



# **BUREAU OF HEALTH PROFESSIONS PERFORMANCE MEASURES UPDATE**

**AY 2011-2012**

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**And**

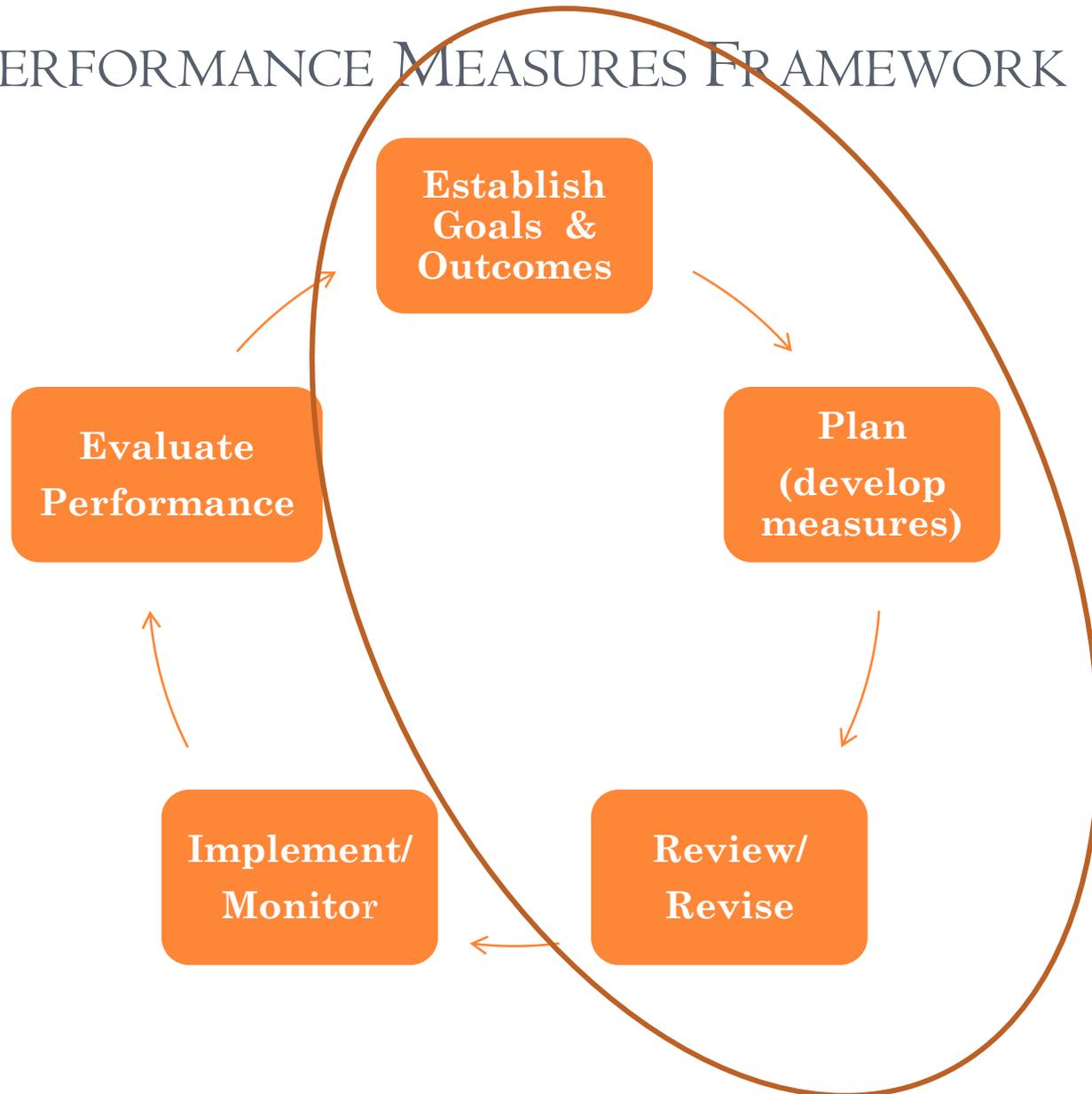
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# OUTLINE

