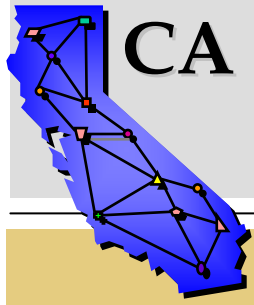


Connecting the Dots

A Comprehensive Approach to Increase Health Professions Workforce Diversity in California

Presentation to California Medical Leadership Council on Cultural Proficiency

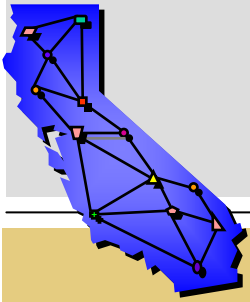
Wednesday, November 28, 2007
Sheraton Grand Hotel
Sacramento, CA



CA Initiative to Increase Health Professions Workforce Diversity

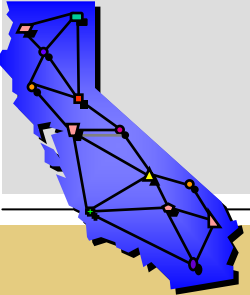
- Establish an evidence base for change through multi-level inquiry
- Provide practical evidence to encourage and support replication
- Increase public understanding of scope and depth of issues involved
- Create environment that demands coordinated action
- Take action

Inquiry Components



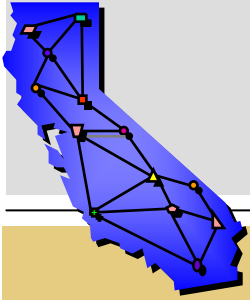
- Quantitative Assessment
- Qualitative inquiry into accomplishments, issues, challenges, and interests
- Assessment of local K-12 support networks
- Document exemplary practices
- Analysis of issue framing
- Assessment of the benefits of diversity among health professions students and faculty
- Up to date literature review
- Overall strategy and recommendations

Realities

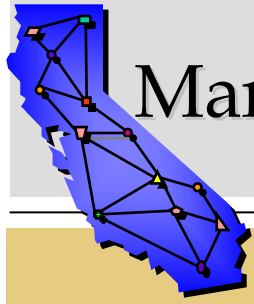
- 
- Some progress, programmatic success but a long way to go despite significant efforts, investment
 - Previous study recommendations on target; need effective implementation
 - Compelling case and levers needed to increase urgency and importance relative to competing priorities
 - Perfect Workforce Storm Looming
 - Workforce issues perceived more compelling, better framing
 - Perfect Opportunity
 - Future workforce to come from our emerging majority. Grow our own.

Emerging majority not making it through the pipeline and unevenly prepared

More Realities



- Leadership commitment and will is essential. Need to focus on diverse boards and admin.
- Insufficient funding sources relative to needs
 - discretionary not institutionalized
 - federal funding cuts a major setback
 - short-term versus long-term thinking and investment
 - Foundations carrying disproportionate load
- Many positive forces converging could increase potential and momentum for change.



Many Innovative Initiatives, but we found...

- Small scale
- Dependent on passionate champions
- Insufficient institutional commitment
- Lack adequate and sustainable funding and infrastructure
- Collaboration more challenging without capacity and stability
- Not coordinated with other initiatives or part of well defined strategy or critical path.
- No overall ownership, home or accountability

Perfect Workforce Storm

Perfect Workforce Opportunity



Demand:

- Successful coverage expansion and health reform
- Aging baby boomers with increasing demand for health care
- Increasing multicultural population
- Technological advances and CA bioscience leadership

Supply:

- Workforce shortages and mal-distribution
- Aging health leaders, workforce approaching retirement
- Insufficient educational program capacity
- Reliance on immigration
- CA cost of living combined with price competition
- Continued labor cost increases
- Insufficient CA talent pool awareness and preparation
- Significant under-representation of growing population groups



Expanding the Health Workforce Talent Pool

2007



Shortages =

- Bidding wars
- High labor costs
- Access and quality implications

If the Pipeline works...

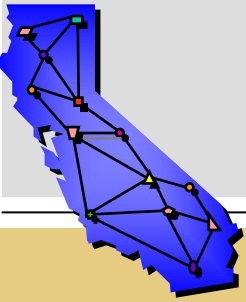
- Increased representation
- Meaningful opportunities for Californians
- Culture and linguistic skills
- Community knowledge and service
- Healthier communities
- Prosperity
- Engaged voters
- Better community relations

2017



- Aging population
- Health reform, increased coverage
- Increasingly diverse
- Population growth

CIIHPWD Messages



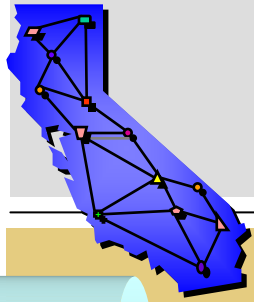
- It Matters
- It is Possible
- Everyone has a role in the solutions
- Need to act now: individually & collectively

