Health Care Workforce Projections Overview
National Academy of Medicine

December 4, 2023

Hayden Kepley, Ph.D., Deputy Director
National Center for Health Workforce Analysis (NCHWA)
Health Resources and Services Administration (HRSA)

Vision: Healthy Communities, Healthy People
Agenda

1. Introduction
2. Updated projections
3. Nursing projections
4. Projections outreach
5. Q&A
National Center for Health Workforce Analysis (NCHWA)

- **MISSION**
  To support informed public- and private-sector decision making on a broad range of issues impacting the U.S. health care and health support workforces by expanding the evidence-base.

- **OVERARCHING OBJECTIVE**
  Produce, fund, and disseminate research findings and data on the U.S. health care and health support workforces.
Health Care Workforce Projections Overview

• Projections available for over 100 occupations
• Projections run until 2036
• Current projections reflect:
  ▪ More recent data reflecting impact of pandemic
  ▪ Larger attrition
  ▪ More recent data on services provided by primary care
  ▪ Improved data on behavioral health utilization
Primary care physicians

- All four primary care physician specialties are projecting shortages in 2036
- Overall shortage of 68,020 full-time equivalents (FTEs) in 2036
  - Percent adequacy of 81%
  - Distribution issues
  - Metro/Nonmetro differences
### Primary care physicians 2036

<table>
<thead>
<tr>
<th>Physician Specialty</th>
<th>Shortage</th>
<th>Percent Adequacy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family Medicine</td>
<td>33,100</td>
<td>78%</td>
</tr>
<tr>
<td>General Internal Medicine</td>
<td>30,080</td>
<td>76%</td>
</tr>
<tr>
<td>Geriatrics</td>
<td>1,740</td>
<td>81%</td>
</tr>
<tr>
<td>Pediatrics</td>
<td>3,100</td>
<td>95%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>68,020</strong></td>
<td><strong>81%</strong></td>
</tr>
</tbody>
</table>
## Metro/Non-metro differences

<table>
<thead>
<tr>
<th>Physician Specialty</th>
<th>Metro Projections (2036)</th>
<th>Non-Metro Projections (2036)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Shortage</td>
<td>Percent Adequacy</td>
</tr>
<tr>
<td>Family Medicine</td>
<td>27,200</td>
<td>79%</td>
</tr>
<tr>
<td>General Internal Medicine</td>
<td>23,360</td>
<td>79%</td>
</tr>
<tr>
<td>Geriatrics</td>
<td>1,310</td>
<td>85%</td>
</tr>
<tr>
<td>Pediatrics</td>
<td>1,110</td>
<td>98%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>52,980</td>
<td>83%</td>
</tr>
</tbody>
</table>
Internal Medicine physician state-level
Behavioral health

• Shortages are projected for 9 of 11 behavioral health professions
• Percent adequacy in 2036 ranges from a low of 45% for Adult Psychiatrists to 93% for mental health and substance abuse Social Workers
  ▪ For all 11 occupations, the percent adequacy is 78%
## Selected behavioral health projections

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Shortage</th>
<th>Percent Adequacy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult Psychiatry</td>
<td>37,980</td>
<td>45%</td>
</tr>
<tr>
<td>Child and Adolescent Psychiatry</td>
<td>4,150</td>
<td>75%</td>
</tr>
<tr>
<td>Addiction Counselors</td>
<td>87,630</td>
<td>53%</td>
</tr>
<tr>
<td>Psychologists</td>
<td>62,490</td>
<td>63%</td>
</tr>
</tbody>
</table>
Psychologists state-level

Total Percent Adequacy By State 2036

Click on a state to view the state detail.

Date created: November 15, 2023
Nursing projections

• Nursing projections incorporate data from the National Sample Survey of Registered Nurses (NSSRN)
• The 2022 NSSRN is currently being finalized
• Nursing projections expected in February
Projections dashboard

• Workforce projections are available in an easy-to-use dashboard

• **Workforce projections dashboard** includes a downloadable dataset

• **Webinar** showcases how to use the dashboard

• Full documentation available online
Connect with HRSA

Learn more about our agency at:

www.HRSA.gov

Sign up for the HRSA eNews

FOLLOW US: