



Edmund G. Brown Jr.
Governor



Tim Rainey
Executive Director

**CALIFORNIA WORKFORCE INVESTMENT BOARD
HEALTH WORKFORCE DEVELOPMENT COUNCIL**

**April 16, 2012
9:00 a.m. – 12:30 p.m.**

**Woodlake Hotel
500 Leisure Lane, Room 302**

MEETING SUMMARY

I. Introduction and Opening Remarks

Vice Chair Chad Silva opened the meeting and welcomed everybody. Mr. Silva asked that the Health Workforce Development Council (Health Council) members introduce themselves. Health Council members/designees who were in attendance are listed below:

Terry Bane – *Riverside Health Care*
Kevin Barnett – *California Health Workforce Alliance*
Steve Barrow – *California State Rural Health Association*
Cindy Beck – *California Department of Education*
Saba Brelvi – *The California Wellness Foundation*
Dena Bullard – *University of California Office of the President*
Kim DeWeese – *California Department of Public Health*
Diane Factor – *Service Employees International Union*
Katherine Flores – *California Health Professions Consortium*
Gary Gugelchuk – *Western University of the Health Sciences*
Cathy Martin – *California Hospital Association*
Anne McMonigle – *California Labor Federation*

Andi Murphy – *California Department of Mental Health*
Rosielyn Pulmano – *California Legislature, Assembly Health Committee*
Jeff Oxendine – *California Health Professions Consortium*
David Quakenbush – *California Primary Care Association*
Bob Redlo – *Kaiser Permanente*
Cindy Sherwood-Green – *California Workforce Association*
Chad Silva – *Latino Coalition for a Healthy California*
Abby Snay – *Jewish Vocational Services*
Jim Suennen – *California Health and Human Services Agency*
Sheila Thomas – *The California State University, Office of the Chancellor*
Linda Zorn – *California Community College Chancellor's Office*

II. Chair/Director/Agency Updates

Mr. Silva stated that, there have been major developments since the last Health Council meeting on December 14, 2011:

- Tim Rainey was appointed as the new Executive Director of the California Workforce Investment Board (State Board)
- At the direction of the Council, an ad hoc Action Plan Committee process was undertaken. That process was chaired by Bob Redlo who will lead a discussion of the process later in the agenda.
- The Career Pathway Sub-Committee (Sub-Committee) has been reconvened and the first meeting will be held directly after the Council meeting

Mr. Silva thanked Steve Barrow once for again chairing the Sub-Committee and introduced Tim Rainey.

Mr. Rainey thanked Doug Sales, Operations Manager for the State Board for his excellent work during his tenure as Acting Executive Director and for his guidance and support of the Council's work. Mr. Rainey reiterated Mr. Sales' remarks about the continued existence of the Council as a Special Committee of the State Board.

Mr. Rainey announced that the State Board has contracted again with the University of California Berkeley to facilitate the Sub-Committee. He thanked Jeff Oxendine for the great work with the Sub-Committee and for agreeing to do the work again. He mentioned that the first meeting was open to the public and would be convened after the Council meeting.

Mr. Rainey gave an update on the federal Health Care Workforce Development Planning Grant (Planning Grant):

- The Planning Grant extension will end on June 30, 2012
- The final report will be an update to the existing report submitted to the federal Health Resources and Services Administration (HRSA) that was submitted on September 30, 2011. The report will include an update on the activities related to the Planning Grant since September 2011.

Mr. Rainey introduced Stephanie Clenendin, Chief Deputy Director, Office of Statewide Health Planning and Development (OSHPD) and thanked Stephanie and the staff of OSHPD for being such great partners during the federal health care workforce planning grant process and discussed how OSHPD has transitioned from a partner in the management of the Health Council to a valued Health Council member. He also asked Ms. Clenendin to give an update on OSHPD's activities.

Ms. Clenendin announced the appointment of Robert David as the OSHPD Director. Mr. David previously worked for the American Hospital Association and before that had been the Deputy Director for OSHPD.

Ms. Clenendin gave an update of the parts of the proposed Governor's budget that impacted OSHPD. Under the proposed budget, the workforce development program from the Department of Mental Health would be transferred to OSHPD. She also discussed funding for the Song-Brown program.

Mr. Silva introduced Jim Suennen, Associate Secretary, Community Engagement, Office of External Affairs for the California Health and Human Services Agency. Mr. Suennen gave an update of the current activities of the Health Benefit Exchange.

III. Action Item: Approval of December 14, 2011, Meeting Minutes

The December 14th meeting minutes were approved.

IV. Presentation: Industry Sector Strategies – Building Career Pathways

Mr. Silva introduced Tim Rainey who gave a presentation regarding the State Board's direction. Mr. Rainey presentation *A Sector Pathways Strategy for California* focused on:

- The State Board's statutory requirements:
 - Develop a unified, strategic workforce development plan as mandated by SB 293 (California Workforce Training Act)
 - Promote linkages between education, workforce development, and economic development organizations at the State level
 - Advocate for continuous improvement of the statewide workforce system
 - Recommend to the Governor state performance measures and negotiated performance levels for Local Workforce Investment Boards (LWIBs)
 - Establish criteria for the Governor's 15 % Workforce Investment Act (WIA) Discretionary funding
 - Certify Local Workforce Investment Boards

- The State Board's initial goals:
 - Reconstitute Board membership
 - Re-write the Workforce Investment Act state plan, moving it from compliance to strategy with specific goals and benchmarks
 - Implement SB 698 (which requires the development of standards for certification of high-performance LWIBs and to reserve specified federal discretionary funds for high-performance LWIBs)
 - Implement SB 734 (which requires specified minimum amounts of federal WIA funds provided to LWIBs to be spent on workforce training programs)
 - Move toward the development of a statewide industry-driven sector/pathways strategy

