



# **Diversity and the Healthcare Workforce**



**The University of Maryland, Baltimore**

**July 15, 2010**

# The Health Workforce

A core [often unrecognized] component of the healthcare system:

1. Clinicians
2. Scientists
3. Technologists
4. Mental health workers
5. Health policy experts
6. Public health professionals
7. Hospital administrators

# Forces Affecting The Nation's Health Workforce

- Baby Boomers are slated to retire in 2012
- The number of Americans over 65 is expected to soar to 88 million by 2050
- Medical technology develops rapidly
- Higher utilization of services
- The Patient protection and Affordability Act – 32 million more healthcare consumers
- Minorities to become majority in the school age population by 2020

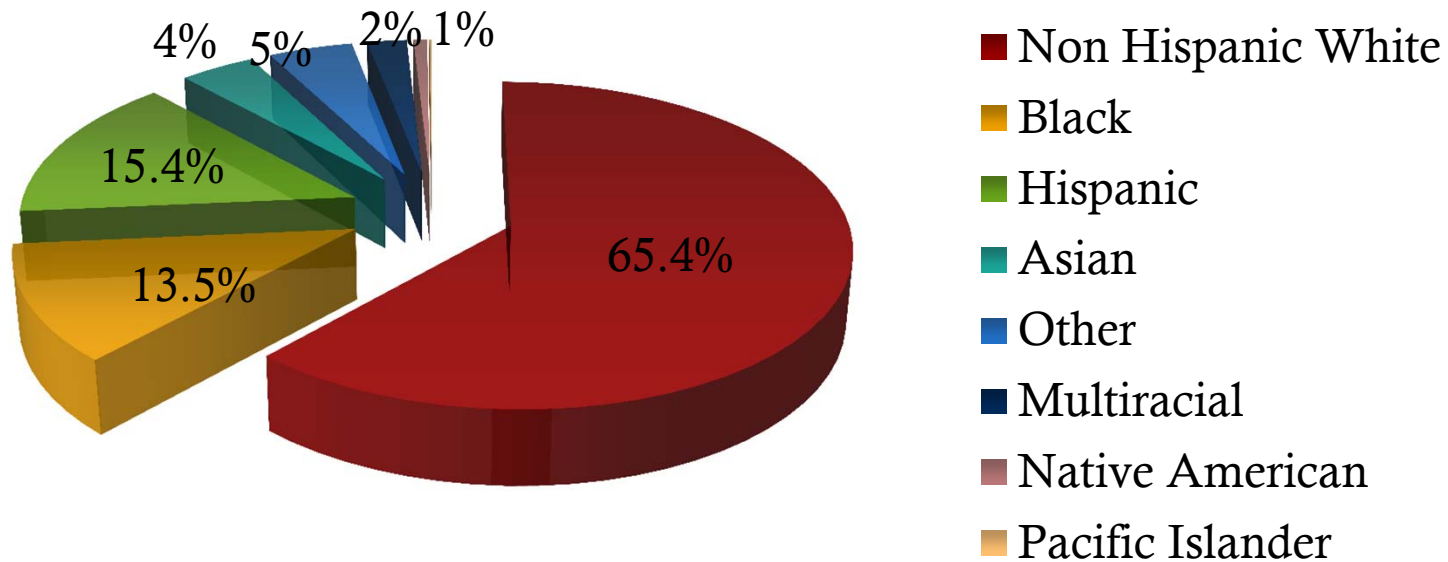
# Insufficient Capacity of the U.S. Health Workforce

- ◆ Analysts now are projecting a nationwide shortage of almost 100,000 physicians, as many as one million nurses, and 250,000 public health professionals by 2020
- ◆ Mal-distribution in rural areas and in vulnerable communities
  - In 2008, more than 35 million Americans nationally live in areas that have been designated as underserved – lacking primary doctors, dentists and mental health professionals
- ◆ Vast lack of ethnic and racial diversity

