Career Pathway Sub-Committee Update

4/20/11
Overarching Goal

• Expand California’s full-time primary care workforce by 10 to 25 percent over 10 years as needed to ensure successful implementation of health reform and access to quality, affordable healthcare and better health outcomes for all Californian’s.

• 2014 Starts Now! 2014 just the beginning
Approach

1. Estimate baseline for selected professions.
2. Project need based on impact of health reform & other factors on demand and supply.
3. Select priority professions, target supply & distribution based on need.
4. Develop pathway models & recommendations. Input from pathway specific experts/lead orgs.
5. Identify cross cutting recommendations.
6. Propose ongoing, sustainable infrastructure, partnerships & process.
Outcomes from 4/19 Meeting
Agreed Upon:

- Roles, process, deliverables and timeline
- Approach and methodology
- Explore 3 longer meetings rather than 4 shorter
- 3 levels of recommendations: pathway specific, cross cutting & infrastructure
- Broad definition of primary care: interdisciplinary team.
- Use of Coordinated Career Pathway Framework
- Adopted CHWA Primary Care Initiative Pathway
- Criteria for Pathway selection
- Initial Pathways for development
- Lead organizations to draft initial pathways for consideration
## Process Outcomes

<table>
<thead>
<tr>
<th>Pathways</th>
<th>Recommendations</th>
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</thead>
<tbody>
<tr>
<td>#1: Primary Care MD’s</td>
<td>• Rec. #1</td>
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<tr>
<td></td>
<td>• Rec. #2</td>
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<td></td>
<td>• Rec. #3</td>
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<tr>
<td>#2: Adv. Practice Nurses</td>
<td>• Rec. #1</td>
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<tr>
<td></td>
<td>• Rec. #2</td>
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<td>• Rec. #3</td>
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<tr>
<td>#3: Mental Health</td>
<td>• Rec. #1</td>
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<td></td>
<td>• Rec. #2</td>
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<td>• Rec. #3</td>
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<tr>
<td>#4: Promotoras / Community Health Workers</td>
<td>• Rec. #1</td>
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<tr>
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<td>• Rec. #2</td>
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<tr>
<td></td>
<td>• Rec. #3</td>
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### Infrastructure and Planning Recommendations

- Cross-Pathway Recs.
- Cross-Pathway Recs.
- Pathway-Specific
- Pathway-Specific
- Pathway-Specific
- Pathway-Specific
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

**Coordination and Support Infrastructure**

**Quality, Diverse Public Health Workforce**

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Coordinated CA Primary Care Workforce Pathway

Target Groups:
• Undergraduates
• Post baccalaureate students
• Medical Students, RN’s
• Immigrant Health Professionals
• Incumbent Workers
• High School and Community College Students
• Career Changers and Displaced Workers
• Veterans
• CA residents from under-represented backgrounds

• Primary Care professionals from other states

Primary Care Career Awareness
Assessment of Career Fit & readiness.

Academic Preparation & Entry Support

Financial & Logistic Feasibility for Training

Training Capacity, Access, & support for Primary Care

Incentives for Primary Care settings and location

Training and Primary Care Interest Retention

Clinical Training quality, slots & diversity

Financing and support systems

Targeted recruitment and geo-specific deployment

Professional satisfaction and improved health outcomes

K-12 Supportive Public Policy

Undergraduate / Pre-training

Post Bac

Health Professions Education

Workforce

Cultural Sensitivity and Responsiveness

Continuous Support to Pursue Primary Care

Supportive Public Policy

Coordinating Infrastructure

High Quality, Diverse CA Primary Care Workforce

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Criteria for Pathway Selection

• Priority identified by Regional Focus Groups
• Evidence of significant current & future need
• Priority for PPACA
• Impact on access to care
• Potential for immediate impact toward health reform goals
• Important role in future models of delivery and community health
• Pathway work being done that can be leveraged
Selected Pathways for Development and Lead Organizations: Initial Priorities

• **Pathway:**
  - Advance Practice Nurses
  - Primary Care MD’s
  - CLS
  - CHW/Promotoras
  - Direct Care Workforce
  - MA’s or Rad Tech
  - K-adult standards for pathways

• **Potential Sub Comm and partner lead:**
  - CINHC
  - CHWA
  - CHA/HLWI
  - CPAC
  - Community Colleges
  - CDE
Pathway Components

- Each pathway will include assessments of the following six components:

<table>
<thead>
<tr>
<th>Component</th>
<th>✓</th>
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</thead>
<tbody>
<tr>
<td>Pathway updates and recommendations</td>
<td>✓</td>
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<tr>
<td>Existing education and training capacity and infrastructure</td>
<td>✓</td>
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<tr>
<td>Industry skill standards</td>
<td>✓</td>
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<tr>
<td>Career information and guidance counseling</td>
<td>✓</td>
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<tr>
<td>Big picture issues (recruitment, retention, attrition, transfer, articulation and curricular disconnects, policies to facilitate students’ progress)</td>
<td>✓</td>
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<tr>
<td>Need for pilot/demonstration projects</td>
<td>✓</td>
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