

Summary - Create and Support a More Resilient and Diverse Health Care Workforce

The health care workforce was the first of four priority areas in our April 2021 [Emerging From COVID-19: An Action Plan for a Healthier State](#), a set of 24 consensus-driven recommendations designed to strengthen our health care system.

Health care workers are burning out at alarming rates while our state is aging and facing workforce shortages. A sustainable strategy is needed to recruit a diverse workforce that can create more trusting provider-patient relationships and to address the wellbeing of health care workers. A successful health care workforce development strategy should define targets for workforce size and training needs; increase diversity to reflect New Jersey's varied racial and ethnic backgrounds; include investment strategies; and be regularly reviewed and updated.



RECOMMENDED ACTIONS

1. The State should collect, analyze, and publish health care workforce supply data.
2. The State should create a multi-disciplinary committee to analyze health care workforce data and develop a strategic plan for the health care workforce.
3. Improve existing licensing and credentialing systems.
4. Evaluate the outcomes of expanded licensure and scope of work used during the pandemic.
5. Assess how the Medical Reserve Corps can be better supported and deployed.
6. Develop and support evidence-based behavioral health programs.
7. Expand prescribing ability for medication-assisted treatment (MAT).



RECENT ACTIONS TAKEN

1. Recommendations # 1 & 2 - With support from the Robert Wood Johnson Foundation, the Quality Institute is creating a guidance document to enable regulators and stakeholders to create a New Jersey Health Care Workforce Reporting Program based on existing models.
2. Recommendation # 4 – With support from the Robert Wood Johnson Foundation, the Rutgers Center for State Health Policy is evaluating the impact of the New Jersey's COVID-19 Emergency Reciprocity Licensure Program in New Jersey.
3. The State, in partnership with New Jersey's Community Colleges and NJBIA created [NJ Pathways to Career Opportunities](#), a collaborative effort to put students on career pathways and ensure that employers have access to a highly skilled workforce.



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