

Session III: Competencies, Training, and Education for a Varied, Flexible, and Resilient Workforce

A Population Health Workforce to Meet 21st Century Challenges and Opportunities

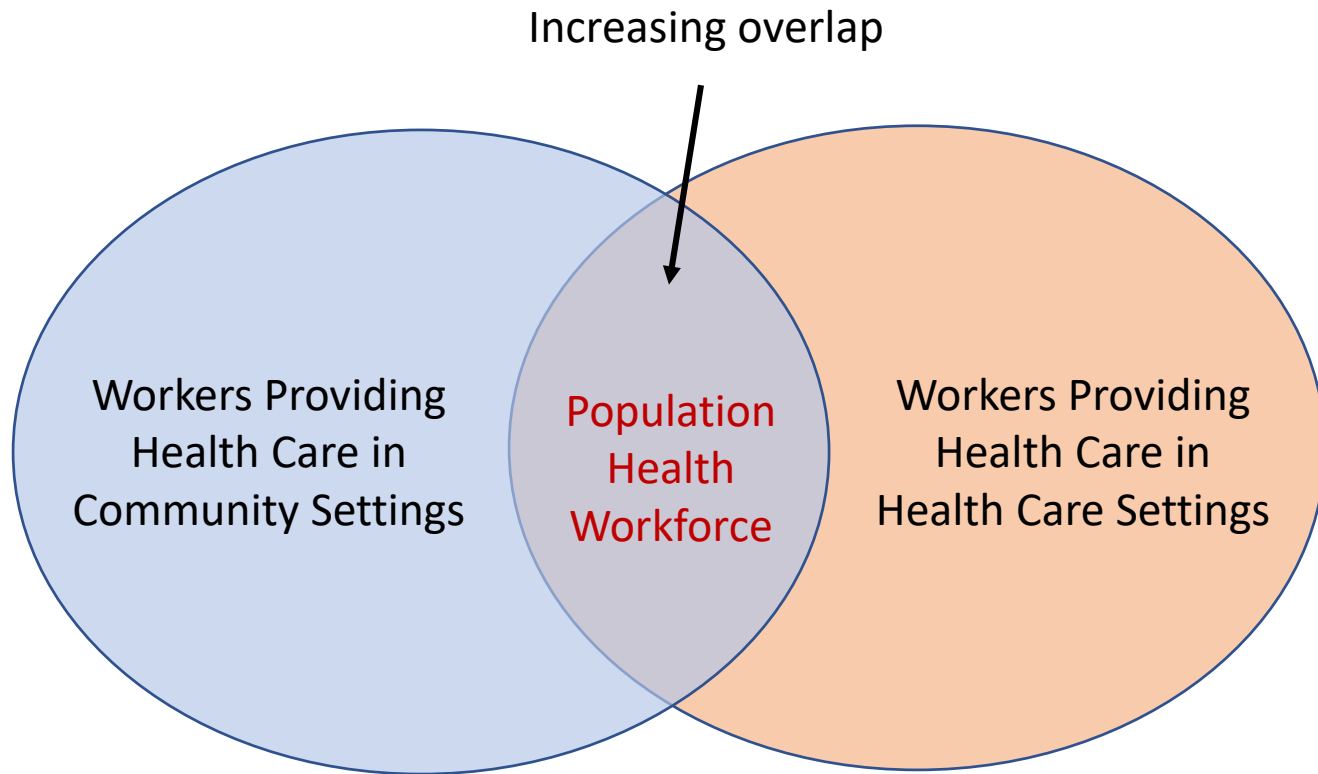
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Venn Diagram of Health Workforce



Population Health Workforce Opportunities in:

- Clinical lab workforce
- Behavioral health workforce
- Safety net clinic workforce