Levels of work



- State
- Regional/Community
- Institutional
- Profession
- Individual

Health Workforce Pathway



K-12 Education

Target Groups:

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

Career Awareness

Assessment

Academic Preparation & Entry Support

Financial & Logistic Feasibility

Health Professions Training Program Access

Training Program Retention

Clinical Internships

Hiring & Orientation

Retention & Advancement

Culturally Competent Enabling Conditions

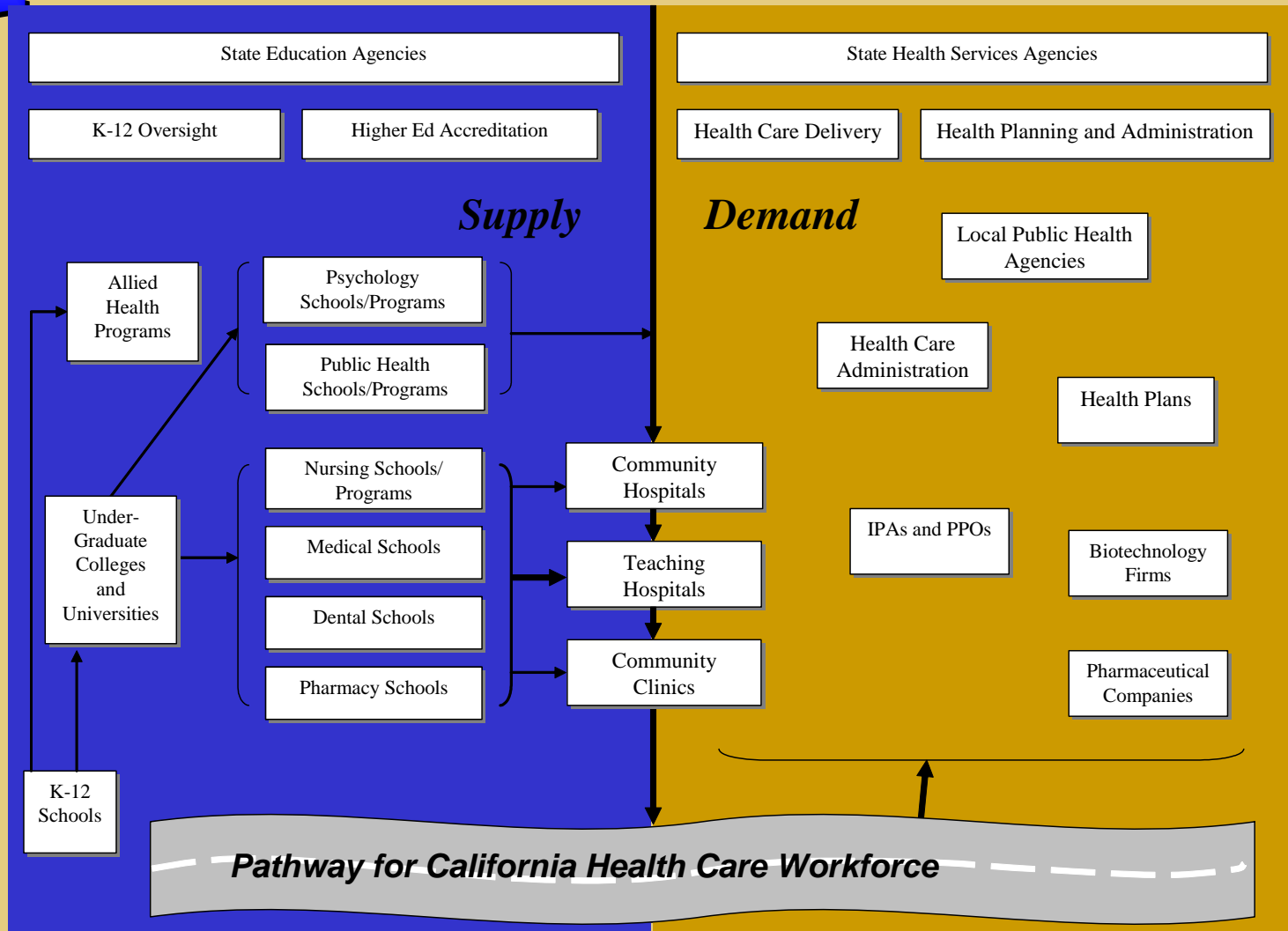
Pre-Training

Health Professions Education

Workforce

Quality, Culturally Competent, Health Workforce

Supply and Demand





Connecting the Dots Among Major California Initiatives

Department of Labor

- Workforce Investment Board
- Regional Boards

Governor's Task Force

- Policy recommendations

Wellness Foundation

- Raising awareness

The California Endowment

- Initiative to increase workforce diversity

