

Health Workforce Development Council

Themes and Priority Recommendations:

Audience/Action Needed

January 2013

Background

The Health Workforce Development Council (Council) developed a list of 125+ recommendations related to health workforce development and prioritized those recommendations. Recommendations were compiled from various sources including the regional focus groups, Career Pathway Sub-Committee, Primary Care Initiative, and the action plan process that was developed by the Council's Action Plan Ad Hoc Committee.

To ensure continued progress on the action plans, the Action Plan Implementation Team (Team), comprised of the Action Plan team leads, was convened. A matrix of high impact recommendations (selected from action plans developed by the HWDC implementation teams) was developed using the following criteria:

- High impact on the successful implementation of Health Care Reform
- Contribution to addressing priority workforce needs
- Feasibility/probability of achieving intended results
- Cost
- Potential availability of resources

Those priorities were then organized under seven broad themes related to the development of a comprehensive strategy for health workforce development. As a part of the implementation strategy, the Council prioritized the recommendations. The themes and recommendations were vetted by the Council in October 2012.

Implementation Categories by Audience and/or Action Needed

As a part of the implementation strategy, the HWDC prioritized the recommendations under the following categories:

- **Legislative** – Implementation will require legislative and/ or regulatory action
- **Administrative** – Implementation will require approval, support, and/or implementation from the Governor Brown administration (including state agencies, departments and licensing boards)
- **Funding Opportunities** – Implementation will require additional funding – either public, private and philanthropic or a combination of multiple funding streams.
- **Workforce System** – Implementation will require the support of the California Workforce Investment Board and/or local workforce investment boards.
- **Education Leadership** – Implementation will require the support/direction from educational leaders (K-12, community colleges, CSUs, UC, private training providers)

Health Workforce Development Council

Themes and Priority Recommendations:

Audience/Action Needed

January 2013

It should be noted that many of the recommendations appear under multiple categories because full implementation made require more than one action (e.g. legislation, funding).

DRAFT

Health Workforce Development Council

Themes and Priority Recommendations:

Audience/Action Needed

January 2013

Legislative

Theme 1: Strengthen and Invest in California's Primary Care Capacity Leveraging Existing Programs and Aligned with Population Needs

- Increase primary care residencies and rotations with a priority emphasis on underserved areas.
- Increase the ability of Physician Assistants to supervise Medical Assistants to enhance capacity and productivity
- Secure funding, increase the capacity, and emphasize primary care as a central theme in PRIME Programs based on the UC plan.
- Support and increase funding for loan repayment, scholarships and incentives for Physicians, Physician Assistants and Advanced Practice Nurses, and other nurses to pursue primary care and practice in urban and rural underserved areas.
- Increase pilot funding for new team based models of primary care, their evaluation and dissemination of best practices.
- Increase the numbers of nurses with BSN's through implementation of the collaborative model of nursing education for seamless progression from ADN to BSN and the BSN at community colleges.
- Change regulations to allow the services of Community Health Workers/Promotores to be reimbursable with government and private payers.
- Develop supportive payment structure and policies targeted at increasing the attractiveness of primary care as a career path and retention of primary care providers. Ensure adequate payment for primary care and preventive services with appropriate adjustments in payment incentives.

Theme 2: Determine, Preserve and Restore Funding for California's Public Education Institutions (K-12, Community Colleges, CSU, UC) that Provide Workforce Preparation and Education Programs to Meet Health Workforce Requirements

- Secure funding for the recently accredited School of Medicine at UC Riverside.
- Increase primary care educational and training capacity in the Central Valley. Continue and increase support for primary care programs at UCSF Fresno programs for recruitment, training, and retention of primary care providers.

Theme 4: Ensure that California's Health Workforce is Representative of the Population and Geographic Areas and Can Provide Quality, Culturally

Health Workforce Development Council

Themes and Priority Recommendations:

Audience/Action Needed

January 2013

Responsive and Appropriate Services to Our Growing and Emerging Majority Populations

- Preserve and increase funding for proven programs throughout California that increase workforce diversity, expand the pool of candidates from all backgrounds and provide rewarding career and job opportunities for California residents (e.g., UCPRIME Initiative, Post-Baccalaureate Health Professions Program (Post-Bac), Health Careers Opportunity Programs (HCOP), Welcome Back Centers and K-16 pipelines, Area Health Education Center Program [AHEC]).