- Performance Measures Framework
- Performance Management Planning Process
- Performance Measurement Goals
- Cluster Performance Measures
- Next Steps

# BHPR PERFORMANCE MEASURES FRAMEWORK



# BHP<sub>r</sub> Workforce Performance Measurement Planning Process

Establish Goals & Outcomes

Plan

Review & Revise

Implement & Evaluate

DHHS Mission & Goals
Budget
Legislation
HRSA Mission & Goals

- Supply
- Distribution
- Quality
- Infrastructure
- Diversity

- Literature Review
- Engage Stakeholders thru logic modeling
  - Staff
  - Grantees (sample)
  - Consultants

### Feedback

- Federal Register Notice Responses
- TA Calls
  - Advisory Committees
  - Grantees



- 1) Individual Level Measures
- 2) Program Specific Measures
- 3) Bureau Level Measures

## Proposed Performance Measurement System

### Outcomes

- Identify outcomes & performance indicators
  - Within Program Measures
  - Across-program Measures
  - Individual –level Measures

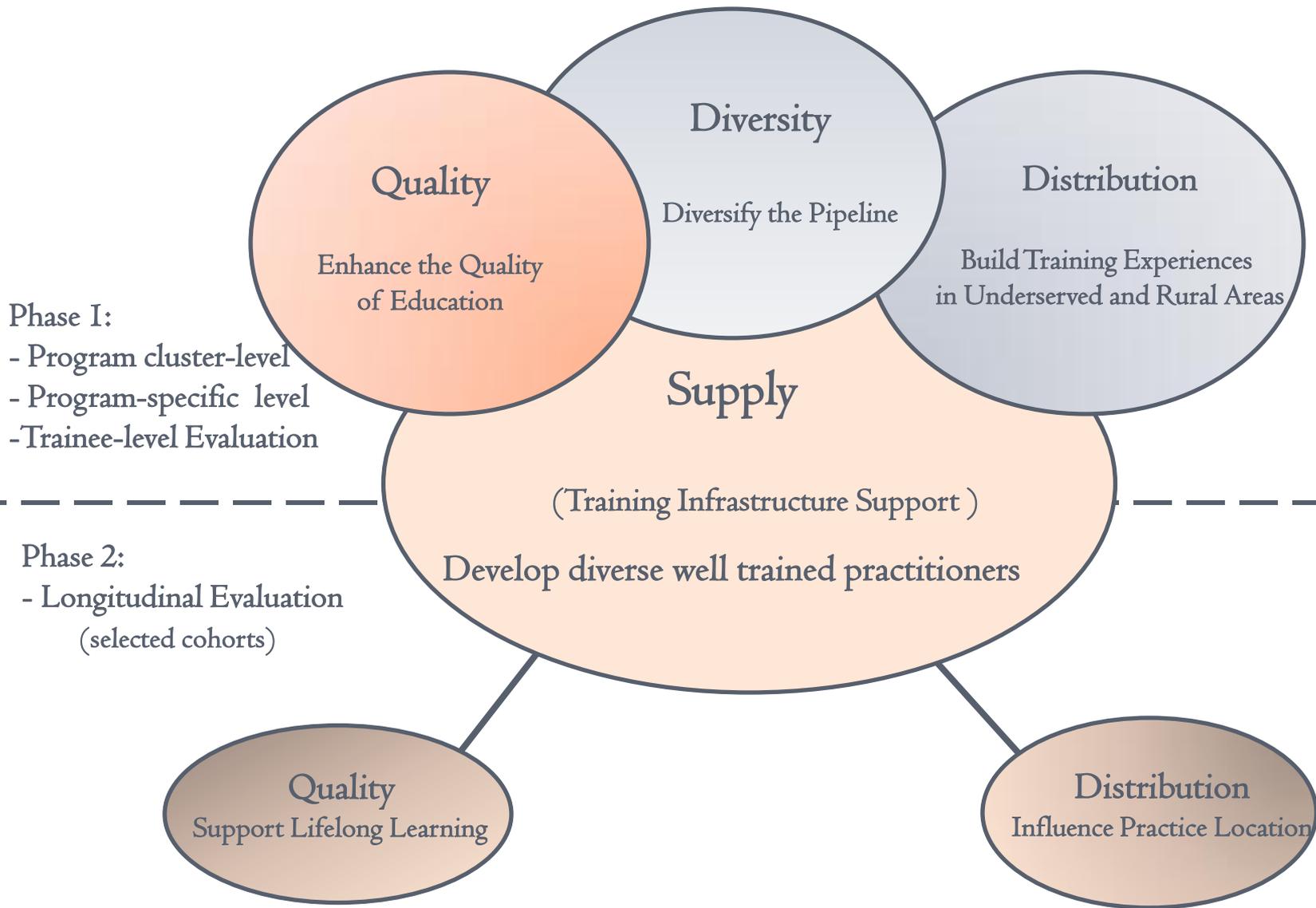
### Implementation Support

- Support IT infrastructure changes that enable data to be acquired, collated, sorted, analyzed, and reported.

### Evaluation

- Support longitudinal evaluation with selected priority cohorts for testing
- Support program changes based on evaluation results.

# BHP<sub>r</sub> Workforce Performance Measurement Goals



# PERFORMANCE MEASURE SUMMARY

- Program cluster-level
