

# Health Workforce Action Plan

Health System Transformation:  
*Moving from Workforce Planning to  
Implementation*



# Health Workforce Plan Overview: Core Area Strategies

## Coordination of Workforce Efforts

- Integrate health workforce into workforce and economic development efforts
- Leverage efforts and scale successful demonstration projects

## Workforce Data Collection and Analysis

- Ensure availability of comprehensive, high quality health workforce data
- Establish centralized health workforce data center

## Workforce Redesign

- Achieve collaboration necessary to support team-based health care delivery
- Ensure training and education matches the needs of a redesigned health care system
- Support the utilization of telehealth

## Pipeline, Recruitment and Retention

- Facilitate collaboration and achieve consensus on statewide strategies for education, training, and development
- Align and integrate strategies with economic development priorities





# Coordination of Workforce Efforts



Identify and prioritize a list of critical health occupations

**IN PROGRESS**

Identify Critical Occupations

Create supply and demand forecast for each occupation

Identify supply and demand gaps



Develop state-specific criteria to identify existing and predict emerging shortages

Revise assessment process to link broader range of data

Redefine rational service areas based on health systems analysis

Incorporate APRNs and PAs into state primary care assessment



Publish long-range outlook based on new models of health care delivery

Identify geographic shortage areas

Identify occupational/specialty shortage areas

# Data Collection and Analysis



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Assess, evaluate, and thoughtfully address requirements for physician and ancillary health providers to meet the demands of innovative care delivery models

Convene interdisciplinary group to guide development of strategy to address regulatory and policy issues that affect health professions

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Assess barriers to health workforce flexibility and optimization

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Utilize findings from demonstration projects (e.g., H2O, Comprehensive Care Initiative, Health Access Networks)

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Develop policy and program recommendations that support health care transformation

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Recommend strategies to establish career pathways for new health professions

Review and analyze findings from current research and statewide initiatives **IN PROGRESS**

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Define positions and competencies required for emerging health professionals, focusing first on community health workers and care coordinators **IN PROGRESS**

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Develop training, policy and reimbursement recommendations that support new and emerging health professionals **PLANNED**

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# Workforce Redesign



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## Increase statewide opportunities for training and professional development for health professionals

Develop statewide training and education plan for the health care transformation

**In Progress: Will be included in processes Health Care Industry Report**

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Develop plan to utilize technology to increase statewide opportunities for training and professional development for health professionals on health transformation innovation, including practicing team-based, goal directed care, using EHR to advance population health, and incorporation of telemedicine.

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Create a plan to leverage existing initiatives to create learning networks, virtual communities of practice, and other evidence-based practices

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Develop business plan to secure resources and sustain effort

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## Develop a plan to optimize telehealth and telemedicine capabilities

Develop a statewide telehealth plan **In Progress (ASTHO Technical Assistance)**

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Develop statewide policy recommendations. **In Progress (Policy analysis complete)**

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Develop recommendations for public/private health education programs for tobacco cessation, diabetes, and other chronic disease management initiatives

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Convene rural telehealth committee to examine and identify potential telehealth innovations to provide robust support to rural hospitals and health care providers

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# Workforce Redesign (2)



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Increase the number of physicians trained and retained in Oklahoma

Sustain and leverage current state Graduate Medical Education (GME) resources **In Progress**

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Expand community-based residencies and rotations **In Progress**

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Maximize impact of pipeline, recruitment and retention efforts **In Progress**

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Address community factors (e.g., economic viability, community support and quality indicators) **In Progress**

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Develop and enhance pipeline, recruitment and retention programs for nurses, physician assistants, and other ancillary health care providers

Develop a state plan to address provider shortages and integrate inter-professional education, recruitment and retention strategies

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Increase number of community-based training sites for ancillary providers

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# Recruitment and Retention



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Assess and improve the distribution and accessibility of health professional training and professional development programs

Develop objectives to include conducting a needs assessment, identifying barriers to implementation, providing recommendations to overcome policy barriers, and securing a plan for developing resources for implementation

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Explore shared services for higher education that would increase the distribution and availability of health professions training and professional development programs

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Develop recommendations to be proposed to the Health Workforce Subcommittee for the Governor's Council on Workforce and Economic Development

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## Recruitment and Retention (2)





# Next Steps

## Workgroup Progress

- GME Recommendations
- THC Plan and Recommendations
- Critical Occupations

## Revise and Prioritize

- Review goals, strategies and action steps
- Suggest revisions
- Prioritize

