

# **Health Care Reform and Health Workforce Assurance**

Harvey Licht

Varela Consulting Group

# State Health Department Assurance Activities

- **Improve Workforce Supply and Distribution:**
  - Assure competent Public Health and personal care workforce.
- **Support Health Care Safety Net Development:**
  - Assure provision of health care when otherwise unavailable.
- **Improve Health System Quality and Effectiveness:**
  - Enhance the effectiveness, quality and accessibility of personal and population health services.

# **Patient Protection and Affordable Care Act [PPACA]**

## **References**

- **PL 111-148: Patient Protection and Affordable Care Act [PPACA]**
  - [http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=111\\_cong\\_bills&docid=f:h3590enr.txt.pdf](http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=111_cong_bills&docid=f:h3590enr.txt.pdf)
- **PL 111-152 Health Care and Education Reconciliation Act of 2010**
  - <http://www.gpo.gov/fdsys/pkg/PLAW-111publ152/pdf/PLAW-111publ152.pdf>
- **Authorization vs. Appropriation**
- **“Such funds as are necessary”**
- **Executive freeze in discretionary budget.**

# PPACA Definition - Health Care Workforce

[Sec. 5101 National Health Care Workforce Commission]

- **Workforce:**

- The term “**health care workforce**” includes all health care providers with direct patient care and support responsibilities, such as **physicians, nurses, nurse practitioners, primary care providers, preventive medicine physicians, optometrists, ophthalmologists, physician assistants, pharmacists, dentists, dental hygienists, and other oral healthcare professionals, allied health professionals**, doctors of chiropractic, community health workers, health care paraprofessionals, **direct care workers**, psychologists and other behavioral and mental health professionals (including substance abuse prevention and treatment providers), social workers, physical and occupational therapists, **certified nurse midwives**, podiatrists, the **EMS workforce** (including professional and volunteer ambulance personnel and firefighters who perform emergency medical services), licensed complementary and alternative medicine providers, integrative health practitioners, **public health professionals**, and any other health professional that the Comptroller General of the United States determines appropriate.

# PPACA Definition - Health Professionals

[Sec. 5101 National Health Care Workforce Commission]

- **HEALTH PROFESSIONALS.**—The term “health professionals” includes—
  - (A) **dentists, dental hygienists, primary care providers, specialty physicians, nurses, nurse practitioners, physician assistants,** psychologists and other behavioral and mental health professionals (including substance abuse prevention and treatment providers), social workers, physical and occupational therapists, **public health professionals,** clinical pharmacists, **allied health professionals,** doctors of chiropractic, **community health workers, school nurses, certified nurse midwives,** podiatrists, licensed complementary and alternative medicine providers, the **EMS workforce** (including professional and volunteer ambulance personnel and firefighters who perform emergency medical services), and integrative health practitioners;

# PPACA Definition Allied Health Worker

[42 USC 295p - Definitions]

- (5) The term "**allied health professionals**" means a health professional (other than a registered nurse or physician assistant) -
  - (A) who has received a **certificate**, an associate's degree, a bachelor's degree, a master's degree, a doctoral degree, or post baccalaureate training, in a science relating to health care;
  - (B) who **shares in the responsibility** for the delivery of health care services or related services, including -
    - (i) **services relating to the identification, evaluation, and prevention of disease and disorders;**
    - (ii) **dietary and nutrition services;**
    - (iii) **health promotion services;**
    - (iv) rehabilitation services; or
    - (v) health systems management services; and
  - (C) who has not received a degree of [MD, DO, DDS, MPH, MSW ...]

# PPACA and Workforce Assurance

- **Section 5101: National Health Care Workforce Commission –** establishes a new Federal agency to comprehensively address national health workforce needs.
- **[\*] Sec 5102: State Health Workforce Development Grants –** establishes a program to provide grants to State partnerships for comprehensive State health workforce planning and development. Authorizes appropriations of \$158 million in FY 2010 and such sums as needed in subsequent years.
- **Section 5103: National/State Health Care Workforce Analysis Centers -** establishes a new national analysis agency and grant program for State/Regional workforce analysis centers.

## PPACA and Workforce Assurance (con't)

- **[\*] Section 5207: National Health Service Corps Funding** – authorizes appropriations growing from \$320 million to \$1.15 billion per year FY 2010 through FY 2015.
- **[\*] Section 5405: Primary Care Extension Program** – establishes grant program for States to educate primary care providers about preventive medicine, health promotion, chronic disease management and other approaches to improving community health. Authorizes appropriations of \$120 million in FY 2011-2012.
- **[\*] Section 10503: Community Health Center Funding Expansion** – authorizes appropriations increasing funding \$1 billion to \$9.5 in FY 2011 through FY 2015.



# **Educational Finance and Incentive Provisions Affecting Public Health Workforce**

- **Section 5204: Public Health Workforce Loan Repayment** – establishes an educational loan repayment program for health professionals in Federal, State, local and tribal public health agencies. Authorizes appropriation of FY 2010 and such sums as necessary in subsequent years.
- **Section 5205: Allied Health Workforce Federal Education Loan Forgiveness** – authorizes a Federal education loan repayment program for allied health workers .
- **Section 5206: Grant program for public health and allied health mid-career training scholarships** - establishes a grant program to provide scholarships for training of public health and allied health workers. Authorizes \$60 million for FY 2010 and such sums as necessary in subsequent years.

# **Training Provisions Affecting Public Health Workforce**

- **Section 5303: Training in general, pediatric, and public health dentistry**
- **Section 5314: Fellowship training in public health**
- **Section 5315: United States Public Health Sciences Track**

## Concluding Thoughts

- **Framework for health workforce assurance**: The PPACA has the *potential* for establishing a collaborative Federal/State framework for comprehensive health workforce improvement.
- **Appropriation decisions will determine success**: The budget process, as influenced by the Executive's discretionary budget freeze, will determine the degree to which the PPACA framework can be implemented.