



# Growing the Primary Care Workforce

National Academies of Sciences, Engineering, and Medicine  
Standing Committee on Primary Care

*November 14, 2024*

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**Acting Deputy Associate Administrator**  
**Bureau of Health Workforce (BHW)**

**Vision: Healthy Communities, Healthy People**

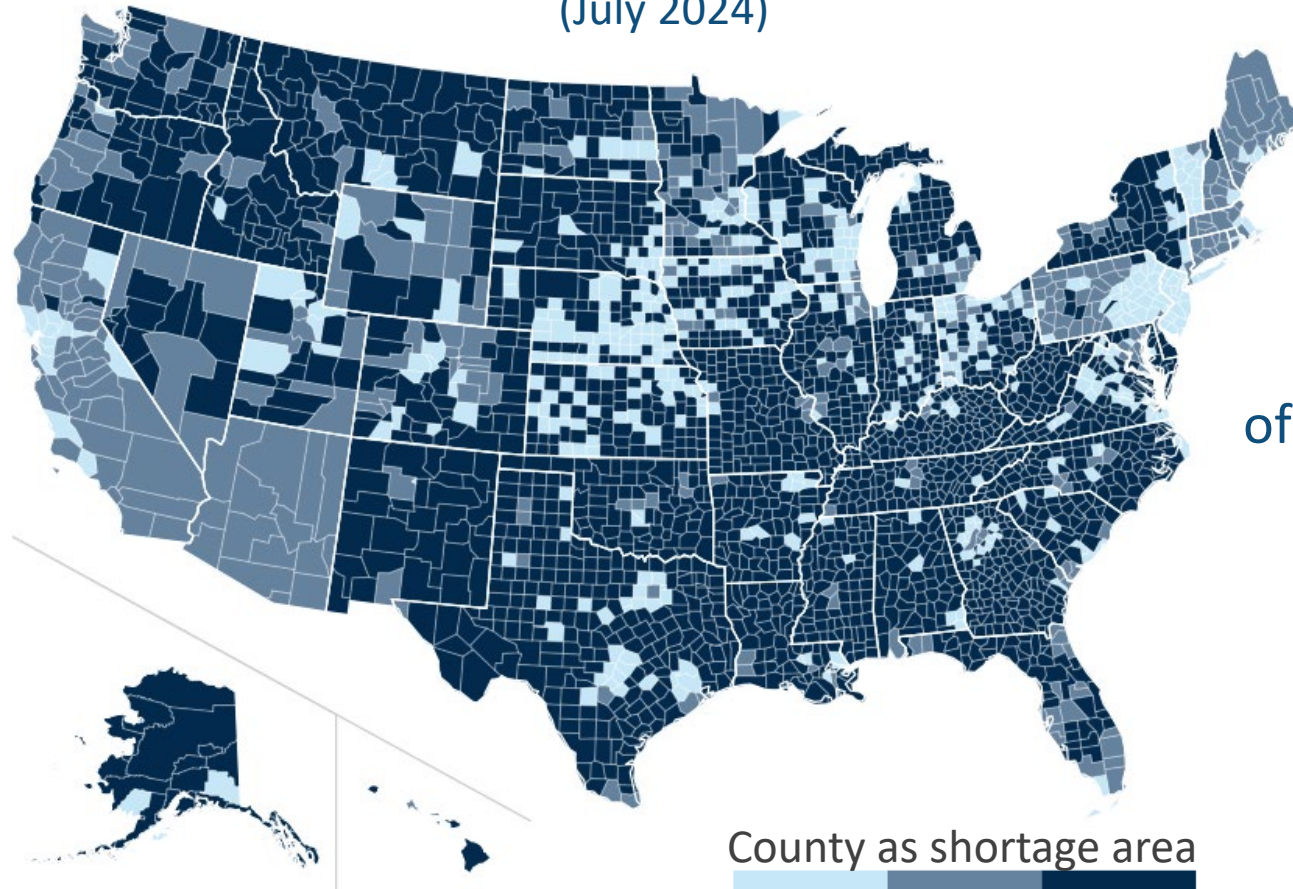


# Primary Care Shortages – Current and Projected

Primary Care Health Professional Shortage Areas  
(July 2024)

**13,193**

practitioners needed  
to counteract shortage  
(2024)



**81%**

projected adequacy  
of primary care physicians  
(2036)



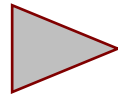
# Bureau of Health Workforce

**MISSION** Improves the health of underserved populations by

- ▶ strengthening the health workforce
- ▶ connecting skilled professionals to communities in need



