

Bobby Jindal
GOVERNOR



Alan Levine
SECRETARY

State of Louisiana
Department of Health and Hospitals
Office of the Secretary

June 24, 2009

The Honorable Kay Katz, Chair
House Health and Welfare Committee
State Capital
P.O. Box 44486
Baton Rouge, LA 70804

Dear Representative Katz:

In response to House Resolution No. 181 (HR 181) of the 2008 Regular Session, the Louisiana Department of Health and Hospitals (DHH) submits the enclosed report. The report studies which health care professions in areas of the state impacted by Hurricanes Katrina and Rita have experienced staffing shortages as well as reasonable incentives the legislature could offer to health care professionals in order to encourage employment in hurricane-impacted areas.

The Bureau of Primary Care and Rural Health within DHH is available to discuss the enclosed report and recommendations with you and the members of the House Health and Welfare Committee. Please contact Gerrelde Davis, director of the bureau, at (225) 342-2657 with any questions or comments you may have.

Sincerely,

A handwritten signature in black ink, appearing to read "Alan Levine".

Alan Levine
Secretary

Enclosures

Health Care Workforce Needs Assessment

Report prepared by the Department of Health and Hospitals House Resolution No. 181 of the 2008 Regular Session

I. Executive Summary

House Resolution No. 181 (HR 181) of the 2008 Regular Session, by Representative Willmott, urges and requests the Department of Health and Hospitals to perform a feasibility study to determine which health care professions in areas of the state impacted by Hurricanes Katrina and Rita have experienced staffing shortages and reasonable incentives the legislature could offer to health care professionals in order to encourage their employment in hurricane-impacted areas (Attachment A).

In response to HR 181, the Louisiana Department of Health and Hospitals (DHH) is presenting this report as an accumulation of health professional workforce documents that have been prepared by fellow Louisiana agencies. DHH has prepared an assessment of Health Professional Shortage Areas (HPSA) which indicate health professional shortages in primary care, dental, and mental health workforces by parish and statewide. Inclusion of a designated HPSA is a qualifying requirement to participate in thirty-eight federal programs. Assessment of other health professional shortages is limited by national benchmarks and available provider data. As noted, in Table 2, nursing populations are reported by the percent of population within the working nursing parish. This method provides a snapshot of nurse population to parish population ratios. This report also provides information on those organizations in the state which are working to mitigate health professional shortages as well as incentive programs which currently operate in the state.

Key findings:

Health Professional Shortage Areas

- 94 % of Louisiana parishes are full or partial primary care HPSAs.
- 86 % of Louisiana parishes are dental HPSAs.
- Louisiana has a shortage of 362 primary care physicians.
- Louisiana has a shortage of 232 dentists.
- Louisiana has a shortage of 94 psychiatrists.

Louisiana Health Professional Workforce Supply

- Nursing workforce is 974 per 100,000 individuals, compared to 825 nationally.
- The supply of primary care physicians to population is 6301:1; the desired ratio is 3000:1.
- Supply of dentists is 8501:1; the desired ratio is 3000:1.

II. Health Professional Shortage Areas

HPSA designations are approved by the federal Shortage Designation Branch in the Health Resources and Services Administration. Louisiana's Bureau of Primary Care and Rural Health typically submits requests pertaining to areas within the state. Designated HPSAs are valid for three years and must be reviewed at the end of that time.

Primary care designations pertain to an area's access to physicians that practice principally in one of the following: family practice, general practice, internal medicine, pediatrics, and OB/GYN. A ratio is used to measure the level of primary care access. To be considered underserved, most areas in the state are considered to be high needs areas; therefore, a ratio of $\geq 3,000$ possible patients to one (1) primary care physician full-time equivalent (FTE) is usually required. Provider FTEs are determined by taking the number of hours per week the physician spends in primary care services, either in-office or on-rounds at the hospital, divided by 40. The total of these FTEs is divided by the total resident/civilian population of the area.

Dental designations are designated on a similar ratio scheme. Dental FTEs are calculated by starting with the number of hours of patient care worked per week provided by the dentist. The FTE is then weighted according to the dentist's age and number of in-house assistants the dentist employs. A ratio of $\geq 4,000$ possible patients to one (1) dentist FTE is usually required (in high needs areas).

