

# California's Health Care Workforce Development and Planning

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*"Equitable Healthcare Accessibility for California"*

# **What is the Office of Statewide Health Planning and Development (OSHPD)?**

- One of 13 departments within the California Health and Human Services Agency
- Administers programs which endeavor to implement the vision of "Equitable Healthcare Accessibility for California" including:
  - Analyzing California's healthcare infrastructure
  - Promoting a diverse and competent healthcare workforce
  - Providing information about healthcare outcomes
  - Assuring the safety of buildings used in providing healthcare
  - Insuring loans to encourage the development of healthcare facilities
  - Facilitating development of sustained capacity for communities to address local healthcare issues
- Has administered health workforce development programs and provided grant funding to address health workforce diversity, supply and distribution issues since the late 1970's

## **OSHPD Health Workforce Development Activities**

- **Increase health workforce supply and support existing health workers** through the Health Professions Education Foundation's numerous scholarship and loan repayment programs; and the State Loan Repayment Program funded by the National Health Service Corps
- **Enhance Health Care Workforce Education and Training** through the Song-Brown Health Care Workforce Training Program
- Support **innovations** in healthcare delivery through the Health Workforce Pilot Program

## **OSHPD Health Workforce Development Activities**

- **Strengthen primary care and other workforce improvements** through the California Student and Residents Experience and Rotations in Community Health, The California SEARCH (Cal-SEARCH), in partnership with the California Area Health Education Center and the California Primary Care Association
- **Improve access to healthcare services** through the Shortage Designation Program by preparing recommendations for health professional shortage area designations

# **California's Health Workforce Challenges:**

- Shortage of health professionals
- Maldistribution of health professionals
- Lack of racial/ethnic diversity
- Insufficient number of bilingual professionals
- Constraints on capacity of educational programs
- Scope of practice laws
- Reimbursement policies
- The recession
- Increase demand for healthcare services

## **Patient Protection and Affordable Care Act Elements of Title V**

- **Support innovations in Healthcare Workforce Preparation**
- **Increase the Supply of the Healthcare Workforce**
- **Enhance Health Workforce Education and Training**
- **Support the Existing Healthcare Workforce**
- **Strengthen Primary Care and Other Workforce Improvements**
- **Improve Access to Healthcare Services**

## **State Partnership for Health Care Reform**

To focus on the implementation of health care reform in California, the Office of Statewide Health Planning and Development (OSHPD) partnered with the California Workforce Investment Board (CWIB) to develop a comprehensive strategy for workforce development. OSHPD and CWIB received a planning grant to begin the work that is focused on health professions education, training, and workforce development provisions in Title V of PPACA

## **Health Workforce Development Council**

- Established August 17, 2010 as a Special Committee of the CWIB
- Mission is to expand California's health workforce to provide access to quality health care for all Californians
- Tasked with understanding the current and future workforce needs of California health delivery system, and development of a comprehensive strategy to meet those needs
- Provides a forum for broad stakeholder engagement
- Ensures public deliberation is informed by the expertise and perspective of the industry, education, health professionals, philanthropy, health advocates, economic development, elected officials, the public workforce system and organized labor
- Currently focused on activities related to the HRSA funded Health Workforce Planning Grant received in September 2010



# California Receives a Health Workforce Development Planning Grant

## ***Background:***

- The implementation and provision of exemplary health care for all Californians as envisioned under the Affordable Care Act of 2010 will require extraordinary levels of collaboration and cooperation between multiple players. In order to meet the burgeoning workforce demands expected by 2014, a broad system of public workforce and educational programs, working in partnership with the private and public health industry, will need to be organized, resourced and provided with timely and accurate projections of demands across multiple segments of the health care delivery system.

