

Workforce Development



Issues

Oregon's demographics are changing. Its population is growing and becoming more diverse. To meet this growing diversity, a workforce that can provide services that are culturally and linguistically responsive is needed. This is especially important for those who provide health and human services.

Policies, standards and trainings that reflect these changes can help create a workforce that is better equipped to meet the needs of the state's communities — particularly Black, Indigenous, people of color and American Indian/Alaska Native communities.

For those who live in rural areas or are living with disabilities, economic opportunities can be limited. To create more equitable employment opportunities, Healthier Together Oregon (HTO) seeks to address barriers and make higher education and jobs with a living wage options for all Oregonians.

Solutions

Strategies to create and retain a culturally and linguistically responsive workforce including:

- Require sexual orientation and gender identity training for all health and social service providers
- Implement workforce development standards that address bias and improve delivery of equitable, trauma-informed and culturally and linguistically responsive services
- Support alternative healthcare delivery models in rural areas

HTO seeks to expand human resource practices and workforce development standards that address bias and promote equity.

HTO supports workforce strategies that address provider shortages in rural areas and address the need for providers who understand the language and culture of the people they serve. This means both training current providers to reduce bias and understand trauma-informed care as well as supporting the expansion of traditional health workers. Health care workers who come from their community can provide a critical link to services and raise the quality of the state's care.



HTO: A Plan for Building a Better Oregon

Healthier Together Oregon (HTO) is a powerful tool for improving equity for all Oregonians. As COVID-19 has made starkly clear, not everyone has the same opportunity to live a healthy life. People of color, people with low income, people who identify as LGBTQ+, immigrants and refugees, people with disabilities and people who live in rural areas of the state face considerable barriers due to inequities in the social and physical infrastructure that affects health.

of partners across different sectors that share its commitment to these ambitious goals. These sectors include health care, elected officials, employers, philanthropy, transportation, land use and planning, state, tribal and local public health, criminal justice and law enforcement, community-based organizations, faith-based organizations, housing and human service providers and education.

Because health and well-being depend on a range of factors, HTO identifies a broad array of strategies that, when addressed and implemented collectively, have the potential to improve the lives of everyone who lives here.

HTO is intended to inform Community Health Improvement Plans as well as agencies' and organizations' priorities, programs and investments. It seeks a variety



Partner With Us

HTO is looking to connect with others committed to advancing equity in Oregon. For more information or to contact us:



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BECOME A PARTNER

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YOUTUBE

bit.ly/3jvkuAE



Healthier Together Oregon

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An initiative of the Oregon Health Authority