

**Oregon Health Policy Board
Health Care Workforce Committee**

Approved by OHPB on December 8, 2009

I. Authority

The Health Care Workforce Committee is established by House Bill 2009, Section 7 (3)(a). This charter defines the objectives, responsibilities and scope of activities of the Health Care Workforce Committee. The Committee will be guided by the Triple Aim of improving population health, improving the individual's experience of care and reducing per capita costs. The Oregon Health Fund Board's final report, "Aim High: Building a Healthy Oregon," (November 2008) outlines the following ways in which training a new health care workforce addresses the triple aim:

Improves population health by:

- Ensuring an adequate numbers of health care providers in all areas in Oregon
- Improving access to primary care services by increasing the number of primary care providers

Improves the individual's experience of care by:

- Ensuring individuals have access to the providers they need in their communities
- Ensuring the diversity of Oregon's population is reflected in its provider workforce
- Ensuring providers are prepared to provide culturally competent care

Reduces per capita costs over time by:

- Ensuring providers are working at the top of their licenses
- Expanding the use of community health workers to provide cost-effective care

This charter will be reviewed annually to ensure that the work of the Committee is aligned with the Oregon Health Policy Board's strategic direction.

II. Deliverables

The Health Care Workforce Committee is chartered to coordinate efforts in Oregon to recruit and educate health care professionals and retain a quality workforce to meet the demand created by the expansion in health care coverage, system transformation and an increasingly diverse population. The Workforce Committee will advise and develop recommendations and action plans to the OHPB for implementing the necessary changes to train, recruit and retain a changing health care work force that is scaled to meet the needs of new systems of care: recommendations for patient-centered primary care homes and the implicit role of primary care in chronic care management will depend on how effectively we are able to respond to the workforce supply challenge.

One important objective of the Health Care Workforce Committee is to become the most complete resource for information about the health care workforce in Oregon by improving data collection and assessment of Oregon's health care workforce through regular analysis and reporting of workforce supply and demand. Initial efforts will focus on the health care workforce database created through HB 2009, which will include detailed demographic and practice data for the following professions: occupational therapists and certified occupational therapy assistants; physicians and physician assistants; nurses and nursing assistants; dentists and dental hygienists; physical therapists and physical therapy assistants; pharmacists and pharmacy technicians; and licensed dieticians.

The Health Care Workforce Committee will focus its work on identifying resources, needs, and supply gaps, and ensuring a culturally competent workforce that is reflective of Oregon's increasing diversity. To the extent possible, the Committee will coordinate and align recommendations of other health care workforce initiatives in its biennial recommendations to the Oregon Health Policy Board.

The Committee shall deliver to the Board the following:

- A work plan that outlines specific, well-defined strategies and products, both short-term and long-term, upon which the Committee will be working with supporting justifications.
- An inventory of all grants and other state resources available for addressing the need to expand the health care workforce to meet the needs of Oregonians for health care. This will include recommendations to the Board about state investments in health care workforce development.
- Recommendations to OHA staff for metrics and an analytical framework to examine the Oregon Health Care Workforce Database in order to identify emerging trends and issues related to changing workforce needs in a new delivery system.
- A biennial report to the Board of recommended strategies, actions and policy changes, including statutory changes if required, that support the recruitment, retention and distribution of Oregon's health care workforce, with an emphasis on primary care. The strategies and actions should include licensure strategies for a 21st century health care workforce.

III. Timing

- The Committee work plan will be completed by March 2010.
- The Committee will provide the inventory of grants and other state resources to the Board no later than May 2010.

- Recommendations for the Oregon Workforce Database analytical framework will be completed by June 2010.
- A report including recommendations for state policy changes that may be required to ensure an adequate health care workforce will be completed by December 31, 2010.

IV. Dependencies

The Health Care Workforce Committee will seek information from:

- a. Patient-Centered Primary Care Advisory Committee
- b. State Health Improvement Plan Committee
- c. Health Systems Performance Committee

The Health Care Workforce Committee will provide draft recommendations and action plans for input to:

- a. OHA senior staff
- b. Oregon Health Policy Board

V. Staff Resources

The Oregon Workforce Institute will provide senior-level staffing for the Health Care Workforce Committee

OHA policy analyst: Lisa Angus

VI. Committee Membership

		Institution	Name
Education	1	Dept of Community Colleges and Workforce Development	Terri Johanson, Policy Advisor
	2	Linn-Benton Community College	Ann Malosh, Dean (VICE-CHAIR)
	3	Oregon Institute of Technology	Lita Colligan, Associate VP
	4	Mt. Hood Community College	Donna Larson, Administrator
	5	Rogue Community College	Peter Angstadt, President
	6	Portland Community College	Karen Sanders, Div. Dean, Health & Allied Health
	7	OHSU	John Moorhead, MD, Emergency Medicine (CHAIR)
	8	OHSU	Mark Richardson, MD, Dean, Sch of Medicine
	9	Veteran's Administration	David Nardone, MD
	10	Oregon Area Health Education Center	Lisa Dodson, MD
	11	Cascade East Area Health Education Center	Jennifer Valentine, Exec. Director
	12	Pacific University	Sarah Hopkins-Powell, Exec. Dean
	13	Blue Mountain Community College	Dan Lange, VP, Instruction
	14	Eastern Oregon University	Pending
Professions Employers	15	OR Center for Nursing	Kris Campbell
	16	Dentistry	Daniel Saucy, self-employed
	17	Dental hygiene	Kristen Simmons, Willamette Dental
	18	Behavioral health	David Pollack, MD, OHSU
	19	Behavioral health	Kathleen Tomlin, Addiction Medicine, Kaiser
	20	Providence Health System	June Chrisman, Chief Human Resource Officer
	21	Kaiser Permanente	Bonnie Bender, Planning Coordinator
	22	Mercy Medical Center	Kelly Morgan, President and CEO
Dev. Initiatives	23	NW Health Foundation	Judith Woodruff
	24	Urban League	Marcus Mundy