

Healthcare Workforce Planning The North Country Perspective

**Right Professionals in the Right Places
Regional Healthcare Workforce Planning Meeting
May 15, 2014**

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Fort Drum Regional Health Planning Organization**

Overview

- Regional Snapshot
- Population Health Needs
 - North Country Community Health Survey
 - Regional Community Health Priorities
 - Regional Population Health Data
 - Regional Barriers to Health Improvement
- Healthcare Delivery System Needs
 - Workforce shortages
- Ongoing Efforts
- Thoughts for the Future



Regional Snapshot

- Rural counties of Jefferson, Lewis and St. Lawrence Counties
- Total population of 259,718
 - 15.4% live below the poverty level
 - 16.6% are Medicare beneficiaries
 - 20.2% are Medicaid beneficiaries
- Community healthcare system supports Fort Drum Army Installation
 - 40,000 TRICARE® beneficiaries
 - Only Army Installation, with a Division of Soldiers and families, without a hospital on base
- Federally designated as a Health Professional Shortage Area



Population Health Needs

- North Country Community Health Survey
 - June 1 – July 1, 2013
 - 1,379 residents of Jefferson, Lewis, and St. Lawrence Counties

Issues: Community Health	%
Substance abuse	79
Cancer	74
Overweight/Obesity	73
Behavioral problems in children	70
Depression/other mental illnesses	70

Issues: Access to Treatment	%
Mental health (children <=18 years)	61
Mental health (adults 19+ years)	60
Substance abuse	53
Suicide prevention	46
Alcoholism	44



Population Health Needs

- North Country Community Health Survey
 - Do you think there are barriers to receiving care?

YES	%
Specialty care	70
Mental/behavioral health	65
Elder care	51
Home care	49
Nutrition/dietary	43

NO	%
Pharmacy	66
Hospice care	62
Prenatal care	54
Family planning services	51
Rehabilitative therapy*	46

* Includes: speech, physical, and occupational therapies



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Population Health Needs

- Regional Community Health Priorities
 - Prevent Chronic Diseases
 - Promote Healthy Women, Infants and Children
 - Promote Mental Health and Prevent Substance Abuse



Population Health Needs

- Regional Population Health Data: Chronic Disease

Indicator	Regional Value	State Value	State 2017 Objective
Adult obesity	30.9%	24.6%	23.2%
Child and adolescent obesity	20.8%	17.6%	16.7%
Adults with diagnosed diabetes	10.6%	9.0%	
Adult smokers	25.0%	18.1%	15%
Lung/bronchus cancer mortality rate*	54.9	42.8	
Colorectal cancer screening	60.3%	68.0%	71.4%
Colorectal cancer mortality rate*	18.8	15.7	
Heart attack hospitalization rate**	19.2	15.5	14.0

* Rate per 100,000 population

** Rate per 10,000 population



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Population Health Needs

- Regional Population Health Data: Child Health

Indicator	Regional Value	State Value	State 2017 Objective
Children with sufficient primary care	49.2%	69.9%	76.9%
Children ages 3-6 years	71.3%	82.8%	91.3%
Children ages 12-21 years	41.1%	61.0%	67.1%
3 rd graders with untreated tooth decay	40.1%	24.0%	21.6%



Population Health Needs

- Regional Population Health Data: Mental Health

Indicator	Regional Value	State Value	State 2017 Objective
Adult binge drinking	21.1%	20.4%	18.4%
Self-inflicted injury hospitalization rate **	8.0	5.3	
Self-inflicted injury hospitalization rate ** (ages 15-19)	12.5	10.1	
Suicide death rate *	13.0	7.2	5.9
Suicide death rate * (ages 15-19)	5.0	5.0	

* Rate per 100,000 population

** Rate per 10,000 population



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Population Health Needs

- Regional Barriers to Health Improvement
 - Prevent Chronic Diseases
 - Low health literacy
 - Absence of preventive care
 - Promote Healthy Women, Infants and Children
 - Health professional shortage
 - Promote Mental Health and Prevent Substance Abuse
 - Health professional shortage



Healthcare Delivery System Needs

- Health Professional Shortages

Occupation	Region (per 100,000)	Upstate (per 100,000)	State (per 100,000)
Primary Care physicians	74	100	120
Family/General Practice	31	33	26
Internal Medicine (general)	23	38	55
Pediatrics (general)	12	18	26
Obstetrics/Gynecology	9	11	14
General Surgeons	9	7	8
Dentists	44	62	78
General Psychiatrists	17	20	36

Center for Health Workforce Studies: Health Workforce Data Planning Guide



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Healthcare Delivery System Needs

- Team-based care requires a diverse workforce

Occupation	Region (per 100,000)	Upstate (per 100,000)	State (per 100,000)
Physician Assistants	46	88	61
Nurse Practitioners/Midwives	60	94	76
Registered Nurses	1,104	1,372	1,093
Licensed Practical Nurses	671	528	332
Dental Hygienists	60	73	47
Psychologists	16	32	52
Mental Health Counselors	36	26	21
Social Workers	81	190	234

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Ongoing Efforts

- Regional Healthcare Education Pipeline
 - BOCES
 - Hospital Training Programs
 - Jefferson Community College
 - Jefferson Higher Education Center
 - Clarkson University
 - St. Lawrence University
 - SUNY Canton
 - SUNY Potsdam
 - Samaritan Medical Center Graduate Medical Education Program
- Northern Area Health Education Center & Fort Drum Regional Health Planning Organization
- Recruitment, Retention and Education Committee



Thoughts for the Future

- Graduate Medical Education expansion
- Increase dental health capacity
- Training in Care Management, Care Coordination
- Retrain combat medics to provide civilian care
- Standardized academic credit policy for military healthcare experience
- Continuing Education opportunities focused on team-based care models
- Certification for Community Health Workers, Community Paramedicine
- Utilize existing telemedicine networks to increase access to care and host professional development opportunities
- Mentorship and retention programs for health professionals



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