
Oregon's Health Care Workforce Needs Assessment

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Presentation overview

- Oregon Health Authority's (OHA's) health equity definition and goal
- Oregon's Health Care Workforce Needs Assessment
 - Highlights related to the importance of diversifying the health care workforce
 - Recommendations
- OHA Health Care Workforce Committee draft strategic framework

OHA health equity definition and goal

Definition

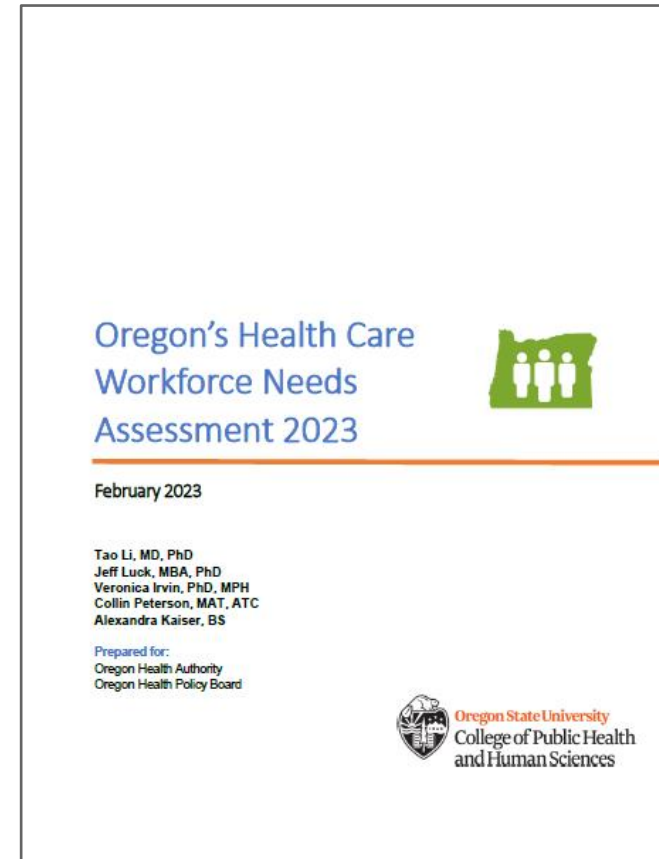
- Oregon will have established a health system that creates health equity when all people can reach their full health potential and well-being and are not disadvantaged by their race, ethnicity, language, disability, gender, gender identity, sexual orientation, social class, intersections among these communities or identities, or other socially determined circumstances
- Achieving health equity requires the ongoing collaboration of all regions and sectors of the state, including tribal governments to address:
 - The equitable distribution or redistributing of resources and power; and
 - Recognizing, reconciling and rectifying historical and contemporary injustices.

Goal

- OHA has established a 10-year goal of eliminating health inequities in the state by 2030

Background: Health Care Workforce Needs Assessment

- It is critical that Oregon have the workforce needed to effectively deliver high-value care to patients across the state
- Promoting health equity requires training, recruiting, and retaining a diverse workforce
- House Bill 3261 (2017) requires OHA to conduct an assessment of the health care workforce required to meet patient and community needs every two years
 - OHA contracted with Oregon State University to conduct the 2023 assessment



OREGON'S HEALTH CARE WORKFORCE NEEDS ASSESSMENT 2023

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Workforce challenges and underlying causes

Oregon, like the US, faces multiple health care workforce challenges:

- Shortages of trained professionals
- Geographic maldistribution
- Difficulty filling positions
- Limited diversity compared to patient population

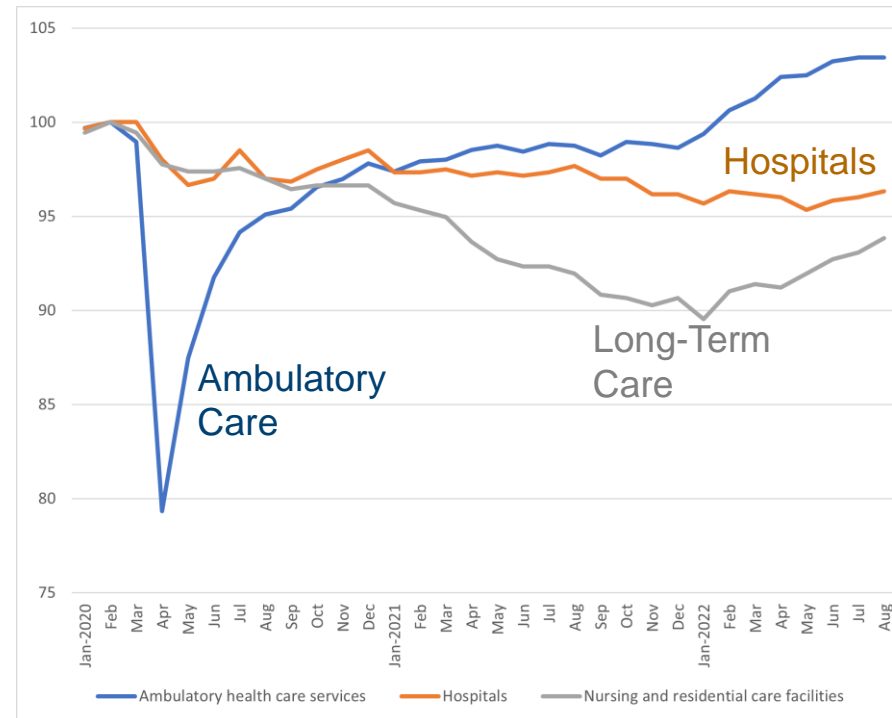
These challenges arise from several causes:

