

# Health Workforce Subcommittee

Governor's Council on Workforce  
and Economic Development



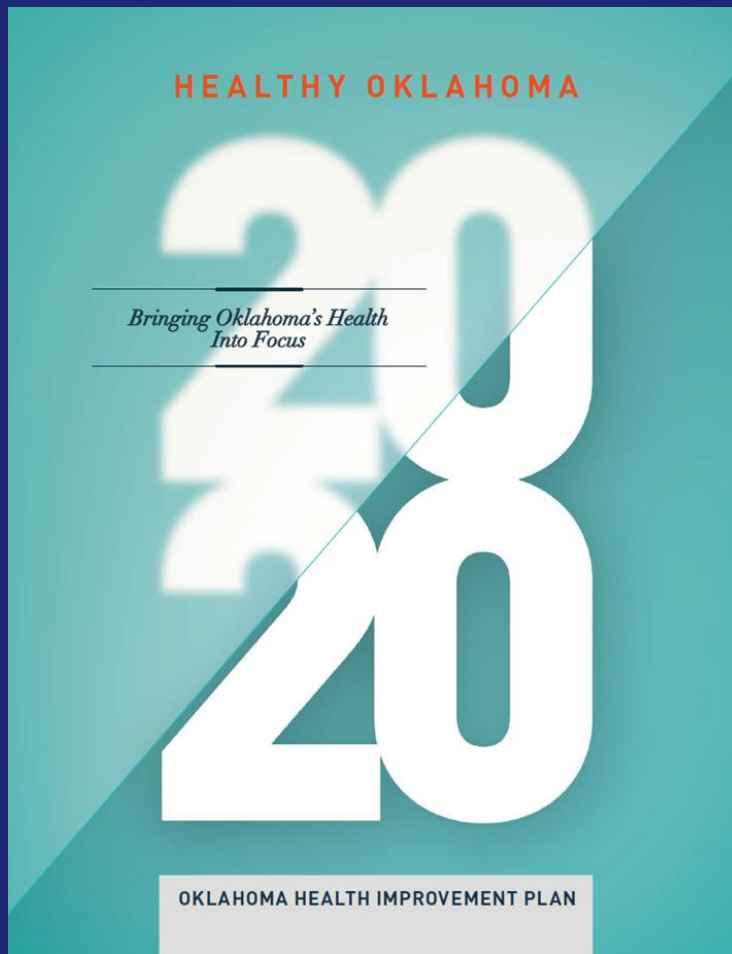
# Health Workforce Subcommittee

*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.



# OKLAHOMA HEALTH IMPROVEMENT PLAN



## Health Transformation

### *Health Workforce*

“Coordinated policies and programs are in place to support and ensure the development of a well-trained, flexible and appropriately distributed health care workforce that meets the needs of an efficient and effective health care system in Oklahoma.”



# Governor's Health Workforce Action Plan

*“Moving from Planning to Implementation”*



<https://www.ok.gov/health2/documents/HealthWorkforcePolicyAcademyActionPlanCondensed.pdf>



# Health Workforce Plan Overview: Core Area Strategies

## COORDINATION OF HEALTH WORKFORCE EFFORTS

- Integrate health workforce into workforce and economic development efforts
- Leverage efforts and scale successful demonstration projects

## WORKFORCE DATA COLLECTION AND ANALYSIS

- Ensure availability of comprehensive, high quality health workforce data
- Establish centralized health workforce data center

## WORKFORCE REDESIGN

- Achieve collaboration necessary to support team-based health care delivery
- Ensure training and education matches the needs of a redesigned health care system
- Support the utilization of telehealth

## PIPELINE, RECRUITMENT AND RETENTION

- Facilitate collaboration and achieve consensus on statewide strategies for education, training, and development
- Align and integrate strategies with economic development priorities



# Coordination of Workforce Efforts

**Create a Health Workforce Subcommittee of the Governor's Council on Workforce and Economic Development**

- **Integrates health workforce into workforce and economic development efforts**
- **Establishes private sector leadership**

**Designate an entity to serve as the health workforce data center responsible for coordinating data collection and analysis**

- **Develop comprehensive set of research questions**
- **Identify partners and establish accountabilities for research and information dissemination**
- **Establish data warehouse and research clearinghouse**



