

Health Workforce Subcommittee

Governor's Council on Workforce
and Economic Development

April 28, 2017



Health Workforce Subcommittee

I. The Council shall form a subcommittee on health workforce whose purpose shall be to inform, coordinate, and facilitate statewide efforts to ensure that a well-trained, adequately distributed, and flexible health workforce is available to meet the needs of an efficient and effective health care system in Oklahoma. Duties of the Health Workforce Subcommittee shall include, but not be limited to, the following:

1. Conducting data analysis and preparing reports on health workforce supply and demand;
2. Research and analysis of state health professional education and training capacity;
3. Recommend recruitment and retention strategies for areas determined by the Oklahoma Primary Care Office or the Oklahoma Office of Rural Health to be areas of high need; and
4. Assessment of health workforce policy, evaluation of impact on Oklahoma's health system and health outcomes, and developing health workforce policy recommendations.



Subcommittee Goals



Coordinate Statewide Efforts



Identify and Quantify
Healthcare Occupations Supply and Demand



Reduce Skills Gaps



Implement Policies and Programs that
Support an Optimized Health Workforce



Governor's Council for Workforce and Economic Development

Health Workforce Subcommittee Goals

Goals for 1st Year:

1. Produce a statewide “critical health care occupations” report which includes a supply and demand forecast and identifies skills gaps
2. Develop recommendations for closing the supply and demand gap for critical health care occupations
3. Develop a state plan to support the establishment of inter-professional teaching health centers in rural and underserved areas of the state

Goals for 3 – 5 Years:

1. Increase the number of primary care professionals practicing in areas currently designated as primary health professional shortage areas
2. Increase the availability and accessibility of health professions training programs in rural and underserved areas
3. Establish health professions career pathways from pre-baccalaureate health professional to more skilled healthcare labor force



Subcommittee Current Work

1) Critical Health Care Occupations

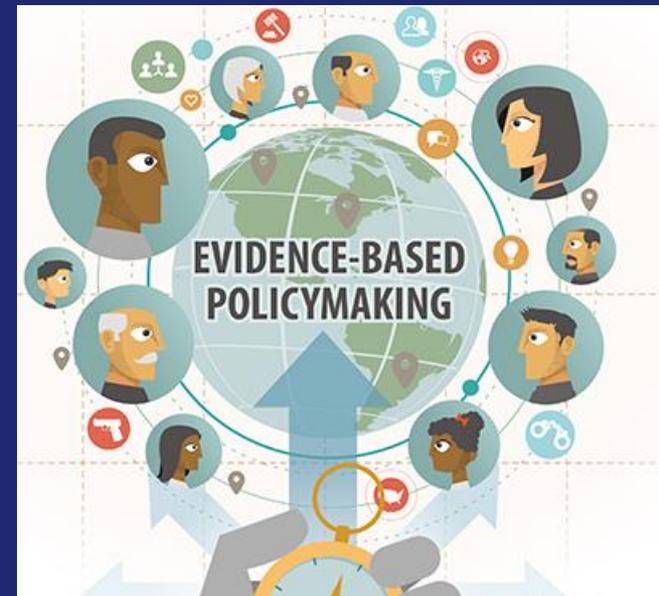
- Develop Methodology
- Prioritize list of critical occupations
- Identify skills gaps
- Explore and recommend solutions to close gaps

2) Graduate Medical Education

- Develop strategy to sustain current funding levels and secure long term authority
- Identify policy levers
- Produce issue brief and policy recommendations

3) Teaching Health Centers

- Identify policy levers and/or barriers
- Produce statewide assessment, issue brief and policy recommendations



Research to Recommendations

Identify Topic Area

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graph TD; A[Identify Topic Area] --> B[Research]; B --> C[Key Findings]; C --> D[Implications / Environment]; D --> E[Recommendations];
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Research

Key Findings

Implications / Environment

Recommendations



Subcommittee Goals (Year 1)	Subcommittee Goals (Year 3 – 5)	OK Works Metrics
<p>1) Produce a statewide “critical health occupations” report which includes a supply and demand forecast and identifies skills gaps</p> <p>*Will include identification/recommendations for pre-baccalaureate health professions that will increase the number of unemployed workers and dislocated workers who receive assistance from workforce centers and training from career techs</p>	<p>1) Increase the availability and accessibility of health professions training programs in rural areas</p> <p>2) Establish health professions career pathways from pre-baccalaureate health professions to more skilled healthcare labor force</p>	<p>Wealth Generation</p> <ul style="list-style-type: none"> • Per Capita Personal Income* • Per Capita Disposable Income • Median Household Income* • Income Poverty Rate* • Per capita income maintenance <p>Employment Growth</p> <ul style="list-style-type: none"> • Total Employment Annual Growth Rate • Low-Wage Jobs (Decrease) • Average Annual Wage (Increase) • Unemployment Rate <p>Workforce Participation</p> <ul style="list-style-type: none"> • Labor Force Annual Growth Rate • Labor Force Participation Rate • High School Degrees and Higher • Associates Degrees • Bachelor’s Degrees and Higher • Decrease in low-wage jobs
<p>2) Develop recommendations for ensuring supply for critical health care professions</p> <p>*Will include identification/recommendations for pre-baccalaureate health professions that will increase the number of unemployed workers and dislocated workers who receive assistance from workforce offices and training from career techs</p>	<p>3) Increase the number of primary care professionals practicing in health professional shortage areas</p>	<p>Wealth Generation</p> <ul style="list-style-type: none"> • Per Capita Personal Income* • Per Capita Disposable Income • Median Household Income* • Income Poverty Rate* • Per capita income maintenance <p>Employment Growth</p> <ul style="list-style-type: none"> • Total Employment Annual Growth Rate • Low-wage Jobs (Decrease) • Average Annual Wage (Increase) • Unemployment Rate <p>Workforce Participation</p> <ul style="list-style-type: none"> • Labor Force Annual Growth Rate • Labor Force Participation Rate • Associates Degrees • Bachelor’s Degree and Higher
<p>3) Develop a state plan to support the establishment of inter-professional teaching health centers in rural and underserved areas of the state</p>		