  - 30 cluster performance measures
  - 23 new cluster measures\*
  - 15 cluster data tables
- Program-specific level
  - 22 Programs use program-specific data tables
- Trainee-level Data
  - 21 Programs

# NEXT STEPS - PROCESS

## OMB

- 30-Day notice in FRN publication completed
- Public comments submitted to OMB
- OMB feedback to BHP<sub>r</sub> by Dec/Jan

## BHP<sub>r</sub>

- IT updates
- Send grantees data collection templates
- Develop pilot for trainee-level data
- Schedule additional grantee TA (e.g. unique i.d.)

## BHP<sub>r</sub> Cluster Performance Measures

**Supply**  
**Increase the number of  
health professionals**

Number and percent of :

- enrollees/graduates
- trainees receiving scholarships
- scholarship recipients that graduate
- that indicate their intent to practice in primary care
- total trainees/graduates receiving clinical training in primary care

## BHPr Cluster Performance Measures

**Distribution**  
Influence practice  
location.

**Supply**  
Increase the number of  
health professionals

The number and percent of total enrollees/graduates

- receiving clinical /experiential training in medically underserved areas;
- indicating intent to practice in medically underserved areas;
- practicing in medically underserved areas.

## BHPr Cluster Performance Measures

### Distribution

Influence practice location.

### Diversity

Diversify the pipeline.

