

WHAT IS THE HIV WORKFORCE STUDY?

The HIV Workforce Study, conducted by the AIDS Education and Training Center (AETC) National Coordinating Resource Center (NCRC) along with external HIV workforce experts, is a follow-up study to reevaluate current and future HIV clinician workforce needs in the U.S.

A previous HIV workforce study was conducted by the U.S. Department of Health and Human Services (HHS) Health Resources and Services Administration (HRSA) HIV/AIDS Bureau and Mathematica researchers, [The HIV Clinician Workforce in the United States Supply and Demand Projections from 2010 to 2015](#).

The one-time, online, anonymous 32-question survey was administered March–August 2021 and March–June 2022 via regional AETCs, both national AETCs, the AETC National HIV Curriculum, and the following organizations: HRSA, TargetHIV.org, National Alliance of State & Territorial AIDS Directors (NASTAD), International Antiviral Society–United States of America (IAS–USA), HIV Medicine Association (HIVMA), American Academy of HIV Medicine (AAHIVM), and Harvard University Center for AIDS Research (CFAR).¹

WHAT IS THE PURPOSE OF THE HIV WORKFORCE STUDY?

The purpose of this research study was to evaluate the current number of U.S. healthcare providers prescribing HIV antiretroviral medication as well as the number projected to continue providing HIV-related care in the U.S. over the next 5 years.

WHY IS THE HIV WORKFORCE STUDY IMPORTANT?

The HIV Workforce Study is important because the need for an adequate workforce with HIV expertise is essential. According to the U.S. Centers for Disease Control and Prevention (CDC), approximately one in eight of the estimated 1.2 million people in the U.S. with HIV are unaware of their status and need to be tested. In addition, with more than 30,000 new HIV infections annually and fewer HIV-related deaths each year, HIV prevalence in the U.S. is still increasing. However, the HIV healthcare workforce is aging, and fewer new providers are training to become HIV care specialists.

WHAT ARE THE PREDICTORS OF CONTINUING CURRENT OR LARGER CARE LOAD OF PEOPLE WITH HIV IN 5 YEARS? ¹

- **Profession**—Advanced practice registered nurses (APRNs) inclusive of nurse practitioners (NPs)
- **Specialty**—Family Medicine physicians
- **Race**—Black or African American identifying
- **Age**—Less than 45 years old

WHAT ARE THE KEY FINDINGS? ¹

According to 1,004 survey respondents, over the next 5 years:

49.2% will **increase** the number of patients with HIV

33.0% will **serve the same** number of patients with HIV

7.3% will **decrease** the number of patients with HIV

10.5% will **stop providing care** to patients with HIV

WHAT ARE TOP REASONS FOR LEAVING/DECREASING HIV CARE PRACTICE? ¹

- Retiring from medical practice or reducing number of hours worked in medical care
- Too much time spent on documentation and other administrative work
- General burnout
- Inadequate support services to assist with the care of patients with HIV
- Other—including the federal End the HIV Epidemic (EHE) initiative

¹Norberg A, Nelson J, Lin H, Lazo E, Stanislaus D, Chu C, Bolduc P. A Forecast of the HIV Clinician Workforce Need in the United States: Results of a Quantitative National Survey. J Assoc Nurses AIDS Care. 2024 Nov-Dec 01;35(6):486-494. doi: 10.1097/JNC.0000000000000495. PMID: 39480051.