



South Carolina
Institute of Medicine & Public Health
HEALTH POLICY FELLOWS
Program

Strengthening the Pipeline

Supporting the Health Care Workforce and Improving Access to Care



About IMPH

Our Mission



www.imph.org



[@SC_IMPH](https://twitter.com/SC_IMPH)



[@SC.IMPH](https://www.facebook.com/SC.IMPH)



[@SouthCarolinaInstituteofMedicineandPublicHealth](https://www.linkedin.com/company/SouthCarolinaInstituteofMedicineandPublicHealth)

Our mission is to collectively inform policy to improve health and health care.

We serve as an independent, nonprofit organization working to collectively inform policy to improve health and health care in South Carolina. IMPH provides nonpartisan, evidence-based information to guide policymakers in making impactful health policy decisions.

We strive to be the leading and trusted nonpartisan resource for evidence-based information on South Carolina's most critical population health issues.



South Carolina's Healthcare Workforce

Katie Gaul

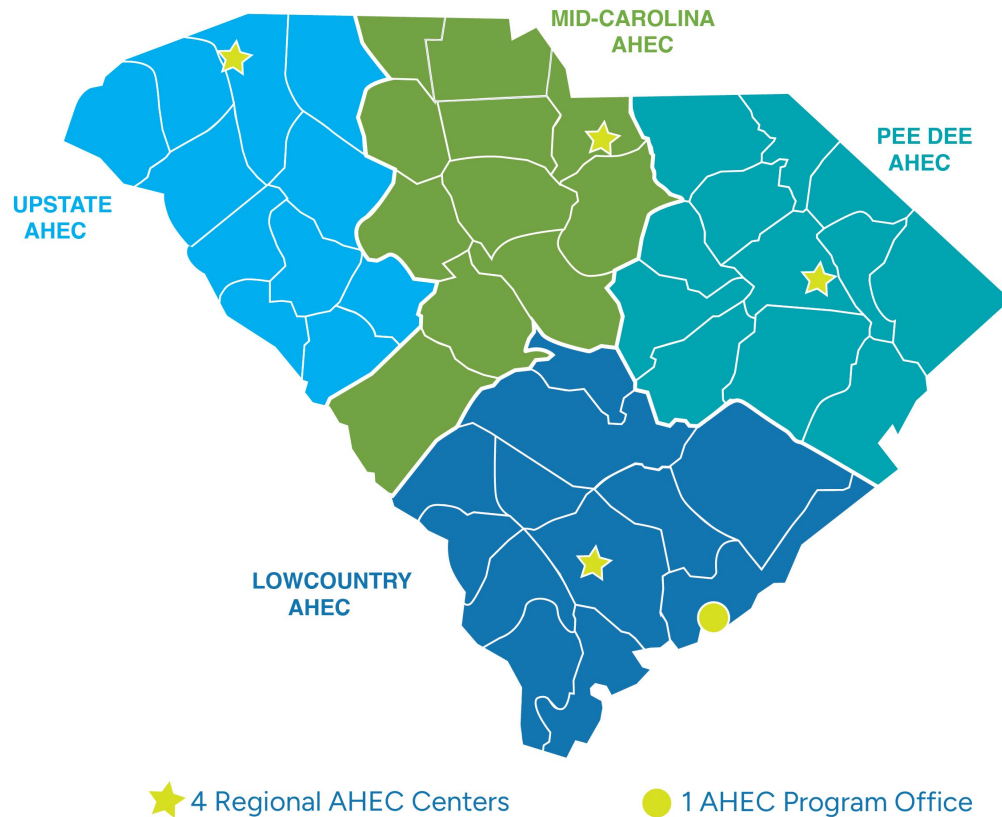
South Carolina Area Health Education Consortium
SC Office for Healthcare Workforce



South Carolina's Healthcare Workforce

Katie Gaul | Director, SC Office for Healthcare Workforce
IMPH Regional Health Policy Fellows Program, Pee Dee Region | September 23, 2025

South Carolina AHEC System



What We Do

South Carolina AHEC strives to improve the training and distribution of health professionals to build and support the healthcare workforce South Carolina needs to connect all communities to better health.

4 regional centers serve the entire state

1 program office housed at MUSC

Supporting the Pathway to a Strong Health Workforce



South Carolina
Office for Healthcare
Workforce



Health Careers
Programs



Graduate Medical
Education



Continuing Professional
Development



Health Professions
Student Programs

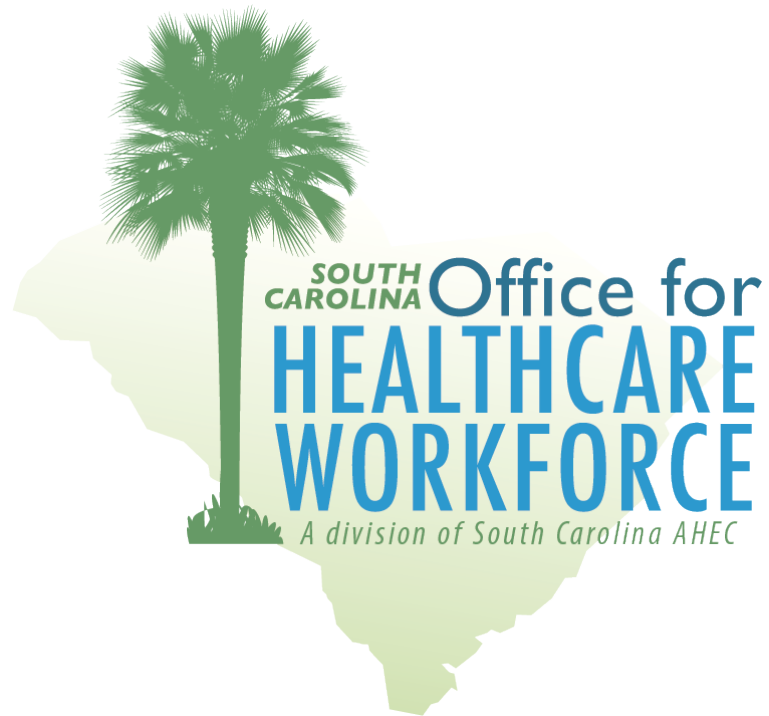


Recruitment &
Retention Programs



Destination:
Better
Healthcare

SC Office for Healthcare Workforce (SCOHW)



www.scahec.net/scohw

A division of AHEC, SCOHW is dedicated to studying the issues that affect the balance of supply and demand for health professionals in the state.

SCOHW develops accurate, reliable information and makes it widely available to support planning and policy decisions.

We track 20 licensed professions

- Dentists, Dental Hygienists
- Nurses: LPNs, RNs, NPs, CNMs, CRNAs, CNSs
- Occupational Therapists, OT Assistants
- Optometrists
- Pharmacists, Pharm Techs
- Physical Therapists, PT Assistants
- Physician Assistants
- Physicians
- Psychologists
- Respiratory Care Practitioners
- Social Workers

We're also working to add licensed professional counselors, licensed marriage and family therapists, and licensed addiction counselors.

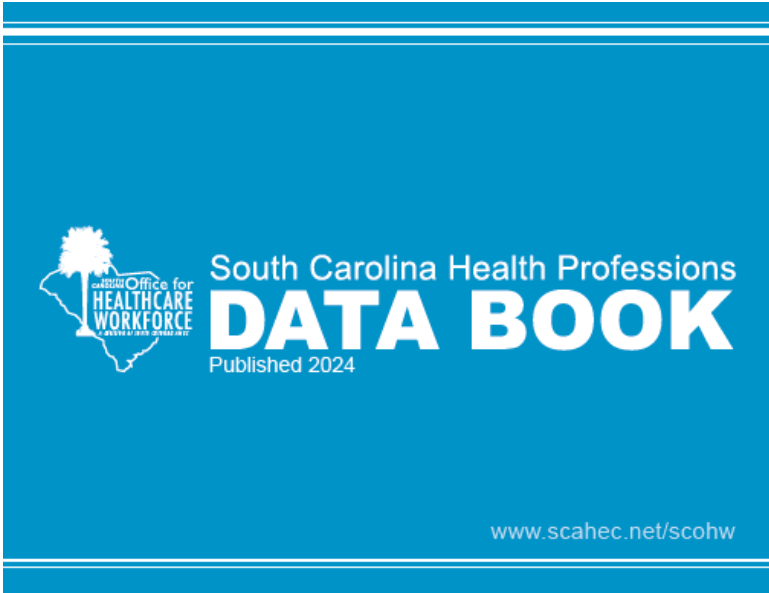
Our licensed health professions data cycle



Note about data in today's presentation:

SCOHW has not yet received all data sets for the upcoming Data Book. In the interest of using comparable data points, the professions data used here are from our *2024 South Carolina Health Professions Data Book*.

The South Carolina Health Professions Data Book



Scan the code to
access the Data Book

Pee Dee AHEC

Counties (12):
Chesterfield, Clarendon, Darlington, Dillon, Florence, Georgetown, Horry, Lee, Marion, Marlboro, Sumter, and Williamsburg



Physicians, 2021	Total	Per 10,000 Population	Percent of State Total
Total Physicians (excluding federal physicians)	1,997	21.3	14.8%
Primary Care Physicians	880	9.4	16.9%
Family Practice	438	4.7	21.3%
Internal Medicine	265	2.8	16.2%
Ob/Gyn	90	5.5 ²	14.3%
Pediatrics	87	4.7 ¹	10.0%
General Surgery	75	0.8	17.9%
Psychiatry	30	0.3	5.4%
All Other Physicians (specialists)	1,012	10.8	13.7%
Nurses, 2022			
Registered Nurses	8,008	85.4	17.7%
Advanced Practice Registered Nurses	1,096	11.7	16.4%
Certified Nurse Midwives	18	1.1 ²	22.0%
Nurse Practitioners	850	9.1	16.2%
Certified Registered Nurse Anesthetists	225	2.4	17.3%
Clinical Nurse Specialists	3	0.0	5.4%
Licensed Practical Nurses	2,105	22.4	23.7%

Region Demographics

Region Population in 2021: 938,027
Percent of State Population: 18.1%

Age	Race	American Indian/ Alaska Native	Asian	Black	Hispanic	Other	White	Total	% by Age
0 - 19		1,099	2,318	78,382	16,503	8,966	102,901	210,169	22.4%
20 - 64		3,192	6,982	168,984	23,429	6,606	307,460	516,653	55.1%
65+		994	1,563	49,049	2,999	1,310	155,290	211,205	22.5%
Total		5,285	10,863	296,415	42,931	16,882	565,651	938,027	100%
% by Race		0.6%	1.2%	31.6%	4.6%	1.8%	60.3%	100%	

Vital Statistics and Health Status Indicators, 2021

Resident Births / Deaths	9,603 / 14,574
Total Pregnancies: # / Rate	11,735 / 72.3
% of Births <2500 grams	11.0
Teen Pregnancies: # / Rate	829 / 15.2
Infant Mortality Rate: Total / Black / White	8.6 / 12.7 / 5.7
Cancer Deaths	2,428
% of Adults Diagnosed with Heart Disease	5.7
% of Adults Diagnosed with Hypertension	44.5
% of Adults Diagnosed with Diabetes	16.4
% of Adults Who Currently Smoke	19.2
% of Adults Reporting a Sedentary Lifestyle	30.9
% of Adults Overweight or Obese (BMI ≥ 25)	72.5

South Carolina Health Professions Data Book 2024

Other Health Professions	Total	Per 10,000 Population	Percent of State Total
Dentists 2021	349	3.7	13.0%
Dental Hygienists 2021	477	5.1	16.3%
Occupational Therapists 2021	237	2.5	13.6%
Occupational Therapy Assistants 2021	150	1.6	16.1%
Optometrists 2021	96	1.0	17.1%
Pharmacists 2021	840	9.0	16.8%
Pharmacy Technicians 2021	1,472	15.7	19.6%
Physical Therapists 2021	456	4.9	13.0%
Physical Therapist Assistants 2021	433	4.6	21.5%
Physician Assistants 2022	263	2.8	14.6%
Respiratory Care Practitioners 2021	387	4.1	17.9%
Clinical Social Workers 2021	264	2.8	10.6%
Psychologists 2022	36	0.4	6.5%

² Per 10,000 women ages 15-44

¹ Per 10,000 population ages 0-17

Facility Data

General Hospital Beds 2023	2,685
% of Hospital Discharges within Home County 2021	60.0
Skilled Nursing Facility Beds 2023	4,012

Socio-Economic Data, 2021

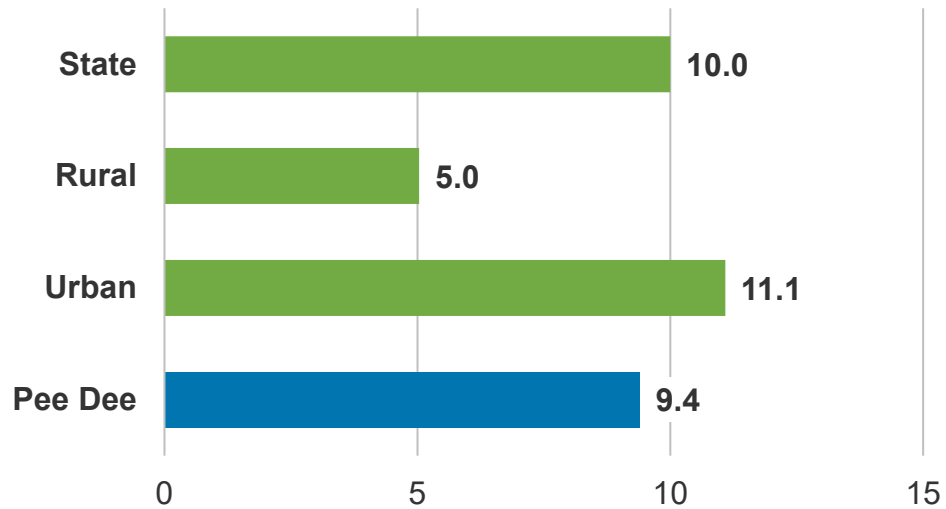
% of Adults without Health Insurance	14.3
% Unemployed	4.8
% of Households with Income < \$25,000	29.7
% with Less than High School Education	14.4
# of Medicaid Full Benefit Members (includes CHIP)	264,118
Per Capita Income	\$47,018