# U.S. Demographics

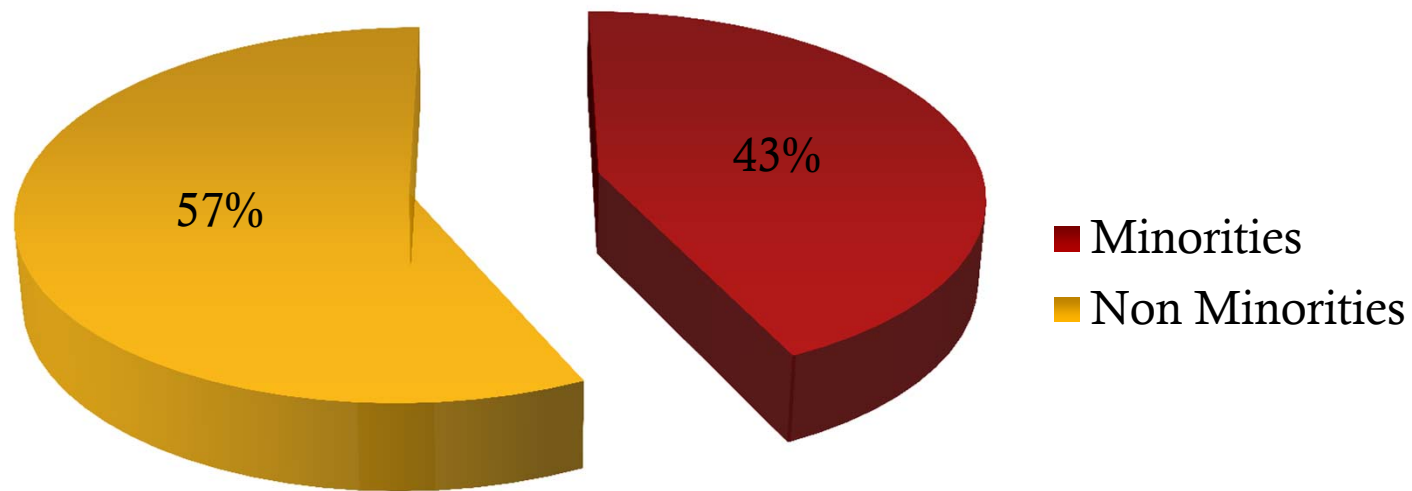
(American Community Survey – 2008)

## U.S. Demographics



# Age Demographics – U.S. 2008

## Persons Under 20



# Minorities in the Health Professions

African Americans, Hispanics, Native Americans and Pacific Islander groups make up over 30% of the U.S. population, but in 2007, they accounted for:

- 9% of physicians
- 7% of dentists
- 10% of pharmacists
- 9% of Registered Nurses (RNs)