- Increasing demand for health care and public health services
- Limited education and training capacity
- Workplace and professional stress
- Social and economic forces
 - Including cost of living and rising wages in other industries
- Structural racism and discrimination

COVID-19 pandemic exacerbated workforce shortages

- Ambulatory care employment plummeted, then recovered
- Telehealth utilization increased dramatically
- Burnout led to workforce shortages, esp. in hospitals and long-term care
- Mental health care needs grew
- Training opportunities were constrained
- States, including Oregon, took action to modify licensing requirements, shift staff to areas of greater need, expand public health staff, and increase use of temporary staff

Employment trends: Jan 2020-Aug 2022



Source: Oregon Employment Department, Current Employment Statistics.

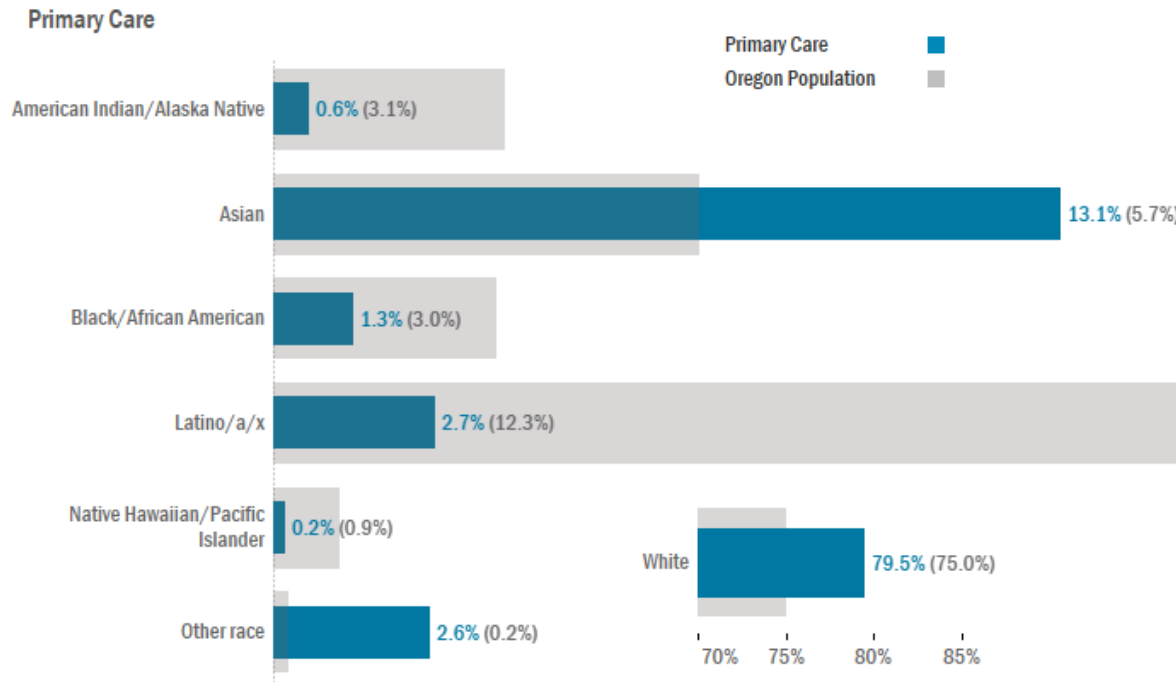
Provider types examined in report

- Nursing
- Long-term care
- Traditional health workers
- Health care interpreters
- Oral health
- Public health
- Primary care
- Behavioral health

