



NC Center on the Workforce for Health

North Carolina Center on the Workforce for Health

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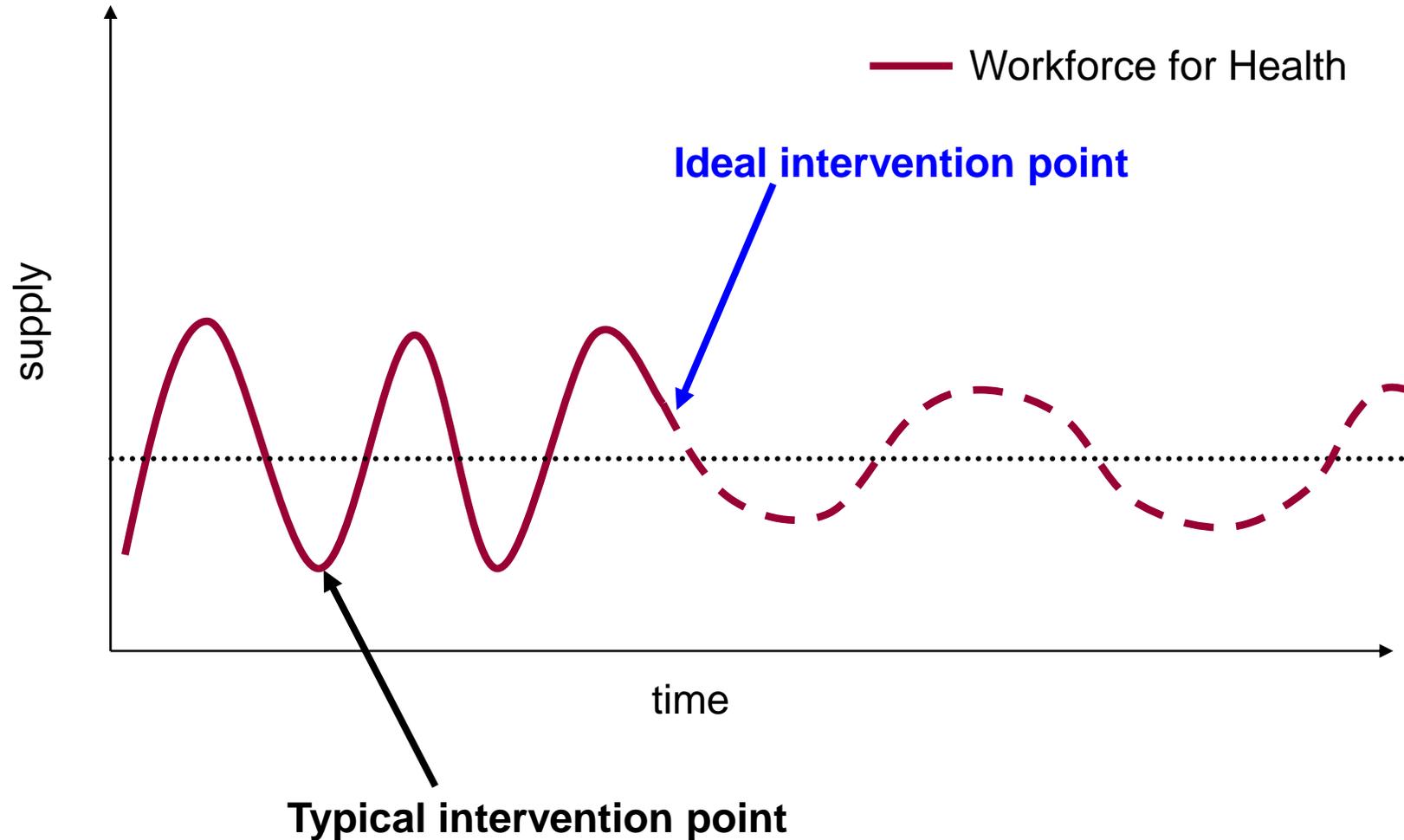
Purpose: Provide a forum

- for the persistent, transparent, and collaborative work that will be necessary to create an intentional statewide system of workforce development that meets the needs of the health care system while prioritizing whole-person health, including the social drivers of health
- for health employers, workers, educators, regulators, policymakers, and others throughout North Carolina to convene, discuss challenges and opportunities, identify potential solutions, investments and metrics for success, and monitor progress toward addressing these challenges
- to share best practices, successes and lessons learned to help identify and spread any immediate and emerging solutions that exist - bidirectional communication between statewide and local is essential.

