



CAPACITY OF THE HEALTHCARE WORKFORCE



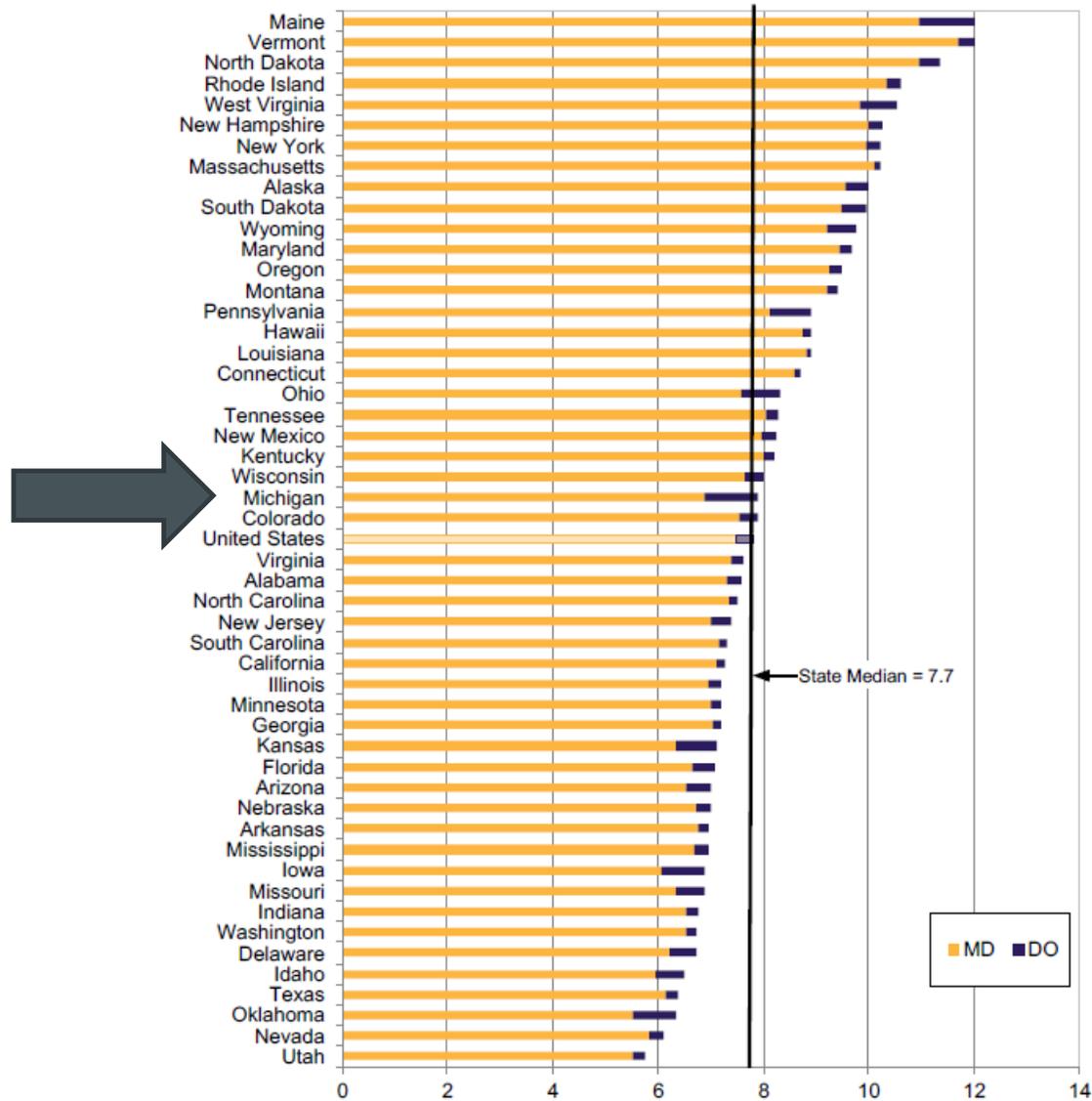
WHAT WE MEAN BY CAPACITY

- Do we have enough health care professionals?
- Are we using the current workforce effectively and efficiently?
- Is the workforce adequately trained? Do health care professionals have the appropriate experience? Are they competent?
- Do people have the awareness, attitude, knowledge and skills to provide culturally competent care?
- Do the demographics of the workforce mirror the demographics of the population?