### Supply

Increase the number of health professionals

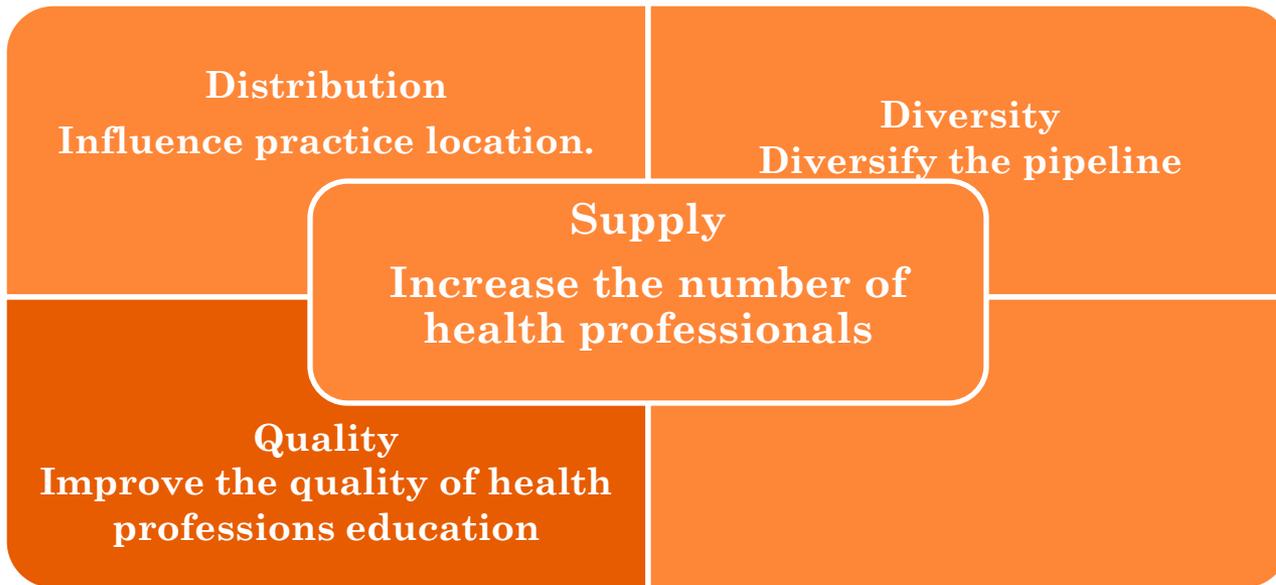
The number and percent of under-represented minorities and/or from disadvantaged background :

- who participate in BHPr programs;
- who are graduates/completers in BHPr programs;
- receiving experiential training in underserved areas;
- completing training who indicate their intent to practice in underserved areas;
- accepted into health professional training programs;
- who become faculty.

Retention (attrition) of under-represented minorities in BHPR programs :

- leading to health professional schools;
- in health professional schools ;
- faculty in health professional schools.

# BHPr Cluster Performance Measures



The number and percent of training offerings related to:

- cultural competencies
- interprofessional/interdisciplinary team based care
- quality improvement and patient safety
- health promotion and disease prevention
- health care ethics
- patient/family centered communications
- information technology

The number and percent of total trainees reporting increased knowledge and improved skills following completion of continuing professional education.

# BHP<sub>r</sub> Cluster Performance Measures

## Distribution

Influence practice location.

## Diversity

Diversify the pipeline.

## Supply

Increase the number of health professionals

## Quality

Improve the quality of health professions education

## Infrastructure

Strengthen the health professions education infrastructure

- Number of new filled residency slots through BHP<sub>r</sub> funding
- Number of new filled physician assistant positions through BHP<sub>r</sub> funding
- Number of new filled nursing positions through BHP<sub>r</sub> funding
- Number of new academic administrative units
- Number of programs with integrated disciplines focusing in primary care
- Number of new and expanded dental facilities in a dental health professional shortage area (HPSA)
- Number of faculty development training completers

## Proposed BHP<sub>r</sub> Trainee— level data

For a subset of programs we intend to pilot:

- Unique Identifier – 7 digit number
- 4<sup>th</sup> quarter reporting

Possible Categories (as appropriate):

- Gender
- Age
- Race
- Ethnicity
- Disadvantaged Background
- Rural/Urban/Frontier Background
- Award Amount
- Education Level
- Discipline
- Intent (e.g. practice in PC, MUC, enroll, etc.)

