



Building a Transformed Healthcare Workforce: Moving from Planning to Implementation

National Governors Association Policy Academy

March 2014 – October 2015

Through the program, Minnesota received targeted technical assistance from NGA Center staff and national workforce experts.

Core Focus Area 1 Workforce Coordination, Policy & Governance: Develop a consensus plan and approach to better coordinate state-level health workforce policies and governance with public and private sector stakeholders so planning, policymaking and investment takes place in concert to advance the performance of the health system. (Figure 1)

Core Focus Area 2 – Workforce Data: Lay the groundwork for a comprehensive healthcare workforce data infrastructure that meets the research and information needs of all stakeholders, including: policymakers, legislative groups, researchers, educational institutions, and other partners, with a vision to make Minnesota a national leader in harnessing workforce data. (Figure 2)

Core Team:

- Dr. John Andrews, Board of Directors, Metro Minnesota Council on Graduate Medical Education
- Barbara Brandt, Associate Vice President for Education, University of Minnesota Academic Health Center
- Glenace Edwall, Director, Adult & Children's Mental Health, Minnesota Department of Human Services (retired)
- Teri Fristma, Senior Workforce Analyst, Minnesota Department of Health
- Ann Gibson, Vice President Federal Relations and Workforce, Minnesota Hospital Association
- Connie Ireland, Director, Governor's Workforce Development Council
- Nitika Moibi, Policy Academy Administrative Coordinator, Minnesota Department of Health
- Diane O'Connor, Deputy Commissioner, Minnesota Office of Higher Education
- Mary Rothchild, Senior System Director for Workforce Development, Minnesota State Colleges & Universities
- Mark Schoenbaum, Director, Office of Rural Health & Primary Care, Minnesota Department of Health



Minnesota Health Workforce Action Planning Meeting Summary Dec 3, 2014



Participants

<ul style="list-style-type: none"> • Governor Mark Dayton's Office 	<ul style="list-style-type: none"> • Care Providers of Minnesota 	<ul style="list-style-type: none"> • Governors Workforce Development Council
<ul style="list-style-type: none"> • House of Representatives 	<ul style="list-style-type: none"> • Faireview Health Services 	<ul style="list-style-type: none"> • HealthForce Minnesota
<ul style="list-style-type: none"> • MN Board of Nursing 	<ul style="list-style-type: none"> • HealthPartners 	<ul style="list-style-type: none"> • Itasca Project
<ul style="list-style-type: none"> • MN Board of Pharmacy 	<ul style="list-style-type: none"> • LeadingAge Minnesota 	<ul style="list-style-type: none"> • Minnesota State Colleges and Universities
<ul style="list-style-type: none"> • MN Board of Social Work 	<ul style="list-style-type: none"> • MN Dental Association 	<ul style="list-style-type: none"> • St. Catherine University
<ul style="list-style-type: none"> • MN Department of Employment and Economic Development 	<ul style="list-style-type: none"> • MN Medical Association 	<ul style="list-style-type: none"> • UMN/National Center for Interprofessional Practice & Education
<ul style="list-style-type: none"> • MN Department of Health 	<ul style="list-style-type: none"> • MN Hospital Association 	<ul style="list-style-type: none"> • UMN Academic Health Center Office of Education
<ul style="list-style-type: none"> • MN Department of Labor & Industry 	<ul style="list-style-type: none"> • MMCGME 	<ul style="list-style-type: none"> • University of St. Thomas School of Social Work
<ul style="list-style-type: none"> • MN Office of Higher Education 	<ul style="list-style-type: none"> • National Governors Association 	
<ul style="list-style-type: none"> • MN Psychological Association 		
<ul style="list-style-type: none"> • State Senate 		