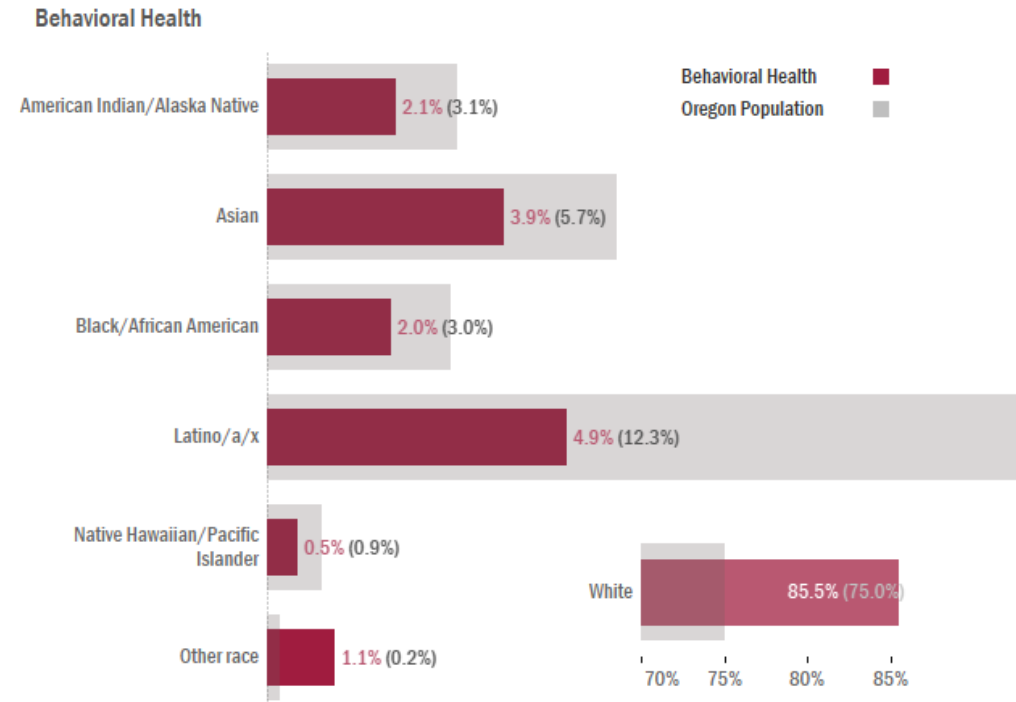


Recommendation: Improve diversity of health care providers

Primary Care Providers

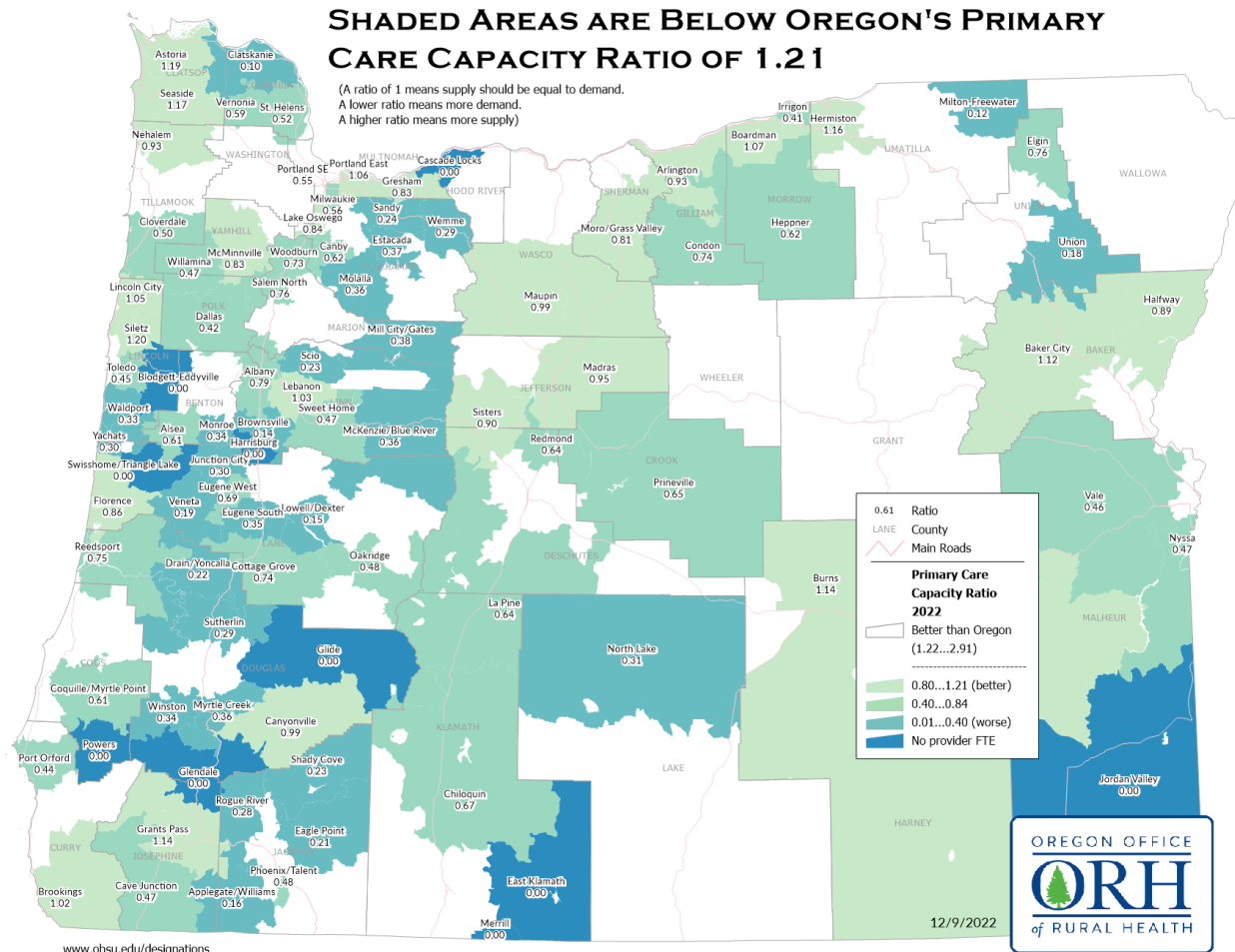


Behavioral Health Providers



Source: OHA Office of Health Analytics, [Oregon's Health Care Workforce Reporting Program](#)

Recommendation: Improve supply and distribution of workforce



Source: Oregon Office of Rural Health. [Oregon Area of Unmet Health Care Need report](#). December 2022.

Recommendation: Enhance workforce resiliency and well-being

Today

Over 60% of physicians nationwide reported burnout in 2021 vs 38% in 2020

Over 60% of Oregon nurses reported anxiety, exhaustion, burnout

Long term care and public health workforces struggled to cope with COVID-19 pandemic

Oregon behavioral health workers face severe stress

Future Goal



Other recommendations

- Expand **TRAINING/EDUCATION** and **CAREER PATHWAYS** for many health care workforce segments
 - Invest in Oregon's education pipeline for health care professionals.
- Expand use of **CARE DELIVERY MODELS** that improve patient access and promote workforce retention
 - Expand telehealth, coupled with health care interpreters, to ensure access for people needing culturally specific or linguistically appropriate services.
- Increase health care systems' **USE** of community-based health care providers
 - Find ways to increase compensation for many health professionals, in particular traditional health workers and health care interpreters.
- Improve **DATA COLLECTION** to promote evidence-informed strategies and diversify the health care workforce
 - Expand data collection to include more provider types.
