
**Oregon Health Authority
HB 2235 Workgroup**

August 7, 2024

Meeting #13



Agenda

START	TIME	END	TOPIC
1:00	5	1:05	Welcome
1:05	5	1:10	Roll Call & Minutes Approval
1:10	10	1:20	Public Comment Period
1:20	5	1:25	Matters from previous meeting
1:25	30	1:55	Diversifying The Workforce Presentation by Dr. Bianca Frogner (University of Washington)
1:55	10	2:05	Break
2:05	20	2:25	Questions and Discussion with Dr. Bianca Frogner
2:25	15	2:45	Charter Updates
2:45	5	2:50	Wrap up/Next Steps

Community Engagement Agreements

- We acknowledge that we bring our Lived experiences into our conversations
- We strive to engage non-judgmentally, with respect, humility and inclusivity
- We try to stay open minded
- We work to make conversations accessible, and Trauma informed

We honor everyone's lived experiences and expertise

- We expect it to get messy at times. When it does we will acknowledge ruptures and focus on repair.
- We show up with humility and a place of vulnerability

Roll Call & Minutes Approval



Cape Mears Lighthouse

Public Comment

- Period is 10 minutes total
- Please keep comment to 2 minutes or less.



Deschutes River

Matters arising from the minutes/previous meeting

- This is a space for members to share thoughts or reactions from previous meetings, constructive criticism, requests for clarification(s) or data, and/or appreciations.
- This is also a time for proposals to be shared
 - OHA will follow up with those who provide proposals for scheduling.

Approaches to Supporting a Diverse Behavioral Health Workforce

Oregon HB2235 Workgroup
August 7, 2024

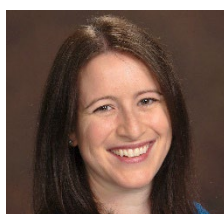
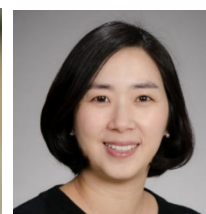
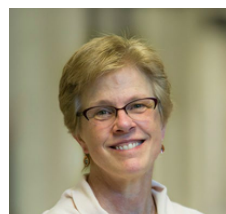
Bianca K. Frogner, PhD
Professor, Department of Family Medicine
Director, Center for Health Workforce Studies
University of Washington

Funding and Other Disclosures

Some of the studies presented today were supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) as part of an award totaling \$705,832 with zero percentage financed with non-governmental sources. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement, by HRSA, HHS or the U.S. Government. For more information, please visit www.hrsa.gov.

I am a member of the Washington state Health Care Cost Transparency Board.

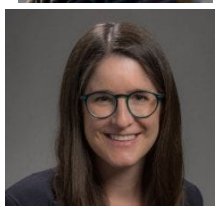
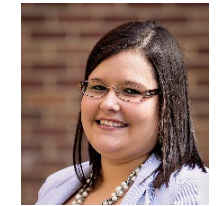
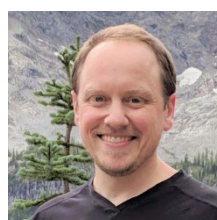
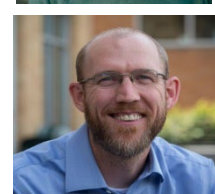
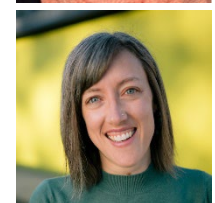
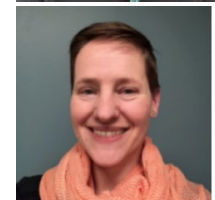
I have no relevant financial relationships with a commercial interest to disclose.



UW Center for Health Workforce Studies

- Celebrating over 25 years of research excellence
- Conducts health workforce research to inform health workforce planners and policy makers
- With the support of federal grants, state contracts, and other funders, we examine:
 - 1) Career pathway development
 - 2) Policies & programs to support a diverse workforce
 - 3) Effective recruitment & retention efforts

Visit our website at: <https://familymedicine.uw.edu/chws/>



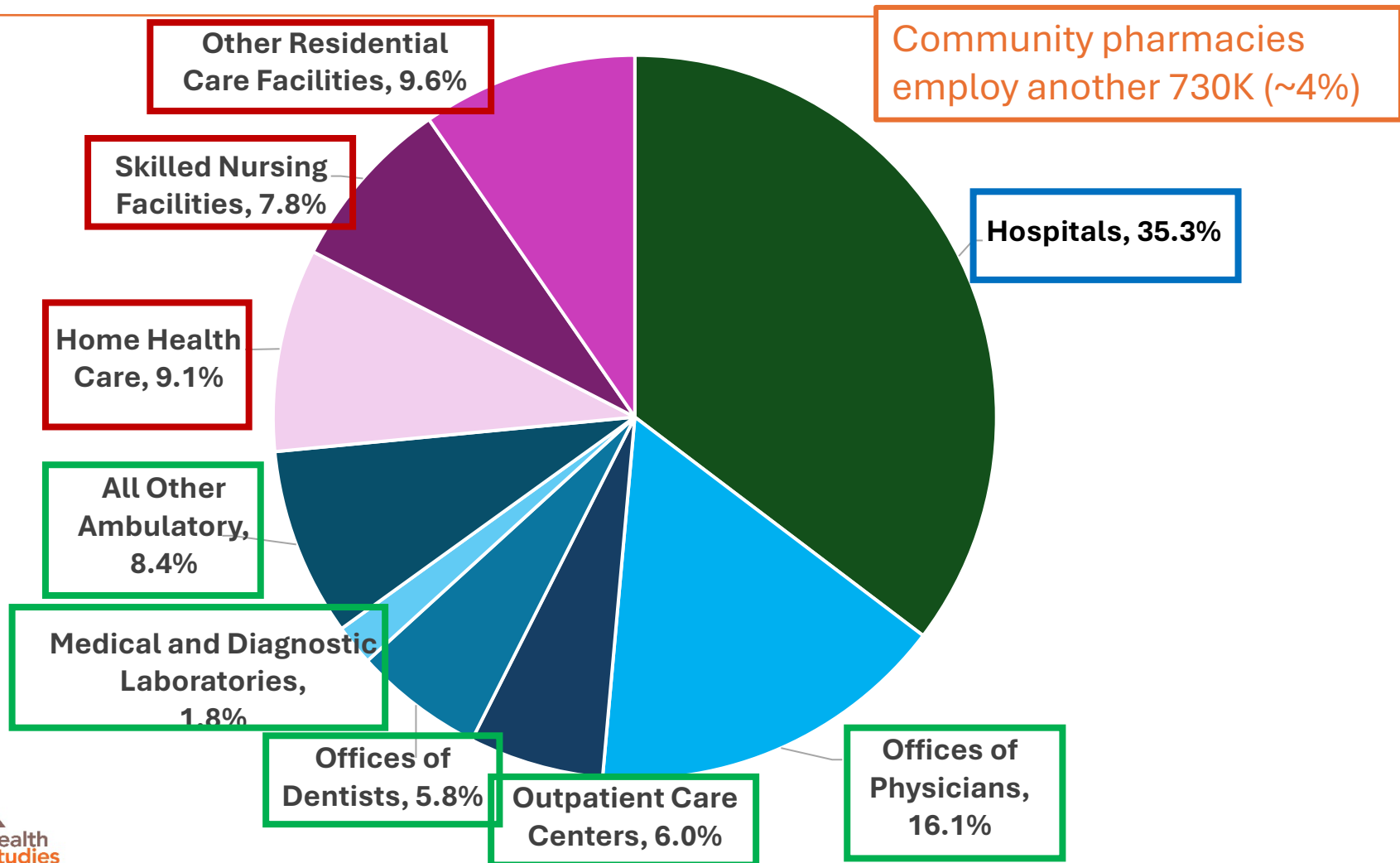
For more on our work and work of other Health Workforce Research Centers:

- [Health Workforce Technical Assistance Center](#)
- [Consortium for Workforce Research in Public Health at University of Minnesota](#)
- [UCSF Health Workforce Research Center on Long-Term Care](#)
- [GW Fitzhugh Mullan Institute for Health Workforce Equity](#)
- [Carolina Health Workforce Research Center](#)
- [Behavioral Health Workforce Research Center at University of North Carolina](#)
- [Oral Health Workforce Research Center at University at Albany, SUNY](#)

Funded under the [National Center for Health Workforce Analysis](#) in the [Bureau of Health Workforce](#) at the [Health Resources and Services Administration](#) of the U.S. Department of Health and Human Services

~17.7M work in health care industry as of 2023

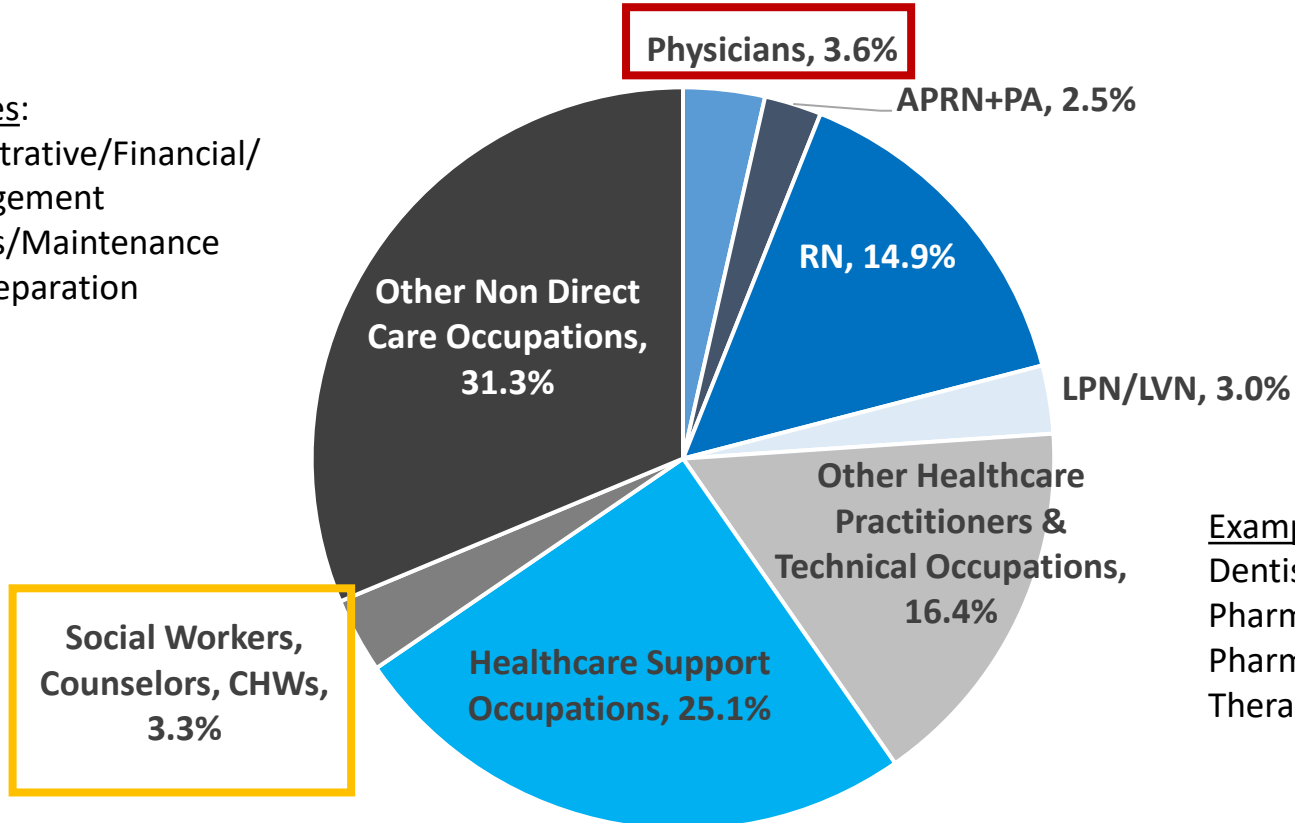
Behavioral health across many settings



Many occupations within ~17.7M Behavioral health roles span multiple occupations

Examples:

Administrative/Financial/
Management
Grounds/Maintenance
Food Preparation



Examples:

Dentists
Pharmacists
Pharmacy technicians
Therapists

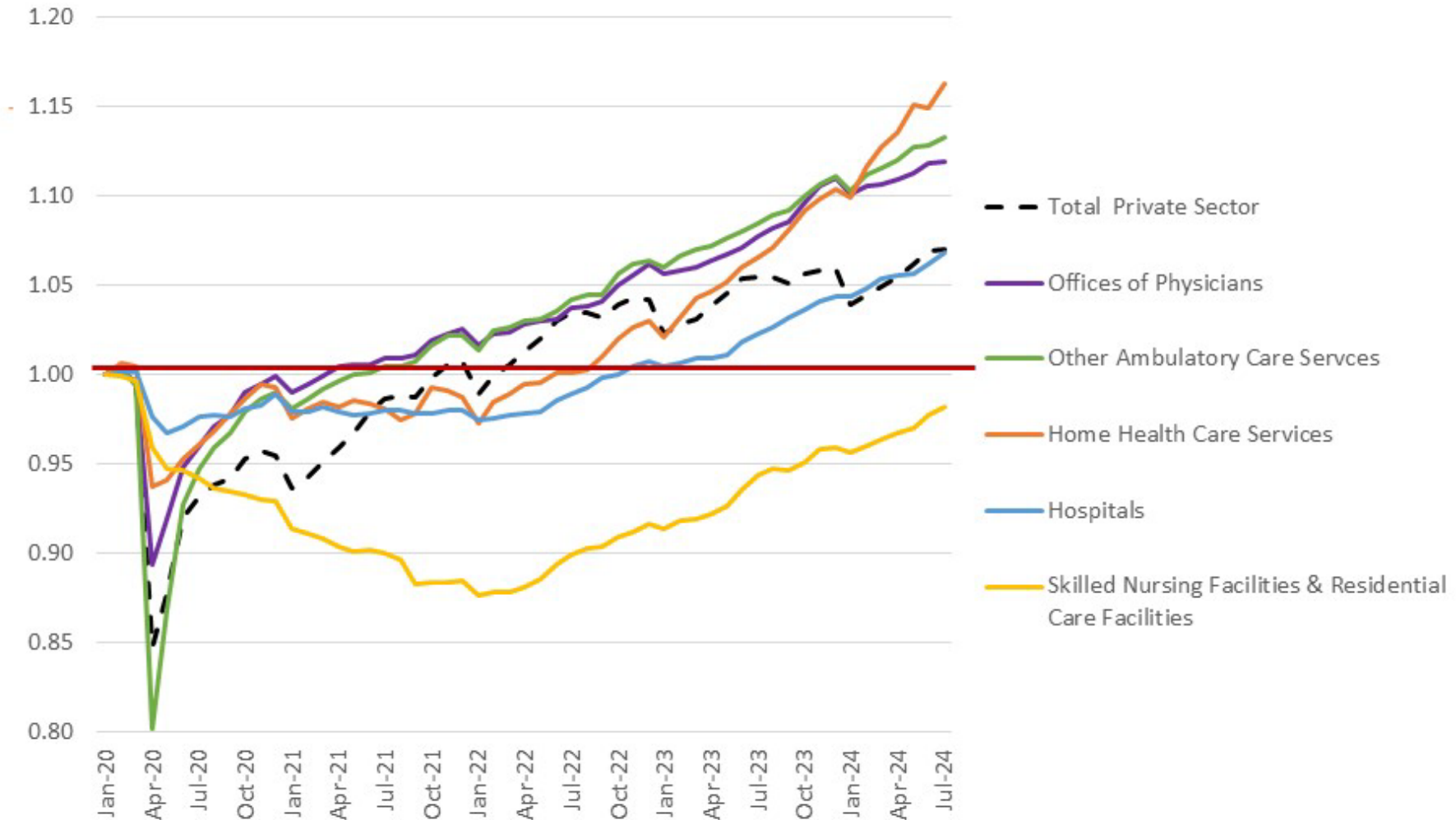
Examples:

Nursing Assistants
Home Health Aides
Home/Personal Care Aides

Medical Assistants
Pharmacy Aides
Dental Assistants
OT/PT Assistants

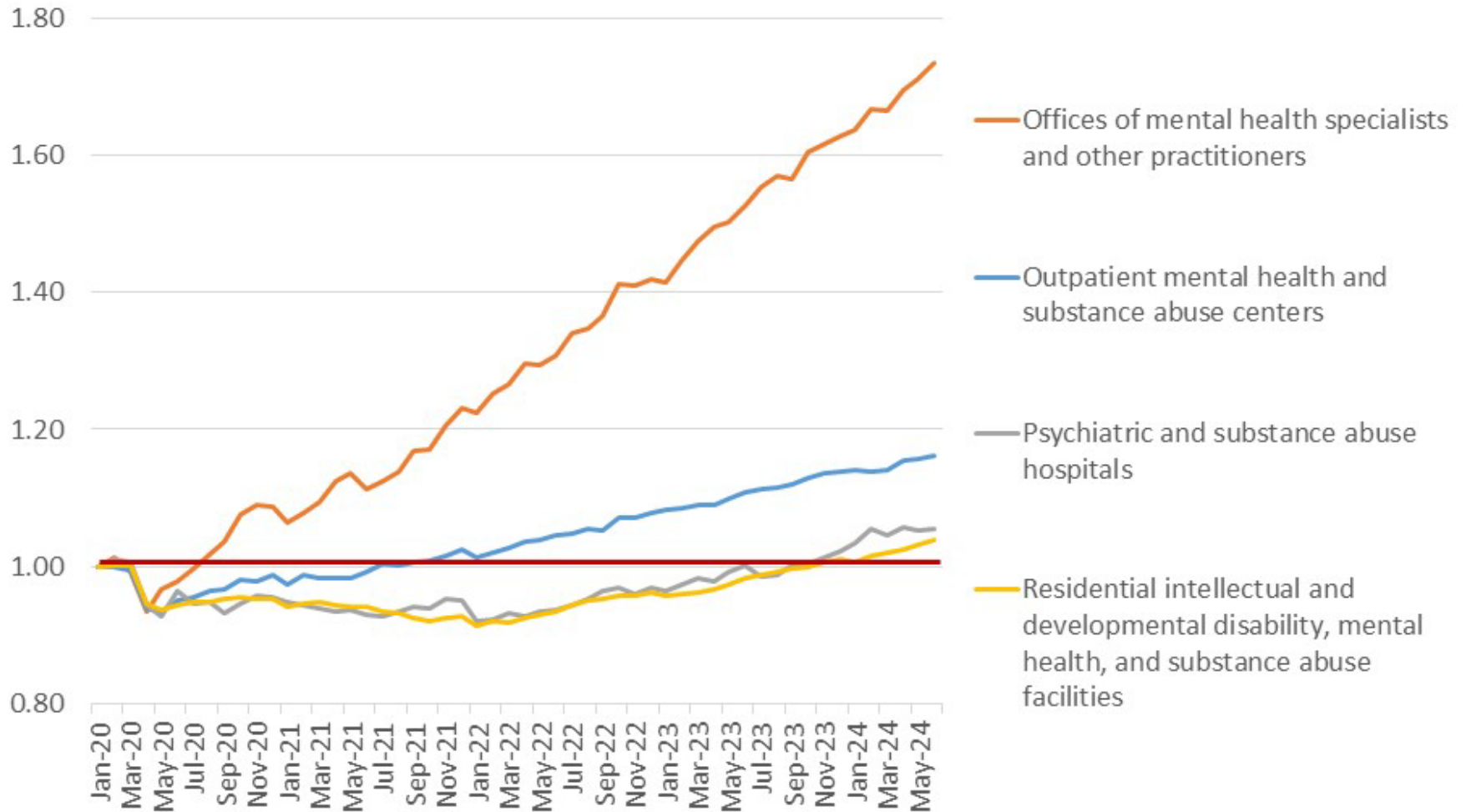
COVID Took a Toll on the Health Workforce

Relative Number of Employees by Healthcare Sector,
Jan 2020 to Jul 2024 (Red line represents Jan 2020=1.00)