**EDUCATION**



**TRAINING**



**SERVICE**

# HRSA Workforce Program Aims



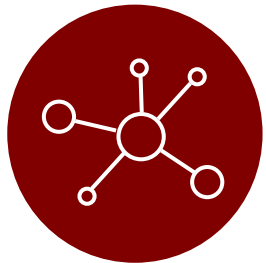
## **ACCESS**

Make it easier for people to access health care



## **SUPPLY**

Balance the supply of health workers with the demand for care



## **DISTRIBUTION**

Improve distribution of the health workforce



## **QUALITY**

Improve the quality of the health workforce and the care they provide



# National Health Service Corps (NHSC)

## PIPELINE

- NHSC Scholarship
- Students to Service Loan Repayment

**30%**  
growth  
since 2021

## SERVICE

- NHSC Loan Repayment
- Rural Community Loan Repayment
- SUD Workforce Loan Repayment
- State Loan Repayment

nearly  
**19 M**  
people  
cared for



# New Incentives to Service: NHSC (FY 2024)

## TRADITIONAL NHSC LOAN REPAYMENT PROGRAM

UP TO

**\$75,000**

FOR 2 YEARS OF SERVICE

- Up to a \$25,000 increase
- For primary care medical providers working in primary care HPSAs\*

## THREE NHSC LOAN REPAYMENT PROGRAMS

ONE-TIME

**\$5,000**

ENHANCEMENT

- Oral proficiency in Spanish
- Formally assessed

## STUDENTS TO SERVICE LOAN REPAYMENT PROGRAM

SUPPLEMENT OF

**\$40,000**

ABOVE AWARD

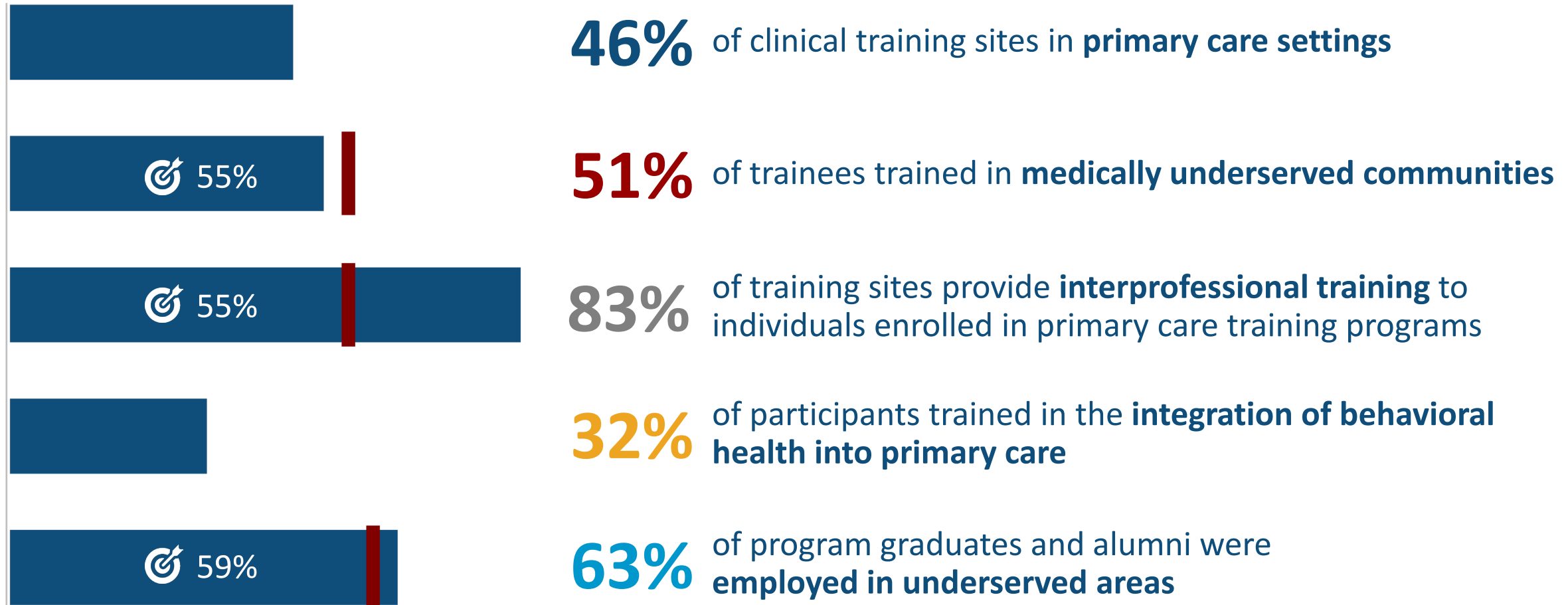
- For maternity care professionals
  - Physicians
  - Certified nurse midwives
- Service commitment in a MCTA‡

