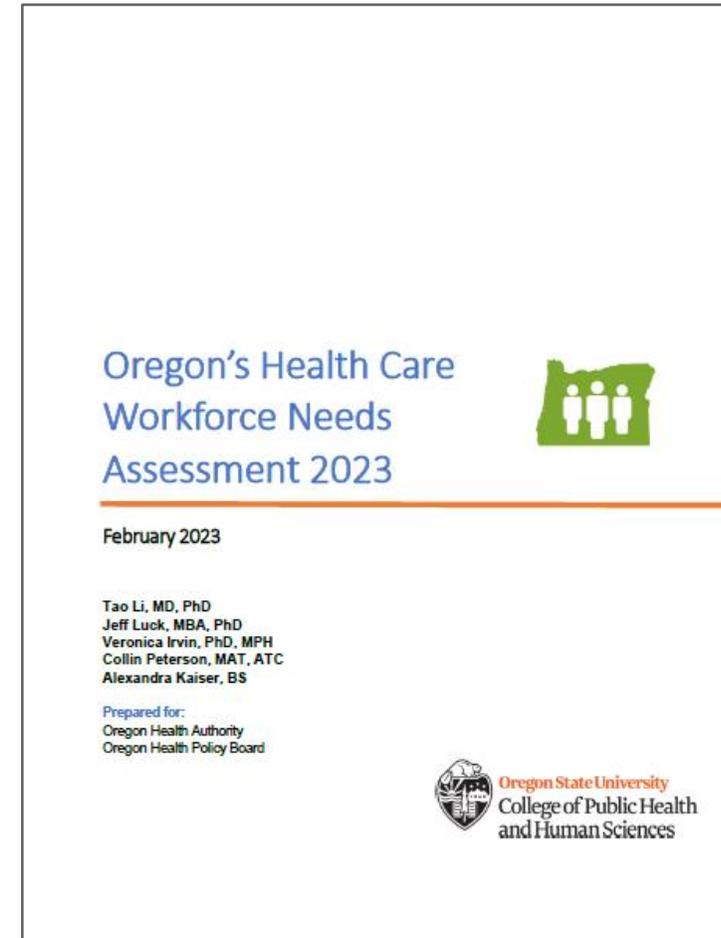

Oregon Health Care Workforce Challenges and Solutions

Senate Labor and Workforce Development Committee
February 21, 2023



Oregon's Health Care Workforce Needs Assessment 2023

- House Bill 3261 (2017) requires OHA to conduct an assessment of the health care workforce required to meet patient and community needs every two years
- It is critical that Oregon has the workforce needed to effectively deliver high-value care to patients across the state
- Promoting health equity requires training, recruiting, and retaining a diverse workforce
- OHA contracted with Oregon State University to conduct the assessment



