

Strategic Priorities

1. Healthcare Workforce

- Training and educating the workforce Montana needs
 - Educational infrastructure
 - Scholarships
 - Building a pipeline in K-12
- Workforce for population health and implementation of healthcare reform
- Serving as a model for how Montana can work together on a complex issue

2. Healthy Montana Communities

- Assuring there is a strong healthcare infrastructure
 - Access to care
 - Quality
 - Improving health
 - Financial viability and affordability
- Partnering with communities, businesses, healthcare, and organizations
- Economic and community development models
- Population health
- Building partnerships that link hospitals and communities
- Designating communities that working to be healthy places, creating criteria

Strategic Directions

1. Partnerships

- Building strong relationships with healthcare partners
- Linking to key stakeholders – business, education, economic development, state agencies, nonprofits, local government

2. Communication

- Increasing understanding of what we do
- Sharing what we know
 - Data, research reports
 - Information on funding and resources
 - Linking people to expertise

3. Population health

- Community engagement
- Health improvement, wellness, prevention
- Social determinants of health
- Collaborative approaches
- Interprofessional approaches

4. Futuristic approaches

- Planning in a rapidly changing environment
- Change management
- A marketplace for new ideas

Montana AHEC/MORH Advisory Board Strategic Planning Session

- Education is huge
- Recruitment of students at secondary and postsecondary level
- Students into health careers activities
- Collaborative, interprofessional approaches
- Recruiting healthcare providers to Montana
- Track REACH and Med Start students
- Need to look for models of patching the pieces together into a functional healthcare system for the state
- Proactive think tank, an incubator for model development
- Collaborate with public health
- Need to be out and about in rural Montana communities
 - Increase their knowledge of what we do
 - How we can assist them
 - Disseminate information
- Statewide communication
- AHEC should author reports
 - Access to healthcare in Montana
 - Transportation and healthcare
 - Innovative strategies
- Leadership training programs
- Make the case for more funding for AHECs to support workforce development and the rural health infrastructure
- Be a convener around what it takes to be a healthier community – create a Montana Healthier Community Designation
- Montana Center of Excellence for Rural Health Delivery
 - Educational cornerstone of health career information
 - Best Practices
 - Supporter of great things being done around the state
- Ability to collaborate with many partners
- Model for how to work collaborative around big, complex issues – Montana Healthcare Workforce Advisory Committee, HC Workforce Strategic Plan
- Support the regional centers and the important activities happening through them
- Economic impact and economic development of AHEC/MORH and healthcare in general

Buzz Survey - Healthcare Workforce and Leadership Skills - January 2014

Q1

What do you believe to be the most challenging healthcare workforce staffing issues?	%	N
Physician recruitment and retention	75.0 0%	21
Nurse Practitioner recruitment and retention	28.5 7%	8
Physician Assistant recruitment and retention	21.4 3%	6
RN recruitment and retention	42.8 6%	12
Allied health recruitment and retention	25.0 0%	7
Health information technology staffing	42.8 6%	12
Continuing education of staff in quality improvement/data analysis/reporting	35.7 1%	10
Developing care coordination and team based clinical teams	35.7 1%	10
Telehealth staffing	0.00 %	0
Home health services	14.2 9%	4
Chief administrative and executive positions	10.7 1%	3
Dietary	3.57 %	1
Administrative	0.00 %	0
Nursing assistants	17.8 6%	5
Other	3.57 %	1

Q2

What are your top suggestions to improve healthcare workforce development in Montana?	%	N
Improved healthcare workforce data	35.7 1%	10
More continuing education opportunities	14.2 9%	4
More accessible continuing education opportunities	39.2	11

	9%	
Online education for health professions students	25.0 0%	7
More training programs in underserved areas	46.4 3%	13
Clinical education in rural/underserved communities	64.2 9%	18
Recruitment and retention services and training	39.2 9%	11
Increased funding for health professions education and training programs	92.8 6%	26

Q3

What do you believe are the most important skills for Montana healthcare leaders?	%	N
Communications	70.3 7%	19
Vision for transformative culture change and ability to set course for change	74.0 7%	20
Clinical training	7.41 %	2
Technology knowledge	18.5 2%	5
Financial expertise	29.6 3%	8
Adapting to new ideas	44.4 4%	12
Ability to understand and navigate healthcare reform and other mandates	62.9 6%	17

Q4

What best describes your organization?	%	N
Government	18.5 2%	5
Hospital	14.8 1%	4
Clinic	0.00 %	0
Other healthcare	3.70 %	1
Education	37.0 4%	10

Association	22.2 2%	6
Business	0.00 %	0
Nonprofit	3.70 %	1

Q5

Where in Montana do you work?	%	N
One of the seven larger cities	92.8 6%	26
Smaller city or rural community	7.14 %	2

Q6

In which region of Montana do you live?	%	N
Eastern Montana	17.8 6%	5
North Central Montana	10.7 1%	3
South Central Montana	35.7 1%	10
Western Montana	35.7 1%	10