

**Oregon Health Policy Board
Health Care Workforce Committee**

I. Authority

The Health Care Workforce Committee was established by House Bill 2009, Section 7 (3)(a), and is found in ORS 413.017(3). 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 supply and distribution
- Workforce composition
- Workforce skills, training and development

The Committee shall deliver to the Board the following:

Workforce Supply and Distribution

- Biennial Evaluation of the effectiveness of Healthcare Provider Incentives in Oregon, required by HB 3261 (2017) *by July 2020*
- Biennial Healthcare Workforce Needs Assessment, required by HB 3261 (2017) *by December 2020*
- 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,

including direction on a model of targeted technical assistance to specific underserved communities approved by the Committee around recruitment and retention. *Ongoing*

Workforce Composition

- Strategies to maximize the contribution of health care professionals through addressing career ladders, in both rural and non-rural areas. *By September 2019*
- Biennial profile of Oregon's current healthcare workforce including a demographic and geographic profile focused on race, ethnicity, and languages spoken. *By January 2021*

Workforce Skills, Training and Development

- A report on recommended strategies to address clinician burnout rates and increase clinician and patient satisfaction. *By March 2020*
- A report on opportunities to increase education and training capacity of health professionals, not limited to medical training *By March 2021*

Additionally, the Board requests that the Committee review and revise the 2013 Strategic Plan for Recruitment and Retention in Oregon and offer recommendations for its implementation. *By March 2020*

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 Education 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. The Oregon Workforce Talent Development Board
- h. 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
OHA Transformation Center