

# WCMEW HEALTHCARE WORKFORCE STRATEGIC PLAN

## SUMMIT PRESENTATION

### OCTOBER 13, 2022

**George Quinn**  
**Executive Director**



Wisconsin Council on Medical Education & Workforce (WCMEW)

Workforce Strategic Plan

Presented at 2022 Summit

October 13, 2022 – 8:20 to 9:20 AM

8:20	Welcome and Introductions	Tim Size
8:25	Draft Plan	George Quinn
8:40	Feedback	Reactor Panel, Attendees
9:10	Wrap-Up	Tim Size
9:20	Adjournment	Tim

*The mission of the Wisconsin Council on Medical Education and Workforce (WCMEW) is to ensure a healthcare workforce that meets the needs of Wisconsin citizens by convening a wide breadth of stakeholders to:*

- Work with Wisconsin's education and training organizations to promote an appropriate supply of healthcare practitioners.*
- Monitor changes in care delivery and encourage incorporation of those changes into education and training, and expansion of best practices.*
- Promote ongoing research, education, and communication on workforce issues.*

*The WCMEW Council Seeks to Find Common Ground on the Changes We Believe Need to Be Promoted, and Looks to Council Member Organizations to Realize That Vision*

**OUR VISION IS TO HAVE AN ENGAGED HEALTHCARE WORKFORCE EQUIPPED TO SERVE THE NEEDS OF OUR COMMUNITIES**



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# 2021 WORKFORCE REPORT

- *Begin with current licensees.*
- *Add new entrants, subtract retirees, account for lifestyle changes.*
- *Demand driven by demographics - - but so is supply (see below).*
- *25,442 deficit – most in nursing (22,000 or 29%).*

Age Group	Male			Female		
	2020	2035	% Change	2020	2035	% Change
0-19	772,770	806,085	4%	735,770	769,320	5%
20-44	950,905	978,740	3%	915,060	930,970	2%
45-64	783,095	752,460	-4%	783,550	730,060	-7%
65-74	304,185	348,010	14%	320,845	365,835	14%
75+	180,845	347,245	92%	258,055	447,545	73%
	2,993,820	3,234,575	8%	3,015,300	3,245,765	8%

2035 Forecast	Totals
<b>Supply</b>	
<b>2020 Supply</b>	<b>100,691</b>
<b>Projected supply, 2035</b>	<b>98,613</b>
<b>Total Change, 2020-2035</b>	<b>-2,078</b>
<b>% change, 2020-2035</b>	<b>-2%</b>
<b>Demand</b>	
<b>2020 Demand</b>	<b>100,883</b>
<b>Projected demand, 2035</b>	<b>124,054</b>
<b>Total change, 2020-2035</b>	<b>23,171</b>
<b>% change, 2020-2035</b>	<b>19%</b>
<b>Surplus or Deficit 2035</b>	
<b>Supply minus Demand</b>	<b>-25,442</b>

# ADDRESSING THE PROBLEM

## Started with 2021 Report Findings

1. Shortages across broad spectrum of professions
2. Demographics magnify problem
3. Current pipeline elements insufficient
4. General lack of awareness of impending crisis



## Problem Statement

- 1.1. Workforce shortages are projected across a range of healthcare professions – worsening disparities in rural and underserved areas.
- 2.2. Lack of focus on all phases of the pipeline – recruit/train/retain.
- 3.3. Insufficient resources to meet workforce challenges.

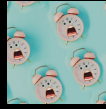
# PLAN OUTLINE – VISION AND GOALS

*By 2035, Wisconsin's health workforce will have the capacity and proficiencies to:*

*Provide high quality whole person services at the right time, right level, and in the right places*

*Improve health and well-being in all communities*

***Our vision is to have an engaged healthcare workforce equipped to serve the needs of our communities***



Create Awareness and Engage Other Stakeholders



Promote Healthcare Careers And Recruit Healthcare Professionals



Invest in Our Workforce Pipeline



Retain Workers



Sustain Efforts

Strategy	Key Initiatives	Success Measure
Obtain Broad Buy-In to the Plan	Create an awareness plan	Completed plan distributed
Strengthen and Expand Collaborations	Reach out to potential stakeholders	Involvement of least two non-healthcare organizations
	Inform and engage	
	Agree on next steps	Consensus reached

***This is listed as the first goal for a reason: without a broad-based coalition, most of the goals that follow cannot be attained. Creating partners outside of the healthcare field will build credibility and leverage more assets to bring to bear on the problem.***

**CREATE AWARENESS AND ENGAGE  
OTHER STAKEHOLDERS**

Strategy	Key Initiatives	Success Measure
Encourage Collaborations with AHEC and Expand Other Programs Promoting Healthcare Careers	Convene stakeholders	Expanded stakeholder group prepares plan
	Create inventory of programs and sites	Completed research and interviews
	Identify gaps, including the diversity of the workforce	
	Identify best practices	Group identifies best practices
	Promote programs to communities	Distribution and presentations completed

*This goal focuses on the “front end” of the pipeline. It includes expanding on existing efforts to promote healthcare careers to those thinking about healthcare careers and those in the early stages, and strengthens programs that provide career advancement.*

**PROMOTE HEALTHCARE CAREERS AND RECRUIT HEALTHCARE PROFESSIONALS**

Strategy	Key Initiatives	Success Measure
Expand Education Capacity and Enhance Collaboration	Convene stakeholders	Expanded group convenes, reviews data, and agrees on scope of problem
	Identify shortages in capacity	
	Identify causes and solutions	Group brainstorms issues and agrees on solutions
	Recommend action plan	Completion of action plan
	Identify ways to expand clinical training	Clinical Sites Work Group creates plan

***This goal may be the biggest “lift” of all. Significant policy initiatives and additional resources will be required. Given its breadth, a substantial broadening of stakeholder representation will be necessary.***

## STRENGTHEN OUR EDUCATION AND TRAINING PIPELINE

Strategy	Key Initiatives	Success Measure
Enhance Work Environments	Convene a work group	New work group convened
	Research causes of workforce dissatisfaction and current efforts to reduce	Surveys of HC organizations completed; work group IDs main causes
	Identify and disseminate best practices	Work group agrees on best practices, which are disseminated
	o Methods to identify burnout	
	o Flexible work models	
o Reduce burdens		

***While there has been increased focus on retention due to the recent effects of the pandemic, a longer-term and comprehensive effort must be made if we are to avoid workforce attrition which would diminish the positive effects of attaining other goals***

**RETAIN WORKERS**



Strategy	Key Initiatives	Success Measure
Continue to Study Workforce Issues	Interview WCMEW stakeholders	Completed interviews
	Carry out strategic planning	Annual process completed
	Outline annual goals and activities	
Seek Ways to Enhance Workforce Data	Identify potential collaborators	Work group formed
	Inventory existing data sources	Inventory completed
	Identify potential strategies that would enhance workforce data	Work group consensus

*In order to make any of our accomplishments permanent, we need to have a strong infrastructure in place that will enable ongoing study of the issue and available resources for all stakeholders to utilize.*

**SUSTAIN EFFORTS OVER THE LONG TERM**



*"Today's top story: nobody did anything about anything  
that you wanted them to do something about."*