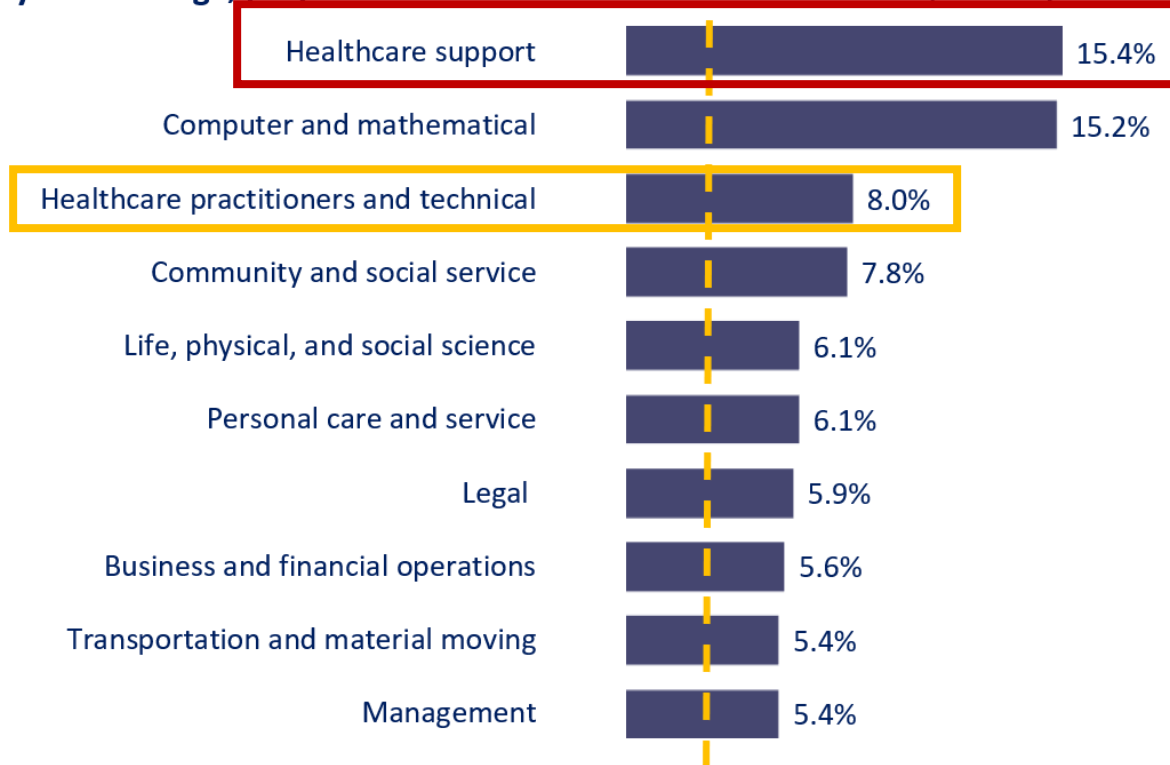
Closer Look at Behavioral Health Services

Relative Number of Employees by Healthcare Sector,
Jan 2020 to Jun 2024 (Red line represents Jan 2020=1.00)



Top 10 Occupational Groups Projected to Grow the Fastest

Percent employment change, projected 2022–32 ← Total, all occupations = 2.8%





Washington Healthcare Facilities Respond to COVID -19

[Click here to see innovative solutions and ongoing needs.](#)

FINDINGS DASHBOARDS

View employer needs over time

[READ MORE](#)

SHARE YOUR HEALTH WORKFORCE CHALLENGES

As a Sentinel, you will make your workforce needs known to decisionmakers and inform policy decisions in our state.

[JOIN NOW](#)

FINDINGS BRIEFS

View summarized findings for selected facility types

[READ MORE](#)

[What is the Health Workforce Sentinel Network?](#)

[How is the Health Workforce Sentinel Network used?](#)

The Sentinel Network is an initiative of Washington's Health Workforce Council, conducted collaboratively by Washington's Workforce Board and the University of Washington's Center for Health Workforce Studies. Funding to initiate the Sentinel Network came from the Healthier Washington initiative, with ongoing support from Governor Inslee's office and the Washington State Legislature.

WA Behavioral/Mental Health, Substance Use Disorder (SUD) Clinics and Related Facilities

Top occupations cited as having exceptionally long vacancies by date of reporting							
Rank	Spring 2021	Fall 2021	Spring 2022	Fall 2022	Spring 2023	Fall 2023	Spring 2024
1	Mental health counselor	Mental health counselor	Mental health counselor	Mental health counselor	Mental health counselor	Mental health counselor	Mental health counselor
2	Substance use disorder professional	Substance use disorder professional	Substance use disorder professional	SUDP	Substance use disorder professional	Substance use disorder professional	Substance use disorder professional
				Registered nurse			
				Peer counselor			
3	Psychiatrist	Social worker (Mental health/SUDP)	Social worker (Mental health/SUDP)	Social worker (Mental health/SUDP)	Registered nurse	Social worker (Mental health/SUDP)	Counselor – Bachelor's prepared
	Social worker						
4	Peer counselor	Peer counselor	Marriage & family therapist	Marriage & family therapist	Marriage & family therapist	Marriage & family therapist	Marriage & family therapist
			Office personnel				

← Most cited

WA Community Health Centers

Top occupations with exceptionally long vacancies*										
Rank	Spring 2019	Fall 2019	*	Fall 2020	Spring 2021	Fall 2021	Spring 2022	*	*	Fall 2023
1	Medical assistant	Physician/ Surgeon		Registered nurse	Medical assistant	Registered nurse	Registered nurse			Registered nurse
						Medical assistant	Medical assistant			
2	Physician/ Surgeon	Dental assistant		Mental health counselor	Registered nurse	Physician/ Surgeon	Physician/ Surgeon			Physician/ Surgeon
	Dental assistant	Medical assistant			Physician/ Surgeon	Mental health counselor				
	Registered nurse	Nurse practitioner			Physician/ Surgeon	Mental health counselor				
3	Mental health counselor	Mental health counselor		Physician/ Surgeon		Dental assistant	Dental assistant			Medical assistant
		Physician Assistant				Dental hygienist	Office staff / front desk / scheduler			
						Nurse practitioner				
4	Substance use disorder professional	Dentist		Multiple occupations cited at same frequency	Multiple occupations cited at same frequency	Substance use disorder professional	Dental hygienist			Dental assistant
	Nurse practitioner					Mental health counselor				
	Dental hygienist					Nurse practitioner				
5	Multiple occupations cited at same frequency	Multiple occupations cited at same frequency				Multiple occupations cited at same frequency	Psychologist, clinical and counseling			Dentist

↑ Most cited

Source: https://wa.sentinelnetwork.org/wp-content/uploads/sites/2/2024/01/WASentNet_CommunityHlthCenter_Brief_2023Fall.pdf