Clinical Lab Workforce: Various Careers

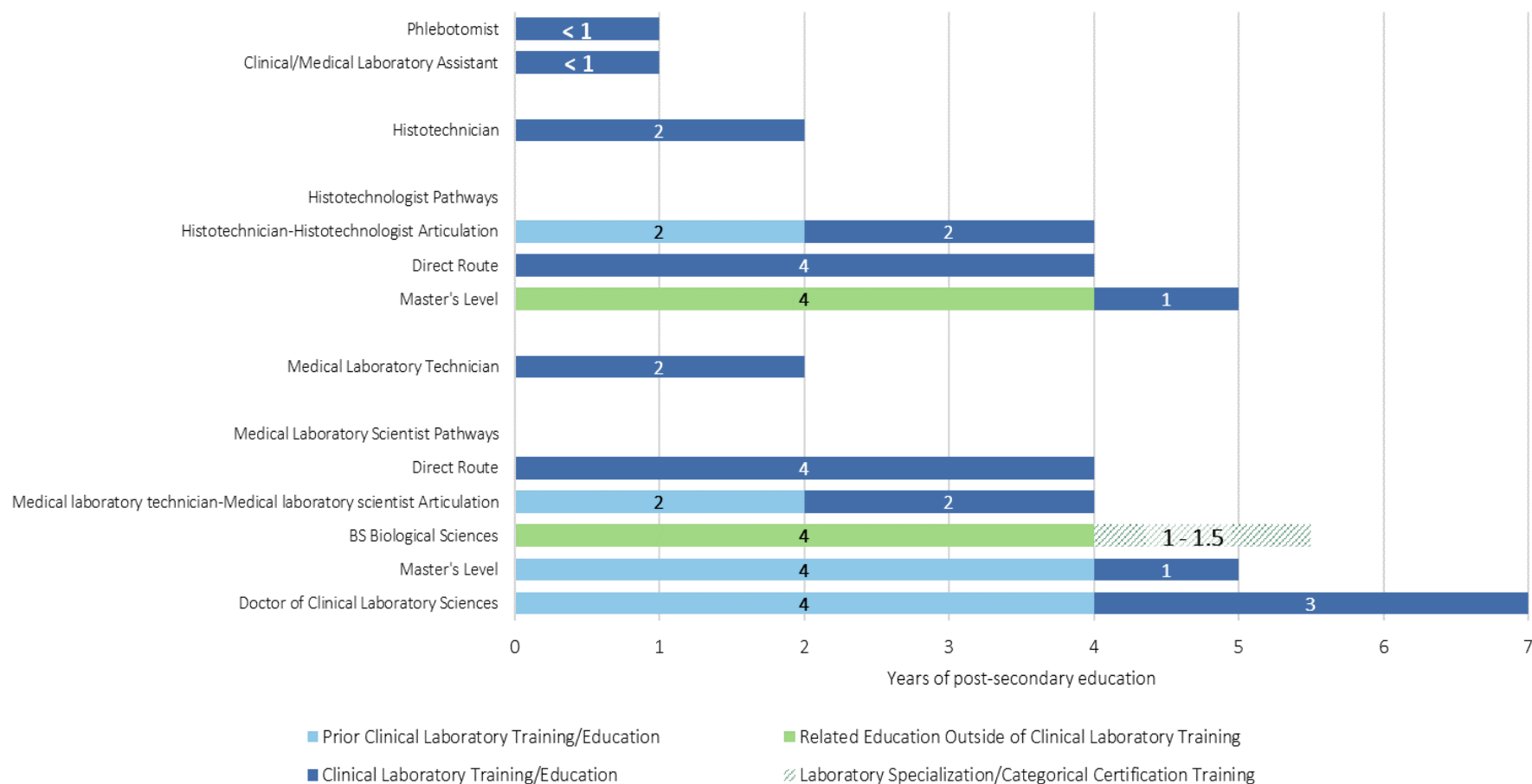
- Histotechnicians
- Histotechnologists
- Medical laboratory assistants (MLAs)
- Medical laboratory technicians (MLTs)
- Medical laboratory scientists (MLSs)*
- Phlebotomists



