



**CENTER FOR INDUSTRY INITIATIVES
HEALTHCARE INDUSTRY INITIATIVE
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COORDINATOR

Name: Mary O'Connor, GWIB Health Care Program Manager
Email: moconnor@gwib.state.md.us
Phone: 410.767.8604

COMMITTEE

Lynn Selby, Executive Director, GWIB
Jonathan Kromm, Deputy Director, Governor's Office of Health Care Reform
Ben Steffen, Executive Director, Maryland Health Care Commission

BACKGROUND

The Committee was formed in order to achieve Goal 1 of the HRSA-funded *Preparing Maryland's Workforce for Health Reform: Health Care 2020* Report: Develop and implement a statewide program for data collection, analysis, and reporting to inform comprehensive and coordinated primary care workforce planning and development.

COMMITTEE ACTIVITIES AND UPDATES

- Launched Maryland's Health Workforce Study the goals of which are to (1) Assess broadly the quality and utility of data available to study the Maryland health care workforce; (2) Identify types of data needed to assess current and future adequacy of supply of health care services and providers; (3) Assess data availability, current gaps and possible solutions ~ identify viable alternatives to currently available data where feasible; (4) Report on health care workforce characteristics and current and past distribution ~ inform workforce transition to health reform, identify disparities in access to care; and provide information to support stakeholder collaboration; and (5) Make recommendations to Professional Licensure Boards to enhance collection of needed data ~ support execution of changes to Licensure Board applications.
- Partners and Collaborators:
 - Governor's Workforce Investment Board (Funding Support)
 - Governor's Office of Health Care Reform
 - Maryland Health Care Commission
 - Maryland Professional Licensure Boards

- Robert Woods Johnson Foundation (Funding Support)
 - IHS Global, Inc.
- Providers to be Studied:
 - Initial emphasis on Primary Care, Oral Health and Mental Health
 - Boards that will be submitting licensure data
 - Counselors
 - Dentists
 - Nurses
 - Pharmacists
 - Physicians
 - Psychologists
 - Social Workers
- Benefits to Maryland
 - Allows Maryland to be responsive to the changing health care delivery system and expanded insurance coverage due to ACA
 - Establishes a workforce data system that will allow Maryland policymakers to assess current and future workforce against changing needs of population
 - Understanding the needs of the population and the supply of health professionals to respond allows for better planning
 - As an early innovator:
 - Moves workforce planning beyond single health occupations
 - Begins to align workforce planning with delivery system reforms
 - Aligns Maryland's efforts with evolving HRSA initiatives to model workforce needs
- Initial Findings on Early Stages of Effort
 - Review of Maryland License Applications shows that Maryland Professional Boards are often already collecting critical information needed for workforce analysis
 - Most Boards are collecting data cited by the Health Resources and Services Administration's Workforce Minimum Data Set (MDS) Initiative
 - Maryland Boards collect more complete data (relative to federal MDS standards) than Many states
 - Considerable variation among Boards due to staff resources and prior involvement in workforce planning efforts

The Committee is near completion of the study and the report is approximately a week from release.