



Training the Primary Care Workforce – Short, Medium, and Long-Term Solutions to Grow a Robust Primary Care Workforce

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STATE OF IDAHO CHALLENGES

- Very Rural and Remote State
 - Rankings Per Capita*
 - Physicians – 50th
 - Primary Care Physicians – 45th
 - GME Residents – 47th
- Physician Workforce
 - Mean Age – 50 Years
 - 32.9% >60
 - Five Idaho Counties with no Practicing Physicians



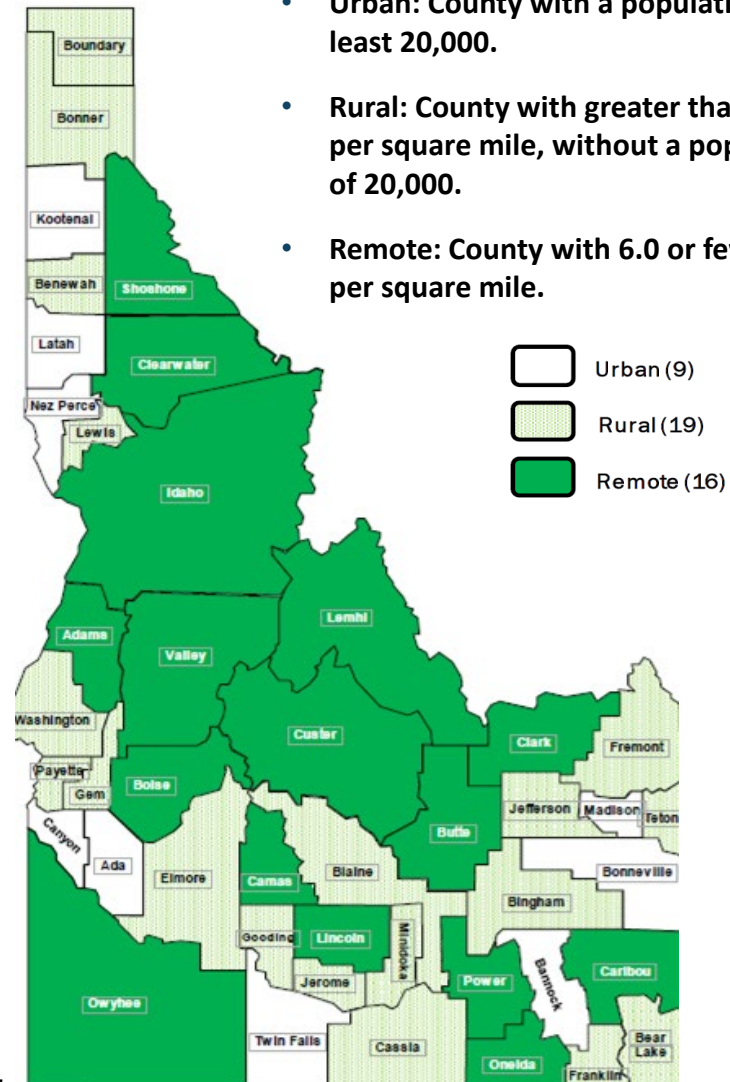
*Association of American Medical Colleges (AAMC) 2021 State Physician Work Force Data Report – January 2022

STATE OF IDAHO CHALLENGES

- 35 out of 44 Counties* - Rural or Remote
 - 16 Counties – Remote
 - 7 Population Centers – 66%
- Counties Primary Care HPSA's – 98%
- Counties Mental Health Care HPSA's – 100%
- Dental HPSA's – 95%
- 4th Fastest Growing State/Capita

From rural definitions established by the Idaho Department of Commerce, counties are defined as urban, rural, and frontier as follows:

- **Urban:** County with a population center of at least 20,000.
- **Rural:** County with greater than 6.0 persons per square mile, without a population center of 20,000.
- **Remote:** County with 6.0 or fewer persons per square mile.



What is Full Circle Health?