Office of Statewide Health Planning and Development

- Clearinghouse
- Health partners
- Minigrants
- Program HAPS

Regional Funders Collaboratives

- Targeted support of sector initiatives



California Institute for Nursing in Health Care

- Increase workforce
- Increase diversity

University of California

- Post Proposition 209 Report

Campaign for College Opportunity

- Analysis to increase allied health

California Institute for Mental Health

- Recommendations to increase mental health workforce

Latina Coalition For a Healthy California

- Health reform and workforce development

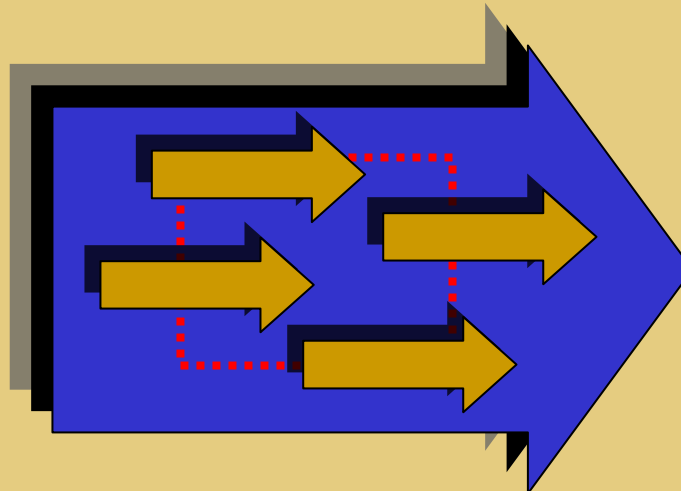
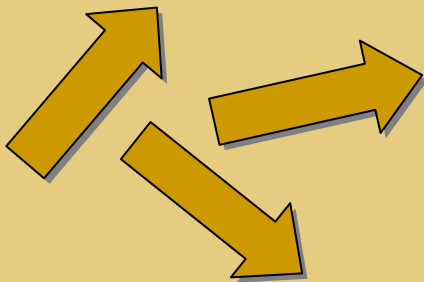
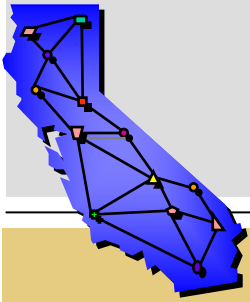
California Health Professions Coalition

- Advocacy
- Relationship building
- Convener
- Clearing house

California Edge Campaign

- Regional sector initiatives

California Initiatives

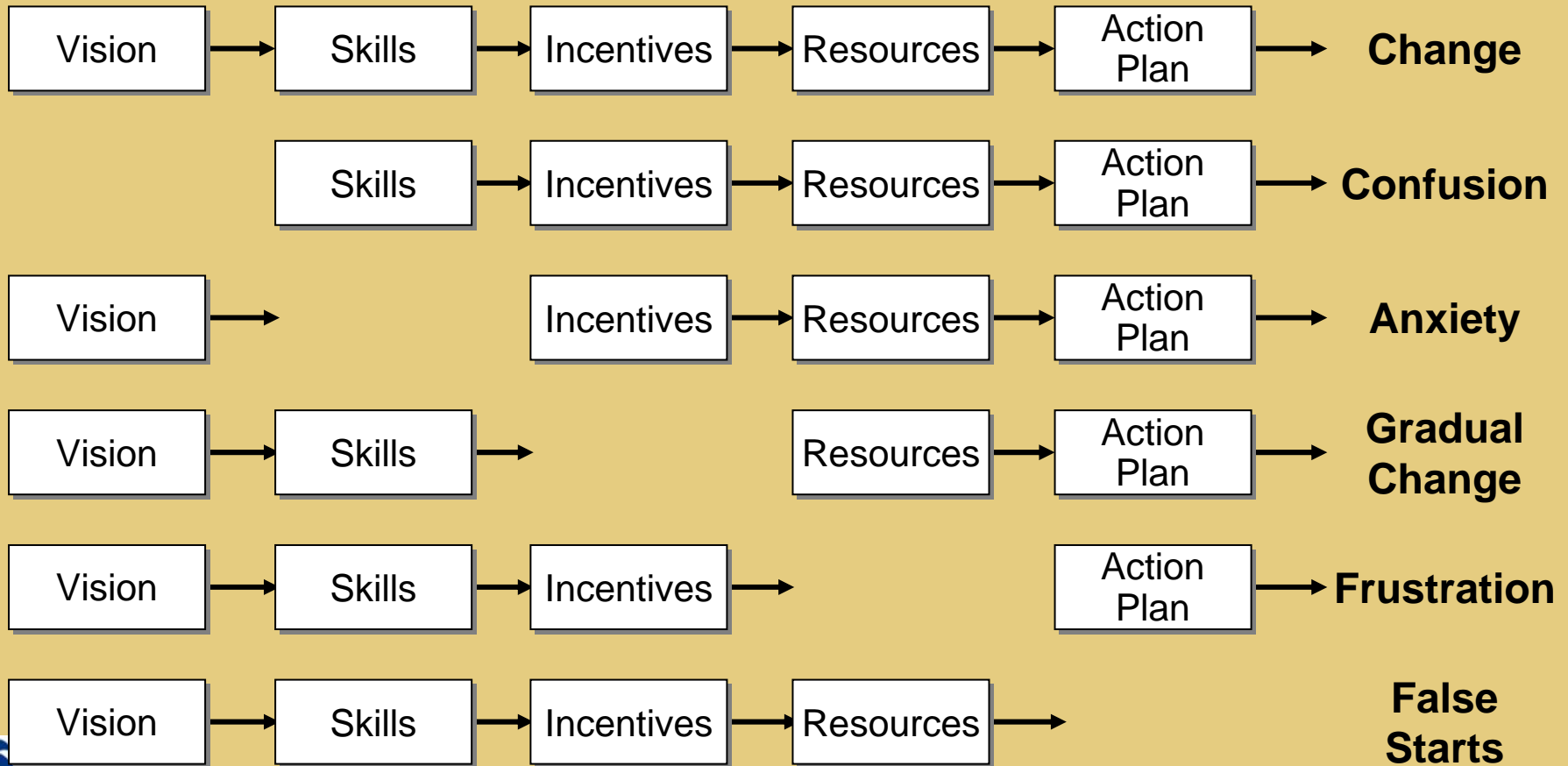
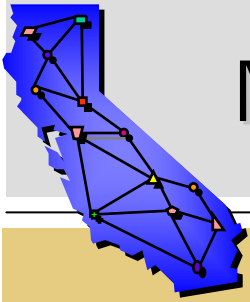