Mental health designations have several ways to figure an area's mental health ratio that include looking at the number of psychiatrists and/or that number plus the other core mental health providers in the area. For this report, the number of psychiatrists has been used.

DHH uses HPSA designations to prioritize health professional recruitment and retention resources to these medically underserved areas.

Table 1 Louisiana HPSAs by parish and provider type

County/Parish	HPSA Type	PC FTE	PC # Short	Dental FTE	Dental # Short	MH FTE	MH # Short
Acadia Parish							
Acadia	Single County	16	4	5	10	0	2
Allen Parish							
Allen	Single County	2	6	5	2	0	0
Federal Correctional Complex-Oakdale	Correctional Facility	--	4	--	6	--	4
Ascension Parish							
Ascension	Single County	29	5	20	0	1	3
Reddy Family Clinic Donaldsonville	Rural Health Clinic	--	--	--	--	--	--
Assumption Parish							
Assumption Parish	Single County	4	4	2	5	1	1
Reddy Family Medical Clinic	Rural Health Clinic	--	--	--	--	--	--
Reddy Family Medical Clinic Pierre Part	Rural Health Clinic	--	--	--	--	--	--
Avoyelles Parish							
Avoyelles Parish	Single County	12	2	No HPSAs	--	0	1
Tunica-Biloxi Indian Tribe of Louisiana	Native American Tribal Population	--	--	--	--	--	--
Beauregard Parish							

County/Parish	HPSA Type	PC FTE	PC # Short	Dental FTE	Dental # Short	MH FTE	MH # Short
Beauregard/Dequincy	Geographical Area	10	3	--	--	--	--
Beauregard Parish	Single County	--	--	7	0	0	1
Blenville Parish							
Blenville Parish	Single County	4	1	2	2	0	TBA
Bossier Parish							
Bossier Parish	Single County	--	--	No HPSAs	--	0	TBA
North Bossier	Geographical Area	1	1	--	--	--	--
Caddo Parish							
North Caddo	Geographical Area	3	0	2	3	--	--
David Raines Community Health Center	Comprehensive Health Center	1	0	--	--	--	--
Low Income-Shreveport	Population Group	19	1	--	--	--	--
Central Shreveport	Geographical Area	--	--	14	11	--	--
Calcasieu Parish							
North Lake Charles	Geographical Area	3	3	--	--	--	--
Moss Regional Medical Center OP Clinic	Other Facility	11	--	--	--	--	--
SW Louisiana Center for Health Services	Comprehensive Health Center	--	--	--	--	--	--
Calcasieu	Single County	--	--	--	--	8	6
Vinton	Geographical Area	2	1	--	--	--	--
Caldwell Parish							
Caldwell Parish	Single County	3	1	2	1	No HPSAs	
Citizen's Rural Clinic	Rural Health Clinic						
Cameron Parish							
Cameron Parish	Single County	1	2	0	0	0	0
Catahoula Parish							
Catahoula Parish	Single County	3	0	2	1	--	--
Catahoula Parish Hospital Services District	Comprehensive Health Center	1	3	--	--	--	--
Claiborne Parish							
Low Income - Claiborne	Population Group	3	0	0	--	--	--
Claiborne Parish	Single County	--	--	3	1	No HPSAs	--
Concordia Parish							
Concordia Parish	Single County	6	0	5	0	No HPSAs	--
Desoto Parish							
Desoto Parish	Single County	4	5	2	4	No HPSAs	--
East Baton Rouge Parish							
Northwest Baton Rouge	Geographical Area	12	10	6	15	--	--
Low-Income-Eden Park	Population Group	2	11	--	--	--	--
Capitol City Family Health Center	Comprehensive Health Center	1	0	--	--	--	--
Baton Rouge Primary Care Collaborative	Comprehensive Health Center	--	--	--	--	--	--
South Eden Park/Southwest Baton Rouge	Geographical Area	--	--	0	6	--	--
Eden Park / South Baton Rouge	Geographical Area	--	--	6	1	--	--
East Baton Rouge Parish	Single County	--	--	--	--	23	16
East Carroll Parish							
East Carroll Parish	Single County	2	0	1	1	0	TBA
East Feliciana Parish							
East Feliciana Parish	Single County	3	4	2	4	1	1
Primary Care Providers for a Health Feliciana	Comprehensive Health Center	3	20	--	--	--	--
Evangeline Parish							
Evangeline Parish	Single County	No HPSAs	--	No HPSAs	--	0	TBA
Franklin Parish							
Franklin Parish	Single County	4	3	3	2	0	TBA
Tensas Community Center	Comprehensive Health Center	--	--	--	--	--	--
Grant Parish							
Grant Parish	Single County	1	6	1	3	0	TBA
United States Penitentiary -Pollock	Correctional Facility	--	--	--	2	--	--
Iberia Parish							
Iberia Parish	Single County	10	16	18	1	0	3
Iberia Comprehensive Community Health Center	Comprehensive Health Center	10	68	--	--	--	--
Chitimacha Tribe of Louisiana	Native American Tribal Population	--	--	--	--	--	--
Iberville Parish							
Iberville Parish	Single County	11	1	8	1	0	1
St. Gabriel Health Clinic	Comprehensive Health Center	1	1	--	--	--	--
Reddy Family Medical Clinic	Rural Health Center	--	--	--	--	--	--
Reddy Family Medical Center	Rural Health Center	--	--	--	--	--	--
Jackson Parish							
Jackson Parish	Single County	4	1	2	2	No HPSAs	--
Jefferson Davis Parish							
Jefferson Davis Parish	Single County	5	6	7	2	1	1

