

Health Workforce Planning Agency Funding Request

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2025 Health workforce budget request

- RCW 28C.18.120 and proviso that funds Health Workforce Council require Workforce Board to convene healthcare/behavioral health workforce stakeholders, provide data collection/analysis, and support policy development
- Council is a unique group that enables cross-silo connection and collaboration on complicated health workforce topics
 - Staff are subject matter experts that provide information/assistance to policymakers, partisan and nonpartisan staff, other government agencies, educational institutions, healthcare organizations, and national groups



2025 Health workforce budget request

- **Currently:** Workforce Board receives a \$240K annual appropriation to staff and support the work of the Health Workforce Council
 - Proviso began in 2019 and has continued unchanged
 - Between 2016-2025, a series of one-time provisos supported behavioral health workforce efforts; the last of these expires June 30, 2025
- Since 2019, increased costs for staffing, travel, and other activities have eroded the amount of funding available to support the health and behavioral health portfolios
- \$240K currently covers 0.85 FTE of staff time for the Council; \$1K for conference, travel, and meeting costs; and \$100K contract with UW CHWS to support the Health Workforce Sentinel Network



2025 Health workforce budget request

- Workforce Board submitted an agency budget request to the Governor and Legislature to maintain work on healthcare and behavioral health workforce
- **Requested: \$345K in FY26 and \$327K ongoing beginning in FY27**
 - This is in addition to the current \$240K proviso. The combined amount will support:
 - 2.5 FTE (1.65 new FTE) for healthcare and behavioral health workforce research and policy development
 - \$115K annually to support increased annual costs to operate Health Workforce Sentinel Network



2025 Health workforce budget request

- Council and Workforce Board have three key projects underway; volume and pace of work is greatly impacted by staffing:
 - Increase collection, ensure reasonable access, and resource ongoing analysis of health workforce data
 - General rural-specific health workforce strategies and support adoption of those strategies
 - Serve as co-lead for the Workforce and Rates Subcommittee of the Children and Youth Behavioral Health Work Group



2025 Health workforce budget request

- Staff are a key resource to many, always willing to help:
 - HB 1724 Implementation (Addressing barriers for behavioral health workforce) in partnership with DOH and Examining Board of Psychology
 - HB 2236 Implementation (High school healthcare career and technical education development) in partnership with OSPI
 - Governor's Interagency Council on Health Disparities
 - Gov. Inslee's Poverty Reduction Work Group/Washington Economic Justice Alliance
 - WSAC's Health Corps Planning Committee
 - Healthcare Industry Leadership Table
 - King County Behavioral Health Workforce Learning Collaborative
 - SW AHEC Advisory Board
 - UW AHEC Program Office Advisory Board
 - Allied Health Center of Excellence Advisory Board and Health Programs Deans and Directors Group
 - Washington Oral Health Workforce Tracking Program Advisory Committee
 - Office of the Student Loan Advocate/OFM Public Service Loan Forgiveness Planning Initiative
 - UW School of Social Work Behavioral Health Workforce Development Initiative Advisory Committee
 - Washington HOSA Advisory Committee
 - + More ad hoc support to others

Sentinel Network 2016 - 2024



Sentinel Network successes 2016 - 2024

Data collection rounds

16

Findings briefs

92

Presentations and webinars by Sentinel Network team

At least 60

Uses of Sentinel Network by educators, policymakers and planners

???

Sentinel Network successes

Trusted source for health workforce information

Explored important emerging trends

Quickly pivoted to inform response to COVID-19

Engaged employers from across healthcare landscape

Facilitated information sharing among key partners

Sentinel Network challenges

Maintaining high participation rates over many years

Engaging some specific healthcare sectors

Communicating relevance of qualitative information

Disseminating findings quickly and understandably

Limited resources

Sentinel Network 2025 and beyond

Sentinel Network data collection plans 2025 and beyond

One data collection period per year

Simplify the questionnaire

Continue to ask overarching questions
and to develop setting-specific modules



Strengthen partnerships and improve communication

Continued focus on “Network”

Findings distributed widely and quickly

Relevant stakeholders continue to be engaged



More targeted Sentinel methodology

Identify & recruit a core group of Sentinel responders

- Representative organizations
- Strong commitment



Other respondents will also be recruited

Communication will be key

Questions?

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