

Health Care Workforce Needs

Compiled by Patricia Helgerson, August 2003

<http://www.legis.state.wi.us/lrb/pubs/tapthepower.htm>

Critical Challenges: Revitalizing the Health Professions for the Twenty-First Century, The Third Report of the Pew Health Professions Commission. Pew Health Professions Commission, December 1995. (614.238/P46) "This report is intended to be a guide to health care professionals, schools and governing and policy bodies..."—*Preface*.
www.futurehealth.ucsf.edu/pdf_files/challenges.pdf

"Economic and Demographic Trends Signal an Impending Physician Shortage". Richard A. Cooper, *Health Affairs*, January/February 2002, p. 140-154. (614.23/P94/2002/v.21/no.1) A new model for workforce planning suggests a U.S. physician shortage, not a surplus, which will worsen if the pace of medical education doesn't change.

Health Care Wisconsin: A Collaborative Agenda for Solving Wisconsin's Health Care Worker Shortage and Securing Delivery of High Quality Health Care for Wisconsin's Citizens: A Report. Wisconsin Governor's Health Care Worker Shortage Committee, September 24, 2002. (614.238/W7b) "The committee decided to focus on four areas, which they felt reflect the four major issues of the shortage: Education, Retention and Recruitment, Investment, Resources and Infrastructure, and Workplace Redesign."—*Executive Summary*
www.dwd.state.wi.us/healthcare/pdf/healthcare_report.pdf

The Health Care Workforce in Ten States: Education, Practice, and Policy. National Center for Health Workforce Information and Analysis (614.238/X1 pts.1 & 2) pt.1 *Interstate Comparisons: California, Connecticut, Florida, Illinois, Iowa, Texas, Utah, Washington, West Virginia, Wisconsin*; pt.2 *Wisconsin* [An individual health work force assessment of Wisconsin.] "This pilot project profiles and compares the influence of the major environments of supply and demand, education, practice location and incentives, licensure and regulation, and planning and analysis on the health workforce in and among ten (10) states."—*pt.1 Introduction*

Health Care's Human Crisis: The American Nursing Shortage. Health Workforce Solutions, April 2002. (614.234/K56) The authors recommend the creation of an independent body to draw together a wide range of stakeholders to address the shortage.
www.rwjf.org/publications/publicationsPdfs/nursing_report.pdf

Health Workforce Issues for the 21st Century. Association of Academic Health Concerns, 1994. (614.238/As7) "[This book] examines myriad policies and practices related to the people who will deliver services in the next century from recruitment and retention of students and faculty in various health professions to changing roles for practitioners in the community and home care settings of the future."—*Preface*

"Health Workforce Policy Revisited". *Health Affairs*, September/October 2002. (614.23/P94/2002/v.21/no.5) A sampling of some articles in this issue:

- "Effects of Current and Future Information Technologies on the Health Care Workforce"
- "Minimum Nurse-To-Patient Ratios in Acute Care Hospitals in California"
- "Who Cares for Older Adults? Workforce Implications of an Aging Society"
- "The Case for Diversity in the Health Care Workforce"
- "Strengthening Hospital Nursing"
- "Trends in the Physician Workforce, 1980-2000"
- "Challenges to the Pharmacist Profession from Escalating Pharmaceutical Demand"

HRSA State Health Workforce Profile: Wisconsin. U.S. Health Resources and Services Administration. Bureau of Health Professions, December 2000. (614.238/X2) **HRSA State Health Workforce Data Resource Guide.** U.S. Health Resources and Services Administration. Bureau of Health Professions, 2000. (614.238/X3) Statistics compiled for state policy makers on the supply, demand, distribution, education, and use of health personnel from physicians to therapists and home health aides. The companion publication describes sources of data.
<http://bhpr.hrsa.gov/healthworkforce/profiles>

Nursing Shortage and Academic Health Centers: Assessing Options for Remedy in a Complex System. Association of Academic Health Centers (U.S.), 2002. (614.234/As7) "The special focus of this paper is on the potential roles that academic health centers (ahcs) can play in contributing to these solutions."—*Introduction*

"Nursing Shortage: Are Bad Working Conditions Causing Deaths?" Congressional Quarterly, Inc., *CQ Researcher*, September 20, 2002. (614.234/C761) Staffs are cut as health care costs rise and nurses feel overworked and would not recommend nursing as a career. So is banning mandatory overtime and establishing minimum nurse-to-patients ratios the solution?