Service (FQHC)

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- Annual Budget \$62M
- Employees – 500
- Federally Qualified Health Centers (FQHC) – 9 clinics
- 340B Pharmacies – 3
- Patients Served 2023-35,017
- Clinic Encounters 2023-100,414
- 43 Languages

Education (THC)

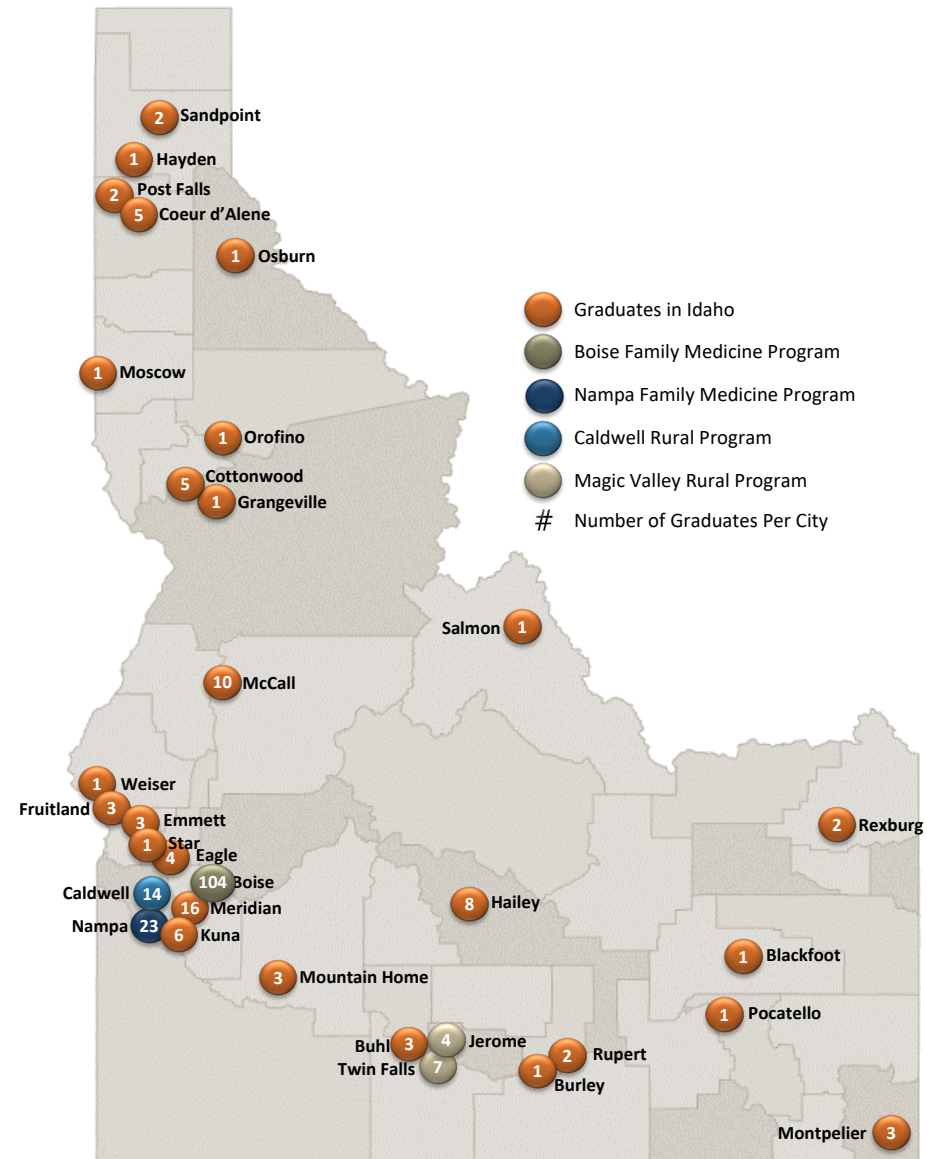
Sponsoring Institution

- Family Medicine Residencies – 4
- Pediatric Residency – 1
- Fellowships – 7
- Pharmacy Residency – 1
- Psychology Internship – 1



Full Circle Health OUTCOMES

- Patient Centered Medical Home
- Timely Access
 - Scheduling
 - Third Next Available Appointment
- 453 Physician Graduates
 - 60% in Idaho
 - 40% in Rural/Underserved
- 100% Board Certified



