

Health Care Workforce Issues and Resources

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Association of Health Care Journalists

Health Care Workforce: Emerging Stories

Saturday June 8, 2024



Center for Health Workforce Studies (CHWS)

- An academic research center established in 1996 and based at the School of Public Health, University at Albany, State University of New York
- **Mission:** To provide timely, accurate information and conduct policy-relevant research about the health workforce
- **Goal:** To provide data and information that can assist in decision making on health workforce programs and policies
- **Funding** from a variety of sources including federal and state government, foundations, providers and their associations, labor unions
- **Focus Areas:**
 - Oral Health Workforce Research
 - Health Workforce Research Technical Assistance
 - New York State Health Workforce Research

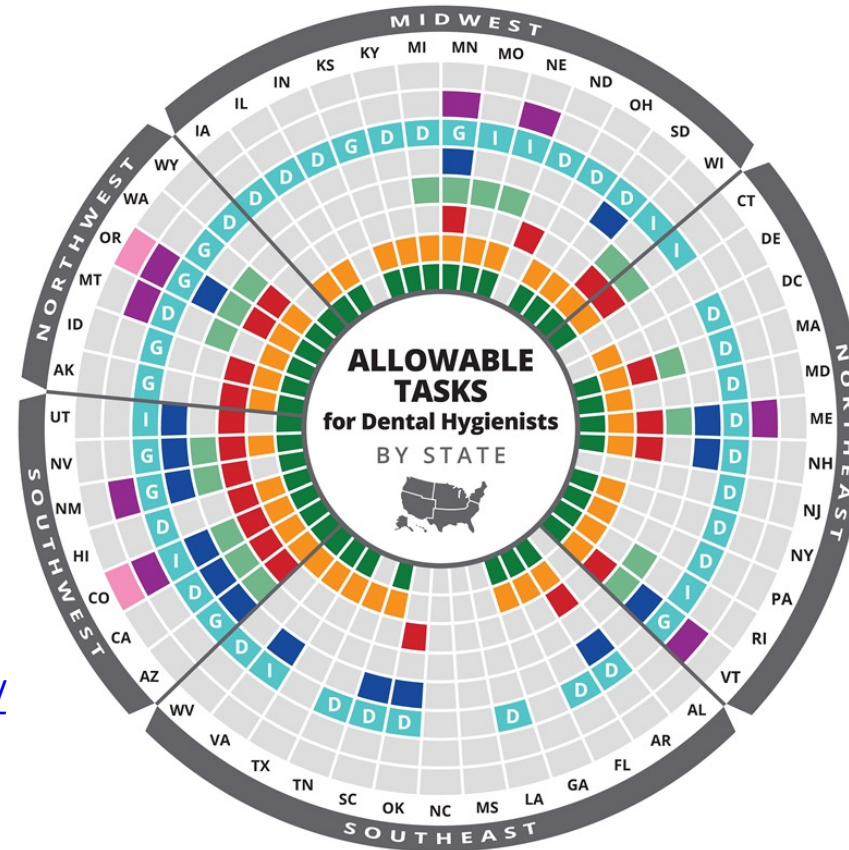
HRSA Sponsored Health Workforce Research Centers (HWRCs)

- Allied health workforce ([University of Washington](#))
- Behavioral health workforce ([University of North Carolina at Chapel Hill](#))
- Emerging health workforce topics ([George Washington University](#); [University of North Carolina at Chapel Hill](#))
- Health equity in health workforce education and training ([University of Washington](#))
- Long-term care workforce ([University of California, San Francisco](#))
- Oral health workforce ([State University of New York, Albany](#))
- Public health ([University of Minnesota](#))
- Technical assistance ([State University of New York, Albany](#))

Oral Health Workforce Research Center (OHWRC)

- Based at the CHWS at the School of Public Health, University at Albany, State University of New York
- 1 of 9 federally funded HWRCs
- **Mission:** To provide accurate and policy-relevant research on the impact of the oral health workforce on oral health outcomes
- **Key Research Themes:**
 - Workforce Diversity and Inclusion
 - Workforce Well-Being and Burnout
 - Access to Dental Care
 - Oral Health Disparities
 - Interprofessional Collaboration
 - Dental Training and Education
 - Oral Health Care Policy and Regulation
- oralhealthworkforce.org

Variation in Dental Hygiene Scope of Practice by State



The purpose of this graphic is to help planners, policymakers, and others understand differences in legal scope of practice across states, particularly in public health settings.

