

(II) APPOINT THE NONDESIGNATED MEMBERSHIP OF THE COMMISSION; AND

(III) ESTABLISH SUBCOMMITTEES AND APPOINT SUBCOMMITTEE CHAIRS AS NECESSARY TO FACILITATE THE WORK OF THE COMMISSION.

(2) TO THE EXTENT PRACTICABLE, THE MEMBERS APPOINTED TO THE COMMISSION SHALL REASONABLY REFLECT THE GEOGRAPHIC, RACIAL, ETHNIC, CULTURAL, AND GENDER DIVERSITY OF THIS STATE.

(E) THE COMMISSION SHALL:

(1) DETERMINE THE CURRENT EXTENT OF THE HEALTH CARE WORKFORCE SHORTAGE IN THE STATE INCLUDING AN EVALUATION OF MECHANISMS CURRENTLY AVAILABLE IN THE STATE AND ELSEWHERE INTENDED TO ENHANCE EDUCATION, RECRUITMENT, AND RETENTION OF HEALTH CARE WORKERS;

(2) EXAMINE WHAT CHANGES ARE NEEDED:

(I) TO ENHANCE INSTITUTIONAL CAPACITY TO INCREASE STUDENT ENROLLMENT AND GRADUATION RATES; AND

(II) TO ENHANCE EXISTING EDUCATIONAL PROGRAMS, SCHOLARSHIP PROGRAMS, AND FUNDING MECHANISMS TO PROVIDE INCENTIVES TO INDIVIDUALS TO ENTER THE HEALTH CARE WORKFORCE;

(3) EXAMINE WHAT CHANGES ARE NEEDED WITHIN THE HEALTH CARE ENVIRONMENT TO RETAIN HEALTH CARE WORKERS;

(4) IDENTIFY METHODS TO:

(I) RECRUIT MINORITIES INTO THE HEALTH CARE WORKFORCE;

(II) RECRUIT HIGH SCHOOL STUDENTS INTO THE HEALTH CARE WORKFORCE; ~~AND~~

(III) RECRUIT AND FACILITATE THE LONG-TERM RETENTION OF HEALTH CARE WORKERS IN RURAL AND UNDERSERVED AREAS IN THE STATE; AND

~~(III)~~ (IV) FACILITATE CAREER ADVANCEMENT AND RETENTION OF HEALTH CARE WORKERS; AND

(5) DEVELOP RECOMMENDATIONS ON, AND FACILITATE IMPLEMENTATION OF, STRATEGIES TO REVERSE THE GROWING SHORTAGE OF HEALTH CARE WORKERS IN THE STATE.

(F) THE DEPARTMENT SHALL PROVIDE STAFF SUPPORT TO THE COMMISSION.

(G) THE COMMISSION SHALL REPORT ITS FINDINGS AND RECOMMENDATIONS TO THE GOVERNOR AND, SUBJECT TO § 2-1246 OF THE STATE GOVERNMENT ARTICLE, TO THE GENERAL ASSEMBLY ON OR BEFORE JANUARY 1 OF EACH YEAR.