# SUPPLY MEASURES AND INDICATORS



# Supply Measures and Indicators

BHP Performance Goals	BHP Evaluation Questions	BHP Measures/Indicators	Data Sources By BHP Program
<p><b>Develop diverse well trained healthcare practitioners.</b></p>	<p>Are BHP programs increasing the number of trainees in pre-professional and health professions programs?</p>	<p>*Number of enrollees in BHP pre-professional programs</p> <p>*Number of enrollees funded in BHP health professions schools</p>	<ul style="list-style-type: none"> <li>• Nursing Education, Practice, Quality, and Retention (NEPQR)</li> <li>• Advanced Nursing Education (ANE)</li> <li>• Advanced Nursing Education Expansion (ANEE)</li> <li>• Advanced Education Nursing Traineeship (AENT)</li> <li>• Nurse Anesthesia Traineeship (NAT)</li> <li>• Nurse Faculty Loan (NFL)</li> <li>• Health Careers Opportunity Program (HCOP)</li> <li>• Centers of Excellence (COE)</li> <li>• <b>Area Health Education Centers (AHEC)</b></li> <li>• Nursing Workforce Diversity (NWD)</li> <li>• Scholarships for Disadvantaged Students (SDS)</li> <li>• Interdisciplinary and Interprofessional Joint Graduate Degree Program</li> <li>• Pre-doctoral Training in Primary Care</li> <li>• Primary Care Residency Expansion (PCRE)</li> <li>• Physician Faculty Development in Primary Care (PFD)</li> <li>• Physician Assistant Training in Primary Care (PAT)</li> <li>• Expansion of the Physician Assistant Training (EPAT) Programs</li> <li>• Pre-doctoral Training in General, Pediatric, and Public Health Dentistry and Dental Hygiene</li> <li>• Post-doctoral Training in General, Pediatric, and Public Health Dentistry</li> <li>• Comprehensive Geriatric Education Programs (CGEP)</li> </ul>

BHP Performance Goals	BHP Evaluation Questions	BHP Measures/Indicators	Data Sources By BHP Program
Develop diverse well trained health care practitioners.	Are BHP programs increasing the number of trainees completing training who indicate their intent to practice in primary care?	<b>*Number of BHP program completers and graduates that indicate their intent to practice in primary care</b>	<ul style="list-style-type: none"> <li>• Health Careers Opportunity Program (HCOP)</li> <li>• Centers of Excellence (COE)</li> <li>• <b>Area Health Education Centers (AHEC)</b></li> <li>• Nursing Workforce Diversity (NWD)</li> <li>• Scholarships for Disadvantaged Students (SDS)</li> <li>• Graduate Psychology Education (GPE)</li> <li>• Pre-doctoral Training in General, Pediatric, and Public Health Dentistry and Dental Hygiene (PD)</li> <li>• Post-doctoral Training in General, Pediatric, and Public Health Dentistry (PDD)</li> </ul>
Develop diverse well trained healthcare practitioners.	Are BHP Programs increasing the number of program completers/graduates?	Number of BHP program completers and Graduates	<ul style="list-style-type: none"> <li>• All BHP Programs</li> </ul>

# QUALITY MEASURES AND INDICATORS



BHP Performance Goals	BHP Evaluation Questions	BHP Measures/Indicators	Data Sources By BHP Program
<p><b>Enhance the quality of training.</b></p>	<p>Are BHP programs increasing the number of programs offering training in selected content areas?</p>	<p>Number of BHP programs offering innovative curriculum in selected competency areas:</p> <ul style="list-style-type: none"> <li>• cultural competencies</li> <li>• interprofessional team-based care</li> <li>• quality improvement and patient safety</li> <li>• health promotion and disease prevention</li> <li>• information technology</li> </ul>	<ul style="list-style-type: none"> <li>• Pre-doctoral Training in Primary Care</li> <li>• Residency Training in Primary Care</li> <li>• Primary Care Residency Expansion (PCRE)</li> <li>• Physician Faculty Development in Primary Care (PFD)</li> <li>• Physician Assistant Training in Primary Care (PAT)</li> <li>• Expansion of the Physician Assistant Training (EPAT) Programs</li> <li>• Teaching Health Centers (THC)</li> <li>• <b>Area Health Education Centers (AHEC)</b></li> <li>• Pre-doctoral Training in General, Pediatric, and Public Health Dentistry and Dental Hygiene (PD)</li> <li>• Post-doctoral Training in General, Pediatric, and Public Health Dentistry (PDD)</li> <li>• Graduate Psychology Education (GPE)</li> <li>• Faculty Development in General, Pediatric, and Public Health Dentistry and Dental Hygiene (FDD)</li> <li>• Nursing Workforce Diversity (NWD)</li> <li>• Health Careers Opportunity Program (HCOP)</li> <li>• Centers of Excellence (COE)</li> <li>• Public Health Training Centers (PHTC)</li> </ul>