ACCESS TO PRIMARY CARE PHYSICIANS

Counties	# Primary Care Physicians (PCP)	Ratio of Population to PCP
TOP U.S. Performer	-	1,050:1
Overall Michigan	-	1,260:1
Grand Traverse County	128	720:1
Ingham County	310	930:1
Kent County	572	1,120:1
Lake County	1	11,500:1
Marquette County	71	940:1
Monroe County	47	3,170:1
Ontonagon County	1	5,910:1
Washtenaw County	634	580:1
Wayne County	1,231	1420:1

Figure 1.5. Active general surgeons per 100,000 population by degree type, 2016.



Sources: July 1, 2016, population estimates are from the U.S. Census Bureau (released December 2016). Physician data are from the 2017 AMA Physician Masterfile (December 31, 2016).

Note: Physicians whose school type was unavailable (n = 3) are excluded.

Figure 1.9. Percentage of active physicians who are age 60 or older, 2016.

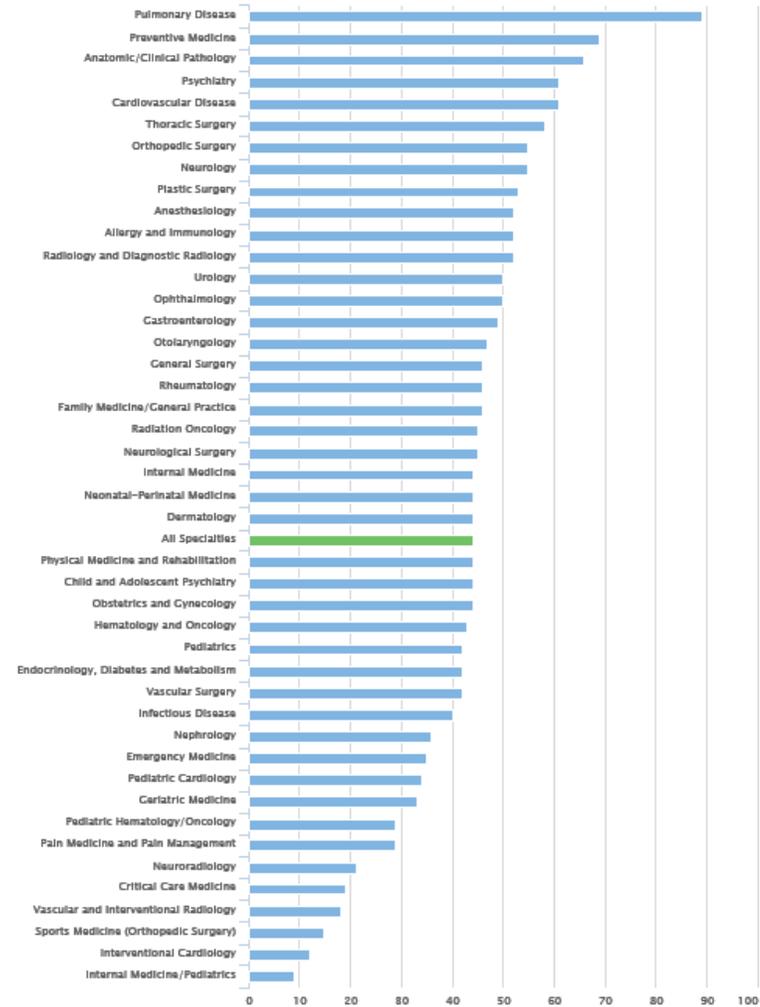


Source: 2017 AMA Physician Masterfile (December 31, 2016).
 Note: Physicians whose age was missing (n = 2,191) are excluded.



