



# Workforce Development

## 2004 Tribal Leader Health Summit Status Report



### Key Accomplishments

- AIHC testimony at March 2004 State Board of Health panel on workforce diversity issues
- AIHC participation in State Board of Health's Workforce Diversity Network
- Initial coordination with Governor's Minority Commissions on workforce diversity efforts
- Health Workforce Diversity Network presentation at May 2004 AIHC meeting

### Priority Activities

Priority	Status	Next Steps
DOH, in consultation with tribal leaders and health directors, should conduct an assessment of health care workers needed for tribal programs	<p>AIHC has worked with the State Board of Health's Workforce Diversity Network and the NPAIHB to disseminate and encourage participation in its current health careers pathway survey. This survey will help to identify gaps in the current health workforce pipeline, but it is not tribal-specific and does not address the current workforce needs of tribal clinics.</p> <p>AIHC has discussed the possibility of partnering with DOH to conduct a tribal-specific survey.</p>	<p>AIHC will continue to pursue funding and partners for this activity. One possible avenue is to seek federal appropriations for a pilot project survey, in collaboration with NPAIHB, DOH, or other interested entities.</p> <p><i>Challenge:</i></p> <p><i>Past efforts to conduct workforce needs surveys in WA have been sidetracked by political issues and turf battles.</i></p>
AIHC and NPAIHB should collaborate with WA health agencies and organizations to identify existing programs and opportunities that encourage workforce diversity and invite AI/ANs to explore health careers	<p>AIHC participates in the Health Workforce Diversity Network, a broad-based public/private group coordinated by the State Board of Health and consisting of health professionals, hospitals, community clinics, higher education, and public health officials.</p> <p>AIHC disseminated information to tribes regarding the Association of American Indian</p>	<p>This is an on-going activity.</p>

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	Physicians Native Youth Initiative, Dine College-Southwest Diabetes Prevention Center Summer Research Enhancement Project, U-WA Science and Tribes Educational Partnership (STEP), IHS Nursing Recruitment and Retention Grants, and WSU Summer Nursing Institute.	
Work with NPAIHB and tribal health directors to foster desire of tribal members to pursue health careers and to better link tribes with DOH efforts on this front	Many of these issues are part of the work of the Health Workforce Diversity Network. AIHC also distributes information about various health pipeline opportunities through its website and electronic distribution system.	This is an ongoing activity. AIHC will work to link tribes with existing programs through presentations during its meetings, including a presentation by the Washington Workforce Training and Education Coordinating Board.
Work with tribes and tribal organizations to support increased funding for existing health career pipeline programs for AI/AN youth	This issue is coordinated through AIHC's participation in the Health Workforce Diversity Network and NPAIHB budget and appropriations activities.	This is an on-going activity. AIHC will monitor and provide analysis on the 2005-2007 biennial budget regarding state-funded health career pipeline programs.
Work with tribes and tribal organizations to encourage entities interested in advocating for improvements in early education which promote Indian health career choices	Some of these issues are discussed through AIHC's participation in the Health Workforce Diversity Network, but this issue has not substantially been carried forward.	AIHC will research this issue in 2005 and will network with possible partners.
Work with tribes and the WA Health Foundation on AI/AN health workforce development and the promotion of cultural competency	AIHC has partnered with WHF's Health Equity 20/20 Initiative to seek funding through the Office of Minority Health to promote and provide training on culturally and linguistically appropriate services to AI/ANs and other underserved populations.	This is an on-going activity. If funding is obtained for the initiative, AIHC will work with the WHF and interested tribes to coordinate implementation of the project.