

The background is a light blue gradient. It is decorated with numerous realistic water droplets of various sizes. Some droplets are at the top, some at the bottom, and some on the sides. They have highlights and shadows, giving them a 3D appearance.

HAWAI'I PHYSICIAN WORKFORCE RESEARCH 2023

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BACKGROUND

- 2008-NO DOCUMENTATION OF WHAT PERCENT OF LICENSED PHYSICIANS SEEING PATIENTS IN HAWAII
- 2009-SHIPPER'S WHARF FUND SUPPORTS BIG ISLAND SUPPLY/DEMAND ASSESSMENT USING PHYSICIAN COUNT AND CLAIMS DATA TO ESTIMATE SUPPLY AND DEMAND
- 2010 HAWAII STATE LEGISLATURE PASSES PHYSICIAN WORKFORCE FUND TO START STATEWIDE PHYSICIAN WORKFORCE RESEARCH THROUGH VOLUNTARY SURVEY AT TIME OF RELICENSURE
- ONGOING RESEARCH TO INCLUDE OPPORTUNITIES FOR FACULTY AND STUDENTS

DEMAND METHODS


- DEMAND ESTIMATION PURCHASED FROM IHS GLOBAL BASED ON PROPRIETARY DATA ANALYSIS OF ALL EXISTING US LARGE DATA SETS THAT ANALYZE NUMBER OF PATIENTS FROM DIFFERENT POPULATION GROUPS SEEN BY PHYSICIANS OF DIFFERENT SPECIALTIES ANNUALLY.
- MICROSIMULATION MODEL MADE FOR THE 4 COUNTIES OF HAWAII TO COMPARE TO LIKE COMMUNITIES ON CONTINENT
- ISLAND ADJUSTMENTS MADE TO ED, PSYCHIATRY, URGENT SURGICAL SPECIALTIES

METHODS SUPPLY

- EVERY OTHER YEAR, AT TIME OF LICENSURE, PHYSICIANS ARE ASKED TO COMPLETE SURVEY THAT ASKS: IF IN MILITARY, IF IN TRAINING, WORK ADDRESS, SPECIALTY, HOURS OF CARE PROVIDED BY SPECIALTY AND ADDRESS, ETHNICITY, YEAR OF BIRTH, PRACTICE TYPE AND SIZE
- EVERY SUMMER, 20 STUDENTS ARE ASSIGNED GEOGRAPHIC AND/OR SPECIALTY SECTIONS OF THE PHYSICIAN POPULATION AND THEY GOOGLE AND CALL OFFICES TO CONFIRM LOCATIONS
- TOTAL FTES BY SPECIALTY