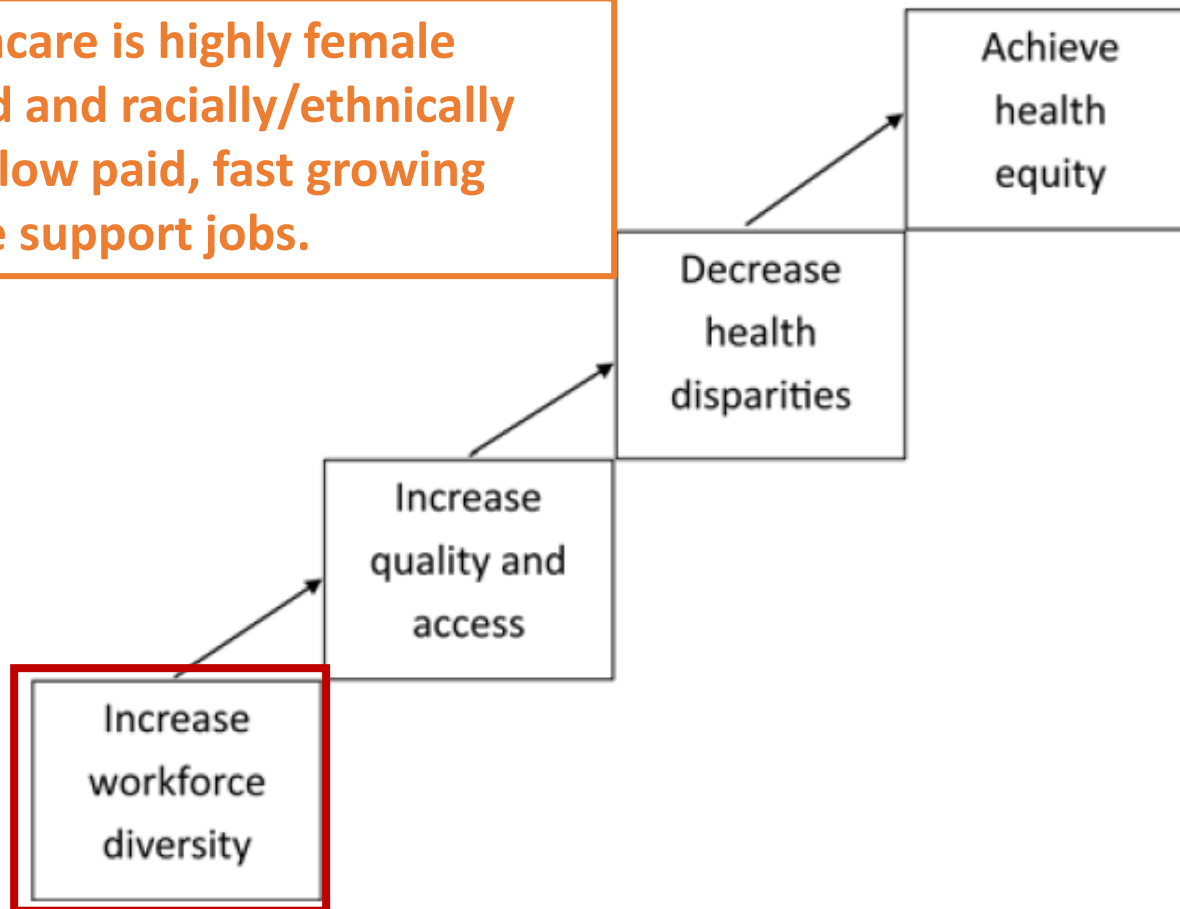
WA K-12 Schools

Top occupations with exceptionally long vacancies*				
Rank	Spring 2019	Spring 2022	Fall 2023	Spring 2024
1	Registered nurse	Registered nurse	Registered nurse	Registered nurse
2	Licensed practical nurse	Licensed practical nurse	School psychologist	Mental health counselor
	School psychologist			Licensed practical nurse
3	Dental hygienist	Occupational therapist	Mental health counselor	School psychologist
	Nurse practitioner			Speech language therapist
	Speech language therapist	School psychologist		Speech language therapist
4	No additional occupations reported	Multiple occupations cited at the same frequency	Speech language therapist	Multiple occupations cited at the same frequency

← Most cited

Workforce diversity is important for health equity, and many say healthcare is not diverse enough...

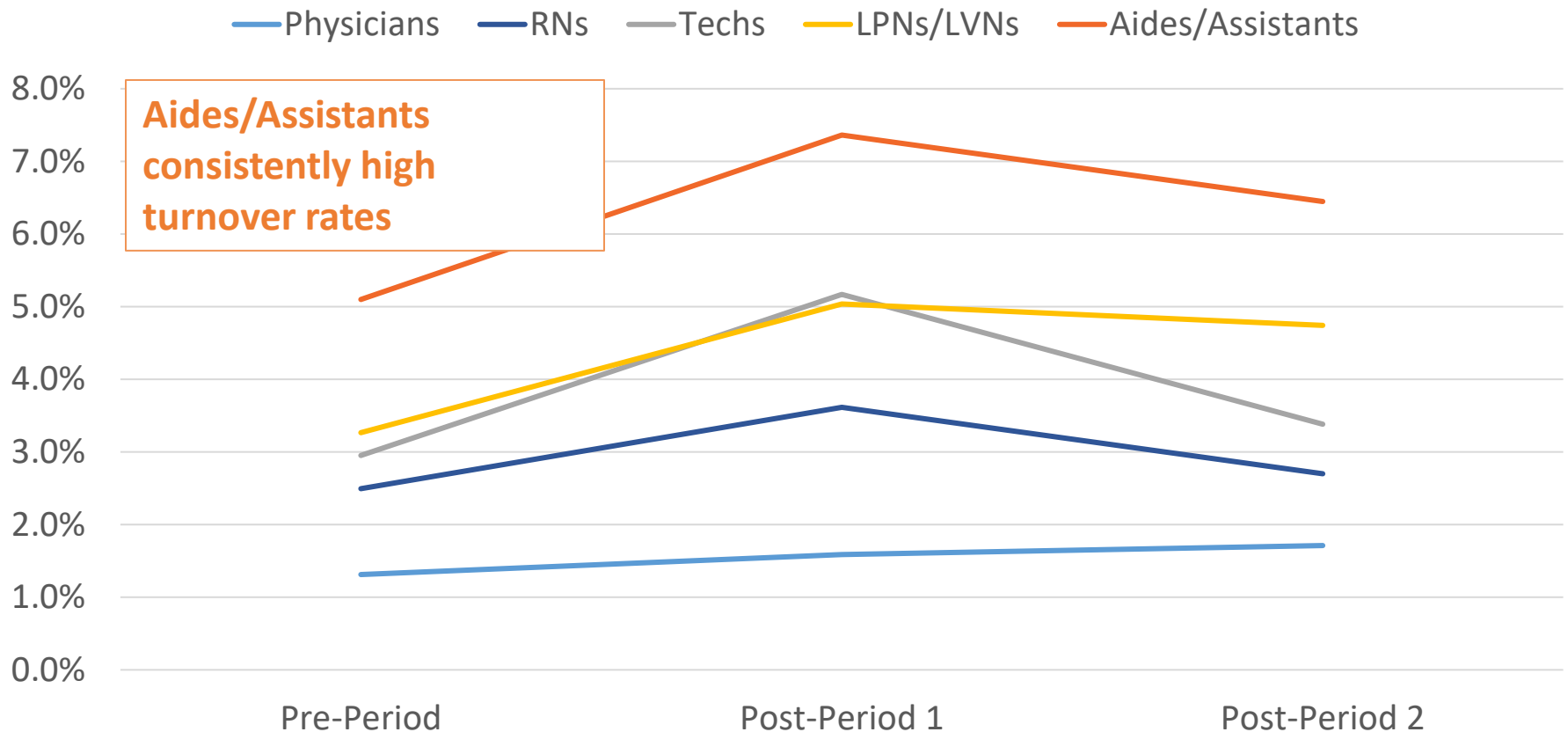
YET healthcare is highly female dominated and racially/ethnically diverse in low paid, fast growing healthcare support jobs.