Factors contributing to health care workforce shortages

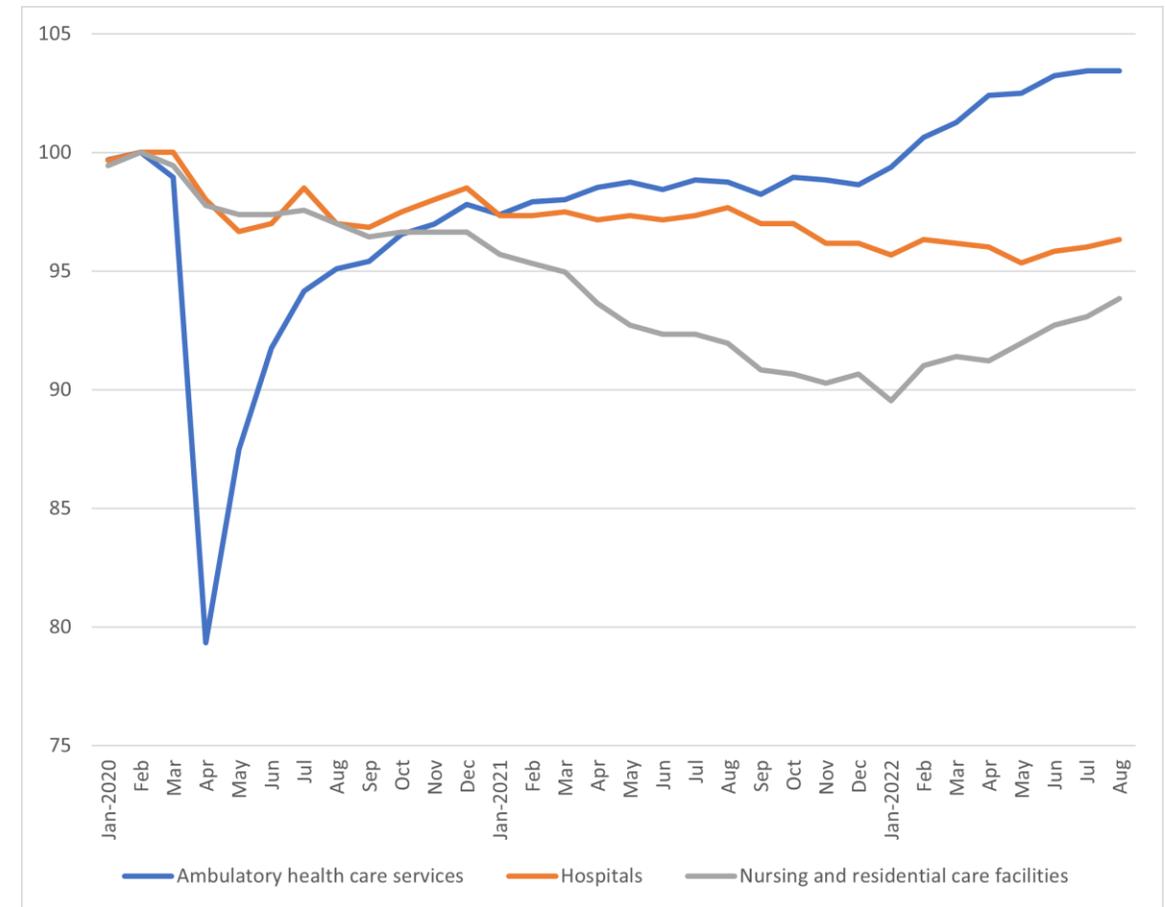
Shortages and lack of diversity in many areas of the health care workforce are a national problem experienced in Oregon, stemming from factors such as:

- Workplace and professional stress
- Increased demand for certain services
- Social and economic forces
- Systemic racism

Impacts of COVID-19 Pandemic on health care workforce

- Greatest impacts during the first months
- Reductions in revenues and burnout led to workforce shortages
- Telehealth utilization increased dramatically
- States, including Oregon, took action to address health care workforce needs, such as modifying licensing requirements, shifting existing staff to areas of greater need, increasing use of temporary staff
- Between March 2020 and August 2021, Oregon's local public health authority Full-Time Equivalency (FTE) increased 67%

Employment Trends Varied, Jan.2020 – Aug.2022



Source: Oregon Employment Department, Current Employment Statistics.

Progress in increasing primary care provider capacity in priority areas has waned

Possible reasons for the decrease are:

