

Indian Health Service Wrap-up - Workforce

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Recruitment and Retention

- Recruiting and retaining staff at health facilities (IHS vacancies). Look at health care vacancies and where they are currently throughout Indian Country.
- Remove barriers to the application process for senior executive positions.
- Tribes need more flexibility in order to recruit, retain staff, and be innovative
- Workforce challenges for both medical and non-medical staff and the challenge of offering competitive salaries by IHS
- Providing updated and improved IHS-specific material and recruitment activities
- Training/educating tribal health care students to be interested in the various fields of expertise within IHS
- Indian preference is a challenge

Training and Education

- Partner with Universities
- Distance Education
- Target early on (K-12 grade)
- Increase awareness of health professions



Administrative Issues

- **Do not** recycle poor performing employees
- Reinstigate to the IHS Executive Leadership Development Program
- Create diversity mentoring programs
- Groom employees
- Succession planning
- Increase Transparency



Legislative Issues

- Remove legislative barriers associated with human resources (e.g. pay and compensation, training, residency programs, tax-free scholarship/loan repayment, etc.)



Budget

- Mobilization of staff and resources to address health issues
- Need for full funding of the Indian Health Service
- Tribal Leader participation in repurposing of IHS funds when not utilized for intended purposes (i.e. vacancies, etc.)

Loan Repayment and Scholarship

- IHS Scholarship and Loan Repayment programs have areas of relative weakness
- Market the use of the National Health Service Corps repayment to applicants during this loan-repayment year
- Push for “tax” exempt

Improving Health Care Quality and Level of Care

- Elevate telemedicine in Indian communities
- Implement a task force on growing the workforce in order to improve housing for tribal health care staff in tribal communities.
- Doctors who can fill needs rather than just filling positions

Inter-Agency and Educational Partnerships

- Implement the VA-IHS MOU and tribes cannot accept less reimbursement from the VA for the health care that tribes provide. We need to improve coordination between the IHS and VA and fully utilize the VA-IHS MOU to bring more resources and to improve health care for tribal veterans.
- Develop partnerships with educational colleges, universities, and vocational schools
- Tribal consultation is important and tribes can work with the federal government as effective partners on improving the level and quality of health care services provided.