

# Arkansas Health Workforce Strategic Planning Workgroup

## Draft Workplan—May 2011

### WORKPLAN SUMMARY

This workplan sets forth the goals, activities and pace of work for the Arkansas Health Workforce Strategic Planning Workgroup. The Workgroup's final product will be the *Arkansas Health Workforce Strategic Plan*, which will be delivered to Governor Mike Beebe by January 31, 2012.

The strategic plan will describe options and recommendations for Arkansas's optimal health workforce and uses of technology as well as navigation and coordination of care. It will provide a roadmap for health and workforce-related entities throughout the state, and will recommend approaches to workforce education, training, development, recruitment, retention, incentives, distribution, coordination and structure. Special emphasis and consideration will be given to health system changes that will likely occur as a result of the Patient Protection and Affordable Care Act.

The *Arkansas Health Workforce Strategic Plan* goals are to:

- Goal 1: Define the mission and vision of the Arkansas Health Workforce Workgroup
- Goal 2: Complete administrative organization
- Goal 3: Describe the optimal health workforce needed in Arkansas, including a comparison with the current workforce
- Goal 4: Recommend uses of technology that will maximize the accessibility and availability of Arkansas's health workforce
- Goal 5: Describe and recommend ways in which the health workforce pipeline can be best utilized and developed to meet Arkansas's future health workforce needs
- Goal 6: Ensure that input and feedback from other areas of health system change are integrated into this project, and that stakeholder group and media are informed of the process and outcome

Each of these goals is supported by strategies, tasks, timelines and deadlines, assignment of responsibilities, evaluation processes and associated deliverable items.

#### *Steps to Create the Strategic Plan*

- Create mission and vision
- Identify goals that must be met to accomplish mission
  - Step 1: Identify access issues and related quality problems within Arkansas's health and health care systems
  - Step 2: Prioritize key problems and issues that can be addressed through health workforce
  - Step 3: Set goals for resolution by developing a state strategic plan to address prioritized areas
- Identify strategies or major objectives to meet goals
- Describe specific tasks required to implement strategic plan
- Execute tasks to provide content for strategic plan
- Create draft of *Arkansas Health Workforce Strategic Plan*
- Review iterations and have workgroup approve *Arkansas Health Workforce Strategic Plan*
- Present strategic plan to stakeholders as recommendation of workgroup

#### *Vision for Arkansas's Health Workforce*

- An Arkansas health system with an optimal health care workforce caring for the needs of Arkansans

***Mission for Workforce Initiative***

- Ensure that Arkansas has the appropriate workforce to meet its health needs, including accessibility, efficiency and quality of care

***Key Deliverable***

- *Arkansas Health Workforce Strategic Plan* delivered to Governor Beebe by January 31, 2012

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