The Workforce Needs of a Transformed Health Care System

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Knowing the Audience

- Payers & Plans (Managed Care Plans / County / State)
- Community-Based Organizations
- Administrators
- Frontline Clinicians & Service Providers
- Physical Health
- Mental Health
- Substance Use
- Housing
- Social Services
Framing 2 Key Workforce Needs of the Future in Health and Social Service Systems

1. Quality

2. Quantity
• Integrated Care
  – “Integrated Mindset” – Everyone doesn't need to know everything about everything, but everyone needs to know something about everything.
  – BRING THE FOREST TO THE TREE to help current & future staff understand why things are changing.
    • Start upstream – training programs/curriculums.
    • Policy (bigger picture issues) can help frame and improve quality of clinical skills.
Retaining & Recruiting

– **BRING THE FOREST TO THE TREE** to help talent understand why things are changing.

– Leverage the natural idealism and tendency for people to want to make an impact on the world – the case for more humanistic training.