\*HPSA = Health Professional Shortage Areas

‡MCTA = Maternity Care Target Areas



# Crosscutting Training Strategies and Measures



■ Actual ■ Target AY 2022-2023

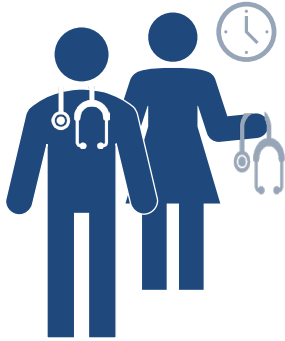
Targets, where indicated, are from the FY2025 Congressional Justification.



# Teaching Health Center Graduate Medical Education

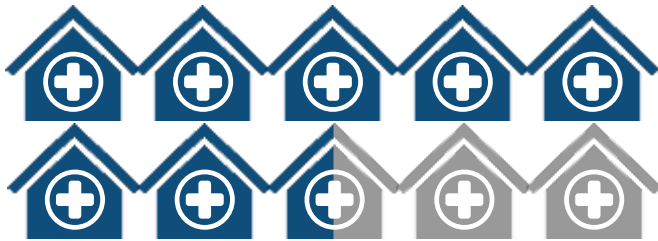
During AY 2018-2023, residents provided:

**6.1 M**  
patient  
encounters



**4.7 M hrs**  
of patient care  
in medically underserved  
communities

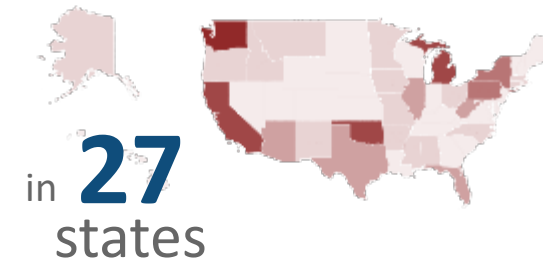
2023 Grantees:



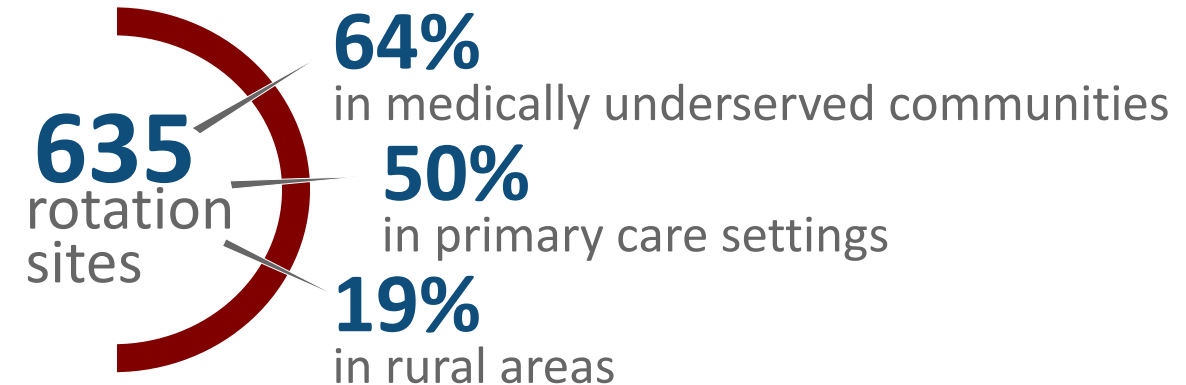
**76%**  
of grantees  
are FQHCs or  
Look-Alikes

Funding supports:

**82**  
residency  
programs



Clinical training site details:



FQHC = Federally Qualified Health Center

<https://bhw.hrsa.gov/sites/default/files/bureau-health-workforce/data-research/thcme-eval-nchwa.pdf>





