

## Health Care Workforce

### I. Workforce

#### A. Factors Affecting

1. Cost reductions
2. Concern with outcomes
3. Inpatient shift
4. Constrained roles
5. Lower-cost workers
6. Customer satisfaction

#### B. Credentials

1. Licensure
2. Certification
3. Registration

### II. Professions

#### A. Physicians

1. DO vs. MD
2. Generalists vs. specialists
3. Work settings and practice patterns
4. Primary care vs. specialty care
5. Issues in medical practice
  - a. Threat of compromise
  - b. Lopsided medical training
  - c. Aggregate physician oversupply
  - d. Geographic maldistribution
  - e. Specialty maldistribution
  - f. International medical graduates

#### B. Dentists

1. Licensure
2. Specialty areas
3. Hygienists
4. Assistants

#### C. Pharmacists

1. Licensure
2. PharmD

#### D. Other

1. Optometrists
2. Psychologists
3. Podiatrists
4. Chiropractors

#### E. Nurses

1. Settings
2. Nurse Reinvestment Act
3. Advanced Practice Nurses

a. Specializations

F. Non-physician Practitioners

1. PA's
2. NP's

G. Allied Health Professionals

1. Technicians/assistants
2. Therapists/technologists

H. Health Services Administrators

1. Top-level
2. Middle-level
3. Entry-level
4. Challenges

I. Workforce Issues

1. Accountability
2. Duplication and coordination
3. Supply of physicians
4. Supply of nurses