

# Health Workforce Council Strategic Planning

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# History of the Health Workforce Council

- Workforce Board first convened healthcare stakeholders in 2001
- Healthcare Personnel Shortage Task Force created in 2002
- First strategic plan issued in 2002
- Role formalized in statute in 2003 (RCW 28C.18.120)
- Progress reports on plan in subsequent years (2003 example)



## RCW 28C.18.120

The [Workforce] board shall:

- (1) Facilitate ongoing collaboration among stakeholders in order to address the health care personnel shortage;
- (2) In collaboration with stakeholders, establish and maintain a state strategic plan for ensuring an adequate supply of health care personnel that safeguards the ability of the health care delivery system in Washington state to provide quality, accessible health care to residents of Washington; and
- (3) Report to the governor and legislature by December 31, 2003, and annually thereafter, on progress on the state plan and make additional recommendations as necessary.



# Structure and membership

- Current structure and membership are carryovers from the Healthcare Personnel Shortage Task Force
- Members added ad hoc as the sectors/topics covered by the Council grew
- Many large changes to the healthcare system since the original group was formed
  - Integration of SUD, mental health, and physical health
  - Expansion of pharmacy roles
  - Two new medical schools, plus many others!



# Strategic planning and the Council

- It is valuable to spend time in 2023 setting our direction for the next several years
  - We have discretion to determine what a “state strategic plan” entails
- For consideration today:
  - What is the need in the state for a comprehensive health workforce strategic plan and what is the ambition of the council to undertake such an effort?
    - Original comprehensive planning effort is more than 20 years old
    - Strategic planning work is underway in several subsectors of healthcare



# Strategic planning and the Council

- Should the Council work towards a new statewide strategic planning effort, which would require additional resources for Council staff and time/effort from Council members?
  - Strategic planning occurring in long-term care, prenatal to 25 behavioral health services, nursing, and likely others
  - Timeframe would be extended for such a project, both the work itself and follow through during implementation
  - Would allow for development of a comprehensive framework for healthcare workforce development and could help coordinate/complement other planning work



# Strategic planning and the Council

- Or should the Council develop a strategic plan based on a narrower set of priorities and tailored to a 3-5 year timespan?
  - There is currently agreement on a lot of areas that need attention
    - Even original work from 2002 remains relevant
  - If there is agreement on Council priorities, a set of strategic goals and workplan would enable a more rapid shift to implementation rather than planning



# Strategic planning and the Council

- Based on our direction today, we intend to work on these questions in depth at an in-person Council meeting
  - June 22, Peninsula College, Port Angeles
  - In advance of the in-person meeting, a volunteer subgroup can help create the structure and plan needed to make June meeting highly productive
    - Volunteers?  
Email Renee Fullerton, staff to the Council at [Renee.Fullerton@wtb.wa.gov](mailto:Renee.Fullerton@wtb.wa.gov)



# QUESTIONS?

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