Research has shown that a broader scope of practice for dental hygienists is positively and significantly associated with improved oral health outcomes in a state's population.^{1,2}

<https://oralhealthworkforce.org/resources/variation-in-dental-hygiene-scope-of-practice-by-state/>

Sources: 1. Langelier M, Baker B, Continelli T. *Development of a New Dental Hygiene Professional Practice Index by State*. 2016. Rensselaer, NY: Oral Health Workforce Research Center, Center for Health Workforce Studies, School of Public Health, SUNY Albany; November 2016. 2. Langelier M, Continelli T, Moore J, Baker B, Surdu S. Expanded Scopes of Practice for Dental Hygienists Associated With Improved Oral Health Outcomes for Adults. *Health Affairs*. 2016;35(12):2207-2215.

http://www.oralhealthworkforce.org/wp-content/uploads/2017/03/OHWRC_Dental_Hygiene_Scope_of_Practice_2016.pdf

This work was supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS), under the Health Workforce Research Center Cooperative Agreement Program (U81HP27843). The content and conclusions presented herein are those of the authors and should not be construed as the official position or policy of, nor should any endorsements be inferred by HRSA, HHS or the U.S. Government.

This graphic describes the highest level of practice available to a dental hygienist in a state, including dental hygiene therapy. The graphic is for informational purposes only and scope of practice is subject to change. Contact the applicable dental board or your attorney for specific legal advice.



Last Updated January 2019.

Impacts of Dental Therapists on the Efficiency and Capacity of Dental Teams: A Case Study



Dental Teams Are Very Satisfied With the Addition of Dental Therapists (DTs)



DTs fit very well on dental teams while performing high quality work



Dentists can work more effectively and efficiently when teamed with a DT



Benefits of an Expanded Dental Team



Timelier service delivery with reduced wait times



Patients get more dental care needs met in one visit



Patient Satisfaction Is High



Patients were very satisfied with all dimensions of their dental care



Information and communication



Understanding and acceptance

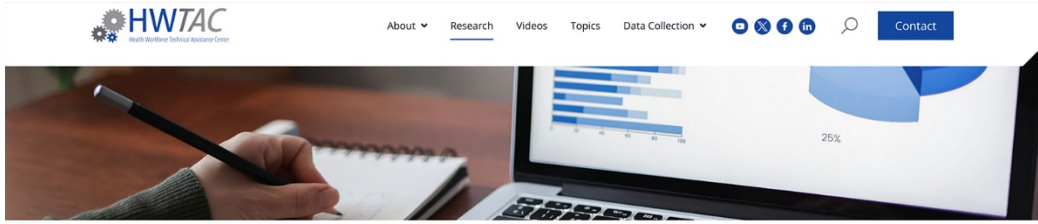


Technical competence and treatment satisfaction

Health Workforce Technical Assistance Center (HWTAC)

- Based at CHWS at the School of Public Health, University at Albany, State University of New York
- 1 of 9 federally funded HWRCs
- HWTAC supports health workforce planning by undertaking projects that inform best practices in health workforce data collection, analysis, and dissemination
- Resources include:
 - Research Alert System (featuring the latest HWRC research)
 - Research Library (containing 425 reports and articles)
 - Video Library (containing 100 webinars and videos)
 - State Health Workforce Data Collection Inventory (including information on US health workforce data collection activities and examples of survey instruments)
- healthworkforceTA.org

HWTAC Website



Research

HWTAC disseminates the work of all of the HRSA-sponsored health workforce research centers (HWRCs) across the country. This research archive houses technical reports, research and policy briefs, journal articles, and other resources produced by the HWRCs. You can stay up-to-date with the latest research and receive a "research alert" directly to your inbox by joining our mailing list.

Filter Results

Search

> Topics

✓ Research Centers

- Carolina Health Workforce Research Center
- Consortium for Workforce Research in Public Health
- GW Health Workforce Research Center
- Health Workforce Technical Assistance Center
- Oral Health Workforce Research Center
- UCSF Health Workforce Research Center on Long-Term Care

