Best Practices in Statewide Health Workforce Planning and Collaboration

Hannah Maxey, PhD, MPH, RDH
Founder and Principal
Veritas Health Solutions, Inc.
### State Health Workforce Activities that Require Planning

<table>
<thead>
<tr>
<th>Activity</th>
<th>Benefit to State</th>
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<tbody>
<tr>
<td>Health Professional Shortage Area Designations</td>
<td>Enables access to health workforce incentive programming</td>
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<td>State Workforce Plan</td>
<td>Ensures a targeted and meaningful use of workforce development funding for health sector</td>
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<td>Health Professions Licensing</td>
<td>Protecting public safety</td>
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<td>Medicaid</td>
<td>Network adequacy and access to care</td>
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<tr>
<td>Allocation of funding and resources, inc. education/program development</td>
<td>Alignment of resources with state need</td>
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</tbody>
</table>
POLL: Where does state-level, cross-sector health workforce planning currently occur in Rhode Island?

Health Professional Shortage Area Designations

State Workforce Plan

Health professions licensing

Medicaid

Allocation of funding and resources
POLL: Where does state-level, cross-sector health workforce planning currently occur in Rhode Island?

- Governor’s Office
- Higher Education
- Executive Office of Health and Human Services
- Department of Health
- Department of Labor and Training
- Private Sector
- It does not currently occur.
The Opportunity: A State Forum to Support Health Workforce Planning

https://www.in.gov/dwd/about-dwd/ghwc/
A Council Inquiry: Identifying Accessible Career Pathways in Health Care...

Defining the Pathways

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<thead>
<tr>
<th></th>
<th>CNA</th>
<th>LPN</th>
<th>RN</th>
<th>APN</th>
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Source: https://scholarworks.iupui.edu/bitstream/handle/1805/14015/CNA%20Report_Authored%20Version.2.28.19.pdf?sequence=5&isAllowed=y
...and how these pathways contribute to a workforce that is representative of the population.

Source: https://scholarworks.iupui.edu/bitstream/handle/1805/14015/CNA%20Report_Authored%20Version.2.28.19.pdf?sequence=5&isAllowed=y
Indiana is one example.

How do other states approach health workforce planning?
State Strategies for Health Workforce Policy Planning: Common Perspectives Included

- Labor/Workforce Development
- Health
- Human Services
- Education
- Licensing/Regulation
- Data
- Legislators
- Consumers
- Private Payers
- Employers
State Strategies for Health Workforce Policy Coordination: Common Leading Perspectives

**Labor/Workforce Development**
- Washington Health Workforce Council
- Indiana Governor’s Health Workforce Council

**Regulatory**
- Virginia Board of Health Professions

**Health**
- Utah Health Workforce Advisory Committee
- Oregon Health Care Workforce Subcommittee

**External**
- AHEC Partnerships (Montana Healthcare Workforce Advisory Committee, South Carolina Office for Healthcare Workforce)
Where does Rhode Island want to be a year from now?