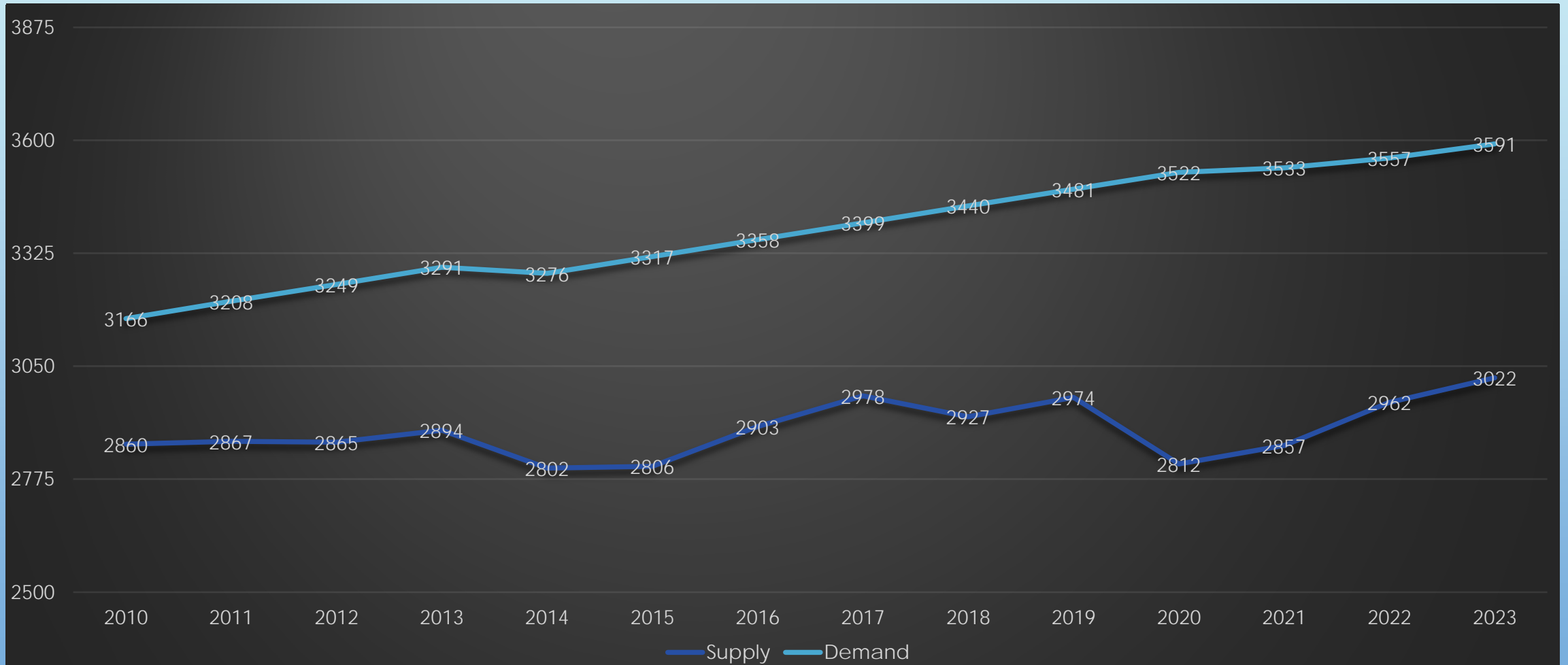
SHORTAGE= DEMAND-SUPPLY DEMAND

- BUT, IF THERE IS AN OVERAGE ON AN ISLAND THAT CANNOT FILL IN FOR ANOTHER SPECIALTY, THE OVERAGE IS NOT COUNTED.
 - IF THERE IS AN OVERAGE IN ONE SPECIALTY OF PRIMARY CARE, IT CAN BE ACCOMMODATED BY ANOTHER SPECIALTY OF PRIMARY CARE, SO NO ADJUSTMENTS MADE.
 - DIFFERENCES TRACKED EVERY YEAR AND REPORTED TO STATE LEGISLATURE.
 - RESULTS...
- 

RESULTS HAWAII PHYSICIAN WORKFORCE 2023

- OVER 12,000 MD AND DOS LICENSED IN HAWAII
- CURRENT SUPPLY OF PRACTICING PHYSICIANS IS 3599 FOR 3022 FULL TIME EQUIVALENTS. INCREASE OF 89 ACTIVE DOCTORS FOR 60 FTE FROM 2022
- SHORTAGE=757 OR 21% COMPARED TO CONTINENTAL US. NOTE THIS IS ADJUSTED FOR SPECIALTY OVERAGES
- AT LEAST 42 RETIRED, 4 PASSED AWAY, 55 MOVED AWAY, 212 DECREASED WORK TIME, 90 INCREASED TIME, OVER 200 NEW DOCS

PHYSICIAN WORKFORCE TRENDS



GREATEST STATEWIDE SPECIALTY SHORTAGES BY PERCENTAGE

Specialty	FTE Shortage	Percent short
Child Gastroenterology	5.5	66%
Child Endocrinology	5	64%
Child Pulmonology	3.5	64%
Colorectal Surgery	6.9	64%
Adult Endocrinology	17	60%
Thoracic Surgery	11.3	55%
Adult Pulmonology	31.5	54%

PHYSICIAN SHORTAGES BY COUNTY
(COMPARED TO LAST YEAR)

	Hawaii County	Honolulu County	Kauai County	Maui County	Statewide
Shortage	206(183)	318(382)	52(45)	181(167)	757(776)
Percent	41% (37%)	13%(15)	30%(26)	43%(40)	21%(22)

PRIMARY CARE SHORTAGE BY COUNTY (COMPARED TO LAST YEAR)

	Hawaii County	Honolulu County	Kauai County	Maui County	Statewide
Shortage	17 (12)	59 (106)	6 (0)	42 (44)	123 (162)
Percent	12% (9)	7% (14)	11% (0)	33%(36)	11% (15)

