

# A Health Care Update from the Columbia-Willamette Workforce Collaborative

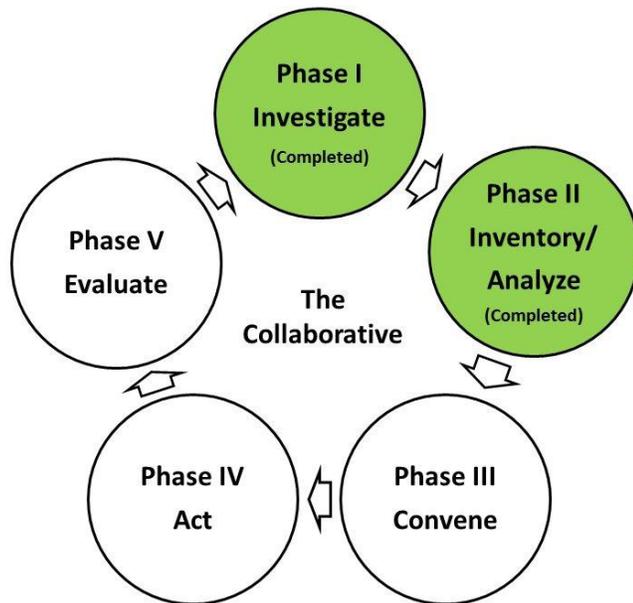
A partnership of the Southwest Washington Workforce Development Council, the Workforce Investment Council of Clackamas County and Worksystems, Inc.



The Columbia-Willamette Workforce Collaborative recognizes the forthcoming structural changes to health care delivery and is committed to working directly with industry to prepare for those changes through coordinated training investments.



Our 5 step business model directly involves industry in the design, development, delivery and oversight of regional workforce programs and services. This assures that regional resources are targeted in ways that meet industry needs and keep the economy rolling.



By 2016, the regional health care workforce is due to expand by over 14%



## PHASE I & II: UNDERSTANDING THE NEEDS OF INDUSTRY

- A web-based **Health Care Workforce Survey** was completed in 2011. More than 250 responses from local employers and industry associations were received providing clear intelligence about the industry's workforce training needs.
- In September 2012, the Collaborative published a **Regional Health Care Workforce Report** based on the survey results, labor market data, and information from local training providers. The report highlights workforce trends and identifies key skill gaps.
- In October 2012, the Collaborative developed a **Report of Local Health Care Training Graduates** by institution (public and private) and occupation of focus. This information will inform future conversations about supply and demand.
- Collaborative staff are working closely with **Coordinated Care Organizations** to understand the workforce implications of 2012 state legislation to overhaul the delivery of Medicaid services for residents on the Oregon Health Plan.

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## INDUSTRY OUTREACH

The following companies and associations have partnered with the Collaborative to pursue workforce training resources, engage in projects, and/or define next steps:

- Avamere
- Bridge City Family Medical Clinic
- Gresham Rehab and Specialty Care
- Health Share of Oregon
- Infinity Rehab
- Kaiser Permanente
- Leading Age
- Marquis Companies
- Northwest Health Foundation
- Oregon Center for Nursing
- Oregon Health Care Association
- Oregon Health Sciences University
- Oregon Healthcare Workforce Institute
- Oregon Primary Care Association
- Peace Health
- Prestige Care
- Providence Health & Services
- The Portland Clinic
- Tuality Healthcare

## WHAT WE LEARNED

- Industry believes that supply and demand are mostly in balance, however key skill gaps have been identified in some occupations.
- Industry has a need for more ethnically and racially diverse workers who are culturally competent, bilingual, and who themselves come from the communities that are experiencing rapid growth.
- Industry has identified a leadership gap and desires more supervisory training for new and existing workers.

## NEXT STEPS

- Convene health care employers and identify industry champions (Phase III)  
- November 2012 through January 2013
- Develop a Regional Health Care Workforce Plan (Phase III)  
- January/February 2013
- Implement the Plan (Phase IV)  
- March 2013

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For more information visit [www.workforcecollaborative.org](http://www.workforcecollaborative.org)

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