> Authors

426 results

TITLE/DATE	HWRC	AUTHORS	TOPICS
Safety-Net Patients' Satisfaction With Oral Health Services by Provider Type and Intent to Return For More Care May 30, 2024	Oral Health Workforce Research Center	Yunhan Zhao, Simona Surdu, Margaret Langelier	Emerging Models and Innovations Oral Health Scope of Practice (SOP)
Authorization Status of Dental Therapists by State - 2024 Update May 22, 2024	Oral Health Workforce Research Center	Elizabeth Mertz, Jean Moore, Simona Surdu, Theekshana Fernando	Data Visualization Emerging Models and Innovations Oral Health Scope of Practice (SOP)
Impact of the COVID-19 Pandemic on the Community Pharmacy Workforce May 15, 2024	University of Washington Center for Health Workforce Studies - Allied Health	Jennifer Bacci, Samantha Pollack, Susan Skillman, Peggy Odlegard, Jennifer Danielson, Bianca Frogner	Allied Health COVID-19 Public Health Scope of Practice (SOP) Workforce Supply
Public Health Nurses' Proficiencies and Training Needs in an Emergency Response: A Cross-Sectional Observational Study May 1, 2024	Consortium for Workforce Research in Public Health	Paula Kett, Shahida Shahrir, Betty Bekemeier	COVID-19 Diversity Education and Training Nursing Public Health

- Research library of over 400 products from all HWRCs
- Ability to sort by topic, research center, or author
- Sign up to receive Research Alerts: healthworkforceTA.org/mailling-list-signup

May 22, 2024

Authorization Status of Dental Therapists by State – 2024 Update

Authors: Elizabeth Mertz, PhD | Jean Moore, MSN, FAAN | Simona Surdu, MD, PhD | Theekshana Fernando, MBBS, MPH, CHES®

Topics: Data Visualization | Emerging Models and Innovations | Oral Health | Scope of Practice (SOP)

Research Center: Oral Health Workforce Research Center



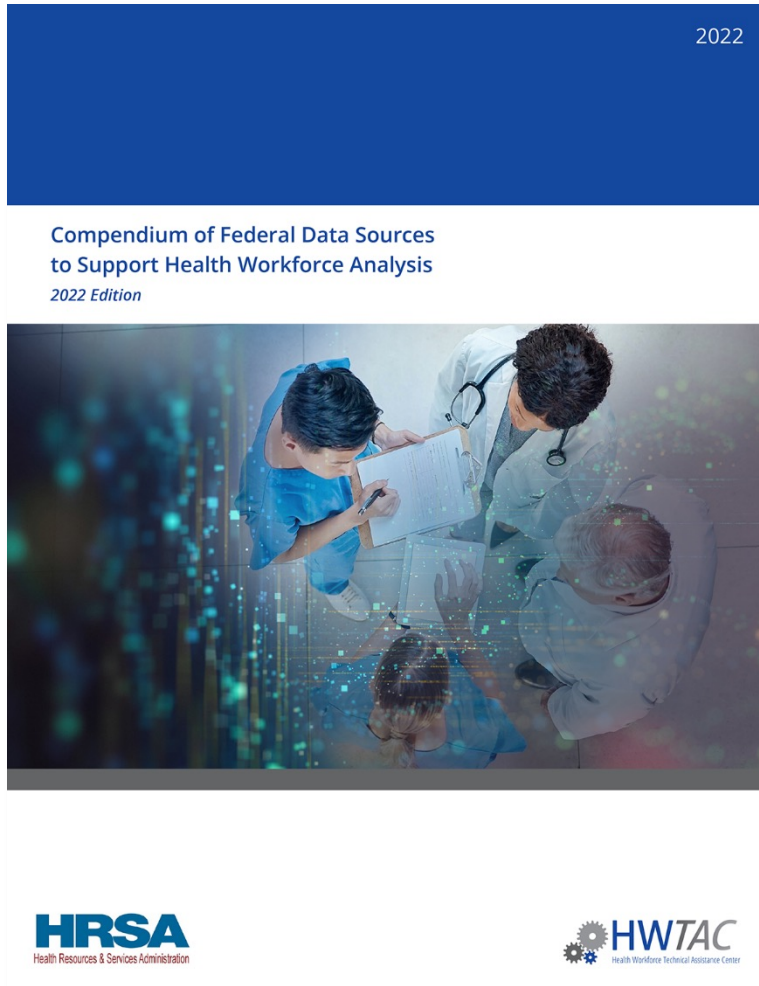
Dental therapists (DTs) are primary dental care practitioners that have been deployed in many countries around the world. There is increasingly strong evidence supporting the safety and effectiveness of DTs, including their ability to promote community-based services and enhance oral health equity. Following the approval of education standards by the Commission on Dental Accreditation (CODA) in 2015, dental therapy gained increasing acceptance in the United States with states and tribal nations authorizing dental therapy. Dental therapy is rapidly becoming an established, growing profession in the US, although there is variation in legal authority across states and jurisdictions.