- The State Board's aspirational goals:

- Rewire employment/education/training investments around growth sectors with lots of middle-skill jobs
 - Establish clear education and training pathways that connect low-skill, unemployed and underemployed workers directly to those jobs
 - Advocate for continuous improvement of the statewide workforce
 - Allow all workers, at all skill levels, to easily check back into the public system for ongoing training in skills that are in demand
 - Bridge workforce development and economic development
- Development of the *State Leadership Team* (representatives from the State Board, California Community College Chancellor’s Office, Employment Training Panel, Employment Development Department, Department of Industrial Relations – Division of Apprenticeship Standards and the Department of Education). Their focus is to:
 - Develop shared goals for the system
 - Align and repurpose resources to achieve those goals
 - Establish metrics for success and develop “integrated” data collection system;
 - Establish statewide learning communities and support technical assistance to regions
 - Work together to develop an effective system of actionable labor market information in order to monitor progress and make course corrections
- Development of *Regional Skills Alliances* (Community colleges, LWIBs, One Stop Career Centers, Adult Education/K-12/Regional Occupational Centers and Programs providers, Community-Based Organizations, unions and employers) to:
 - Identify key competitive and emerging industries in the region
 - Align coordinate, integrate resources and services to support the development of industry-specific career pathways partnerships in those targeted industries
 - Identify and access additional federal, state, private, and philanthropic resources
- Development of *Career Pathways Partnerships* (Employers from an industry sector, practitioners from community colleges, One Stop Career Centers, Adult Education/K-12/Regional Occupational Centers and Programs providers, Community-Based Organizations, unions) to:
 - Map career paths in the targeted industry
 - Integrate services and resources to develop career pathway programs that are aligned with the needs of industry
 - Include on-ramps for underprepared students; use evidence-based practices, provide supportive services, and provide students with industry-valued credentials or degrees
 - Develop other strategies to support industry workforce needs and worker career advancement

Mr. Rainey discussed the Special Committees of the State Board such as the Health Workforce Development Council and the Green Collar Jobs Council would function as part of the new process.

V. Discussion Item: Action Plan Process

Mr. Silva introduced Bob Redlo, Chair of the Action Plan Ad Hoc Committee (Committee). Mr. Redlo explained the purpose of the Committee was to:

- Assist the Health Council in moving recommendations gathered as a part of federal Health Care Workforce Development Planning grant into action and implementation
- Solidify the infrastructure for California's healthcare workforce
- Utilize the recommendations developed during the Health Council's planning activities to establish implementation leads and plan
- Confirm the overarching Mission of the Health Council

The Committee developed action plans by leveraging the work completed as a part of the Career Pathways Sub-Committee and existing work underway by groups comprised of subject matter experts. This approach was designed to ensure coordination of the work underway by other entities who already begun identifying solutions to address health industries workforce issues was utilized. Each plan included objectives, activities, anticipated outcomes, timelines, lead and resources and evaluation method.

For each of the action plans, champions were identified and those champions committed to moving the action plans forward into implementation.

Mr. Redlo presented action plans for:

- Clinical Laboratory Scientist
- Medical Assistants
- Nursing
- Physician Assistant
- Primary Care Physician
- Public Health
- Social Work
- Crosscutting Issues – Education
- Crosscutting Issues – Retention and Recruitment
- Crosscutting Issues – Cultural Responsiveness and Sensitivity
- Crosscutting Issues – Data Clearinghouse

Council members had the opportunity to comment on each of the action plans and their comments will be forwarded to the various implementation teams for inclusion in an updated version of the action plan.

There was significant discussion on the process for moving the actions plans forward. In clarification of the conversation, Abby Snay made the following motion which was approved by the Health Council:

The Health Council will send forward for the State Board's approval the following:

- *The Mission of the Council:*

Expand California's primary care and allied health workforce to provide access to quality, affordable healthcare and better health outcomes for all Californians

- *The four broad strategy themes:*

- *Coordinated Infrastructure – stakeholders, data, sharing best practices, etc.*
- *Education and Training Access, Capacity, and Support*
- *Recruitment and Retention – considering shortage areas*
- *Cultural Appropriateness and Sensitivity*

- *Phase I of the action plans presented by Action Plan Ad Hoc Committee*

VI. Public Comment

Kim Q Dau, CNM, Co-Chair, Health Policy Committee, Northern CA Regional Director, California Nurse-Midwives Association (CNMA) provided comments on workforce challenges faced by Certified Nurse Midwives (CNMS). She explained that CNMs are Advanced Practice Registered Nurses (APRNs) and providers of primary health care for women and newborns. She provided statistics on the number CMNs practicing in California and the different settings in which they practice. She explained that California is one of five remaining states that require physician supervision for certified nurse-midwives even though the statute does not require physician presence and therefore is a collaborative and consultative practice. CNMs are trained in the independent management of women's primary health care and maternity care. She also discussed the concept of "payment parity" which would ensure that healthcare services rendered by a CNM are reimbursed at the same rate as a physician would be reimbursed for the identical service.

CNMA prepared and submitted public comment on the Nursing Action Plan.

VII. Council Member Updates

Council members gave updates on various activities undertaken by their organizations.

VIII. Next Steps

Staff will meet to discuss the development of a structured process for updating action plans.

IX. Adjournment

The meeting was adjourned at approximately 12:30 p.m.