County/Parish	HPSA Type	PC FTE	PC # Short	Dental FTE	Dental # Short	MH FTE	MH # Short
Elton Rural Health Clinic	Rural Health Clinic	--	--	--	--	--	--
Coushatta Tribe of Louisiana	Native American Tribal Population	--	--	--	--	--	--
Jefferson Parish							
Low income-Old Kenner/River Town	Population Group	2	3	1	6	--	--
East Jefferson Community Health Center	Comprehensive Health Center	1	0	--	--	--	--
Lafitte	Comprehensive Health Center	0	5	0	4	--	--
Avondale-Westwego	Geographical Area	9	9	--	--	--	--
Harvey Service Area	Geographical Area	2	4	--	--	--	--
Gretna Service Area	Geographical Area	1	1	--	--	--	--
Jefferson Community Health Centers, Inc.	Comprehensive Health Center	--	--	--	--	--	--
Jefferson Community Health Centers, Inc.	Comprehensive Health Center	--	--	--	--	--	--
St. Charles Community Health Center-Kenner Pediatric Corner	Comprehensive Health Center	--	--	--	--	--	--
LaSalle Parish							
LaSalle Parish	Single County	4	0	2	2	0	TBA
Jena Band of Choctaw Indians	Native American Tribal Population	--	--	--	--	--	--
Lafayette Parish							
Northwest Lafayette Service Area	Geographical Area	9	2	--	--	--	--
Lafayette	Single County	--	--	37	4	8	7
Lafourche Parish							
Lafourche Parish	Single County	17	10	--	--	2	3
Lincoln Parish	Single County	13	0	No HPSAs	--	0	TBA
Livingston Parish							
Livingston Parish	Single County	9	16	19	4	0	4
Madison Parish							
Madison Parish	Single County	4	0	1	2	0	TBA
Thomas A. Newmann, M.D.	Rural Health Clinic	--	--	--	--	--	--
Morehouse Parish							
Low Income-Morehouse	Population Group	4	1	--	--	--	--
Morehouse Parish	Single County	--	--	6	1	0	TBA
Morehouse Community Medical Center	Comprehensive Health Center	--	--	--	--	--	--
Natchitoches Parish							
Northwest Natchitoches County	Geographical Area	3	0	--	--	--	--
Natchitoches out Patient	Comprehensive Health Center	1	0	--	--	--	--
Campiti	Geographical Area	0	2	--	--	--	--
Natchitoches Parish	Single County	--	--	9	0	1	0
Orleans Parish							
Orleans Parish	Single County	141	10	78	38	22	15
Medical Center of Louisiana – Orleans	Other Facility	45	--	--	--	--	--
Excelth, Inc. Health Care	Comprehensive Health Center	1	0	--	--	--	--
Healthcare for the Homeless	Comprehensive Health Center	1	0	--	--	--	--
Ouachita Parish							
Primary Health Service	Comprehensive Health Center	1	0	--	--	--	--
Low Income-Ouachita County	Population Group	18	2	5	10	--	--
Ouachita Parish	Single County	--	--	--	--	5	TBA
Plaquemines Parish							
Plaquemine Parish	Single County	2	0	1	0	0	0
Pointe Coupee Parish							
Pointe Coupee Parish	Single County	7	1	4	2	0	1
Innis	Comprehensive Health Center	7	15	--	--	--	--
Rapides Parish							
Low Income Rapides Parish	Popular Group	14	6	--	--	--	--
Rapides Parish	Single County	--	--	--	--	5	TBA
Rapides Primary Health Care Center	Comprehensive Health Center	1	2	--	--	--	--
United States Penitentiary-Pollock	Correctional Facility	0	2	--	--	--	--
Red River Parish							
Red River Parish	Single County	2	1	2	1	0	TBA
Richland Parish							
Low Income –Richland Parish	Population Group	3	1	0	2	No HPSAs	--
Richland Parish	Single County	--	--	--	--	0	TBA
Delhi Rural Health Clinic	Rural Health Clinic	--	--	--	--	--	--
NE Louisiana Health Center	Rural Health Clinic	--	--	--	--	--	--
Sabine Parish							
Sabine Parish	Single County	5	3	4	2	0	1
St. Bernard Parish							
St. Bernard Parish	Single County	4	14	4	9	0	0
St. Charles Parish							
St. Charles Parish	Single County	9	5	9	2	2	TBA
St. Charles Community Health Center, Inc.	Comprehensive Health Center	--	--	--	--	--	--
St. Helena Parish							
St. Helena Parish	Single County	2	1	1	2	0	0
St. Helena Community Health Center	Comprehensive Health Center	1	0	--	--	--	--

