The Connecting the Dots Initiative

A Comprehensive Approach to Increase Health Workforce and Diversity

CSU Conference
September 28, 2009

Sponsored by
The California Endowment
1) Presentations at the regional, state, and national level with key audiences to highlight key findings and recommendations

2) Strategic engagement of health professions and government leaders to facilitate implementation of targeted recommendations

3) Technical assistance and partnership with regional and statewide organizations to advance workforce and diversity initiatives
Connecting the Dots: Regional/Community Level

- Workforce Funder Collaboratives
- Regional Workforce and Diversity Coalitions
  - Alameda County
  - Central Valley
  - Inland Empire
  - San Diego
  - SF Bay Area
  - Sonoma County
- Workforce Investment Boards and Career Centers
- Regional Health Occupation Resource Centers
- Area Health Education Centers
- Local and Regional Pipeline Programs
Coordinated Health Workforce Pathway

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

Coordination and Support Infrastructure

Quality, Culturally Competent, Health Workforce
### January 2009 CSU Recommendations: K-12 Transitions

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<tr>
<th>Requires Minimal Resources</th>
<th>Requires Moderate to Substantial Resources</th>
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<tr>
<td>Use 21st century technology to engage, inform, and prepare high school students/health academies for HP options.</td>
<td>Convene periodic statewide/regional conferences for pre-health advisors at the high school level.</td>
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<td>Engage CSU, UC, and other HPEI health professions alumni as pre-college career mentors.</td>
<td>Establish summer pre-college bridge programs for disadvantaged pre-health students.</td>
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<tr>
<td>Use 21st century technology to engage, inform, and prepare CSU students (including prospective students transferring from CCC) for HP options.</td>
<td>Convene periodic statewide/regional conferences for pre-health advisors and students.</td>
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<td>Engage CSU, UC, and other HPEI health professions alumni as career mentors.</td>
<td>Develop health professions career preparatory courses.</td>
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<td>Require formal partnerships between UC-based post-baccalaureate programs and CSU campuses.</td>
<td>Establish joint research initiatives sponsored by CSU, UC/other HPEI faculty that include paid internships.</td>
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<td>Remove obstacles to informal post-baccalaureate preparation at CSU campuses.</td>
<td>Establish campus level one-stop health professions advising and resource centers.</td>
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## CSU Recommendations: Graduate and Post-Baccalaureate Transitions

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<td>Require periodic CSU site visits by UC/other HPEI senior administrators, faculty and graduate students.</td>
<td>Review CSU health science course content to identify areas where greater alignment is needed to yield optimal results in application process.</td>
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<td>Tie admissions criteria to UC/other HPEIs’ role in addressing regional workforce needs.</td>
<td>Designate formal campus-level CSU inter-departmental liaisons.</td>
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<td>Establish UC/other HPEI campus level metrics that validate commitment to CSU recruitment.</td>
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## CSU Recommendations: System-Wide and Campus-Wide Actions

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<td><strong>Develop regional memoranda of understanding between CSU campuses, HPEIs, and health professions employers.</strong></td>
<td><strong>Create CSU incentive funds for high performing campuses.</strong></td>
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<td><strong>Establish CSU – HPEI Joint Health Sciences Committee.</strong></td>
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<td><strong>Establish formal process for curricular changes that involves proactive CSU input and coordination.</strong></td>
<td><strong>Require collection of data on CSU graduates to provide evidence base for increased UC and other HPEIs recruitment and admissions.</strong></td>
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The California Health Workforce Alliance (CHWA)

A dynamic public-private partnership dedicated to the implementation of coordinated, systematic strategies to meet California’s emerging health workforce needs.
• Create a public-private partnership to:
  - develop and implement a master plan
  - provide oversight, infrastructure, accountability
  - promote shared investment and coordinated action
  - serve as single point of convergence for emerging workforce and diversity issues
  - align with regional, profession, sector and organizational initiatives
  - lead policy, systems and practice change
  - represent defined health workforce priorities and road map in CA and federal health reform, workforce and stimulus programs
Alliance Partners:

- Health Employers
- Public and Private Higher Education
- Health Professions Education Institutions
- Foundations
- Associations
- Government Agencies
- Policy Makers
- Business
- Advocates
- Workforce Development Organizations
- K-12 Education
- Organized Labor
- Regional and State-wide workforce coalitions
- Workforce Investment Boards
- Economic Development
- Consumers
To ensure a health workforce that reflects and is prepared to meet the health needs of California’s diverse communities through strengthening pipeline programs and through leadership, advocacy, and resource building.
CPHC Key Strategies

1. Strengthen the capacity, effectiveness, and sustainability of pipeline programs.

2. Promote inter-program communication and coordination to better support student achievement and advancement at all levels of their educational and career progression.

3. Advocate at state, federal, and institutional levels for policies, system changes, funding, and programs that promote diversity.

4. Establish a learning resource to foster the dissemination of knowledge and facilitate shared learning across programs and institutions.