

CENTER FOR HEALTH WORKFORCE STUDIES

UNIVERSITY of WASHINGTON



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Message from the Director

Dr. Bianca Frogner, UW CHWS Director



While the ACA has dominated the headlines all summer, the UW CHWS team has continued to address issues that shape our healthcare workforce, delivery system, and outcomes. The significance of our work was recently confirmed by the Health Resources and Services Administration (HRSA) with its award of \$2.25 million to UW. With this cooperative agreement grant award, we look forward to continuing to serve as HRSA's Health Workforce Research Center on Allied Health and working closely with HRSA's National Center for Health Workforce Analysis over the next five years, tackling such emerging issues as how to leverage the use of social workers in managing the social determinants of health that affect patients' everyday lives, make jobs for long-term care workers more attractive, link patient care with emerging technologies, and integrate the patient and the caregiver as part of the care team.

Notable Happenings

A challenge for many researchers is translating their work into practice. UW CHWS has been bridging this gap through presentations at national conferences, webinars, and small group discussions with relevant stakeholders.

Disseminating Health Workforce Research at State and National Meetings

Conferences help translate work into practice because they connect researchers with an audience of policymakers, funders, and practitioners. For two major conferences—the Annual Association of American Medical Colleges' (AAMC) Health Workforce Research Conference, and the AcademyHealth Annual Research Meeting (ARM) and Health Workforce Interest Group (HWIG) Meetings—our investigators have held leadership roles, conducting abstract reviews, and organizing and coordinating speakers and conference activities. Deputy Director Susan Skillman led the Health

Health Professional Programs Integrating the Social Determinants of Health

Director Bianca Frogner was invited by the [Nexus Center for Interprofessional Practice and Education](#) to conduct a [webinar](#) with other committee members of the National Academies of Medicine Consensus Study to discuss their recent report, "[A Framework for Educating Health Professionals on the Social Determinants of Health](#)."

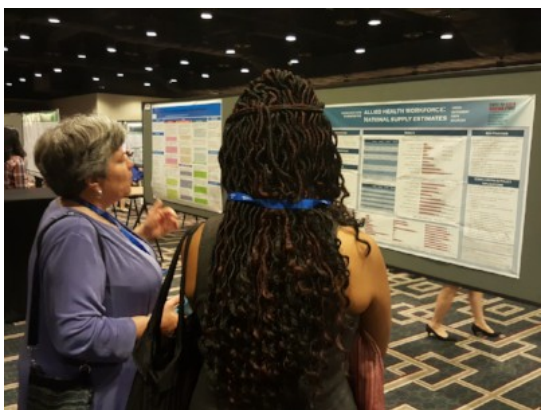
Dr. Frogner discussed how University of Washington School of Medicine is integrating the report's framework in the development of new curriculum and programs to complement existing programs to address the social determinants of health facing patients in the Washington, Wyoming, Alaska, Montana and Idaho (WWAMI) region (i.e., [WWAMI Rural Integrated Training Experience](#) [WRITE], [Targeted Rural Underserved Track](#) [TRUST],

Workforce theme for the AcademyHealth ARM and is on the planning committee for the AAMC meeting, and Investigator Davis Patterson was a Member-at-Large, and soon to be Vice Chair, of the HWIG. Director Bianca Frogner acted as the Vice Chair, and will soon be Chair, of the Health Economics Interest Group.



Leaders of Health Workforce Research Centers discuss latest findings

At these conferences, the CHWS team highlighted their work in both posters and panel presentations. The presentations included the latest round of data from the [Sentinel Network](#), which monitors the signals of health workforce demand change around WA state; pilot findings on how health administrators define “teamness” in primary care; how the US workforce compares to Australia and Canada in composition and pay; how real-time labor market information can be leveraged to monitor the demand for emerging roles related to [health information technology](#); how to [leverage secondary data](#) to monitor the nation’s allied health workforce supply; and the limited evidence of [career pathways](#) for allied health workers. Dr. Frogner also participated in several panels to discuss the supply and pipeline of health services researchers and the future of the health workforce under various health reform scenarios. Ms. Skillman facilitated a panel on how to make health workforce data easy to understand and digest with new data visualization tools.



Sue Skillman discussing National Supply Estimates for Allied Health Occupations at the Annual Research Meeting of Academy Health

In addition to traditional research conferences, CHWS investigators participated in national meetings to share their research, and identify gaps and pathways to move research forward. At the annual meeting of the National Forum of State Nursing Workforce Centers in Denver, CO in June, Ms. Skillman shared the UW CHWS’s experience developing and implementing the State’s Health Workforce [Sentinel Network](#).

Dr. Frogner was invited by the Center for

[Rural/Underserved Opportunities Program](#) [R/UOP]).

Recent Publications & Presentations

CHWS researchers address policy-relevant health workforce questions and disseminate findings through reports, journal articles, and presentations that inform local, national, and international stakeholders and policy makers.

Recent Publications

(Bold = UW CHWS Investigators)

Peer-Reviewed Publications

Snyder CR, Skillman SM, and Frogner BK.

“Facilitating Racial and Ethnic Diversity in the Health Workforce.” Forthcoming in *Journal of Allied Health*.

Reports

Skillman SM, Dahal A. “Wyoming’s Physician Workforce in 2016. Center for Health Workforce Studies,” University of Washington, Apr 2017.

Presentations

Skillman SM, Mroz T. “Recent National Research on Rural Home Health Care Services.” Presentation to the *Home Health Care Association of Washington conference*. Apr 26, 2017, SeaTac, WA.

Gattman N, **McCarty RL.** “Barriers and Solutions in Washington’s Behavioral Health Workforce.” Presented at *The Washington Behavioral Healthcare Conference*, Vancouver, WA. Jun 15, 2017.