Page 71

<https://www.scahec.net/scohw/reports/139>

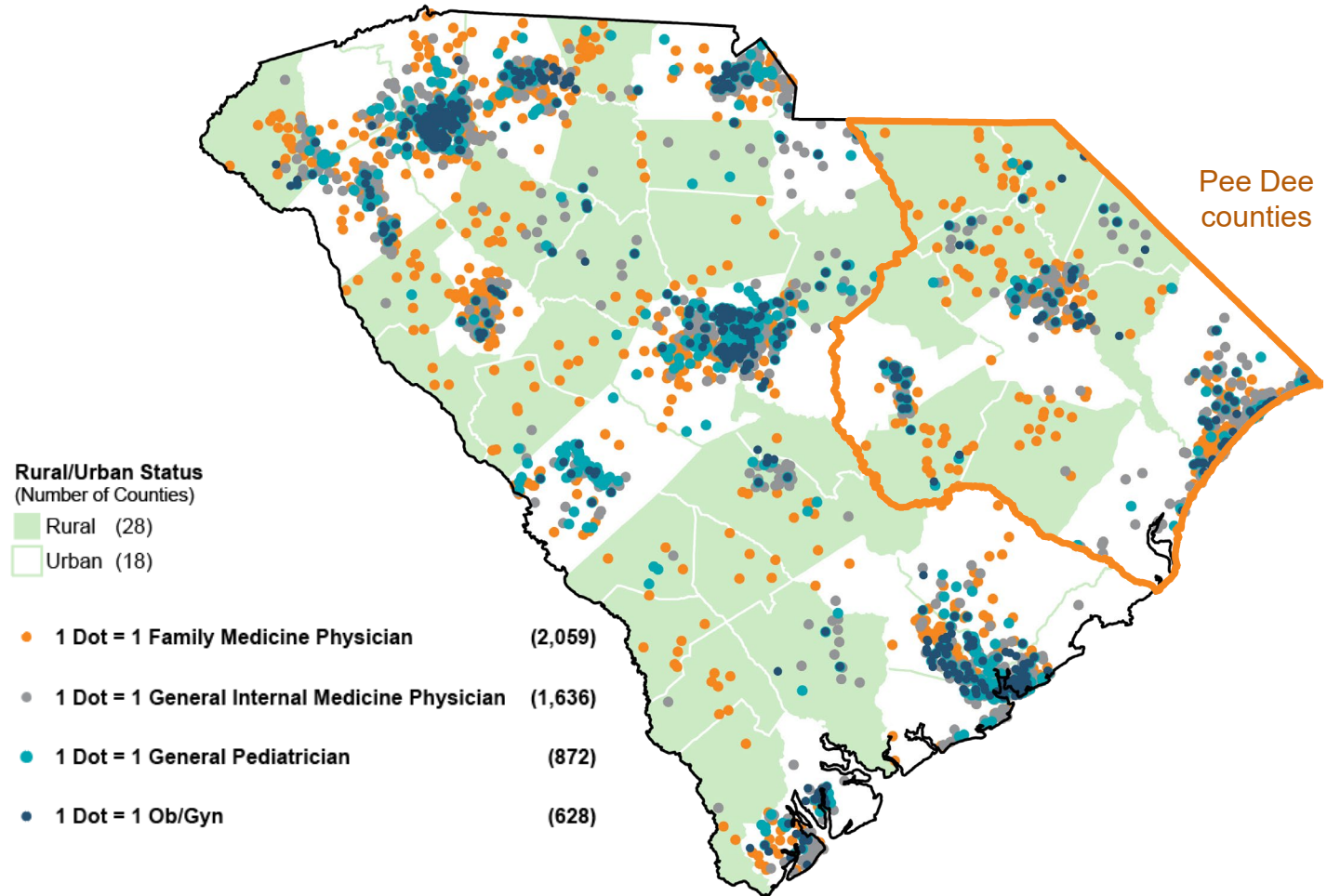
Primary Care Physicians: FM, IM, Ob-Gyn, Peds

Primary Care Physicians
per 10,000 Population, 2021



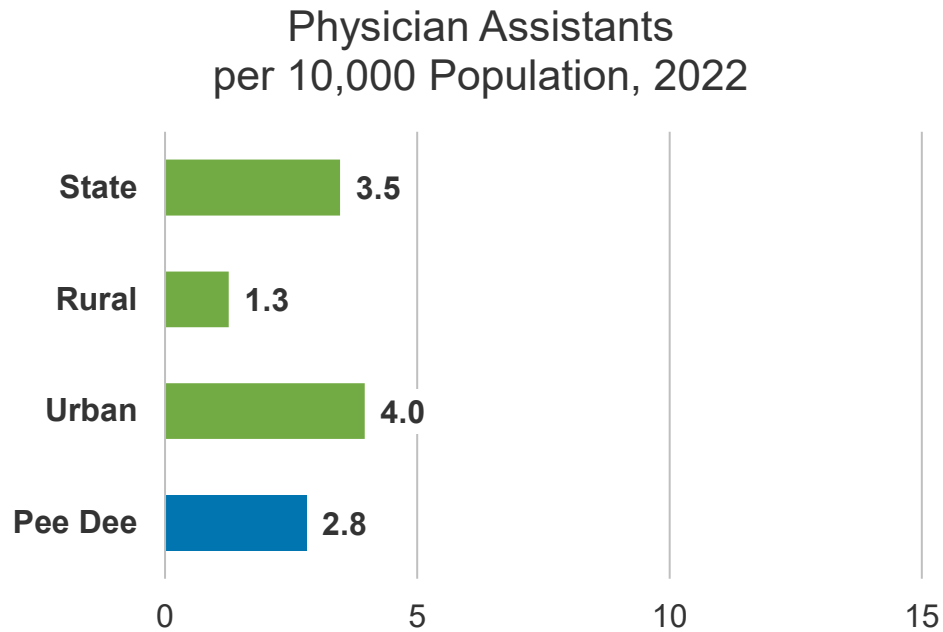
Source: 2024 SC Health Professions Data Book, <https://www.scahec.net/scohw/reports/139>.

Active Primary Care Physicians by Primary Practice Location, South Carolina, 2021



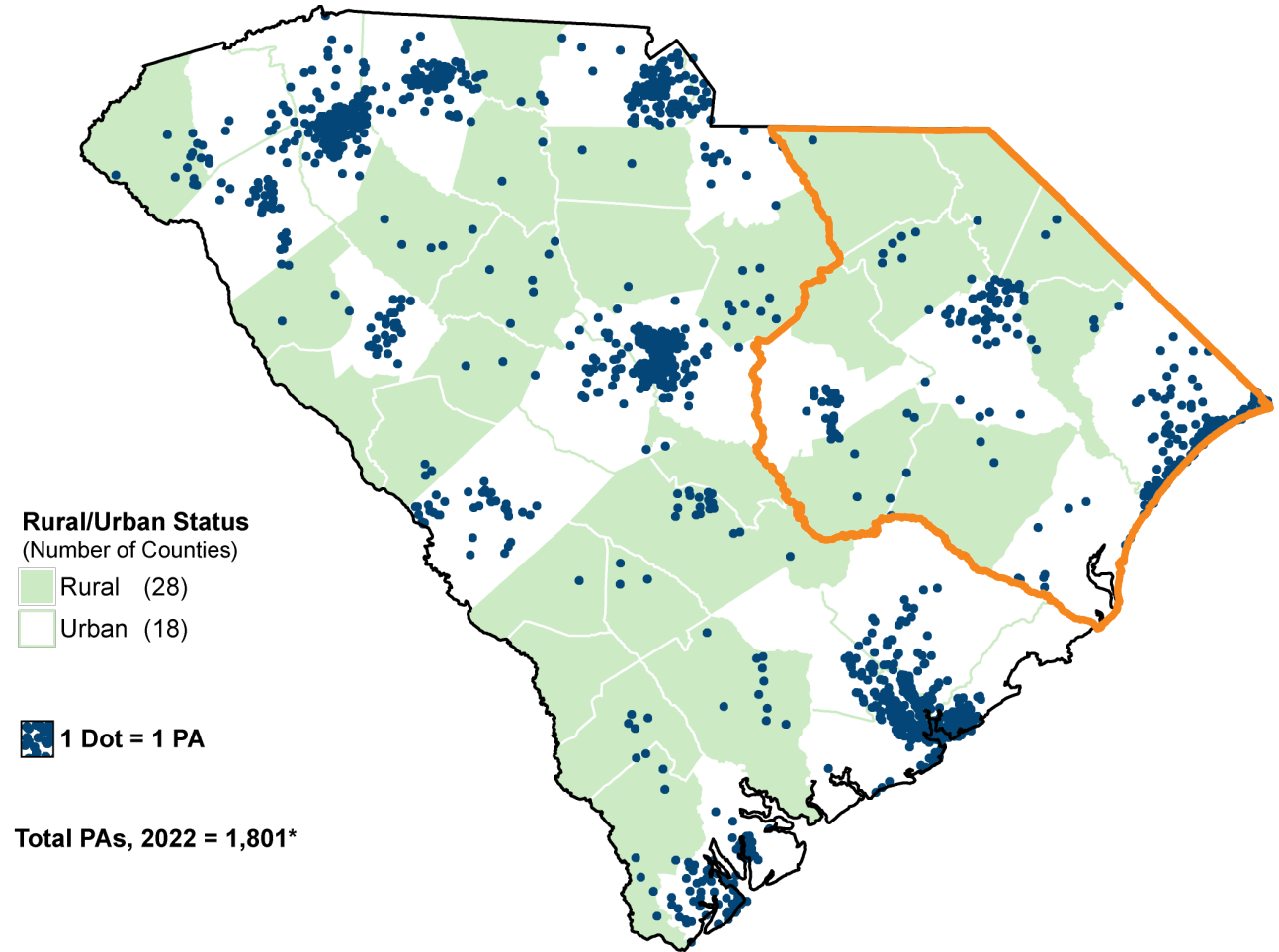
Dots are randomly scattered within the zip code area and may not represent the actual street address of the practice. Source: SCOHW, SC AHEC, with data collected by the SC Department of Labor, Licensing and Regulation and obtained from the Revenue and Fiscal Affairs Office. Rural definition from <https://www.census.gov/programs-surveys/geography/guidance/geo-areas/urban-rural.html>. Rural Counties are those counties where 50% of more of the population lives outside an urbanized area based on the 2020 Census.

Physician Assistants



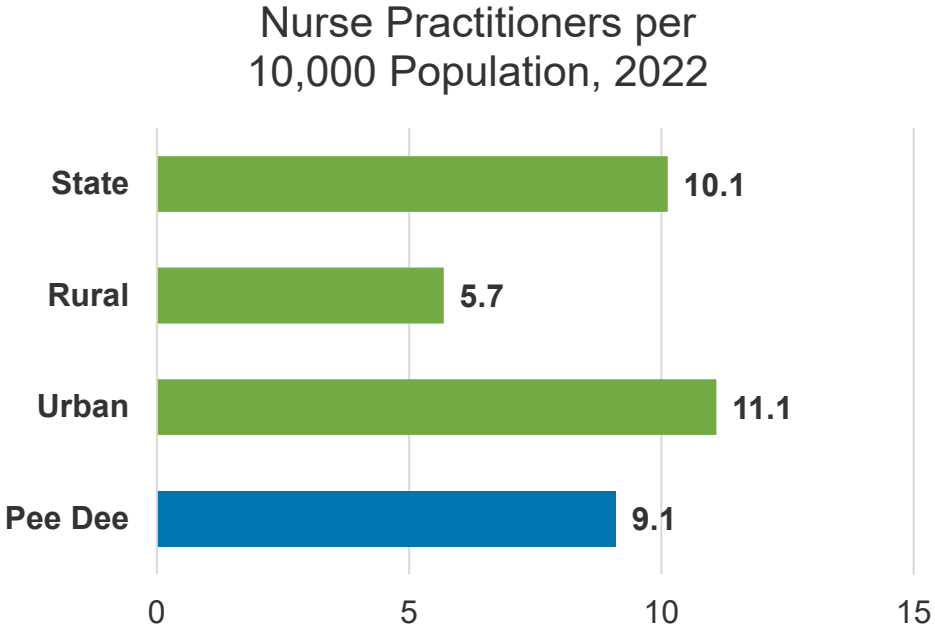
Source: 2024 SC Health Professions Data Book, <https://www.scahec.net/scohw/reports/139>.

Active Physician Assistants by Primary Practice Location, South Carolina, 2022



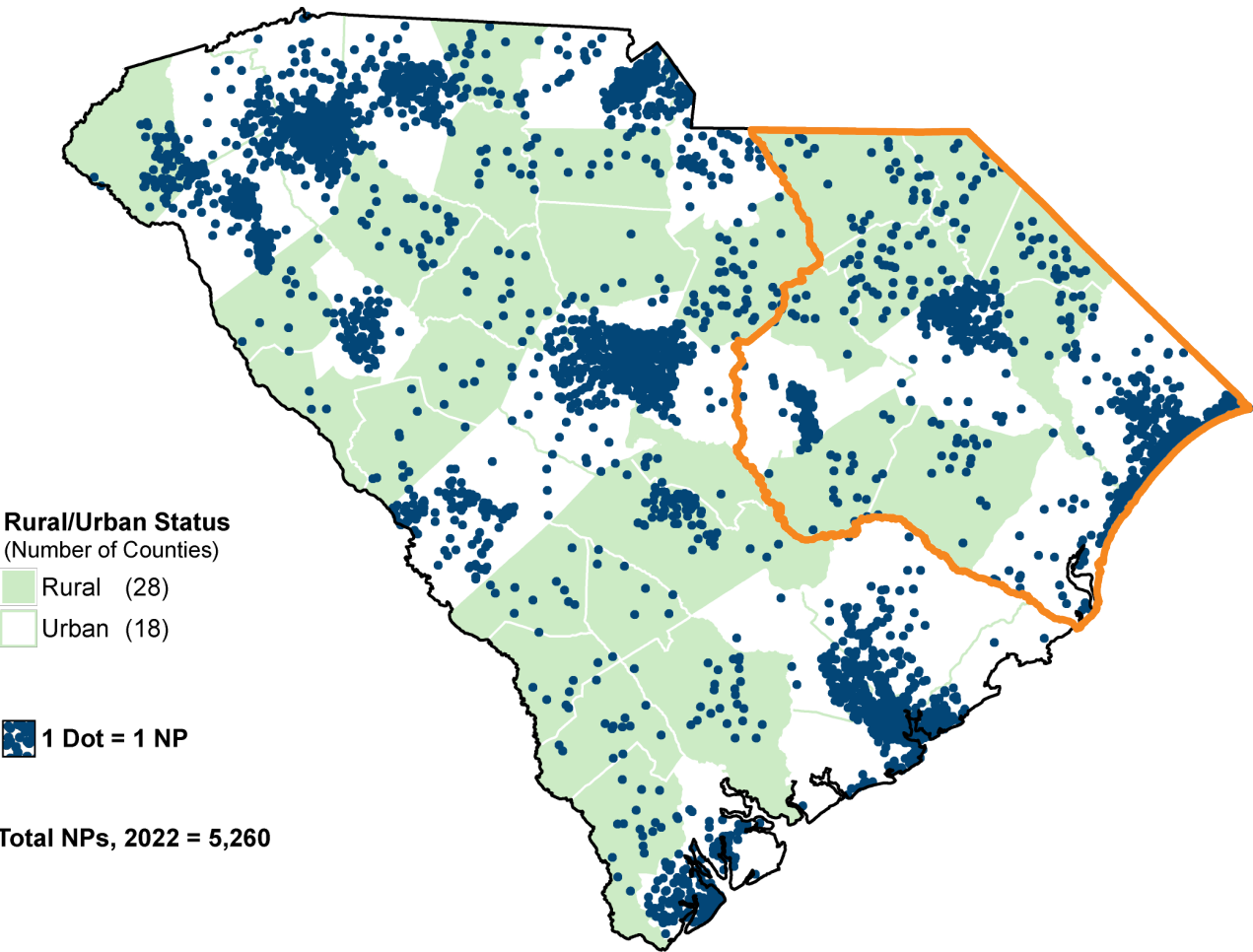
Dots are randomly scattered within the zip code area and may not represent the actual street address of the practice. Source: SCOHW, SC AHEC, with data collected by the SC Department of Labor, Licensing and Regulation and obtained from the Revenue and Fiscal Affairs Office. Rural definition from <https://www.census.gov/programs-surveys/geography/guidance/geo-areas/urban-rural.html>. Rural Counties are those counties where 50% of more of the population lives outside an urbanized area based on the 2020 Census.

