

California Health Workforce Planning Grant Workplan

Activities	Strategy/Outcome	Lead	Council Input	Target Completion Date	Actual Date Completed	Action Required		Comments
						Legislative	Administrative	
Develop the administrative infrastructure required to guide and conduct the planning grant activities.	<ul style="list-style-type: none"> <li>Identified prospective membership for the Health Workforce Development Council (Council) including membership to compose the Planning Grant "Eligible Partnership" required</li> </ul>	State Board OSHPD		7/17/10	7/17/10			
	<ul style="list-style-type: none"> <li>Establish the Council as a Special Committee of the CA Workforce Investment Board</li> </ul>	STATE BOARD		8/17/10	8/17/10			
	<ul style="list-style-type: none"> <li>Coordinate Council Meeting logistics</li> <li>Create foundational documents for Council meetings</li> <li>OSHPD analyst and research assistant prepared: 1) Health service definitions; 2) isolated health occupation projections from EDD-LMID information; 3) literature survey of recent studies on California's health workforce</li> </ul>	STATE BOARD OSHPD		12/10/10	12/3/10			
	<ul style="list-style-type: none"> <li>Collect regional definitions used by other entities and develop an overview of findings</li> <li>Define health workforce planning regions</li> </ul>	OSHPD	X	1/30/11	3/08/11			
	<ul style="list-style-type: none"> <li>Conduct 11 regional focus groups within the first 2 quarters of grant</li> <li>Identify locations and schedule focus groups</li> <li>Identify target audiences for focus groups and ask Council members for assistance with participant outreach</li> <li>Procure focus group facilitator and contractor</li> </ul>	STATE BOARD OSHPD CONTRACTOR	X	3/31/11	3/21/11			

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	Establish and convene a Career Pathway Sub-Committee of the Council to include but not be limited to Council Members and discuss the following: health career pathways that increase access to primary care; education and training capacity and infrastructure to accommodate career pathways; academic and healthcare industry skill standards; big picture issues related to recruitment, retention, attrition, transfer and articulation; need for pilot projects	STATE BOARD CONTRACTOR	X	6/30/11				Sub-committee established and first meeting to be held 4/19/11
<b>Identify current and projected high demand State or regional health care sectors for purposes of planning career pathways</b>	<ul style="list-style-type: none"> <li>Develop regional focus group questions in concert with an Adhoc Committee of the Council –JVS, CPCA, HWI, CHWA, CSRHA</li> </ul>	STATE BOARD OSHPD	X	12/10/10	12/3/10			
	<ul style="list-style-type: none"> <li>Review literature as well as State and Federal labor market projections</li> </ul>	OSHPD		1/1/11	12/21/10			
	<ul style="list-style-type: none"> <li>Use regional focus groups as a means to introduce and apply the Sector Strategy Model to convene employers, labor, education and training providers at the regional level to develop plans to address employer workforce needs and education needs of workers</li> </ul>	STATE BOARD OSHPD REGIONAL FOCUS GROUP CONTRACTOR		3/31/11	3/21/11			

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	<ul style="list-style-type: none"> <li>▪ Career Pathway Sub-Committee of the Council to identify whether the existing education and training capacity and infrastructure can accommodate the career pathways needed; and to identify gap Identify gap between supply and demand of a highly skilled workforce</li> </ul>	STATE BOARD OSHPD CONTRACTOR	X	6/30/11				First meeting 4/19/11
<b>Analysis of State labor market information to create healthcare career pathways for students and adults, including dislocated workers</b>	<ul style="list-style-type: none"> <li>▪ Review focus groups findings, key informant discussions and published material</li> </ul>	Career Pathway Sub-Committee STATE BOARD OSHPD		4/30/11				
	<ul style="list-style-type: none"> <li>▪ Identify available and needed health workforce data resources for primary care and other health workers</li> <li>▪ Leverage findings from OSHPD Clearinghouse, CA Health Workforce Alliance, and UC Center for the Health Professions</li> </ul>	STATE BOARD OSHPD		12/31/10				Compiling information received from Clearinghouse data providers, CHWA Data Workgroups and UCSF-CHPs
	<ul style="list-style-type: none"> <li>▪ Through regional focus groups convene health workforce and education stakeholders to analyze labor market data and identify career pathways to increase primary care and other health worker supply, with emphasis on California's geographic and demographic diversity</li> <li>▪ Prepare regional data fact sheets that display the supply of primary care providers and high growth</li> </ul>	STATE BOARD OSHPD REGIONAL FOCUS GROUP CONTRACTOR	X	3/31/11				

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	<ul style="list-style-type: none"> <li>high demand occupations</li> <li>Identify which categories of the health workforce are the priorities-immediately, within 2-years and within 3-5 years?</li> </ul>							
	<ul style="list-style-type: none"> <li>Review existing literature to identify existing and potential health career pathways</li> <li>Leverage work of CDE, HWI, CSU and CHWA</li> </ul>	STATE BOARD OSHDP CONTRACTOR		3/31/11				
Describe State secondary and postsecondary education and training policies, models or practices for the healthcare sector including career information and guidance counseling	Review focus groups findings, key informant discussions, and published materials	Career Pathway Sub-Committee	X	3/31/11	6/30/11			
Describe academic and healthcare industry skill standards for high school graduation, for entry into postsecondary education, and for various credentials and licensure	Review focus groups findings, key informant discussions, and published materials	Career Pathway Sub-Committee	X	3/31/11	6/30/11			
	<ul style="list-style-type: none"> <li>Identify health personnel categories of focus and skill standards for industry—clinical, soft skills, and cultural competency training</li> <li>What are the difference between academic and practice standards</li> </ul>	STATE BOARD OSHDP CONTRACTOR	X	3/31/11	6/30/11			

