

WCMEW

Wisconsin Council on Medical Education and Workforce

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WCMEW WORK GROUP ON CLINICAL SITE COORDINATION SEEKS SUBCOMMITTEE MEMBERS TO AID IN DEVELOPMENT OF PRECEPTOR SURVEY AND SCHOOL INVENTORY

Over the past several months, a dedicated group of clinical and education coordinators (from both educational institutions and provider organizations), facilitated by WCMEW staff, have convened to identify challenges to experiential student learning processes. Now WCMEW needs your input! On-site

experience is a critical step in the learning process for students, but one that varies widely in terms of efficiency and effectiveness across the state. For example, some organizations have developed robust staff to facilitate relationships with schools and identify appropriate students, whereas others do not have ample dedicated staff time to overseeing student learning. Some schools facilitate this process on behalf of their students, while others do not and students are expected to identify their own preceptors. Many training institutions experience a shortage of preceptors, and providers report their desire to teach, but balancing with productivity expectations is a challenge.

The work group is currently comprised of representatives from Physician Assistant (PA), Pharmacy, Medical, and Nursing Schools, along with education coordinators from a half-dozen provider organizations. They have identified a wide array of challenges to students, sites, and staff in these processes – such as those mentioned above – many of which hamper ongoing workforce development partnerships. These range from preceptor shortages, to lack of consistency regarding application processes, and organizational disruptions, such as mergers, where site-level policies for teaching may be in conflict. While the complexity of clinical coordination creates many challenges, there are leaders across Wisconsin whose creativity, process improvement, and partnerships have led to significant advances and unique collaborations.

**Contact WCMEW to provide input
on clinical coordination activities:**

- Preceptor survey
- School inventory

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In 2019, WCMEW will tackle two distinct areas of work related to clinical site coordination. These priorities were identified by work group members and will include:

- 1) Development of a preceptor survey, assessing motivations to teaching, perceived barriers, and effectiveness of incentives. WCMEW's aim will be for statewide partners to administer the survey by summer 2019.
- 2) A second subcommittee will work to develop a baseline demand for student learning, including an inventory of Wisconsin students in medical, pharmacy, advanced nursing, and physician assistant programs.

These priorities were identified with the goal of creating more understanding of the baseline need for student training (type, location, total graduates), along with beginning to tackle one of the most difficult challenges: preceptor recruitment and retention.

Subcommittees will support staff work by providing input on survey development and other activities. This is your chance to ensure your organization's priorities are included in survey materials. We look forward to working on this challenging issue and bringing more data, along with statewide understanding, to clinical site coordination. Contact WCMEW Program Analyst, Richelle Andrae, with your interest or questions at randrae@wcmew.org.

