

State-Level Health Workforce Initiatives

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Select Projects & Resources



Health Workforce Council Annual Report
<https://www.wtb.wa.gov/planning-programs/health-workforce-council/>



Health Workforce Sentinel Network
www.wa.sentinelnetwork.org



Behavioral Health Workforce Assessment
<http://bit.ly/BHworkforce>



Healthcare Chapter:
Workforce Economic Recovery Plan
<https://www.wtb.wa.gov/economic-recovery/>

Coming
soon:
Long-term
care
workforce
initiative!



State Policy Levers for Health Workforce

State level

Licensing and regulation of health professionals

Regulating health facilities

Regulating educational programs

Funding state colleges and universities

State-funded provider incentive programs

Medicaid reimbursement policies and regulation of private insurance

Good planning data (Identify gaps, areas of greatest needs)

Research and evaluation (to identify what works)

- Workforce Board first convened healthcare stakeholders in 2001.
- Role formalized in statute in 2003. Legislative intent recognized shortages were structural, not cyclical.
 - Goal: Address concerns about a significant shortage of healthcare workers.
- Workforce Board staffs this independent group by state statute.
- Council roles: Stakeholder engagement, recommendation development, annual reports to policymakers.



Behavioral Health Workforce Assessment

Background

- First funded via budget proviso in 2016 legislative session.
- Stakeholder group (BH Workforce Advisory Committee, or BHWAC) charged with recs addressing BH barrier areas.

Key Topics

- Licensing (inc. supervision and reciprocity)
- Recruitment and Retention
- Education & Training
- Reimbursement
- Care Integration

Stakeholder Participation

- Over 300 stakeholders:
- Health facility leaders
 - Behavioral health providers
 - Educators
 - Organized labor
 - Not-for-profit organizations
 - State/local government agencies.

Key Dates

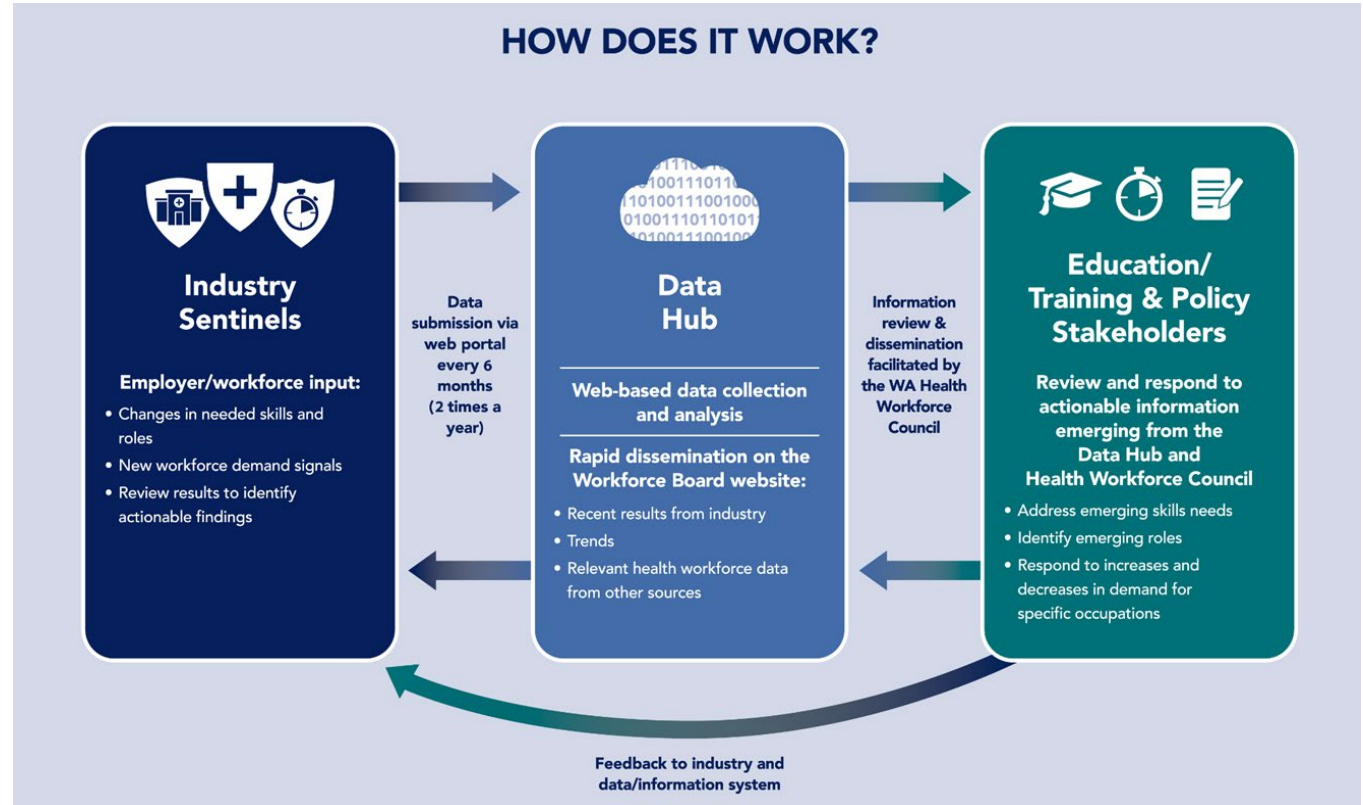
- August 2022: Stakeholder focus groups.
- December 1, 2022: Final report of the BHWAC due to the Governor and Legislature.



Health Workforce Sentinel Network

The Health Workforce Sentinel Network supports health workforce preparation and deployment by:

1. Identifying emerging health workforce demand signals and trends.
2. Rapidly disseminating information to education, training and policy partners who can take action based on findings.



<https://wa.sentinelnetwork.org/>



Value of the Sentinel Network Approach

- Rapid turnaround signals of workforce demand changes.
- Information about the “how and why” behind health workforce demand signals.
- Identifies skills needed by employers to fill specific roles.
- Highlights local conditions that may make hiring difficult.
- Engages the full network of stakeholders needed to identify and solve workforce problems.
- Model for other industry sectors.



Long-Term Care (LTC) Workforce

- Launching August 2022 – Workforce Board initiative to improve workforce recruitment/retention in LTC settings.
 - **Key goals:** Improve both patient care outcomes and job satisfaction in the workforce.
- Identify barriers, potential solutions, and test policy concepts with research/stakeholder engagement.
 - Focus groups, literature review of best/promising practices, stakeholder convening, and original research efforts.
- Implement LPN registered apprenticeship program for LTC.

QUESTIONS?

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