



Qualifications, Demographics, Satisfaction, and Future Capacity of the HIV Care Provider Workforce in the United States, 2013-2014

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Background

- 1.2 million HIV-infected persons in the United States
- Population increasing by about 30,000 per year
- As few as 40% consistently engaged in care; 30% virally suppressed

Background

- **Institute of Medicine**, Committee on HIV Screening and Access to Care. HIV Screening and Access to Care: Health Care System Capacity for Increased HIV Testing and Provision of Care. 2010
- **Health Resources and Services Administration**. Care Action Newsletter: Workforce Capacity in HIV. Health Resources and Services Administration, HIV/AIDS Bureau. 2010
- Averting a Crisis in HIV Care: A Joint Statement of the **American Academy of HIV Medicine (AAHIVM)** and the **HIV Medicine Association (HIVMA)** On the HIV Medical Workforce.

Methods

Sampling and Weighting Methods

- First stage:
 - 16 states and one territory: 100% participation
- Second stage:
 - 622 facilities: 505 participated (81%)
 - 2,208 physicians, nurse practitioners, physician assistants
 - Recruited between June 2013 – January 2014
- 2,203 eligible providers, 1,234 returned surveys (64% adjusted response rate)

Data Collection

- Modified Dillman's Tailored Design[©]
- Paper vs. Web-based response system
- \$20 cash token of appreciation
- Follow-up assistance
 - HIVMA
 - AAHIVM
 - AETCs

Analytic Methods

- Categories of variables:
 - Demographics
 - Qualifications and experience
 - Practice characteristics
 - Professional satisfaction
- Ryan White-funded practice vs. private practice
- Entered vs planned to leave practice within 5 years
 - Full-time equivalents in each group
 - Patients under their care

Results

Population Estimate

- We estimated that in 2013 there were 8,257 (CI 6,902-9,611) HIV care providers in the United States

Race/ethnicity

White	63%
Black/African American	11%
Hispanic or Latino	11%
Other races	16%

Provider Certification

Infectious diseases board certified physicians	45%
Other board certified physicians	30%
Non-board certified physicians	5%
Nurse practitioners	15%
Physician assistants	5%

Physician Board Certification

Infectious diseases	60%
Internal medicine	20%
Family medicine	17%
Pediatrics	2%
Other	2%

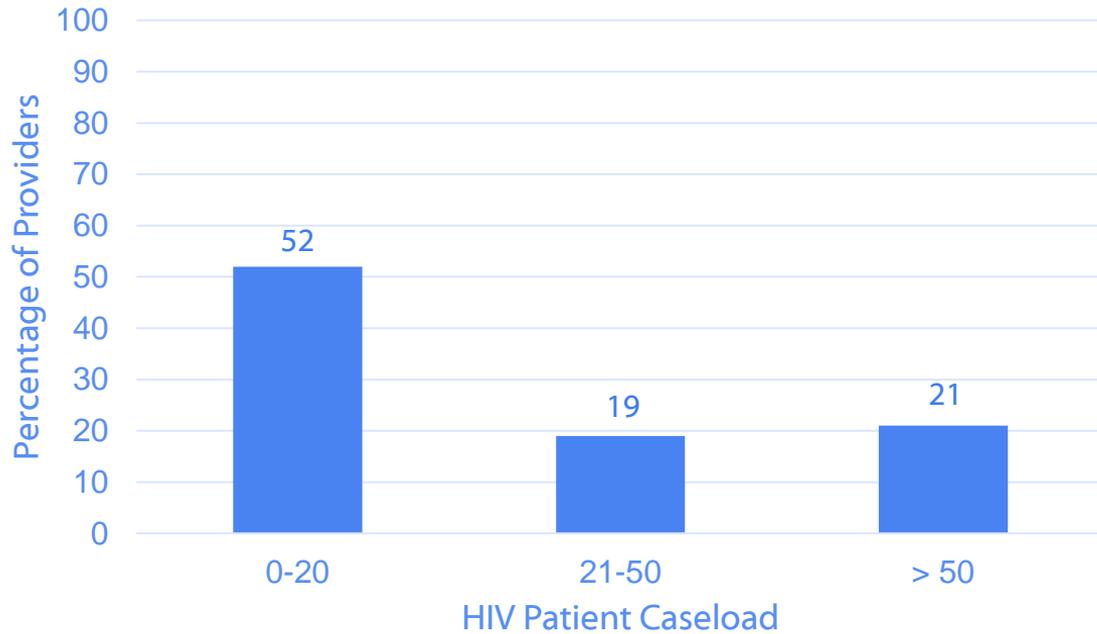
Care Delivery

HIVMA or AAHIVM specialist	58%
Provide primary care	83%
Provide care in language other than English	39%