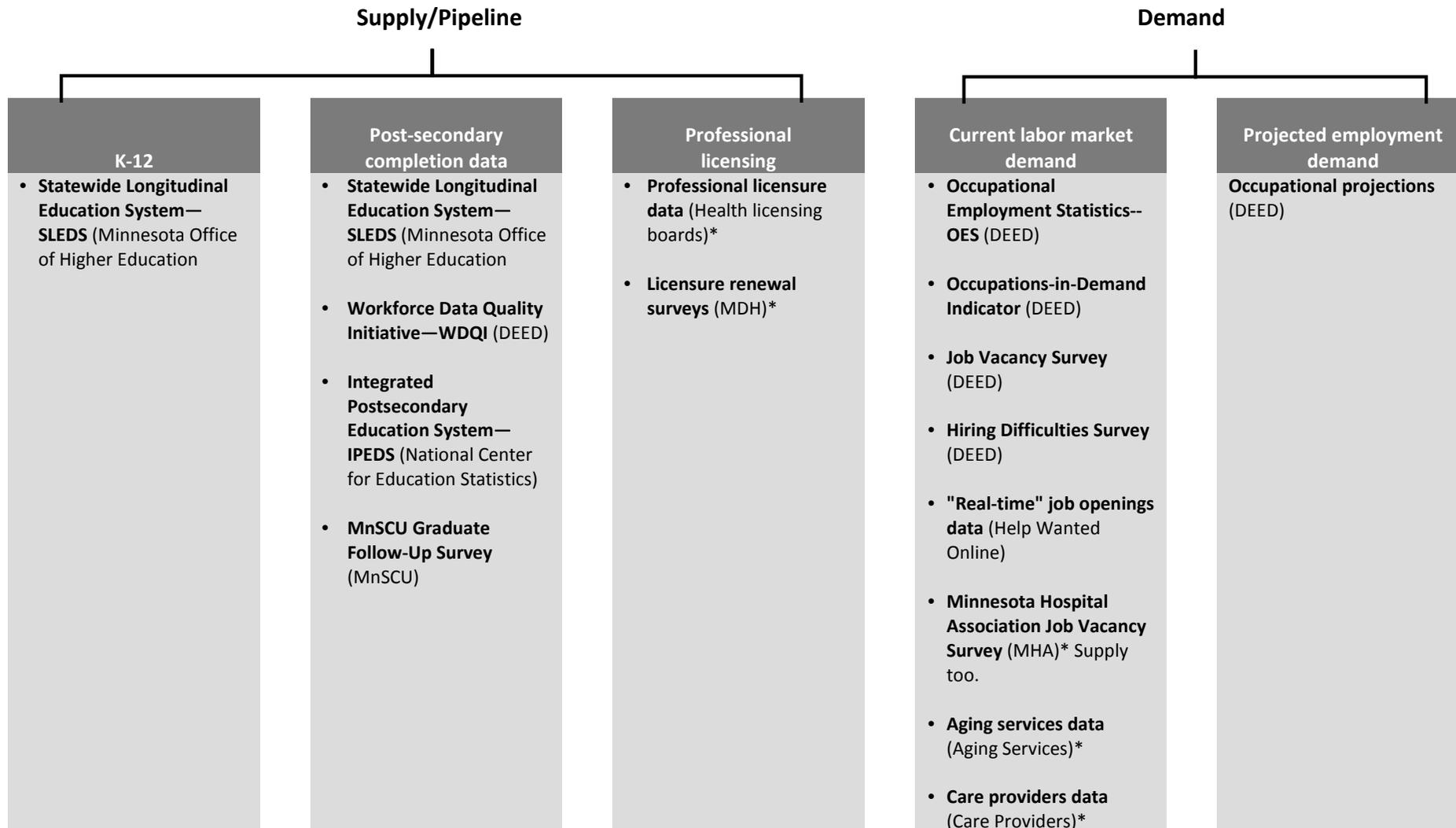
Figure 1



Healthcare Workforce Governance Entity

Responsibilities	Structure	Outputs	Funding
<ul style="list-style-type: none">•Coordinate Analysis of Workforce Data•Monitor Future Workforce Trends•Link Workforce to Population Health Outcomes•Convene Public/Private Stakeholders•Create Policy Recommendations•Develop Shared Policy/Legislative Agenda•Evaluate Current Initiatives and Efforts•Monitor Other States' Efforts	<ul style="list-style-type: none">•Independent Entity•Requires Admin Support•Housed in Dept. of Health•Representative Stakeholders•Housed in State Government•Governor appointed council or commission•Governor appointed council or commission	<ul style="list-style-type: none">•Annual Health Workforce Needs Report, with Prospective Analysis and Trends•Annual Population Health Care Needs Report•Annual Conference/Summit•Provide Accountability, Coordination of Higher Education•Provide Training and Technical Assistance•Develop Benchmarks and Common Methods•Annual Report on Health Care Workforce Investment•Host Local/Regional Forums•Advise governor/providers on changes needed to training and licensure (quarterly, annually)•Communications Structure	<ul style="list-style-type: none">•Blended•Public Existing•Private: Grants•Private: Fee for Service•Public: New•Fees Paid by Health Providers•Volunteer•Employed Director + Admin Support

Figure 2: Workforce Data Sources



*Specific to the healthcare industry.