Advancing Health Workforce Research: Insights from the Workforce CPMDS

Transforming health workforce research and development

Hannah Maxey, PhD, MPH, RDH
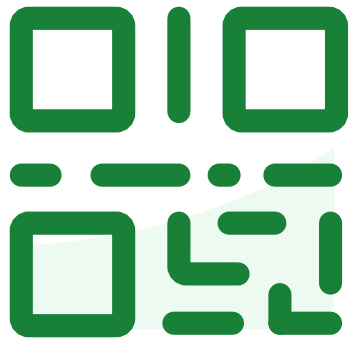President and Founder of Veritas Health Solutions
Founding Director of Indiana University Bowen Center for Health Workforce Research and Policy

VERiTAS
HEALTH SOLUTIONS

Richard Woolf, PT, DPT
Vice President of Professional Standards
Federation of State Boards of Physical Therapy

fsbpt

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What state are you representing today?

How confident are you in your board's ability to report the number of patient care FTEs that are actively practicing within your state?

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Objectives

- Is Workforce Data a Regulatory Issue
- Review and categorize workforce data elements
- Present regulators as workforce data champions
- Introduce the Cross Profession Minimum Data Set (CPMDS)
  - Overview
  - Updates & lessons learned
- Share exciting updates for social work!
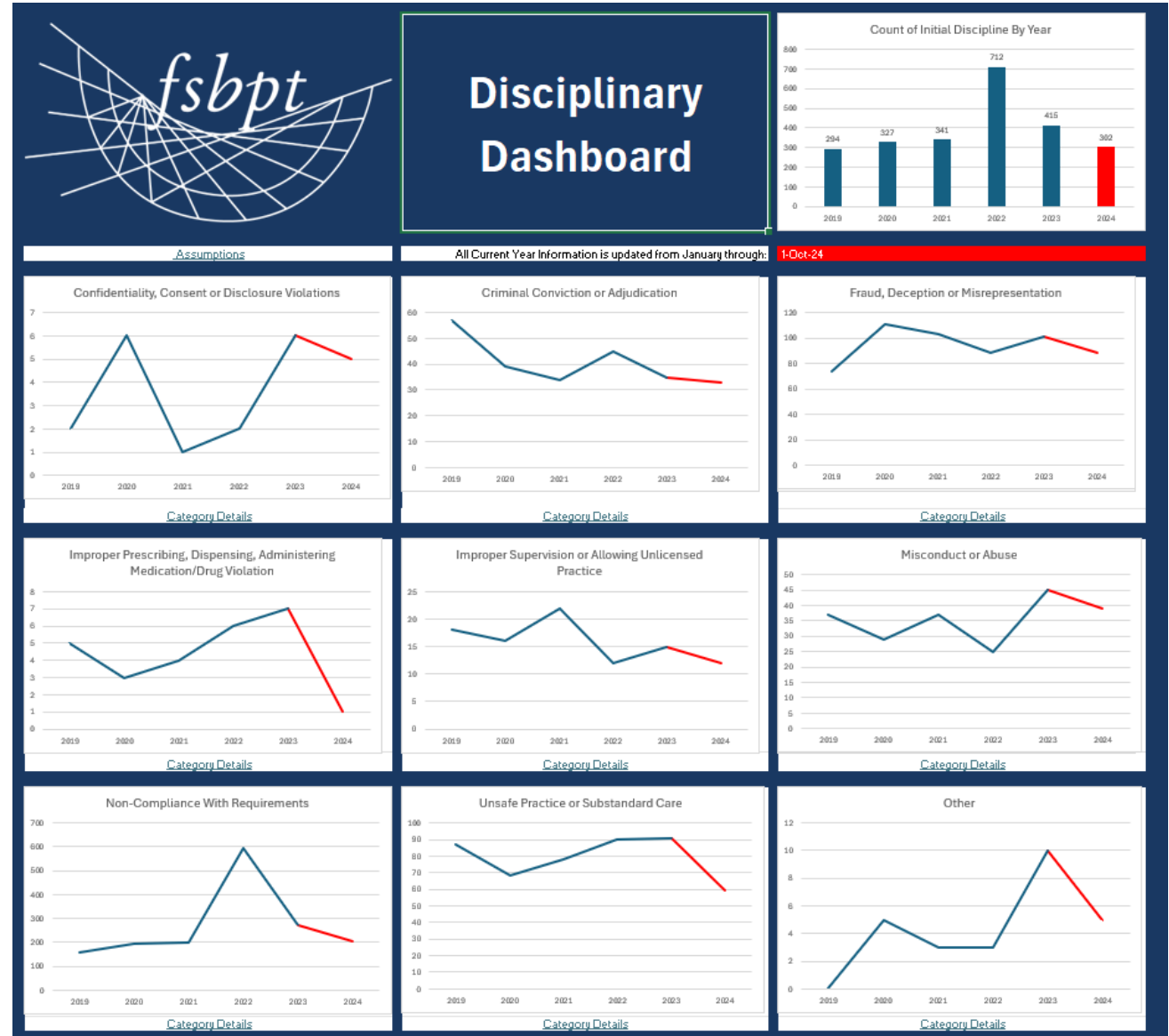
ASWB

- Public Protection Database

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- Examination, Licensure, and Disciplinary Database (ELDD)
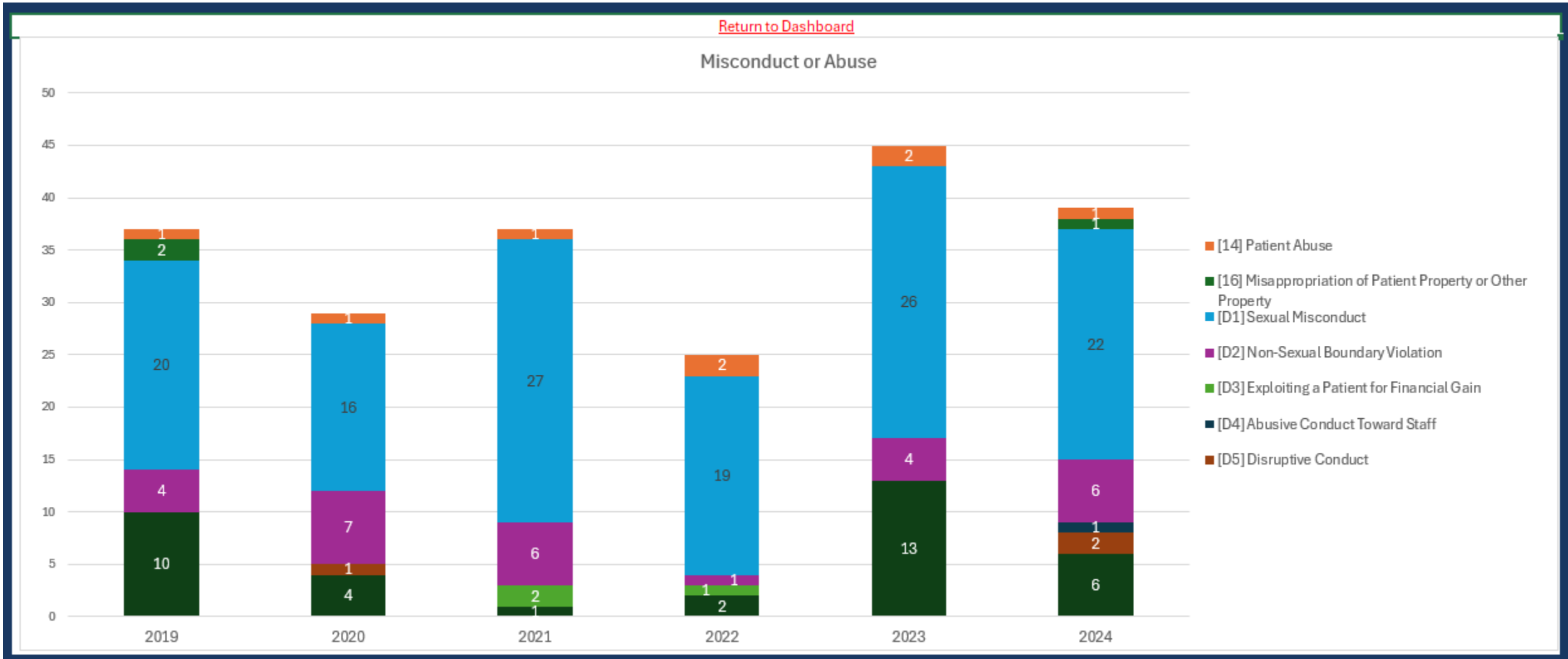
ELDD Enhances Public Protection

