

Primary Care Task Force: Workforce Workgroup

July 30, 2025



MASSACHUSETTS
HEALTH POLICY COMMISSION



EOHHS

Agenda



Call to Order



UP NEXT: Approval of Minutes: June 12, 2025 (VOTE)

Proposed Discussion Topics for PCTF Workforce Workgroup

Deliverable #7: Create short-term and long-term workforce development plans to increase the supply and distribution of primary care clinicians and other primary care workers

Next Steps

- PCTF Meeting, Wednesday, September 17, 2025 at 10:00 AM

Adjourn

VOTE

Approval of Minutes from the June 12, 2025 Primary Care Access, Delivery, and Payment Task Force Workforce Workgroup Meeting



MOTION

That the Primary Care Access, Delivery, and Payment Task Force Workforce Workgroup hereby approves the minutes of the meeting held on June 12, 2025, as presented.

Primary Care Task Force: Workforce Workgroup Members



Workgroup Chair Ryan Schwarz, MD, MBA, Chief, Office of Accountable Care and Behavioral Health, MassHealth

Workgroup Co-Chair David Seltz, Executive Director, Massachusetts Health Policy Commission

- **Wayne Altman, MD, FAAFP**, Founder, MAPCAP (MA Primary Care Alliance for Patients); Professor and Chair of Family Medicine, Tufts University School of Medicine; Vice President, Massachusetts Academy of Family Physicians; President, Family Practice Group (The Sagov Center for Family Medicine)
- **Brenda Anders Pring, MD, FAAP**, President, Massachusetts Chapter of the American Academy of Pediatrics; Pediatrician, Atrius Health and Beth Israel Deaconess Medical Center; Instructor, Harvard Medical School
- **Laura Black, DNP, FNP-C**, President, Massachusetts Coalition of Nurse Practitioners; Nurse Practitioner, BrightStar Health and Wellness; Owner, Integrated Health Partners

- **Alyson Bracken, PA-C, MPH**, Senior Manager, Primary Care Center of Excellence, Brigham and Women's Hospital
- **Renee Crichlow, MD, FAAFP**, Chief Medical Officer, Codman Square Health Center; Vice-chair of Health Equity, Department of Family Medicine, Boston University
- **David Gilchrist, MD, MBA, FAAFP**, Executive Chair of Primary Care, Atrius Health and Reliant Medical Group; Past President, Massachusetts Academy of Family Physicians
- **Stephen Martin, MD, EdM, FAAFP, FASAM**, Professor, Department of Family Medicine and Community Health, UMass Chan Medical School; Staff Physician, Barre Family Health Center
- **Christina Severin**, President and CEO, Community Care Cooperative
- **Barbara Spivak, MD**, Past President, Massachusetts Medical Society; Internist, Watertown

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Workforce Workgroup Priorities



1

Developing an approach to short-term and long-term workforce development plans to **increase the supply and distribution** of the primary care workforce

2

Developing recommendations on **advancing patient-centered team-based primary care**

3

Developing recommendations to **improve working conditions** of primary care clinicians and other primary care workers

Proposed Discussion Topics for Future Workforce Workgroup Meetings



Working Conditions

- Addressing administrative burden
- Prior authorization
- Insurance referrals and credentialing
- Network and formulary stabilization
- Adequate staffing support
- Streamlining reporting for pay for performance quality measures
- Other measures to address provider burnout

Workforce Development and Pipeline Support

- Loan repayment
- Increasing workforce diversity
- Workforce retention initiatives
- Incentives for new graduates to enter primary care
- Sustainable support for workforce development
- Spotlight on community health centers
- Medicaid graduate medical education funding for primary care
- Expansion of nursing and family medicine residential programs
- Other strategies

Care Delivery Models and Scope

- Supporting behavioral health integration and team-based care models in primary care
- Direct primary care
- Telehealth
- Continuous practice for PAs

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	The task force shall develop recommendations to:	Statutory Deadline
1	Define primary care services, codes, and providers	September 15, 2025
2	Develop a standardized set of data and reporting requirements for private and public payers, providers and provider organizations	September 15, 2025
3	Establish a primary care spending target for private and public health care payers that reflects the cost to deliver evidence-based, equitable and culturally competent primary care	December 15, 2025
4	Propose payment models to increase public and private reimbursement for primary care services	March 15, 2026
5	Assess the impact of health plan design on health equity and patient access to primary care services	March 15, 2026
6	Monitor and track the needs of and service delivery to residents of the Commonwealth	May 15, 2026
7	Create short-term and long-term workforce development plans to increase the supply and distribution of and improving working conditions of primary care clinicians and other primary care workers	May 15, 2026

Entry of Massachusetts Medical School Graduates Into Family Medicine Residencies



State	School	Number (percent) of graduates entering Family Medicine, 2017		Number (percent) of graduates entering Family Medicine, 2015- 2017		Number (percent) of graduates entering Family Medicine, 2011- 2017		Number (percent) of graduates entering Family Medicine, 2025*	
Massachusetts	Boston University School of Medicine	10	6.3%	36	7.0%	99	8.1%	5	3.6%
	Harvard Medical School	6	3.6%	14	2.9%	34	3.0%	1	0.57%
	Tufts University School of Medicine	23	10.5%	69	11.2%	144	10.5%	14	7.0%
	University of Massachusetts Medical School	19	14.0%	45	11.8%	98	11.2%	13	9.3%

Note: 2025 data submitted by Primary Care Task Force member Stephen Martin, MD, EdM, FAFAP, FASAM

Source: Kozakowski SM, Travis A, Marcinek JP, Bentley A, Fetter GT Jr. Entry of medical school graduates into family medicine residencies: 2016-2017. Fam Med. 2017;49(9):686-692. Accessed July 29, 2025.

