Hawai`i Physician Workforce Assessment 2021

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Hawaii Physician Workforce 2021

- There are 936 DO, 9656 MD (10,592) licensed physicians in Hawaii
- Current supply of physicians is 3,293
- For 2,857 Full Time Equivalents of practicing physicians
- An increase of 45 FTEs from 2020
- At least 71 retired, 9 passed away, 154 moved away, 46 decreased work time, 152 new docs, 28 returned to Hawaii, +10 VA docs included (out of state license)
Physician Shortage

- Shortage of around 700 when you examine island and specialty specific needs

- New demand model:
  - 4% lower population rise
  - Lower utilization nationally
  - Recategorize specialties, includes more subspecialties and peds
Workforce Demographics

- Average age 54.6 (compared to 51 US average)
- 48% of our physicians are 55 or over
- 22% of our docs are already 65!
- Five of us are 90 or over and practicing
- Women make up 38% of the workforce (up from 37% last year)
Projections
Greatest Shortages

- Primary Care (Family Medicine, Internal Medicine, Pediatrics, Geriatrics)
- Peds GI (70%)
- Colorectal Surgery (66%)
- Child Pulmonology (64%), Adult Pulmonology (65%)
- Peds Endo (61%), Adult Endo (49%)
- Infectious Disease (58%), Thoracic Surgery (53%)
- Allergy & Immunology (50%), Rheumatology (50%)
## Shortages by County

<table>
<thead>
<tr>
<th></th>
<th>Honolulu County</th>
<th>Maui County</th>
<th>Hawai‘i County</th>
<th>Kauai County</th>
<th>Statewide</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shortage</td>
<td>344</td>
<td>158</td>
<td>187</td>
<td>43</td>
<td>732</td>
</tr>
<tr>
<td>Percent</td>
<td>15%</td>
<td>40%</td>
<td>40%</td>
<td>26%</td>
<td>22%</td>
</tr>
</tbody>
</table>
## Primary Care Shortage by County

<table>
<thead>
<tr>
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<th>Statewide</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shortage</td>
<td>114.8</td>
<td>31</td>
<td>15.8</td>
<td>0.6</td>
<td>163</td>
</tr>
<tr>
<td>Percent</td>
<td>15%</td>
<td>27%</td>
<td>11%</td>
<td>1%</td>
<td>15%</td>
</tr>
</tbody>
</table>
What are we doing??

- Trying to work for higher Medicare, especially considering the General Excise Tax (GET)
- Trying to get a GET exemption for practices
- Loan repayment
- Preceptor Tax Credit
- Hawaii physician recruiter - Thomas Hao
- Low interest, low down loans
- Physician welcome program
- New Physician mentoring program - Alaka’i
- Balint groups for docs
- Ongoing outreach to our grads and licensed Hawaii docs
- Neighbor island JABSOM branch campuses for more student recruitment
Preceptor tax credit

- Time for precepting no longer counted as compensation

- Legislation:
  - 2021: There was concern that the provisions in SB976 SD2 would be considered tax relief expansion, and would take Hawaii out of compliance.
  - Amends the definition of "preceptor" and "volunteer-based supervised clinical training rotation" to improve accessibility for providers to receive income tax credits for acting as preceptors for tax years beginning after 12/31/2020. Includes the Director of Health on the Preceptor Credit Assurance Committee
  - Those who teach primary care included
Not surprisingly, physician happiness has taken a hit over the course of the pandemic. When asked how happy they were outside of work at the time of the 2021 survey, respondents said:

• Very happy: 20% (down 53%)
• Somewhat happy: 38% (down 2%)
• Neither happy nor unhappy: 15% (up 66%)
• Somewhat unhappy: 21% (up 62%)
• Very unhappy: 6% (up 200%)

Best States Ranked

1 Mississippi
2 Alaska
3 Idaho
4 Missouri
5 Kansas

Worst
Best

1 Mississippi
2 Alaska
3 Idaho
4 Missouri
5 Kansas

18 Tennessee
19 New Hampshire
20 Alabama
21 Wisconsin
22 Vermont
23 Illinois
24 Florida
25 Utah
26 West Virginia
27 Iowa
28 Colorado
29 Ohio
30 Georgia
31 Indiana
32 Louisiana
33 Arizona
34 Oregon
35 Montana
36 Maine
37 Delaware
38 Washington
39 District of Columbia
40 New Jersey
41 Rhode Island
42 Pennsylvania
43 North Carolina
44 Minnesota
45 Connecticut
46 Virginia
47 New York
48 Maryland
49 California
50 Hawaii
51 Massachusetts
WE WANT YOUR IDEAS!

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