 - Invest in collecting data that improve the understanding of a range of social and economic factors that influence workforce recruitment and retention..

Oregon investments to recruit, retain, and diversify health care workforce

OHA

- \$80 million allocated to Behavioral Health Workforce Initiative in 2021-23 biennium
- \$22.5 million allocated to Health Care Provider Incentive Program in 2021-23 biennium
- \$23 million allocated to Healthy Oregon Workforce Training Opportunity (HOWTO) Grant Program since 2019

Higher Education Coordinating Commission

- \$200 million invested in **Future Ready Oregon** to support training in family-wage careers—health care is an industry focus sector

Other investments

- 1,892 providers received a Rural Medical Tax Credit in 2021
- OHSU's 30-30-30 Plan to increase the number and diversity of graduates by 30% by the year 2030

Conclusions

- Workforce shortages and lack of diversity in many areas of health care are a national problem experienced in Oregon.
- To stabilize, expand, and diversify Oregon's health care workforce so that it can deliver culturally responsive, effective health care services to all:
 - **Some** professions need increased compensation to attract new individuals and increase retention
 - **Many** professions with unclear career pathways need better, focused paths for increasing skills, pay, and impact
 - **All** professions need more support around resiliency and well-being

OHA Health Care Workforce Committee: Draft Strategic Framework



More information

Health Care Workforce Committee webpage

<https://www.oregon.gov/oha/hpa/hp-hcw/pages/index.aspx>

Health Care Workforce Needs Assessment

https://www.oregon.gov/oha/HPA/HP-HCW/Documents/Health%20Care%20Workforce%20Needs%20Assessment%20Report%202023_FINAL.pdf