DFMCH Grand Rounds

“Rural Health in Wisconsin: Challenges and Bright Spots”

Tim Size, RWHC
Executive Director

St. Mary’s Hospital
Madison, 11/14/18
WCMEW 2018 Physicians Report

WCMEW was begun by WHA, WMS & RWHC and has expanded to include a diverse array of other stake-holder. Our 2018 report is the latest in a series of Wisconsin physician workforce reports that began in 2004 with “Who Will Care for Our Patients?”

2018 Report Sources:

- **WMS** (WI Medical Society) physician data re specialty, age, gender, medical school, residency, practice location.
- **WHIO** (WI Health Information Organization) utilization data.
- **Interviews** with health systems and health educators.

George Quinn, WCMEW
2018 REPORT FINDINGS

From the Data:
- **Wide variation** in current supply
- **Major future deficits** of PCPs overall, **widely varying across WI** regions, even with noteworthy new physician programs.

From the Interviews:
- Heard **challenges/successes** in recruitment/retention;
- Wide range of experience in use of **team-based care**;
- **Need for improved integration** of students into clinical settings; limited options and lack of coordination.

George Quinn, WCMEW
# Projected PCPs Statewide - 2035

<table>
<thead>
<tr>
<th>Current Totals (in FTEs)</th>
<th>4,373</th>
</tr>
</thead>
<tbody>
<tr>
<td>WI Medical Schools</td>
<td>666</td>
</tr>
<tr>
<td>Traditional GME Programs</td>
<td>1,182</td>
</tr>
<tr>
<td>WARM and MCW Community Campuses</td>
<td>309</td>
</tr>
<tr>
<td>New and Expanded GME Programs</td>
<td>156</td>
</tr>
<tr>
<td>Turnover (In/Out-migration, recruitment)</td>
<td>404</td>
</tr>
<tr>
<td>Retirements</td>
<td>-1,934</td>
</tr>
<tr>
<td>Lifestyle Changes (fewer hours per FTE)</td>
<td>-615</td>
</tr>
<tr>
<td>Projected for 2035</td>
<td>4,541</td>
</tr>
</tbody>
</table>

**Net Increase Supply = 3.8%**

George Quinn, WCMEW
Projected Increase In Demand - 2035

Physician Demand Factors:

- Population changes (rural out-migration reduces demand while urban sees growth)
- Population demographics (aging population increases demand)

Overall Increase in Demand for PCPs Exceeds 20%:

- Wide variation across the state
- (range of 3.9% to 39.7%)

George Quinn, WCMEW
Projected FTE Deficits

Projected Percent Deficits

Data Source: WCMEW analysis of WMS Physician database, programming data from WARM, MCW, and GME state grants, and DOA population data.
2018 Report Conclusions

- **New** education and training programs have expanded PCPs.
- Noteworthy **innovations in supply and retention** strategies.

**However**

- **Demand for PCPs**, driven by an expanding and aging population, will **outstrip projected supply**, with a nearly **40% retirement by 2035** along with major demographic changes. The **shortfalls** will be **uneven**.
- We cannot fill demand for primary care solely with PCPs.
- A largely **uncoordinated approach** to education and training hampers a comprehensive solution.

George Quinn, WCMEW
WCN was created in 2006 to engage diverse stakeholders to work together to ensure an adequate, competent and diverse nursing workforce for the people of Wisconsin.

In partnership with the Wisconsin Department of Workforce Development, WCN strives to accurately and continually collect, analyze and disseminate nursing workforce data.
Nurse Supply Won’t Meet Demand

What is the concern?

Linda Young, Dean, College of Nursing and Health Sciences, UW-Eau Claire

46% of RNs Working in Nursing Education Programs are 55 or Older

Milwaukee, WI: Retrieved from goo.gl/KeJKp2

Linda Young, Dean, College of Nursing and Health Sciences, UW-Eau Claire
Nursing Faculty: Intent to Leave Current Employment

- 59% plan to leave current employment within 9 years
- 10+ years: 41%
- 5-9 years: 25%
- 2-4 years: 23%
- <2 years: 11%


Linda Young, Dean, College of Nursing and Health Sciences, UW-Eau Claire
Wisconsin Median Wages for Nursing Positions requiring a Masters or Doctoral Degree (with RN comparison)

<table>
<thead>
<tr>
<th>Position</th>
<th>Median Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Nurse</td>
<td>$69,200</td>
</tr>
<tr>
<td>Nurse Practitioners</td>
<td>$101,930</td>
</tr>
<tr>
<td>Nurse Midwives</td>
<td>$109,280</td>
</tr>
<tr>
<td>Nurse Anesthetists</td>
<td>$191,730</td>
</tr>
<tr>
<td>Nurse Educator</td>
<td>$77,500</td>
</tr>
</tbody>
</table>

Linda Young, Dean, College of Nursing and Health Sciences, UW-Eau Claire

Unblocking the Education Bottleneck: Meeting the Demand

Qualified students interested in becoming nurses

Demand for nurses in the workforce

Nursing Faculty Shortage

Linda Young, Dean, College of Nursing and Health Sciences, UW-Eau Claire
WCMEW Strategic Objectives

# 1 – **Enhance Pipeline, Resource Allocation**: Enhance Wisconsin’s healthcare workforce pipeline to support decision-making that is collaborative, proactive and responsive to identified patient needs. *Advance allocation of teaching and training resources to maximize impact and sustainability.*

# 2 – **Increase Interdisciplinary Education & Understanding**: Increase learning *across traditional silos*, including *provider types* and *geographic barriers*.

George Quinn, WCMEW
WCMEW Strategic Objectives

# 3 – **Increase Focus on Retention:** Retain high-quality Wisconsin providers.

# 4 – **Champion Care Delivery Transformation:** Support adoption of team-based care, telehealth, new technologies, and alternative care models that fully leverage top-of-license practice for all clinicians, promoting high-quality patient care, fiscal sustainability, and clinician engagement.

George Quinn, WCMEW
Both Pipeline & Work Place Matter

**RWHC Eye On Health**

“**I’m retiring; good luck finding a replacement.**”

**RWHC Eye On Health**

“**Not sure we can build a relationship on neither one of us wanting to be here, but it’s a place to start.**”