



Florida Healthcare Workforce

Realizing the Health Industry Workforce Needs of Today and Tomorrow

Florida's Healthcare Workforce Initiative: A Historic Beginning

With the vision of Florida as the global leader for talent in the health care industry, the **Florida Center for Nursing** is proud to establish the **Florida Healthcare Workforce Leadership Council** in partnership with **GuideWell**, through a **CareerSource Florida** funded grant. Comprised of expert healthcare industry practitioners and administrators in Florida, the overall goal of the Leadership Council is to develop recommendations for statewide policy that will facilitate a sufficient supply of highly-skilled talent to meet the demand of Florida's current and future healthcare workforce needs.

The Florida Center for Nursing is honored to apply its knowledge and experience to the broader professional, allied healthcare workforce having previously developed a successful nurse workforce information and data system.

The Leadership Council gathered on June 30, 2015 for its inaugural organizational planning meeting at the University of Florida Research and Academic Center located at the Lake Nona Medical City in Orlando. It was a highly productive and effective meeting that led to the acceptance of a written charter and guiding principles as well as the establishment of key strategic initiatives.

The Council will continue to meet by conference call every month and will hold its second in-person meeting hosted by the University of Central Florida on October 23, 2015 in Orlando. **Professional and State Advisory Resource Groups** have been created to serve as a source for information and data essential to enable healthcare workforce policy and strategy development. In addition, these Advisory Resource Groups will assist the Leadership Council in establishing **Regional Councils** to consider issues specific to Florida's unique cultures that exist within each region.



Vision

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

Purpose

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

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. In addition, the Council will make recommendations relating to laws, regulations, policies, and practices that influence health professional education, recruitment and retention.

Led By:



Funded By:



Guiding Principles

The Leadership Council actions shall be guided by the existing and future talent needs of Florida's healthcare providers.

The Leadership Council shall serve as a conduit for gathering statewide and regional workforce information and intelligence from healthcare providers that can be provided to CareerSource Florida on a routine basis and assimilated into the Marketplace Intelligence Portal, resulting in data-informed decision making about education and training investments.

The Leadership Council will strive to connect Florida's healthcare providers to the benefits of the sector strategy approach, including capabilities to meet near-term and longer-term workforce needs.

The Leadership Council will assess the effectiveness of development and delivery of workforce opportunities responsive to the needs of the entire healthcare sector.

The Leadership Council shall identify ways to measure outcomes and sustain the sector strategy work over time through continuous improvement and utilization of existing resources, organizations, activities and private sector support.

The Leadership Council shall accomplish its mission, purposes and activities in the most efficient and effective manner, respectful of everyone's time and resources.

The Leadership Council shall build awareness of the Sector Strategy initiative through state and local communication channels.

Leadership Council Members

Mary Lou Brunell – Co-chair
Executive Director
Florida Center for Nursing

Dr. Prakash Patel – Co-chair
Chief Operating Officer
GuideWell

Richard Shriver
Board Liaison
CareerSource Florida

Susan Towler
Vice President
Florida Blue Foundation

Dr. Bill D'Aiuto
President Elect
Florida Dental Association

Joshua Ashby
Chair
LeadingAge Florida

Jay Millson
Executive Vice President
Florida Academy of Family Physicians

Dominic Calabro
President & Chief Executive Officer
Florida TaxWatch

Tom Feeney
President and CEO
Associated Industries of Florida

Kathleen Miller
Sr. Manager, Talent Acquisition
Florida Blue

Dr. Randy Glisson
Doctor of Chiropractic Medicine
Lake Healthcare Center
Representing: Florida Chiropractic Association

Andreas Glover
Vocational Rehabilitation Supervisor
Florida Department of Education
Representing: Florida Rehabilitation Association

Rene Pabon
Regional Health & Wellness Director
Walmart

Suzanne Kelley
Board Chair
Florida Pharmacy Association

Bobby Lolley
Executive Director
Home Care Association of Florida

Marty Stubblefield
Deputy Secretary for Administration
Department of Health

Pauline Taylor
Chief Operating Officer
Hospice of St. Francis
Representing: FL Hospice & Palliative Care Assoc.

Dr. Robert Rowe
Director Brooks Institute of Higher Learning, Brooks Rehabilitation
Representing: Florida Physical Therapy Association

Mark Wilson
President & Chief Executive Officer
Florida Chamber of Commerce

Gail Sadler
President/CEO
Association of Nurse Practitioners in Business, Florida

Renee Thigpen
Associate Chief Human Resources Officer
NCH Health Care System
Representing: Florida Hospital Association

STAFF

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Strategic Initiatives

- Identify gaps in healthcare workforce supply and demand data, and design a collection system to effectively manage data at the state and regional level.
- Develop strategies for recruitment and retention of healthcare workers, including critical need areas, based upon an expanded scope of practice across all health professions.
- Identify emerging workforce roles as a result of healthcare informatics, and develop a method to educate the current workforce regarding value based care.