
Tri-State Health Professional Workforce Analysis

Funded by grant from the National Organization of State
Offices of Rural Health

Western Upper Peninsula of Michigan,
Northeastern Minnesota and Northern Wisconsin

September 2008

Introduction

- ❑ State Office of Rural Health project – MI, MN, WI
 - ❑ Project funded by a NOSORH collaborative grant
 - ❑ Study of health professional workforce
 - ❑ Focus on northern region of 3 states; 28 counties
 - ❑ 10 physician specialties and dentistry
 - ❑ Conducted by the Rural Health Resource Center
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Purpose

- Collect and analyze data on current and projected physician and dental supply and demand in northern MI, MN and WI
 - Facilitate a discussion on physician supply and demand in the tri-state region
 - Discuss interstate workforce planning
 - Share results with other SORHs
 - Plan a follow-up meeting to further explore collaborative approaches to workforce recruitment and retention in the tri-state region
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Tri States



County Population - Michigan

Michigan	2006 Estimate
Baraga	8,742
Dickinson	27,447
Gogebic	16,524
Houghton	35,334
Iron	12,377
Keweenaw	2,183
Menominee	24,696
Ontonagon	7,202
Total	134,505

Sources: Official State of Michigan Portal http://www.michigan.gov/documents/8510_26104_7.pdf
http://www.classbrain.com/artstate/publish/article_1243.shtml

County Population - Minnesota

Minnesota	2006 Estimate
Aitkin	16,198
Carlton	34,220
Cass	29,949
Cook	5,369
Crow Wing	61,038
Itasca	44,347
Koochiching	13,619
Lake	11,100
St. Louis [Duluth]	196,324 [85,170]
Total [Total without Duluth]	412,164 [326,994]

Sources: Minnesota Department of Administration, Office of Geographic and Demographic Analysis, State Demographic Center <http://www.demography.state.mn.us/estimates.html>

County Population - Wisconsin

Wisconsin	2006 Estimate
Ashland	16,511
Bayfield	15,147
Burnett	16,490
Douglas	44,061
Florence	4,941
Forest	9,899
Iron	6,502
Marinette	43,208
Sawyer	17,080
Vilas	22,379
Washburn	16,674
Total	212,892

Source: State of Wisconsin, Department of Administration
<http://www.doa.state.wi.us/docview.asp?docid=2013>

April Thaw



Tri-State Region Population Projections

State	2006 [Excluding Duluth]	2010	2020	% Change
Michigan	134,505	131,100	127,400	(5%)
Minnesota	412,164 [325,000]	439,140 [NA]	479,960 [NA]	16%
Wisconsin	212,892	218,935	224,529	5%
Total	759,561	789,175	831,889	10%

Tri-State Health Professional Shortage Areas

- 27 counties are full or partially designated Primary Care Health Professional Shortage Areas (HPSAs)
 - 22 counties are designated Mental Health Professional Shortage Areas (HPSAs)
 - 21 counties are designated Dental Health Professional Shortage Areas (HPSAs)
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Supply and Demand

- ❑ Current supply of health professionals
 - ❑ Current vacancies and shortages
 - Provider/population ratios
 - Health Professional Shortage Areas
 - Practice opportunities - vacancies
 - ❑ Projected future supply and demand
 - Population projections
 - Health professional graduates
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Health Professionals

□ Physicians

- Family Medicine
- Internal Medicine
- Pediatrics
- Medicine/Pediatrics
- Obstetrics/Gynecology
- General Surgery
- Orthopaedic Surgery
- Radiology
- Urology
- Psychiatry

□ Dentists



2007 Physician Vacancies by State

Specialty	MI	MN [Excluding Duluth]	WI	Total
Family Medicine	6	17 [16]	14	37 [36]
Internal Medicine	2	8 [5]	11	21 [18]
Pediatrics	1	1 [0]	1	3 [2]
Medicine/Pediatrics	0	2 [2]	0	2 [2]
Obstetrics/Gynecology	1	2 [2]	1	4 [4]
General Surgery	1	3 [2]	1	5 [4]
Orthopaedics	3	3 [1]	2	8 [6]
Psychiatry	0	3 [2]	0	3 [2]
Radiology	0	0 [0]	0	0 [0]
Urology	2	2 [0]	0	4 [2]
Total	16	41 [30]	30	87 [76]

Source: Michigan Center for Rural Health, Rural Health Resource Center (MN) and Wisconsin Office of Rural Health.

