



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

ITUP 2019
Jeff Oxendine
Oxendine@Berkeley.edu

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 an expert commission with state government participation.
- Educate and engage key public and private stakeholders to support success.

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



Vision and Strategies



By 2030, California's health workforce will have the capacity, competencies, agency, and diversity as well as effectively leverage technology, cross-sector partnerships, and institutional support to:

- Improve health, equity, and well-being in all communities.
- Provide accessible, affordable, high-quality services at the right time, at the right level, and in the right places.
- Transform health care delivery to address social needs and improve health outcomes across the life course.

Top 10 Priority Recommendations

- **1.1:** Expand and scale pipeline programs to recruit and prepare students from underrepresented and low-income backgrounds for health careers.
- **1.2:** Recruit and support college students, including community college students, from underrepresented regions and backgrounds to pursue health careers.
- **1.3:** Support scholarships for qualified students who pursue priority health professions and serve in underserved communities.

Top 10 Priority Recommendations (cont.)

- **2.1:** Sustain and expand the PRIME program across UC campuses.
- **2.2:** Expand the number of primary care physician and psychiatry residency positions.
- **2.3:** Recruit and train students from rural areas and other underresourced communities to practice in community health centers in their home region.

Top 10 Priority Recommendations (cont.)

- **3.1:** Maximize the role of nurse practitioners as part of the care team to help fill gaps in primary care.
- **3.2:** Establish and scale a universal home care worker family of jobs with career ladders and associated training.
- **3.3:** Develop a psychiatric nurse practitioner program that recruits from and trains providers to serve in underserved rural and urban communities.
- **3.4:** Scale the engagement of community health workers, *promotores*, and peer providers through certification, training, and reimbursement.

Key Contacts for Roll-out

Veronica Mijic

Public Health Institute

(916) 601-4197

veronicamijic.phi@gmail.com

Sarah Jimenez

Paschal Roth

(916) 224.7623

sarah@paschalroth.com

Report on Website:

<https://futurehealthworkforce.org/>