

**Governor's Council on Workforce &
Economic Development
Healthcare Workforce Subcommittee
Critical Occupations Workgroup**

December 7, 2016



Charge to Committee

Original:

1. Review, revise, and approve list of 30 Critical Occupations

Progressed:

1. Review, revise and approve list of 25 Critical Occupations
2. Research 5 Emerging Occupations
3. Categorize “Occupations” vs. “Functions”



Critical Occupations Workgroup

Refine and prioritize a list of 25 critical health occupations

- Create supply and demand forecast for each occupation
- Develop supply and demand forecasts/Identify supply gaps
- Identify and recommend strategies to close gaps

Identify and define emerging and evolving health occupations

- Define positions and competencies required for emerging health professionals
- Develop supply and demand forecasts/Identify supply gaps
- Identify and recommend strategies to close gaps
- Develop training or continuing, career pathways, policy and reimbursement recommendations that support new and emerging health professionals



Occupations Framework

Current Occupations - jobs under this descriptor have been identified in federal SOC codes and already have a defined role, training and function.

- **List of 25**
- **Community Health Workers**

Emerging /Evolving Occupations - jobs under this descriptor have been identified in SOC Codes, but may be used in an alternative capacity to meet innovative population health needs. Additional training and functional descriptions must be developed.

- **Community Paramedics**
- **Clinical Pharmacists**

Functional - jobs under this descriptor have specific functions, but can be accomplished outside of a traditional “single” occupation. Role in the health system requires cross-professional collaboration.

- **Care Coordinators**
- **Certified Diabetes Educators**
- **Practice Facilitators**



Classifications

<u>Grouping Category</u>	<u>Occupations</u>	<u>Workgroup Progress</u>
Current Emerging Occupations	<ul style="list-style-type: none"> Community Health Workers 	-Specific supply/demand data is available.
“Evolving” Occupations	<ul style="list-style-type: none"> Community Paramedics Clinical Pharmacists 	- Specific supply/demand data is available, but does not precisely fit the evolving role.
Function-Based (Cross Occupations)	<ul style="list-style-type: none"> Care Coordinators Practice Facilitators Certified Diabetes Educators 	<ul style="list-style-type: none"> Specific occupational data is not yet available Functions can be performed across multiple occupational disciplines. List of core functions and skill sets need to be developed.
“Other”	<ul style="list-style-type: none"> Health Informatics Specialists 	<ul style="list-style-type: none"> This occupation will need to be further stratified Will address in near future



Oklahoma's Health Care Industry Workforce Report

- Recommendation: State support for revision of this report
- State agency-driven



GOVERNOR'S COUNCIL ON WORKFORCE
AND ECONOMIC DEVELOPMENT

Oklahoma's Health Care Industry Workforce: 2006 Report



Oklahoma Health Care Industry Workforce Report, 2006

Updates and Revisions Needed:

- Inclusion of mental health facilities and mental health providers
- Inclusion of Safety Net Providers (e.g., Federally Qualified Health Centers)
- Inclusion of Tribally Operated Health Systems and Indian Health Service Systems
- Inclusion of Long Term Care Facilities