This interactive infographic, an update from the original created in 2020, illustrates the most recent status of dental therapy in the US based on changes in state laws and regulations that define dental therapy practice.

[View Online Resource >](#)



Compendium of Federal Data Sources to Support Health Workforce Analysis



- Provides summaries of 45 federal data sources
- Updated in 2022
- https://www.healthworkforceta.org/wp-content/uploads/2024/02/HWTAC_Compndium_2022_Final.pdf

The Health Care Workforce in New York State: Trends in the Supply of and Demand for Health Care Workers

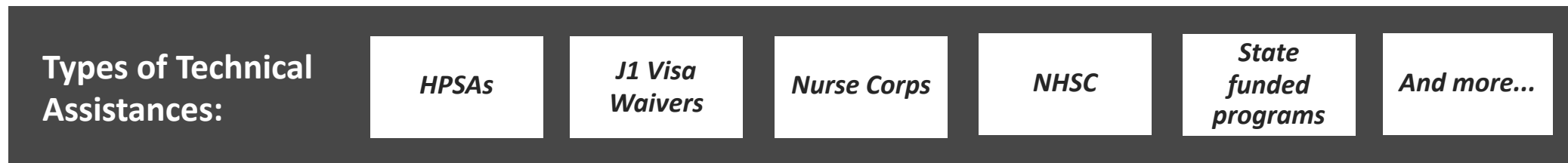
- Annual report since 1998
- Monitors the health workforce at both state and regional levels
- Health care employment by health profession/occupation and by setting
- Recruitment and retention issues by health profession/occupation and by setting
- Nursing education pipeline
- Projections for future demand
- <https://www.chwsny.org/our-work/reports-briefs/the-health-care-workforce-in-new-york-state-trends-in-the-supply-of-and-demand-for-health-care-workers-3/>

Health Professional Shortage Area Designations (HPSAs) and Technical Assistance

- CHWS develops and submits to HRSA shortage designation applications on annual basis



- CHWS provides technical assistance to stakeholders, including providers and incentive program applicants



The Hub for Health Workforce Shortages

CHWS recently launched a 1-stop shop website designed to provide information on shortage designations, designation status, service obligated programs' deadlines, and more (shortagehub.com)

The screenshot shows the HWTAC Research page. At the top, there is a navigation bar with 'About', 'Research', 'Videos', 'Topics', 'Data Collection', and 'Contact'. Below the navigation bar is a header image of a person writing in a notebook next to a laptop displaying a bar chart. The main heading is 'Research'. A paragraph explains that HWTAC disseminates work from HRSA-sponsored health workforce research centers (HWRCs). Below this is a 'Filter Results' section on the left with a search bar and a list of filters for Topics, Research Centers, and Authors. The main content area displays a table of research results with columns for Title/Date, HWRC, Authors, and Topics.

TITLE/DATE	HWRC	AUTHORS	TOPICS
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The screenshot shows the detailed article page for 'Authorization Status of Dental Therapists by State - 2024 Update'. The page is dated May 22, 2024. It features the HWTAC logo and navigation bar at the top. Below the header image, there is a 'Next' section with the title 'Impact of the COVID-19 Pandemic on the Community Pharmacy Workforce'. The main article title is 'Authorization Status of Dental Therapists by State - 2024 Update'. The authors listed are Elizabeth Mertz, PhD, Jean Moore, MSN, FAAN, Simona Surdu, MD, PhD, and Theekshana Fernando, MBBS, MPH, CHES®. The topics are Data Visualization, Emerging Models and Innovations, Oral Health, and Scope of Practice (SOP). The research center is the Oral Health Workforce Research Center. The article text discusses the role of dental therapists (DTs) and the impact of the COVID-19 pandemic. At the bottom, there is a 'View Online Resource' button.

Emerging (and Chronic) Issues

- Health Workforce Shortages
 - Registered Nurses (RNs)
 - Licensed Practical Nurses (LPNs)
 - Medical Assistants (MAs)
 - Aides
- Technology/AI
- Scope of Practice
- Physician Maldistribution
- Immigration

Stemming the Flow of Outmigration

**Compendium of Federal Data Sources
to Support Health Workforce Analysis**
2022 Edition



HRSA

 **HWTAAC**

Questions?

For more information, please email me at: jmoore@albany.edu

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