**Medical laboratory scientists are also referred to as medical laboratory technologists in some federal data sources*

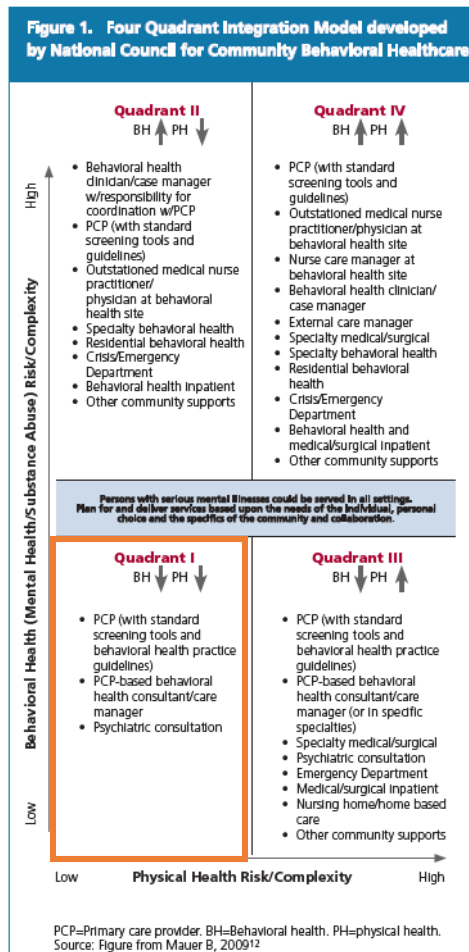
Source: https://familymedicine.uw.edu/chws/wp-content/uploads/sites/5/2021/05/Siemens_Clinical-Laboratory-Workforce_Report_042721.pdf

Clinical Lab Workforce: Education/Training



Source: https://familymedicine.uw.edu/chws/wp-content/uploads/sites/5/2021/05/Siemens_Clinical-Laboratory-Workforce_Report_042721.pdf

Behavioral Health Workforce: Varies on Complexity of Care



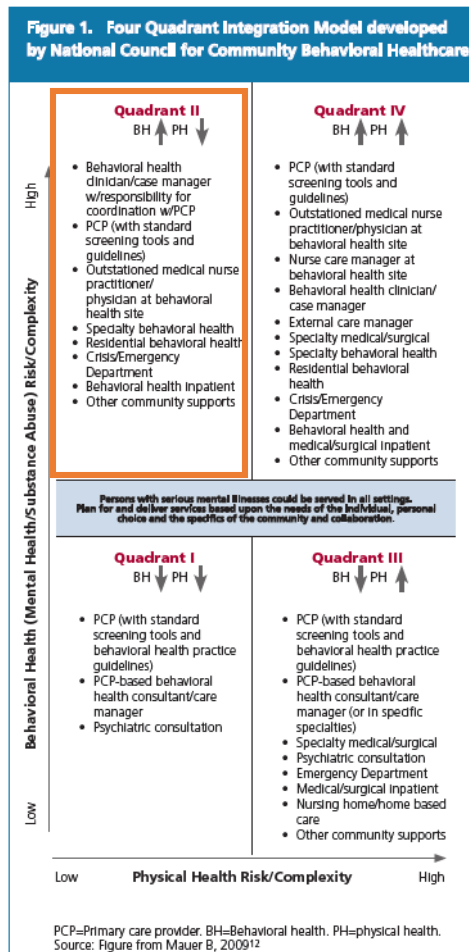
Quadrant I

BH ↓ PH ↓

- PCP (with standard screening tools and behavioral health practice guidelines)
- PCP-based behavioral health consultant/care manager
- Psychiatric consultation

Source: https://familymedicine.uw.edu/chws/wp-content/uploads/sites/5/2016/04/Integrated_behavioral_health_workforce_FR_2016_Apr_Skillman.pdf

Behavioral Health Workforce: Varies on Complexity of Care

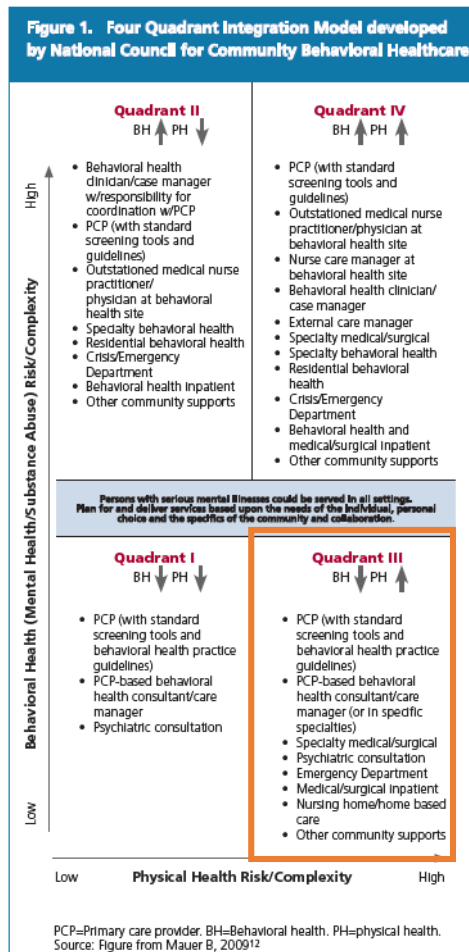


Quadrant II BH ↑ PH ↓

- Behavioral health clinician/case manager w/responsibility for coordination w/PCP
- PCP (with standard screening tools and guidelines)
- Outstationed medical nurse practitioner/physician at behavioral health site
- Specialty behavioral health
- Residential behavioral health
- Crisis/Emergency Department
- Behavioral health inpatient
- Other community supports