County/Parish	HPSA Type	PC FTE	PC # Short	Dental FTE	Dental # Short	MH FTE	MH # Short
St. James Parish							
St. James Parish	Single County	3	5	4	1	0	1
St. John the Baptist Parish							
St. John the Baptist	Single County	17	1	10	1	0	2
St. Landry Parish							
Eunice Rural Health Clinic		--	--	--	--	--	--
Southwest Louisiana Primary	Rural Health Clinic	1	0	--	--	--	--
Southeast St. Landry	Geographical Area	2	2	--	--	--	--
Southeast St. Landry	Single County	--	--	16	6	--	--
St. Martin Parish							
St. Martin Parish	Single County	7	10	5	6	0	2
St. Mary Parish							
St. Mary Parish	Single County	16	2	11	2	1	1
Teche Action Clinic	Comprehensive Health Clinic	1	0	--	--	--	--
St. Tammany Parish							
South Central Slidell	Geographical Area	1	4	No HPSAs	--	--	--
St. Tammany	Single County	--	--	--	--	6	1
Tangipahoa Parish							
Tangipahoa Parish	Single County	33	1	12	16	5	4
Kidkare Multipractice Clinic	Rural Health Clinic	--	--	--	--	--	--
Multipractice Clinic, Inc.	Comprehensive Health Clinic	--	--	--	--	--	--
Tensas Parish							
Tensas Parish	Single County	1	2	0	2	0	0
Tensas Community Health Center	Comprehensive Health Clinic	--	--	--	--	--	--
Terrebonne Parish							
Southern Terrebonne Service Areas	Geographical Area	5	1	No HPSAs	--	--	--
Terrebonne Parish	Single County	--	--	--	--	4	0
Union Parish							
Union Parish	Single County	4	3	2	3	0	TBA
Union General Rural Health Clinic	Rural Health Clinic	--	--	--	--	--	--
Vermillion Parish							
Vermillion Parish	Single County	13	5	6	2	1	0
Vernon Parish							
Vernon Parish	Single County	13	1	5	7	0	2
Washington Parish							
Washington Parish	Single County	15	0	11	0	0	2
Webster Parish							
Minden Family Care center	Rural Health Clinic	--	--	--	--	No HPSAs	--
Low Income- Webster County	Population Group	6	0	--	--	--	--
Webster Parish	Single County	--	--	9	2	--	--
West Baton Rouge Parish							
West Baton Rouge	Single County	0	9	3	3	0	1
West Carroll Parish							
West Carroll Parish	Single County	4	0	1	2	No HPSAs	--
West Feliciana Parish							
West Feliciana Parish	Single County	1	4	3	1	0	1
Winn Parish							
Winn Parish	Single County	5	0	3	1	No HPSAs	--
Statewide		708	362	409	232	99	94

