

The Changing Workforce Task Force Recommendations

- **Leadership Development:** Develop and disseminate educational modules on trauma-informed leadership.
- **Employee Wellness:** Sponsor an “*Innovations in Building Employee Resilience Challenge*” inviting leaders across the country to share innovative strategies they are using to promote employee wellness and resilience. The most innovative strategies submitted would receive recognition and award.
- **Strategic Planning:** Develop a toolkit that hospitals can use to develop long-term health workforce strategic plans.
- **Job Designs that Workers Value:** Develop an issue brief on human resource strategies and policies that support low-wage workers.
- **Curriculum Updates:** Convene a collaborative dedicated to better aligning educational curriculum to health care field needs.
- **Data on Trends:** Develop a data-driven health workforce forecasting tool that members can use to guide their health workforce strategic planning.
- **Training and Retraining:** Help hospitals complement credential-based hiring with skills-based hiring techniques by collecting and sharing case studies on these techniques.
- **Expand Types of Workers to Focus On:** Develop and utilize strategic partnerships that promote expanded use of community-based workers in health care teams.
- **Cost and Funding of Education:** Help offset costs associated with residency interviews by advocating for a standardized approach to virtual interviewing.