

M A R Y L A N D

GOVERNOR'S WORKFORCE INVESTMENT BOARD

Center for Industry Initiative
U.S. Department of Health and Human Services
Human Resources Services Administration
Workforce Planning Grant
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Coordinators

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Committee Chair

William G. "Bill" Robertson, President & CEO Adventist HealthCare, Inc.

Committee Members

A list of Steering Committee members is on the back page.

Background

In October 2010, the Governor's Workforce Investment Board (GWIB) was awarded a one-year \$150,000 health care workforce planning grant from the U.S. Department of Health & Human Services, Health Resources & Services Administration (HRSA). The GWIB served as the State's lead entity for developing a 10-year health care workforce expansion blueprint **Preparing Maryland's Workforce for Health Reform: Health Care 2020** - designed to increase the primary care workforce by 10 to 25 percent over a 10 year period.

The GWIB established a high-level health care workforce steering committee composed of GWIB board members and other key stakeholders that undertook a rigorous planning process which led to development of the 10 year health care workforce expansion blueprint. Building on the well-established sector initiatives model, the GWIB collaborated with a broad network of health care industry leaders, the education community, including two- and four-year institutions of higher education, and the public workforce system.

Outcomes

The GWIB hosted a Health Care Workforce Planning Summit on September 19, 2011, where the final plan was presented, and discussion focused on the importance of growing Maryland's health care primary care workforce in preparation for full implementation of the Affordable Care Act (ACA).

The final plan was submitted to HRSA, as well as Maryland's Health Care Reform Coordinating Council (HCRCC). The report highlights the following four strategic goals: comprehensive primary care workforce planning and analysis; strengthening primary care workforce capacity; address primary care workforce distribution and support service shortage areas; and practitioner compensation for high quality care as areas that need addressing in order to grow Maryland's primary care workforce.

The plan was presented to the public through a press event with Lieutenant Governor Anthony G. Brown, Department of Labor, Licensing and Regulation (DLLR) Secretary Alexander M. Sanchez, Department of Health and Mental Hygiene (DHMH) Secretary Joshua Sharfstein, GWIB Chair, William "Bill" Robertson, and President of Montgomery College, Dr. DeRionne Pollard. A tour of the health care laboratories and classrooms within Montgomery College was provided by Angela Pickwick, Dean of Health Sciences.

Next Steps

The GWIB is working with the Governor's Health Care Reform Coordinating Council on implementing the strategic goals and objectives of the report in order to prepare Maryland for the expected increase in primary care utilization.

Goal #1 of the report is **"Comprehensive primary care workforce planning and analysis," with the first objective being "designation of a new or existing agency or organization with responsibility for primary care workforce data collection, analysis, and reporting"** In support of this goal, to be chaired by Neil Meltzer, President of Sinai Hospital of Baltimore, MD and Sr. Vice President of LifeBridge Health.

The GWIB held a meeting on March 19, 2012, with Dr. Jon Kromm, the Deputy Director of the Maryland Health Care Reform Office, in order to advance this goal. Dr. Kromm was enthused about moving data collection forward by forming this high-level group so that the logistics of collection, housing, analysis and dissemination could be determined. Dr. Kromm and Mary O'Connor also attended a HRSA Symposium on Best Practices in State Health Workforce Data and Planning on May 15 and 16, 2012, which highlighted best practices of data collection in other states.

Simultaneously, the GWIB is working with Dr. Diane Dwyer of the Office of Health Policy at the Department of Health and Mental Hygiene (DHMH). DHMH recently formed an internal committee to discuss the data collection question, and GWIB is being included in ongoing discussions and plans.

The close association of GWIB with Dr. Kromm and the Maryland Health Care Reform Office and now with DHMH will bring forward progress to the data collection issue.

Steering Committee Members

- William G. Robertson President and CEO, Adventist HealthCare, Inc.
- Marcia Walsh Interim President, Towson University
- Patrice Cromwell Associate Director, Annie E. Casey Foundation
- Fred Mason, Jr. President, Maryland & District of Columbia AFL-CIO
- Ronald Peterson President, Johns Hopkins Health Systems
- John Reid Executive Vice President, 1199 SEIU
- Alexander Sanchez Secretary, Department of Labor, Licensing & Regulation
- Claire Smith Dean, Anne Arundel Community College
- Danette Howard Interim Secretary, Maryland Higher Education Commission