Building a Transformed Health Care Workforce: Moving from Planning to Implementation
Purpose of Policy Academy:
- Assist states in developing and implementing a statewide action plan for their health workforce

Content of TA:
- Two policy academies meetings
- In-state workshops
- Peer to peer learning and networking activities
- Individualized technical assistance

Primary Outcome:
- Move beyond vision statements and preliminary plans to implementing action plans
- Share lessons learned for all states
Stakeholders

- Governor’s office
- Government agencies (professional licensing agency/board, primary care offices, office of rural health, labor department, education department, workforce investment)
- Professional associations (medicine, nursing)
- Provider associations (health care worker unions)
- Providers
- Researchers
- Educators (community colleges, professional schools, directors of programs)
- Workforce Investment/Employer Community
Establish Goals for Policy Academy

Engage Stakeholders and Finalize Strategies to Achieve Action Plan

Submit Draft 1 of Action Plan

Begin implementing Action Plan

Submit Draft 2 of Action Plan and Preliminary Results

Submit Final Action Plan and Implementation Report

Month 1-2

Month 2-8

Month 9

Month 10-13

Month 14

Month 18

May 2014

October 2015
## Project Milestones

<table>
<thead>
<tr>
<th>Project Milestones</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>May</td>
<td>Jun</td>
</tr>
<tr>
<td>Establish goals for Policy Academy (PA)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Finalize strategies to achieve PA goals</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Engage stakeholders</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conduct TA workshops to troubleshoot barriers- Round I</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Finalize strategies for action plan</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Submit draft 1 of action plan</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Begin action plan implementation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conduct TA workshops to troubleshoot barriers- Round II</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Submit draft 2 action plan and preliminary results</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Submit final action and implementation plan signed by governor</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

We are here
Health Workforce Policy Academy

States

Colorado
Indiana
Kentucky
Minnesota
North Carolina
Oklahoma
Wisconsin
Themes from Action Plans

• **Data Coordination and Analysis**
  - Building core data collection and analysis resources
  - Make data collection and analysis more routine and consistent

• **Policy Coordination**
  - Engaging a broad group of multi-disciplinary stakeholders to coordinate policy planning and implementation
  - Adopt a comprehensive set of research and policy questions to guide policy research
  - Developing accountability strategies to keep stakeholders engaged
  - Building effective infrastructures to sustain workforce planning efforts

• **Pipeline Strategies**
  - Recruiting providers to rural and underserved areas
  - Predicting workforce shortages
  - Effectively training providers to meet future needs

• **Workforce Redesign**
  - New workforce requirements that may develop from implementing new delivery models
  - Trying to understand the numerous job titles and professional roles emerging from the new models of care
QUESTIONS?

Contact:
Esther Krofah, Program Director

ekrofah@nga.org