Nurse Practitioners



Source: 2024 SC Health Professions Data Book, <https://www.scahec.net/scohw/reports/139>.

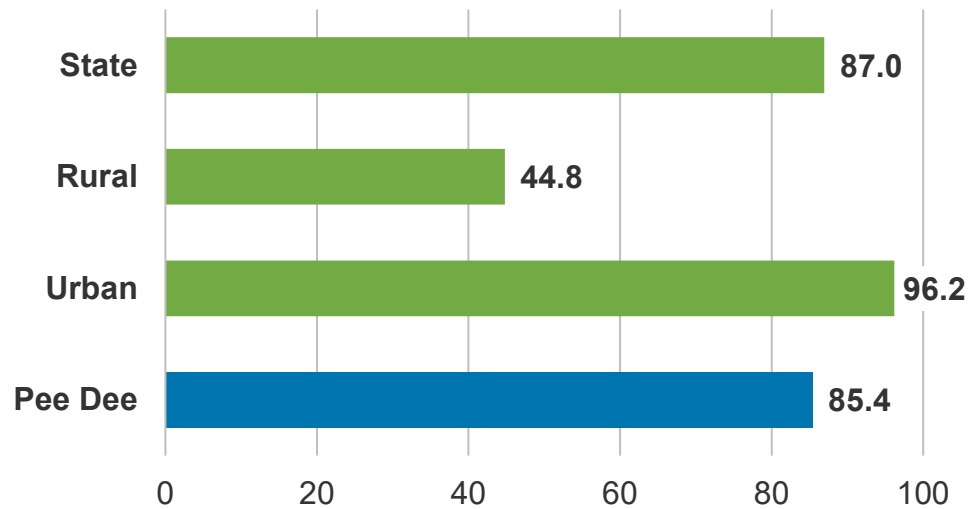
Active Nurse Practitioners by Primary Practice Location, South Carolina, 2022



Dots are randomly scattered within the zip code area and may not represent the actual street address of the practice. Source: SCOHW, SC AHEC, with data collected by the SC Department of Labor, Licensing and Regulation and obtained from the Revenue and Fiscal Affairs Office. Rural definition from <https://www.census.gov/programs-surveys/geography/guidance/geo-areas/urban-rural.html>. Rural Counties are those counties where 50% of more of the population lives outside an urbanized area based on the 2020 Census.

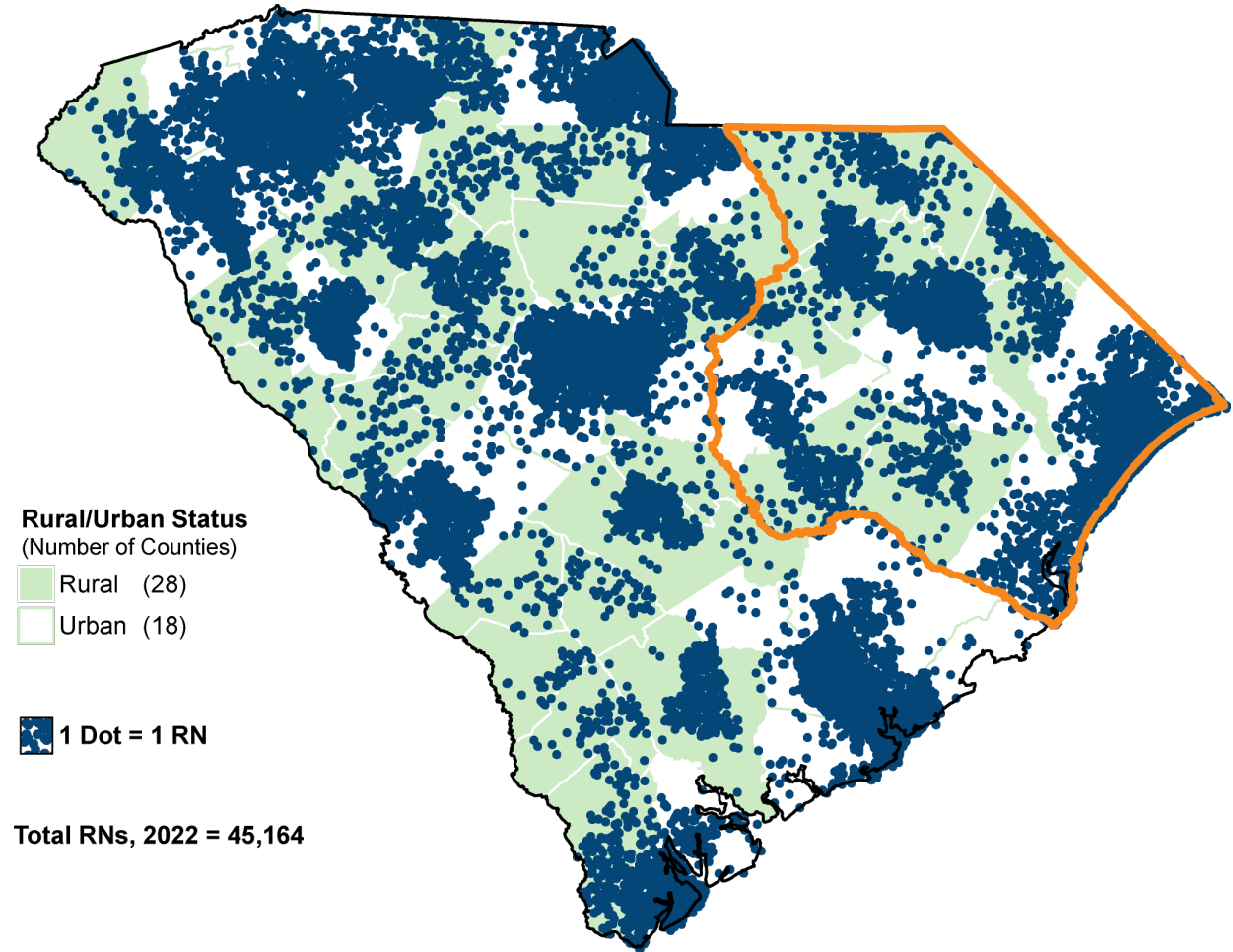
Registered Nurses

Registered Nurses per
10,000 Population, 2022



Source: 2024 SC Health Professions Data Book, <https://www.scahec.net/scohw/reports/139>.

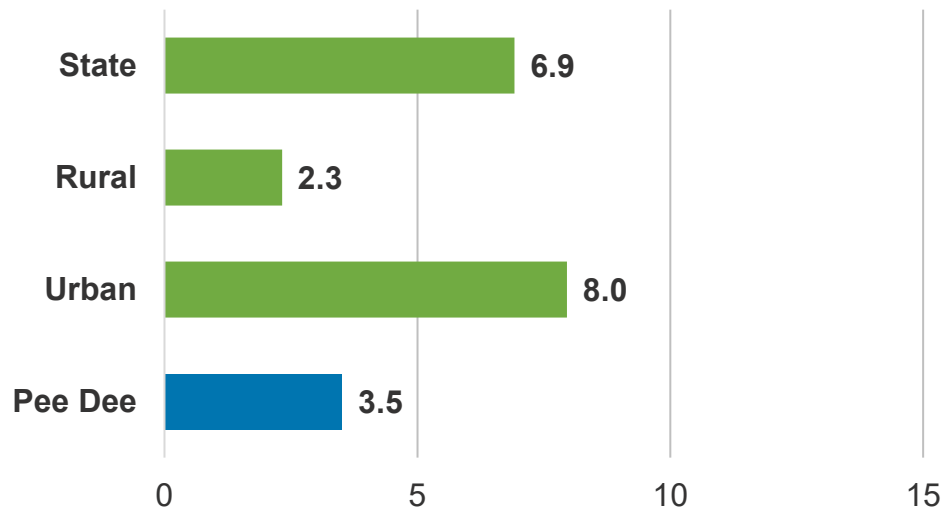
Active Registered Nurses by Primary Practice Location, South Carolina, 2021



Dots are randomly scattered within the zip code area and may not represent the actual street address of the practice. Source: SCOHW, SC AHEC, with data collected by the SC Department of Labor, Licensing and Regulation and obtained from the Revenue and Fiscal Affairs Office. Rural definition from <https://www.census.gov/programs-surveys/geography/guidance/geo-areas/urban-rural.html>. Rural Counties are those counties where 50% of more of the population lives outside an urbanized area based on the 2020 Census.

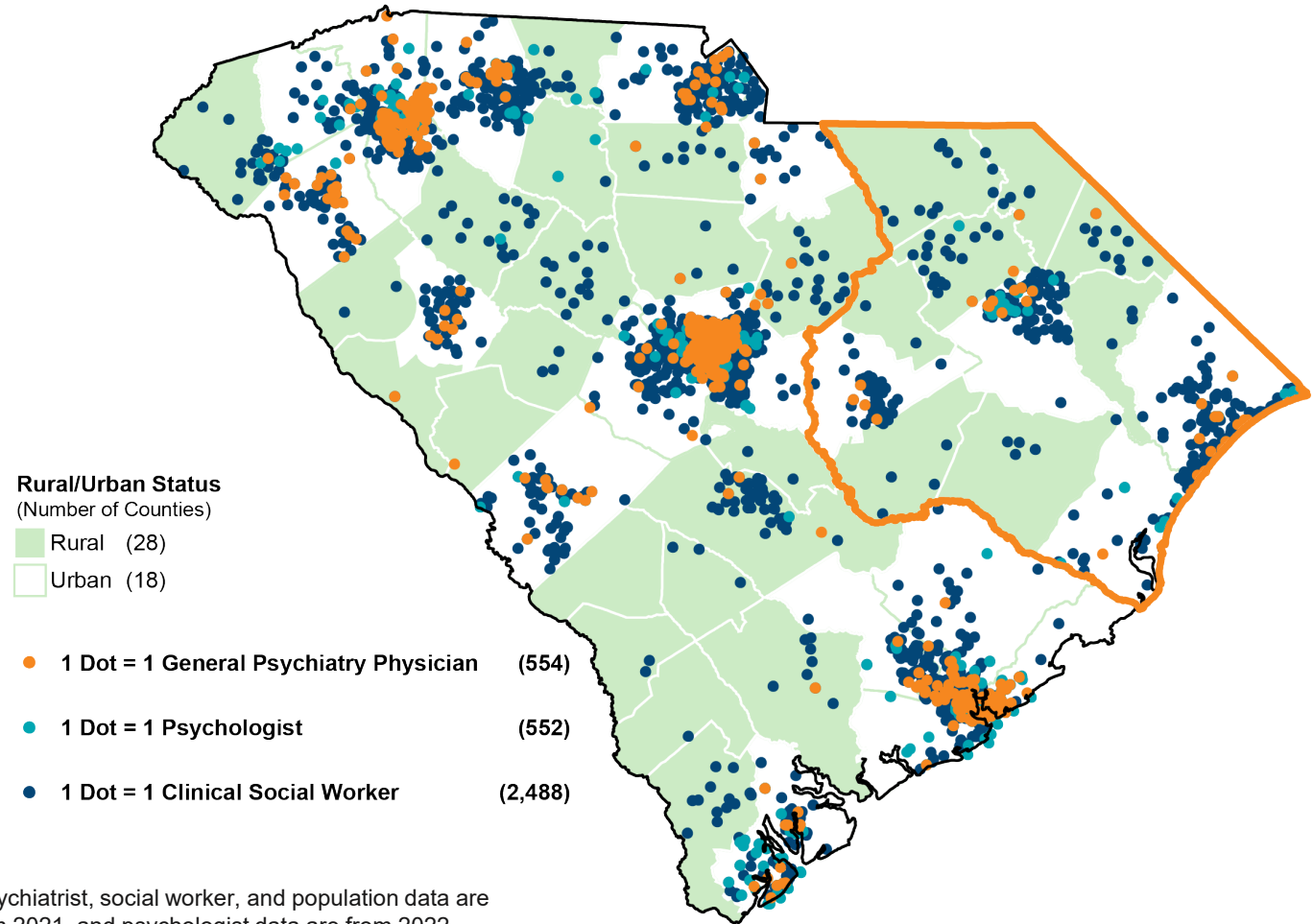
Behavioral Health: Psychiatry, Psychology Social Work

Selected Behavioral Health Professionals
per 10,000 Population, 2021/22*



Source: 2024 SC Health Professions Data Book, <https://www.scahec.net/scohw/reports/139>.

Active Selected Behavioral Health Professionals by Primary Practice Location, South Carolina, 2021/22*



*Psychiatrist, social worker, and population data are from 2021, and psychologist data are from 2022.