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	<ul style="list-style-type: none"> <li>Leverage work of the Department of Consumer Affairs regarding education levels and licensing requirements for healing arts professions</li> </ul>							
	<ul style="list-style-type: none"> <li>Expert review of California statutes and regulatory code to describe education and training required for certification and licensure related to cultural and linguistic competency; new occupational standards/health professional categories</li> </ul>	CONTRACTOR		6/30/11				
Identify existing Federal, State, and private resources to recruit, educate or train and retain a skilled healthcare workforce and strengthen partnerships	<ul style="list-style-type: none"> <li>Use regional focus group findings</li> <li>Leverage work of the CHWA inventory of statewide health workforce initiatives</li> <li>Develop resource inventory that includes the following data: program/effort name, administrator, purpose, point of intervention in the health pipeline, target audience, scope of partners, funding source and scope, and funds available</li> </ul>	OSHPD CONTRACTOR	X	4/30/11				
Identify education and workforce data availability and gaps	<ul style="list-style-type: none"> <li>Inventory existing health workforce and education data available within the public and private sector</li> <li>Use Clearinghouse and CHWA Data Workgroup information as a baseline for what is available within the public and private sector</li> </ul>	OSHPD		4/30/11				

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	<ul style="list-style-type: none"> <li>Map data gaps and needs to support Clearinghouse program</li> <li>EDD agreed to host meeting with health employers to identify data needs/collection challenges related to demand projections</li> </ul>	OSHPD		6/30/11				Through CHWA Data workgroup meeting with EDD-LMID on 4/18/11.
	<ul style="list-style-type: none"> <li>Identify policy, regulatory and/or administrative actions needed to collect necessary components of health workforce and education data and to make accessible for statewide and regional health planning</li> <li>Convene CHHS, LWDA, DCA, SCSA leadership to determine if legislative action is necessary to achieve the data elements and reporting requirements of the Clearinghouse</li> </ul>	OSHPD STATE BOARD	X	6/30/11				
Map education and career pathways/supports and policy actions necessary to supply the health workers needed to increase access to primary care and meet future demands	<ul style="list-style-type: none"> <li>Career Pathways Sub-Committee to discuss the big picture issues around recruitment, retention, attrition, transfer, articulation and curricular disconnects, and identify policies needed to facilitate the progress of students between and among education segments in California</li> <li>Seek information about increasing the diversity of the health professions pipeline</li> </ul>	Career Pathways Sub-Committee STATE BOARD OSHPD	X	6/30/11				

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	<ul style="list-style-type: none"> <li>▪ from the CHPC</li> <li>▪ Seek information from health employers and labor about career pathways for incumbent workers</li> <li>▪ Develop questions to be asked at focus groups around specific health workforce categories— what are best practices and models that increase diversity and cultural competency?</li> </ul>							
	<ul style="list-style-type: none"> <li>▪ Compile information to identify and prioritize education and career pathways needed at the State and regional level</li> <li>▪ Discuss compensation and reimbursement rates from State to colleges for health professions education and training programs.</li> </ul>	STATE BOARD OSHPD CONTRACTOR	X	6/30/11				
Assess legislative and administrative policy changes that are needed to increase the supply of primary care providers needed to improve population health as well as bolster regional health access and economies				6/30/11				

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	<ul style="list-style-type: none"> <li>▪ Convene key stakeholders and regional leaders – to examine the need for pilot/demonstration projects in eligible Health Workforce Pilot Project health personnel categories, or new health personnel categories</li> <li>▪ Identify health personnel categories/occupations for possible practice act expansion that have potential to expand access to primary care</li> <li>▪ Identify alternative care models that allow health providers to practice to the full extent of their scope.</li> </ul>	STATE BOARD OSHPD REGIONAL FOCUS GROUP CONTRACTOR	X	6/30/11				
	<ul style="list-style-type: none"> <li>▪ Examine policy changes that may be needed to foster comprehensive health workforce development, accommodate resource constraints, while increasing access to care for primary care and other health workers</li> <li>▪ Work with professional organizations associations and licensing bodies to determine pros and cons before developing policy recommendations</li> <li>▪ Review literature or other state planning grantee abstracts to see what other states are doing</li> <li>▪ Identify and compile promising practices for health worker retention that foster innovation</li> </ul>	STATE BOARD OSHPD REGIONAL FOCUS GROUP CONTRACTOR	X	Ongoing				

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	<p>and stakeholder engagement and replication at the state and regional level</p> <ul style="list-style-type: none"> <li>▪ Task each Council Sub-Committee with recommending policy or administrative actions that may be needed to overcome and facilitate increased access to primary care</li> <li>▪ Identify alternative delivery care/models that increase primary care access immediately over the long term</li> </ul>							