

*Workforce Planning: A Strategy
for Determining Primary Care
Physician Supply and Demand for
South Dakota*

Tony Tiefenthaler, Sanford Clinic
Janet Lindemann, Sanford School of
Medicine

Objectives

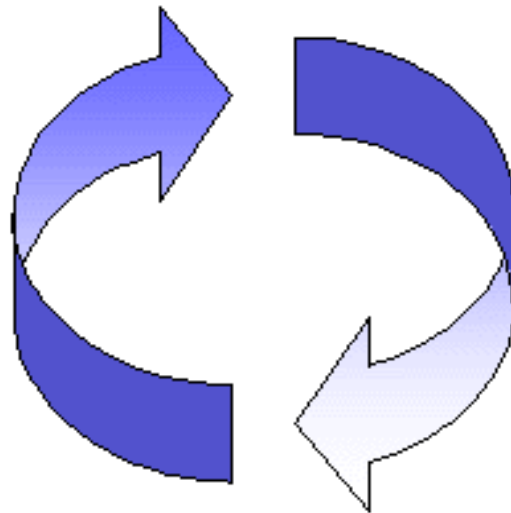
- To apply a workforce planning model for primary care physicians to address the statewide needs of South Dakota
- To develop a feasible workforce planning strategy

Phase I Set Agency Strategic Direction

Determine future functional requirements of the work force through the agency's strategic planning and budgeting process.

Phase IV Monitor, Evaluate, and Revise

- Assess what's working and what's not working.
- Make adjustments to the plan.
- Address new organizational issues that affect the work force.



Phase II Conduct Workforce Analysis

- Analyze supply: determine current work force profile.
- Analyze demand: develop future work force profile.
- Analyze gap: identify discrepancy between supply and demand analyses.
- Develop strategy: recommend solutions to reduce shortages and surpluses in the number of staff and needed skills.

Phase III Implement Workforce Plan

- Communicate workforce plan.
- Implement strategies to reduce gaps and surpluses.