# Missing Persons: Minorities in the Health Professions - 2004

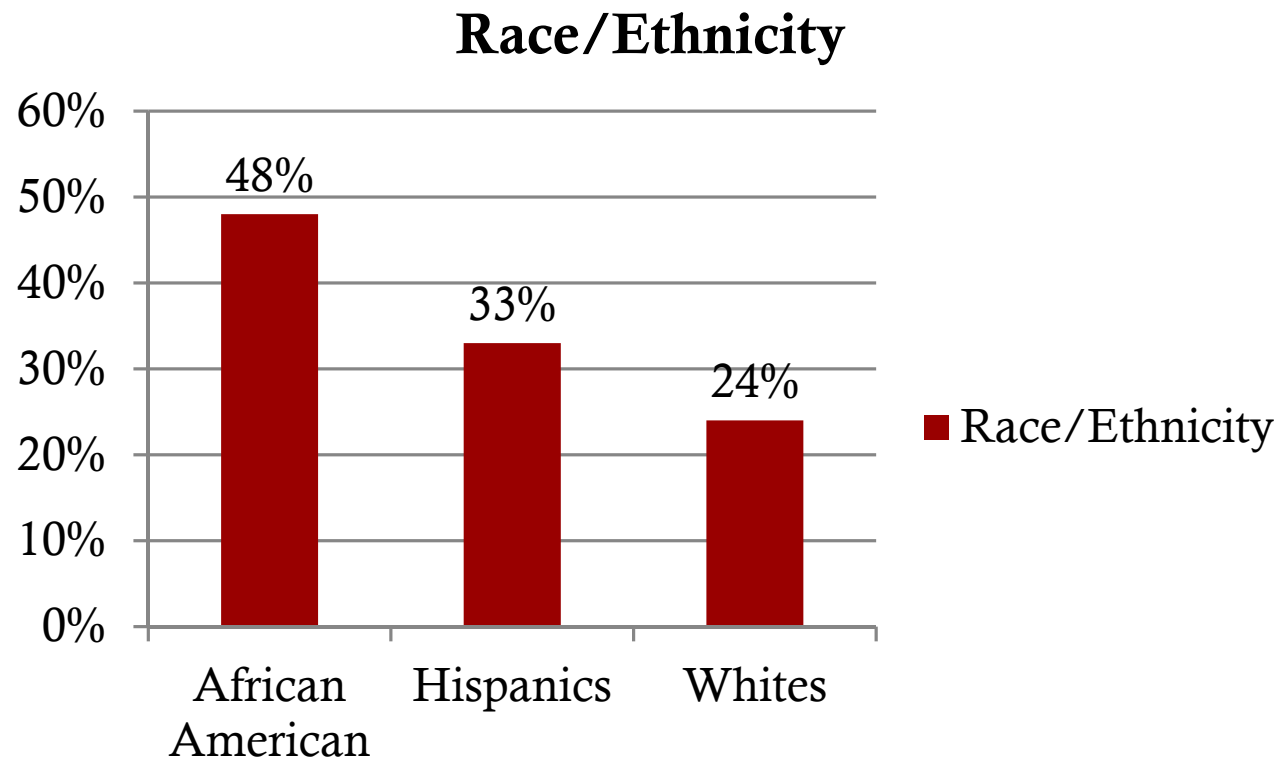
The Sullivan Commission report concluded that “the fact that the nation’s health professions have not kept pace with changing demographics may be an even greater cause of disparities in health access and outcomes than the persistent lack of health insurance for tens of thousands of Americans.”



# The Case for Workforce Diversity

- Increased access to care
- Increased quality of care
- A more linguistically and culturally responsive workforce
- Increased creativity and problem-solving

# Physicians That Treat Medicaid or Uninsured Patients



Source: NEJM, 1996

# Access to Care

- Minorities are more likely to set their practices in underserved areas
- Minorities are more likely to care for patients irrespective of ability to pay
- Minorities are more likely to choose primary care specialties

# Quality of Care

- When given a choice, some patients prefer same race healthcare providers
- Race concordance is associated with:
  - a. Greater trust in the providers
  - b. Higher satisfaction with the medical encounter
  - c. Adherence to treatment regimen
  - d. Shared clinical decision making
  - e. Agreement to life style changes
  - f. Seeking needed care

# Who Will Care?



Increasing diversity and expanding the Capacity of the health workforce are linked!

# What Can Teachers Do?

## Barriers to Entry Into Health Careers

- One of the major barriers is lack of awareness about the scope of health careers
- Under-preparation in sciences
- Lack of mentors and pathfinders – “it takes one to become one”
- Negative perceptions about health careers

# Recommendations for Teachers

- Plant the seed early
- Encourage desire to go into health careers
- Boost their confidence that they can get there
- Help prepare them:
  - Science and math
  - Post secondary education – community college/ four-year institution

# Health Careers



- ◆ There are hundreds, if not thousands of different types of medical jobs
- ◆ Healthcare is the largest industry, showing the highest amount of growth of any other field, according to the Bureau of Labor Statistics
- ◆ Healthcare is a stable work sector withstanding a shaky economy
- ◆ Employing 14 million people in 2006, the healthcare industry is projected to add about three million more jobs by 2016, according to the BLS