Current Vacancies and Vacancy Rates of Primary Care Physicians in Tri-State Region

Michigan Vacancy Rates			
Physician Specialty	# Practicing	# of Vacancies	Vacancy Rate
Family Medicine	67	6	8%
Internal Medicine	17	2	11%*
Pediatrics	10	1	9%*
Obstetrics/Gynecology	10	1	9%*
Total	104	10	9%

Minnesota Vacancy Rates			
Physician Specialty	# Practicing	# of Vacancies	Vacancy Rate
Family Medicine	286	17	6%
Internal Medicine	98	8	8%
Pediatrics	25	1	4%*
Obstetrics/Gynecology	33	2	6%*
Total	442	28	6%

Wisconsin Vacancy Rates			
Physician Specialty	# Practicing	# of Vacancies	Vacancy Rate
Family Medicine	82	14	15%
Internal Medicine	27	11	30%*
Pediatrics	6	1	14%*
Obstetrics/Gynecology	6	1	14%*
Total	121	27	18%

Sources: Michigan Center for Rural Health, Rural Health Resource Center (MN), and Wisconsin Office of Rural Health

* For specialties with data for fewer than 50 positions, a small change in the number of vacancies would significantly change the vacancy rate.

Demand for Physicians – Population Ratios

Provider Type	Actual # Licensed in Tri-State Region [Excluding Duluth]	2006 Physician: Population Ratio in Tri-State Region [Excluding Duluth]	2003 Physician: Population in Midwest [Excluding Duluth]
Family Medicine	435 [359]	1:1,746 [1:1,879]	1:3,591
Internal Medicine	142 [86]	1:5,349 [1:7,842]	1:7,032
Pediatrics	41 [28]	1:15,501 [1:24,085]	1:8,396
Medicine/Pediatrics	2 [0]	NA	NA
Obstetric/Gynecology	49 [31]	1:18,526 [1:21,755]	1:10,989
General Surgery	67 [49]	1:11,509 [1:13,763]	1:14,970
Orthopaedics	54 [52]	1:14,066 [1:12,969]	1:22,422
Psychiatry	49 [43]	1:15,501 [1:15,684]	1:20,877
Radiology	42 [22]	1:17,664 [1:30,654]	NA
Urology	16 [14]	1:47,472 [1:48,171]	1:39,683

Source: Solucient, LLC, Physician Community Requirements in the 21st Century: The 2003 Physicians to Population Ratios, a report from Solucient, LLC. www.solucient.com. Tri-State Region population = 759,561 [Excluding Duluth, 674,391].

Summary

- ❑ Family Medicine physician opportunities are the most prevalent in the tri-state region
 - ❑ Gaps exist between health professional supply and demand:
 - Especially in Dentistry and Internal Medicine
 - ❑ Demand for health care services will increase as a result of the aging population
 - ❑ Demand for health care services will increase with growing population in specific counties in MN and WI
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Summary continued

- ❑ Limited number of family medicine medical educational programs in region
 - ❑ Lack of dentistry and non-primary care medicine education
 - ❑ Limitations in consistent data across three states
 - ❑ Distribute tri-state Health Care Workforce Analysis Report to states
 - ❑ Help build collaboration in cross – state rural recruitment
 - ❑ Participate in NOSORH call
 - ❑ Discuss tri-state Region Workforce Forum
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The State of Mind