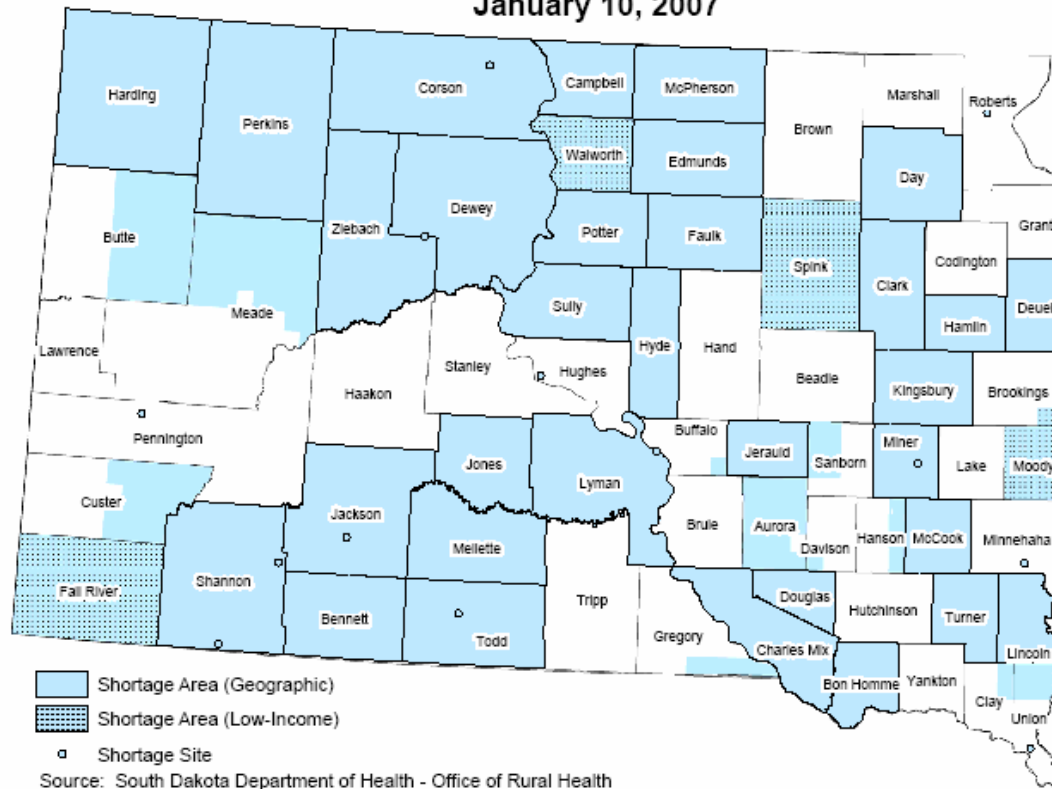
State of Texas Workforce Planning Model

Phase II – Conduct Workforce Analysis

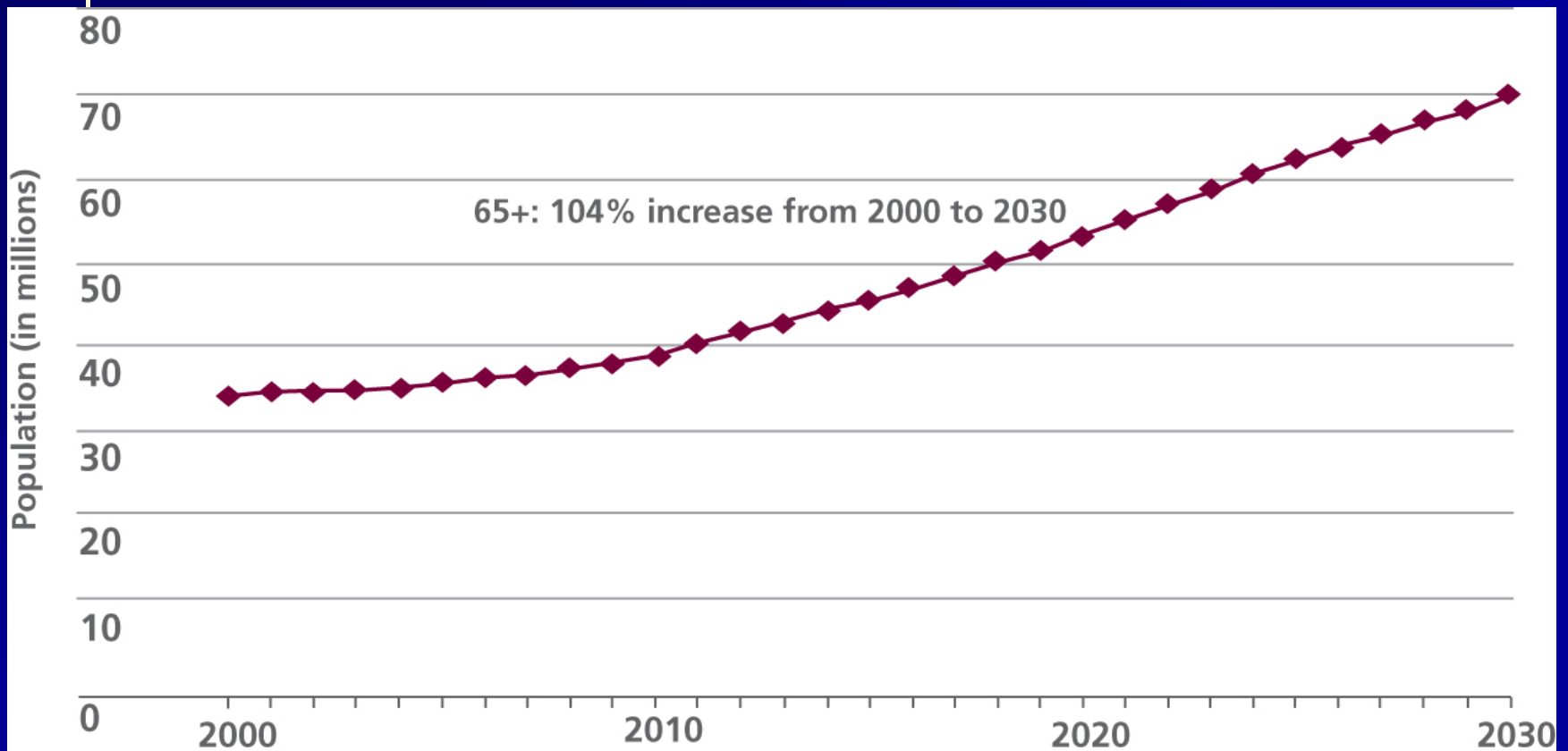
- Analyze demand
- Analyze supply
- Analyze gap
- Develop strategy
 - Reduce shortages and surpluses

