

**Oregon Health Policy Board
Health Care Workforce Committee**

I. Authority

The Health Care Workforce Committee was established by House Bill 2009, Section 7 (3)(a). This charter defines the objectives, responsibilities and scope of activities of the Health Care Workforce Committee. The Committee will be guided by the Triple Aim of improving population health, improving the individual's experience of care and reducing per capita costs.

This charter will be reviewed periodically to ensure that the work of the Committee is aligned with the Oregon Health Policy Board's strategic direction.

II. Deliverables

The Health Care Workforce Committee will develop recommendations and action plans for the Oregon Health Policy Board for implementing the necessary changes to train, recruit and retain a changing health care work force scaled to meet the needs of new systems of care.

One important objective of the Health Care Workforce Committee is to provide regular analysis and reporting of workforce supply and demand. Efforts will focus on data provided by the health care workforce database created through HB 2009 but will include other sources of data and information as appropriate.

The Health Care Workforce Committee will identify resources, needs, and supply gaps, and will work to ensure a culturally competent workforce reflective of Oregon's increasing diversity. To the extent possible, the Committee will coordinate and align recommendations of other health care workforce initiatives in its recommendations to the Oregon Health Policy Board.

The Committee shall deliver to the Board the following:

Ongoing deliverables:

- Biennial projection of primary care provider demand in Oregon after implementation of ACA coverage expansions, with appropriate adjustments for the estimated impact of health systems transformation on primary care workforce roles and capacity. The projections report should include a discussion of current primary care workforce supply and identify any areas where future demand may outstrip the supply. *Due in January prior to the start of the longer legislative session – currently in odd years. Subject to funding and staff capacity.*

- Biennial profile of Oregon’s current healthcare workforce including a demographic and geographic profile focused on race, ethnicity, and languages spoken. *Due in January prior to the start of the longer legislative session – currently in odd years.*

2015-2017 biennium:

- Study and report on the efficacy of Oregon’s provider incentives and recommendations on improvements to the current incentives. Recommendations should also include other types of incentives such as subsidies to hospitals for graduate medical education, bonus payments to providers, loans to hospitals, retirement plans and tax credits. *Due to the Oregon Legislature by September 30, 2016. Required by HB3396.*
- Baseline demographic and geographic profile of Oregon’s behavioral health workforce using current workforce licensing data. *Due: October 2015*
- Report and recommendations on:
 - Bringing successful behavioral health integration pilots statewide,
 - Addressing any gaps in education and curriculum needed to train physical health and behavioral health providers to work in a team-based system,
 - Policy changes needed to overcome barriers to behavioral and physical health integration faced by providers.

Due: July 2016

III. Dependencies

The Health Care Workforce Committee will seek information from and collaborate with a wide range of partners including but not limited to:

- a. The Oregon Workforce Investment Board and regional Workforce Investment Boards
- b. The Department of Community Colleges and Workforce Development, the Oregon University System, OHSU, and other educational groups
- c. Health care professional licensure and certification boards
- d. Health care employers and providers
- e. The Oregon Office of Rural Health, the Oregon Primary Care Office, and Oregon’s Area Health Information Centers (AHECs), the Oregon Healthcare Workforce Institute, the Oregon Center for Nursing, Oregon’s Primary Care Graduate Medical Education Consortium
- f. The Oregon Employment Department

The Health Care Workforce Committee will provide draft recommendations and action plans for input to:

- a. OHA senior staff
- b. Oregon Health Policy Board

IV. Staff Resources

OHA Oregon Office for Health Policy & Research

OHA Behavioral Health Policy Unit

OHA Office of Health Analytics