Original Investigation

Tracking Turnover Among Health Care Workers During the COVID-19 Pandemic A Cross-sectional Study

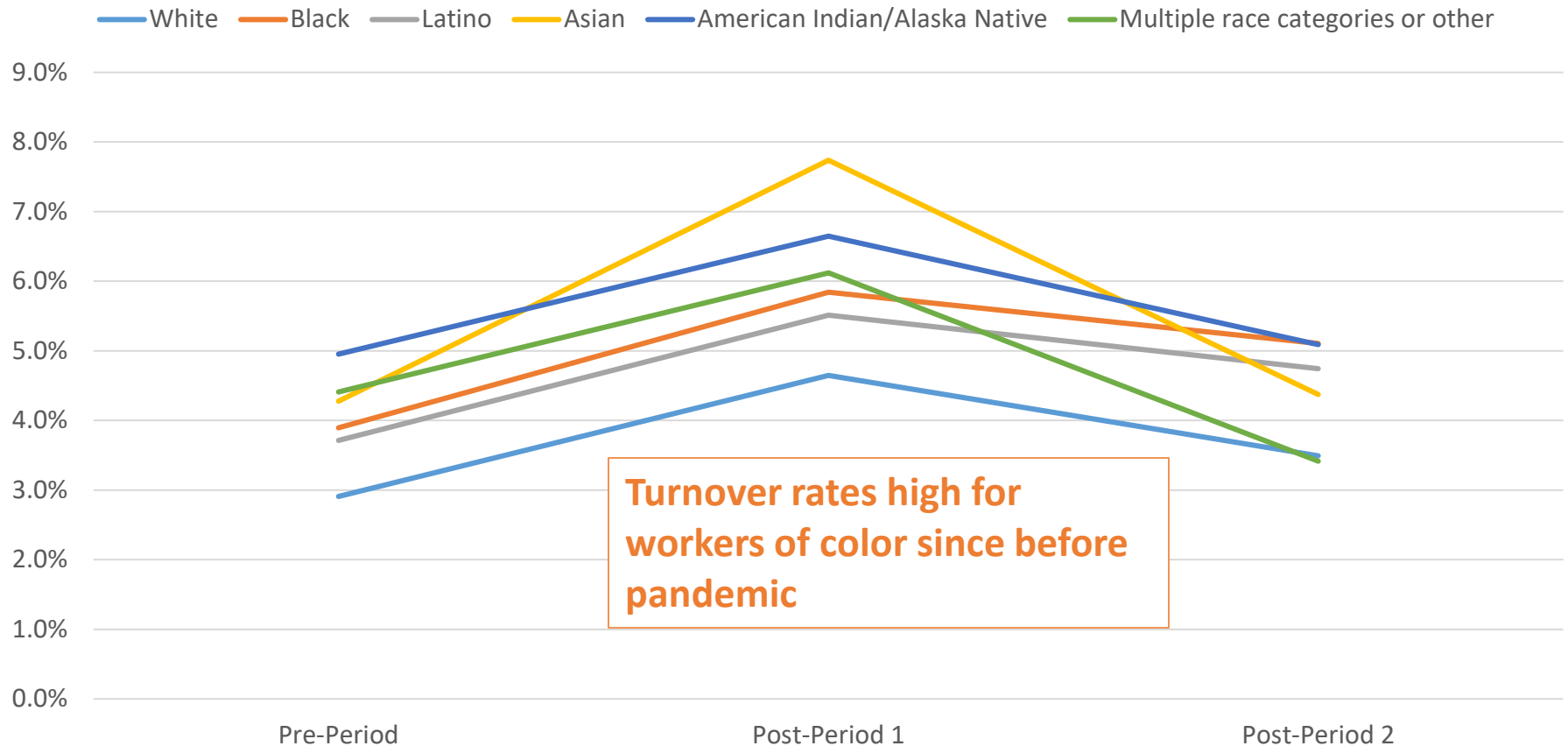
Bianca K. Frogner, PhD; Janette S. Dill, PhD, MPH, MA



Original Investigation

Tracking Turnover Among Health Care Workers During the COVID-19 Pandemic A Cross-sectional Study

Bianca K. Frogner, PhD; Janette S. Dill, PhD, MPH, MA



By Janette Dill and Mignon Duffy

Structural Racism And Black Women's Employment In The US Health Care Sector

DOI: 10.1377/hlthaff.2021.01400
HEALTH AFFAIRS 41,
NO. 2 (2022): 265-272
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EXHIBIT 1

Health care industry and occupational distribution in the US, by gender, race, and ethnicity, 2019

Categories	Women (%)					Men (%)				
	Black	White	Hispanic	Asian	Other	Black	White	Hispanic	Asian	Other
Full labor force	6.9	28.3	8.1	3.1	1.1	6.1	31.8	10.1	3.3	1.2
Health care	13.7 ^a	46.2	10.6	5.1	1.7	3.4	13.1	3.1	2.5	0.5
SETTINGS										
Hospital	12.1	47.2	8.6	6.1	1.5	3.8	13.8	3.4	3.0	0.6
Ambulatory care	9.6	48.6	11.8	4.7	1.7	3.4	15.1	3.1	2.7	0.6
Long-term care	23.0 ^b	40.8	12.1	4.7	1.7	3.4	15.1	3.1	2.7	0.6
OCCUPATIONS										
Physicians	3.2	22.9	2.6	7.7 ^a	1.7	1.5	7.6	1.4	1.9	0.3
APs	4.2	46.0	3.9	3.1	1.6	2.6	14.1	2.9	2.6	0.5
RNs	10.2	61.3 ^a	6.6	6.3 ^a	1.3	2.6	9.6	2.8	3.4	0.6
Therapists	8.1	56.1	8.5	4.7	1.9	3.4	4.8	2.4	1.3	0.4
Techs	9.4	54.6	9.4	4.7	1.9	3.4	4.8	2.4	1.3	0.4
LPNs/aides	24.9 ^b	39.8	16.5 ^a	4.7	1.9	3.4	4.8	2.4	1.3	0.4
Community/ behavioral ^c	11.8	48.3	8.9	3.0	1.9	4.4	16.4	3.2	1.6	0.5

Black women are overrepresented in support occupations, mostly in long-term care settings.

By Indira Ghandi Islas, Erin Brantley, Maria Portela Martinez, Edward Salsberg, Finn Dobkin, and Bianca K. Frogner

DOI: 10.1377/hlthaff.2022.01348
HEALTH AFFAIRS 42,
NO. 7 (2023): 997-1001
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The People-to-People Health
Foundation, Inc.