South Dakota Primary Care shortage areas

**SOUTH DAKOTA HEALTH PROFESSIONAL SHORTAGE AREAS
PRIMARY MEDICAL CARE
January 10, 2007**

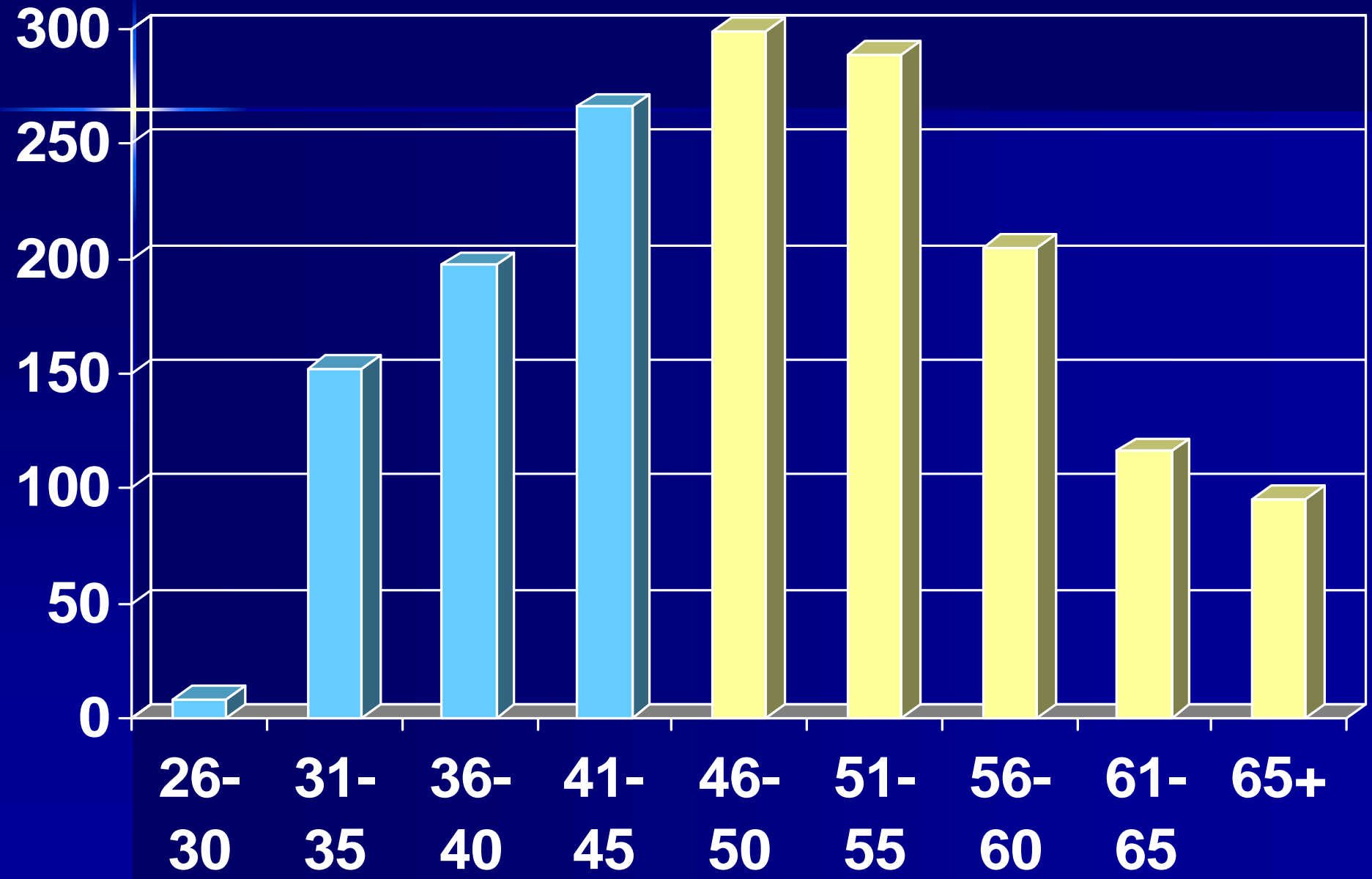


Number of Elderly Will Double by 2030