- Notifications of disciplinary action proactively sent to all jurisdictions where we know the individual has a license.
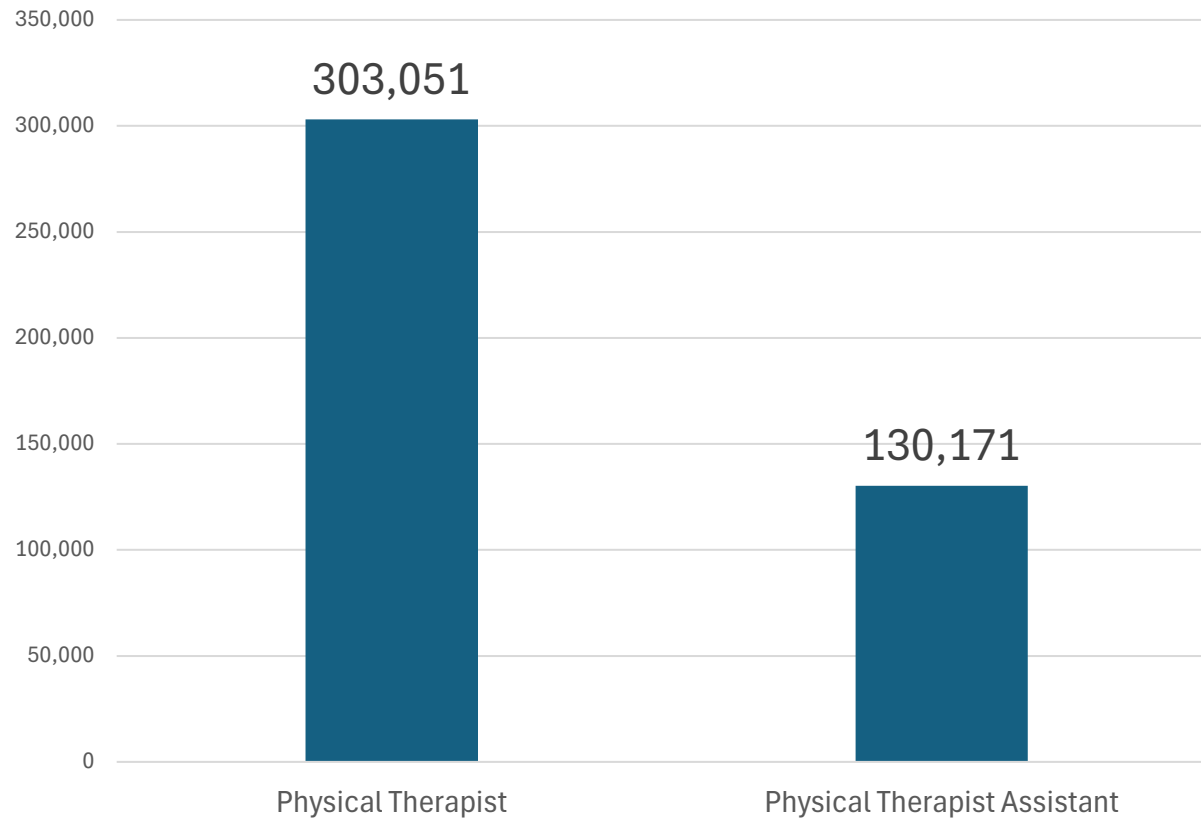
- But what else?

With an ability to do a deeper dive...

PT Census Information
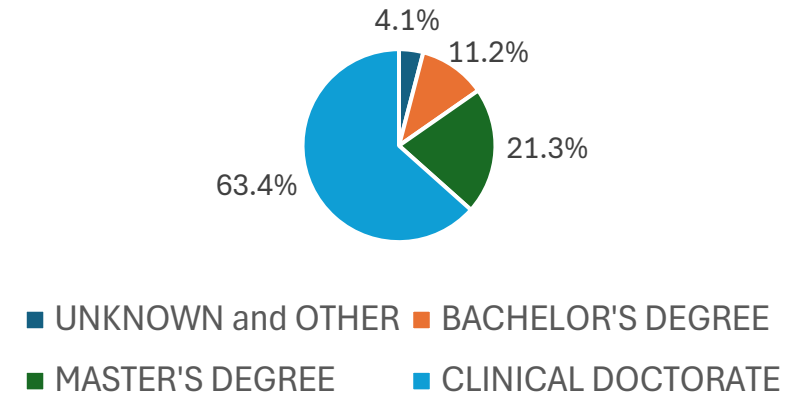
Unique PT/PTAs with Active Licenses

- Physical Therapist: 303,051
- Physical Therapist Assistant: 130,171

Entry-Level Physical Therapist Degree

- 4.1% UNKNOWN and OTHER
- 11.2% BACHELOR'S DEGREE
- 21.3% MASTER'S DEGREE
- 63.4% CLINICAL DOCTORATE

Percentages of Licensee who Graduated from CAPTE Accredited Programs

- 91.2% CAPTE
- 8.8% Non-CAPTE
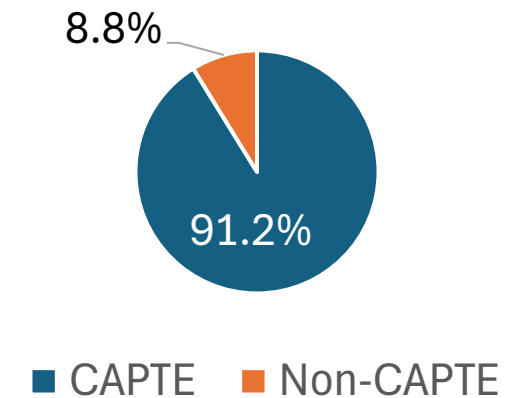
While this Census information from the ELDD is informative, it is limited...

Number Of Active Licensees In A Jurisdiction

What We Know From Licensure Counts

Number Of Active Licensees Working Primarily In The Jurisdiction

Some Work Primarily Out Of State

Why We Need The Cross-Profession Minimum Data Set

Number Of Active Licensees Working In The Profession

Some Are No Longer Working In The Profession

Number Of Overall FTEs

Some Work Part Time

Number Of Patient Care FTEs

Not All Work Is Patient Care

Adapted from Slide on the CPMDS from Behavior Health in Utah – Presented at CLEAR 2023 Annual Education Meeting

If this is all we currently know...

How valuable would the following be to policy makers and stakeholders?

Why We Need The Cross-Profession Minimum Data Set

| Number Of Active Licensees Working In The Profession | Some Are No Longer Working In The Profession |