DATAWATCH

Documenting Latino Representation In The US Health Workforce

EXHIBIT 2

Representation of Latino subpopulation groups in the US health professions workforce, 2016-20

	Mexican Americans		Puerto Ricans		Cuban Americans		Other Latinos	
	%	DI	%	DI	%	DI	%	DI
Health diagnosing and treating professions								
Physicians	1.77	0.17	1.13	0.70	0.95	1.25	2.98	0.62
Dentists	2.16	0.20	0.68	0.42	1.07	1.41	2.82	0.59
Pharmacists	1.56	0.15	0.61	0.38	0.61	0.80	1.22	0.26
Therapists (PT, OT, speech-language)	2.65	0.25	0.76	0.47	0.48	0.63	2.05	0.43
Advanced practice registered nurses	2.36	0.22	0.72	0.45	0.58	0.76	1.43	0.30
Physician assistants	3.89	0.36	1.20	0.75	0.56	0.74	2.55	0.53
Registered nurses	3.85	0.3						
Respiratory therapists	6.78	0.6						
Health care support and personal care and services professions								
Medical assistants	17.85	1.6						
Dental assistants	16.58	1.5						
Licensed practical nurses	7.94	0.7						
Phlebotomists	10.92	1.02	2.34	1.45	1.41	1.86	4.17	0.87
Nursing assistants	7.08	0.66	1.86	1.16	0.71	0.93	3.92	0.82
Home health aides	13.61	1.27	1.68	1.04	0.53	0.70	5.03	1.05
Personal care aides	8.91	0.83	2.74	1.70	0.94	1.24	9.97	2.09

Latino representation in mixed when considering subpopulations, with Mexican Americans dominant in support roles.

Very Basic Workforce Shortage Framework

Pool of qualified, willing,
and able workers

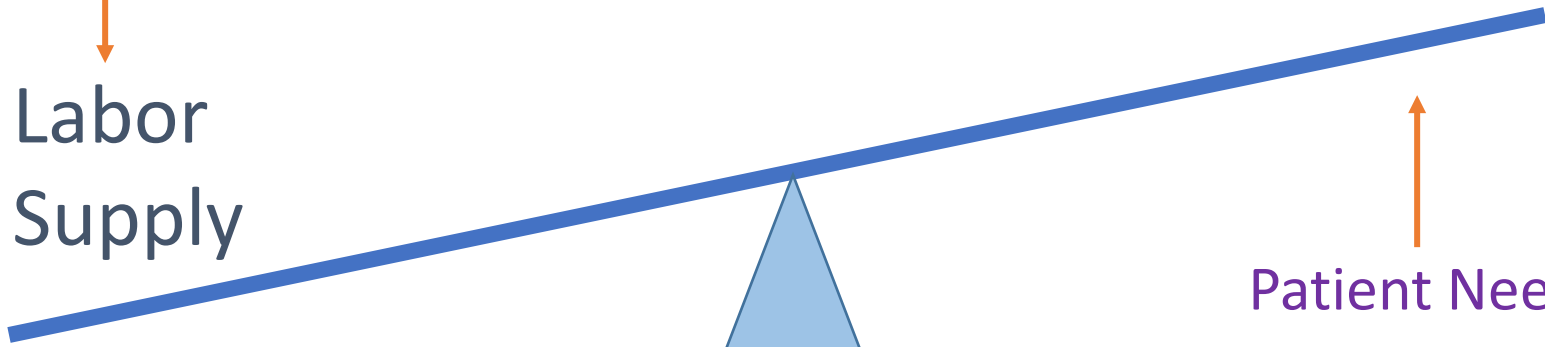


Labor
Supply

Employer
Demand



Patient Need



Wages
Policies
Technology
Distribution
Available substitutes

Contributors to Low Labor Supply and Potential Policy Solutions

Pool not available to work because:

- Directly affected by COVID illness → paid sick leave
- Childcare and other caregiving responsibilities → childcare/dependent benefits

Pool not willing to work:

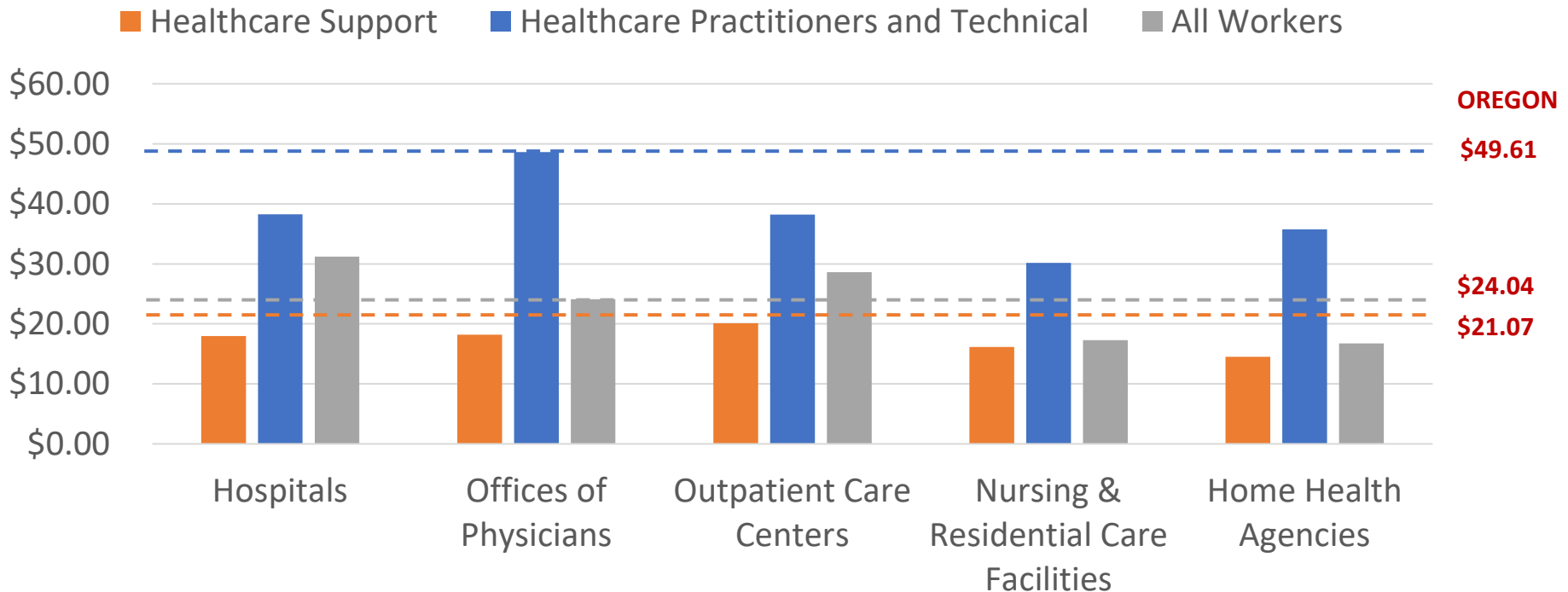
- Burnout/moral distress/moral injury → address workplace culture
- Safety concerns → adequate PPE, vaccine education/availability

Lack of qualified applicants

- Training unavailable, slow and expensive to complete → invest in education/training programs
- Restrictive practice policies → relax training requirements, scope of practice regulations

