



Addressing the Primary Care Workforce Crisis – Together

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Solving the Primary Care Workforce Crisis
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Illness Care System

- The U.S. spends 16% of its GDP on health care – more than any nation – but WHO ranks the U.S. 37th in overall health system performance
- Preventable chronic conditions account for more than 70% of all deaths in the U.S. – and 75% of all health care costs
 - Heart disease is the No. 1 cause of death in Michigan
 - Michigan has the 13th highest diabetes prevalence rate in the U.S.
 - In 2007, Michigan had the 15th highest obesity rate in the country
- Primary care, the backbone of our health care system, is in crisis

Primary Care System in Crisis

- Fragmented, uncoordinated patient care
- Inconsistent delivery of evidence-based care, especially preventive and chronic disease management
- Misaligned reimbursement system
- Growing dissatisfaction among physicians, payers, purchasers, patients
- Shrinking primary care workforce



The Shrinking Workforce

- About 62% of physicians providing patient care in Michigan report their practice is full or nearly full
- About 1/3 (34%) of active physicians are primary care doctors
 - This percentage has not changed since 2005
- Just 47% of active physicians plan to practice medicine for 1 to 10 more years, compared to 41% surveyed in 2007
- It's estimated that Michigan will need 18,000 additional RNs by 2015 and 30,000 more RNs by 2020
- 62% of physician assistants are in non-primary care specialties



MDCH Taking Action

- Michigan Healthcare Workforce Center
- Primary Care Recruitment/Retention
- Increasing the number of nurses and nursing faculty
- Michigan Primary Care Consortium

Primary Care Recruitment/Retention

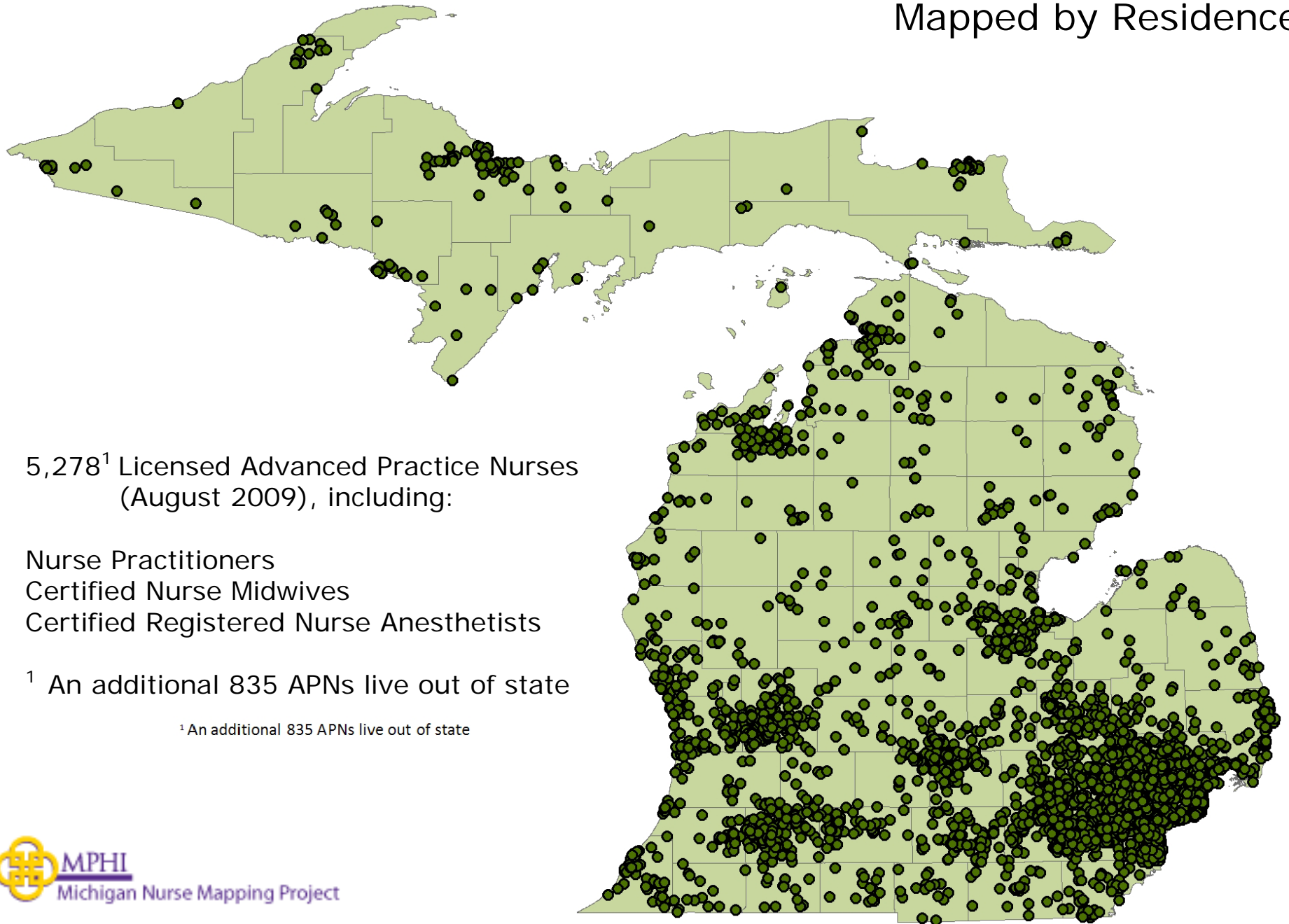
- State Loan Repayment Program
- Health Professional Shortage Area Designation Program
- J-1 Visa Program
- National Health Service Corps

