

Health Care Workforce Committee Strategic Framework



Vision:

A robust, diverse, and resilient health care workforce that provides culturally and linguistically responsive care, eliminates health inequities, and meets the local health care needs of everyone in Oregon.

Mission:

Provide guidance on policy and practice to inspire, support, and sustain the Oregon health care workforce.

Diversity Strategies

- Make workplaces more welcoming for diverse health care professionals.
- Reduce barriers to entry and advancement for people of color, Tribal members, individuals with disabilities, and people from other diverse backgrounds and identities in the workforce.
- Increase investments in health care professionals providing culturally and linguistically responsive, person-centered care.

Wellness and Resiliency Strategies

- Sustain a positive health care workplace culture and environment and reduce workplace burdens.
- Collect data which identifies the current challenges and priorities of health care professionals, and support workforce well-being strategies that are informed by findings.

Development and Retention Strategies

- Address workforce recruitment and retention factors such as geography, housing cost and supply, opportunities for partners/spouses and families, and quality of K-12 education.
- Ensure adequate numbers of faculty and clinical training placements for health care professionals at every level.
- Invest in reliable and new strategies to enhance training opportunities for people who provide and support physical, oral, and behavioral health care for everyone in Oregon.