



C A L I F O R N I A

FUTURE HEALTH

W O R K F O R C E
C O M M I S S I O N

An Overview

California Future Health Workforce Commission: Foundation Funders

blue  of california
foundation



California
Health Care
Foundation

 The
California
Endowment



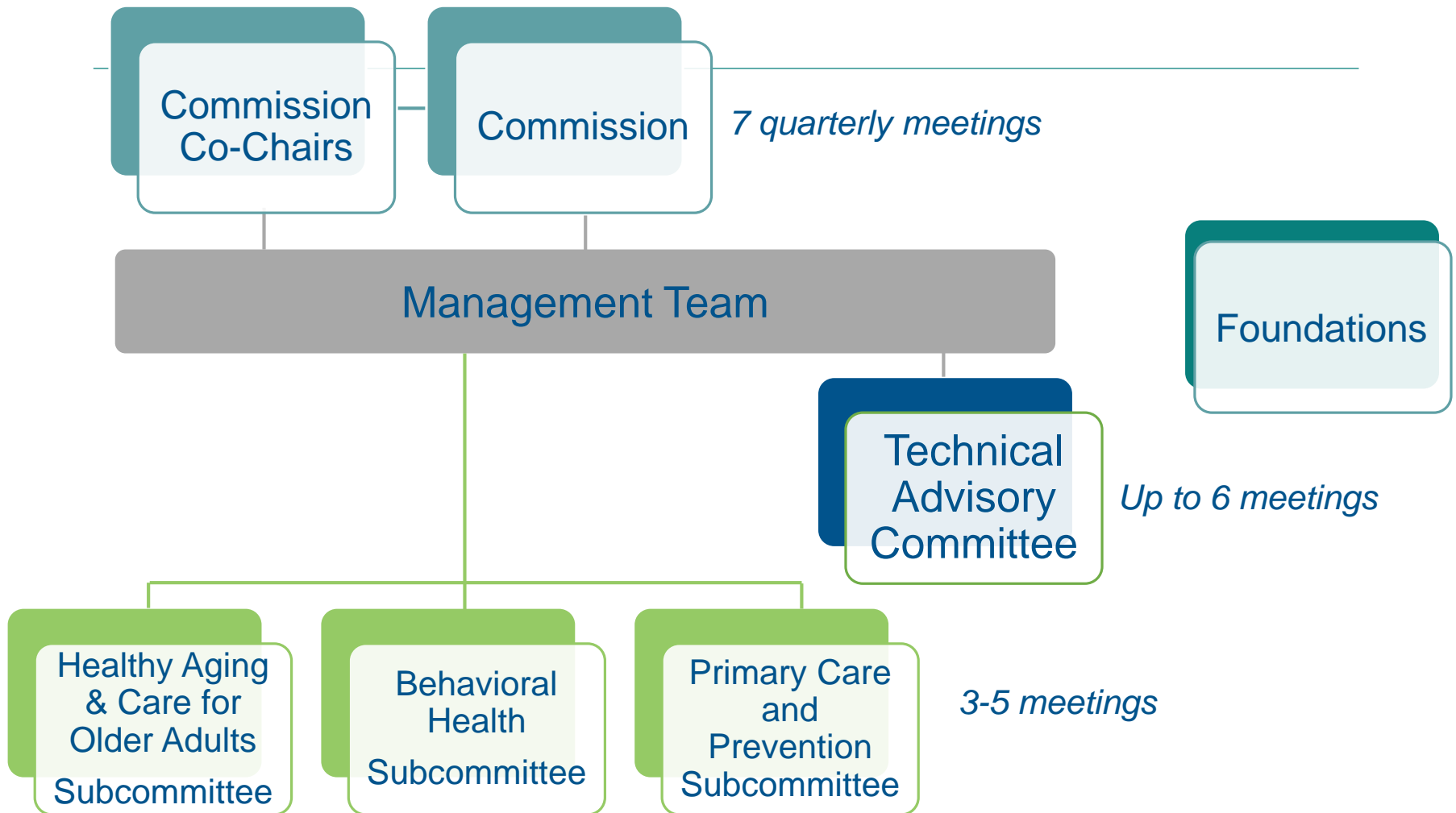
THE CALIFORNIA
Wellness
FOUNDATION

GORDON AND BETTY
MOORE
FOUNDATION

Commission Charge

- Develop a strategic plan for building the future CA health workforce (2030).
 - Promote practical short, medium, and long term solutions for the State, education and employers to address current and future workforce gaps.
 - Agree on a cooperative strategy that promotes shared ownership and priorities and that makes optimal use of diverse stakeholder resources.
- Seek commitments for effective plan implementation.
- Build on, align with, and leverage relevant public and private efforts for greater collective innovation, efficiency, and impact.
- Act as a private commission with state government participation.
- Educate and engage key public and private stakeholders to support success.