- Lack of health care system infrastructure
- COVID-19 pandemic impacts

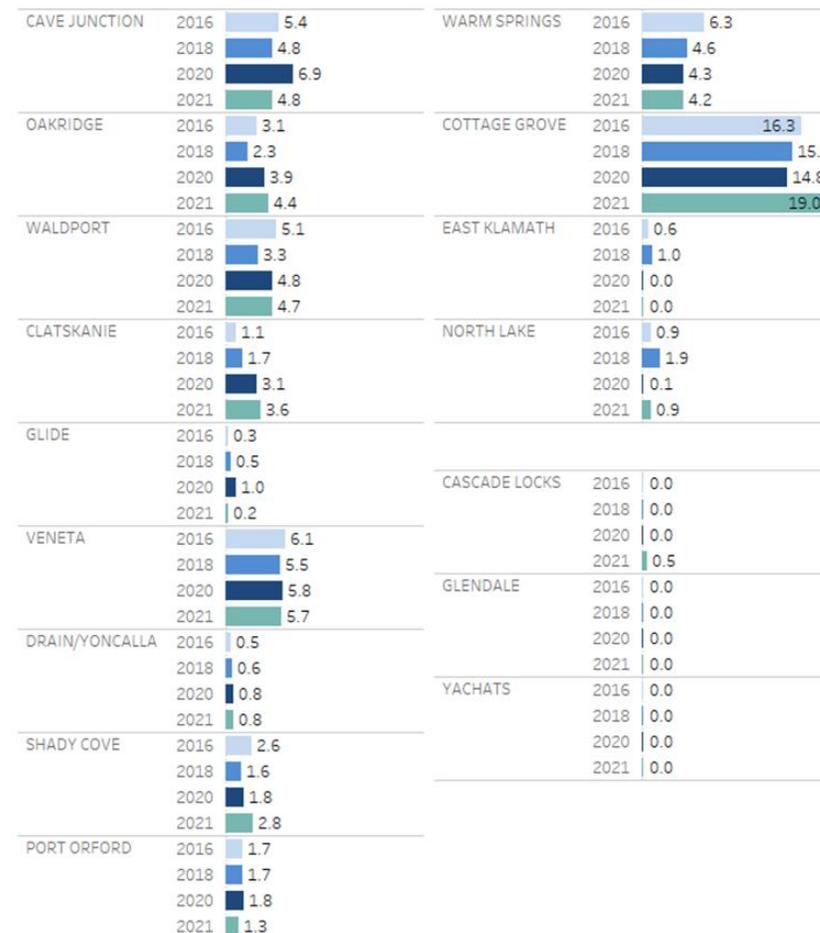
More data will be needed to determine whether these reductions are related to the pandemic or long-term system instability

Other observations statewide:

- Larger number of people leaving incentive programs due to various personal and professional reasons

Primary care FTE in direct patient care by service area

Includes FTE for physicians, nurse practitioners, naturopathic physicians (starting in 2018) and physicians assistants who specialize in primary care.



Investments to recruit, retain, and diversify health care workforce

OHA investments

- \$80 million allocated to Behavioral Health Workforce Initiative in 2021-23 biennium
- \$22.5 million allocated to Health Care Provider Incentive Program in 2021-23 biennium
- \$10.6 million allocated to Healthy Oregon Workforce Training Opportunity (HOWTO) Grant Program since 2019

Higher Education Coordinating Commission investments

- \$200 million invested in Future Ready Oregon to support training in family-wage careers; health care is one industry focus sector

Other investments

- 1,892 providers received a Rural Medical Tax Credit in 2021
- OHSU's 30-30-30 Plan to increase the number and diversity of graduates by 30% by the year 2030

Future workforces reviewed in the report

- Nursing
- Long-term care
- Traditional health worker
- Health care interpreter
- Oral health
- Public health
- Primary care
- Behavioral health



Selected recommendations

- Improve the **DIVERSITY** of health care providers
- Improve the **SUPPLY** and **DISTRIBUTION** of the health care workforce
- Enhance the **RESILIENCY** and **WELL-BEING** of the health care workforce
- Expand **TRAINING/EDUCATION** and **CAREER PATHWAYS** for the health care workforce
- Expand use of **CARE DELIVERY MODELS** that improve access and promote retention
- Increase health care systems' **USE** of community-based health care providers
- Improve **DATA COLLECTION** to promote evidence-informed strategies and diversify the health care workforce

Conclusions

- Workforce shortages and lack of diversity in many areas of health care are a national problem experienced in Oregon
- In order to stabilize, expand, and diversify Oregon's health care workforce so that it can deliver culturally responsive, effective health care services to all:
 - **Some** professions need increased compensation to attract new individuals and increase retention
 - **Many** professions with unclear career pathways need better, focused paths for increasing skills, pay, and impact
 - **All** professions need more support around resiliency and well-being

Next steps for OHA Health Care Workforce Committee

- Agreed with the 26 recommendations made by the Health Care Workforce Needs Assessment report authors
- Plan to spend much of 2023 operationalizing key recommendations in the areas of:
 - Workforce diversity
 - Workforce wellness and resiliency
 - Workforce growth

Thank You

The logo for the Oregon Health Authority. It features the word "Oregon" in a smaller, orange, serif font positioned above the word "Health". "Health" is written in a large, blue, serif font. Below "Health", the word "Authority" is written in a smaller, orange, serif font. The entire logo is centered within a light blue, rounded rectangular background.

Oregon
Health
Authority