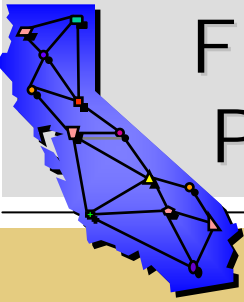
Vision
Focus
Strategic Priorities
Critical Path
Coordination
Resources
Impact

Going in one direction 

Staying aligned / stitched together as we go...

Managing Complex Change





Framework for Increasing Health Professions Workforce Diversity

Making the Case

Social Contract

Institutionalizing Commitment and Innovations

Expanding the Pool

Regional Planning and Partnerships

Shared Learning

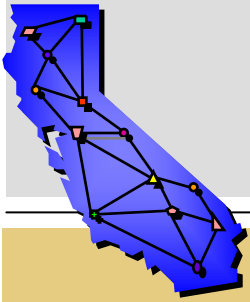
Overarching Strategy and Action Plan



Demand Side Recommendations

- **Engage HPEIs on the importance of producing a more diverse workforce as a priority, and identify and apply levers that encourage definitive action.**
- **Provide technical support to community stakeholders in pipeline planning, program development, curricular design, cross-sector networking and/or evaluation.**
- **Prioritize advocacy, funding and other means of support to enhance the quality of the K-12 education system.**
- **Develop and implement strategies to reduce financial barriers for people in priority target groups**

Infrastructure Needed





- *“We continue to work on a programmatic level because there is no incentive to do otherwise.”*

There is a need for funders, be it state or private, to fund linkages, transitions and collaboration across the phases of the pipeline.

Right now there is no infrastructure that supports a network.”

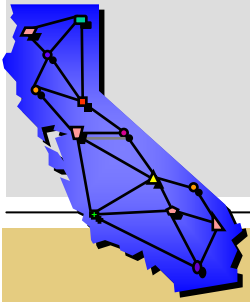
-Program Administrator

Moving Toward Health and Shared Prosperity

- 
- 
- ↓ Health disparities
 - ↑ Access to care
 - ↑ Health outcomes
 - ↓ Cost of medical care
 - ↓ Ethnic/racial tension
 - ↑ Prosperity
 - ↑ Attractiveness to new and current business
 - ↑ Economic viability
 - ↑ Better jobs for communities

*Moving toward
health and
shared
prosperity*

Contact Information



- Kevin Barnett, Dr.P.H., M.C.P.
Senior Investigator
Public Health Institute
Tel: 925-939-3417
Email: kevinpb@pacbell.net
- Jeff Oxendine, M.P.H., M.B.A.
Associate Dean for Public Health Practice
UC Berkeley School of Public Health
Tel: 510-642-2414
Email: oxendine@berkeley.edu