



Advancing our Medium-Term Objectives

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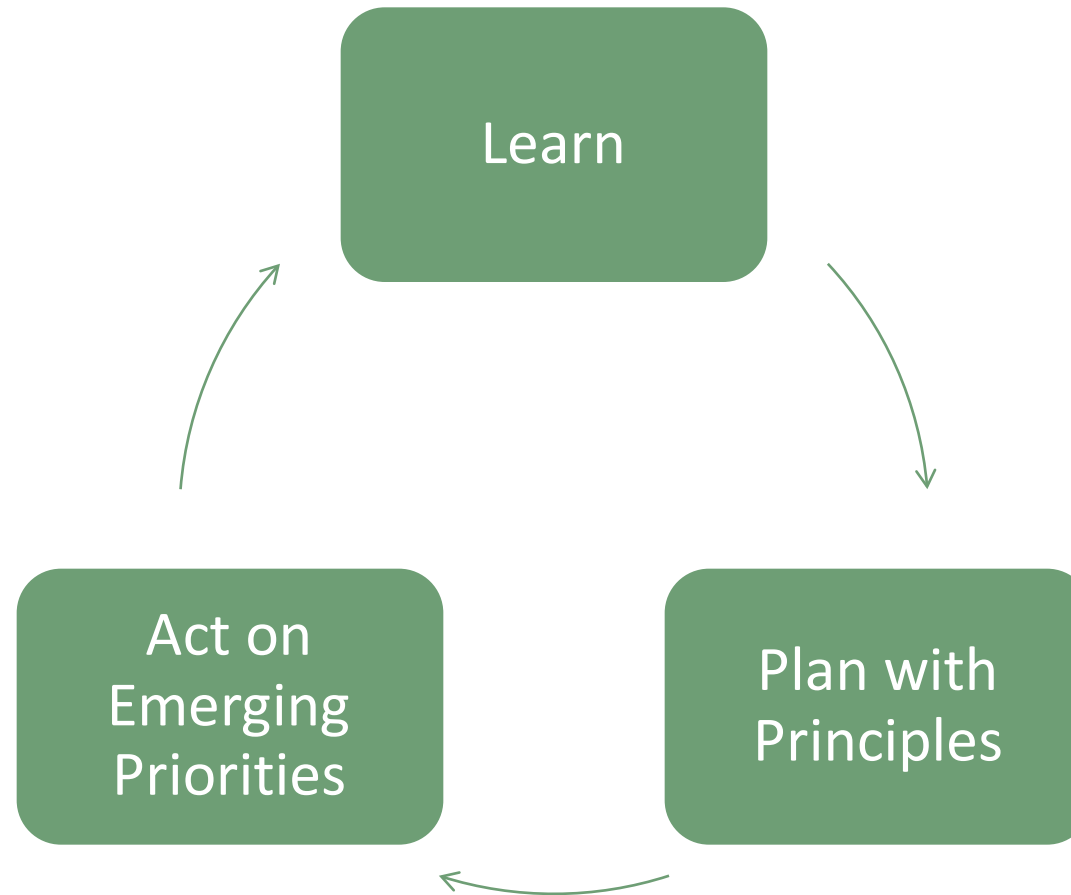
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Consortium Objectives

- **Medium-Term Objectives (Through December 2025)**
 - Make strategic policy and funding recommendations to address healthcare workforce gaps and opportunities
 - Establish standing workgroup structure
 - Establish success measures

Our Process for Priority Setting & Strategy Development



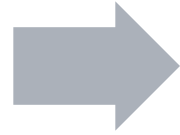
Emerging Priorities

Emerging Priorities – Learn, Plan, Act

Learn – Funding Workgroup Priorities

- **Nursing Career Pathway**
- **Community Identified Needs**

**Behavioral Health emerged as possible second priority but needed additional policy development to better understand unique value add of Consortium



Plan with Principles

- Informed by data
- Lean into emerging opportunities identified by Consortium (progress / not perfection!)
- Informed by industry
- Consortium could add unique lens and value to issue
- Aligns with Governor's priorities



Act on Emerging Priorities

- Nursing Career Pathway (Demand Planning)
- Behavioral Health Talent Assessment
- Ongoing Learning from Future Ready Oregon grantees
- Ongoing employer input and engagement