III. Health Professional Workforce Supply and Demands

Job demand is an indicator of the need for health care workforce within a given area. Recruitment of specifically trained health professionals is especially difficult in rural and medically underserved areas, where ratios of providers to populations are lower.

Table 2 exhibits the state's available primary care, dental and nursing workforce by the parish in which they practice. These three sources of demand demonstrate the diversity of needs within Louisiana, with special attention to nursing.

Table 2: Available Primary Care, Nursing and Dental Workforce by Practice Location

BUSINESS PARISH	PRIMARY CARE	HPSA RATIO	DENTISTS	HPSA RATIO	RN	RATIO	POP
Acadia	27	3825:1	24	12317:1	435	135:1	58,861
Allen	10	15435:1	5	5248:1	129	197:1	25,440
Ascension	29	3501:1	40	5024:1	1,186	65:1	76,627
Assumption	5	5892:1	2	15468:1	133	176:1	23,388
Avoyelles	13	3471:1(LI)	23	-----	361	115:1	41,481
Beauregard	15	3932:1(LI)	-	5067:1	228	145:1	32,986
Bienville	4	3558:1	11	9340:1	105	150:1	15,752
Bossier	57	4902:1(LI)	49	-----	1,672	59:1	98,310
Caddo	446	3220:1(LI)	149	8936:1(LI)	3,043	83:1	252,161
Calcasieu	147	4805:1(LI)	93	-----	1,766	104:1	183,577
Caldwell	2	3509:1	2	5650:1	79	134:1	10,560
Cameron	1	7447:1	-	9680:1	37	270:1	9,991
Catahoula	2	3345:1	1	4939:1	105	104:1	10,920
Claiborne	9	3037:1(LI)	4	5017:1	107	157:1	16,851
Concordia	10	3056:1	6	4264:1	140	145:1	20,247
Desoto	4	6389:1	2	10915:1	242	105:1	25,494
East Baton Rouge	528	5221:1(LI)	291	14354:1(LI)	4,155	99:1	412,852
East Carroll	4	3377:1	1	7609:1	28	336:1	9,421
East Feliciana	12	8606:1	5	11618:1	211	101:1	21,360
Evangeline	16	-----	11	-----	367	97:1	35,434
Franklin	4	5366:1	4	7060:1	141	151:1	21,263
Grant	0	37006:1	1	15482:1	219	85:1	18,698
Iberia	39	7955:1	32	4145:1	400	183:1	73,266
Iberville	17	3255:1	10	4517:1	195	171:1	33,320
Jackson	3	3516:1	4	8371:1	164	94:1	15,397
Jefferson	535	9682:1(LI)	337	17403:1	4,993	91:1	455,466
Jefferson Davis	16	7298:1	2	4902:1	211	149:1	31,435
Lafayette	236	3637:1	138	5597:1	2,521	76:1	190,503
Lafourche	49	5558:1	36	-----	838	107:1	89,974
LaSalle	5	3208:1	2	7840:1	202	71:1	14,282
Lincoln	25	3072:1	17	15671:1	411	103:1	42,509
Livingston	15	9714:1	31	6089:1	1,068	86:1	91,814
Madison	6	3065:1	2	8770:1	67	205:1	13,728
Morehouse	16	3424:1(LI)	2	4779:1	209	148:1	31,021
Natchitoches	26	4436:1(LI)	13	4086:1	248	158:1	39,080
Orleans	707	3216:1	158	5949:1	2,371	204:1	484,674
Ouachita	149	3317:1	94	12737:1	1,774	83:1	147,250
Plaquemines	5	3049:1	5	7243:1	194	138:1	26,757
Pointe Coupee	8	3455:1	2	6218:1	193	118:1	22,763
Rapides	152	4263:1(LI)	45	-----	1,897	67:1	126,337
Red River	4	5193:1	1	5499:1	62	155:1	9,622
Richland	17	3923:1(LI)	7	35617:1	189	111:1	20,981
Sabine	6	4474:1	4	5438:1	165	142:1	23,459
St. Bernard	8	14775:1	6	14940:1	150	448:1	67,229
St. Charles	17	5368:1	27	5814:1	561	86:1	48,072
St. Helena	3	4742:1	2	13633:1	54	195:1	10,525
St. James	10	7691:1	4	5576:1	145	146:1	21,216
St. John the Baptist	19	3258:1	6	5473:1	339	127:1	43,044
St. Landry	61	6514:1(LI)	17	5456:1	684	128:1	87,700
St. Martin	11	7326:1	13	10614:1	257	189:1	48,583
St. Mary	28	3284:1	17	4895:1	193	277:1	53,500
St. Tammany	238	13404:1(LI)	189	-----	3,741	51:1	191,268
Tangipahoa	77	3056:1	40	9523	1,072	94:1	100,588
Tensas	0	7659:0	-	7298:0	27	245:1	6,618
Terrebonne	75	3845:1(LI)	51	-----	996	105:1	104,503
Union	7	3589:1	5	5454:1	198	115:1	22,803
Vermillion	18	4018:1	13	6798:1	321	168:1	53,807
Vernon	19	5293:1	15	9828:1	254	207:1	52,531
Washington	18	3040:1	10	4007:1	417	105:1	43,926
Webster	18	3052:1(LI)	-	4738:1	421	99:1	41,831
West Baton Rouge	6	25632:1	4	8544:1	188	115:1	21,601
West Carroll	7	3111:1	1	14458:1	63	195:1	12,314
West Feliciana	7	27405:1	10	5481:1	101	150:1	15,111
Winn	9	3287:1	4	4874:1	105	161:1	16,894
STATE TOTALS	4,037	6301:1	2,100	8505:1	43,548	103:1 *	4,468,976