Active Physicians by Age and Specialty, 2017

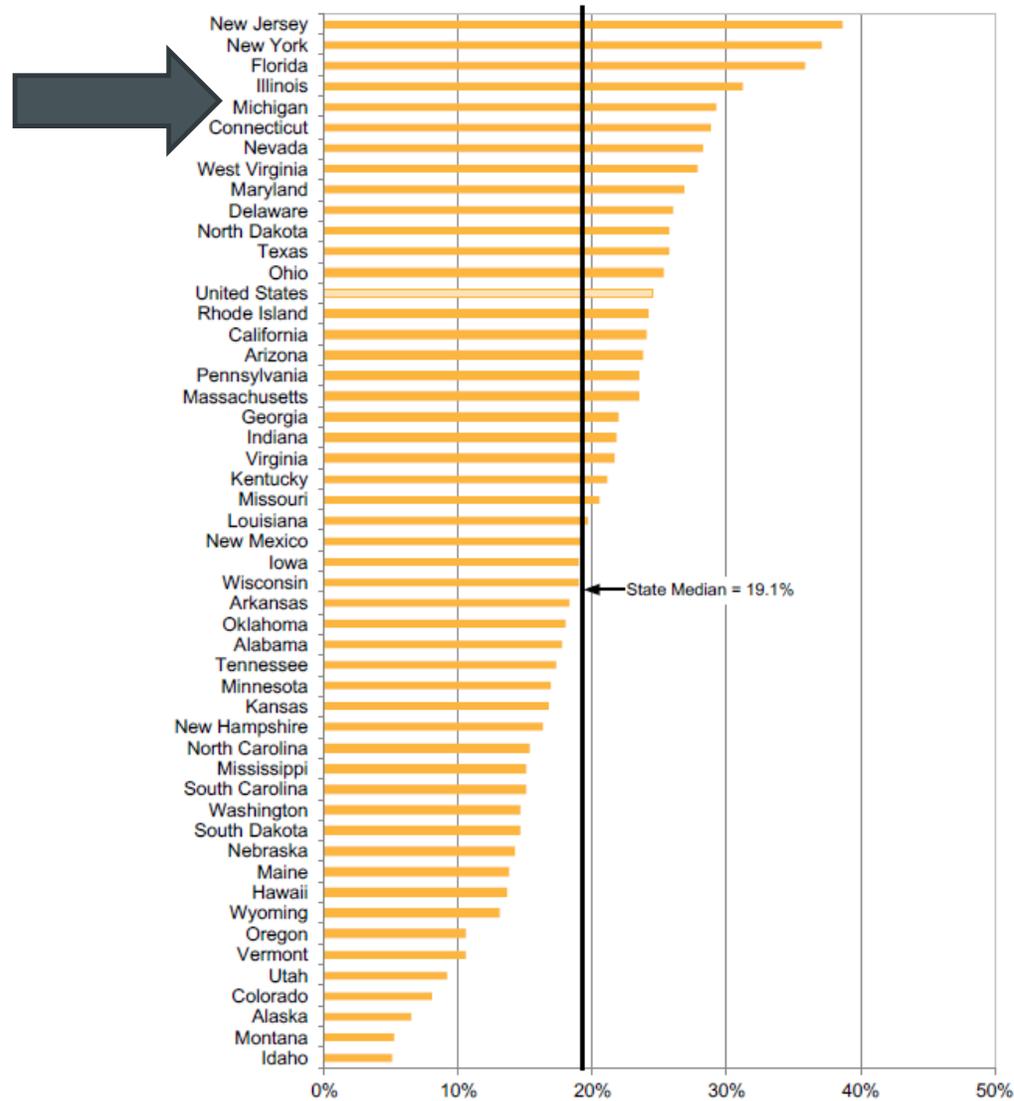
Figure 1.4. Percentage of Active Physicians Who Are Age 55 or Older by Specialty, 2017



Source: AMA Physician Masterfile (December 2017).
Note: Excludes 2,219 active physicians whose age is unknown.

The functionality of the chart may vary across devices and browsers.

Figure 1.8. Percentage of active physicians who are international medical graduates (IMGs), 2016.



Source: 2017 AMA Physician Masterfile (December 31, 2016).

Note: The total excludes active physicians whose school type was unavailable (n = 38) and physicians who are graduates of Canadian medical schools (n = 9,076).