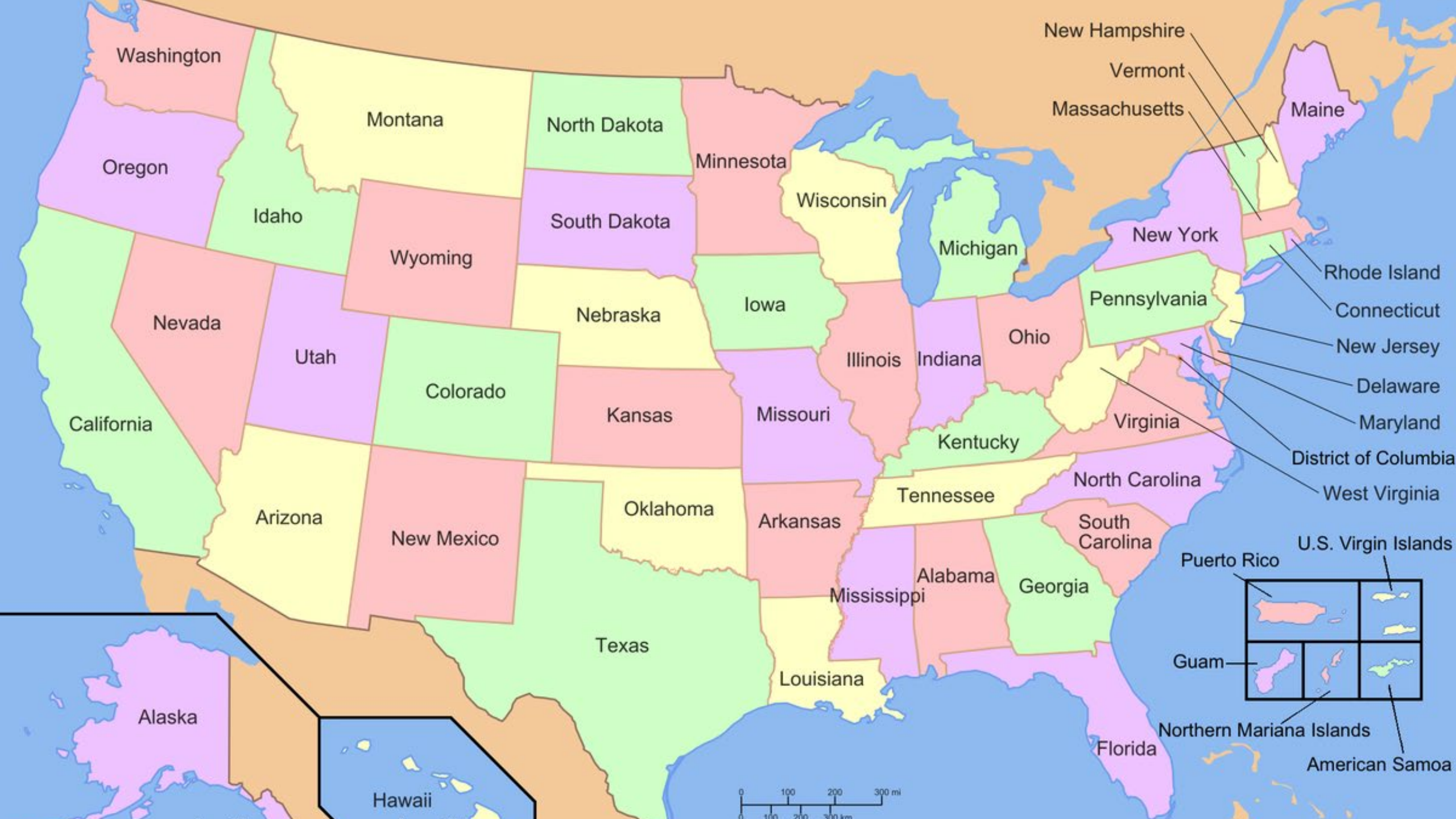| Number Of Overall FTEs | Some Work Part Time |

| Number Of Patient Care FTEs | Not All Work Is Patient Care |

If Healthcare Workforce Information could be valuable for a single jurisdiction

How beneficial could it be for a region?

Washington

Oregon

California

Nevada

Idaho

Montana

Wyoming

Utah

Arizona

Colorado

New Mexico

North Dakota

South Dakota

Nebraska

Kansas

Oklahoma

Texas

Minnesota

Iowa

Missouri

Arkansas

Louisiana

Wisconsin

Michigan

Illinois Indiana

Kentucky

Tennessee

Mississippi Alabama

Ohio

Georgia

New Hampshire

Vermont

Massachusetts

Maine

New York

Pennsylvania

Virginia

North Carolina

South Carolina

Florida

Rhode Island

Connecticut

New Jersey

Delaware

Maryland

District of Columbia

West Virginia

Puerto Rico

U.S. Virgin Islands

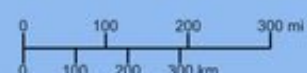Guam

Northern Mariana Islands

American Samoa

Alaska

Hawaii

0 100 200 300 mi
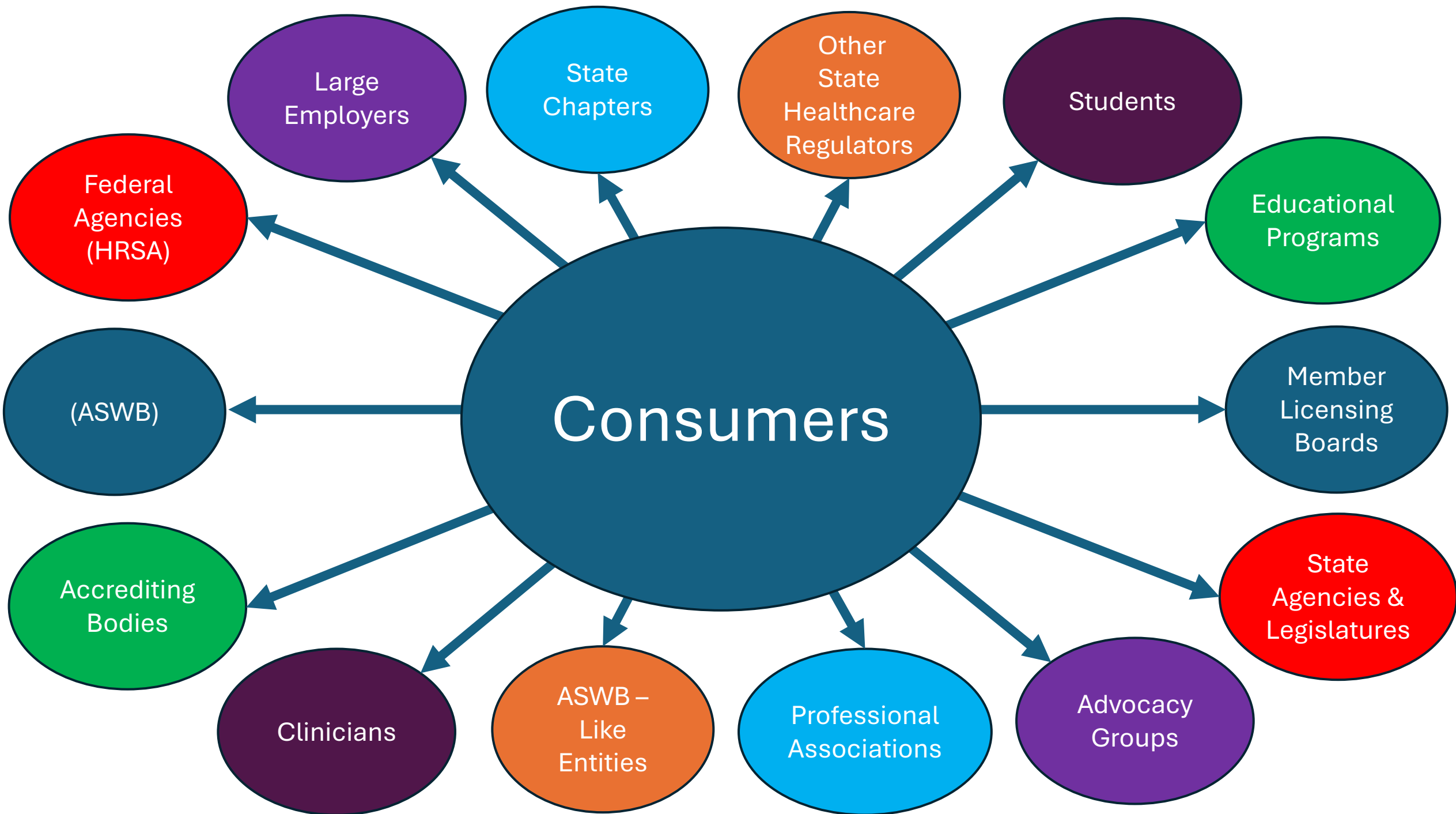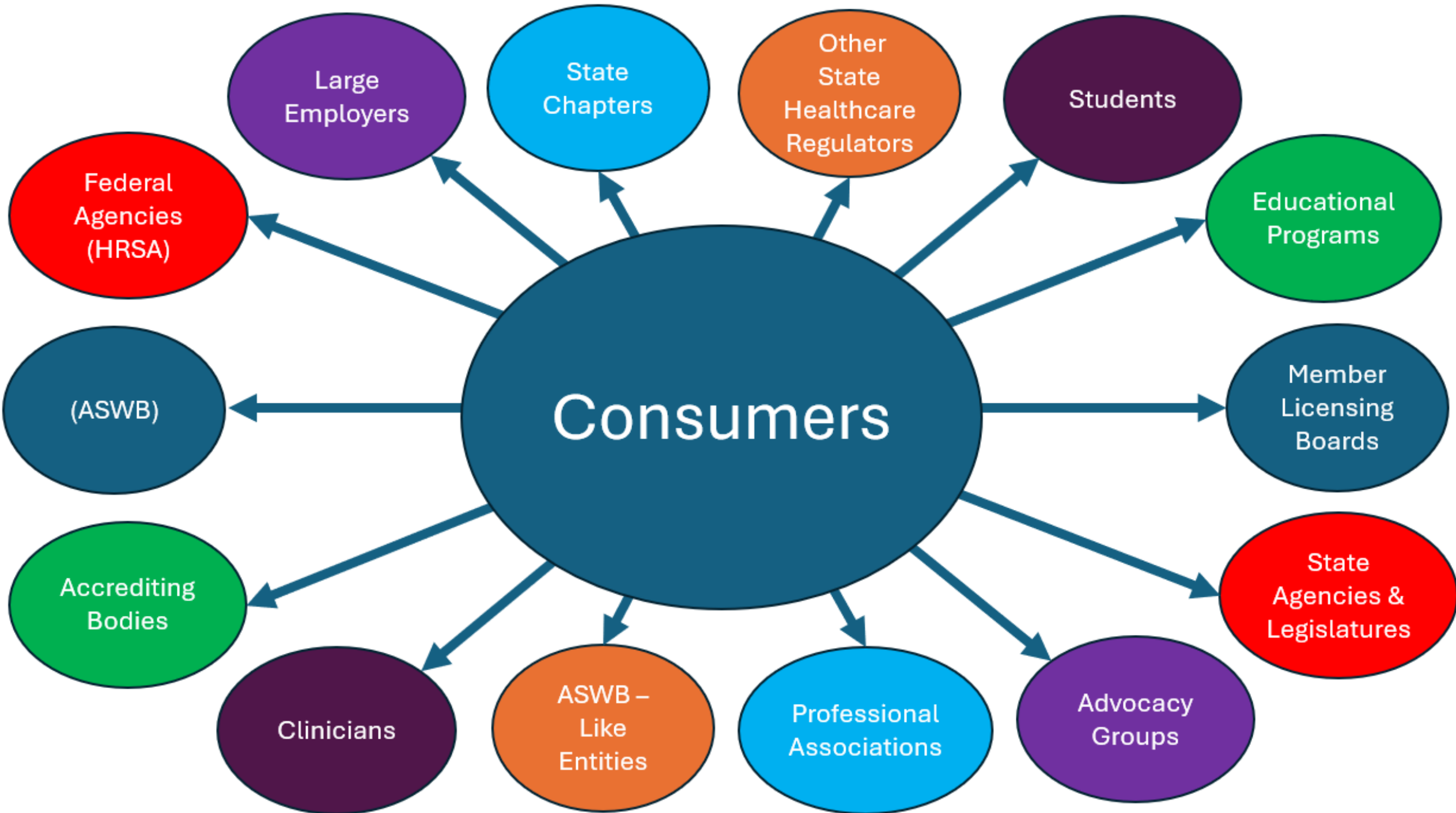
Member
Licensing
Boards