Source: U.S. Census

Age Range: South Dakota Physicians



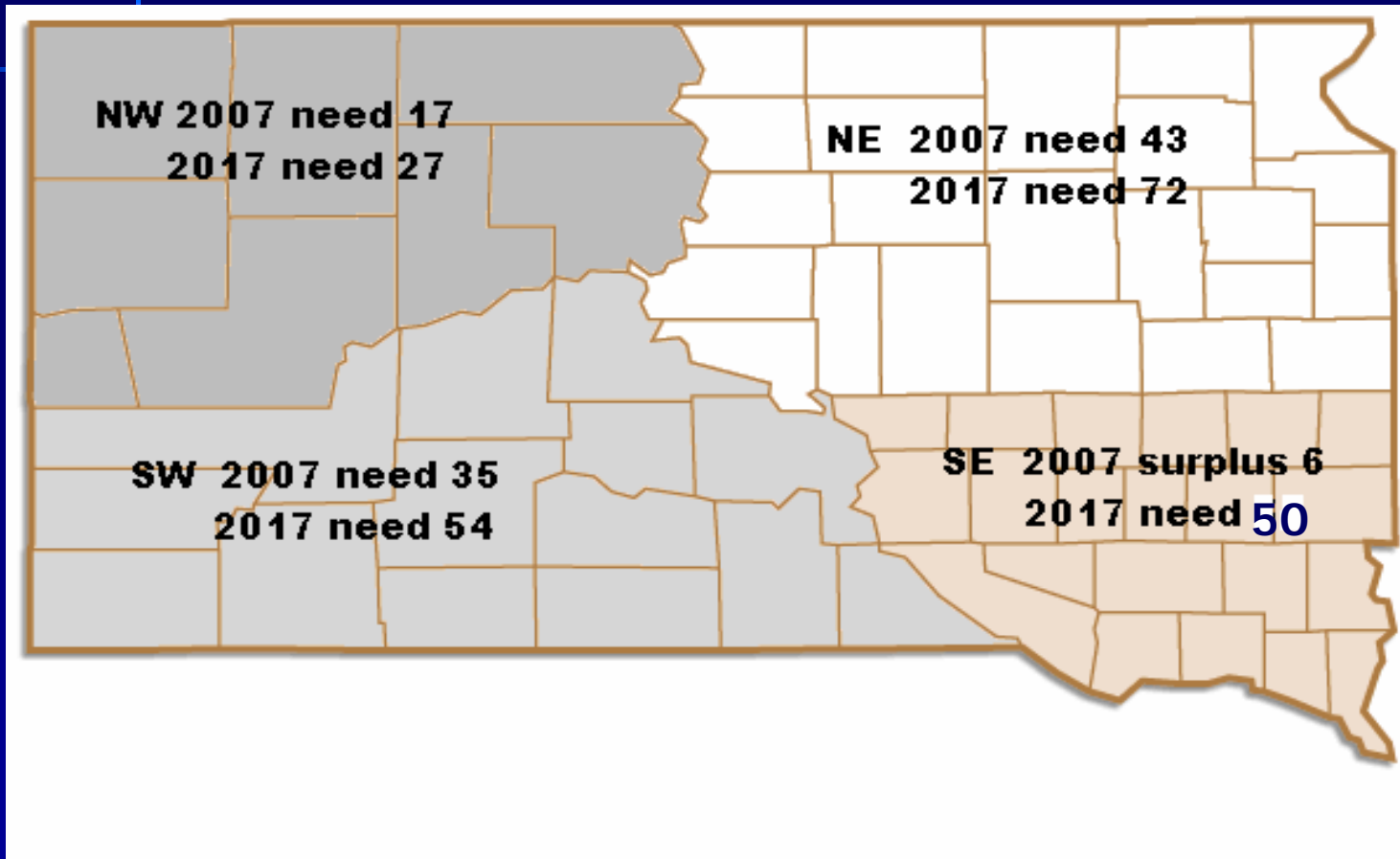
Current Primary Care*

Demographic

- 200 physicians under the age of 44
 - 176 are from 45-54
 - 114 are 55 and older
- 490 Total

