

M A R Y L A N D  
GOVERNOR'S WORKFORCE INVESTMENT BOARD

Center for Industry Initiatives  
U.S. Department of Health and Human Services  
Human Resources Services Administration  
Workforce Planning Grant  
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**Coordinator**

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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, after which 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.

### **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"**. This collection of data is our current focus.

The GWIB has been working in concert with Dr. Jon Kromm, the Deputy Director of the Maryland Health Care Reform Office, in order to advance this goal, exploring the possibility of engaging an independent entity to analyze claims records in order to determine healthcare needs in regions of the State.

Simultaneously, the GWIB is working with Dr. Diane Dwyer of the Office of Health Policy at the Department of Health and Mental Hygiene (DHMH), as well as with the Maryland Board of Nursing. We are obtaining information on the number and location of primary care providers, which will help pinpoint the healthcare workforce in the State.

The close association of GWIB with the Maryland Health Care Reform Office, the Office of Health Policy, and the Board of Nursing 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