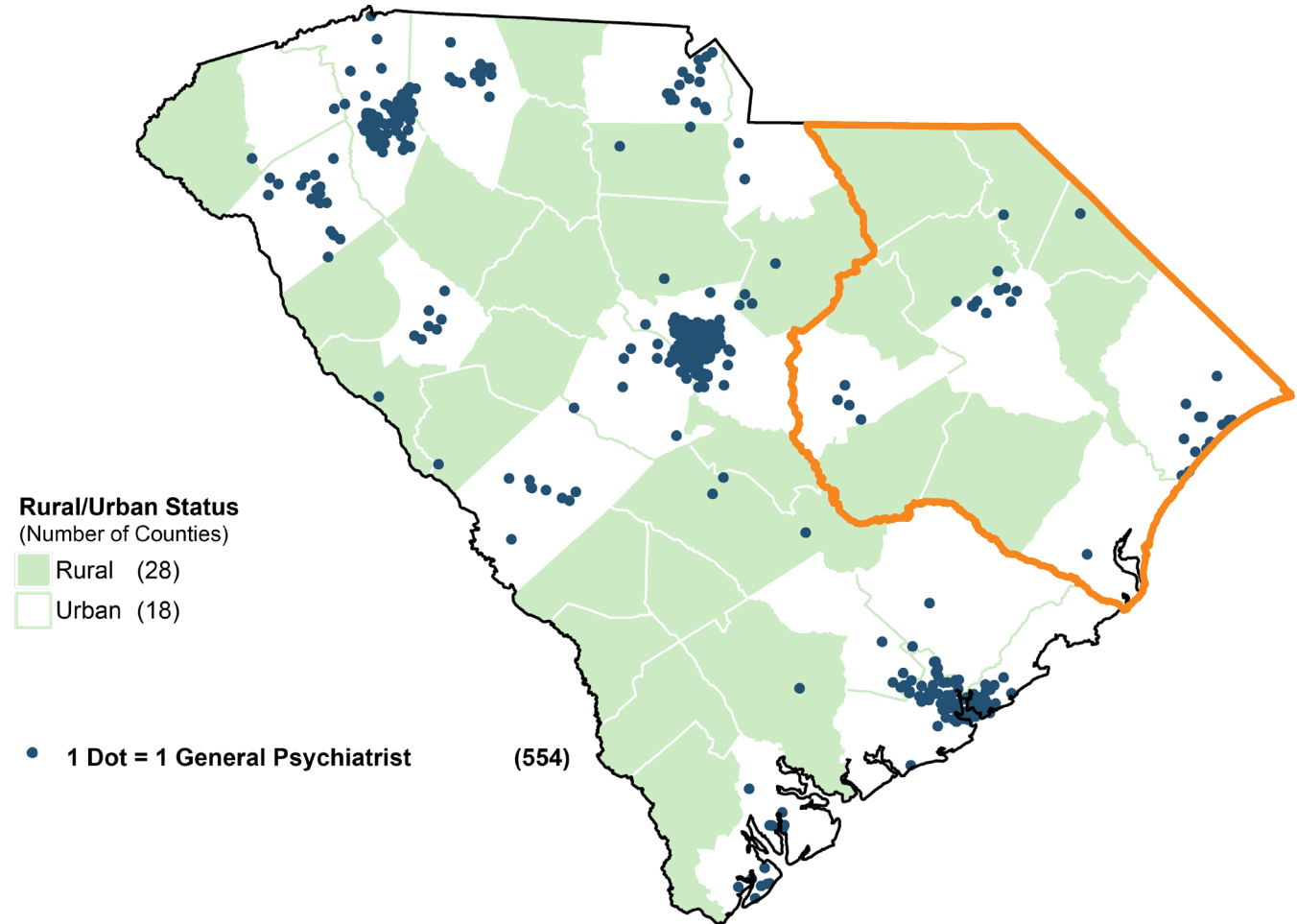
Dots are randomly scattered within the zip code area and may not represent the actual street address of the practice. Source: SCOHW, SC AHEC, with data collected by the SC Department of Labor, Licensing and Regulation and obtained from the Revenue and Fiscal Affairs Office. Rural definition from <https://www.census.gov/programs-surveys/geography/guidance/geo-areas/urban-rural.html>. Rural Counties are those counties where 50% of more of the population lives outside an urbanized area based on the 2020 Census.

Psychiatrists

73.2% of general psychiatrists are in Charleston, Greenville, and Richland counties

*These counties account for **26.3%** of the state's total population*

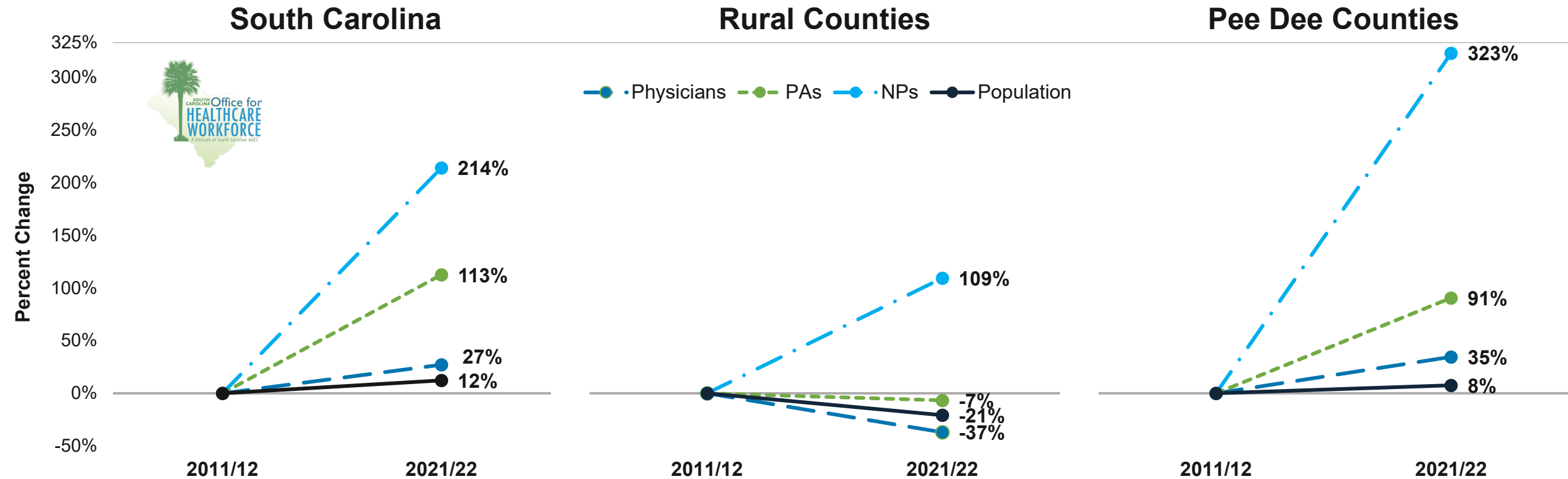
Active General Psychiatrists by Primary Practice Location, South Carolina, 2021



Source: 2024 SC Health Professions Data Book, <https://www.scahec.net/scohw/reports/139>.

Dots are randomly scattered within the zip code area and may not represent the actual street address of the practice. Source: SCOHW, SC AHEC, with data collected by the SC Department of Labor, Licensing and Regulation and obtained from the Revenue and Fiscal Affairs Office. Rural definition from <https://www.census.gov/programs-surveys/geography/guidance/geo-areas/urban-rural.html>. Rural Counties are those counties where 50% or more of the population lives outside an urbanized area based on the 2020 Census.

Growth in physicians, PAs, NPs and total population relative to 2011/2012



Note: This information includes physicians, physician assistants and nurse practitioners with an active license to practice and a primary practice location in a nonfederal setting in South Carolina as of two months after the end of each profession's license renewal period. Physician and population data are from odd-numbered years; PA and NP data are from even numbered years. Sources: SC Office for Healthcare Workforce, derived from data collected by the SC Department of Labor, Licensure and Regulation and obtained from the SC Revenue and Fiscal Affairs Office. Population data sources: DHEC SCAN (2011), US Census Bureau (2021).

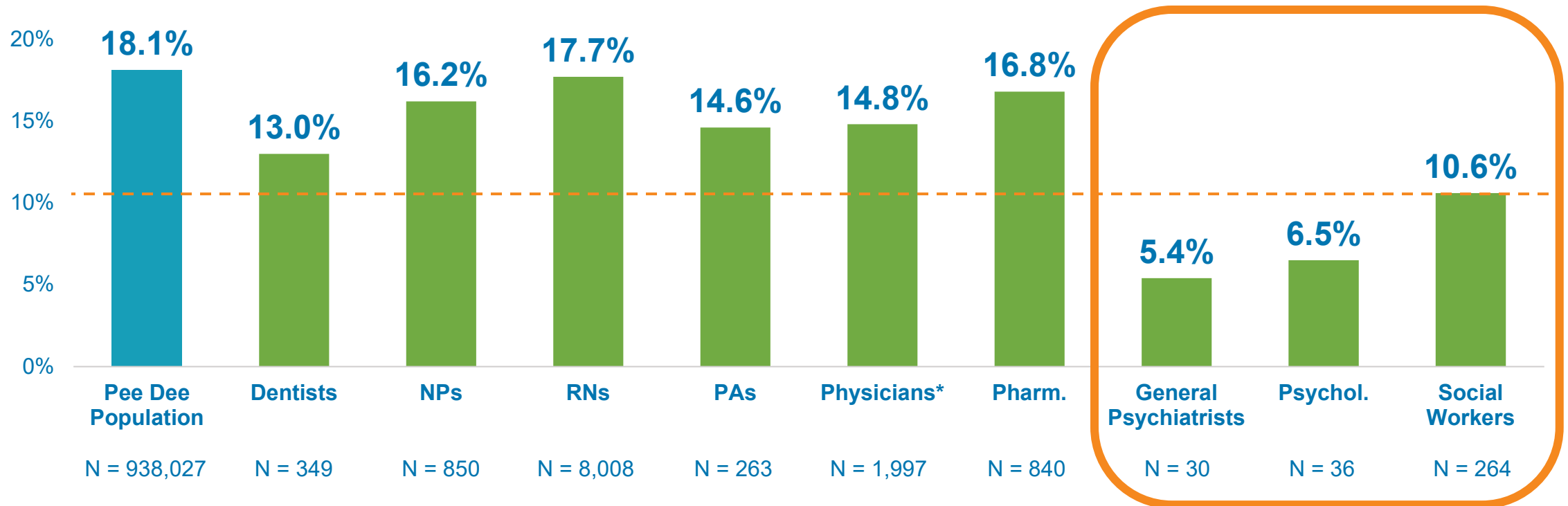
Pee Dee's share of the pie, 2021/2022

	# State	# Pee Dee	Percent of State Total*
Population	5,193,266	938,027	18%
Dentists	2,684	349	13%
NPs	5,260	850	16%
RNs	45,164	8,008	18%
PAs	1,801	263	15%
Physicians**	13,531	1,997	15%
Pharmacists	5,005	840	17%
General Psychiatrists	554	30	5%
Psychologists	552	36	7%
Clinical Social Workers	2,488	264	11%

*Percentages are rounded to the nearest whole number. Notes: This information includes selected health professionals with an active license to practice and a primary practice location in a nonfederal setting in South Carolina as of 2021 (physicians, dentists, pharmacists, social workers) or 2022 (NPs, RNs, PAs, psychologists). Physician counts include residents-in-training. **Total physicians include general psychiatrists. Sources: SC Office for Healthcare Workforce, derived from data collected by the SC Department of Labor, Licensure and Regulation and obtained from the SC Revenue and Fiscal Affairs Office. Population data sources: DHEC SCAN (2009-2019), US Census Bureau (2021).

How does the supply of health professionals compare to the population in Pee Dee counties?

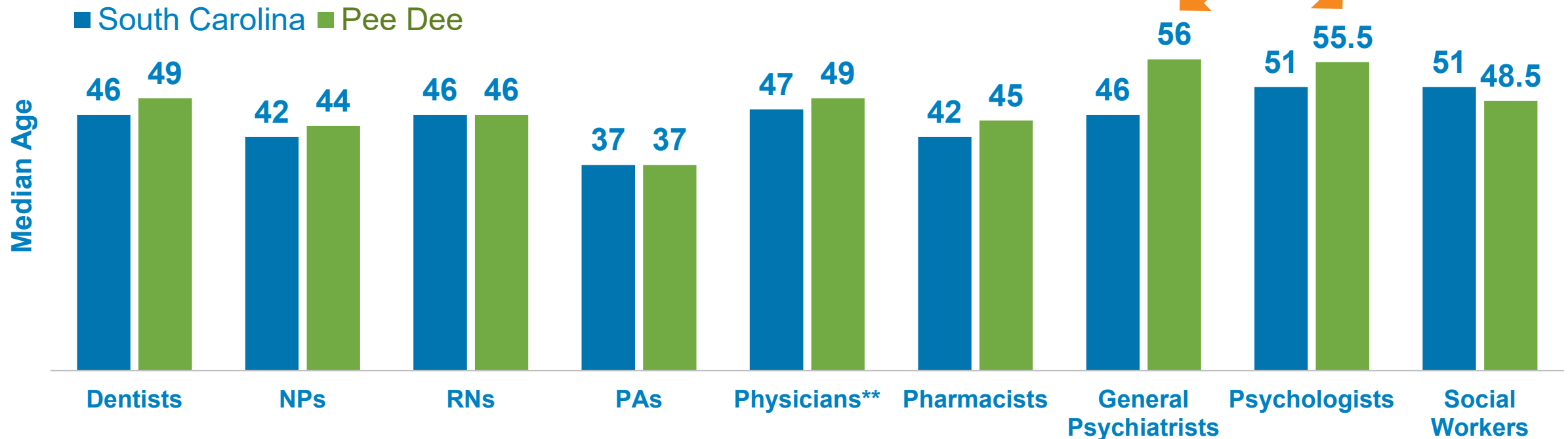
Percentage of South Carolina Population and Selected Health Professionals Practicing in Pee Dee Counties, 2021/22



Notes: This information includes selected health professionals with an active license to practice and a primary practice location in a nonfederal setting in South Carolina as of 2021 (physicians, dentists, pharmacists, social workers) or 2022 (NPs, RNs, PAs, psychologists). Physician counts include residents-in-training. *Total physicians include general psychiatrists.