RIGHT PERSON PROVIDING THE RIGHT CARE



Complexity of care needs

Source: Ani Turner, Altarum Institute

SUPPORT NEW OR EXPANDED ROLES

- Physician Assistants
 - Advanced Practice Registered Nurses
 - Pharmacists
 - Doctors of Nursing Practice
 - Community Paramedics
 - Dental Practitioners
 - Primary Care Technicians
 - Community Health Workers
 - Scribes
- Medical Assistants
 - Health Coaches
 - Care Coordinators

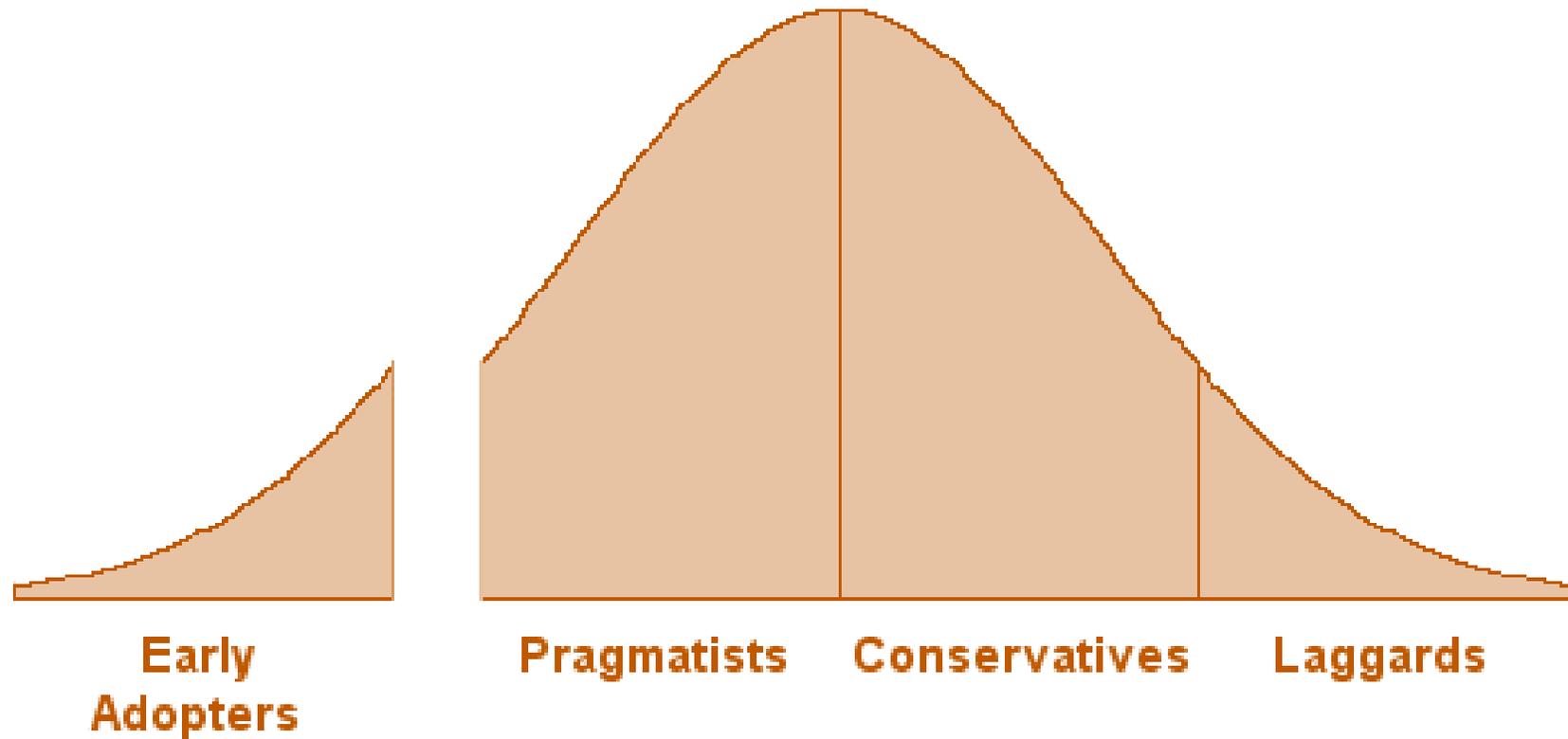


SCOPE OF PRACTICE

- Defined as those procedures, actions and processes that a healthcare practitioner is permitted to undertake in keeping with the terms of their professional license.
- Michigan Public Health Code – Public Act 368 of 1978 as amended
 - Article 15 – Occupations
 - Article 17 – Facilities and Agencies
- Administrative Rules



ADOPTING SCOPE OF PRACTICE CHANGES



CHIROPRACTIC

MICHIGAN GETS NEW SCOPE LAW

Michigan Gov. Jennifer Granholm has signed legislation revising chiropractic scope of practice, considered among the most restrictive in the nation since the state's Public Health Code was rewritten in the late '70s.