Tackling the Nursing Shortage



- State strategic plan to address nursing shortage has produced 10,000 RNs since 2004
- Task Force on Nursing Education
- Governor's Michigan Nursing Corps, designed to increase the number of nursing faculty, has more than 150 nurses in the pipeline
- Michigan Nurse Mapping System

Advanced Practice Nurses Licensed in Michigan Mapped by Residence



5,278¹ Licensed Advanced Practice Nurses
(August 2009), including:

Nurse Practitioners
Certified Nurse Midwives
Certified Registered Nurse Anesthetists

¹ An additional 835 APNs live out of state

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Michigan Primary Care Consortium

- In 2005-06, 134 Michigan public/private professionals identified key system barriers impeding effective delivery of primary care and developed strategic plans to resolve them.
- Five barriers impeding effective primary care
 - Lack of use of health IT, especially patient registries
 - Lack of use of evidence-based guidelines
 - Lack of use of community health resources
 - Inappropriate payment system
 - Practices not designed to deliver preventive or chronic care

Michigan Primary Care Consortium

- **2006:** MPCC was created to coordinate the implementation of strategic plans to help primary care focus on wellness, prevention and effective management of chronic care instead of “sick care.”
- **2007:** MPCC identified need to align activities under way in Michigan and the nation to resolve the system barriers
- **2008:** MPCC identified the Patient-Centered Medical Home (PCMH) as the best vehicle to resolve system barriers, voting to focus energies on creating and promoting the PCMH



The Primary Care Practice as a Patient-Centered Medical Home

- Organizes delivery of team-based, comprehensive primary care
- Uses evidence-based medicine and clinical decision support tools
- Uses secure health information technology to promote quality and safety
- Coordinates care in partnership with patients and families
- Provides enhanced and convenient access to care
- Makes use of community health resources
- Identifies and measures key quality indicators
- Participates in programs that provide feedback on performance and accepts accountability for outcomes

PCMH is an Opportunity to Improve

- Health of patients, satisfaction with their care
- Purchaser and payer satisfaction with outcomes
- Reimbursement for primary care & community services
- Physician satisfaction with their choice to specialize in primary care
- Recruitment of medical residents, nurse practitioners, and physician assistants into primary care
- Slow the rise in health care spending

MPCC Priority Projects for 09/10

- Increase transparency for consumers regarding health care quality and cost, improve self-management and empowerment, and increase health literacy.
- **Address primary care workforce shortages.**
- Implement transformation of primary care practices to create Patient-Centered Medical Homes that provide efficient and effective preventive and chronic care management.
- Work toward payment reform concurrent with transformation.
- Support and evaluate the MPCC's "Improving Performance in Practice" (IPIP) program.

Moving Ahead as One

- Many efforts are under way across the state to address the primary care workforce crisis
 - Increase in medical schools, class sizes
 - More nursing education opportunities
 - Physician practice transformation
 - BCBSM Physician Group Incentive Program (PGIP)
- The best prescription for a healthy primary care workforce is a unified Michigan effort