Subcommittee Progress

Goals 1 & 2

Goals for 1st Year:

- 1) Produce a statewide “critical health care occupations” report which includes a supply and demand forecast and identifies skills gaps
 - Established “Critical Occupations” Workgroup (September)
 - Recommended moving forward with existing list of 25 critical occupations and 5 “emerging” occupations
 - Research currently underway to further refine list and integrate emerging occupations
 - Two “emerging occupations” issue briefs produced:
 - Community Health Workers
 - Community Paramedics
 - Collaborative efforts to produce a Healthcare Industry Report are underway.

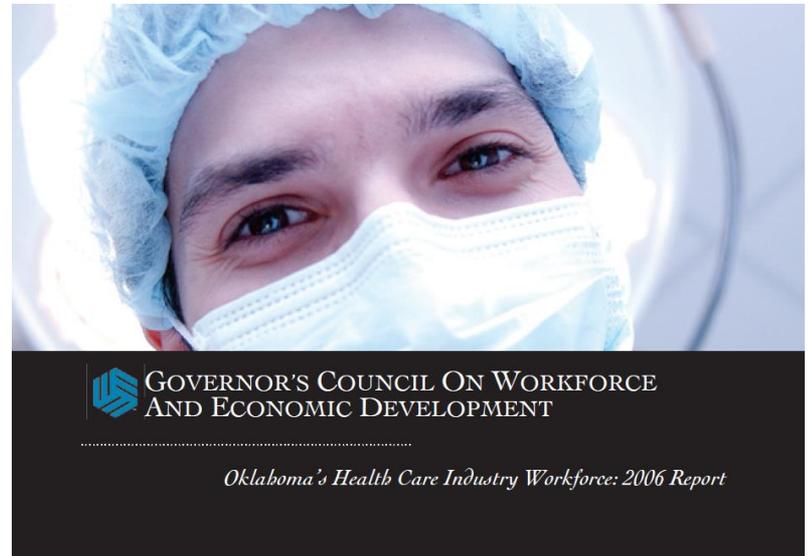


Governor's Council for Workforce and Economic Development

Health Workforce Subcommittee

Goals for 1st Year:

1. Produce a statewide “critical health care occupations” report which includes a supply and demand forecast and identifies skills gaps
2. Develop recommendations for closing the supply and demand gap for health care occupations



Healthcare Industry Report Purpose

Identify
Critical
Occupations

Project
Supply and
Demand

Forecast
Shortages /
Surplus

Strategies to
Close Supply
Gap



Health Care Industry Report: Updates

Past

- Met with key agencies in Department of Commerce, Higher Regents, Office of Workforce and Oklahoma Employment Security Commission
- Met with Stakeholder group on March 31st
- Discussed the recommendation to revise the 2006 report

Current

- Developing MOUs among agencies
- Gathering data from Stakeholders, creating data inventory
- Determining “Critical Occupations” list with guidance from Critical Occupations workgroup
- List will determine **what occupations will be included** in the report

Next Steps

- With updated Critical Occupations list:
 - Project Supply and Demand
 - Forecast shortages/surplus
 - Develop strategies and recommendations to close supply/skills gaps



Current Stakeholders

- Oklahoma State Regents for Higher Education
- Office of Workforce Development
- Oklahoma Employment Security Commission
- Oklahoma Department of Commerce
- Oklahoma Department of Career and Technical Education
- Oklahoma Department of Mental Health and Substance Abuse Services
- Oklahoma Hospital Association
- Oklahoma Primary Care Association
- Oklahoma Osteopathic Association
- Mental Health Association Oklahoma
- Oklahoma State Office of Rural Health
- Oklahoma Association of Health Care Providers
- Oklahoma Board of Nursing
- Oklahoma State Medical Association
- Licensure Boards



Subcommittee Progress

Goals 2 & 3

Goals for 1st Year:

2. Develop recommendations for closing the supply and demand gap for critical health care occupations
 3. Develop a state plan to support the establishment of inter-professional teaching health centers in rural and underserved areas of the state
- Established Graduate Medical Education (GME) and Teaching Health Center Workgroups
 - These two groups are focusing physician supply
 - Awarded Technical Assistance from National Governors' Association



Graduate Medical Education Workgroup

- Recommendations address training, recruitment and retention
- Issue brief for GME is being produced by OSDH/CHIE
- Data-driven, evidence-based recommendations to address the physician supply and support teaching health centers are expected to be submitted to Subcommittee in June