NC Center on the Workforce for Health

- Opportunity to develop, train and sustain a **workforce for health**
- We intentionally use "workforce for health" instead of "health workforce" to emphasize how the workforce supports multiple dimensions of health:
 - Health of patients and populations
 - Health of communities
 - Health of our care delivery infrastructure
 - Health of providers themselves

Better align health workforce needs with supply across sectors, professions and geographies



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Milestones of Start-Up Phase

- Moving from in-kind (AHEC, NCIOM, Sheps) to dedicated staffing
- Broad stakeholder identification
- Identify macro-forces effecting workforce
- Understanding the NC landscape
- Problem-solving models from other states and other sectors
- Working group(s) development

Outputs:

- Prioritization of issues for coordinated, strategic action
- Best practice sharing

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At maturity:

- Forum for
 - Raising the Important Actionable Questions about the Workforce for Health
 - Learning from Each Other and Rapidly Spreading Innovative Approaches
 - Coordinated “Solutionizing”: Key investments, action plans, programs and policy changes
- Bi-directional information flow – statewide infrastructure and local deployment/support
- Direct inputs to policymakers – education and solution development
- Accountability: Measuring our Collective Impact on the Workforce for Health
- Consistent Data Collection, Analysis, Insights and Communication – to inform prioritization and monitor outcomes

Pillars of the NC Center on the Workforce for Health

ACCESS	SYNTHESIS	ACTION
<p>The NC Center on the Workforce for Health provides access to the data, information, reports and tools that leaders need to make data-driven decisions to achieve their organizations' workforce goals.</p>	<p>The NC Center on the Workforce for Health provides opportunities to dig into what the data mean, filter out the most meaningful information, and generate insights and ideas to help organizations and our state take effective action to support our workforce goals.</p>	<p>The NC Center on the Workforce for Health brings people together to inform large-scale policy and system change solutions that need collaborative action. The Center provides support to NC leaders working together to achieve solutions that serve the larger health ecosystem.</p>

COMMUNICATION, COLLABORATION, AND TEAMWORK

The NC Center on the Workforce for Health provides a platform for communication and offers opportunities for collaboration and teamwork. The Center provides an avenue for facilitating valuable and sometimes challenging conversations and for connecting potential partners to develop collaborative approaches to problem-solving and opportunity building. Communication, collaboration, and teamwork are the foundation of the pillars of access, synthesis, and action.

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Recent meeting:

- Legislative Panel
- Priority Setting
- Learning from each other, information sharing (e.g., myfutureNC webinar)

TOP WORKFORCE AREAS OF NEED IDENTIFIED INCLUDE NURSING, DIRECT CARE, & BEHAVIORAL HEALTH

Category	Analysis	Source	Top Workforce Areas of Need			
			Nursing	Direct Care Workers	Behavioral Health	Other
A. Overall Need: Supply and Demand	1. By NC Supply/Demand Need, 2023-35	HRSA	✓	N/A	✓	✓ Primary Care Physicians
	2. By NC Job Opening Projections, 2018-28	NC Commerce LEAD	✓	✓		✓ Med. Assistant
	3. By Longest Vacancies per Employers, 7/2022	UNC Sheps	✓	✓		✓ Med. Assistant
	4. By Coverage Rate per 10k Decline, 2001-21	UNC Sheps, PHI (2016-21)	✓	✓	✓	
	5. By Pct. Profession Age 65+, 2021	UNC Sheps, PHI			✓	
B. By Geographic Distribution	1. By Counties without Health Workforce, 2021	UNC Sheps		N/A	✓	✓ Women's Health
C. By Demographics	1. By Alignment with Population Demographics, 2018	UNC Sheps	✓	✓ Beyond Black	✓	✓ Many

While significant needs exist across many workforces, the preliminary analysis based on available data suggests highest repeated needs shown in:
Nursing, Direct Care, Behavioral Health

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Next steps:

- Funding
- Move to implementation
 - Identified Priorities
 - Talent Pipeline Management with NC Chamber Foundation
- Governance

QUESTIONS