# Health Workforce Development Planning Grant Requirements

- Analyze State labor market information to create health career pathways for students and adults, including dislocated workers
- Identify current and projected high demand State or regional healthcare sectors for purposes of planning career pathways
- Identify existing Federal, State, and private resources to recruit, educate or train, and retain a skilled health care workforce and strengthen partnerships
- Describe the academic and health care industry skill standards for high school graduation, for entry into postsecondary education, and for various credentials and licensure
- Describe State secondary and postsecondary education and training policies, models, or practices for the healthcare sector, including career information and guidance counseling
- Identify Federal or State policies or rules to developing a coherent and comprehensive health workforce development strategy and barriers and a plan to resolve these barriers

# Regional Focus Groups

- 11 regional focus groups
- Total of 388 participants representing a diverse group of healthcare stakeholders from 41 counties across California.
- Focus group participants identified 4 emerging global themes:
  - Alignment of Education/Training with industry Standards
  - Collaboration/Partnerships
  - Cultural Competency/Diversity
  - Career Pipelines

## **Health Workforce Development Council Career Pathways Sub-Committee**

The Committee is charged with developing statewide planning recommendations that address the following six areas:

- Existing and potential health career pathways that may increase access to primary care
- Existing education and training capacity and infrastructure to accommodate the career pathways needed to increase access to primary care
- Academic and healthcare industry skill standards for high school graduation, entry into postsecondary education, and various credentials and licensure

## **Health Workforce Development Council Career Pathways Sub-Committee (Continued)**

- Availability of career information and guidance counseling to existing and potential health professions students and residents
- Big picture issues around recruitment, retention, attrition, transfer, articulation and curricular disconnects, and the identification of policies needed to facilitate the progress of students between education segments in California
- Need for pilot/demonstration projects in eligible health personnel categories, or new health personnel categories.

## **Health Workforce Development Council Career Pathways Sub-Committee (Continued)**

- The Career Pathway Sub-Committee reviewed the pathways for the following 8 professions:
  - Primary Care Physicians
  - Primary Care Nurses
  - Clinical Lab Scientists
  - Medical Assistants
  - Community Health Workers/Promotores
  - Public Health Professionals
  - Social Workers
  - Alcohol and Other Drug Abuse Counselors

# Recommendations Identified throughout Planning Process

- Education:
  - Expand and institutionalize the effective use of “holistic” file review in admissions.
  - Increase partnerships between educational institutions and healthcare providers to increase the quality of health workforce transition to practice programs.
  - Deepen the integration of cultural sensitivity and responsiveness into training program climate, teaching and skill development.
- Data Collection:
  - Establish a central database of interested candidate for primary care careers at all stages of the pipeline and communication tools for ongoing promotion of primary care, financing options and support program opportunities.
  - Establish mechanism through the OSHPD Clearinghouse and Primary Care Initiative to provide timely ongoing tracing and reporting to measure progress toward goals and inform adjustment of strategies.

# **Recommendations Identified throughout Planning Process**

- **Policy:**
  - **Develop new CDE standards and model curriculum aligned with industry needs and increase opportunities for student exposure, service learning and training.**
  - **Create Federal policies that support the training of incumbent healthcare workers; create interdisciplinary core competency standards in healthcare training programs; and create policies to support the integration of healthcare professions education in primary and secondary education.**
  - **Increase funding and promotion of scholarship and loan repayment program for priority professions.**
  - **Mandate cultural competency training and certification for new and incumbent healthcare workers.**



# **Recommendations to Address Barriers for Primary Care Physicians**

- Increase primary care career awareness among students, advisors, parents, policymakers and the general public.
- Increase recruitment and retention of primary care team members in CA, particularly for the safety net and underserved areas.
- Strengthen training program access and support to increase the numbers and diversity of CA primary team members and preparation for practice in emerging delivery models.
- Increase the number of CA based primary care residencies in non-acute setting and in areas of unmet need, and increase the number of graduates who enter primary care.
- Develop supportive payment and policies that increase attractiveness of primary care as a career path and retention.

# Stakeholder Engagement:

- Health Workforce Development Council Meetings
- Technical Assistance (TA) Calls
- Stakeholder Meetings
- Other Statewide Organizations and Initiatives
- OSHPD's New HCR Website

[www.oshpd.ca.gov/reform/](http://www.oshpd.ca.gov/reform/) will engage stakeholders by providing them with:

- Announcements on TA Calls and upcoming meetings
- Funding Opportunities
- Workgroup activities
- Resources (links to important health workforce development resources)

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