* Family Med, Internal Med, & Pediatrics

Need for New Primary Care Physicians



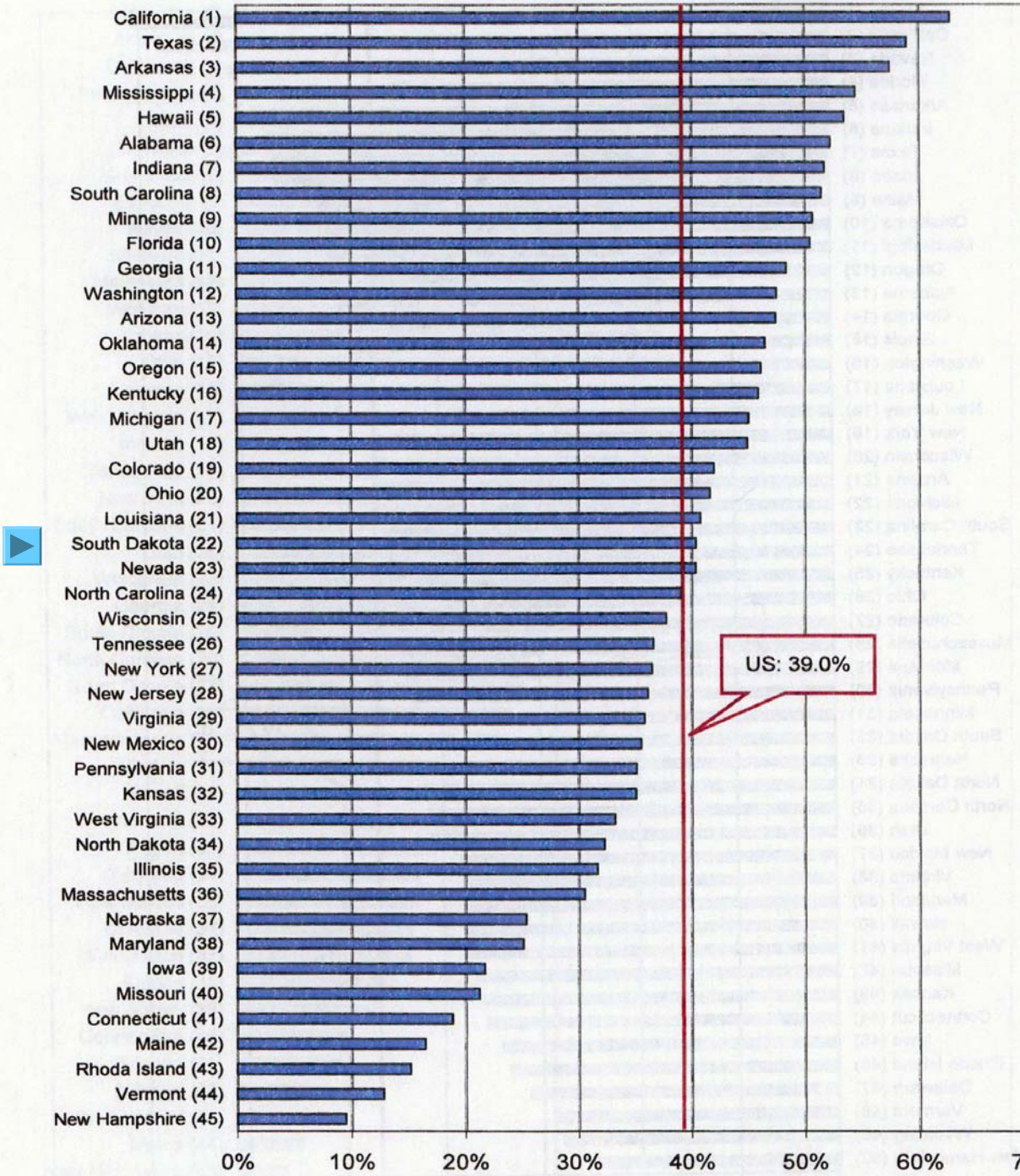
Based on
PCP/pt ratio
GMENAC 1980