OTHER STATISTICS

- ▶ OUR PRACTICING PHYSICIANS RANGE FROM AGE 30 TO AGE 89 IN AGE. AVERAGE AGE IS 54.3 YEARS (COMPARED TO 53.2 US AVERAGE) AND UP SLIGHTLY FROM 53.3 IN 2022.
- ▶ CURRENTLY 22% OF OUR PHYSICIANS ARE ALREADY AGE 65 YEARS OR OVER, CONSTITUTING 706 PRACTICING PHYSICIANS. (UP SLIGHTLY FROM 21% IN 2022)
- ▶ WOMEN MAKE UP 39% OF THE PHYSICIAN WORKFORCE
- ▶ AT LEAST 42 PHYSICIANS RETIRED, 4 PASSED AWAY, 55 MOVED AWAY, 212 DECREASED WORK TIME, 90 INCREASED TIME, AND THE STATE GAINED OVER 200 NEW DOCS.

WHAT CAN WE DO TO GET MORE PHYSICIANS IN HAWAII?

- TRAIN MORE ACROSS HAWAII! AHEC MAKES A PROMISE TO HELP ANYONE IN HAWAII PURSUING HEALTH CAREER.
- DEDICATED JOB BOARD
- ACTIVE RECRUITMENT AT CONFERENCE ON THE CONTINENTAL US
- BRIDGE TO PRACTICE PROGRAM

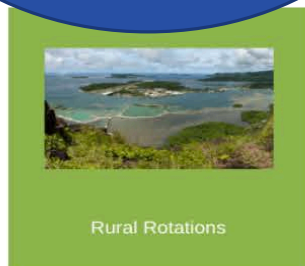
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State of Hawaii Department of Health

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Adventist Health Castle

Kailua, HI, USA

Full-Time | **Physician**
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Hawaii Pacific Neuroscience

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Hawaii Pacific Neuroscience

Honolulu, HI

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Epilepsy Neurologist

Honolulu, HI

Full-Time | **Physician**

LOOKING FOR
JOBS IN HAWAII?
**HAWAII JOB
ANNOUNCEMENTS**
ahec.hawaii.edu/doctor-jobs



BRIDGE TO PRACTICE

- IF A DOC WANTS TO TAKE OVER AN EXISTING PRACTICE, LET US KNOW AS WE HAVE DOCS WANTING TO HAND OVER THEIR PRACTICES!
- THEY WILL MENTOR NEW DOCS SO THEY CAN GET TO KNOW THE PRACTICE.
- THEN THEY WALK IN THE DOOR...AND TRANSITION IT TO THEIR PRACTICE

WHAT ELSE CAN WE DO TO ATTRACT PHYSICIANS?

- PRACTICE ASSISTANCE
- HOUSING
- INCREASE PAYMENT/REIMBURSEMENT
- LOAN REPAYMENT!!!!

PRACTICE ASSISTANCE

- HMSA, HOSPITALS, UHA CREATING PROGRAMS FOR STARTING A PRACTICE ON A NEIGHBOR ISLAND - REPORTEDLY \$25,000 TO \$100,000
- COMMUNITY FIRST ON BIG ISLAND WILL ASSIST WITH NEW PRACTICE START-UPS AND THEY WILL MATCH LOAN REPAYMENT
- WE'RE LOOKING FOR MORE ORGANIZATIONS TO HELP START UPS

HOME FINANCING OPTIONS

- THREE BANKS HAVE DEVELOPED SPECIAL PROGRAMS FOR PHYSICIANS:
 - CENTRAL PACIFIC BANK
 - BANK OF HAWAII
 - FIRST HAWAIIAN BANK

ZERO-DOWN LOANS FOR PRACTICE START-UP, HOME PURCHASE, AND STUDENT LOANS

- ASSISTANCE BY INVESTORS (THEY BUY PART OF THE HOUSE WITH DOC AND THEY GET THAT MUCH OF THE PROCEEDS WHEN IT'S SOLD)
- STATE ASSISTANCE FOR HEALTHCARE AND TEACHERS?
- STATE DONATE LAND TO BUILD ON IT WITH A LEASE FOR AS LONG AS OWNER LIVES IN HAWAII AND CARES FOR OR TEACHES HAWAII PATIENTS/STUDENTS

INCREASING PAYMENT/REIMBURSEMENT

- INCREASE MEDICARE RATES
- EXEMPT MEDICARE AND QUEST FROM GENERAL EXCISE TAX
- INCREASE QUEST PAYMENTS
- INCREASE PRIVATE INSURANCE REIMBURSEMENT RATES
- DECREASE THE COST OF ADMINISTRATIVE BURDEN/DECREASE THE BURDEN
- PAY FOR CARE OUTSIDE OF VISITS/SERVICES (SUCH AS PHONE CALLS)
- CREATE STRUCTURE FOR RURAL INCENTIVE SCALE, SUCH AS A FRONTIER DESIGNATION
- LET US KNOW MORE IDEAS!

-LOAN REPAYMENT

**-EVERYONE WHO CAN...SHOULD: SIGN
UP FOR THE 10 YEAR PUBLIC SERVICE
LOAN FORGIVENESS**

**-NATIONAL HEALTH SERVICE CORPS/
-HAWAII STATE LOAN REPAYMENT
PROGRAM IF CAN**

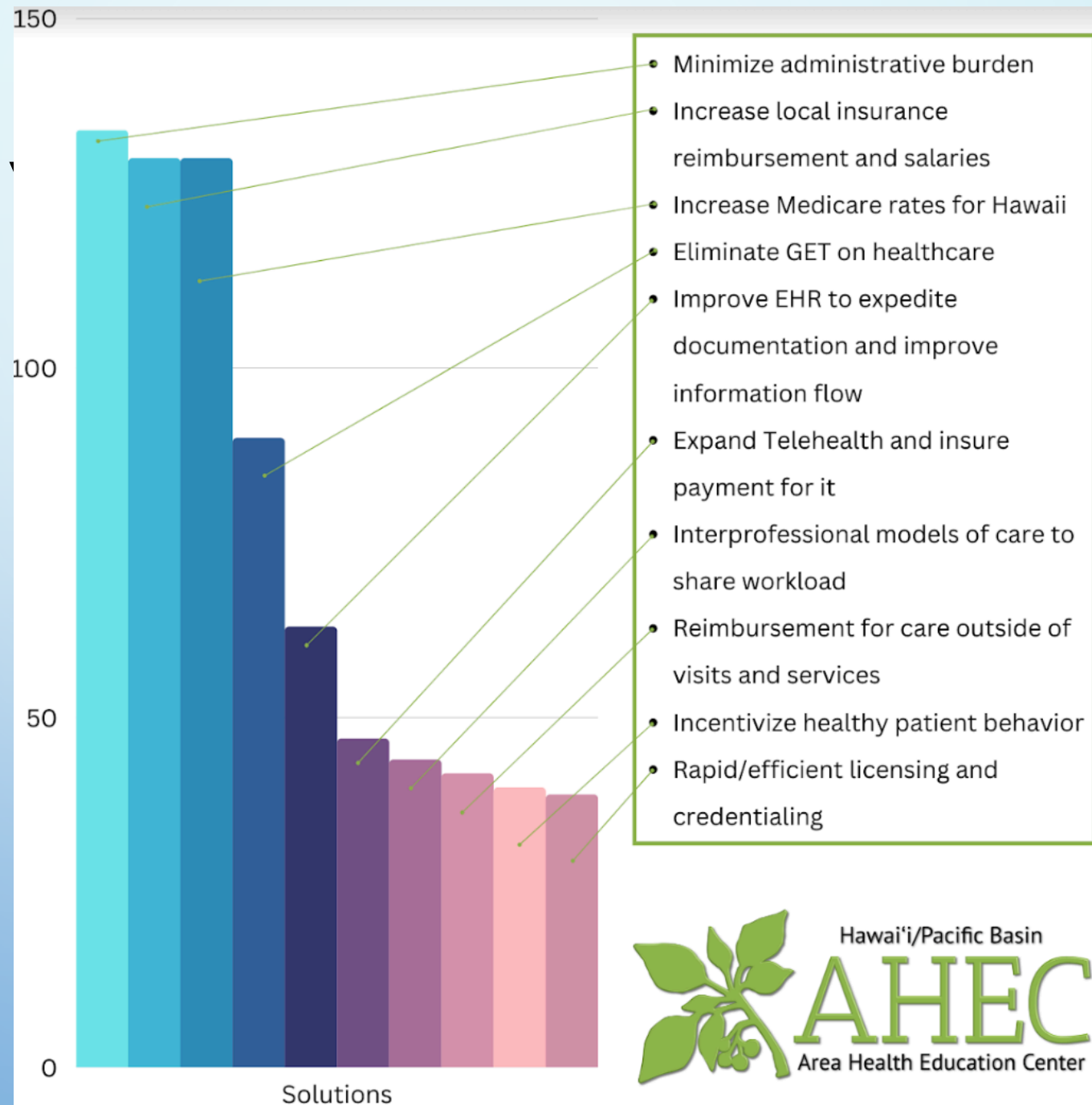
**-OR...Hawai'i Healthcare Education
Loan Repayment Program (HELP)**

806 Applications!!!!

WHAT TO DO TO RETAIN PHYSICIANS?