Frogner BK. “Health Workforce Needs of an Aging Population.” Presented as an invited participant, July 18, 2017 to conference held by *Center for Interdisciplinary Health Workforce Studies*, Bozeman, MT. Jul 18-21 2017

Skillman SM, McCarty RL. “Washington State’s Behavioral Health Workforce Assessment.” Presented at the *National Organization of State Offices of Rural health (NOSORH) Region E meeting*, Bellingham, WA. Jul 26, 2017.

Presentations at the *Association of American Medical Colleges Health Workforce Research Conference*, Washington, DC. May 3-5, 2017.

- Dahal A, Snyder CR, Frogner BK. “Occupational Mobility Among Individuals in Entry-Level Health Professions.”
- Frogner BK, Snyder CR. “Examining ‘Teamness’ in Primary Care.”
- Patterson DG, Andrilla CHA, Schwartz M, Hager LJ, Skillman SM. “Oral Healthcare Access for

Interdisciplinary Health Workforce Studies at Montana State University in Bozeman, MT, in July to participate in a discussion with a multidisciplinary group of researchers, practitioners, advocates and funders to discuss best ways to configure team-based care for frail elderly.

The National Organization of State Offices of Rural Health (NOSORH) invited Ms. Skillman and Investigator Davis Patterson to discuss findings from recent CHWS studies on the state of the [behavioral health workforce](#) and [oral health workforce](#) in Washington State. This July meeting was held at the NOSORH Regional Partnership Meeting in Bellingham, WA where State Offices of Rural Health leaders from 10 western states were convened.



Davis Patterson discussing oral health challenges at the Annual Research Meeting of Academy Health

At the state level, Ms. Skillman has been active around the state of Washington disseminating research to professional organizations and relevant stakeholders. In late April, Ms. Skillman presented recent national research on rural home health services to the Home Health Care Association of Washington in April. Ms. Skillman and Research Scientist Rachelle McCarty have also been working closely with the Washington Workforce Training and Education and Coordinating Board to assess the behavioral health workforce in Washington state. At a meeting in Vancouver, WA in June, Dr. McCarty presented alongside the Workforce Board to discuss the barriers to behavioral health care delivery in the state and recommendations to stakeholders for addressing these barriers. They also identified resources to support worker retention and skill-building, models of delivery innovations in other states, and ways that conference attendees could help shape behavioral health care policy in Washington.

Health Workforce Research Centers Convened in DC to Translate Findings to Policymakers

In May, UW CHWS, the other five Health Workforce Research Centers (HWRCs) and the Health Workforce Technical Assistance Center funded by the Health Resources and Services Administration (HRSA) met in Washington, DC to discuss findings with health workforce policymakers and other relevant stakeholders.

Together we identified themes that cut across the research conducted by the HWRCs over the last 3 to

All: Workforce Trends and Solutions in Washington State”

- Skillman SM. Panel facilitator: “Data Visualization Workshop.”
- Skillman SM, Dahal A, Frogner BK, Stubbs BA. “Leveraging Data to Monitor the Allied Health Workforce: National Supply Estimates Using Different Data Sources.”
- Stubbs BA. “A Novel Way to Obtain and Deploy Health Workforce Demand Data: The Washington Health Workforce Sentinel Network.”

Presentations at the *AcademyHealth Health Workforce Interest Group Meeting*, New Orleans, LA. June 24, 2017:

- **Frogner BK.** “Implications of Trump Administration Policies for the Health Workforce.”
- **Stubbs BA.** “A Novel Way to Obtain and Deploy Health Workforce Demand Data: The Washington Health Workforce Sentinel Network.”
- **Stubbs BA, Frogner BK, Skillman SM.** “The Value of Real Time Labor Market Information For Monitoring Health Workforce Demand: A Cases Study Examining Employer Demand For Health Information Technology Skills.” (Poster)

Presentations at the *AcademyHealth Annual Research Meeting*, New Orleans, LA. June 25-27, 2017:

- **Frogner BK.** “Impact of ACA Repeal on Jobs.”
- **Frogner BK.** “Understanding the Current Health Services Research Workforce and Maximizing its Future.”
- **Frogner BK, Matzke J.** “Lessons From Abroad: How Does the Healthcare Workforce Compare Across Australia, Canada, and US?” (Poster)
- **Frogner BK, Snyder CR.** “Examining ‘Teamness’ in Primary Care.” (Poster)
- **Patterson DG, Andrilla CHA, Schwartz M, Hager L, Skillman SM.** “Oral Healthcare Access for All: Workforce Trends and Solutions in Washington State.” (Poster)
- **Skillman SM.** “Examining the Relationship between the Health Workforce and Health Outcomes.” (Chair/Moderator)
- **Snyder CR, Dahal A, Frogner BK.** “Occupational Mobility Among Individuals in Entry-Level Health Professions.”
- **Stubbs BA, Skillman SM, Clark A, Patterson D.** “Washington State’s Health Workforce Sentinel Network: A Novel Way to Obtain and Deploy Workforce Demand Data.” (Poster)

[You can find a full list of our publications and presentations on our website.](#)

4 years. Among them: the importance of understanding how new roles are emerging in value-based care systems, making occupation titles less clear; how scope of practice laws may be limiting workforce flexibility; how health systems navigate team-based care through substitution and supplementation of tasks across occupations; and how technology is changing the roles of healthcare workers. Also important is determining whether there is a robust pipeline of workers to meet employer and patient demands, particularly for an aging population; and how health systems are the right training ground to support a changing health workforce.

Read more about our collective findings from 2013-16 in this [downloadable report](#).