FSBPT

- Leadership Issues Forum (LIF)
  - Delegate
  - Board Administrator
  - Committee Chairs
  - Invited Stakeholders

What we heard at LIF...

Can you see within your current mission/mandate/authority the ability to collect workforce data? 91

No

8%

Yes

66%

I'm Not Sure

26%

What we heard at LIF...

Do you see that collection of healthcare workforce data by the licensing board enhances the board's value?   95

No
4%

Yes
91%

I'm Not Sure
5%

What we heard at LIF...

Should the FSBPT Board begin exploring the concept of a healthcare workforce data collection effort with other FSBPT-like organizations?

85 👤   ···

No

4%

Yes

93%

I'm Not Sure

4%

HRRI Healthcare Regulatory Research Institute
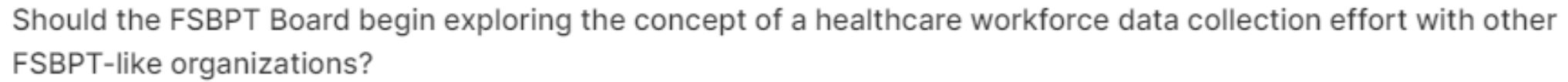
HRRI creates a forum for the exchange of information and ideas and to pursue research and education to enhance regulation in support of public protection.

Do you see that collection of healthcare workforce data by licensing boards enhances the board's value?

Health Workforce Data: Breaking it Down

Regulatory	VS	Supplemental	
Identifiers (Name, DOB, SSN)		**Practice** (Role/Specialty, Location, Hours/Week, Medicaid/Telehealth participation, Employment plans, Populations served, Services provided, etc.)	**Employment** (Arrangement, Future Plans, Educational pursuits, etc.)
Address (commonly <u>license</u> address: home or central employer office)			
License Qualifying Compliance (Education, Exams, Licenses in Other States, etc.)			

What regulatory information does your board/profession collect?

Do not edit
How to change the design

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What supplemental information does your board/profession collect?

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Regulatory Workforce Data in Action

