Health Workforce

Division of Health Promotion & Chronic Disease Prevention
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www.idph.state.ia.us/OHDS

Promoting & Protecting the Health of Iowans

IDPH Iowa Department of Public Health

Recruiting any health professional to a rural setting is very difficult. We knew this from experience because it had taken us almost two years to recruit a medical director to our health center. So where to begin? We didn't have money for expensive recruiters. This is a dilemma facing all community health centers. To attract qualified providers, health centers must first find a way to get noticed by providers seeking jobs and then be in a position to be competitive in salary and benefits. Our Primary Care Association as well as the Iowa Department of Public Health Dental Director recommended putting our dental opportunity on the 3R Net website. The ad was placed in late summer of 2008. This proved to be the answer to our prayers. A young dentist from Virginia who was graduating in May 2009 saw our ad on the 3R Net website and called about our position! We actually achieved more than we had hoped for because this dentist was also bilingual in Spanish and our target patient population is overwhelmingly Spanish speaking! The initiation of dental services in our community health center was not the result of actions of any single person or entity. It "took a village" and the 3R Net was a key member of our village. We are so grateful and appreciative.

–Renee Seagren, United Community Health Center, Storm Lake

A competent, qualified, and diverse health workforce is vital to the health of Iowans, especially in rural areas where access is limited. IDPH Health Workforce programs seek to promote and expand the number of health care workers in Iowa to ensure Iowans always have health professionals available when needed.

Did you know?

Forty-eight of Iowa's 79 rural counties are fully or partially designated primary health care shortage areas, meaning they have an acute shortage of primary health care professionals.

Why are Health Workforce programs important to promoting and protecting the health of Iowans?

- Fifty-six Iowa counties include a Primary Care Health Professional Shortage Area.
- Eighty-nine Iowa counties are Mental Health Professional Shortage Areas.
- Almost half of Iowa's dentists (49%) are over age 50. Sixty-eight Iowa counties are in a Dental Health Professional Shortage Area.
- Iowa predicts a shortage of 15,000 direct care professionals between 2012 and 2018. Direct care professionals make up the largest workforce in the state and work in homes, nursing facilities, residential care facilities, group homes, and other settings.

Which Iowa Public Health Goals are we working to achieve?

Strengthen the public health infrastructure

What do we do?

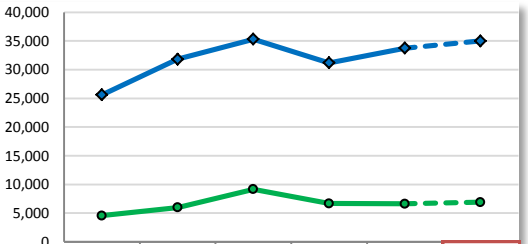
- Assist in recruiting students into primary care service-oriented careers.
- Engage in analysis and strategic planning for health care access and health care reform.
- Administer the National Health Service Corps (NHSC) program for Iowa, providing support to practice sites and clinicians.
- Lead the Personal and Home Care Aide State Training Program to develop a training and credentialing system for direct care professionals.
- Assist 25 to 30 physicians to practice in Iowa each year through the Conrad 30/J1 Visa Waiver Program.
- Coordinate public and private efforts to develop and maintain a stable, well-qualified, diverse, and sustainable health care workforce.
- Manage grants and contracts related to health workforce.
- Help professionals repay loans through the Iowa Loan Repayment Program. Loan repayment awards are made to an average of eight health professionals a year who commit to serve in shortage areas for two years.
- Help communities looking for health care professionals and professionals looking for vacancies through a free Web-based national recruitment network.

How do we measure our progress?

❶ **Number of underserved Iowans receiving health care as a result of state health professional loan repayment.**

Data Source: Reports from loan repayment grantees. Data are available annually.

How are we doing? Health professionals recruited and retained through the PRIMECARRE Loan Repayment Program serve thousands of Iowans each year. Recruitment and retention incentives help Iowa compete for health professionals in short supply; however, restrictions tied to federal regulations mean that only certain health professions are included.



	2007	2008	2009	2010	2011	2012 Target
# of patient visits	25,595	31,809	35,311	31,175	33,749	35,000
# of Medicaid patient visits	4,554	5,969	9,140	6,655	6,612	6,900

What can Iowans do to help?

1. All Iowans can learn about the Bureau of Oral and Health Delivery Systems and Iowa's health workforce by visiting http://www.idph.state.ia.us/OHDS.
2. All Iowans can participate in local community planning for health services and recruitment efforts.

Expenditures

Direct Care Workers: general fund: K09-0933/0946/1005/1007/1011. **Iowa Health Workforce Center**: general fund: K09-0979 (60%). **Mental Health Workforce:** general fund: K09-0965/0967/0973. **Primary Care Office**: federal funds: 0153-0912/AR02. **Dental Loan Repayment:** K09-0983. **PRIMECARRE**: general fund, federal funds, & other funds; State funds are used for a 1:1 match for the Federal Loan Repayment Grant: K09-0901; 0153-0908/AR04.

	State Fiscal Year 2011 Actual	State Fiscal Year 2012 Actual	State Fiscal Year 2013 Estimate
State funds	$893,392	$816,468	$1,009,752
Federal funds	$555,986	$857,740	$1,328,310
Other funds*	$0	$130,529	$80,528
Total funds	**$1,449,378**	**$1,804,737**	**$2,418,590**
FTEs	3.81	3.84	4.17

Note: Funding information is intended to provide an overview of funding related to the program area. It does not include all federal and state requirements and/or restrictions for the use of funds. Contact the program area for more detailed budget information.