Emerging Priorities

Priority	2024 Activities
1. Nursing Demand Planning	<ul style="list-style-type: none">• Launch Nursing Demand Planning Workgroup• Workgroup will focus on entire nursing career pathway (CNA, LPN, RN)• Explore best practices and cross-sector investment models to address workforce gaps and opportunities
2. Behavioral Health Workforce	<ul style="list-style-type: none">• Conduct Behavioral Health Workforce and Talent Assessment• Engage Consortium members in development and implementation of assessment findings and policy development and funding strategies for 25/27 biennium
3. Intentional Employer Engagement	<ul style="list-style-type: none">• Employer focus groups• Determine ongoing employer engagement and feedback loops via regional sector partnerships, industry associations and other mechanisms
4. Learn From Future Ready Oregon	<ul style="list-style-type: none">• Engage in active learning opportunities with Future Ready Oregon grantees

Priority 1: Nursing Demand Planning

Workgroup Scope

- Develop shared understanding of how Nursing Demand Planning issue is being framed via various reports and data sources
- Articulate career lattice along entire nursing continuum, identifying skills standards, credentials, certificates and other education and training needs for career advancement and economic mobility
- Identify scalable best practices for addressing barriers to nursing program expansion
- Identify scalable best practices for nursing recruitment and retention, considering intentional recruitment pathways and strategies for career advancement for personal care aids, home health aids, and other entry level healthcare occupations into nursing careers
- Identify a set of priorities that can be advanced with state level policy, partnerships, programs and/or funding

Priority 1: Nursing Demand Planning

Workgroup Deliverables

- Seek consensus on how Healthcare Industry Consortium should define short and long-term issue and opportunity for nursing demand planning along entire nursing occupation continuum
- Articulation of nursing career lattice for nursing occupation continuum
- Summary of best practices including examples of partnership models between employers, education and training providers, and community-based organizations (learning from local, state and national examples)
- Set of priorities that can be advanced with state policy, partnerships, and cross-sector funding strategies

Priority 2: Behavioral Health Workforce

Behavioral Health Talent Assessment

- Behavioral Health Workforce was an emerging priority from Funding Workgroup
 - Workgroup determined that Consortium should explore role in behavioral health, but hold off on allocating remaining ARPA dollars (though community-identified RFA can include behavioral health projects)
- Existing data from Employment Department and OHA articulate need for workforce strategies along entire continuum of occupations (from peer support specialists to licensed providers)
- Data for education and training pathway, barriers for priority populations, and more specific credentialed gaps are needed to inform more specific priorities and occupations
- Talent assessment should add value to OHA Behavioral Health reports and provide unique education and training and workforce lens to help prioritize behavioral health occupation gaps and opportunities
- Should inform 25/27 investments in education and training pathways for behavioral health workforce

Priority 2: Behavioral Health Workforce

Behavioral Health Talent Assessment Next Steps

- Launch RFP for consultant to conduct talent assessment (in progress)
- Convene small workgroup to refine assessment goals and research questions, leverage existing data and reports, and ensure work can inform 25/27 investments and policy
- Assessment should be complete by December 2024 to inform 25/27 investments and policy
- Assessment will also help inform how Consortium engages in behavioral health workforce and talent development in 2025 and beyond

Priority 3: Intentional Employer Engagement

Industry Focus Groups – Update

Schedule

- June 6th – Coastal Region
- June 13th – Eastern Oregon
- July 9th – Central Oregon/Gorge
- July 11th – Portland (2 focus groups)
- Week of July 22nd – Salem / Eugene
- Week of July 29th – Southern Oregon

Topics Explored in Focus Groups

- Workforce Demand Planning
- Education and Training Needs
- Diversity, Equity, & Inclusion Strategies
- Retention and System Barriers

Priority 4: Learn From Future Ready Oregon

Engage in active learning opportunities with Future Ready Oregon grantees

- Host September Quarterly Meeting in Southern Oregon and include opportunities to conduct site visits with grantees in that region
- Data from RFA #2 will become available with Year 3 Annual Report
- RFA #3 healthcare specific projects will be selected by fall 2024 and will continue to inform the work of this Consortium

Discussion & Feedback on Priorities

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