In 2007, need 89. In 2017, need 209. Or, need to recruit **21 PCP's** per year for next ten years.

Analyze Supply Side

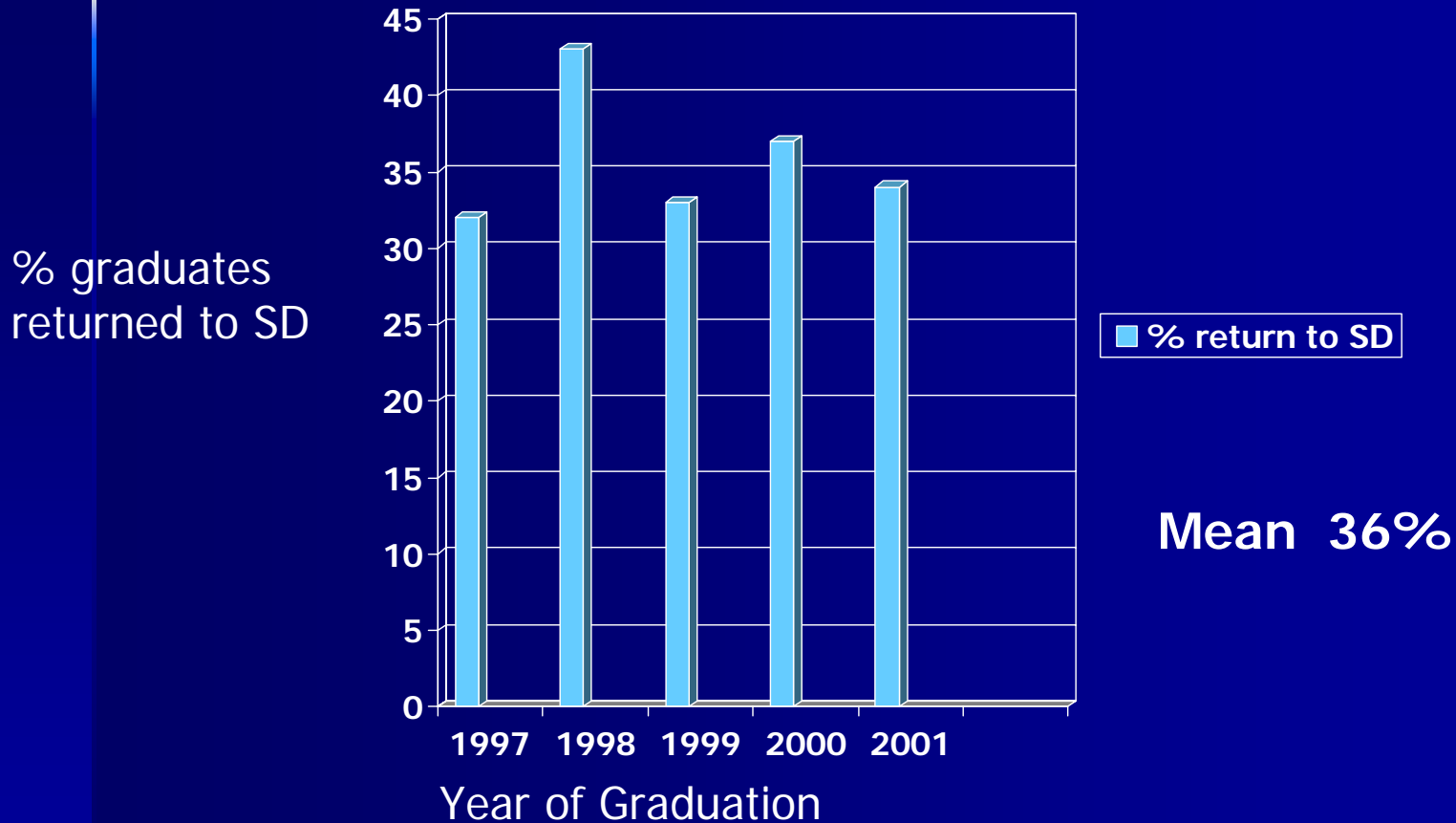
Graduates of the Sanford School
of Medicine

