Health is Primary
Charting a Path to Equity & Sustainability

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Health is Primary
Charting a Path to Equity & Sustainability

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• Scoping review:
  • Supply of primary care
  • Demand for primary care; demands on primary care
  • The intersection of supply and demand

• Evaluation of the current state of supply changes in primary care
  • Incorporated all clinician types as they enter the workforce
  • Anticipated retirement at 65 years old

• Policy Implications
Supply: workforce training and distribution

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Supply</th>
<th>Demand</th>
<th>Percent Adequacy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family Medicine</td>
<td>124,390</td>
<td>138,670</td>
<td>90%</td>
</tr>
<tr>
<td>General Internal Medicine</td>
<td>89,040</td>
<td>107,570</td>
<td>83%</td>
</tr>
<tr>
<td>Geriatrics</td>
<td>7,950</td>
<td>9,080</td>
<td>88%</td>
</tr>
<tr>
<td>Pediatrics</td>
<td>61,240</td>
<td>62,560</td>
<td>98%</td>
</tr>
<tr>
<td>Nurse Practitioners</td>
<td>189,340</td>
<td>92,450</td>
<td>205%</td>
</tr>
<tr>
<td>Physician Assistants</td>
<td>62,680</td>
<td>41,720</td>
<td>150%</td>
</tr>
</tbody>
</table>
Supply: changes in clinical practice

- Changes in Retirement
- Retention and Practice Patterns
- Patient Panel Size
Demand for: where people live and who needs care

Percent Change among the 65 & Older U.S. Population: 2010–2019 vs. PCPs per 100,000 Population (2020)

- High growth and low capacity counties
Demand on: what is expected of primary care

Social Determinants of Health

Loneliness

Behavioral Health/ Mental Illness

Administrative Burden
The Intersection of Supply and Demand

- **Team based care**
  - Use of full licensure
  - Relies on knowledge of role

- **Workforce diversity**
  - Ensures care team reflects community

- **Direct primary care**
  - Total access
  - Satisfaction

- **Retail clinics**
  - Timely access
  - Lack of continuity

- **Telehealth**
  - Timely access
  - Limited functionality
Inflow and Outflow, Primary Care Physicians per 100,000 Population, 2012–2020 (with Physician Retirement at Age 65)

- Inflow per 100,000
- Outflow at age 65 per 100,000
- Net at age 65 per 100,000


Values range from -20 to 5.
PANELISTS

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Policy Solutions

Data: increase transparency and reliable reporting to enable data-driven decision making

Payment: invest in, and invest differently in primary care teams; expand Community Health Centers

Workforce: recruit, retain, diversify and support the primary care team

Education: incentivize primary care pathways

Employers & health plans: promote primary care relationships, remove financial barriers
Q & A
Thank you!