

Governor's Council on Workforce and Economic Development

Health Workforce Subcommittee

December 7, 2016



Health Workforce Subcommittee Purpose

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 impact on Oklahoma's health system and health outcomes, and developing health workforce policy recommendations.



Subcommittee Goals



Coordinate Statewide Efforts



Identify and Quantify
Healthcare Occupations Supply and Demand



Reduce Supply Gaps



Implement Policies and Programs that
Support an Optimized Health Workforce



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Goals for 1st Year:

1. Produce a statewide “critical health care occupations” report which includes a supply and demand forecast and identifies skills gaps
2. Develop recommendations for closing the supply and demand gap for critical health care occupations
3. Develop a state plan to support the establishment of inter-professional teaching health centers in rural and underserved areas of the state

Goals for 3 – 5 Years:

1. Increase the number of primary care professionals practicing in areas currently designated as primary health professional shortage areas
2. Increase the availability and accessibility of health professions training programs in rural and underserved areas
3. Establish health professions career pathways from pre-baccalaureate health professional to more skilled healthcare labor force



Metrics

- Oklahoma Works Metrics Alignment
 - Workgroups should examine “matrix”
 - Develop metrics for strategies that lead to Subcommittee Council Goals
- Subcommittee Metrics
 - Develop to evaluate as Subcommittee Goals
 - Define baseline or identify data gaps
 - Identify appropriate metrics to evaluate impact



Proposed Goals (Year 1)	Proposed Goals (Year 3 – 5)	OK Works Metrics
<p>1) Produce a statewide “critical health occupations” report which includes a supply and demand forecast and identifies skills gaps</p> <p>*Will include identification/recommendations for pre-baccalaureate health professions that will increase the number of unemployed workers and dislocated workers who receive assistance from workforce centers and training from career techs</p>	<p>1) Increase the availability and accessibility of health professions training programs in rural areas</p> <p>2) Establish health professions career pathways from pre-baccalaureate health professions to more skilled healthcare labor force</p>	<p>Wealth Generation</p> <ul style="list-style-type: none"> • Per Capita Personal Income* • Per Capita Disposable Income • Median Household Income* • Income Poverty Rate* • Per capita income maintenance <p>Employment Growth</p> <ul style="list-style-type: none"> • Total Employment Annual Growth Rate • Low-Wage Jobs (Decrease) • Average Annual Wage (Increase) • Unemployment Rate <p>Workforce Participation</p> <ul style="list-style-type: none"> • Labor Force Annual Growth Rate • Labor Force Participation Rate • High School Degrees and Higher • Associates Degrees • Bachelor’s Degrees and Higher • Decrease in low-wage jobs
<p>2) Develop recommendations for ensuring supply for critical health care professions</p> <p>*Will include identification/recommendations for pre-baccalaureate health professions that will increase the number of unemployed workers and dislocated workers who receive assistance from workforce offices and training from career techs</p>	<p>3) Increase the number of primary care professionals practicing in health professional shortage areas</p>	<p>Wealth Generation</p> <ul style="list-style-type: none"> • Per Capita Personal Income* • Per Capita Disposable Income • Median Household Income* • Income Poverty Rate* • Per capita income maintenance <p>Employment Growth</p> <ul style="list-style-type: none"> • Total Employment Annual Growth Rate • Low-wage Jobs (Decrease) • Average Annual Wage (Increase) • Unemployment Rate <p>Workforce Participation</p> <ul style="list-style-type: none"> • Labor Force Annual Growth Rate • Labor Force Participation Rate • Associates Degrees • Bachelor’s Degree and Higher
<p>3) Develop a state plan to support the establishment of inter-professional teaching health centers in rural and underserved areas of the state</p>		



Governor's Council Resources

Governor's Council

<http://oklahomaworks.gov/governors-council/>

Oklahoma Works Macro Metrics

- <http://oklahomaworks.gov/wp-content/uploads/2016/04/Workforce-Partner-Metrics-for-GCWED-3.pdf>



DISCUSSION AND ACTION PLANNING

1) List of Critical Health Care Occupations

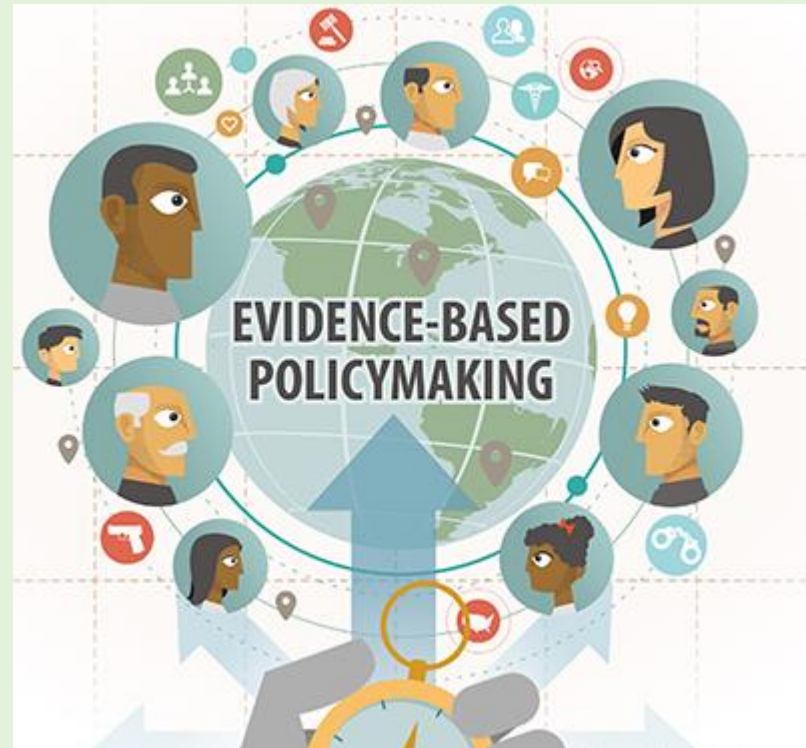
- Review and Revise
- Develop Methodology
- Prioritize list
- Propose recommendations for health care occupations reporting functions

2) Graduate Medical Education

- Develop strategy to sustain current funding levels and secure long term authority
- Identify policy levers
- Produce issue brief and policy recommendations

3) Teaching Health Centers

- Identify policy levers and/or barriers
- Produce statewide assessment, issue brief and policy recommendations



Meeting Dates

PROPOSED Subcommittee Meetings:

- February 2017 (Proposed)
- April 2017 (Proposed)
- June 7, 2017
- September 6, 2017

