

## 1 VERMONT MEDICAL SOCIETY RESOLUTION

2 Ensuring an Adequate and Effective Health Care Workforce  
3 to Meet the Increased Demand for Health Services for an Aging Population

4 *Submitted for adoption at VMS Annual Meeting on November 4, 2017*  
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6 WHEREAS, On June 16, 2017 IHS Markit provided the State of Vermont Agency of  
7 Administration (SOV) with its Final Report on *Current and Projected Future Health Care*  
8 *Workforce Demand in Vermont*<sup>1</sup> under Vermont's State Innovation Model (SIM) grant; and

9 WHEREAS, IHS identified key trends likely to affect the demand for health care services and  
10 workforce over the next fifteen years and projected future statewide and hospital service area  
11 level physician and other health profession demand through 2030; and

12 WHEREAS, In its findings, the SOV Report indicates:

- 13 • The growing elderly population in Vermont is the primary driver of increasing demand  
14 for health care services and workforce needs required to meet the projected future demand  
15 for services. Between 2015 and 2030, Vermont is projected to experience a slight overall  
16 population decline (-0.9%), but experience 50% growth in the population age sixty-five  
17 and older.
- 18 • If care delivery patterns remain unchanged, demand for physicians will grow by  
19 approximately 207 FTEs (13%). In absolute terms, statewide demand growth is highest  
20 for general internal medicine (54 FTEs) and family medicine (29 FTEs).
- 21 • Achieving select population health goals will not necessarily decrease total physician  
22 demand. Achieving population health goals reduces morbidity and increases longevity  
23 and quality of life, but the demand for health services associated with increased  
24 longevity appears to more than offset the declines in service use.
- 25 • Efforts to monitor and model the adequacy of health workforce supply across Vermont  
26 will help inform strategies to ensure access to high quality, affordable care.  
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28 WHEREAS, On February 28, 2017, IHS Markit provided the Association of American Medical  
29 Colleges (AAMC) with a report entitled: *The Complexities of Physician Supply and Demand 2017 Update:*  
30 *Projections from 2015 to 2030*<sup>2</sup>; and

31  
32 WHEREAS, In its findings, the AAMC Report indicates:

- 33 • Physician demand nationwide will continue to grow faster than supply, leading to a projected  
34 total physician shortfall of between 40,800 and 104,900 physicians by 2030. The shortfall  
35 ranges from 34,600 to 82,600 physicians in 2025, and it is projected to increase significantly by  
36 2030.
- 37 • For all specialty categories, physician-retirement decisions are projected to have the greatest  
38 impact on supply, and more than one-third of all currently active physicians will be 65 or older  
39 within the next decade. Physicians between ages 65 and 75 account for 10% of the active  
40 workforce, and those between ages 55 and 64 make up nearly 26% of the active workforce.

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<sup>1</sup> <http://healthcareinnovation.vermont.gov/sites/vhcip/files/documents/Vermont%20Health%20Care%20Demand%20Modeling%20Final%20Report%206-16-17%20FINAL.pdf>

<sup>2</sup> [https://aamc-black.global.ssl.fastly.net/production/media/filer\\_public/c9/db/c9dbe9de-aabf-457f-ae7-1d3d554ff281/aamc\\_projections\\_update\\_2017\\_final\\_-\\_june\\_12.pdf](https://aamc-black.global.ssl.fastly.net/production/media/filer_public/c9/db/c9dbe9de-aabf-457f-ae7-1d3d554ff281/aamc_projections_update_2017_final_-_june_12.pdf)

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2 WHEREAS, The SOV Report indicates that Vermont might consider developing a warning  
3 system for adequacy of health workforce supply similar to the Pharmacist Demand Indicator  
4 (PDI) index developed by the Pharmacy Workforce Center.<sup>3</sup> Such an indicator/system employs  
5 a panel of health worker employers (e.g., hospitals, physician groups) that rate the difficulty  
6 filling positions on a scale of 1-5; and

7  
8 WHEREAS, In **California**, health and education leaders are trying to head off a looming  
9 collision between the state's aging population and a shortage of health providers by forming the  
10 California Future Health Workforce Commission.<sup>4</sup> The commission is tasked over the next 15  
11 months with developing a master plan to increase the state's health workforce; and

12  
13 WHEREAS, continued research regarding the current supply and future needs for **all** health  
14 care professionals, including monitoring changes in demand for care as a result of the changing  
15 demographics of patients, the changing demographics of health care professionals, and  
16 modifications in health policy that influence both patients and physicians; Now therefore be it

17  
18 **RESOLVED, The Vermont Medical Society will urge Governor Phil Scott, the Vermont**  
19 **General Assembly and the Green Mountain Care Board to convene a work group to**  
20 **develop a strategy to ensure the state's health workforce is adequate to meet the health**  
21 **care needs of the state's aging population; and be it further**

22  
23 **RESOLVED, The Vermont Medical Society will urge Governor Phil Scott, the Vermont**  
24 **General Assembly and the Green Mountain Care Board to enact a warning system to**  
25 **assure the availability of an adequate and effective health care workforce supply in order**  
26 **to meet Vermont's goal of providing access to high quality, affordable care for our**  
27 **population.**

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<sup>3</sup> <https://pharmacymanpower.com/index.php>

<sup>4</sup> <https://futurehealthworkforce.org/>