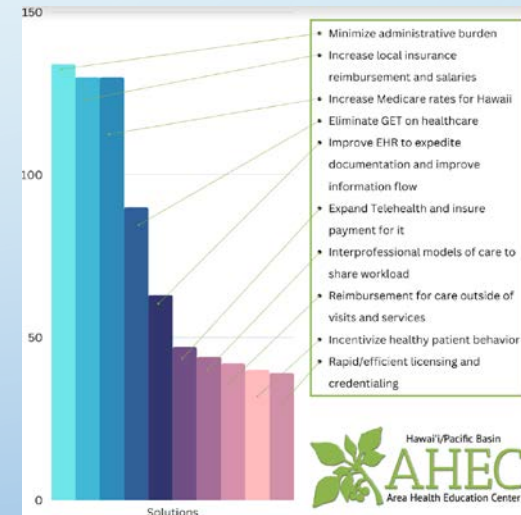
- 2022 HAWAII HEALTH WORKFORCE SUMMIT (ANNUAL CONFERENCE TO BRING TOGETHER EXPERTS TO LEARN ABOUT AND TROUBLE SHOOT SOLUTIONS FOR THE PHYSICIAN SHORTAGE):
- OFFERED 25 POTENTIAL SOLUTIONS
- PARTICIPANTS INSTRUCTED TO CHOOSE 5 MOST URGENT SOLUTIONS
- 268 VOTED

Summit participant survey:
Choose five most urgent
interventions to improve
recruitment and retention



WHAT NEEDS TO BE DONE FOR ADMINISTRATIVE SIMPLIFICATION?

- 112 PHYSICIANS VOTED ON SOLUTIONS
- QUALITATIVE ANALYSIS OF THEMES:
 - *PRIOR AUTHORIZATION*
 - *TRAINING OR PERSONNEL HIRES*
 - *EMR*
 - *BILLING*
 - *CREDENTIALING/LICENSURE*
 - *QUALITY METRICS*
 - *PHARMACY*
 - *TELEHEALTH*
 - *TRAVEL (PATIENTS OR PROVIDERS)*

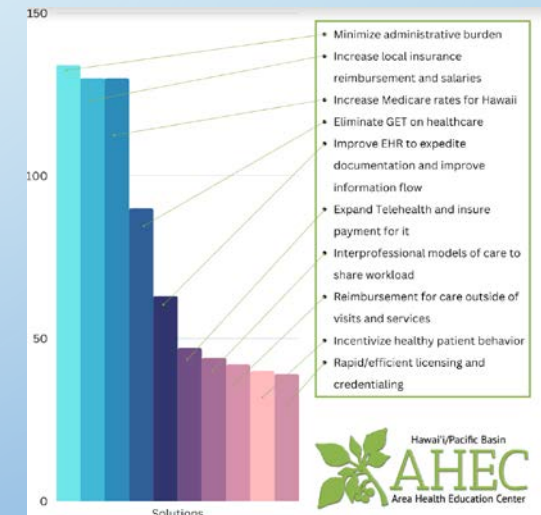


2023 HAWAII HEALTH WORKFORCE SUMMIT

- PARTICIPANTS ASKED IF THE PRIORITIES HAVE CHANGED

Please select a committee you would like to be on to create solutions (Time commitment less than 1 hour per month): 147 responses:

- Interprofessional models of care (33)
- Increase local reimbursement and salaries (30)
- Incentivize healthy patient behavior (29)
- Rapid licensing and credentialing (26)
- Eliminate GET on healthcare expenses (20)
- Expand telehealth (19)
- Administrative simplification (18)
- Improve EHR (16)
- Reimbursement for care outside of visits and services (15)
- Increase Medicare rates (12)
- AND adding bonus group: Housing!!



WANT TO GET INVOLVED? QUESTIONS?

- WITHY@HAWAII.EDU
- 808-692-1060
- [HTTPS://WWW.AHEC.HAWAII.EDU/](https://www.ahec.hawaii.edu/)