OKLAHOMA HEALTH IMPROVEMENT PLAN (OHIP)

Health Workforce Workgroup

April 22, 2015

Flagship Goals

- *Tobacco Use*
- *Obesity*
- *Children's Health*
- *Behavioral Health*

Health Systems

- *Health Transformation*
- *Health Education*
- *Health Literacy*

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HEALTHY OKLAHOMA

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Bringing Oklahoma's Health Into Focus

OKLAHOMA HEALTH IMPROVEMENT PLAN

Governor's Health Workforce Action Plan/OHIP Goal 1 "Coordination of Health Workforce Efforts"

SB 612/HB 1859

An Act relating to workforce development; amending 74 O.S. 2011, Section 5003.10d, which relates to a Governor's Council for Workforce and Economic Development; modifying membership of Council; modifying references to federal statutory provisions; modifying references to certain entity created pursuant to executive order; modifying authority for additional appointments; providing for subcommittee on Health Workforce; stating purpose; prescribing duties; and providing an effective date.

Intent of "Health Workforce Subcommittee"

The Council shall form a subcommittee on Health Workforce whose purpose shall be to inform, coordinate, and facilitate statewide efforts to ensure that a well-trained, adequately distributed and flexible health workforce is available to meet the needs of an efficient and effective health care system in Oklahoma.

Duties of the Health Workforce Subcommittee shall include, but not be limited to, the following:

1. Conducting data analysis and preparing reports on health workforce supply and demand;
2. Research and analysis of state health professional education and training capacity;
3. Recommend recruitment and retention strategies for areas determined by the Oklahoma Primary Care Office or the Oklahoma Office of Rural Health to be areas of high need; and
4. Assessment of health workforce policy, evaluation of the impact on Oklahoma's health system and health outcomes, and developing health workforce policy recommendations.

Oklahoma State Innovation Model (OSIM) Key Project Components

- Stakeholder Engagement
  - OHIP Health Transformation Workgroups
  - Community Meetings
- State Population Health Improvement Plan
  - Integration of public health and private health systems
- Value-Based Analytics Tools
  - Transition to value-based care
  - Focus on health improvement
- System Redesign
  - Health Workforce
  - Telehealth
  - Health Information Exchange
  - Electronic Health Records

OSIM Contracts

- Stakeholder Engagement
- Technical Assistance
- Value-Based Analytics Roadmap
- Actuarial Analysis
- Health Information Exchange Environmental Scan
- Electronic Health Record Adoption and Analysis
- State Health Plan Evaluation and Assessment
- WORKFORCE ASSESSMENT

OSIM Workforce Assessment

1) Establish current workforce baseline using existing data available from state agencies and stakeholders

2) Gap analysis of Oklahoma's Baseline Health Workforce Landscape and Health Workforce Data Sets

3) Environmental Scan of Oklahoma Health Workforce

4) Identify Oklahoma's workforce capacity and ability to transform the healthcare delivery system in a value-based payment model

5) Create policy prospectus of the state's health workforce capacity, describing existing strategies or influences

6) Prepare Health Workforce Assessment final draft

OHIP Workforce Workgroup Role

- OSU/Office of Primary Care will provide briefings and solicit stakeholder feedback on all components of the Health Workforce Assessment

- With OSIM Project Coordinators and other OHIP Workgroups, synthesize, interpret and analyze stakeholder input for reports

NGA Health Workforce Action Plan

1) Coordination of Workforce Efforts
   - Establish Health Workforce Subcommittee on Governor's Council for Workforce and Economic Development
   - House Bill 1859 Failed; Senate Bill 612 failed 4/20; requested for reconsideration

2) Workforce Data Collection and Analysis
   - Statewide Workforce Assessment and Policy Prospectus (OSIM Contract)
   - Revising Health Professional Shortage Areas/Rational Service Areas
   - New survey of Advanced Practice Registered Nurses (APRN) to assess level of primary and psychiatric care provided in Oklahoma by APRNs
   - Create Memorandums of Agreement with licensure boards, OSU Center for Rural Health, Regents, OESC, Commerce, other "data partners" as needs are identified
   - Develop research agenda to provide consistent monitoring and analysis

3) Workforce Redesign
   - Identifying and defining roles for emerging health professions, i.e. Community Health Workers, Care Coordinators, Health Informatics Specialists
   - Chronic Disease Service to develop curriculum and certification for Community Health Workers
   - Establish an interdisciplinary committee to address "retooling" of health workforce and scope of practice issues

4) Pipeline, Recruitment and Retention
   - Convene Graduate Medical Education Collaboration Committee (May 6)
   - Explore Integration of Teaching Health Center Model

Action Plan/OHIP NEXT STEPS:

- Convene Interdisciplinary "Redesign Committee"
  - Establish interdisciplinary membership
  - Develop objectives for committee
  - Work with data committee to assess current barriers to practicing at top of license
  - Work with OKPCO to develop state report on scope of practice
  - Define key competencies for health professionals and roles for team members in a redesigned health system
  - Define positions and create standard descriptions for new health professionals, focusing first on Community Health Workers and Care Coordinators
  - Create collaborative process to recommend and move forward with changes in scope of practice
- Convene OHIP Workgroup Data Committee
  - Work with OSU to complete OSIM Workforce Assessment
  - Develop research agenda

Health Workforce Data

- Primary Care Needs Assessment (under development)
- Second version of Health Workforce Data Book created; in final revision process
- Health Professional Shortage Area Designation Process under revision; consistent data sources, revised service areas
- New surveys and analysis of health professionals
  - ARNPs currently underway
  - PAs and Telehealth to be assessed next