Idaho's Ten Year GME Plan

2017 – Strategic Blueprint

**Table 15: 12-Year Growth in GME
Programs, Residents and Fellows, and Cost to State of Idaho**

	2017	2022	2030
GME Residency Programs	9	13	21 (Possibly 24)
GME Fellowship Programs	4	10	16
Residents and Fellows Training in Idaho/year	126	243	389
Number of Graduates Each Year from Idaho's GME Programs	46	78	149
GME Residents per 100,000 citizens in Idaho	6.7 (National Average is 28.1)	13.8	20.0 (Assuming Idaho's Population grows to 2 million People by 2030)
Cost of GME and Additional Healthcare Programs in Idaho	\$5,138,700 per year	\$11,157,000 per year	\$20,200,000 per year

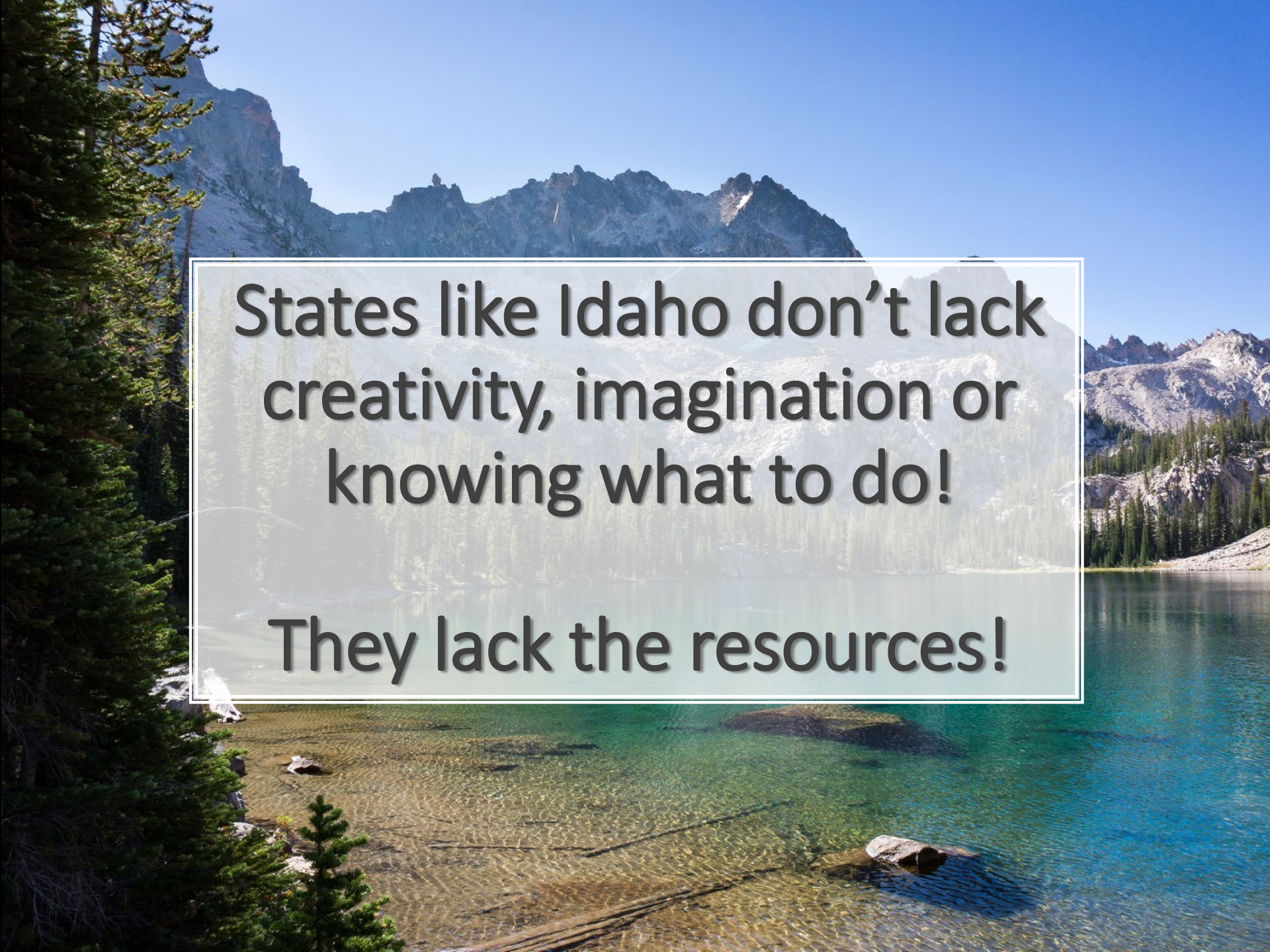
Idaho GME Dashboard and Metrics

Program	First Graduating Class	100% Fill Rate Intern Class	ACGME Accreditation	Graduates Practicing in Idaho as Measured by Rolling 5-year Average. ≥50% - Fam Med ≥40% - Int Med ≥30% - Psych ≥30% - Emerg Med ≥30% - Surgery	Graduates in continued fellowship training outside of Idaho	≥30% of Graduates in Idaho Serve in Rural or Underserved Areas by Rolling 5-year Average		≥80% Board Certification Pass Rate for Graduates as Measured by Rolling 5-year Average
						Rural	Urban Underserved	
Full Circle – Boise	1976	100%	Yes	31 of 56 / 55%		5 of 31 / 16%	20 of 31 / 65%	45 of 45 / 100%
Full Circle – Fellowships	1999	100%	Yes	12 of 19 / 63%		1 of 12 / 8%	9 of 12 / 75%	19 of 19 / 100%
Full Circle – Caldwell RTT	1998	100%	Yes	10 of 14 / 71%		3 of 9 / 33%	5 of 9 / 56%	14 of 14 / 100%
Full Circle – Magic Valley RTT	2012	100%	Yes	7 of 10 / 70%		3 of 6 / 50%	3 of 6 / 50%	10 of 10 / 100%
Full Circle – Nampa	2022	100%	Yes	5 of 6 / 83% (1 year of data)		2 of 6 / 33% (1 year of data)	2 of 6 / 33% (1 year of data)	6 of 6 / 100% (1 year of data)
ISU – Pocatello	1994	100%	Yes	19 of 35 / 54%		8 of 19 / 42%	9 of 19 / 47%	35 of 35 / 100%
