

# Health Workforce

## Leads

- In May '13, last year's steering committee asked Dean Torti and UConn to take the lead for workforce
  - In June '13, Commissioner Mullen was asked to join Dean Torti in co-chairing a health workforce task force, which met in June & July '13.
  - Since May '13, Dean Torti & UCHC have provided the professional who has facilitated SIM activities related to workforce and drafted SIM language on workforce. He has also been UConn's rep on the SIM core team
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## Orientation

- From the beginning, the focus has been on the workforce development needed to realize the SIM model and objectives
  - "Development" has been interpreted as "education" although not just by educators and schools
  - The focus has not been on worker pay, satisfaction, recruitment, retention or conditions of practice
  - An exception to the focus on development has been a broad concern with the inadequacy of health workforce data and analytics
  - The '13 taskforce determined that the workforce agenda should consist of actionable initiatives
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## SHIP's 6 Workforce Initiatives

- Health workforce data and analytics
  - Training and certification for Community Health Workers
  - Inter Professional Education (Connecticut Service Track )
  - Preparing today's health workforce for care delivery reform
  - Innovative residency programs
  - Health Professions and Allied Health Professions career pathways
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## Testing grant's 3 Workforce Initiatives

- 3 of the SHIP's 6 initiatives are being put forward for testing grant funding
  - Training and certification for Community Health Workers
  - Inter Professional Education (Connecticut Service Track )
  - Innovative residency programs (Teaching Health Centers)
- Connecticut Service Track is a statewide expansion of AHEC's highly regarded Urban Service Track
- Teaching Health Centers are community health centers that establish primary care residency programs
- All 3 initiatives already have parties working to implement them
- All 3 would benefit from broader participation, which would be welcome by those already engaged

## Workforce (cont.)



### Workforce Council

- The draft charter carries forward the focus on workforce development (education) and concrete actions
- Recommendations and findings are not emphases in the draft charter, although the Council will likely make some
- The draft charter envisions the Workforce Council principally as a work group that pursues, supports and facilitates concrete actions
- Informal solicitation of nominees to be presented to the HISC was begun in January and continued through the summer.
- Every person forwarded has had at least an hour's briefing on SIM and the workforce efforts thus far
- Many of these individuals have already been contributing to formulating SIM language or approaches to workforce development
- The prospective candidates are weighted toward educators since the focus has been education
- No one presumes that the HISC will consider only these nominees for the council
- There are 17 prospective candidates, 13 of which have been put forward by their institutions or associations:
  - UConn School of Pharmacy
  - Consumer Advisory Board
  - UConn School of Nursing
  - Connecticut Dental Association
  - Yale School of Nursing
  - UConn School of Medicine
  - Department of Public Health
  - Quinnipiac School of Nursing
  - Board of Regents (2 nominees)
  - Quinnipiac Netter School of Medicine
  - Quinnipiac Physician Assistant Program
  - UConn School of Social Work
- Of the 4 not put forward by institutions or associations: one is the Nonprofit Liaison to the Governor, one is an expert on Allied Health Professions, one represents a large group medical practice, and one is a senior community health center executive who co-led the Sustinet Committee on health workforce and was an author of its report.

# Health Workforce Development Council

## Charter

The Health Workforce Development Council will facilitate the development of a health workforce sufficient in numbers, composition, knowledge and skills to provide optimal health services to everyone in Connecticut, tailored to each individual's total health needs and in keeping with the models of care and population health outlined in our State Healthcare Innovation Plan (SHIP) and our State Innovation Model (SIM) Test Grant Application. In choosing and crafting courses of action, the Council will seek broad input and support from agency administrators, state legislators, consumers, educators, payers, providers and other employers of health workers and professionals. In pursuing initiatives, the Council will enlist both individual and institutional partners to contribute expertise, experience, perspective and resources.

## Key actions

1. The Council will advise and assist in fulfilling the six health workforce initiatives called for in the SHIP:
  - Health workforce data and analytics
  - Training and certification for Community Health Workers
  - Inter Professional Education (Connecticut Service Track )
  - Preparing today's health workforce for care delivery reform
  - Innovative residency programs (Teaching Health Centers)
  - Health Professions and Allied Health Professions career pathways
2. The Council will monitor both current and projected shortages and shortcomings in professional, skilled, direct-care and administrative health occupations, and opportunities to make better use of our current health workforce.
3. To address these shortages and shortcomings, and to realize these opportunities, the Council may pursue practicable actions in addition to the six SHIP initiatives.
4. Through the expertise of its members and their colleagues and the resources of their institutions and of others the Council calls upon, the Council will encourage new or facilitate existing collaborations to realize its goals.
5. Should it encounter legal, logistical or resource barriers to achieving critical objectives, the Council will advise the Health Innovation Steering Committee on the most practicable means of surmounting these obstacles.
6. The Council will be a learning collaborative, a forum in which members and presenters learn from each other what their professions and institutions are doing and planning in health workforce development, and their experiences of what works, what doesn't and what is promising.