



California Workforce Investment Board  
Health Workforce Development  
Council Meeting



# Council's Primary Goal

Develop a comprehensive strategy for health workforce development in California to meet the diverse needs of the State's population.

# The Journey to Date

- Council Meetings
- Regional Focus Group Meetings
- Career Pathways Sub-Committee Meetings
- Council Ad Hoc Planning Meetings
- Literature Review



# Next Step of the Journey

- 3 Prioritization Meetings
  - Rough grained prioritization
  - Course grained prioritization
  - Fine grained prioritization (Final)

# Today's Process

- Break into small groups
- Individual Activity
- Small Group Activity
- Large Group Share

# Ground Rules

- Acknowledge people for comments and ask people for clarification
- Step back if overly vocal; step up if holding back
- Need to capture input from all
- Must endeavor to go beyond organizational interests



# Day's Objective

Have a rough cut  
prioritization of the 125  
recommendations.



# Individual Reflection

- Review each recommendation
- Indicate your rating for all 6 criteria for each assigned recommendation
- Write all responses on individual reflection form



# Scale Definitions

1	Little/No Influence
2	Slight Influence
3	Moderate Influence
4	Substantial Influence
5	Critical Influence

# Priority Setting Criteria

Criteria	Value
1. Immediate increases to workforce supply or capacity for health professions in-demand.	1
2. Impact to California's population, particularly those with unmet health needs and those in underserved areas	1
3. Potential economic impact (Regional and/or State)	1
4. Evidence base for outcomes or to demonstrate need	1
5. Political feasibility	1
6. Timeliness/Time to Action	1

# Sample Individual Chart

Sample Scoring Worksheet: Desserts				
Recommendation	Criteria			
	Satisfies sweet tooth	Improves nutrition	Impresses friends	Total
<b>Desserts</b>				
Chocolate Cake	5	2	3	10
Lemon Meringue Pie	4	3	5	12
Vegan Sprout Muffin	1	5	1	7



# Small Group Discussion

- Select spokes person for group
- Record scores on small group poster
- Small group discussion

# Sample Group Chart

Recommendation	Group Members		
	Little Miss Muffet	Georgie Porgie	Jack Spratt
Chocolate Cake	14	13	4
Lemon Meringue Pie	11	12	3
Vegan Sprout Muffin	3	3	15



# Small Group Discussion

- Highest & lowest scores
- Agreement, disagreement & major disagreement
- Agreements to disagree
- Star ideas where agreement
- Work to reach consensus on starred ideas

# Large Group Share

- *Hard 3-minutes*
- Areas of agreement and disagreement
- Highlights of group conversation
- Hold all questions until all groups share

# Next Steps

- Leave individual and group notes for facilitators
- Facilitators send Council's rough cut
- Meeting #2: Dialogue and refinement of prioritization