



State Level Health Workforce Updates and Regional Collaboration Opportunities

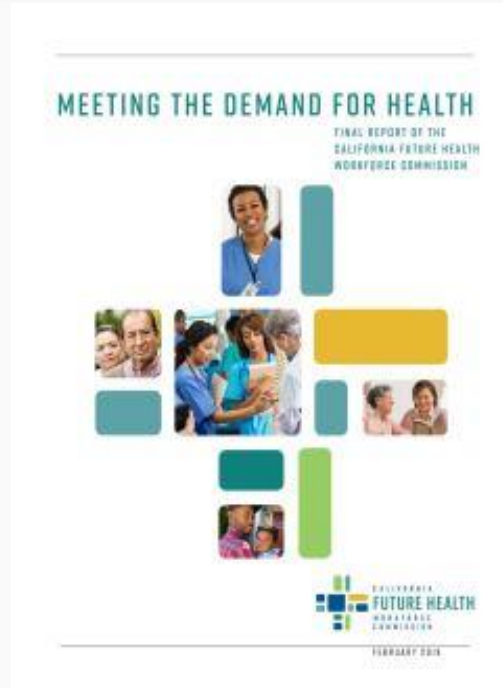
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October 30, 2024

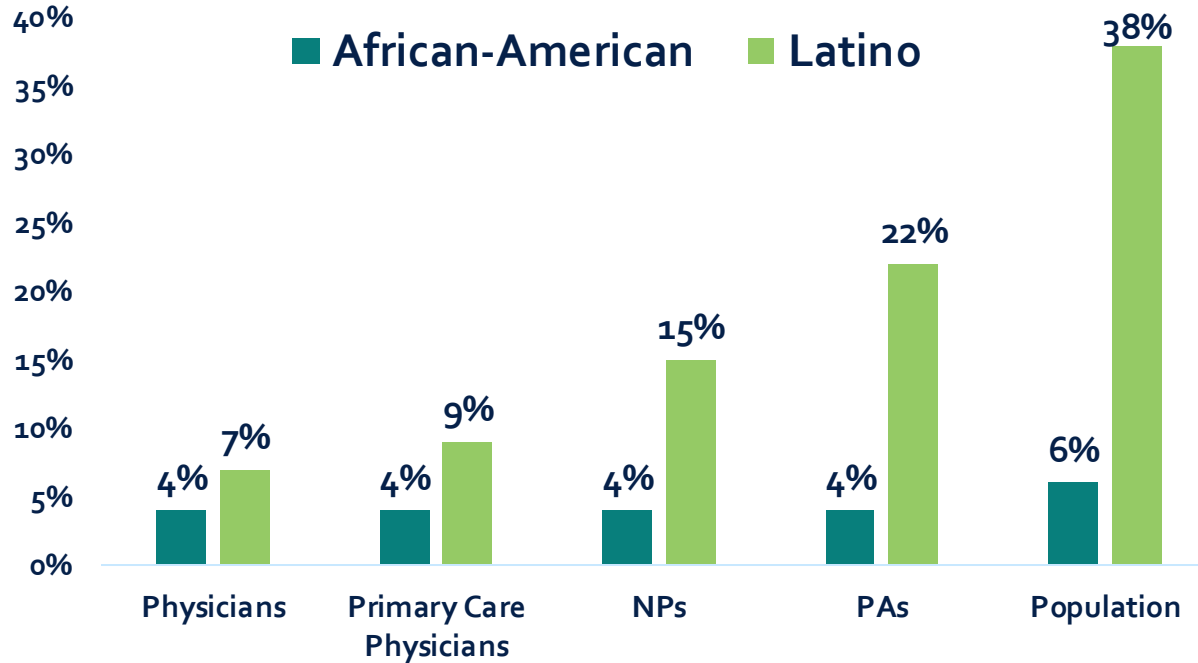
California Future Health Workforce Commission



Emerging California Health Workforce Needs

- Primary Care Physicians
- Advanced Practice Nurses
- Physician Assistants
- Medical Assistants
- Behavioral Health Providers
- Clinical Lab Scientists
- Medical Imaging Techs
- Social Work
- Nursing and Specialty RN's
- CHWs/Promotores
- Care Coordinators
- Direct Care Workers
- Physical Therapy
- Public Health
- Health Data and IT
- Health Administration

Diversity of Clinicians Compared to the Population, 2015



Sources: American Community Survey, Public Use Microdata Sample, 2015, private tabulation. Medical Board of California, Survey of Licensees, May 2015; private tabulation.