Primary Care source-LA Board of Medical Examiners (2008)

Dental source-LA Dental Board(2007)

Registered nurse source-LA State Board of Nursing 2007 Annual Report

Pop/Provider ratios for Primary Care and Dental are actual HPSA scores

(LI)= Low Income HPSA Designations. Multiple partial parish designations have been averaged for a combined HPSA score

Pop/Nurse ratios used assume all nurses = 1FTE

Population source-2000 census

* Equal to 974 per 100,000 population

**THERE ARE 268 PRIMARY CARE PHYSICIANS LISTED IN THE 2008 BME THAT DO NOT LIST A BUSINESS PARISH.

The Louisiana Taskforce on Family Medicine (Attachment B)

Louisianans' limited access to local, community based primary medical care and preventive services, which is particularly acute in the many rural and urban areas of the state, is a significant contributor to the state's long standing low overall health ranking of 49th or 50th.

Less than one-third of all Louisiana physicians specialize in primary care, making Louisiana 38th in the country for primary care physicians, despite ranking 10th in per capita

production of physicians. Additionally, the current primary care work force is aging, less than 10% of new graduates of Louisiana medical schools are entering Family Medicine, and over half of new Louisiana Family Medicine residents are international medical graduates, which raises concerns about their retention in needed areas.

In order to assure a vibrant, high quality and appropriately distributed primary care workforce for the State of Louisiana, the task force recommends the following:

1. Establishment of a Commission or Task Force on Family Medicine with longevity, to oversee a longitudinal process of analysis, policy development, fiscal responsibility in awarding of scholarships, and implementation of policy.
2. Collaboration with community entities, including the Louisiana Area Health Education Centers (AHECs), in identifying and mentoring students headed for primary care careers.
3. Creation of selective admissions practices into medical school for students who are most likely to practice in underserved areas.
4. Increasing exposure to Family Medicine, and explicitly to include rural Family Medicine, during medical school at each level (e.g., during each year).
5. Exploring and developing financial incentives and support for students to train in rural Louisiana and primary care sites such as Community Health Centers (CHCs).
6. Assuring that the state’s Family Medicine Residencies have adequate capacity and resources to address state need, are appropriately geographically distributed, and are sustained at the highest quality.
7. Exploring and developing financial incentives for physicians to practice and remain in rural areas.
8. Creation of an ongoing entity charged with physician work force planning and policy.
9. Longitudinal data collection for workforce planning and evaluation of programs.
10. Ensure that the Healthcare Redesign Collaborative is made aware of the Task Force’s Final Report.