Indiana Licensing Trends and Career Ladders

Licensing Trends

Indiana Health Workforce Licensing Trends. Available at: https://bowenportal.org/licensing/
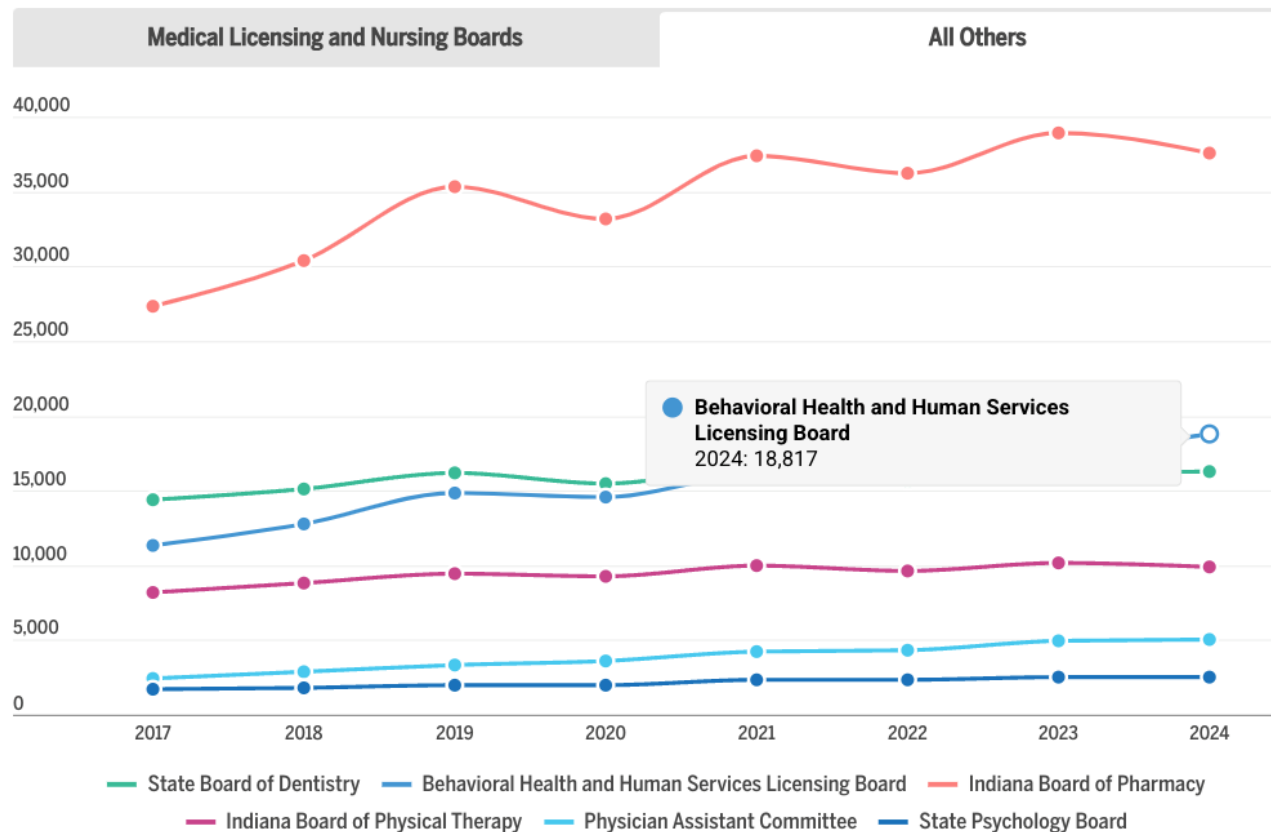
Using Administrative Licensing Data to Quantify Career Pathways
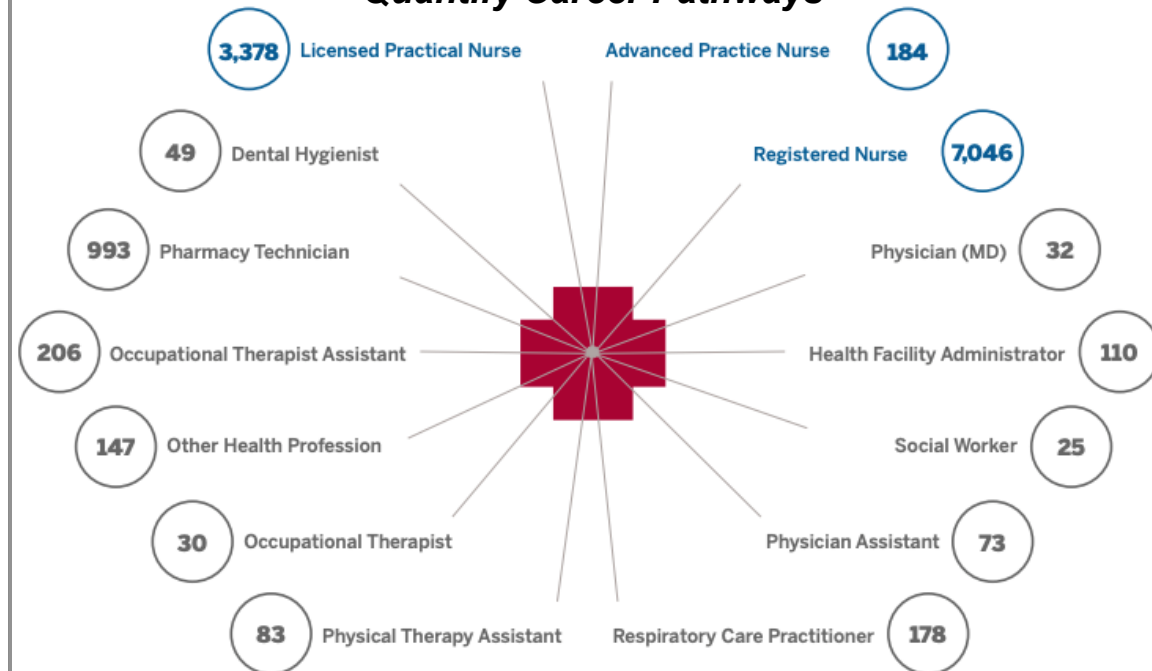
Certified Nurse Aide as an Occupational Pathway to Licensed and Professional Nursing in Indiana. Available at: https://scholarworks.indianapolis.iu.edu/server/api/core/bitstreams/32885c60-ce47-4404-af5c-fec0f8a141db/content

Supplemental Workforce Data in Action

Data → Workforce Resources
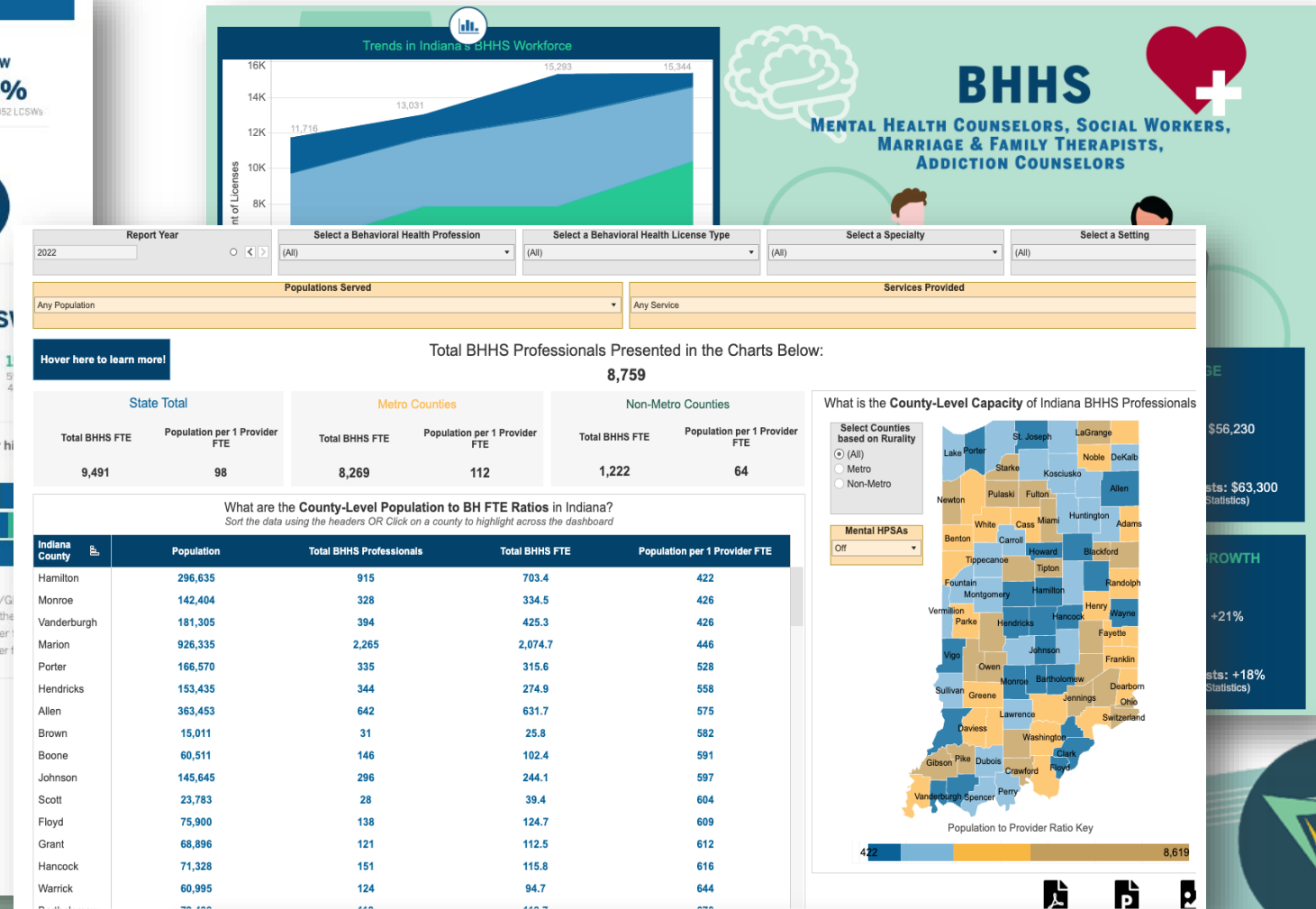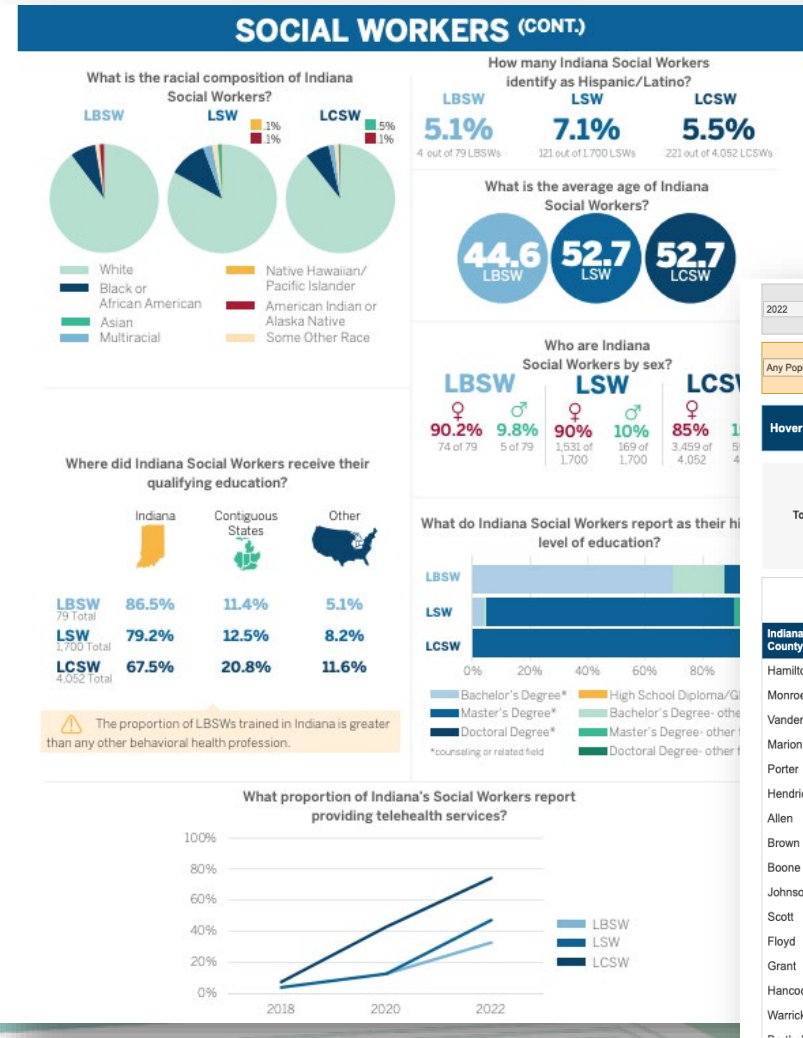
Data → Answers for States