HRSA RELEASES UPDATED STATE HEALTH CARE WORKFORCE FIGURES

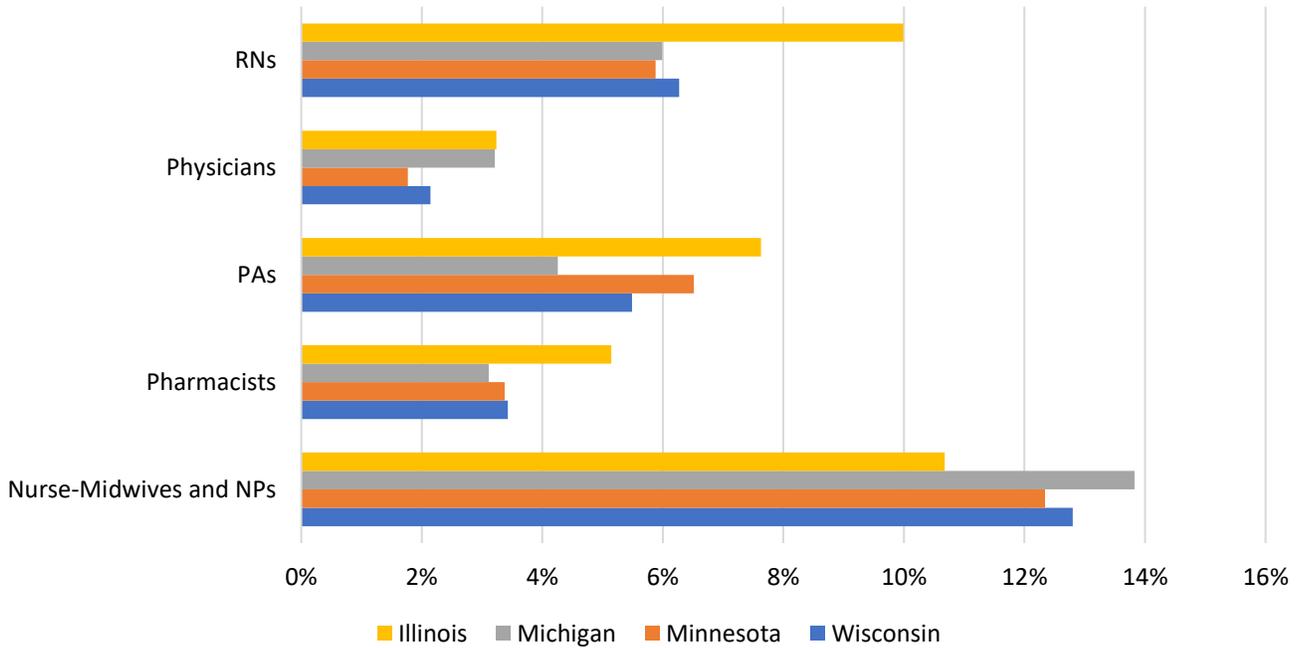
The U.S. Department of Health and Human Services, Health Resources and Services Administration (HRSA) periodically releases national and state data on health professions, updating demographic and distribution information. HRSA recently released state chartpacks, detailing total clinicians in each state for 32 different professions, including Physicians, PAs, Pharmacists, and Advanced Degree Nurses. The Wisconsin report is available [here](#), and all other data are accessible through the [National Center for Health Workforce Analysis](#).

The chart below (Graph 1) shows the number of clinicians in five different occupations, using what WCMEW refers to as a "replenishment rate." This is a measure of the total annual in-state graduates from each profession, divided by the current number of clinicians in the field, per 100,000 working age population. This figure is a rough measure of how well a state is replacing clinicians leaving practice; however it does not include any metric for in- or out-of-state migration, variation in retirement, or other similar factors. It does provide an apples-to-apples comparison, though, of state clinician production compared to overall workforce for each profession.

Figures are from a 2011-2015 dataset, so they do not include recent fluctuations, such as program expansions or recent retirement waves. Note, data also uses a measure for working age population, not population overall.

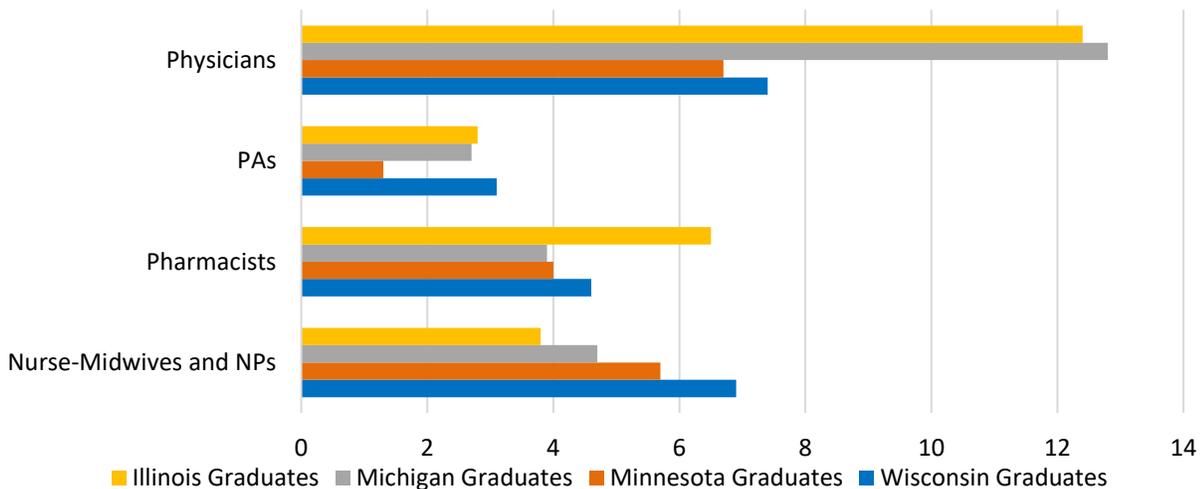
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**Graph 1. "Replenishment" Rates by Profession and State
(Per 100,000 Working Age Population)**