The Louisiana State Board of Nursing – The 2007 Annual Report (Attachment C) presents the current organization of the Board of Nursing as well as the goals and objectives of the Board. Statistical data regarding the admission, enrollment and graduation data from the Board approved nursing education programs is presented in tabulated form for each reference. Statistical data depicting the characteristics of the licensee population is included. The 2007 Annual Report contains objective data that can be used in planning and decision-making relative to professional nursing in Louisiana.

The Louisiana Hospital Association (LHA) is a trade organization for Louisiana hospitals. Among its member services is a yearly survey of hospital workforce needs. LHA reports a strong demand for a mental health workforce.

	Region 1 (New Orleans)	Statewide
Psych Tech/Mental Health Tech	24	92
Psychiatric Nurses	8	55
Psychiatrists	5	8

Med Job Louisiana is a state-supported free recruitment service that serves rural and underserved communities of the state. Med Job Louisiana employs two primary care recruiters and one allied health and nursing recruiter as part of a full recruitment team. Since the late 1990s Med Job Louisiana has operated a free job posting service as a collaboration of the state's Area Health Education Centers and DHH. Med Job maintains an online job posting service at www.medjoblouisiana.com. This service offers 1,094 health professional jobs posted (Attachment D).

IV. Louisiana Incentive programs

Table 5: Incentive program charts

Program	Type of Incentive	Provider types included	Funding	Facility type	Area	HPSA	Other	Commitment length	Numbers available at this time
NHSC Scholarship Program	Tuition payment & monthly stipend for certain medical training courses	Allopathic or osteopathic medical school (residency in FM, PD, IM, OBG, psychiatry, rotating internship for DOs); NP program (master's degree in nursing, post-master's or post-baccalaureate certificate); PA program (certificate, associate, baccalaureate or master's program); Nurse-midwifery program (master's degree in nursing, postmaster's or post-baccalaureate certificate); Dental school	Federal	Outpatient; can be private, for-profit	HPSAs - all types	Yes	HPSA scores are set for P.C., Dental and Mental Health annually—site must be in a HPSA with a score at or above set level	Commitment length matches length of time receiving scholarship; 2 yr. minimum contract	Numbers not available at this time
NHSC Loan Repayment	Qualifying Educational loan repayment	Allopathic or osteopathic physician (specializing in FM, PD, IM, OBG, psychiatry), Primary care NP, Primary care PA, Certified nurse-midwife, Dentist, Dental hygienist, Mental or behavioral health professional (clinical psychologist, clinical social worker, licensed professional counselor, marriage and family therapist, psychiatric nurse specialist)	Federal	Outpatient; can be private, for-profit	HPSAs - all types	Yes	HPSA scores are set for P.C., Dental and Mental Health annually	2 yrs, can extend 1 yr. at a time at qualifying site with certified ed. loans	Numbers not available at this time
State Loan Repayment Program	Qualifying educational loan repayment	Allopathic and osteopathic physicians (FP, OBG, IM, Ped, psychiatrists), dentists, physician assistants, nurse practitioners, certified nurse midwives, dental hygienists, clinical psychologists, clinical social workers, licensed professional counselors, marriage and family therapists, psychiatric nurse specialists	Fed. Grant/ State \$ match	Public and/or non-profit	HPSAs - all types	Yes	Priority given to individuals who work in identified priority parishes	2 - 3 yr. can extend 1 yr. at a time if remains at qualifying site with certified ed. loans	40 currently serving
Greater New Orleans Health Service Corp (4/1/07-9/3/30/09)	Ed. Loan Repayment, Income Guarantee, Relocation Reimbursement, Malpractice Premium coverage, Sign-on Bonus, HIT expenses	Physicians, psychiatry, dentists, family practice physician assistants, nurse practitioners, nurse midwives, dental hygienists, licensed clinical or counseling psychologists, psychiatric nurse specialists, licensed professional counselors, marriage and family therapists, licensed clinical social workers, pharmacists, registered nurses, allied health professionals	Federal, ends 9/30/09	Public, private, for-profit or not-for-profit	Region 1	Yes	Priority given to individuals who accept/ treat a high rate of Medicaid & uninsured patients, i.e. greater than 30% of their patient load, & who agree to continue treating this percentage for the three years of service length		917 approved and working in GNO area
Federal Nurse Loan Repayment	Educational loan repayment	Registered nurses	Federal	Critical shortage facility			Critical shortage facility	2 years	15
J1-Visa/Conrad 30	Allowed to stay in U.S. and waive 2-year return home requirement of	Physicians-primary care (including psychiatrists) and specialists if dire need shown	State funding	Public, private, for-profit or not-for-	Yes, or area close to	Yes 10 in non-HPSA if facility		3 years	56