How many professionals are actually practicing in our state and at what capacity?

Where do we have shortages?

Utah, 2023

Active DOPL Behavioral Health Licensees	16.6K
Currently Working in Behavioral Health	15.3K
Primarily Working in Utah	13.3K

Licensee Counts

~38% of Utah's BHC workforce is part time[1]

Full-time Equivalents

Overall Workforce FTEs	11K
Patient Care FTEs	5.6K

~38% of work hours are not spent in patient care[2]

Indiana, 2009

INDIANA DENTAL HEALTH PROFESSIONAL SHORTAGE AREAS AND POPULATIONS

January, 2009

Indiana, 2019

INDIANA DENTAL HEALTH PROFESSIONAL SHORTAGE AREAS AND POPULATIONS

May, 2019

Data into Answers for States (Cont.)

Where should Indiana do behavioral health workforce development?

Where are the characteristics of Indiana's school-based behavioral health workforce?
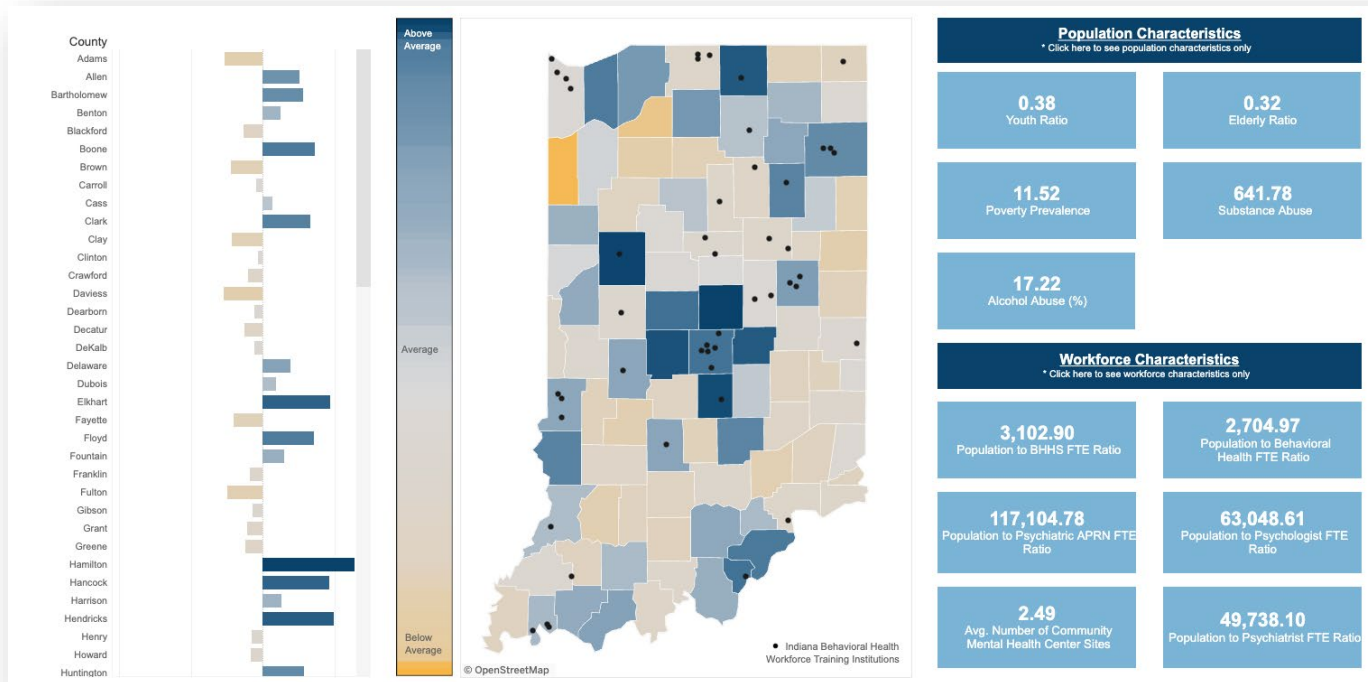
Playbook Project: 2024 Indiana Mental and Behavioral Health County Level Needs Assessment. Available at: https://bowenportal.org/portfolio/the-playbook/needs-assessment/
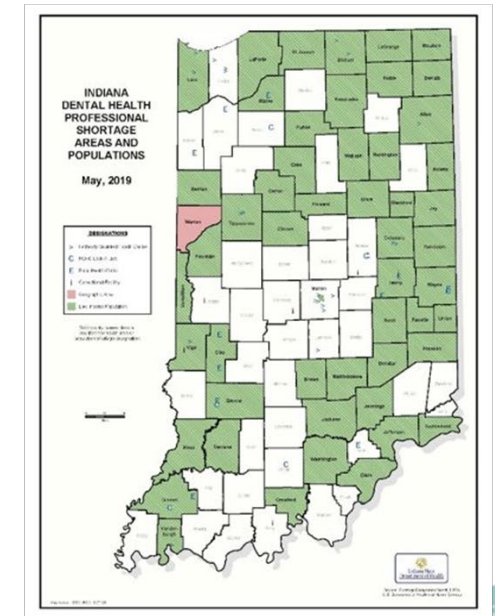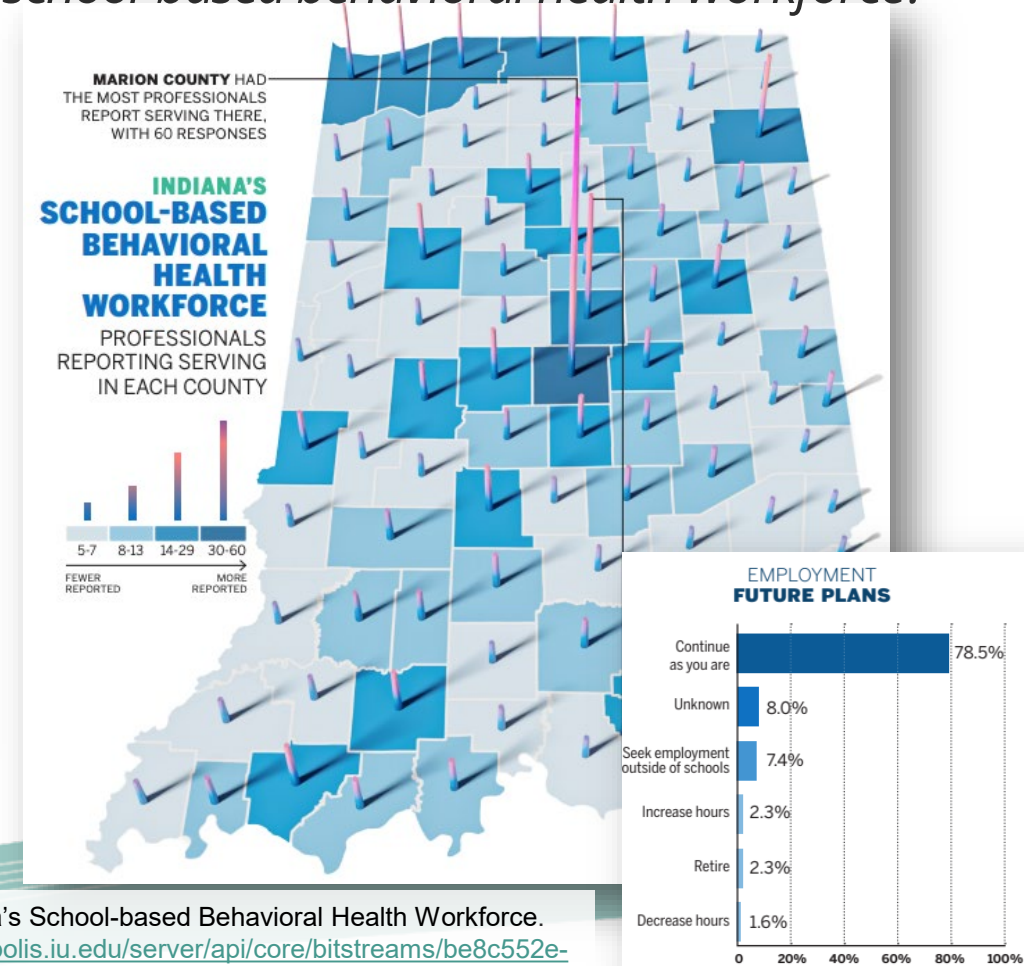