Health professionals are generally older in the Pee Dee region than in the state overall

Median Age of Selected Licensed Health Professionals,
South Carolina and Pee Dee Counties 2021/2022*



Notes: *The median represents the midpoint of a data set, where half of the data points fall below and half fall above the median. *This information includes selected health professionals with an active license to practice and a primary practice location in a nonfederal setting in South Carolina as of 2021 (physicians, dentists, pharmacists, social workers) or 2022 (RNs, NPs, PAs, psychologists). Physician counts include residents-in-training. **Total physicians include general psychiatrists

Healthcare jobs will continue to grow in South Carolina

The South Carolina Department of Employment and Workforce projects this growth in healthcare employment between 2022-2032:

**Healthcare Support
Occupations**

23.7%

**Healthcare Practitioners
and Technical Occupations**

16.0%

Source: SC Department of Employment & Workforce, <https://lmi.sc.gov/Data-Hub/Projections/Occupational>, downloaded 09/15/2025

Fastest growing health occupations, South Carolina, 2022-2032

Occupation	Est. Employment		# Change	% Change
	2022	2032		
Nurse Practitioners	4,121	6,615	2,494	60.5%
Physician Assistants	1,800	2,514	714	39.6%
Physical Therapist Assistants	2,111	2,905	794	37.6%
Hearing Aid Specialists	169	227	58	34.3%
Home Health and Personal Care Aides	32,343	43,298	10,955	33.9%
Speech-Language Pathologists	2,350	3,118	768	32.7%
Occupational Therapy Assistants	581	751	170	29.3%
Health Information Technologists and Medical Registrars	383	491	108	28.2%
Veterinary Assistants and Laboratory Animal Caretakers	1,929	2,471	542	28.1%
Ophthalmic Medical Technicians	798	1,022	224	28.1%

Source: SC Department of Employment & Workforce, <https://lmi.sc.gov/Data-Hub/Projections/Occupational>, downloaded 09/15/2025

Slowest growing health occupations, South Carolina, 2022-2032

Occupation	Est. Employment		# Change	% Change
	2022	2032		
Nuclear Medicine Technologists	222	217	-5	-2.3%
Occupational Therapy Aides	105	103	-2	-1.9%
Medical Transcriptionists	820	826	6	0.7%
Emergency Medicine Physicians	116	119	3	2.6%
Cardiovascular Technologists and Technicians	1,060	1,090	30	2.8%
Radiation Therapists	243	251	8	3.3%
Orderlies	1,050	1,096	46	4.4%
Medical Dosimetrists	44	46	2	4.6%
Dietetic Technicians	600	628	28	4.7%
Therapists, All Other	119	125	6	5.0%

Source: SC Department of Employment & Workforce, <https://lmi.sc.gov/Data-Hub/Projections/Occupational>, downloaded 09/15/2025

South Carolina ranks low for access to health care

America's Health Rankings (2024) ranks South Carolina in the bottom half of states for access to care:

**Access to Primary
Care Providers**

37th

**Access to Mental
Health Providers**

40th

**Access to Dental Care
Providers**

42nd

America's Health Rankings, Summary of South Carolina, 2024 Rankings, <https://www.americashealthrankings.org/explore/states/SC>

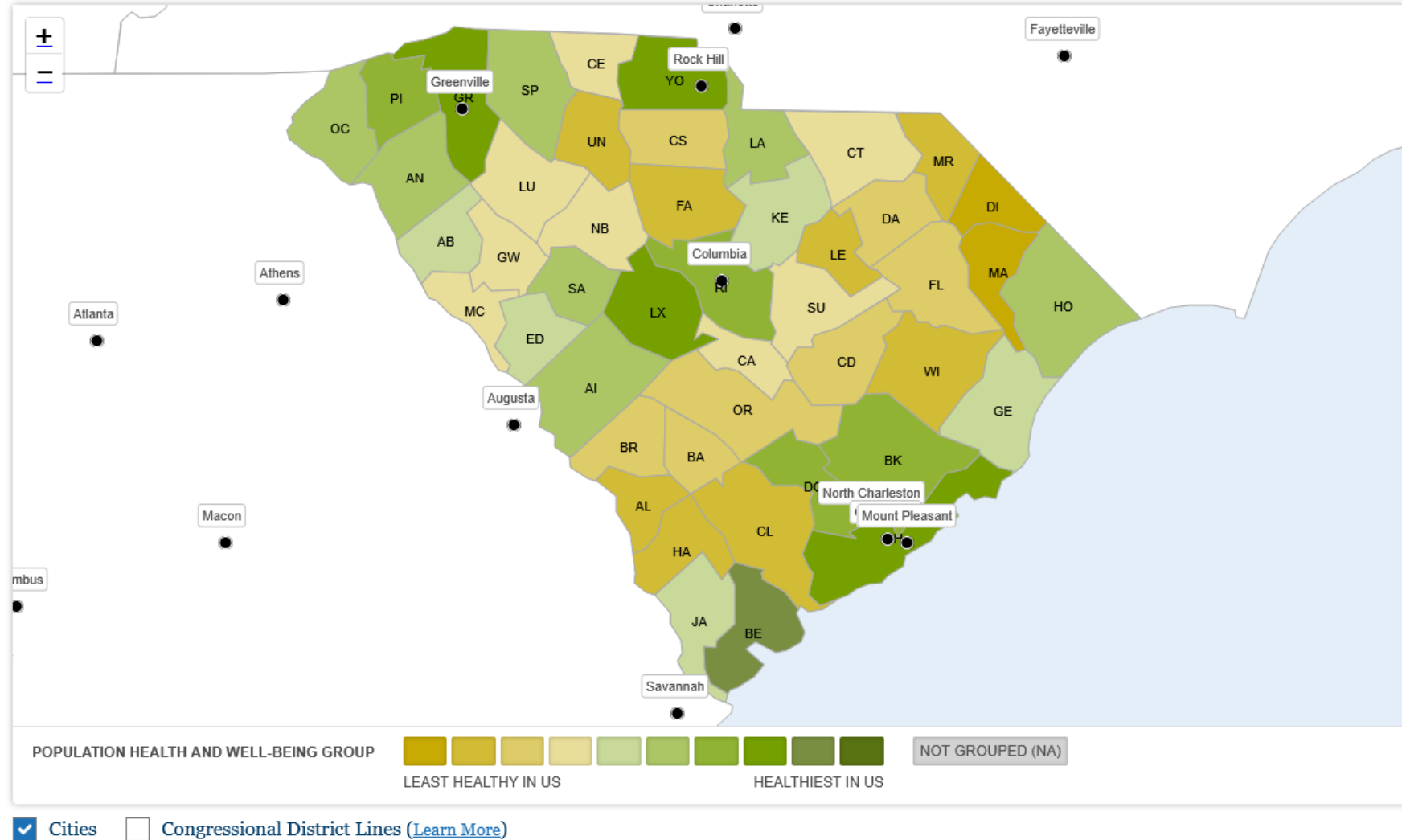
2025 Population Health and Well-Being

“Population health and well-being is something we create as a society, not something an individual can attain in a clinic or be responsible for alone. Health is more than being free from disease and pain; health is the ability to thrive. Well-being covers both quality of life and the ability of people and communities to contribute to the world. Population health involves optimal physical, mental, spiritual and social well-being.”



County Health
Rankings & Roadmaps

2025 Population Health and Well-being - South Carolina



Source: University of Wisconsin Population Health Institute. County Health Rankings & Roadmaps 2025. www.countyhealthrankings.org.

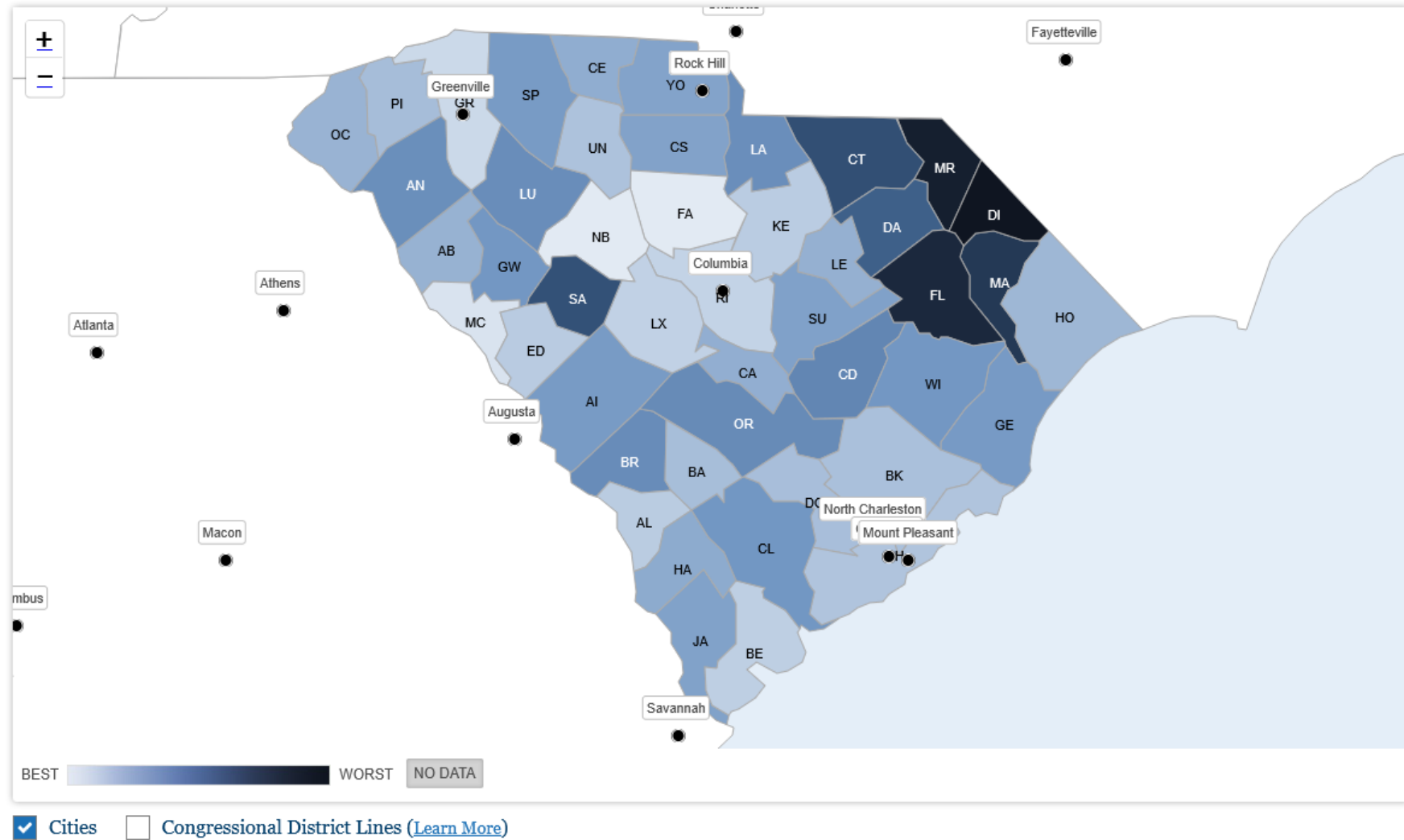
2025 Preventable Hospital Stays

“In South Carolina, 2,526 hospital stays per 100,000 people enrolled in Medicare might have been prevented by outpatient treatment. This ranged from 1,711 to 4,179 preventable hospital stays across counties in the state.”



County Health
Rankings & Roadmaps

2025 Preventable Hospital Stays - South Carolina



Source: University of Wisconsin Population Health Institute. County Health Rankings & Roadmaps 2025. www.countyhealthrankings.org.

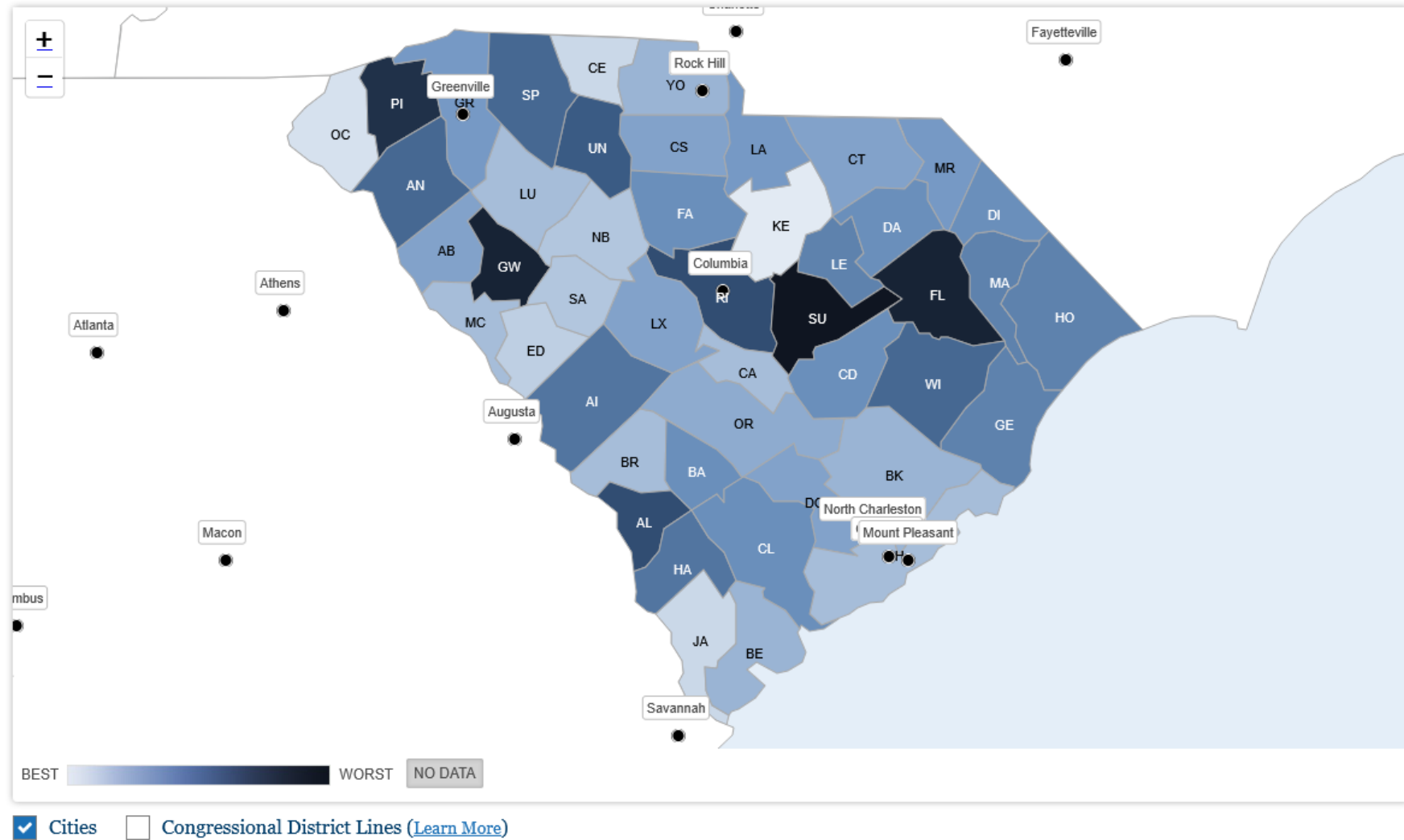
2025 Child Care Cost Burden

“In South Carolina, the average household spent 28% of its income on child care for two children. This ranged from 19% to 38% of household income across counties in the state.”