- Health Information Technologist (HIT)
  - A national move towards the employment of electronic health records
  
- Physician Assistant
  - 2-3 years of full study
  - National Certification
  - PAs can conduct physicals, provide preventative health care counseling, order and interpret tests, assist in surgery, treat and diagnose illnesses and minor injuries, and prescribe medications
  - Average salaries depending on practice area \$78,000-\$104,000

# University of Maryland Eastern Shore The School of Pharmacy and Health Professions

- Exercise Science
- Pharmacy
- Physician Assistant
- Physical Therapy
- Rehabilitation Services

# Northern Virginia Community College (NOVA) Medical Campus

The Medical Education Campus (MEC) is a technologically sophisticated specialized campus dedicated to the education and preparation of Nursing and Allied Health professionals with a strong commitment to workforce development and continuing education. Located in Springfield, Va., the MEC offers quality education to more than 3,500 students each year who plan to enter the health care professions.

# Northern Virginia Community College (NOVA)

## Medical Campus – Cont'd

**Associate Degrees are offered in: Nursing (RN), Medical Laboratory Technology (MLT-ASCP), Physical Therapist Assistant (PTA), Radiography-Diagnostic Imaging (RT-R), Diagnostic Medical Sonography (RDMS), Respiratory Therapy (CRT) and (RRT), Health Information Management (RHIT), Dental Hygiene (RDH), and Emergency Medical Services (EMT-P).**

# Northern Virginia Community College (NOVA) Medical Campus – Cont'd

**Certificate Programs are offered in: Credit - Radiation Oncology, Clinical Coding, Phlebotomy, and Basic Emergency Medical Technician (EMT-B). Advanced (RT-R required) - Breast Imaging, Computer Tomography and Magnetic Resonance Imaging.**

# Health Career Guide – Vocational Information Center

1. Nature of the Work
2. Training, Other Qualifications, and Advancement
3. Employment
4. Job Outlook
5. Projections
6. Earnings/Wages
7. Related Occupations
8. Sources of Additional Information

<http://www.khake.com/page22.html>

# Health Workforce Information Center

A comprehensive online library:

- ✓ Health workforce programs and funding sources
- ✓ Workforce data, research and policy
- ✓ Educational opportunities and models
- ✓ News and events

<http://www.healthworkforceinfo.org/>

# Take Advantage of Existing Initiatives

- Health Careers Opportunity programs (HCOP)
- “Adopt a School” (Hopkins – Dunbar High)
- Summer Research programs
- Mentorship Projects (SNMA)



# The Sullivan Commission Report

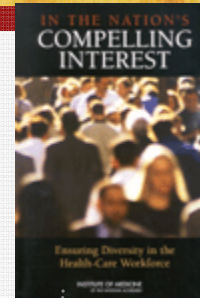
## Missing Persons: Minorities in the Health Professions

The Sullivan Commission put forth **37 recommendations** based upon 3 overarching principles:

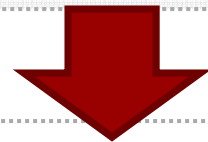
1. **Culture** of health professions' schools must change in order to increase diversity in the health professions;
2. **New and nontraditional paths** to the health professions should be explored;
3. **Commitments** must be at the highest levels of our government and in the private sector.

# Transforming Health Professions

Sullivan Commission on diversity  
in the health professions



Institute of Medicine panel on  
health professions diversity



THE SULLIVAN ALLIANCE

# The Mission of the Sullivan Alliance

The Sullivan Alliance is committed to increasing diversity in the health professions in order to help reduce racial and ethnic health disparities:

- Providing national leadership
- Increasing awareness
- Spurring action

# The MD Alliance to Transform the Health Professions



## Participating Schools:

1. Bowie State University
2. Coppin State University
3. Johns Hopkins University
4. Morgan State University
5. University of Maryland, Baltimore
6. University of Maryland College Park
7. University of Maryland Eastern Shore

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