BHP Performance Goals	BHP Evaluation Questions	BHP Measures/Indicators	Data Sources By BHP Program
<p><b>Enhance the quality of training.</b></p>	<p>Are BHP programs increasing the number of trainees reporting an increased in knowledge after completion of continuing education training?</p>	<p>*Number of BHP continuing education completers reporting increase in knowledge as a result of the training</p>	<ul style="list-style-type: none"> <li>• Comprehensive Geriatric Education Programs (CGEP)</li> <li>• Geriatric Education Centers (GEC)</li> <li>• Public Health Training Centers (PHTC)</li> <li>• Physician Faculty Development (FPD)</li> <li>• <b>Area Health Education Centers (AHEC)</b></li> <li>• Faculty Development: Integrated Technology into Nursing Education and Practice (ITNEP)</li> <li>• Personal Home Care Aide Training (PHCAST)</li> <li>• Nursing Assistant and Home Health Aide (NAHHA)</li> <li>• Nursing Education, Practice, Quality, and Retention E2, P2, P3, P4, R3, R4 (NEPQR)</li> </ul>

# DIVERSITY MEASURES AND INDICATORS



<p><b>BHPr Performance Goals</b></p>	<p><b>BHPr Evaluation Questions</b></p>	<p><b>BHPr Measures/Indicators</b></p>	<p><b>Data Sources By BHPr Program</b></p>
<p>Diversify the health professions pipeline</p>	<p>Are BHPr programs increasing the proportion of program completers and graduates who are underrepresented minorities and/or from disadvantaged backgrounds</p>	<p>Numerator: Number of BHPr program completers and graduates who are underrepresented minorities and/or from disadvantaged backgrounds</p> <p>Denominator: Total number of BHPr completers and graduates</p>	<ul style="list-style-type: none"> <li>• All BHPr Programs</li> </ul>

BHP Performance Goals	BHP Evaluation Questions	BHP Measures/Indicators	Data Sources By BHP Program
Diversify the health professions pipeline	Are BHP Programs increasing the proportion of faculty who are underrepresented minorities?	<p>Numerator: Number of faculty in BHP -funded faculty training programs who are underrepresented minorities</p> <p>Denominator: Total number of faculty in BHP -funded faculty training programs</p>	<ul style="list-style-type: none"> <li>• Centers of Excellence (COE)</li> <li>• Comprehensive Geriatric Education Programs (CGEP)</li> <li>• Physician Faculty Development (FPD)</li> <li>• Physician Faculty Development in Primary Care (PFD)</li> <li>• Faculty Development in General, Pediatric, and Public Health Dentistry and Dental Hygiene (FDD)</li> <li>• Geriatric Academic Career Award (GACA)</li> <li>• Geriatric Training Program for Physicians, Dentists, and Behavioral and Mental Health Professionals (GTPD)</li> <li>• Advanced Nursing Education (ANE)</li> <li>• Faculty Development: Integrated Technology into Nursing Education and Practice (ITNEP)</li> <li>• Nurse Faculty Loan (NFL)</li> </ul>
Diversify the health professions pipeline	<b>Are BHP programs increasing the proportion of underrepresented minorities accepted into health professional training programs?</b>	<p>Numerator: *Number of underrepresented minority completers and graduates from BHP-funded pipeline programs accepted into health professional training programs</p> <p>Denominator: Total number completers and graduates in BHP-funded pipeline programs</p>	<ul style="list-style-type: none"> <li>• Health Careers Opportunity Program (HCOP)</li> <li>• <b>Area Health Education Centers (AHEC)</b></li> <li>• Centers of Excellence (COE)</li> <li>• Scholarships for Disadvantaged Students (SDS)</li> <li>• Nursing Workforce Diversity (NWD)</li> </ul>