Relevant State Level Developments

- Significant State Budget Cuts
- HCAI- Data, Behavioral Health Transformation, Behavioral Health Waiver, GME
- Labor and Workforce Agency- HRTP, EMS Corps, Allied Health Pathways, Apprentices
- California Jobs First, Regional Investment Initiative- Strategic Plans, Catalyst Grants
- K-16 Partnerships
- Physicians for a Healthy California
- Policy@Healthforce- convenings, initiatives and priorities
- Prop 35

Health Plan Investments in Health Workforce



1. Local Initiative Plans- recruitment, retention, scholarships, pathways
2. Health Net- Latino Physicians
3. Kaiser Permanente

Health Career Connection (HCC) Regional Health Workforce Initiative Funded by The California Endowment



Initiative Update

Oct 30, 2024



Building a Robust,
Diverse Health
Workforce Through
Regional
Collaboratives

Health Career Connection (HCC) and
California Health Professions Consortium

Regional Initiative Purpose

- To develop and implement a **road map** for the **development of regional health workforce collaboratives across California**, providing support through **convening, connection, coordination and technical assistance**, and **elevating regional priorities for state policy and systems change**.
- To promote a more **robust, diverse, inclusive and culturally responsive health workforce and greater health career opportunity for residents** through support of regional health workforce collaboratives in California.

Additional Initiative Aims

- Increase the capacity, scale, sustainability and impact of regional collaboratives to address regional health, equity and workforce needs
- Connect the dots with and leverage other regional, state and federal workforce, education and economic development initiatives
- Refine ecosystems within regions to address barriers and streamline and expand health career pathways to meet priority regional needs
- Develop a statewide, cross-regional and pathway program ecosystem

What is a Regional Collaborative?

- A **multi-stakeholder** collaboration focused on **collective action** to build a more robust, diverse and inclusive health workforce **for a defined region** and **increase health career, economic and educational opportunity** for students and residents.
- Develop a coordinate, **regional ecosystem** to “grow their own” in priority professions **to meet workforce and health needs**
- Supported by a **coordinating backbone organization/intermediary**

