

**Oregon Healthcare Workforce Committee  
Meeting Summary**

October 28, 2010  
1 – 4 pm

Committee Members in Attendance

John Moorhead (Chair)	David Pollack
Ann Malosh (Vice-Chair)	Mark Richardson
Peter Angstadt (by phone)	Karen Sanders
Sara Hopkins-Powell	Daniel Saucy
Terri Johanson (by phone)	Jennifer Valentine
Marcus Mundy (by phone)	Judith Woodruff
David Nardone	

Oregon Health Policy Board Members in Attendance

Joe Robertson (OHPB Liaison to the Committee)

OHPR and OWHI Staff in Attendance

Jo Isgrigg (OWHI)	Lisa Angus (OHPR)
Sean Kolmer (OHPR)	

Committee Members not in Attendance

Bonnie Bender	Dan Lange
Lita Colligan	Donna Larson
June Chrisman	Kelly Morgan
Paula Crone	Kristin Simmons
Lisa Dodson	Kathyleen Tomlin
Kris Campbell	

Meeting Summary (Committee actions or decisions in bold)

John Moorhead convened the meeting at 1:00 pm. Introductions were made.

**The September 29<sup>th</sup> meeting summary was approved.**

Health Policy Board Update

Dr. Robertson thanked the Committee for its work to date and for incorporating the feedback that it has received from OHPB and OHA leadership. He acknowledged that the Committee's scope of work has morphed slightly over time. With respect to Committee members' concern about tackling provider scope of practice issues (see 9-29-10 meeting summary), Dr. Robertson observed that scope issues will naturally arise in workforce discussions because the gap between work units needed and work units available is simply too big to address without

thinking about how to work differently. Both the Board and its other Committees are aspirational about delivery system reform.

#### Feedback from the Health Equity Policy Review Committee

Representatives from the OHA's Office of Multicultural Health and Services (OMCHS) and the Health Equity Policy Review Committee (HEPRC) that the OMCHS supports presented feedback on the Workforce Committee's draft recommendations as of mid- September. Tricia Tillman (OMCHS Director) gave an overview of the HEPRC and explained that it had been asked to help the Policy Board and OHA ensure that health equity is addressed in the work of all Board Committees and OHA policy work. She asked Committee members to consider which of the HEPRC's workforce-related recommendations could be incorporated and brought forward to the Health Policy Board now and which might be longer-term, to raise any particular questions or concerns, and to let the HEPRC how it can support the Workforce Committee's efforts to ensure a diverse and culturally competent workforce. David Cardoza, OMCHS and HEPRC member, related some of his personal experiences with barriers to increasing the diversity of Oregon's health care workforce.

*Please see meeting materials for the full list of HEPRC recommendations to the Health Care Workforce Committee.*

Key points during discussion of the HEPRC recommendations included:

- The HEPRC language is in many cases consistent with what the Committee has discussed and can be incorporated into the Committee's report. Exceptions include using a re-licensure requirement to enforce cultural competency training and payment differentials for culturally competent workers.
- The workforce needs training that reflects issues related to its own diversity, not just that of health care consumers. Recent immigrants make up a large portion of the long-term care and home health workforces but many of those professions are not required to be licensed.
- The Committee will need to make an ongoing commitment to addressing diversity because the demographics of Oregon's population and of the health care workforce are never static.
- Oregon hasn't yet made its best effort to support diversity and equity and will have to improve if it hopes to be competitive for federal funding. The Committee's report language should be stronger and more specific.

#### Public Comment

Members of the public who were present did not wish to offer comment.

#### Review of draft recommendations

Committee members walked through a draft report of Committee recommendations. Key changes and comments included:

- The importance of payment reform and payment incentives as catalysts for change should be emphasized up-front with the priority of preparing the workforce for new models of care delivery.
- There is a tension throughout the document because the Committee is making recommendations on two tracks: strategies for the workforce that Oregon needs now/in the near term *and* strategies for the workforce that Oregon might or should need in the future.
- Each recommendation should be linked to the priority that it supports.
- Short-term recommendation #1 should highlight evidence that loan repayment programs work. The Committee should consider a goal greater than 5% of projected need and should consider expanding the program to the range of occupations related to the medical home. This might include mental health providers and also high-need specialists whose work supports medical homes.
- Short-term recommendation #2 is not quite what's needed: the Committee would like to see services available in rural communities or at least available by methods other than telemedicine.
- Re: short-term recommendation #5, boards that govern mental and behavioral health care professionals should be prioritized for participation in the Health Care Workforce Database in 2011. Also in 2011, the Committee should begin consideration of how to capture data on health care occupations that are not governed by any licensing board but make up a significant portion of the health care workforce (e.g. home health aides, qualified mental health professionals, and certified medical assistants).
- Maintaining resources for health care professions education should be listed as a short-term recommendation; expansion of resources can remain a longer-term recommendation given the economic climate.
- The recommendation regarding scope of practice should be changed to a recommendation about identifying barriers that prevent professionals from working to the full scope of their licenses.

Dr. Moorhead adjourned the meeting at 4:00 pm.