County Health
Rankings & Roadmaps

2025 Child Care Cost Burden - South Carolina



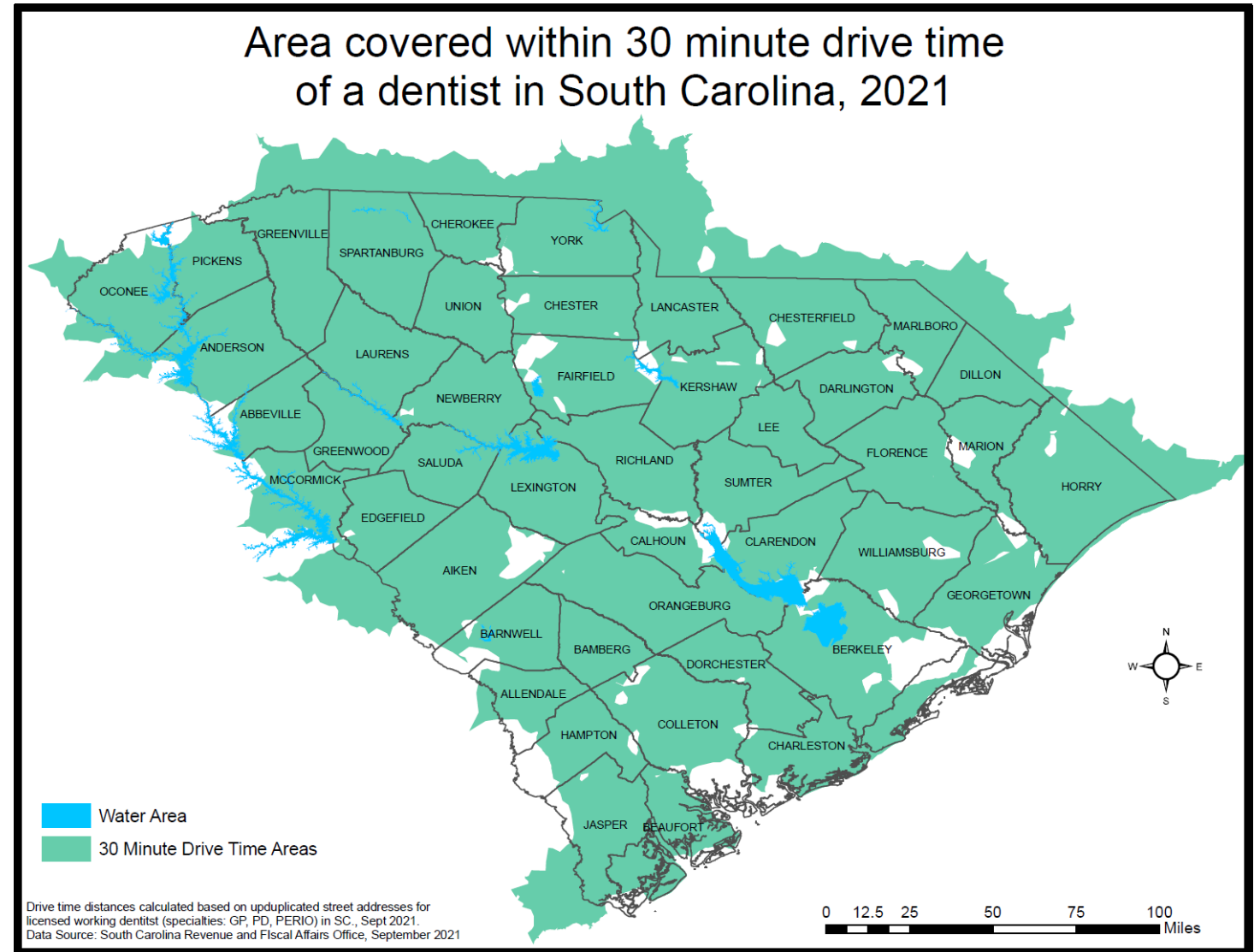
Source: University of Wisconsin Population Health Institute. County Health Rankings & Roadmaps 2025. www.countyhealthrankings.org.

Access is more than just supply and distribution

Other factors:

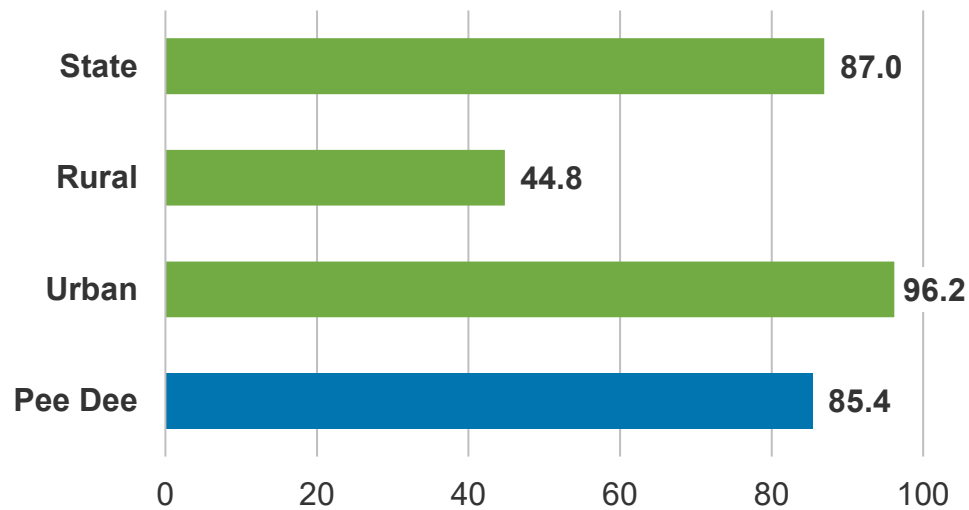
- Cost of care
- Lack of insurance coverage / acceptance
- Reliable transportation
- Ability to take time off work
- Wait times / provider accepting new patients

Map Credit: South Carolina Revenue and Fiscal Affairs Office, September 2021



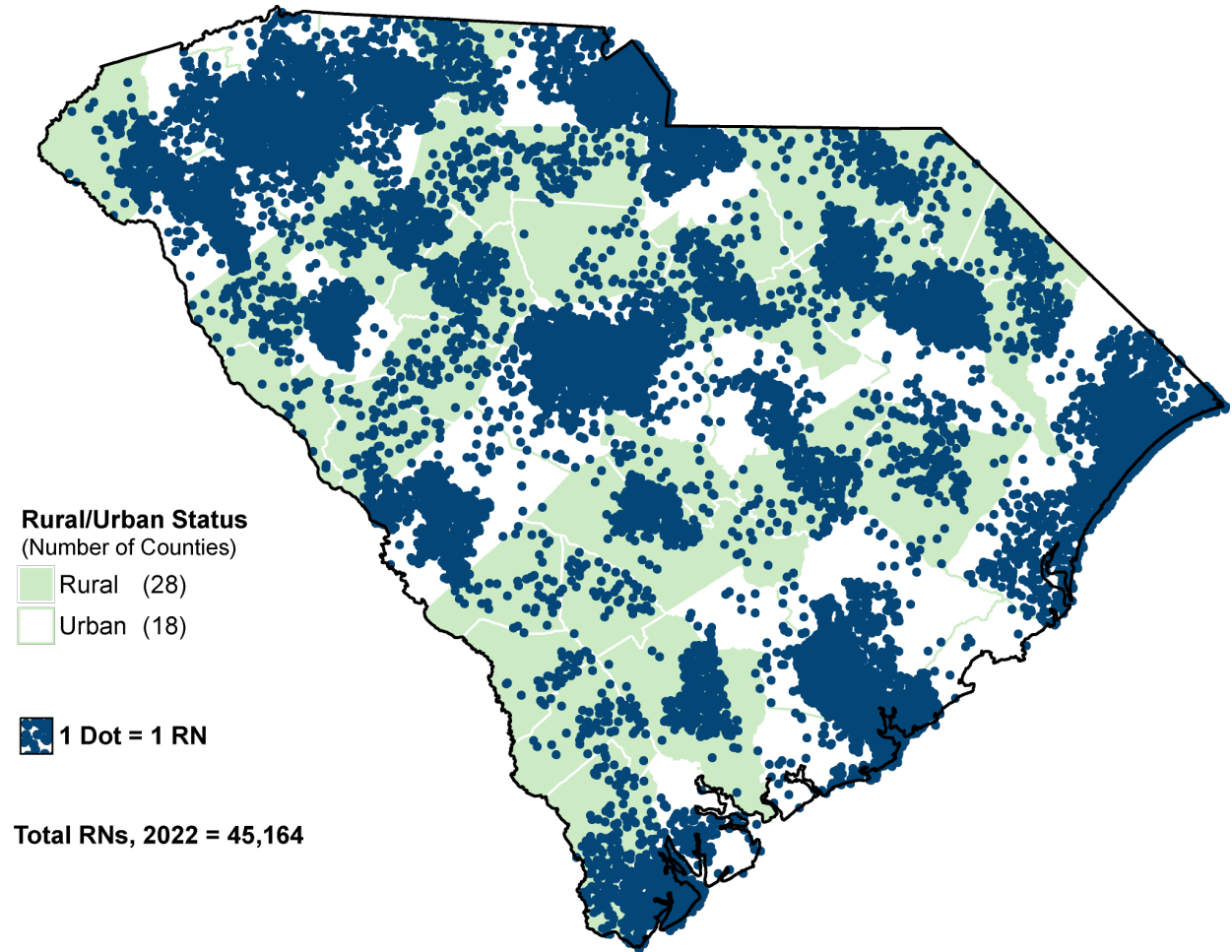
Is there a shortage of RNs in SC?

Registered Nurses per 10,000 Population, 2022



Source: 2024 SC Health Professions Data Book, <https://www.scahec.net/scohw/reports/139>.

Active Registered Nurses
by Primary Practice Location, South Carolina, 2021



Dots are randomly scattered within the zip code area and may not represent the actual street address of the practice. Source: SCOHW, SC AHEC, with data collected by the SC Department of Labor, Licensing and Regulation and obtained from the Revenue and Fiscal Affairs Office. Rural definition from <https://www.census.gov/programs-surveys/geography/guidance/geo-areas/urban-rural.html>. Rural Counties are those counties where 50% of more of the population lives outside an urbanized area based on the 2020 Census.

HRSA says we do ... but I have some caveats

Explore Workforce Projections

U.S. Supply and Demand of Healthcare Workers Through 2037

All Health Workforce	Allied Health	Behavioral Health	Long-Term Care	Oral Health	Primary Care	Women's Health
----------------------	---------------	-------------------	----------------	-------------	--------------	----------------

All Health Workforce

The All Health Workforce category covers all providers. For example, nurse practitioners in this group are all nurse practitioners in the U.S.

Occupation

Radiology Physicians
Registered Nurses
Rheumatology Physicians

Rurality

Total

Registered Nurses

Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disea..

Only a single occupation can be selected.

Data displayed are for only the selected occupation within this occupation group. Select only one occupation at a time.

Year

< 2025 >

Data displayed are for only the occupation described above.

Supply & Demand Trends	U.S. Map	What if? Scenarios
Registered Nurses Total Supply 2025 - South Carolina	Registered Nurses Total Demand 2025 - South Carolina	Registered Nurses Total Percent Adequacy 2025 - South Carolina
39,940	55,120	72%

Source: Workforce Projections, National Center for Health Workforce Analysis, HRSA, <https://data.hrsa.gov/topics/health-workforce/nchwa/workforce-projections>, accessed 9/16/2025

Shortage vs. Maldistribution

Shortage

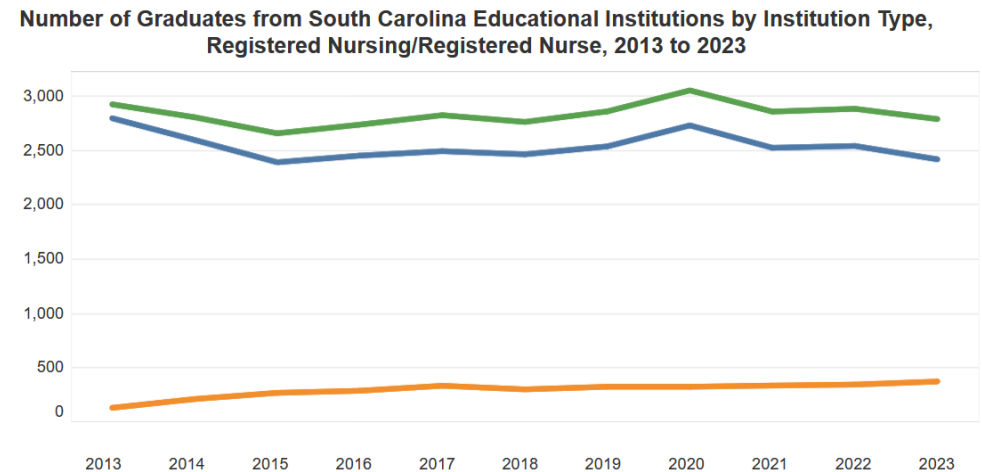
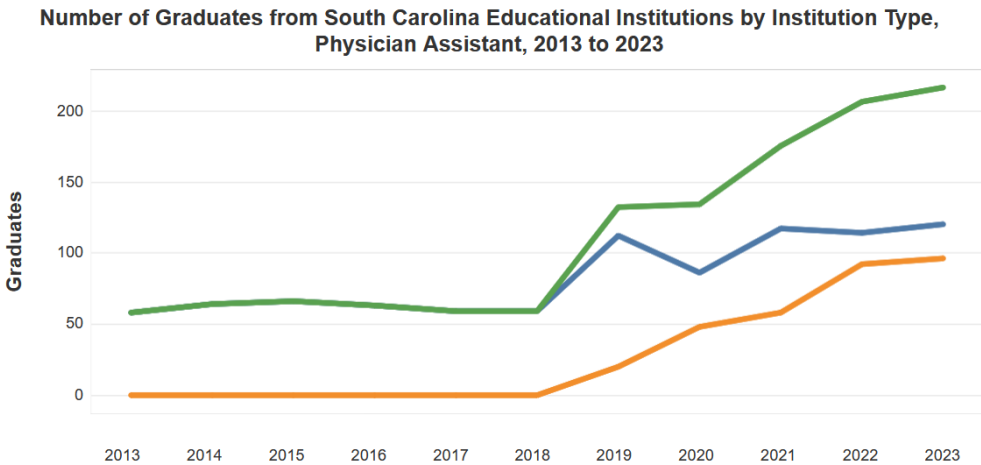
A universal lack of the number of health professionals needed to address the provision of care

