

Realizing the Health Industry Workforce
Needs of **Today** and **Tomorrow**



Florida Healthcare Workforce



Florida Healthcare Workforce Initiative

A project of the Florida Center for Nursing



Funded through a grant from CareerSource Florida





Florida Center for Nursing



- Established 2001 by legislature
- Address issues of supply and demand for nursing
- Primary focus is data and information collection, analysis and reporting
- Source of information and research related to nurse workforce in Florida
- Honored to apply knowledge and expertise to broader professional allied healthcare workforce



Florida Healthcare Workforce Initiative

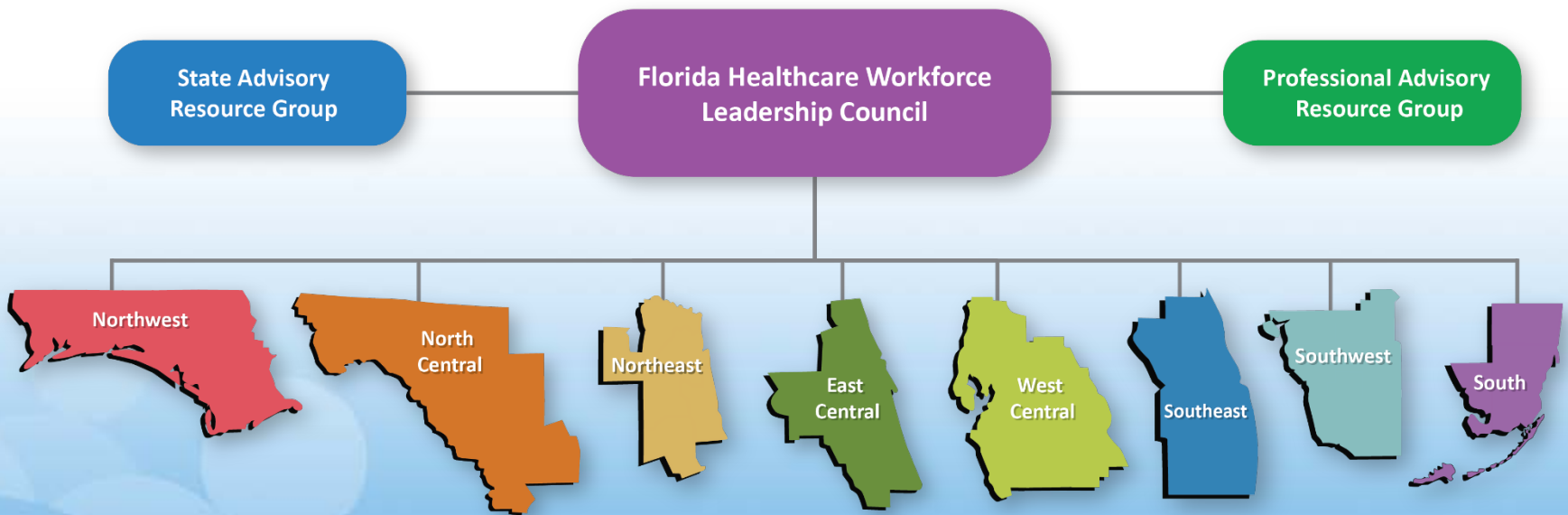
Vision: Florida is the global leader for providing quality healthcare talent and innovation to meet the needs of the healthcare industry.

Mission: Florida's Healthcare Workforce Leadership Council identifies current and future demand, supply, and gaps for a quality workforce in the state in order to meet the needs of healthcare employers.


Purpose: Florida's healthcare providers shall serve as the primary point of contact for statewide healthcare workforce data and predictive trends to facilitate policy and strategy development.



Collaboration + Cooperation + Communication = Success



Strategic Initiatives

1. Identify gaps in healthcare workforce supply and demand data, and design a collection system to effectively analyze data at the state and regional level.
2. Develop strategies for recruitment and retention of healthcare workers, including critical need areas across all health professions.
3.  Identify emerging workforce roles, such as in healthcare informatics, and develop a method to educate the current workforce regarding value based care.



Information Sources



**Council & Advisory
Board Survey**



**Regional Council
Discussions**



Literature Review



More than just Emerging Roles

Emerging

- new
- new skills and competencies
- may lack consensus
 - scope,
 - essential skills and competencies
- may lack formal certification

Evolving

- currently exist
- changes in skills and competencies
- may evolve across silos
 - interdisciplinary



Key Findings

- Changing healthcare landscape reflected in healthcare job market, causing existing occupations to evolve with newly refined competencies and become interdisciplinary.
- New roles appear as the industry innovates in response to the changes mandated by legislature, technology development and consumerism.
- Six priority emerging and evolving roles and occupations were identified



New Roles

Emerging

Occupations

- Community Health Worker
- Health Data Analysts
- Medical Scribe

Role

- Health & Wellness Coordinator / Health Coach

Evolving

Occupation

- Medical Records and Health Information Technician / Health Information Technician