<https://www.stfm.org/familymedicine/vol49issue9/kozakowski686>

Deliverable #7: Create short-term and long-term workforce development plans to increase the supply and distribution of primary care clinicians and other primary care workers

- What are the **main workforce pipeline challenges** the PCTF should address?
 - Attracting new students to the field
 - Affordability of medical school and debt relief
 - Retaining full-time practicing providers
 - Enhance the role of non-physician primary care workers
 - Others
- What existing primary care workforce development and residency programs should the task force study as **potential models to be advanced, expanded, or replicated**?
- How can we **better incentivize medical students**, particularly students from underrepresented and marginalized populations, **to enter primary care and practice in Massachusetts**?
- What are potential policy options to **prompt academic medical systems to prioritize training and retaining primary care workers** here in Massachusetts?
- What other policies can help **increase diversity and representation** of the primary care workforce?

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UP NEXT: Next Steps

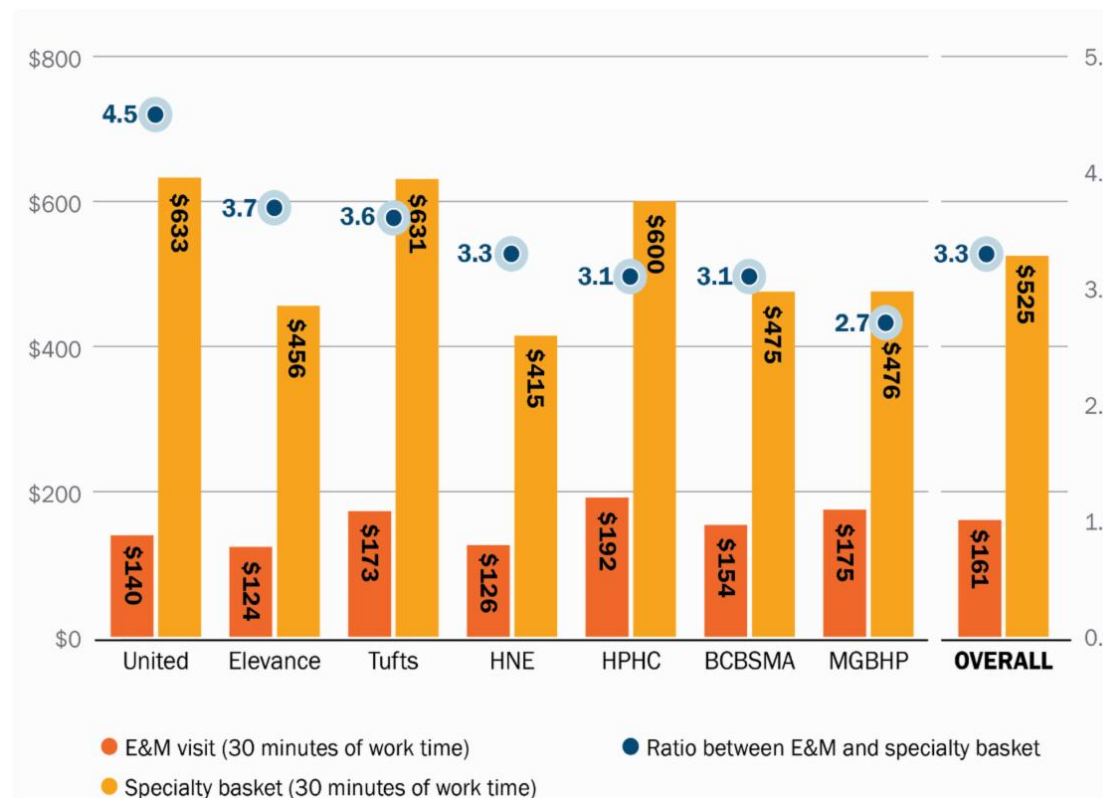
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HPC DataPoints Issue #30 – The Primary Care Spending Gap: Paying Less for What Matters Most



➤ This issue of DataPoints examines the relative commercial prices for primary care services compared to common specialty services, in order to better understand and quantify payment disparities.



➤ Explore the data: [The Primary Care Spending Gap: Paying Less for What Matters Most](https://masshpc.gov/publications/datapoints-series/issue-30-primary-care-spending-gap-paying-less-what-matters-most)

Upcoming Meeting



Primary Care Task Force Meeting

Wednesday, September 17th

10:00 AM – 12:00 PM (in-person)