Retention of Medical Students: Percent of Physicians by State who graduated from medical School in that State



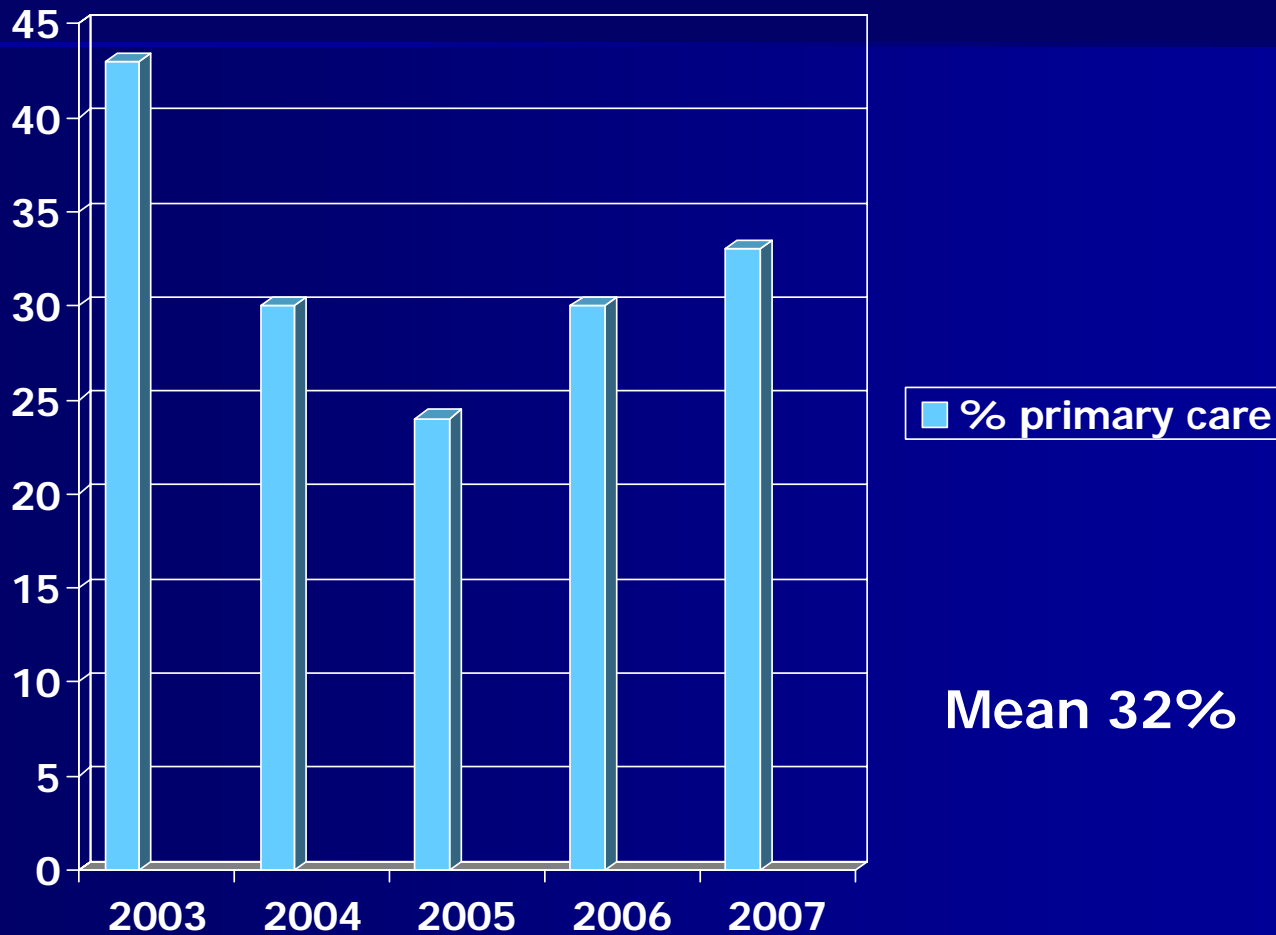
Source: AMA Masterfile, January 2000

Percent Sanford USD grads who return to SD



Source: SSOM Office of Student Affairs graduate database

SSOM Graduate Specialty Choice



Source: SSOM Office of Student Affairs residency program match reports

School of Medicine

- 49 graduates per year
- 36% return to SD (18)
- 33% primary care residency (6)
- Therefore, producing 6, need 21

Possible strategies

- ↑ enrollment of medical school
- ↑ percent grads returning to SD
- ↑ percent of grads choosing primary care
- Improve SD ability to recruit and retain primary care

Possible strategies

- ↑ enrollment of medical school
 - Considering increasing to 65/yr
- ↑ percent grads returning to SD
 - Establish a pediatric residency
 - Increase residency slots in FM & IM
- ↑ percent of grads choosing primary care
 - Other educational strategies

Mission of Sanford School of Medicine of The University of South Dakota

Is to provide the opportunity for South Dakota residents to receive a quality, broad-based medical education with an emphasis on family practice. The curriculum is to be established to encourage graduates to serve people living in the medically underserved areas of South Dakota, and is to require excellence in the basic sciences and in all clinical disciplines.