Dynamic Chiropractor

March 26, 2010

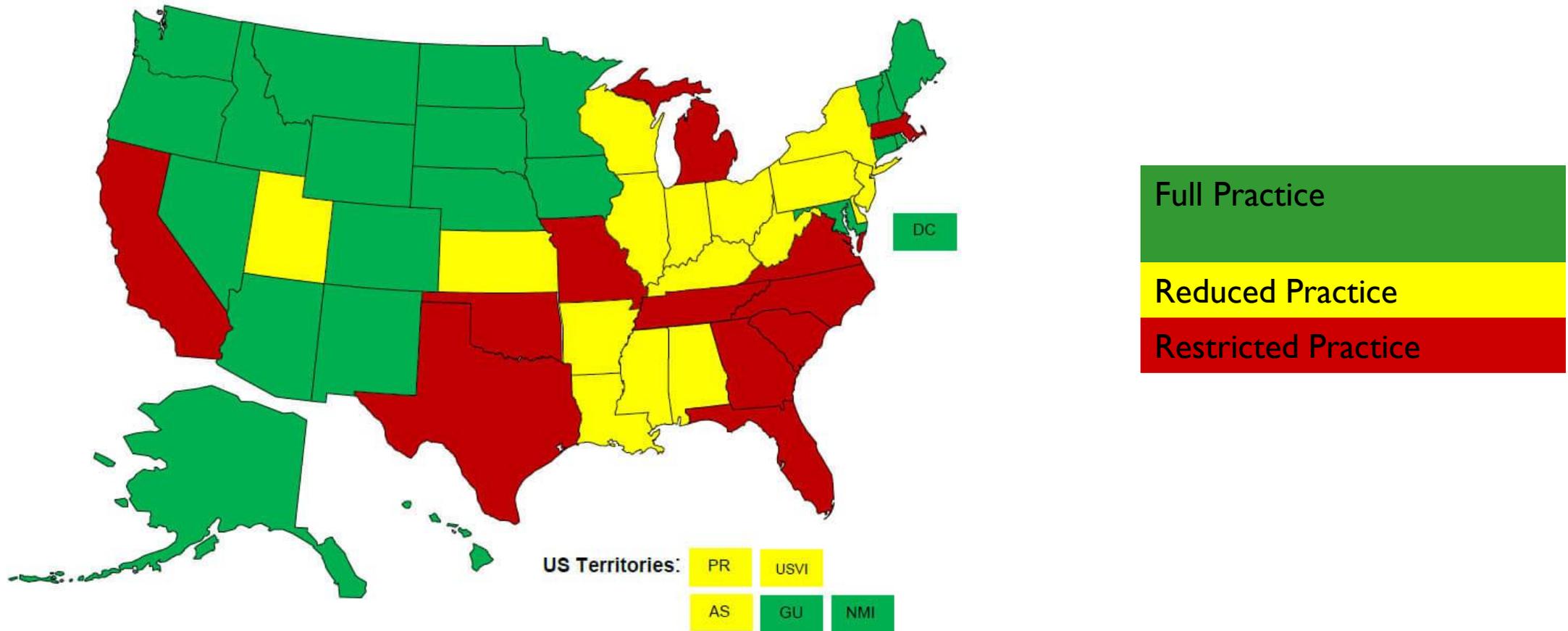
<http://www.dynamicchiropractic.com/mpacms/dc/article.php?id=54505>

PHYSICAL THERAPY

- ALEXANDRIA, VA, July 1, 2014 — Today, Michigan Gov. Rick Snyder signed legislation that will allow patients in Michigan to go directly to a physical therapist for evaluation and treatment without a physician's referral. With the enactment of SB 690, Michigan joins 49 other states and the District of Columbia in adopting some level of direct access to treatment by physical therapists without the need of a referral



STATE PRACTICE ENVIRONMENT – NURSE PRACTITIONERS



FACTORS AFFECTING THE WORKFORCE

- Healthcare workforce shortages
- Access to care
- Transformation of care delivery models
- Changes in patient demographics and prevalence of disease
- Consumer demand for competent providers
- Need for pathways that allow health professionals to practice to the full extent of their knowledge, skills, training, and experience
- Changes in education or practice within a profession
- Reimbursement policies and practices
- Research findings
- Advancements in technology
- Regulatory changes