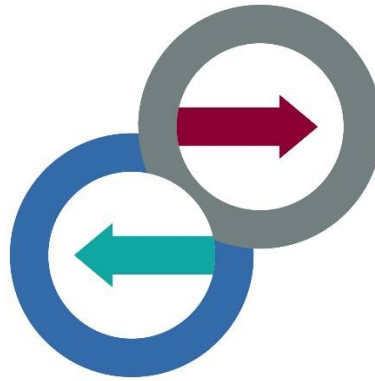


HENRY COUNTY FORCES OF CHANGE

Forces of Change



Purpose

The Forces of Change Assessment focuses on identifying forces such as legislation, technology, and other impending changes that affect the context in which the community and its public health system operate. This assessment answers the questions: "What is occurring or might occur that affects the health of our community or the local public health system?" and "What specific threats or opportunities are generated by these occurrences?"

The Forces of Change Assessment identifies all the forces and associated opportunities that can affect (either now or in the future) the community and local public health system. Forces can be trends, factors, or events.

- Trends are patterns over time, such as migration in and out of a community or growing disillusionment with government.
- Factors are discrete elements, such as the community's large ethnic population, urban setting, or the jurisdiction's proximity to a major waterway.
- Events are one-time occurrences, such as a hospital closure, a natural disaster, or passage of new legislation.

Methodology

Henry County Health Partners were asked to complete the assessment anonymously via email in 2022. Partners were asked to identify forces they are concerned about, threats these forces could pose, and opportunities these forces could create. These assessments were emailed out by the health commissioner and various health department staff; in addition, introduced and discussed at Henry Health Partner workgroup meetings.

Key Findings

A total of 12 assessments were completed.

The Forces of Change Assessment identified what could have the greatest impact on Henry County including: the loss of workforce; increasing mental health concerns; lack of housing; inflation; lack of safe, dependable, and quality childcare.

The comparison of the results to this same survey done in 2019 and the 2022 survey results tells the story of how community concerns have shifted and changed over 3 years. The concern for mental health was not even concern, and 2022 it is the number one concern. The shift between the threat of a large business closing to concern about the loss of workers to support business indicates the shift in the labor market. The obvious catalyst to this change in thinking was the COVID 19 pandemic. The effects of the pandemic effected more than health; it impacted our way of life. The pandemic serves as a perfect example of how an unforeseen threat can affect so many systems in our community.

2019	2022
1. Closing of large businesses	1. Increase in mental health concerns and lack of mental health care capacity.
2. Loss of community resources	2.Loss of workforce in all capacities
3. Increase in substance misuse	3.Lack of quality housing
4. Lack of quality housing	4.Inflation
5. Aging population	5.Lack of safe dependable childcare

For more insight the top five categories are listed below with a summary of the finding for each topic. The tables provide the responders' suggested forces, the threats it would cause and the opportunities for the community. The respondent's typed words are listed as provided through the Survey Monkey tool.

All responses below are the respondent's typed words directly.

Health

Health was the most cited threat by respondents. Increasing mental health concerns and lack of mental health care capacity, healthcare staffing, and concern for increases in communicable disease were the most mentioned threats.

Forces	Threats	Opportunities
Medical transportation Mental health services	Mental health patients being "revictimized" by making ER rooms psych facility	Education and equity opportunity
Mental health and well-being of citizens - significant uptick noted	Public trust in mental Health system, law enforcement and medical personal	Wish I knew
Abortion outlawed in our state	pain, suffering, death to our childbearing women, unhealthy children	Enlighten those who are ignorant, mandatory vasectomies, and outlaw erectile drugs
Decreased immunizations	Increase disease prevalence, less protection	Educate public in a non-authoritative way to build trust again
COVID increasing	Mass infections, as in 2021	More opportunities to educate, as in the past 2 years
Limited local elderly assistance care in our area	With an increasing elderly population, stresses local work force	New jobs created to help in this market
Increasing marijuana "recreational use"	Increased mental health issues in already at-risk population; increased substance use disorders	Increased educational opportunities for young people on the impact of recreational drug use
Loss of health care workers, physicians, nurses, other care givers	Insufficient health care access for community	Area of high need to recruit new young physicians and other caregivers
Staffing problems at hospital and nursing homes	Patient care could be threatened	Encourage professionals to consider working close to home.

