

CASE STUDY



Foundation Regional Data Warehouse

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ASPHO Workforce Needs Assessment

This American Society of Pediatric Hematology/Oncology (ASPHO) funded project investigates workforce demands and the currently changing landscape in medicine. Research helps PHO program educators/mentors to develop future strategies for their fellowship programs.

The objectives of the research were to:

- Develop a workforce needs assessment survey for PHO to address the ideal number of fellows in training to respond to workforce needs.
- Implement the needs assessment in the state of Texas and adopt as a framework for a larger assessment of the United States to be completed annually by ASPHO.
- Identify a *patient: physician* ratio for PHO in Texas and subsequently in United States.
- Investigate past 5 years (2009-2013) trends of PHOT patient volume, demography, clinical characteristics and PHOT physician workload/demand using clinical data registries from DFWHC Foundation (IQSC) and Texas Health Care Information Collection (THCIC).

Key Findings:

- Texas PHOT Training programs have 6 to 8 graduates per year raising question “Are programs creating enough graduates to feed a future pipeline of PHOT physicians?”
- The survey results suggest that fellowship programs are not able to retain fellows in Texas after fellowship completion. They are not hired into the Texas programs and/or leave the state once training done.
- Applicants to Texas PHOT Training Programs exceed the number accepted each year with 1 accepted for every 10 applying suggesting capacity shortage.
- Results indicate the lack of diversity of the PHOT Fellowships. The typical fellowship graduate is female, Caucasian/White, and between 31 to 40 years old.

- Data suggest that number of attending PHOT specialists varied between 45 to 51 specialists between 2009- 2013. Results indicate that number of cases per physician (cases to PHOT physician ratio) ranged from 223 to 269 between 5 years.
- Total inpatient visits decreased 2009-2013 and primary payers were Medicaid, HMO, and PPO.
- Significantly more not Hispanic or Latino visited hospitals than Hispanic or Latino.
- More visits were made by 1-4 years, followed by 5-9 years, 29 days -365 days and 10-14 years.
- For DFW PHOT hospitals, Length of Stay - 2 and 3 days was most common in inpatient population with maximum reported stay 302 days. State hospitals reported more visits with 2 and 1-day hospital stay followed by 3-5 days.
- Minor severity score of patients decreased between 2009 and 2013 for DFW as well as State hospitals. Whereas moderate severity scores increased marginally between 2009 and 2010 and decreased significantly between 2010 and 2013. Similar trends in number of patients with major severity was observed between 2009 and 2013 for DFW as well as State hospitals.
- Hospitals reported decreased minor mortality risk score of patients between 2009 and 2013. Both DFW and State hospitals reported increased moderate mortality risk during 2009-2013.

For more information, please contact Sally Williams or Sushma Sharma.