Workforce Snapshot: Assessing Indiana's School-based Behavioral Health Workforce. Available at: https://scholarworks.indianapolis.iu.edu/server/api/core/bitstreams/be8c552e-2b78-44b7-a2ba-d803bf1fd62e/content

Regulators as Workforce Data Champions

Strategically Positioned to Maximize State Workforce Intelligence
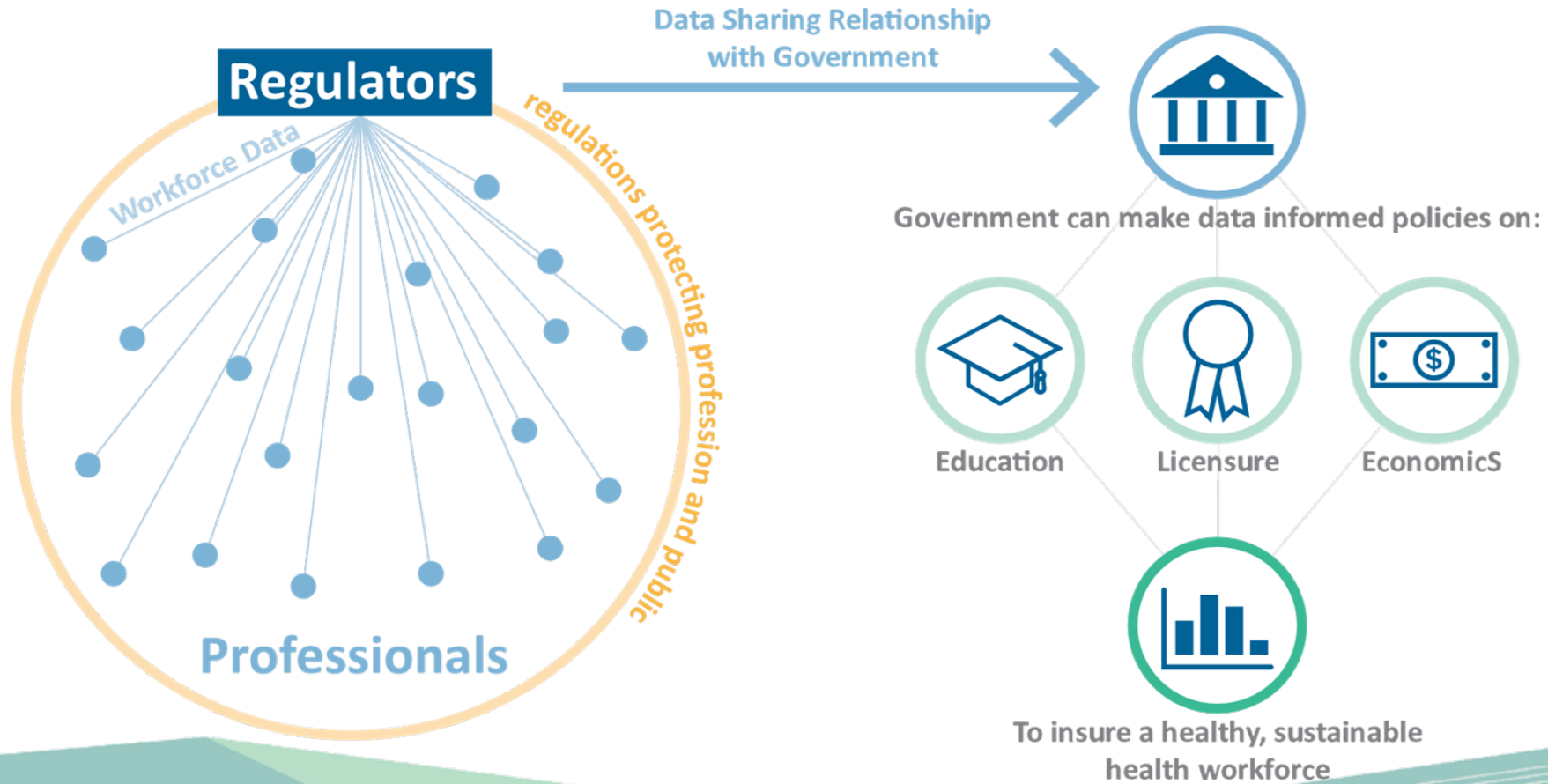
Data Sharing Relationship with Government

Regulators

Workforce Data

regulations protecting profession and public

Professionals

Government can make data informed policies on:

Education   Licensure   EconomicS

To insure a healthy, sustainable health workforce

Cross Profession Minimum Data Set (CPMDS): Framework for Workforce data collection

CPMDS – What is it?