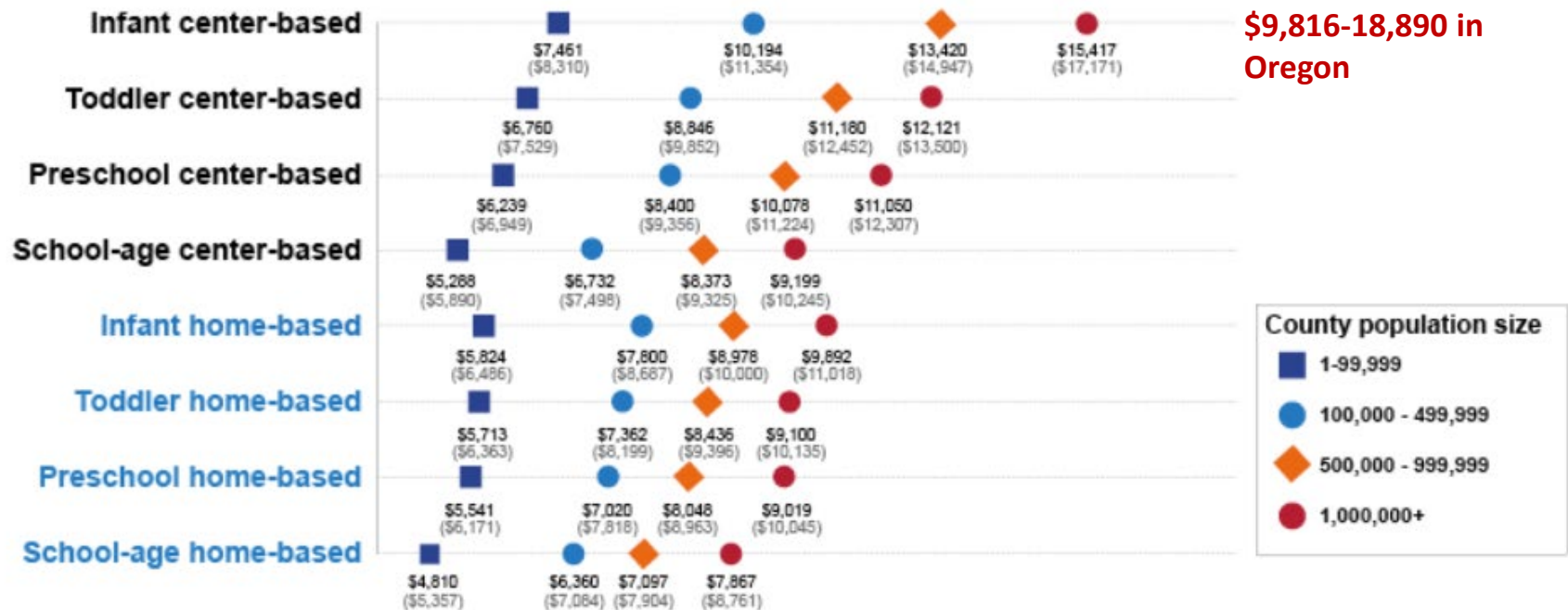
Value Services Provided by Support Workers

Median Hourly Wage by Occupation Group in US



Provide Affordable and Accessible Childcare

MEDIAN ANNUAL PRICE OF CHILD CARE FOR ONE CHILD



Source: National Database of Childcare Prices 2018 (U.S. Department of Labor Women's Bureau) and American Community Survey 2014-2018 (U.S. Census Bureau)

Note: Childcare prices are presented in 2018 and 2022 real dollars. Estimates for 2022 are in parentheses.

Provide Affordable Housing Near Work

Commercial Real Estate

**PUGET SOUND
BUSINESS JOURNAL**

Seattle-area developers turn Anacortes motel into workforce housing



BECKER'S
HOSPITAL REVIEW

The Inquirer and Mirror
Essential Nantucket since 1821

Hospital buys duplexes for employee housing



Nantucket Cottage Hospital this week bought a pair of duplexes at 39 and 41 Beach Grass Road for employee housing.

Invest in Career Development



HEALTHCARE CAREER
ADVANCEMENT PROGRAM

[ABOUT](#)

[REGISTERED APPRENTICESHIPS](#)

[EDUCATION ASSOCIATION](#)

[CENTER FOR EQUITY](#)

[H-CAP ACADEMY](#)



500 WORKERS*

(dietary aide, housekeepers, etc., and other community members)
who are ready to take the step toward a nursing career

EARN AND LEARN Participants are hired as apprentices in a nursing aide position and earn wages while they train and prepare for the state certification exam. They also get paid for their hours in the classroom.

RECOGNIZED CREDENTIAL Apprentices gain a nationally recognized credential from the U.S. Department of Labor

NO COST Tuition and all out-of-pocket expenses paid

STIPENDS Participants receive stipends to cover costs of childcare, groceries, and transportation

MENTORING Wrap-around services include mentoring from experienced CNAs and LVNs

RETENTION BONUS Up to \$300



Source: <https://advancecaregivers.org/cnarap/>

WA Specific Behavioral Health Workforce Barriers and Solutions

Washington State's Behavioral Health Workforce: Examination of Education and Training Needs and Priorities for Future Assessment

July 2022
Susan M Skillman, MS, Ben Dunlap, MPH

CONTENTS

KEY FINDINGS

- New grads tend to be more prepared for private practice than community settings.
- Case management important skill, but often not well developed in new grads.
- Supervision, mentorship and general staff support needed.
- Pathways into different behavioral health roles need greater clarity.
- New education approaches and occupations are generally welcome, if financially viable.

Washington's Behavioral Health Workforce: Barriers and Solutions



Phase II Report and Recommendations

- Reimbursement and incentives for supervision of interns and trainees.
- Supervision requirements.
- Competency-based training.
- Licensing reciprocity or the feasibility of an interstate licensing compact, or both.
- Background checks, including barriers to work related to an applicant's criminal history or substance use disorder

Key Takeaways

- Behavioral health roles span multiple settings and occupations, some of which are hard to track with existing data.
- Healthcare is diverse but mostly in low-paid jobs and often filled by women and marginalized populations.
- High turnover requires attention on retention efforts
 - Multi-pronged approach needed, prioritizing both socioeconomic, education/training, and workplace needs
 - Policy solutions require partnerships and should target local, state, and national levels



Thank You!

Bianca Frogner, PhD

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@biancafrogner

@uwchws

10 Minute Break



Angel's Rest Trailhead

Questions and Discussion with Dr. Bianca Frogner

20 minutes

Charter Updates

identify progress of recommendations or take inventory of barriers to completing work.

Absence:

Attendance is crucial. The expectation is that all members will attend every meeting, however if a member cannot attend a meeting, they can provide input via email or by talking with an OHA staff person. Any member who misses more than three consecutive meetings without notice or more than six excused absences is subject to replacement. Any member who misses a meeting is expected to review the recording of the meeting (recordings can be found [here](#)) as well as the meeting minutes so they can participate in the voting to approve minutes and other matters that require a vote. OHA staff will do everything they can to accommodate members so they can fully participate in all workgroup meetings.

Members can send proxies to participate in meetings on their behalf. Members should consider an individual's expertise and intentions when selecting a proxy. **Proxies cannot participate in decision making/voting.**

Decision-Making Process

The HB 2235 Workgroup agrees to make any decisions through a majority-based decision-making process whenever possible. Topics requiring decisions will be presented and discussed. Decisions must be made only when a quorum is present.

Decisions will be voted on by roll call where each member will vote yes/for, no/against, or abstain.

Wrap up/Next Steps

- Next Meeting:
 - August 21, 2024 1pm-3pm
 - Member presentation by Shyra Merila
 - Member presentation by Kelli Bosak
- Report Writer:
 - August 12 Vendor Review