# Data Collection and Analysis

## Improve Quality and availability of health workforce data

- Integrate a core set of health workforce data elements
- Establish a systematic process to collect data and link data sources

## Identify Oklahoma's critical health occupations

- Create supply and demand forecast for each occupation
- Identify supply gaps and forecast workforce shortages

## Develop State-specific criteria to identify existing and predict emerging shortage areas

- Publish long-range outlook for health professional shortage areas based on new models of health care delivery



# Workforce Redesign

Develop health workforce plan for a transformed health system

- Conduct comprehensive health workforce assessment
- Achieve consensus on composition of health care teams

Develop and recommend strategies for both physician and ancillary health providers

- Assess barriers to health workforce flexibility and optimization and produce recommendations that ensure health providers are able to fully utilize training and competencies
- Develop issue briefs and evidence-based recommendations

Recommend strategies to establish career pathways for new and emerging health professions

- Review and analyze findings in current research and innovation model analysis
- Define positions and competencies required for emerging health professionals
- Develop policy recommendations that support new and emerging health professionals





# Pipeline, Recruitment and Retention

## Establish statewide Graduate Medical Education (GME) Committee

- Develop a state GME plan to address physician shortages which includes a statewide GME report, plan to sustain current funding levels, and identification of areas of collaboration

## Establish Committee to address training, recruitment, and retention of nurses, physician assistants, and other ancillary health care providers

- Develop objectives, parameters, and recommendations for membership
- Develop state training and education plan to address provider shortages and integrate inter-professional education

## Improve distribution and accessibility of training and professional development programs

- Explore shared services for higher education
- Conduct needs assessment and identify barriers
- Develop evidence-based recommendations

## Increase the number of physicians trained and retained in Oklahoma

- Develop evidence-based recommendations to expand community-based residency programs or rotations
- Develop recommendations to sustain and leverage current GME resources
- Develop and recommend strategies to address community factors in recruitment and retention, e.g., economic viability of practice, quality indicators, community support





# Health Workforce Subcommittee



# 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 1<sup>st</sup> 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

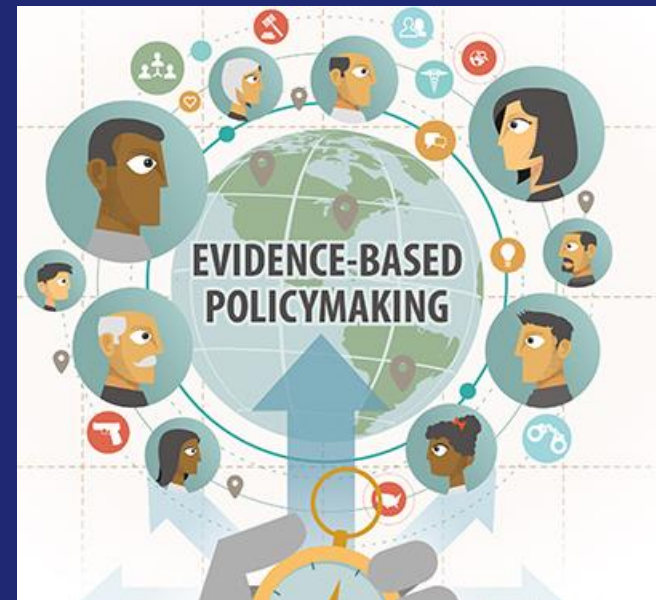
- Develop Methodology
- Prioritize list of critical occupations
- Identify skills gaps
- Explore and recommend solutions to close gaps

## 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



# Subcommittee Progress

- Teaching Health Centers
  - Developing a state analysis of state's current teaching health centers
  - Developing a state plan to support the growth of the teaching health center program
- Graduate Medical Education
  - Developing an analysis of physician training, recruitment and retention in Oklahoma
  - Developing metrics for physician training
  - OSDH has secured technical assistance from the National Governors' Association
- Critical Occupations
  - Working to develop list of "critical" occupations
  - Planning update and expansion of "2006 Healthcare Industry Occupations Report"
  - Developing three issue briefs for emerging health occupations



# Next Steps

- Develop metrics based on research and evaluation of current status
- Make recommendations to Council
- Review and refine Health Workforce Action Plan to align with new health system policies
- Analyze and evaluate impact of proposed state legislation that impacts health care



# Questions?