CA Future Health Workforce Commission Structure



- 2 (No. & So. Cal) CHPC/CHWA meetings to provide targeted regional input
- Standardized input from professional associations/advocacy groups, education or employer systems
- Foundation direction, guidelines and input
- Online and in-person events for regional, community and other stakeholder input

Commission Meeting Dates

September 28, 2017

November 8, 2017

February 13, 2018

April 26, 2018

June 29, 2018

October 2, 2018

December 18, 2018 (tent.)

Commission Framework: Focus Areas & Foundational Elements

SHARED OWNERSHIP

of the problem and solution among key stakeholders, and working together differently to achieve results

Focus Areas



DIVERSITY

race/ethnicity, gender, sexual orientation, socioeconomic status

EQUITY

ensuring opportunity (e.g., education, living wage), geographic distribution, racial equity

TECHNOLOGY

leveraging technology to accelerate transformation across settings

Foundational Elements

QUALITY EDUCATION, CAPACITY, AND TRAINING
ALIGNED WITH NEEDS



OUTCOMES



IMPROVED ECONOMIC OPPORTUNITY



HEALTH EQUITY



BETTER HEALTH & SAFETY



BETTER CARE



LOWER COSTS



HEALTHY WORKFORCE

Influences on
Population
Health are
Interdependent



- Population growth
- Increasing diversity of population
- Rising poverty levels
- Aging population
- Chronic illness
- Social Determinants of Health

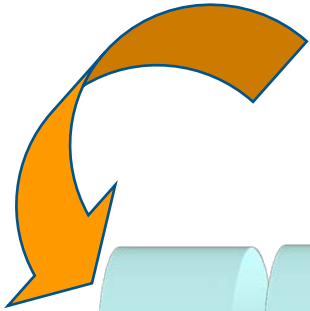
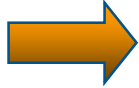
Collectively,
these have
enormous
implications
for the future
health
workforce in
California

Coordinated Health Workforce Pathway

Target Groups:

- Incumbent Workers
- High School and Community College Students
- Career Changers
- Displaced Workers
- Undergraduates
- Immigrant Health Professionals
- Graduate Public Health Students
- Medical Students and Residents
- Veterans

K-12
Education



Career
Awareness

Assessment

Academic
Preparation
& Entry
Support

Financial
& Logistic
Feasibility

Health
Professions
Training
Program
Access

Training
Program
Retention

Internships

Financing
& Support
Systems

Hiring &
Orientation

Retention &
Advancement

Pre-Training

Health Professions Education

Workforce

Cultural Sensitivity and Responsiveness

Quality, Diverse
Health Workforce

Public Higher Education Health Professions Workgroup

- Convened by CSU, UC, CA Community College Presidents/Chancellors
- Cathryn Nation (UC), Chris Mallon (CSU) and Jeff Mrizek (CCC). [Link to commission team.](#)
- Inventory of health related degree programs and current graduates for each
- Working list of issues and priorities for each system to better understand and share
- Student enrollment, retention, etc.

Strategy Portfolio Framework

1. Increase the supply, diversity and distribution of qualified workers to meet target demand

2. Align education and training to prepare health workers with the skills and experience needed to secure jobs and succeed in emerging health models

3. Strengthen the capacity, effectiveness, well-being, and retention of the current health workforce

4. Accelerate workforce related innovations in technology, process, payment and collaboration to promote health and deliver cost-effective services

Prioritization Criteria

Criteria	Description
Promising	<ul style="list-style-type: none"> • Evidence, success to-date, subcommittee support • Specific and actionable • Alignment with Commission principles, North Star, target outcomes • Innovative and aligned with workforce needs in emerging models
Efficacy	<ul style="list-style-type: none"> • Contribute with predictive value to solve priority problems
Impact	<ul style="list-style-type: none"> • Balance of near-term vs. medium- and long-term impact • Scale and sustainability of impact on priority problems, target groups
Feasibility	<ul style="list-style-type: none"> • Financial, operational, political • Champions to lead • Leverage existing or planned efforts
Timely	<ul style="list-style-type: none"> • Critical path strategy • Action and investment needed early in the plan to yield target results by 2030
Relevant	<ul style="list-style-type: none"> • Applicable now and for future prevention and care delivery • Building blocks for future solutions