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Health Care Workforce Needs Continued

***The Nursing Shortage: Can Technology Help?* California HealthCare Foundation, 2002. (614.234/C26)** This report explores how technology can, and does, support nurses; focusing on implementations considered successful by interviewees.
www.wha.org/workforce/pdf/nursingshortagetech.pdf

***Nursing Workforce: Emerging Nurse Shortages Due to Multiple Factors.* U.S. General Accounting Office, July 2001. (614.234/X)** <http://purl.access.gpo.gov/GPO/LPS15412>

***Projected Supply, Demand, and Shortages of Registered Nurses: 2000-2020.* U.S. Health Resources and Services Administration, Bureau of Health Professions, July 2002. (614.234/X1)** This study cites factors in a projected 29% nursing shortage by 2020. <http://bhpr.hrsa.gov/healthworkforce/rnproject>

***Reforming Health Care Workforce Regulation: Policy Considerations for the 21st Century: Report of the Taskforce on Health Care Workforce Regulation.* Pew Health Professions Commission, December 1995. (614.238/P46a)** Health care workforce reform must include regulatory reform. The Taskforce makes 10 recommendations for improving the regulatory system.
http://futurehealth.ucsf.edu/pdf_files/reforming.pdf

A report on responses from the field was released in 1997.
***Considering the Future of Health Care Workforce Regulation: Responses from the Field to the Pew Health Professions Commission's December 1995 Report.* (614.238/P46b)**
www.futurehealth.ucsf.edu/pdf_files/futwkreg.pdf

***Solving the Workforce Crisis: Lessons from Clinical Practice and the Corporate World: Proceedings.* Association of Academic Health Centers (U.S.), 2001. (377.164/As7b)** A collection of 12 papers representing an overview of the challenges facing all health professions today.

***State Health Care Priorities Survey Report. National Conference of State Legislatures, Health Policy Tracking Service, 2003 (Issued December 2002).* (614.01/N215j)** The top five issues in the survey are: medicaid budget gaps, pharmaceutical costs, long-term care costs and quality, access to health care insurance for the uninsured, healthcare provider malpractice, and workforce problems.

***The U.S. Health Workforce: Power, Politics, and Policy.* Association of Academic Health Centers (U.S.), 1996. (614.238/As7a)** “[T]he collection is the only publication available that examines all levels of policy making and all of the health professions that make up the health workforce.”—*Preface*

Related Web Sites:

www.ama-assn.org/ – American Medical Association.

www.nursingworld.org/surveys/ – American Nurses Association. “NursingWorld Health & Safety Survey” 9/7/01 and “Analysis of American Nurses Association Staffing Survey Staffing”, 2/6/01. Two surveys evaluate working conditions and patient care.

www.futurehealth.ucsf.edu/home.html – The Center for the Health Professions, University of California, San Francisco. The Center’s publications page has several documents relating to health care workforce issues in California.

www.cogme.gov/ – Council on Graduate Medical Education (U.S.). Includes ongoing assessment of physician workforce trends and recommends appropriate federal and private sector efforts.

<http://bhpr.hrsa.gov/healthworkforce> – National Center for Health Workforce Analysis. The analytical arm of the U.S. Bureau of Health Professions; assesses the nation’s supply and demand for a health care workforce.

www.medsch.wisc.edu/ahec/ – Wisconsin Area Health Education Center System. Works to improve supply, distribution, and quality of health care professionals, thereby improving access to health care in rural and urban underserved areas.

www.dhfs.state.wi.us/data/topicalgl.asp – Wisconsin Department of Health and Family Services’ Listing of DHFS Topics: G-L. Select “Health Care Workforce” for links to pdf documents on nurse, dentist, and physician workforce data.

www.wha.org/ – Wisconsin Hospital Association.

www.wisconsinmedicalsociety.org/ – Wis. Medical Society.

www.wisconsinnurses.org/ – Wisconsin Nurses Association.

Clippings: (Noncirculating; available for use in the library; clippings prior to 1981 are on microfiche)

- Health manpower in allied health fields: 614.238/Z
- Nurses; midwives; regulation and policies: 614.234/Z
- Physicians; licensing; medical societies; ethics: 614.230/W7z (WI); 614.230/Z (U.S.)

BadgerLink: www.badgerlink.net

Search the ProQuest Newspapers and EBSCOhost magazines databases for full text articles. Suggested search words: *allied health profession, health care workforce, men and nursing, nurse patient ratio, nurse recruitment, nursing shortage, pharmacist shortage, and physician shortage.*