Graduation rates for four professions are shown below (Graph 2), indicating that Wisconsin graduates fewer physicians than Illinois or Michigan, but slightly more than Minnesota. It should be noted that retention rates for physicians differs from state to state, affecting the impact of these figures. For example, while Wisconsin retains about 37% of its medical school graduates, Illinois retains only 52%, Michigan 44%, and Minnesota 52%. Post-graduate training opportunities have a significant effect on those retention rates ([2017 State Physician Workforce Data Report, AAMC](#)).

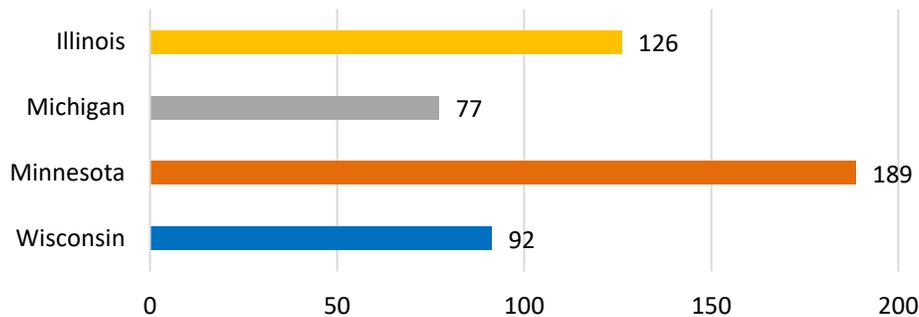
**Graph 2. Physician, PA, Pharmacy, and Nurse Midwife / NP Graduates by State
(Per 100,000 Working Age Population)**



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Data for RN graduates is also provided below (Graph 3), showing that Minnesota graduated nearly double the nursing students compared to Wisconsin or Michigan (per working age population).

**Graph 3. Registered Nursing Graduates by State
(Per 100,000 Working Age Population)**



While these data only provide a small piece of the workforce puzzle, results reinforce the need to retain clinicians trained in state and expand pipelines to ensure adequate distribution based on population needs.

WORKFORCE IN THE NEWS

[Osteopathic medical school still planned for Jefferson](#) **Wisconsin State Journal** – Though opposed by other Wisconsin medical schools, an Osteopathic program continues to seek funding and support in Jefferson County.

[Primary Care Workforce Data and The Needs for Nurse Practitioner Full Practice Authority](#) **Health Affairs Blog** – Authors share graduation rate data and advocate for increased practice authority, given that 84% of recent NP graduates intend to practice in primary care settings, compared to 8% of physicians.

[Are PAs Part of the Solution to the Physician Shortage?](#) **U.S. News and World Report** – Modern health care teams must make efficient use of all providers, with an estimation that the PA profession will grow 37% from 2016 to 2026.

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Questions about content, or have a resource to share? Email randrae@wcmew.org.