

**CALIFORNIA WORKFORCE INVESTMENT BOARD  
HEALTH WORKFORCE DEVELOPMENT COUNCIL  
MEMBERSHIP AD-HOC COMMITTEE**

**September 30, 2013**

**RECOMMENDATION:**

The Membership Ad-Hoc Committee approves the membership recommendations.

**Background**

At the January 16, 2013 Health Workforce Development Council (Council) meeting the Membership Ad Hoc Committee (Membership Ad Hoc Committee) presented their recommendations. The recommendations included the following items:

1. Value statement
2. Process for filling vacancies and/or adding new members
  - Removal of members
3. Membership categories
4. Recommended Next Steps

1. Value Statement

The members of the Health Workforce Development Council represent a broad constituency dedicated to ensuring the expansion of California's primary care and allied health workforce to provide access to quality, affordable healthcare and better health outcomes for all Californians.

The Council is a public/private entity and its members represent the continuum of stakeholders needed to develop a skilled health workforce.

2. Membership Process

The Ad Hoc Committee discussed different options for adding new members and removal of current members. The Ad Hoc Committee came to a consensus and recommends the following process:

- Vacancies within the new proposed membership categories would be identified.
- Council members would be apprised of the vacancies and recommendations for organizations/individuals to fill those vacancies would be solicited.

- Recommendations would be forwarded to the chairs of the State Board and Health Workforce Development Council for consideration.
- Invitations to join the Council would be sent from both the Chair of the State Board and the Chair of the Council. It should be noted that State Board members have the option of joining any Special Committee (such as the Health Workforce Development Council) of the State Board and do not require a separate invitation from the State Board Chair/Council Chair.
- In accordance with State Board by-laws, the Chair of the Council, on behalf of the State Board Chair, may request the written resignation of any Council member who fails, without good cause, to attend three consecutive Council meetings or who otherwise demonstrates an inability or unwillingness to actively participate in the meetings, discussions, activities, and decisions of the Council.

### 3. Proposed Membership Categories (with current and potential new members)

The Ad Hoc Committee examined the current membership and recommends the following broad membership categories:

- Private Sector
  - Kaiser Permanente
  - Sutter Health
  - California Hospital Association
  - Long Term Care (inactive representative)
  - Doctors Medical Center
  - St. John's Well Child and Family Center
  - Fairchild Medical Center
  - Non-Federally Qualified Health Center (New)
  - Western University of the Health Sciences
  - California Labor Federation
  - Service Employees International Union
- State/Federal Entity
  - California Health and Human Services Agency
  - Office of Statewide Health Planning and Development
  - Department of Public Health
  - Department of Mental Health (Workforce development program/funding transferred to OSHPD)
  - Department of Consumer Affairs (no representative)
  - Department of Industrial Relations, Division of Apprenticeship Standards
  - California Department of Education
  - California Community Colleges Chancellor's Office
  - The California State University Office of the Chancellor
  - University of California Office of the President
  - Senate Committee on Health (No active representative)

- Senate Committee on Business, Professions and Economic Development (New)
  - Assembly Committee on Health
  - Assembly Committee on Business, Professions and Consumer (New)
  - Assembly Jobs, Economic Development and the Economy (New)
  - Assembly Committee on Aging and Long Term Care (New)
- Funder
    - Blue Shield Foundation (New)
    - California HealthCare Foundation (New)
    - The California Wellness Foundation (Vacancy)
    - The California Endowment (Vacancy)
- Regional/Statewide Collaborative
    - California Health Professions Consortium
    - California Workforce Association
    - California State Rural Health Association
    - California Health Workforce Alliance
    - California Area Health Education Center Program
    - Coachella Valley Economic Partnership (New)
- Community-Based Organization/Consumer Advocate/Third Party
    - Jewish Vocational Services
    - Latino Coalition for a Healthy California
    - Alliance for Rural Community Health (Representative has left the organization)
    - The Children’s Partnership (Oral Health – New)

In addition, to developing the new membership categories, the Ad Hoc Committee discussed the use of “advisors” to the Council. The Ad Hoc Committee discussed the importance of focused expertise that could be used to address specific agenda items, policy issues or as part of an ad hoc committee. In the past, these types of individuals have been used on the Career Pathway Sub-Committee and the Action Plan Implementation Team.

Council members reviewed the recommendations and after extensive discussion requested the Ad Hoc reconvene and consider the following:

- Using the membership developed by the California Health Workforce Alliance as a template
- Developing membership sub-categories (e.g., public/private educational institutions)
- Adding more employers to the Council because they ultimately provide employment opportunities
- Calculating the percentage of the entire Council that each category represented

- Reviewing the composition requirements of the State Board as a possible metric for the Council

On February 19, 2013, The Ad Hoc Committee reconvened to discuss the input from the Council members. After much discussion, the Ad Hoc recommended the following membership categories:

- Employer
- Funder
- Constituency Organization
- Education
- Government
- Labor

#### 4. Recommended Implementation

The recommendations reflect the Membership Ad-Hoc Committee documents that were presented at the April 17, 2013 Council meeting as well as the comments from Council members at the April 17, 2013 meeting. We have broken down the original recommendations in the April 17<sup>th</sup> draft membership chart into three categories: *Immediate Membership Invitations* (entities who would receive invitations prior to the August 7<sup>th</sup> meeting), *Recommendations Needed from Council Members* (an email would be sent the Council for their suggestion), *Proposed Membership Deletions* (this category reflects the Council's April 17<sup>th</sup> discussion). Below is a list of the categories and suggested entities:

##### *Immediate Membership Invitations:*

- The California Endowment (prior Council member)
- The California Wellness Foundation (prior Council member)
- Blue Shield Foundation (new member)
- SEIU United Health Workers-West
- Long Term Care Employer (California Association of Health Facilities [CAHF] will be asked to nominate one of their members)

##### *Recommendations Needed from Council Members:*

- Private for-profit educational provider
- Southern California-based major health employers
- Central Valley clinics (Central Valley Health Network was suggested)

##### *Proposed Membership Deletions:*

- Coachella Valley Economic Partnership (Constituency category – Council members expressed concern about the size of this category)

- Quality Care Health Foundation (This is the training and education arm of (CAHF). It is in the Constituency category but the committee may want to reconsider due to the impact of long term care.)
- United Nurses of California (Concern was expressed about opening the door to a occupation-specific union)

### **Action Requested**

The Membership Ad Hoc is asked to come to consensus on the recommendations. Upon consensus, the recommendations will be presented to the Council chair for implementation.