Maldistribution

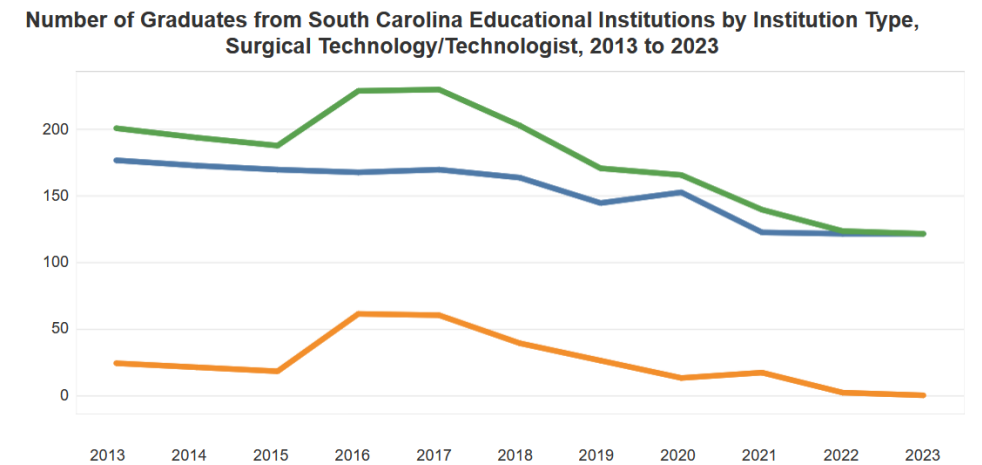
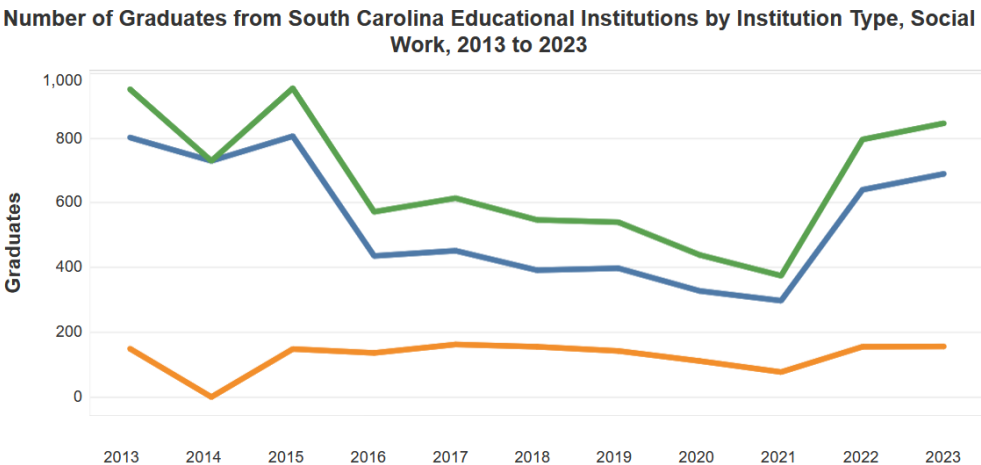
A lack of a specific health professional or specialty in a specific area or setting

Why it matters: Addressing maldistributions enables us to look at local factors that contribute to recruiting and retaining health professionals and devise data-driven, targeted solutions

Increases in educational capacity to address supply issues



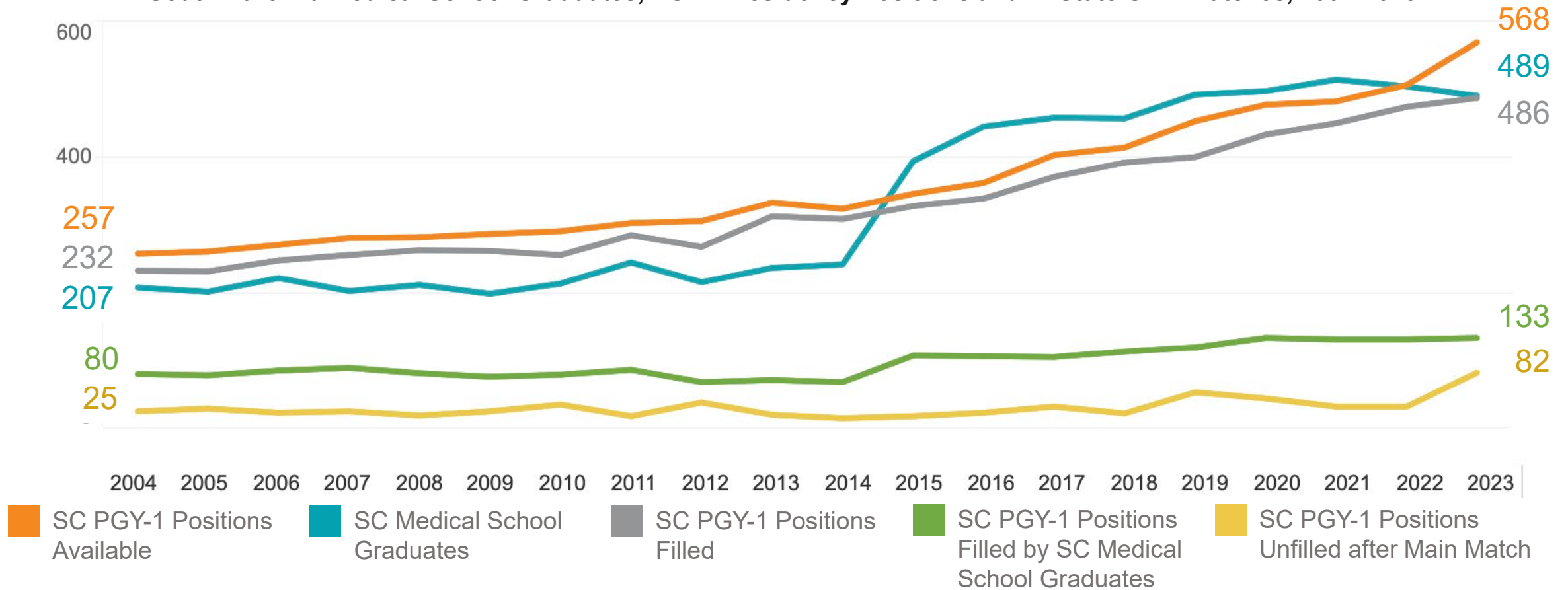
- Total Graduates
- Public Institution Graduates
- Private Institution Graduates



View full visualizations in detail at <https://www.scahec.net/scohw/viz/SC-Healthcare-Workforce-Edu-Dashboard.html>

Medical school graduates & residency slots have more than doubled since 2004

South Carolina Medical School Graduates, PGY-1 Residency Positions and In-State GME Matches, 2004-2023



South Carolina Residency Match Results and First-Year Residency Positions, SCOHW 2025, <https://www.scahec.net/scohw/viz/SC-Residency-Match-and-PGY-1-Positions.html>

The number of primary care residency programs has both grown and spread

Figure 3a. Primary Care* Residency Programs, South Carolina, 2009

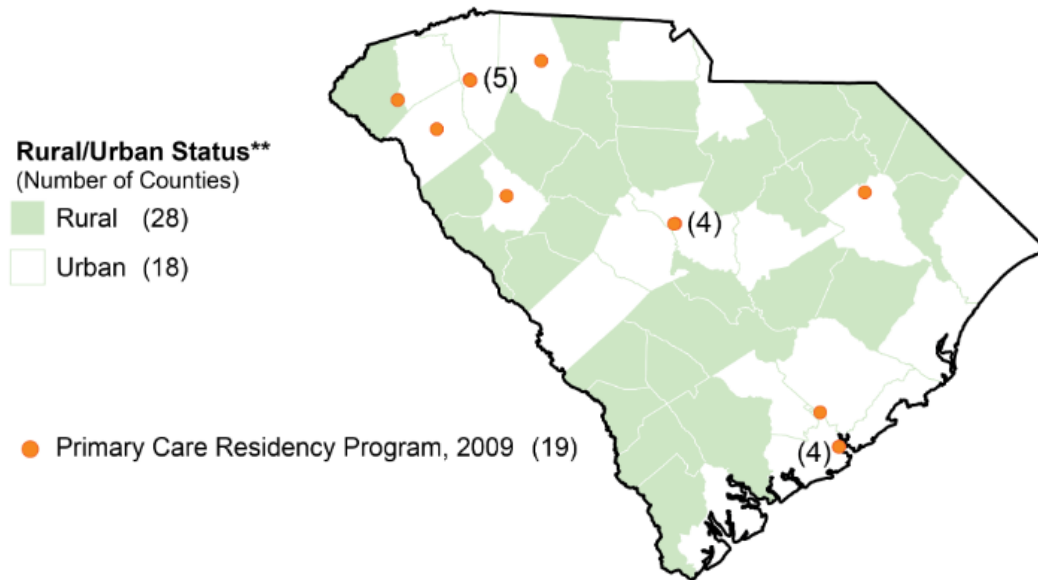
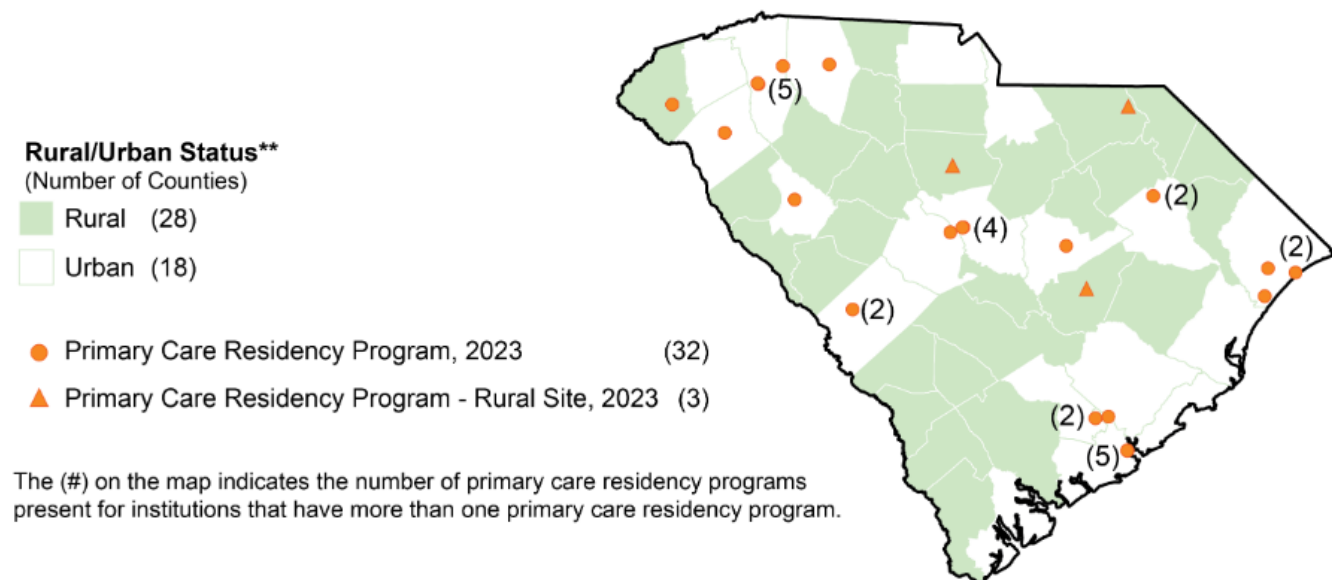
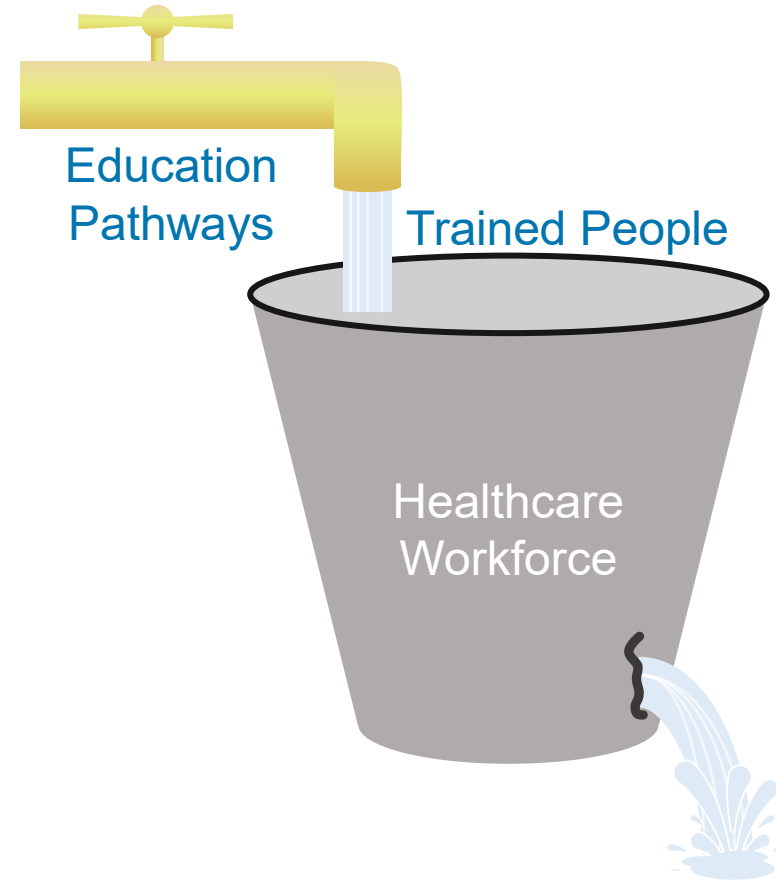


Figure 3b. Primary Care* Residency Programs, South Carolina, 2023



Data include accredited residency programs in a primary care specialty in South Carolina as of 2023. *Here, primary care includes family medicine, internal medicine, internal medicine/pediatrics, ob-gyn, and pediatrics. Each specialty counts as one residency program. Thus, multiple dots will overlap for institutions that offer more than one primary care specialty. Source: Gaul K, Chastain-Brown A, Lefebvre A. Trends of Available PGY-1 Residency Positions and Practicing Physicians in South Carolina, 2004-2023. Charleston, SC: South Carolina Office for Healthcare Workforce, South Carolina Area Health Education Consortium. September 2024. <https://www.scahec.net/scohw/data/reports/143-SC-Trends-in-PGY1-Residency-Positions-2004-2023-Brief.pdf>

Ensuring an adequate supply goes beyond educating more professionals...