Workforce

While healthcare workforce was mentioned as a threat under healthcare specifically, workforce in general represents the second most cited threat overall. Loss of workforce in all types is mentioned: general loss of workers, loss of workers who care for the most vulnerable, loss of knowledge with aging workforce retiring, loss of educated youth leaving Henry County, and loss of volunteers.

Forces	Threats	Opportunities
Qualified Employees	To all workforces. In public service, we are having trouble even filling existing jobs, and cannot even think about adding anyone to be extra	Community Outreach and educational events could be further instituted
Not enough workers for critical jobs	People could die or suffer	Incentives for workers to fill these positions
Retirements expedited due to COVID trends and remote working/technology upgrades	Workforce shift, less workers, institutional knowledge of workforce lost	Educational opportunities for individuals who don't want to retire yet or would be willing to come out of retirement and have remote/semi remote working capabilities
Loss of health care workers, physicians, nurses, other care givers	Insufficient health care access for community	Area of high need to recruit new young physicians and other care givers
After graduation from high school and college people are leaving Henry County	Decreased population, revenue	Increase housing? Decreased housing? Need Housing to substantiate population growth
Not enough volunteers for events or to take over coordination of events for organizations that have the old guard aging out	Organizations lose revenue to fund events that help with placemaking. Less events are held and create a void of things to do	Organizations adapt and change concepts and events to attract a multigenerational demographic to events.
Staffing problems at hospital and nursing homes	Patient care could be threatened	Encourage professionals to consider working close to home
Trend in the number of employable people who do not want to be employed	Shrinking workforce which could affect business retention and expansion	Find jobs in Henry County

Housing

Housing is the third largest threat based on responses. Housing is needed for those who rent or buy at all economic levels and for all ages. The area of economic growth is impacted by the lack of housing as workers look elsewhere for housing potentially impacting local economic growth.

Forces	Threats	Opportunities
Lack of housing	People can't relocate to our communities	Growth
Housing is limited both to buy and rent	Economic growth, keeping youth in the area or attracting new families	Economic growth of the housing market, lower rent prices due to new homes
Affordable senior housing eliminated	Seniors suffering, living in inappropriate dwellings	A country that takes care of the aging and all middle and lower class regardless of income status
After graduation from high school and college people are leaving Henry County	Decreased population, revenue	Increase housing? Decreased housing? Need Housing to substantiate population growth

Economy

The economy is affected by inflation, and local economy is affected as local resources, such as hotels are limited; encouraging money to be spent outside of the county. This was the fourth most cited threat among respondents.

Forces	Threats	Opportunities
High gas prices	Cannot afford to go to work	
Escalating grocery prices	Families can't afford healthy food	Community gardens, sharing of home grown produce
Limited hotels in our area/limiting draw of outside customers to our area	Just keep drawing local funds and not funds outside of are local area- very limited growth	Once again, tied to economic growth, not asking for a lot but some is essential
The number of students leaving Napoleon High School to attend elsewhere	Lack of school funding at local high schools, lack of loyalty to school and community	It may create an athletic opportunity, but the negative outweighs the positive.

Childcare

Childcare affects our children, families, workers, businesses, and the economy. Childcare was the fifth most cited threat. It has an impact on our local economy as the lack of safe, dependable, and quality care for children impacts: 1) a child's wellbeing, 2) a parent's work performance or ability to work. Both of these impacts local business' ability to maintain the current worker and the pool of quality workers for the future. As a result, safe, dependable, and quality daycare affects the physical and mental health of the child and the parent, as well as the health of the local economy.

Forces	Threats	Opportunities
Decreased "safe" childcare	Neglect, abuse, loss of job	Summer programs, increase number of providers
No childcare	Less workers; less insured or able to pay for care	Find jobs in Henry County
Limited daycare	Limits people who are available for the job market, limits growth	New jobs for daycare, potential new business in area