

Health Workforce Council 2023 Recommendations

September 21, 2023





Educational debt – More loan repayment

2022 Recommendation 3a

As a short-term strategy, the Council recommends policymakers appropriate additional funds to support both behavioral health and other health professional loan repayment awards through the Washington Health Corps to address immediate retention challenges within a variety of healthcare settings.



Educational debt – More loan repayment

Options for 2023

- Reissue 2023 in report with a request for additional funds in the supplemental budget
- Not reissue and consider next year for 2025 long session



Educational debt – Evaluation of WHC

2022 Recommendation 3b

As part of supporting the investments made in loan repayment programs in Washington, the Council recommends policymakers appropriate funds to support administration of the Washington Health Corps and require an evaluation of program outcomes.



Educational debt – Evaluation of WHC

Staff recommendation

- Reissue for 2023 with greater detail regard mechanism of evaluation
 - Currently exploring budget proviso to support contract with third party evaluator or review by the Joint Legislative Audit and Review Committee as options
 - Final suggested language ready for approval at November 30 meeting



2022 Recommendation 3c

As a middle and long-term strategy, policymakers should require eligible healthcare employers to provide Public Service Loan Forgiveness (PSLF) educational materials and information about the Office of the Student Loan Advocate at the Washington Student Achievement Council when hiring a new employee, annually, and at the time of separation.

Within already appropriated resources, the Office of the Student Loan Advocate should conduct outreach to eligible healthcare employers and assess if additional staff members are warranted to serve demand.



Educational debt – PSLF

Staff recommendation

- Reissue for 2023

Relevant to note

- Office of the Student Loan Advocate has developed employer materials and holds ongoing webinars to keep potential recipients up-to-date on Federal changes. The next webinar is October 10. If interested, register online: wsac.wa.gov/loan-advocacy.
- Office of Financial Management has begun work to collaborate with government and nonprofit entities to develop a statewide initiative to improve access and remove barriers. Plan due to Legislature Dec. 2024. More information on PSLF efforts directed at state workers and impact in WA available here.



2022 Recommendation

The Council affirms that access to high-quality, reliable and affordable child care is a key community resource for the current and future healthcare workforce. Having child care for their children under age 12 allows the state's healthcare workers to accept and maintain employment. Additionally, child care is vital to future workforce efforts. Health professions students and educators are also highly impacted by child care access challenges.

The Council recommends that the Governor and Legislature continue to take action to address the need for dramatically increased access to affordable, high-quality child care services in Washington.



Options for 2023

- Does the Council wish to reissue or evolve this recommendation?
 1. Continue exploration of other state/advocacy efforts to childcare access and add Council support
 2. Add language to recommendation to encourage healthcare employers to consider actions they can take to support this worker need
 3. Broaden the recommendation to also indicate importance of other community resources such as affordable housing and transportation

2022 Recommendation

The Council recommends that policymakers provide ongoing funding and the necessary authority to the Department of Health to support ongoing collection of healthcare licensee demographic information.

This collection effort should include practice location and licensees' racial and ethnic identities as well as other information important to understanding the supply, distribution, and characteristics of the state's health workforce and how they change over time.



Staff update

- Our most successful recommendation of 2022!
 - ESHB 1503 passed during the 2023 Legislative session (Sponsored by Rep. Riccelli)
 - Requires all health professional licensure applicants, after Jan 1, 2025, to submit the following with their application and/or renewal
 - Race, ethnicity, gender, languages spoken, provider specialty where applicable, whether the licensee is practicing, primary/secondary practice location
 - Race/ethnicity must match how student-level data is collected by OSPI



Next steps

- Staff will follow implementation of ESHB 1503 and update Council
- Potential to continue work as a Council strategic priority area
 - Discussion to come later in this meeting.

Questions?

Renee Fullerton

renee.fullerton@wtb.wa.gov

