



Governor's Healthcare Workforce Summit State of Maryland

The Maryland Governor's Workforce Investment Board (GWIB) wanted to address critical shortages in Maryland's healthcare workforce and asked The Hill Group, Inc. to manage and facilitate the Governor's Healthcare Workforce Summit to engage stakeholders industry-wide in tackling this critical challenge.

The Hill Group, Inc. engaged a steering committee to assist in the Summit's planning stages. This committee included representatives from healthcare employers, state licensing boards, educational institutions, U.S. Department of Labor, U.S. Department of Defense, and allied state agencies. The Hill Group also documented the extent of the current healthcare worker shortage, forecasted the future situation, and researched different strategies and best practices of other states in addressing this issue.

The Governor's Healthcare Workforce Summit convened several hundred stakeholders in the healthcare industry, including employers, educators, licensing and certification organizations, and government. The plenary sessions featured a candid panel discussion of Maryland's healthcare CEOs and addresses by the Maryland Governor, a U.S. Assistant Secretary of Labor, and the state Secretary for Licensing and Regulation.

In break-out strategy sessions, national and regional speakers presented promising practice models of job analysis as well as workplace and system redesign. Summit participants were charged with creating solutions to foster public-private partnerships in addressing the healthcare workforce shortage in Maryland.

From valuable information gathered at the Healthcare Workforce Summit, The Hill Group produced "Charting New Directions," a process guide for industry leaders to use in understanding and implementing workforce development through a demand-driven, cluster-based approach.

Client

Maryland Department of Labor,
Licensing, & Regulation
Maryland Governor's Workforce
Investment Board

Location

State of Maryland

The Hill Group's Role

- Strategy Formulation
- Industry Cluster Formulation
- Project Coordination
- Strategic Planning
- Group Facilitation
- Initiative Branding
- Event Logistics Management

Results

- Inclusive action plan to address five strategic areas
- Demand-driven committees to implement Summit strategies
- Creation of measures and benchmarks to track implementation progress
- Dedicated GWIB Healthcare Workforce coordinator to assist implementation committees

Case Study: Governor's Healthcare Workforce Summit State of Maryland

The plan outlined five strategic areas for action:

- 1) Attraction and Recruitment
- 2) Retention
- 3) Professional Development
- 4) Systems Capacity & State Policy
- 5) Military Transition

The Summit provided a rich forum for the exchange of ideas and acted as a catalyst for creating priorities for Maryland that have been impacting the state's healthcare workforce ever since. Maryland's Healthcare Workforce Initiative was a direct result of the Summit. The innovative program was awarded \$1.5 million by the U.S. Department of Labor as part of the President's High Growth Job Training Initiative.

For more information about the Governor's Healthcare Workforce Summit, view the full Summit report at http://hillgroupinc.com/workforce_eco_mdgwib_report.pdf

The Hill Group, Inc.

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Founded in 1953, The Hill Group, Inc. is a premier provider of management counsel, specializing in strategy, operations, and measurement. Our firm serves a wide range of private and public sector clients, including large corporations, institutions, nonprofits, and governments.

Through sound strategy services, innovative solutions, and exceptional care, we help organizations focus to improve performance and to achieve results.

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