
Workforce Strategy & Investments

Joint Task Force on Hospital Discharge

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Oregon Health Authority's Health Care Workforce Committee

- Established in 2010 as a committee of the Oregon Health Policy Board
- Purpose: Coordinate statewide efforts to recruit and educate health care professionals and to retain a quality workforce
- Has 19 members representing diverse professions and sectors (staffed by Oregon Health Authority)
- Spent 2023 drafting a strategic framework based on legislatively required report, *Oregon's Health Care Workforce Needs Assessment 2023*



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 who will provide culturally and linguistically responsive, person-centered health care.

Wellness & 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.

Workforce Development & 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.

HB 3396 (2023) Workforce Investments

Clinical Placement investments (HB 3396, Section 3)

- \$15M for hospitals and other facilities
- Will support clinical placements for students (e.g., nursing students)

Apprenticeships (HB 3396, Section 4)

- Funds for Labor Management Trusts to invest \$2.5M (state funds) in hospitals and \$2.5M (state funds) in nursing facilities
 - Will support apprenticeships/on-the-job training for health care workers to gain skills so they can provide more advanced care
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- OHA will seek approval from Centers for Medicare and Medicaid Services (CMS) to obtain Medicaid match for both programs

Future Ready Oregon *(Senate Bill 1545, 2022)*

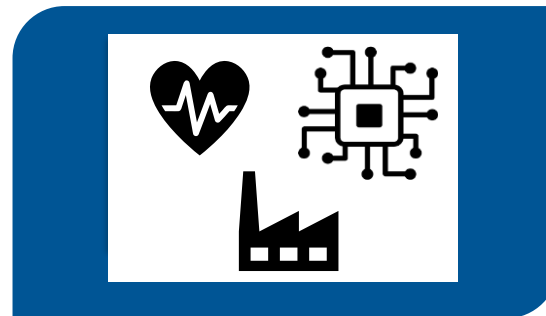
*Integrating economic development and workforce strategies
through grantmaking and strategic initiatives*



Centers engaging and supporting historically **underserved and underrepresented Priority Populations***



Advances a shared leadership model – **employers, education providers, and community-based organizations (CBOs)**



Prioritizes key sectors of Oregon's economy – **healthcare, manufacturing, technology**



Couples education and training with **wraparound supports** and services

**Priority Populations include communities of color, women, low-income communities, rural and frontier communities, veterans, persons with disabilities, incarcerated and formerly incarcerated individuals, members of Oregon's tribes, older adults, and individuals who identify as members of the LGBTQ+ community*

Future Ready Oregon – Workforce Ready Grants

Healthcare Workforce and Talent Development

- \$18M ARPA funding available for healthcare workforce and talent development
 - Sector-specific priorities informed by Healthcare Industry Consortium
 - Recommendations include:
 - \$9M for nursing career pathways (CNA, LPN, MA, RN)
 - \$9M for innovation and respond to community identified workforce needs (can include behavioral health, traditional health workers, etc.)
- Funding will continue to center the needs of priority populations
- Inclusive, low-barrier grantmaking strategies will continue to include flexible and responsive funding and high-touch, individualized grantee supports and technical assistance
- Request for Applications (RFA) anticipated in April 2024
- Funds must be obligated by December 2024 and spent by December 2026