Explore broader use
 - Health Professional Shortage Areas (HPSAs) designations
 - Loan assistance programs
 - Broader use of Telehealth beyond pilots
- Public Hearings
- Develop policy options