Source: https://familymedicine.uw.edu/chws/wp-content/uploads/sites/5/2016/04/Integrated_behavioral_health_workforce_FR_2016_Apr_Skillman.pdf

Behavioral Health Workforce: Varies on Complexity of Care



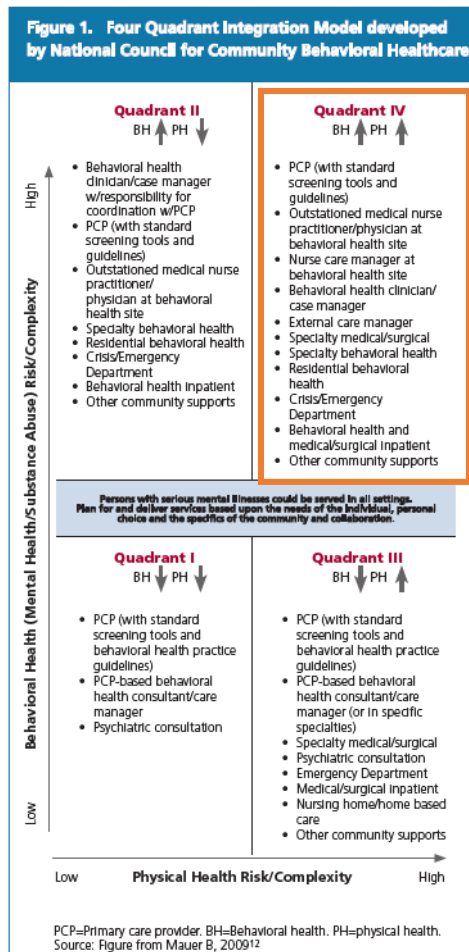
Quadrant III

BH ↓ PH ↑

- PCP (with standard screening tools and behavioral health practice guidelines)
- PCP-based behavioral health consultant/care manager (or in specific specialties)
- Specialty medical/surgical
- Psychiatric consultation
- Emergency Department
- Medical/surgical inpatient
- Nursing home/home based care
- Other community supports

Source: https://familymedicine.uw.edu/chws/wp-content/uploads/sites/5/2016/04/Integrated_behavioral_health_workforce_FR_2016_Apr_Skillman.pdf

Behavioral Health Workforce: Varies on Complexity of Care



Quadrant IV BH ↑ PH ↑

- PCP (with standard screening tools and guidelines)
- Outstationed medical nurse practitioner/physician at behavioral health site
- Nurse care manager at behavioral health site
- Behavioral health clinician/case manager
- External care manager
- Specialty medical/surgical
- Specialty behavioral health
- Residential behavioral health
- Crisis/Emergency Department
- Behavioral health and medical/surgical inpatient
- Other community supports

Source: https://familymedicine.uw.edu/chws/wp-content/uploads/sites/5/2016/04/Integrated_behavioral_health_workforce_FR_2016_Apr_Skillman.pdf

Safety Net Clinic Workforce: Varies Across Settings

Personnel Category	% Total FTE
Physicians	5.6
Advance Practice Nurses	17.3
Nurses	7.8
Lab Personnel	1.0
Oral Health Professions	6.9
Behavioral Health (including Substance Use Disorders) Professions	6.6
Pharmacy Professions	2.5
Enabling Services	
Case Managers	4.1
Patient/Community Education Specialists, Outreach Workers, Community Health Workers	3.6
Eligibility Assistance Workers	1.7

Note: Occupations excluded. Full data available from Table 5 of 2020 UDS,
<https://data.hrsa.gov/tools/data-reporting/program-data/national/table?tableName=5&year=2020>

Common Challenges

- Lack of visibility of career opportunities
- Unclear career pathways to the job and beyond
- Lack of financial support to achieve pathways
- Fragmentation of health care and social care systems



More details and information:

<https://familymedicine.uw.edu/chws/>

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