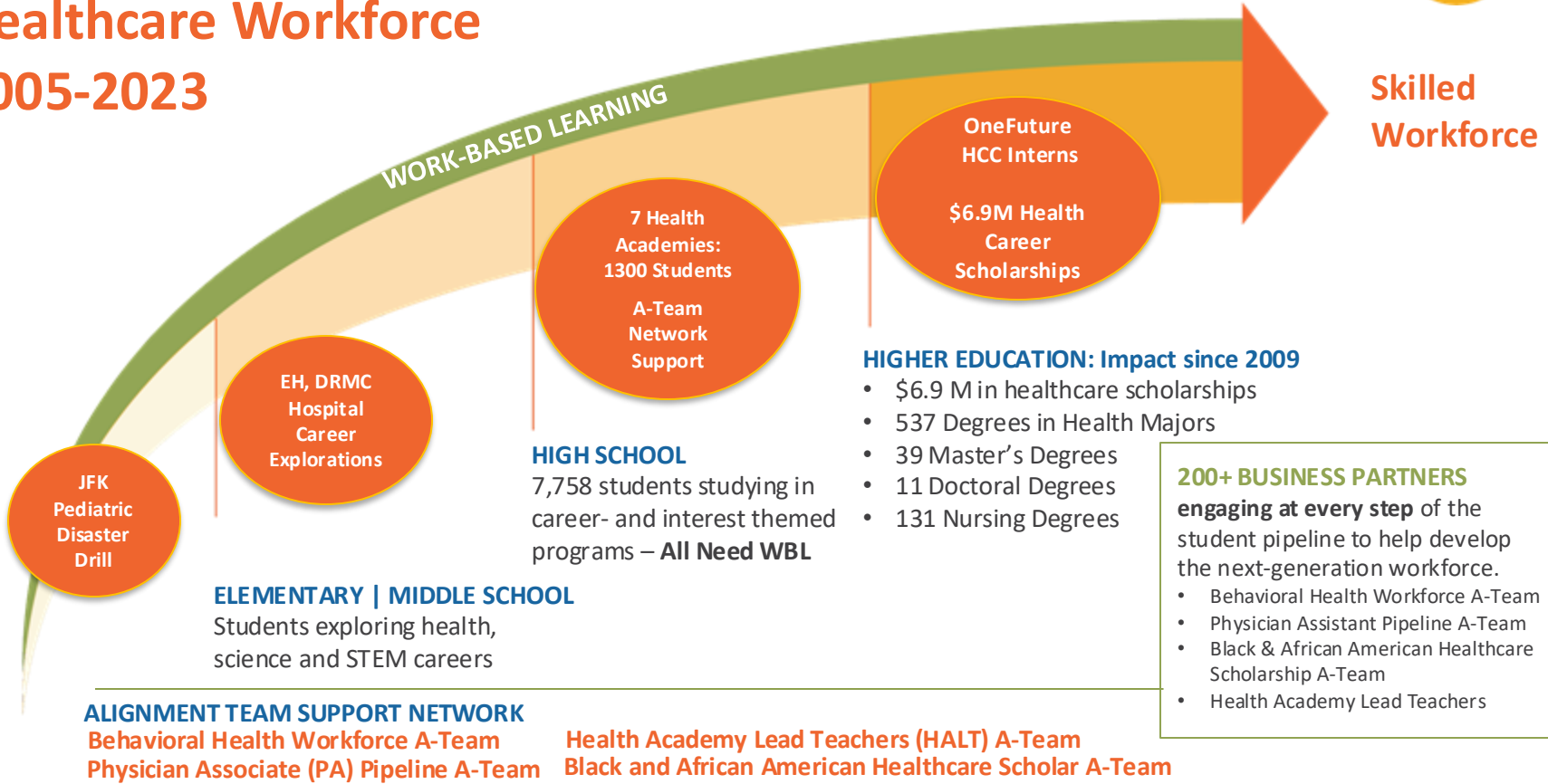
Key Regional Collaborative and Pathway Stakeholders

- Health Employers
- Health Plans
- K-12, colleges & universities
- Health Professions Schools
- WIBS
- Government agencies
- Labor
- Advocates
- Health Pathway Programs
- Community Based Organizations
- Regional Associations
- Health improvement initiatives
- Tribal organizations
- Economic Development
- Partners with expertise, presence and programs
- Students, alumni, parents

Regional Collaborative Examples

- OneFuture Coachella Valley
- Alameda Health Pipeline Partnership
- Doctors Academy & UCSF Fresno Pathway Programs
- Reach Out and Inland Coalition
- Tulare-Kings Healthcare Partnership
- Valley Vision, Sacramento
- Shasta Health Assessment and Regional Health Collaborative
- Santa Cruz Health Workforce Partnership
- SLO Healthcare Workforce Partnership
- Compton Health Professions Partnership

Our Model: Linking Education and Business Healthcare Workforce 2005-2023



Opportunities for SLO Health Workforce Development



- Uplift Central Coast Catalyst Grant, Ongoing Engagement
- Align with and leverage state level initiatives and funding streams
- Grow SLO Healthcare Workforce Partnership, focus on priority professions
- New SLO-Health Career Connection (HCC)
- Potential consideration for HCC regional grants
- Pursue health plan investment



Thank You!

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