- Demographics
  - Sex, Race, Ethnicity, Age
- Education
  - Highest, Location
- Regulatory
  - Licenses/Privileges in other states
- Employment
  - Status, Future Plans
- Practice
  - Specialty, Telehealth, Location, Arrangement, Role, Setting, Hours/Week
- Optional Supplement
  - Gender, Qualifying Education, Year of Education, Practice Location City & Street Address, Populations Served
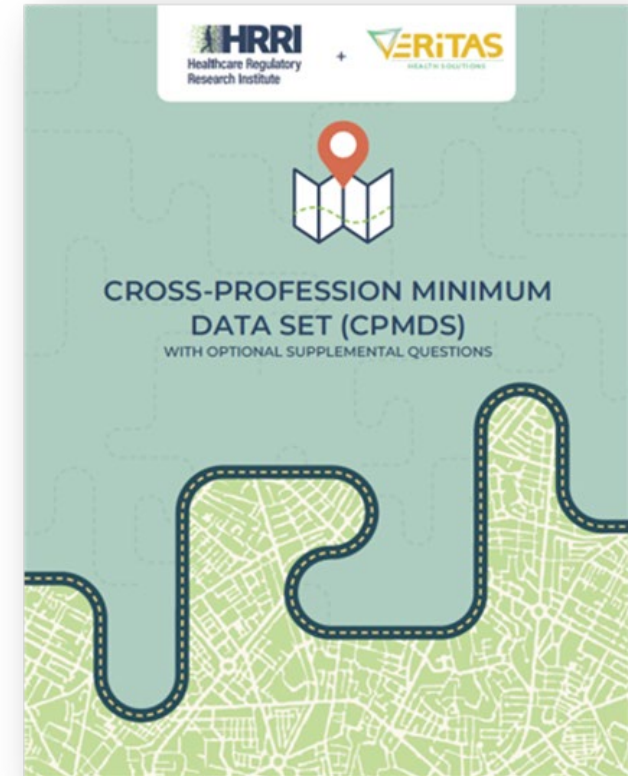
18 Questions in Core Tool

6 Optional Questions in Addendum

FAQ Supplement

Describing Question Origin and Value to States

Core Minimum Data Set Questions

Sex (Standard question, Standard Response)
1. What is your sex?
   SINGLE-SELECT
   a. Male
   b. Female

Race/Ethnicity (Standard question, Standard response)
2. What is your race? Mark one or more boxes.
   MULTI-SELECT
   a. American Indian or Alaska Native
   b. Asian
   c. Black or African American
   d. Native Hawaiian/Pacific Islander
   e. White
   f. Some Other Race

3. Are you of Hispanic, Latino/a, or Spanish origin?
   SINGLE-SELECT
   a. No
   b. Yes

Age/Year of Birth (Standard question, Standard response)
4. What is your birth year?
   OPEN FIELD

Highest Level of Education (Standard question, Mappable response)
5. What is your highest level of education?
   SINGLE-SELECT
   a. High school diploma (or equivalency)
   b. Some college, no degree
   c. Technical/Vocational Certificate
   d. Associate Degree
   e. Bachelor's Degree
   f. Master's Degree
   g. Post-graduate training
   h. Professional/Doctorate Degree
   i. Postdoctoral training

7

Demographics

Why is demographic data included in the CPMDS?

Demographics typically include information such as age, sex, gender, race, and ethnicity. Demographic information provides important insights into the characteristics of people, groups, and populations. Demographic data are collected by government entities, such as the United State Census Bureau, for the purpose of understanding population characteristics. Prior to the development of the CPMDS, no cross-profession strategy to support the consistent collection of demographic data for the health workforce has existed.

Where did these questions come from?

Demographic questions in the CPMDS are considered the "minimum necessary" to support a basic understanding of the demographics of the workforce and enable comparisons to the population. The CPMDS questions align with the United State Census.

Do I need to implement these demographic questions?

Where demographic data consistent with the CPMDS already exist and are easily accessible within administrative systems, these questions are not advised for implementation. Rather, demographic data should be linked to data collected through the CPMDS to support workforce analyses.

What about gender?

It is important to recognize that these questions are not inclusive of all demographic characteristics of people and populations. The U.S. Census currently captures sex and not gender of individual respondents. In order to maximize comparability of questions across information sources, it is recommended that the Cross-Professional MDS tool include a question capturing the sex of an individual. Gender may be considered "minimum necessary" by some entities and prioritized by a state/professional/organization that implements the CPMDS. An optional Gender question is provided to supplement the basic CPMDS questions.

Why are Race and Ethnicity separate questions?

Race and Ethnicity are separate demographic characteristics and should be assessed separately to ensure individuals provide a response to each category.

Why is the year of birth included in the CPMDS?

Average workforce age is important for informing projections. Recognizing that date-of-birth is personally identifiable and a static reporting of age may not be useful, it is recommended that year of birth be included to

5

Resources available on HRRI Website at https://www.hrri.org/workforce-cpmds

CPMDS: What has Physical Therapy been doing?

Recognizing the Value of Health Profession Collaboration and the Power of Data for a Profession

CPMDS Updates: Profession specific PT-CPMDS Now Available!

Also available in Spanish

Examples of Response Options Customized for Physical Therapists and Assistants

Physical Therapist and Physical Therapist Assistant Cross-Profession Minimum Data Set Questions (PTCPMDS)

Sex[1]

1. What is your sex?
   SINGLE SELECT
   a. Female
   b. Male

Gender[1]

2. What is your gender?[1]
   a. Male
   b. Female

[1] Note: This question and response options should align with the American Community Survey to support standardization across implementation efforts and ensure alignment and comparability to population data. Any future changes to ACS questionnaires should be reflected in future PTCPMDS updates.

Qualifying Education

6. What type of degree/credential did you complete that first qualified you for this license?

   SINGLE SELECT

   a. *PTA only* High school diploma (or equivalency)
   b. *PTA only* Some college, no degree
   c. Technical/Vocational Certificate
   d. Associate Degree
   e. Bachelor's Degree
   f. Master's Degree
   g. Doctorate Degree

Specialty

11. What, if any, specialty certifications have you received related to physical therapy?

    MULTI SELECT
    a. Not Applicable
    b. Cardiovascular and Pulmonary
    c. Clinical Electrophysiology
    d. Geriatrics
    e. Neurology
    f. Oncology
    g. Orthopaedics
    h. Pediatrics
    i. Sports
    j. Women's Health
    k. Wound Management
    l. Other[4]

Setting Type

20. Which of the following best describes the practice setting at your primary practice location? If this does not apply, please select "not applicable." [5]

    SINGLE SELECT
    a. Not Applicable
    b. Academic Institution (post-secondary)
    c. Acute Care Hospital
    d. Correctional Facility
    e. Health and Wellness Facility
    f. Home Health
    g. Hospice
    h. Industry
    i. Inpatient Rehab Facility (IRF)
    j. Long-term Care (Assisted Living Facility, Group Home, etc.)
    k. Non-patient care or non-clinical environment related to physical therapy (law, governmental or regulatory, medical sales, product development, public health, publishing, etc.)
    l. Outpatient Clinic affiliated with a hospital or health system
    m. Outpatient Clinic not affiliated with a hospital or health system
    n. Outpatient Clinic – Occupational Health
    o. Outpatient Clinic – Pediatric Clinic (non-school based)
    p. Research Facility or Institute
    q. School Health
    r. Skilled Nursing Facility
    s. Telehealth
    t. U.S. Military/Veterans Administration-affiliated Hospital or Clinic
    u. Other

PTCPMDS is available on HRRI's website at: https://www.hrri.org/_files/ugd/42efe1_2aa2c6c45229443d8abace15f332b1d3.pdf

Current Efforts

HRRI
Healthcare Regulatory
Research Institute

- Using CPMDS framework to look at PT license holders trained outside of the US

- Using CPMDS framework to look at the impact of the PT Compact on mobility and meeting workforce needs

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- Working on getting buy-in/adoption from our membership

More Workforce Answers for Tomorrow: What's Next?

CPMDS Updates: Rapid Adoption & Interest

- Adopted/Implemented (1 or more profession)
  - Indiana, North Carolina, Ohio, Utah, Wisconsin

- Interest
  - Arkansas, Connecticut, Delaware, Maine, Michigan, Nevada, North Dakota, Vermont

Implementation Insights

- Response took between 5-7 mins on average.
- Minimal questions/complaints received from licensees due to short survey length, limited identifying characteristics, and use case articulated in survey description.

CPMDS: Profession-specific Tools

- Physical therapy (Completed)
- Social work – SWCPMDS (**Coming soon!**) – An upcoming project generously funded by HRRI

Does your state collect supplemental data from licensed social workers (any level)?

If so, we'd love to review your tool during the SWCPMDS development! Please email your tool to us at
admin@veritashealthsolutions.org!

What outstanding questions do you have about the CPMDS or workforce data?

Thank you!

Speaker Contact Information

Hannah Maxey

hannah@veritashealthsolutions.org

Richard Woolf

rwoolf@aon.fsbpt.org