Theme 6: Establish Solid Infrastructure to Develop and Implement Plans at the Statewide and Regional Level

- Support OSHPD Clearinghouse expansion, data collection and reporting to: (a) require licensing entities to collect or provide data; (b) standardize data collected to inform projections and analysis (c) support authority to share social security numbers from licensing entities (d) collect and report data required for public health workforce enumeration, tracking and development.

Health Workforce Development Council

Themes and Priority Recommendations:

Audience/Action Needed

January 2013

Administrative

Theme 1: Strengthen and Invest in California's Primary Care Capacity Leveraging Existing Programs and Aligned with Population Needs

- Support and increase funding for loan repayment, scholarships and incentives for Physicians, Physician Assistants and Advanced Practice Nurses, and other nurses to pursue primary care and practice in urban and rural underserved areas.
- Increase pilot funding for new team based models of primary care, their evaluation and dissemination of best practices.
- Change regulations to allow the services of Community Health Workers/Promotores to be reimbursable with government and private payers.

Theme 4: Ensure that California's Health Workforce is Representative of the Population and Geographic Areas and Can Provide Quality, Culturally Responsive and Appropriate Services to Our Growing and Emerging Majority Populations

- Preserve and increase funding for proven programs throughout California that increase workforce diversity, expand the pool of candidates from all backgrounds and provide rewarding career and job opportunities for California residents (e.g., UCPRIME Initiative, Post-Baccalaureate Health Professions Program (Post-Bac), Health Careers Opportunity Programs (HCOP), Welcome Back Centers and K-16 pipelines, Area Health Education Center Program [AHEC]).
- Develop funding streams for clinical rotations at community health centers.

Theme 5: Invest in Regional Workforce Planning, Programs and Infrastructure in Underserved Areas to Increase Workforce Capacity and Contribute to Health, Economic and Educational Goals

- Invest in pilot workforce infrastructure and programs in priority regions (such as the Inland Empire/Coachella Valley and the Central Valley). Assure coordination and alignment with new or existing health professions programs in these areas including the recently approved UCR School of Medicine.

Theme 6: Establish Solid Infrastructure to Develop and Implement Plans at the Statewide and Regional Level

- Establish and sustain sufficient private statewide workforce infrastructure (overall and profession specific) to partner with HWDC and the State Board and lead priority initiative implementation.

Health Workforce Development Council

Themes and Priority Recommendations:

Audience/Action Needed

January 2013

Funding Opportunities

Theme 1: Strengthen and Invest in California's Primary Care Capacity Leveraging Existing Programs and Aligned with Population Needs

- Increase primary care residencies and rotations with a priority emphasis on underserved areas.
- Increase support for, and number of Teaching Health Centers and similar training models in California.
- Secure funding, increase the capacity, and emphasize primary care as a central theme in PRIME Programs based on the UC plan.
- Increase pilot funding for new team based models of primary care, their evaluation and dissemination of best practices.
- Standardize, strengthen and expand curricula and training programs to increase access and consistent competencies for Community Health Workers/Promotores, Medical Assistants, Social Workers, Nurses, Direct Care Workers and other workers.
- Develop supportive payment structure and policies targeted at increasing the attractiveness of primary care as a career path and retention of primary care providers. Ensure adequate payment for primary care and preventive services with appropriate adjustments in payment incentives.

Theme 2: Determine, Preserve and Restore Funding for California's Public Education Institutions (K-12, Community Colleges, CSU, UC) that Provide Workforce Preparation and Education Programs to Meet Health Workforce Requirements

- Secure funding for the recently accredited School of Medicine at UC Riverside.
- Increase the current educational capacity of Nursing schools, Physician Assistant and Medical Assistant programs in California.
- Increase the capacity of social work programs through outreach and funding placements to increase the number of social workers and their preparation for care management and behavioral health.

Theme 4: Ensure that California's Health Workforce is Representative of the Population and Geographic Areas and Can Provide Quality, Culturally Responsive and Appropriate Services to Our Growing and Emerging Majority Populations

Health Workforce Development Council

Themes and Priority Recommendations:

Audience/Action Needed

January 2013

- Preserve and increase funding for proven programs throughout California that increase workforce diversity, expand the pool of candidates from all backgrounds and provide rewarding career and job opportunities for California residents (e.g., UCPRIME Initiative, Post-Baccalaureate Health Professions Program (Post-Bac), Health Careers Opportunity Programs (HCOP), Welcome Back Centers and K-16 pipelines, Area Health Education Center Program [AHEC]).
- Develop and document the business case of the benefits of increased diversity and the return on investment on health, economic development, education and opportunity.
- Develop funding streams for clinical rotations at community health centers.
- Increase paid public health internships for students from medically underserved communities to work in urban and rural areas.