ISU – Rexburg RTT	2022	100%	Yes	1 of 1 / 100% (1 year of data)		0 of 1 / 100% (1 year of data)	1 of 1 / 0% (1 year of data)	1 of 1 / 100% (1 year of data)
Kootenai Family Medicine	2017	100%	Yes	23 of 30 / 77%		5 of 23 / 22%	11 of 23 / 48%	30 of 30 / 100%
Boise Internal Medicine/Fellowship	2014	100%	Yes	23 of 41 / 52%		1 of 23 / 4%	5 of 23 / 15%	31 of 38 / 82%
Western Idaho Psychiatry	2010	100%	Yes	14 of 18 / 77%		0 of 18 / 0%	14 of 14 / 100%	14 of 15 / 93%
EIRMC Internal Medicine	2021	100%	Yes	6 of 19 / 32% (2 years of data)		1 of 6 / 17% (2 years of data)	1 of 6 / 17% (2 years of data)	5 of 7 / 71% (1 year of data)
EIRMC Family Medicine	2023	100%	Yes	NA		NA	NA	NA
EIRMC Psychiatry	2026	100%	Yes / Initial	NA		NA	NA	NA
U of U/ISU Psychiatry	2024	100%	Yes	NA		NA	NA	NA

Key: **Green** – measure met
measure

Yellow – measure nearly met

Red – not meeting



States like Idaho don't lack
creativity, imagination or
knowing what to do!

They lack the resources!



What Resources?

- Funding / Finances
- Faculty



We will figure out the community if the Federal and State Government can Figure out the financing and funds flow!

We are good at connecting the dots in our communities!

Specific Recommendations

Short Term

- Increase funding to community Based GME Programs
- Have the funding follow the residents
- Make the funding permanent
- Primary Care focused (FM, IM, Peds) plus (GS, Psych, Ger)
- Include Nursing and Team Based training
- Markedly increase NHSC scholarships and loan repayments

Medium Term

- CMS and HRSA must work together to solve this
- Create new Legislation that allows CMS and HRSA to work together in creative and innovative ways
- Start altering Primary Care payment to ensure robust workforce

Long Term

- Build more FQHC/THC programs
- Fund more community based rural training programs
- Redirect CMS funding to HRSA