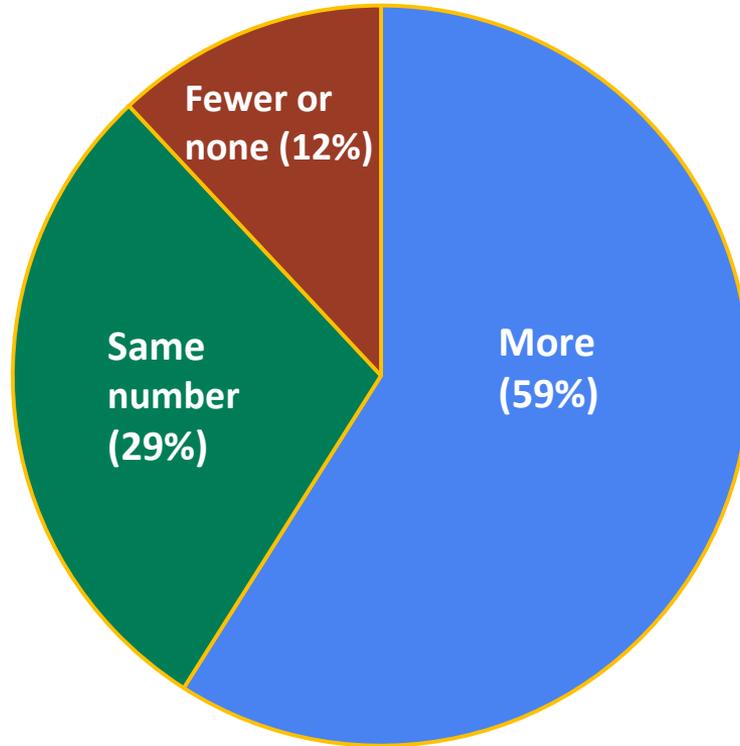
HIV Patient Co-management

Provide expert assistance	37%
Receive expert assistance	25%

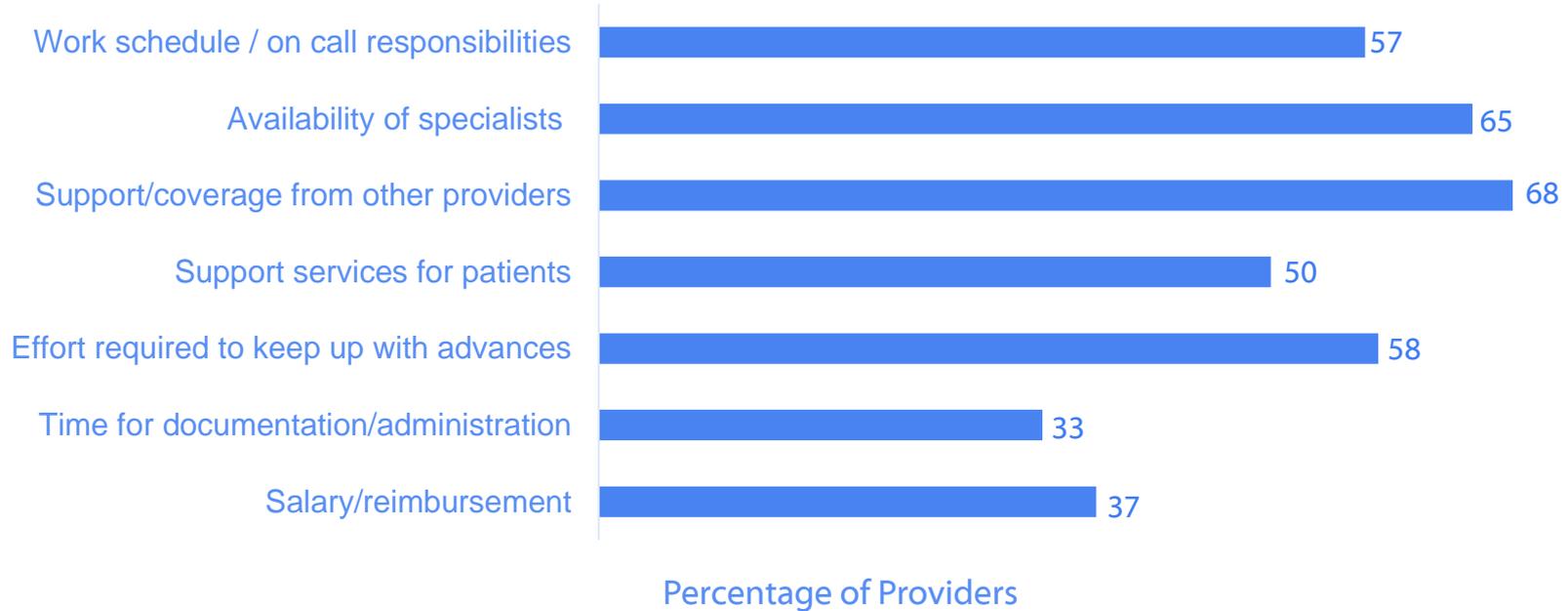
Provider Received HIV Expert Assistance



Number of Patients Provider Able to Care for in Five Years



Provider Satisfaction



HIV Care Providers at Ryan White HIV/AIDS Program (RWHAP)-funded facilities and in Private Practices