Role

- Care Coordinator (RN)

Realizing the Health Industry Workforce
Needs of **Today** and **Tomorrow**



Florida Healthcare Workforce



The Issue of Sustainability

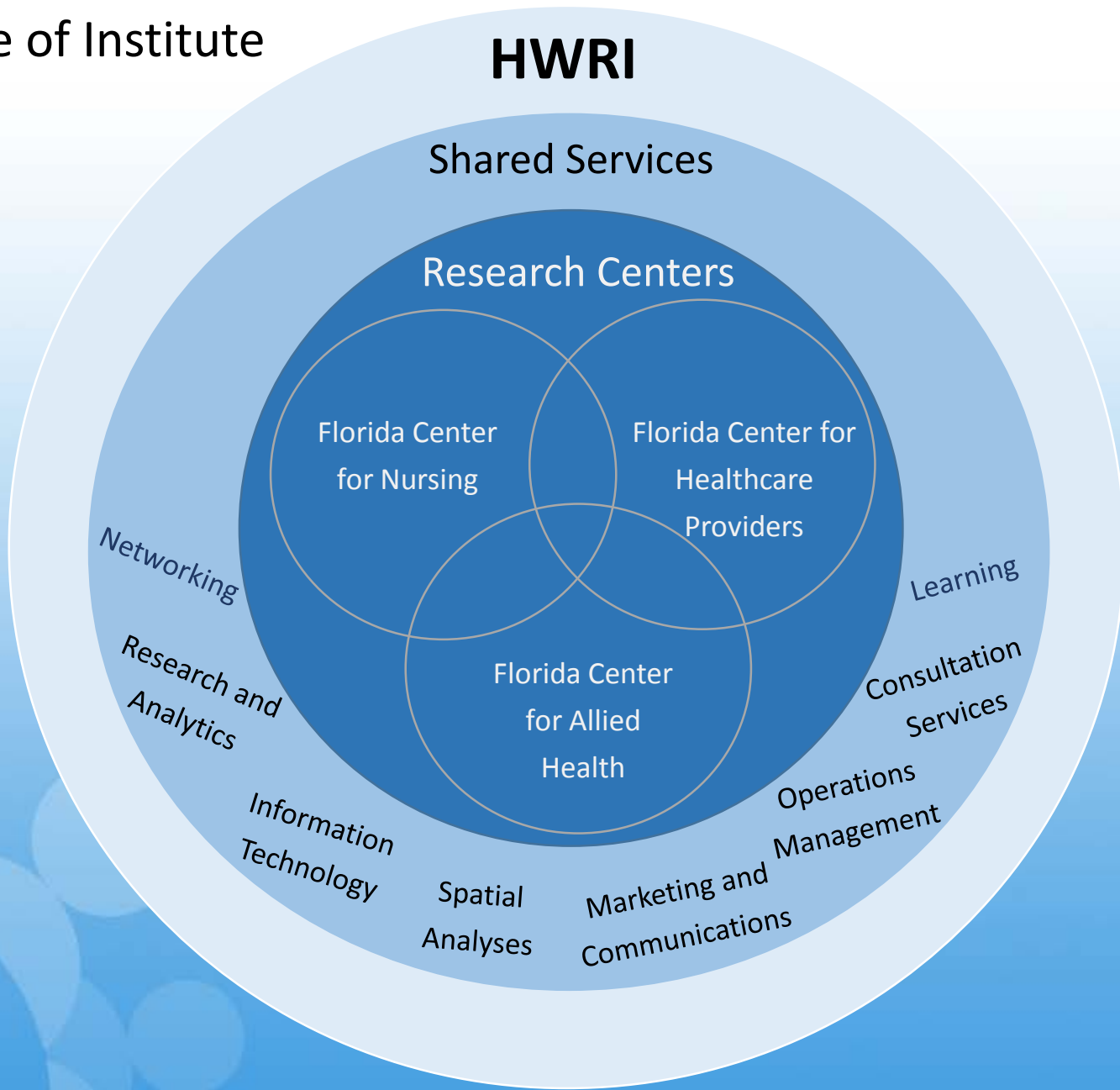


Healthcare Workforce Research Institute of Florida – A Concept to be Developed

Provides an organizational nucleus and analytic resources to inform decision making and facilitate research and grant proposals that support a healthier Florida through healthcare workforce data and information.

- Extends proven and established nurse workforce system to all health occupations.
- Benefits from existing relationships.

Structure of Institute





Structure & Funding

- Public : Private Partnership Model
- Potential Sources of Funding
 - State Funding
 - Memberships
 - Sponsorships / Donors
 - Special Projects & Analytic Services
 - Grants



Websites

www.FLHealthcareWorkforce.org

www.FLCenterForNursing.org



Contact Information

Mary Lou Brunell, FCN Executive Director

MaryLou.Brunell@ucf.edu

407-823-0980

Karin Kazimi, FHW Project Director

Karin@FLHealthcareWorkforce.org

407-823-1138