

Oregon Health Policy Board
Health Care Workforce Committee

March 2017

I. Authority

The Health Care Workforce Committee was 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.

As identified in statute, the Health Care Workforce Committee shall coordinate efforts to recruit and educate health care professionals and retain a quality workforce to meet the demand that will be created by the expansion in health care coverage, system transformations and an increasingly diverse population.

This charter will be reviewed periodically 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 will submit recommendations and action plans to the Oregon Health Policy Board designed to help train, recruit and retain a changing health care work force scaled to meet the needs of new systems of care. Its efforts will focus on three broad areas:

- Workforce composition
- Workforce skills, training and development
- Workforce supply and demand

The Committee shall deliver to the Board the following:

Ongoing deliverables:

- Biennial projection of primary care provider demand in Oregon after implementation of ACA coverage expansions, with appropriate adjustments for the estimated impact of health systems transformation on primary care workforce roles and capacity. The projections report should include a discussion of current primary care workforce supply and identify any areas where future demand may outstrip the supply. *Due in January prior to the start of the longer legislative session – currently in odd years. Subject to funding and staff capacity.*
- Biennial profile of Oregon's current healthcare workforce including a demographic and geographic profile focused on race, ethnicity, and languages spoken. *Due in January prior to the start of the longer legislative session – currently in odd years.*

- Ongoing guidance to OHA and the OHPB on the deployment of resources through the new Health Care Provider Incentive fund and other incentive streams in Oregon. (*ongoing*)

2017-2019 biennium:

Workforce Composition

- A report identifying the types of providers and diversity of providers desired for the future, based on previous work of the Committee, other OHA efforts, and academic literature within and outside of Oregon. (Due in August 2017)
- A report identifying promising strategies for increasing the diversity of the health care workforce (Due in July 2018)

Workforce Skills, Training, and Development

- Recommendations on strategies to develop essential competencies within health care disciplines for the emerging health care delivery system, which may include:
 - Implementing training in Improvement Science throughout training programs for all health workers and professionals
 - Skills development and alignment with health system reform for health care administrators
 - Alignment of academic curricula(Due in December 2018)
- Policy support and expertise to OHA's Behavioral Health Committee with regard to behavioral health workforce issues (Ongoing during the biennium)

Workforce Supply and Distribution

- Convene key statewide workforce partners and provide support to establish a "Community Recruitment and Retention Collaborative", whose elements will include:
 - Assistance to communities to identify gaps around supply and distribution of the health care workforce and strategies through the use of provider incentives to reduce or eliminate these gaps, in both rural and non-rural areas.
 - Strategies to maximize the contribution of health care professionals through addressing career ladders, in both rural and non-rural areas.
 - (Convening to occur by August 2017; work to begin by March 2018; a progress report on the Collaborative by October 2018)

III. Dependencies

The Health Care Workforce Committee will seek information from and collaborate with a wide range of partners including but not limited to:

- a. Oregon Health Authority Office of Equity and Inclusion
- b. Health care professional licensure and certification boards
- c. Health care employers and providers
- d. The Oregon Office of Rural Health, the Oregon Primary Care Office, and Oregon's Area Health Information Centers (AHECs), the Oregon Healthcare Workforce Institute, the Oregon Center for Nursing, Oregon's Primary Care Graduate Medical Education Consortium
- e. The Oregon Medical Association, Oregon Dental Association, Oregon Nursing Association and other health professional associations
- f. The Oregon Employment Department
- g. Oregon's community colleges and universities, and other training institutions and admissions offices

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

- a. OHA senior staff
- b. Oregon Health Policy Board
- c. Other key stakeholders, in collaboration with the OHPB

IV. Oregon Health Authority Staff Resources

OHA Office of Health Policy

OHA Behavioral Health Policy Unit

OHA Office of Health Analytics