	Estimated Percentage	95% Confidence Interval
In private practices	42	33-51
At RWHAP-funded facilities	48*	35-60

*Among providers at facilities with known RWHAP-funding status

HIV Care Providers at RWHAP-funded facilities and in Private Practices

	RWHAP-funded n=723	Private practice N=211
	Weighted %	Weighted %
Female	55	32
Nurse practitioner	26	6
HIV specialist	72	43
Provides primary care	94	74

P values all <.001

HIV Care Providers at RWHAP-funded facilities and in Private Practices

	RWHAP-funded n=723	Private practice N=211
	Weighted %	Weighted %
HIV caseload 200+	38	15
Patient care 40+ hours/week	43	83
Will leave practice within 5 years	11	4

P values all <.001

HIV Care Providers Entering and Leaving the Workforce Within 5 years

	Estimated Percentage	95% Confidence Interval
Entering	17	12-22
Leaving	8	6-11

HIV Care Providers

Entering and Leaving the Workforce Within 5 years

	Entering n=219	Leaving N=109
	Weighted %	Weighted %
Age <40 years	77	1
Female	63	42
Provides primary care	77	90

P values all <.05

HIV Care Providers Entering and Leaving the Workforce Within 5 years

	Entering n=219	Leaving N=109
	Weighted %	Weighted %
Satisfaction with:		
Time for documentation	33	47
Support of other providers	62	83
Time to provide HIV care to established patients	59	81

P values all <.05

HIV Care Providers

Entering and Leaving the Workforce Within 5 years

FTE providers who entered practice within 5 Years [n = 216]		FTE providers who will leave practice within 5 Years [n = 109]				
Weighted estimate	95% CI	Weighted estimate	95% CI	Difference between weighted estimates	95% CI	P value
443	322 - 564	253	173 - 334	190	50 - 330	0.007

Patients of HIV Care Providers Entering and Leaving the Workforce Within 5 years

Patients receiving care from providers entering practice within 5 years [n = 219]		Patients receiving care from providers who will leave practice within 5 years [n = 109]				
Weighted estimate	95% CI	Weighted estimate	95% CI	Difference between weighted estimates	95% CI	<i>P</i> value
175,306	119,816 - 230,796	109,992	70,969 - 149,015	65,314	-1,031 – 131,658	0.05

HIV Care Providers at RWHAP-funded Facilities Entering and Leaving the Workforce Within 5 years

FTE providers who entered practice within 5 Years [n = 216]		FTE providers who will leave practice within 5 Years [n = 109]				
Weighted estimate	95% CI	Weighted estimate	95% CI	Difference between weighted estimates	95% CI	P value
268	192 - 343	148	72 - 223	120	18 - 222	0.02

Patients of Providers at RWHAP-funded Facilities Entering and Leaving the Workforce Within 5 years

Patients receiving care from providers entering practice within 5 years [n = 219]		Patients receiving care from providers who will leave practice within 5 years [n = 109]				
Weighted estimate	95% CI	Weighted estimate	95% CI	Difference between weighted estimates	95% CI	<i>P</i> value
100,469	66,620 - 134,319	65,986	28,667 - 103,305	34,483	-13,746 – 82,713	0.16

Workforce Challenges

- Racial/ethnic diversity is limited
- Low-volume providers need support
- Professional dissatisfaction is substantial
- Workforce capacity not growing sufficiently
- Ryan White-funded facilities face attrition

Racial/ethnic Disparities

- Blacks
 - HIV-infected persons: 41%
 - Providers: 11%

- Hispanics
 - HIV-infected persons 20%
 - Providers: 11%

Low-volume Providers

- One in three care for ≤ 50 HIV patients
 - One in five receive expert assistance
- Caseload ≤ 20 HIV patients
 - Half receive expert assistance

Professional Satisfaction

- One third satisfied with:
 - Salary or reimbursement
 - Time available for documentation/administrative work

Issues for new Providers

- Fewer provide primary care
- Less satisfied with time for documentation/administration
- Fewer reported having sufficient time with established patients

Workforce Capacity

- Net gain in patient care capacity of 65,000 over five years
- Increased prevalence of at least 100,000
- Estimated 124,000 newly eligible for coverage

Limitations

- Rate of influx could be higher than predicted
- Estimates based on self-report
- Assumption that incidence and death rates will remain stable over five years

Conclusions

- Modest growth in capacity will be outpaced by increased demand
- Provider dissatisfaction is substantial
- Minority providers are underrepresented

Thank you for listening

Questions?

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For more information, contact CDC
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TTY: 1-888-232-6348 www.cdc.gov

The findings and conclusions in this report are those of the authors and do not necessarily represent the official position of the Centers for Disease Control and Prevention.