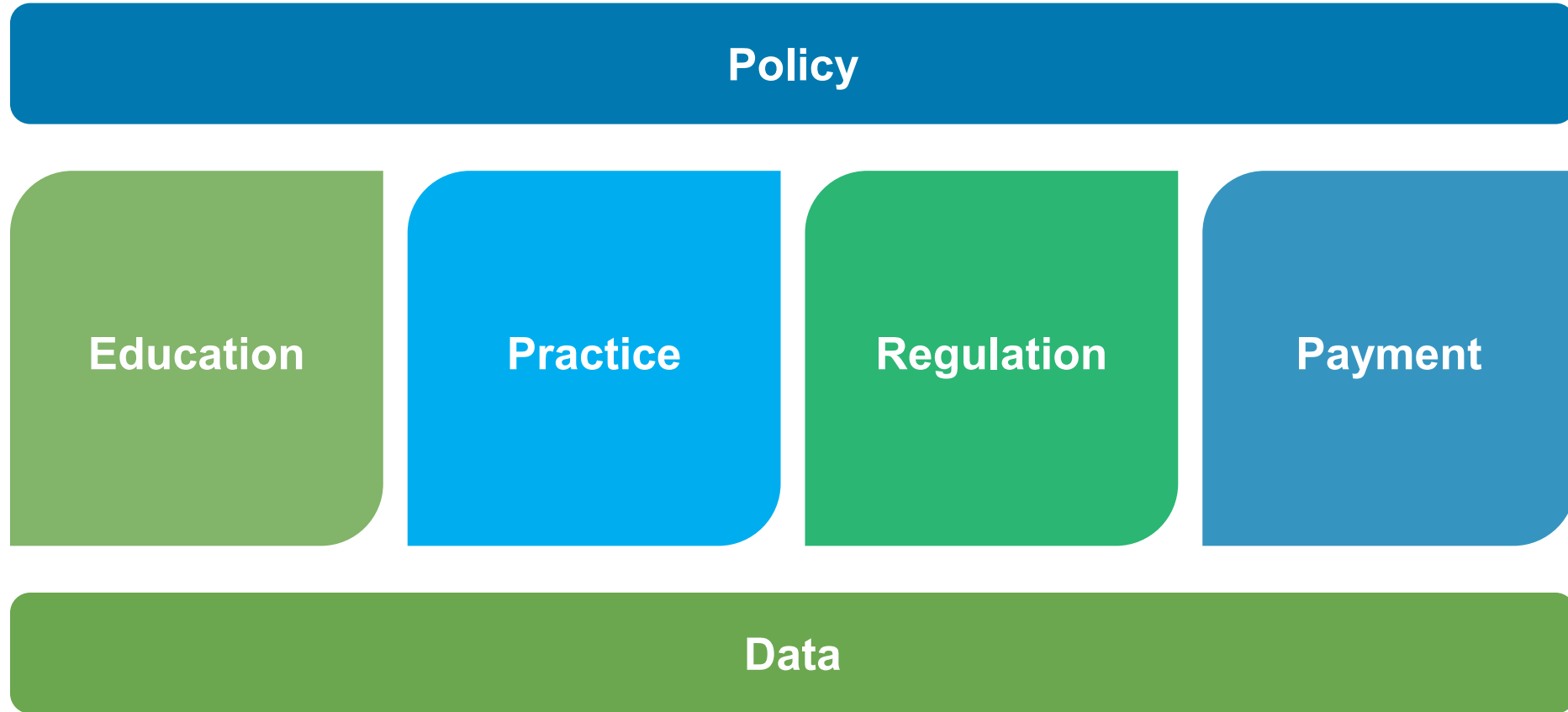


State-funded rural provider incentive programs are an effective investment

- **Rural Provider Incentive Program** – Physicians, APRNs, PAs
 - 678 providers funded since program inception in 1989
 - 91% average retention rate for participating providers over last 3 FYs
- **Rural Dentist Loan Repayment Program** – Dentists
 - 114 dentists funded since program inception in 2005
 - 96% retention rate – program completers still practicing in SC shortage areas
- **Rural Behavioral Health Professional Incentive Program** – Psychologists, Social Workers, Licensed Counselors and Therapists, SCBHDD Mental Health Professionals
 - New in FY25 – 56 professionals selected for funding (contracting in progress)

For more information, please visit <https://www.scahec.net/recruitment.html> or email retention@scahec.net.

Building a strong healthcare workforce requires multiple approaches



Questions?

South Carolina Area Health Education Consortium (AHEC) connects students and professionals with the tools, training and resources necessary to develop an effective healthcare workforce, with a focus on primary care for rural and underserved areas.

www.scahec.net

Contact

Katie Gaul

Director, South Carolina Office for Healthcare Workforce

gaulk@musc.edu

scohw@scahec.net

www.scahec.net/scohw

Workforce Challenges and Opportunities in the Pee Dee Region

Ann Lewis
CareSouth Carolina, Inc.

A blurred photograph of a modern hospital hallway with white walls, large windows, and a polished floor reflecting the overhead lights. The hallway leads into the distance, creating a sense of depth.

WORKFORCE CHALLENGES AND OPPORTUNITIES IN THE PEE DEE REGION

Ann M Lewis, CEO. CareSouth Carolina

INTRODUCTION & PURPOSE



**WHY WORKFORCE
SHORTAGES MATTER FOR
HEALTH OUTCOMES**



**IMPORTANCE OF STATE/LOCAL
POLICY SUPPORT FOR LONG-
TERM SOLUTIONS**

The Pee Dee Region: Unique Workforce Challenges

Geographic, economic, and social context

- Aging population
- Overall population growth
- Increasing insured population
- Rural barriers such as poverty, high risk health needs

Workforce gaps in healthcare

- SC will need 815 primary care physicians by 2030, a 29% increase ¹
- SC in top 10 of nursing shortage ²

Barriers to recruitment and retention

- transportation,
- childcare,
- wages,
- housing;
- School systems.

Timeline of expansion across the Pee Dee

Began in 1980 in Society Hill with five staff



Number of clinics, services added,
populations served



Community needs assessments guiding
decisions

CareSouth Carolina: 45
Years of Growth

Where we've been....



1980



1990 It's really Dan Rather!

1981



**1982 Doing It Right!
Campaign**

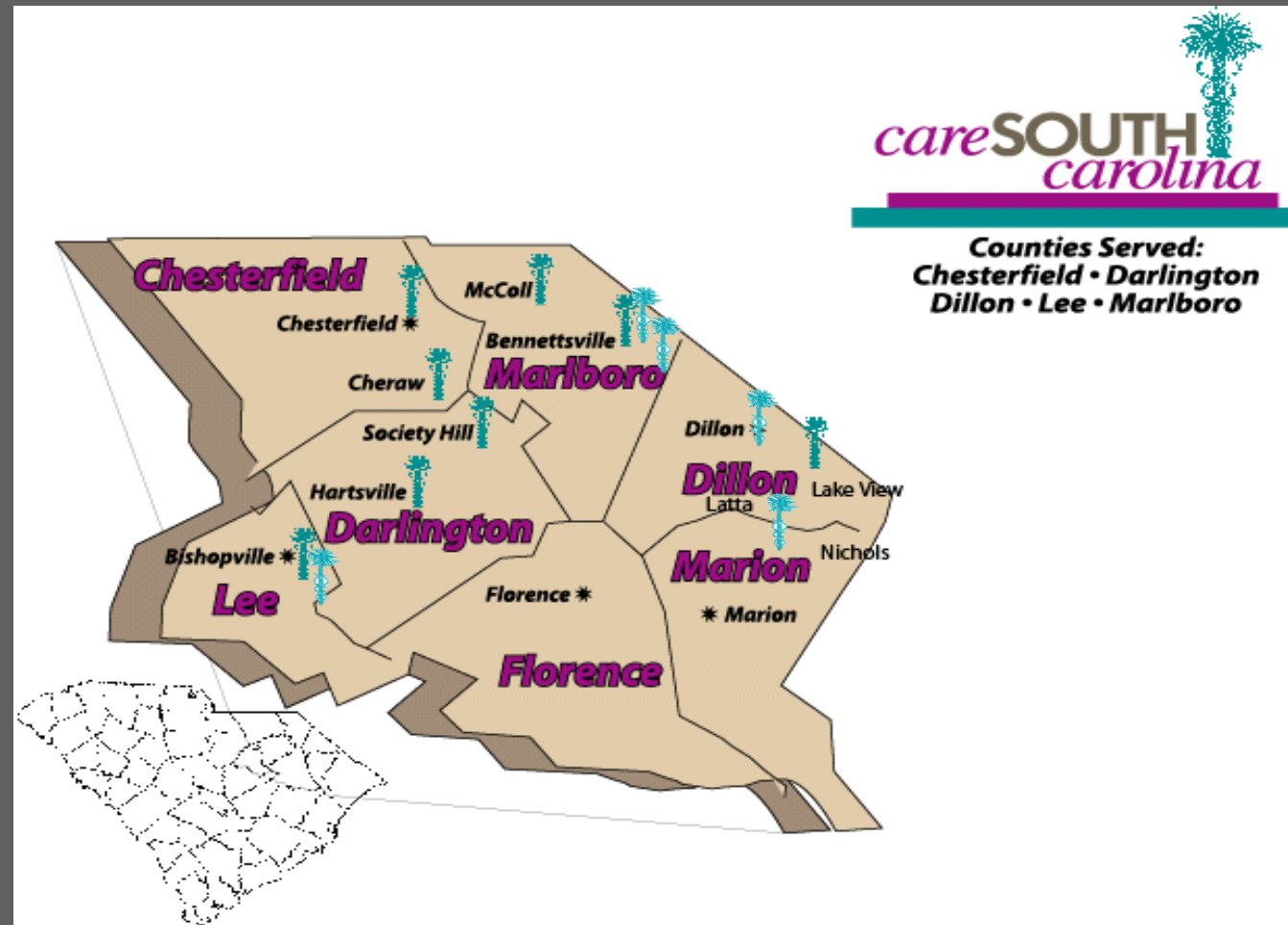


1995 It's really Fritz Hollings!



1996

Where are we: Fixed Site Service Locations—the Pee Dee



In addition to three
mobile medical vans
and two mobile
dental vans

What we do: A *System of* Care provided by a staff of 640 (ish)

- Family practice: 8 MDs/DOs; 27 APRNs
- Pediatrics: 1 MD, 5 APRNs
- Women's health: 1 OB-GYN
- Podiatry (1)
- Integrated behavioral health and substance abuse services: 30 licensed masters level counselors
- MAT services for opioid addiction
- Independent Pharmacy - 340B and retail: 9 independent pharmacies
- Chiropractic services (1)
- Targeted care for HIV/AIDS, Hep C: 1 MD ID, 1 APRN
- Telehealth: internal, schools, homes; 2 dedicated APRNs
- Family Support Services: 40
 - Outreach, patient advocacy, social services
 - CHWs
- Dental care: 4 Dentists, 3 hygienists
- School based Oral health, medical and mental health services in 59 schools either on site or via mobile van
- Ambulatory Infusion
- Community Health: partnerships with over 25 businesses, agencies
- Value Based Care: ACO and CIN

CareSouth Carolina's COVID-19 Response



COVID-19 TESTS ADMINISTERED:
71,8020



COVID-19 VACCINES ADMINISTERED:
47,167



MONOCLONAL ANTIBODY
INFUSIONS ADMINISTERED: 12,782

Workforce Retention During COVID & Beyond - from 14% to 16% Turnover BUT, from 500 to 650 employees



Strategies to retain staff during pandemic:

flexibility,
hazard pay,
wellbeing program
Frequent appreciation and
support



Post-pandemic support:

mental health,
career pathways,
cross-training
incentives

ADDRESSING NON-MEDICAL DRIVERS OF RETENTION

- ▶ Transportation support, childcare solutions, housing partnerships
- ▶ Investment in staff development and belonging
 - ▶ Rewards, recognitions
- ▶ Policy Opportunity: sustainability of these supports

THE ROLE OF COMMUNITY HEALTH WORKERS (CHWS)



Different from clinical staff: outreach, social determinants, navigation



Bridge between community and healthcare system



Examples: reducing missed appointments, connecting families to resources



Food Shortages: Food
pantries, community
Gardens, Food Share



Medication access:
financial and transportation



Utilities like air
conditioning



Infusion

SUCCESS STORIES

DOES THIS ALL MAKE A DIFFERENCE?



CareSouth Carolina



Across the nation's 1,400 Community Health Centers, the 22 CHCs in South Carolina rank **NUMBER TWO** in overall quality performance as measured across eighteen outcome standards in 2024.

OPPORTUNITIES FOR POLICY ACTION



- Support rural workforce pipelines: loan repayment, scholarships, training
- Expand funding for non-clinical supports (housing, childcare)
- Invest in CHW model as a complement to clinical care
- Support policies that do not place barriers or restrictions on practice
- Encourage the CHC model for health care quality, access and affordability

CLOSING: Call to Action

- ▶ Reinforce need for state and local collaboration
- ▶ CareSouth's commitment and other SC CHCs as community anchors of health and wellbeing
- ▶ Invitation to partner on sustainable workforce solutions



THANK YOU / Q&A

Ann M Lewis: ann.lewis@caresouth-Carolina.com



REFERENCES

1. The Robert Graham Center: Policy Studies in Family Medicine and Primary Care 1133 Connecticut Avenue, NW, Suite 1100 Washington, DC 20036
2. ABC News Headline: May 13, 2025

Panel Discussion

Charity Gerald, RN, BSN, MBA-HM
McLeod Health

Julie Smithwick, MSW, CHW
Center for Community Health Alignment

LeeAnn Weaver-Hayes, CWDP
Medical University of South Carolina Behavioral Health Pavilion





South Carolina
Institute of Medicine & Public Health
HEALTH POLICY FELLOWS
Program

*For more information and to sign
up for our newsletter:*

Thank you!

Amelia Wilks Robinson

Legislative Engagement Manager

amelia@imph.org

803.528.5177



www.imph.org