# Primary Care Training and Enhancement— Physician Assistants

## Academic Years 2019-2023



**18**  
awardees



**2,965**  
students

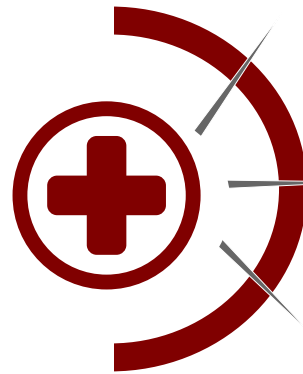


**1,544**  
graduates

**>1 M hrs**  
of patient care  
in medically underserved  
and rural communities



## Training



**65%**

on integrating behavioral  
health with primary care

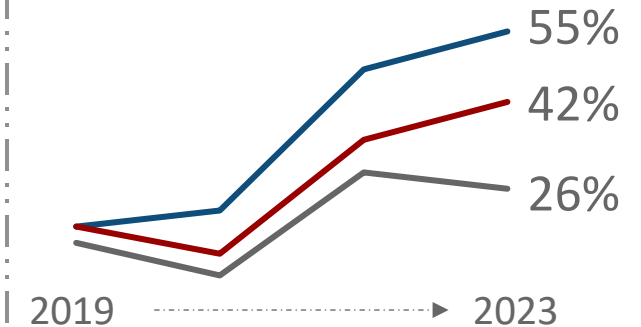
**70%**

on substance use disorders  
treatment

**84%**

on medications for opioid  
use disorders

## Training by Setting



■ Primary care  
■ Medically underserved  
■ Rural

## Graduates

**37%** employed in  
primary care



<https://bhw.hrsa.gov/sites/default/files/bureau-health-workforce/data-research/pcte-pa-evaluation-2019-2023-nchwa.pdf>



# Advanced Nursing Education Workforce Program

## Academic Years 2017-2022



**4,121**  
average #  
of students

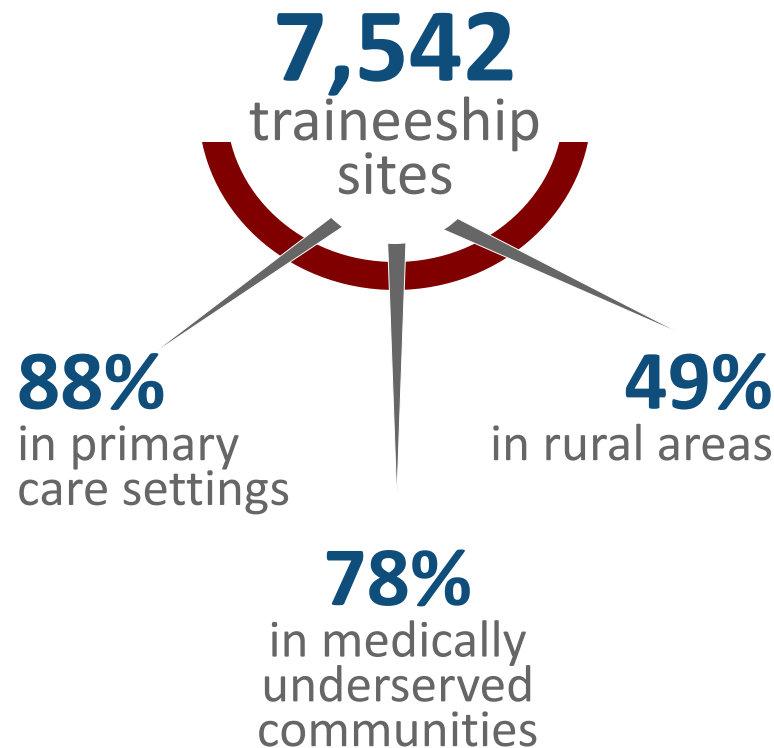


**6,906**  
graduates



**62%**  
of grads in  
traineeships

## Clinical training sites



## Impact of Training Site

Rural **5x**  
Primary Care **3.6x**  
Medically Underserved **2.5x**  
more likely to work in that setting  
at least one year after graduation



**31%**  
of grads hired by  
partner organization

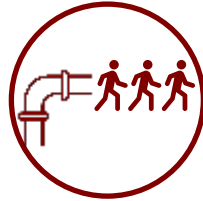
<https://bhw.hrsa.gov/sites/default/files/bureau-health-workforce/funding/anew-5-year-evaluation.pdf>



# Opportunities and Challenges



Budget and  
Reauthorizations



Health Workforce  
Pipeline



Preceptor and  
Faculty Development



Behavioral Health  
Integration



Maternal  
Health



Community-Based  
Training



Health Center  
Readiness



Workforce  
Distribution



Workforce  
Diversity



Clinician  
Well-being

# Connect with HRSA

Learn more: [HRSA.gov](https://www.hrsa.gov)

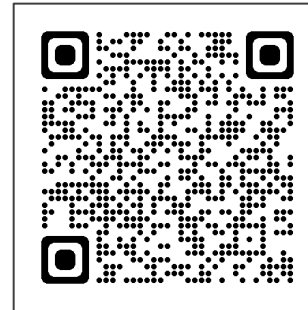
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# Questions

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