

WORKFORCE: CAPACITIES

Health care is people caring for people with great skill and compassion. With an increasing focus on health and wellness, hospitals and health systems are becoming more strategic in their workforce planning embracing new technologies and creating different models of delivery to ensure patients and communities have access to the care they need. The AHA has helpful workforce resources organized in the following ways:

- ▼ **Advocacy:** Earning broad support of workforce policies that anticipate the nation's changing health care needs.

States including [California](#) and [Wisconsin](#) provide workforce snapshots and help inform the AHA's [federal advocacy efforts](#).

- ▼ **Human Resources and Labor:** Fulfilling workforce planning and human resource needs.

Workforce must become [part of strategic planning](#), not a crisis response and key to that is building [community health workers](#), [graduate clinicians](#) and other interprofessional members into care teams.

- ▼ **Behavioral Health Workforce Issues:** Integrating behavioral health into primary care.

While [access to behavioral health services is limited](#) for many adults, hospitals and health systems, particularly those in rural areas; many are finding [innovative ways to expand the behavioral health capabilities](#) of their current workforce.



WORKFORCE CAPACITIES: RESOURCES

▼ Advocacy

- AHA [advocacy efforts are guided by a commitment](#) to invest in health care workforce, support and increase diversity, and keep employees, patients and communities safe from violence.
- Learn more about [federal initiatives](#) including rural broadband and telehealth, staffing ratios and HRSA workforce programs.
- Across the U.S., [state initiatives](#) are meeting the nation's health care demands.
- For more workforce advocacy resources, visit www.aha.org/workforce/workforce-advocacy.

▼ Human Resource and Labor

- How trustees can lead strategic workforce development | [Video](#)
- Four hospitals share policy and practice to help hire veterans | [Webinar Series](#)
- 3 strategies to help organizations be more strategic in their workforce develop:
 - Millennials Leading Health Care Transformation
www.aha.org/education-events/millennials-leading-health-care-transformation.
 - Workforce Planning for a Rapidly Changing Health Care Perspective
www.youtube.com/watch?v=Fh-P4_YHK-Q&feature=youtu.be.
 - Inclusive, Local Hiring: Building the Pipeline to a Healthy Community
www.aha.org/education-events/inclusive-local-hiring-building-pipeline-healthy-community.
- For more HR and labor resources, visit www.aha.org/issue-landing-page/2019-04-15-human-resources-and-labor.

▼ Behavioral Health

- 7 steps to expand the behavioral health capabilities of your workforce | [Report](#)
- Best practices in videoconferencing-based tele-mental health | [Report](#)
- Hospital and health system partnerships with community behavioral health | [Webinar](#)
- The data behind U.S. access to behavioral health care | [Trendwatch](#)
- For more workforce behavioral health resources, visit www.aha.org/issue-landing-page/behavioral-health-workforce-issues.