Theme 6: Establish Solid Infrastructure to Develop and Implement Plans at the Statewide and Regional Level

- Establish and sustain sufficient private statewide workforce infrastructure (overall and profession specific) to partner with HWDC and the State Board and lead priority initiative implementation
- Support of existing federal programs that if not extended, like Medicare extender and Medicare Dependent Hospitals (MDH) and low volume hospital programs, would have immediate and devastating impact on health care access and undermine the economies and jobs in underserved communities.

Theme 7: Identify, Promote, and Advocate for Emerging Models for Medical and Preventative Services (i.e., Medical Homes) to More Effectively and Efficiently Engage Professionals and Provide Career Advancement Opportunities, (Leverage Electronic Medical Records, and Tele-health).

- Increase use of tele-health for provision of specialty physical and mental health services and for use in expanding educational program access and training capabilities.

Health Workforce Development Council

Themes and Priority Recommendations:

Audience/Action Needed

January 2013

Workforce System

Theme 1: Strengthen and Invest in California's Primary Care Capacity Leveraging Existing Programs and Aligned with Population Needs

- Standardize, strengthen and expand curricula and training programs to increase access and consistent competencies for Community Health Workers/Promotores, Medical Assistants, Social Workers, Nurses, Direct Care Workers and other workers.

Theme 4: Ensure that California's Health Workforce is Representative of the Population and Geographic Areas and Can Provide Quality, Culturally Responsive and Appropriate Services to Our Growing and Emerging Majority Populations

- Preserve and increase funding for proven programs throughout California that increase workforce diversity, expand the pool of candidates from all backgrounds and provide rewarding career and job opportunities for California residents (e.g., UCPRIME Initiative, Post-Baccalaureate Health Professions Program (Post-Bac), Health Careers Opportunity Programs (HCOP), Welcome Back Centers and K-16 pipelines, Area Health Education Center Program [AHEC]).

Theme 6: Establish Solid Infrastructure to Develop and Implement Plans at the Statewide and Regional Level

- Implement the State Board's statewide and regional structures and strategies including regional coordinating intermediaries.
- Establish and sustain sufficient private statewide workforce infrastructure (overall and profession specific) to partner with HWDC and the State Board and lead priority initiative implementation

Theme 7: Identify, Promote, and Advocate for Emerging Models for Medical and Preventative Services (i.e., Medical Homes) to More Effectively and Efficiently Engage Professionals and Provide Career Advancement Opportunities, (Leverage Electronic Medical Records, and Tele-health).

- Strengthen career ladders and expanded roles for Medical Assistants, Community Health Worker/Promotores, Social Workers, Nurses and other workers to enhance access to coordinated team-based care in cost-effective settings.

Health Workforce Development Council

Themes and Priority Recommendations:

Audience/Action Needed

January 2013

Education Leadership

Theme 1: Strengthen and Invest in California's Primary Care Capacity Leveraging Existing Programs and Aligned with Population Needs

- Increase the numbers of nurses with BSN's through implementation of the collaborative model of nursing education for seamless progression from ADN to BSN and the BSN at community colleges.
- Standardize, strengthen and expand curricula and training programs to increase access and consistent competencies for Community Health Workers/Promotores, Medical Assistants, Social Workers, Nurses, Direct Care Workers and other workers.

Theme 2: Determine, Preserve and Restore Funding for California's Public Education Institutions (K-12, Community Colleges, CSU, UC) that Provide Workforce Preparation and Education Programs to Meet Health Workforce Requirements

- Secure funding for the recently accredited School of Medicine at UC Riverside.
- Increase the current educational capacity of Nursing schools, Physician Assistant and Medical Assistant programs in California.
- Increase the capacity of social work programs through outreach and funding placements to increase the number of social workers and their preparation for care management and behavioral health.

Theme 3: Increase Capacity in Diagnostic Services as Required to Ensure Access, Quality and Cost Effectiveness

- Create additional capacity in specialty science courses (which currently have limited availability and are over-subscribed) by utilizing distance education, technology, etc. (i.e., Hematology and Microbiology course offered by the California State Universities).
- Promote and educate hospitals, schools on the use of training consortia for Clinical Lab Scientists.