	J-1 Visa			profit	HPSAs	serves a HPSA pop			
--	----------	--	--	--------	-------	-------------------------	--	--	--

Loan repayment programs are the most available recruitment tool for recruitment of the younger health professionals with debt. Data is not available on other types of incentive best practices.

The Rand Report: Recruitment and Retention of a High-Quality Health Care Workforce (Attachment E) offers suggested recruitment and retention best practices for Region 1 that can be translated for use in other areas.

V. Louisiana programs at work to overcome workforce issues

- Louisiana Taskforce on Family Medicine.
- LSU Rural Scholar Program at LSU School of Medicine.
- Youth outreach programs by the Louisiana AHECs provides activities to expose students to health career choices.
- Telemedicine expansion is providing health care to rural communities where recruitment was not a viable option.
- Med Job Louisiana offers free recruitment services to rural and underserved communities.

VI. Obstacles to Louisiana Health Professional Workforce Incentives

- Licensing is a condition to participation in federal programs. Licensing and certification of workforce vary from state to state. An example is Graduate Social Workers are certified not licensed in Louisiana thus prohibiting participation in the State Loan Repayment Program.
- Mental Health reimbursement continues to be an issue that affects the willingness to recruit mental health providers.
- Louisiana does not sponsor incentives for nursing and allied health workforce.

VII. Attachments

- Attachment A: House Resolution 181
- Attachment B: Louisiana Taskforce on Family Medicine report
- Attachment C: Louisiana State Board of Nursing 2007 Annual Report
- Attachment D: Med Job Louisiana Job Postings
- Attachment E: The Rand Report

Regular Session, 2008

HOUSE RESOLUTION NO. 181

BY REPRESENTATIVE WILLMOTT

A RESOLUTION

To urge and request the Department of Health and Hospitals to perform a feasibility study to determine which health care professions in areas of the state impacted by Hurricanes Katrina and Rita have experienced staffing shortages, to determine reasonable incentives the legislature could offer to health care professionals in order to encourage their employment in hurricane-impacted areas, and to report its findings to the House Committee on Health and Welfare by February 1, 2009.

WHEREAS, Hurricanes Katrina and Rita have had a profound impact on the health care industry in various areas of the state of Louisiana; and

WHEREAS, Hurricanes Katrina and Rita may have created a greater need for registered nurses, licensed practical nurses, psychiatrists, social workers, and other health care providers in hurricane-impacted areas of the state.

THEREFORE, BE IT RESOLVED that the House of Representatives of the Legislature of Louisiana does hereby urge and request the Department of Health and Hospitals to perform a feasibility study to determine which health care professions in areas of the state impacted by Hurricanes Katrina and Rita have experienced staffing shortages and to determine reasonable incentives the legislature could offer to health care professionals in order to encourage their employment in impacted areas.

BE IT FURTHER RESOLVED that the Department of Health and Hospitals is requested to report its findings to the House Committee on Health and Welfare by February 1, 2009.

BE IT FURTHER RESOLVED that a copy of this Resolution be transmitted to the secretary of the Department of Health and Hospitals.

SPEAKER OF THE HOUSE OF REPRESENTATIVES