Medical Education Strategies

- To increase rural primary care:
 - Screen applicants by predictors
 - Revise curriculum
 - Establish debt forgiveness programs

Strategies from Demand Side

- SDAFP and Health Systems actively promote the benefits of being a primary care physician.
- Create debt forgiveness programs, e.g. signing bonuses
- Promote diversity in physician community
- Evaluate expanded use of physician extenders

If strategies effective

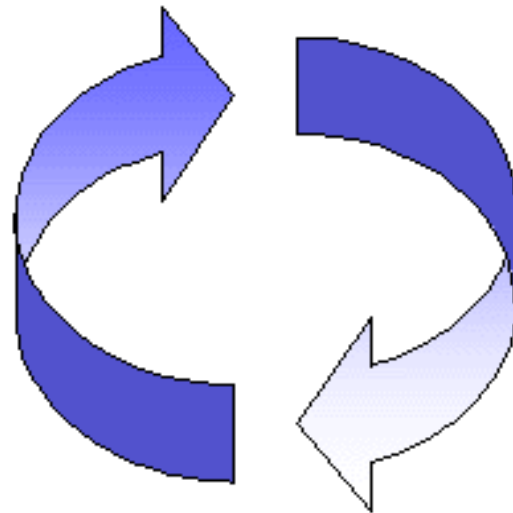
- ↑ enrollment of medical school
 - 65
- ↑ percent grads returning to SD
 - At 50% ... 33
- ↑ percent of grads choosing primary care
 - At 40% ... 13
- $21 - 13 = 8$ non-SSOM grads

Phase I Set Agency Strategic Direction

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State of Texas Workforce Planning Model

Future Steps

- Phase III – Implement Workforce Plan
 - Communicate plan
 - Implement strategies to ↓gaps & surplus
- Phase IV – Monitor, Evaluate & Revise
 - Assess what's working & not working
 - Adjust the plan
 - Address new organizational issues

How to do a workforce analysis in your discipline

Demand:

- Standards, e.g. #dentists/1000 people
- Current numbers

Supply:

- Professional schools & training programs
- Graduation trends

DETERMINE GAP

- Demand side strategies
- Supply side strategies

Questions?