# DISTRIBUTION MEASURES AND INDICATORS



BHP Performance Goals	BHP Evaluation Questions	BHP Measures/Indicators	Data Sources By BHP Program
<p><b>Influence practice location of health practitioners</b></p>	<p>Are BHP programs increasing the proportion of completers/ graduates who indicate their intent to practice in Medically Underserved Communities (MUC) or rural areas?</p>	<p>Numerator: <b>*Number of BHP program completers and graduates who indicate their intent to practice in Medically Underserved Communities (MUC)</b></p> <p>Numerator: <b>*Number of BHP program completers and graduates who indicate their intent to practice in a rural area</b></p> <p>Denominator: Number of completers and graduates from BHP-funded programs</p>	<ul style="list-style-type: none"> <li>• Graduate Psychology Education (GPE)</li> <li>• Public Health Traineeships</li> <li>• Comprehensive Geriatric Education Program (CGEP)</li> <li>• Health Careers Opportunity Program (HCOP)</li> <li>• <b>Area Health Education Centers (AHEC)</b></li> <li>• Centers of Excellence (COE)</li> <li>• Scholarships for Disadvantaged Students (SDS)</li> <li>• Nursing Workforce Diversity (NWD)</li> <li>• Pre-doctoral Training in General, Pediatric, and Public Health Dentistry and Dental Hygiene (PD)</li> <li>• Post-doctoral Training in General, Pediatric, and Public Health Dentistry (PDD)</li> <li>• Public Health Training Centers (PHTC)</li> <li>• Public Health Traineeships</li> </ul>

BHP Performance Goals	BHP Evaluation Questions	BHP Measures/Indicators	Data Sources By BHP Program
<p>Influence practice location of health practitioners</p>	<p>Are BHP programs increasing the proportion of trainees receiving clinical training in Medically Underserved Communities (MUC) or rural areas?</p>	<p><b>Numerator: Number of BHP trainees receiving clinical training in Medically Underserved Communities (MUC)</b></p> <p><b>Numerator: *Number of BHP trainees receiving clinical training in a rural area</b></p> <p><b>Denominator: Total number of BHP trainees receiving clinical training</b></p>	<ul style="list-style-type: none"> <li>• Centers of Excellence (COE)</li> <li>• <b>Area Health Education Centers (AHEC)</b></li> <li>• Scholarships for Disadvantaged Students (SDS)</li> <li>• Pre-doctoral Training in Primary Care</li> <li>• Residency Training in Primary Care</li> <li>• Primary Care Residency Expansion (PCRE)</li> <li>• Physician Faculty Development in Primary Care (PFD)</li> <li>• Physician Assistant Training in Primary Care (PAT)</li> <li>• Expansion of the Physician Assistant Training (EPAT) Programs</li> <li>• Teaching Health Centers (THC)</li> <li>• Geriatric Training Program for Physicians, Dentists, and Behavioral and Mental Health Professionals (GTPD)</li> <li>• Geriatric Education Centers (GEC)</li> <li>• Preventive Medicine Residencies (PMR)</li> <li>• Geriatric Academic Career Award (GACA)</li> <li>• Public Health Training Center (PHTC)</li> <li>• Advanced Nursing Education (ANE)</li> <li>• Advanced Education Nursing Traineeship (AENT)</li> <li>• Nursing Anesthesia Traineeship (NAT)</li> <li>• Advanced Nursing Education Expansion (ANEE)</li> </ul>