

Health Career Connection (HCC) TCE Regional Health Workforce Infrastructure Initiative

Initial Project Overview and Discussion

California Health Professions Consortium, Feb 22, 2024



Initiative Purpose

- To develop and implement a road map for the development of regional health workforce collaboratives across California, providing support through convening, connection, coordination and technical assistance, and elevating regional priorities for state policy and systems change.
- To promote a more robust, diverse, inclusive and culturally responsive health workforce and greater health career opportunity for residents through support of regional health workforce collaboratives in California.

Key Players

- Health Career Connection (HCC) Project Lead, Intermediary/Backbone
- Project Advisory Board
- Statewide Coalition (CHPC)
- Statewide Policy Entities (UCSF Healthforce Center, HCAI WET Council)
- Stakeholder Engagement
- Regional Collaboratives and Pathway Programs*

*Employers, K-16, Health Prof Schools, WIB, Pathway Programs, CBO, Advocates, Social Justice, Economic Development etc.

Regional Collaboratives and Pathway Programs (working draft)

- Regional Health Collaboratives
 - multiple profession
 - single profession
 - employer, academic, association, coalition, community-based or pathway program led
- Health Pathway Programs
 - regional, multilevel, single profession
 - in partnership with regional collaboratives
 - development of regional initiatives,
 - sharing best practices or technical assistance
 - engagement with employers and other key external stakeholders

Key Project Components

- Planning year to inform and develop the initiative
- Develop a road map and action plan with extensive stakeholder engagement. Annual plan updates.
- HCC will establish and be informed by a diverse advisory council
- HCC will develop a workforce division with sufficient capacity

Key Project Components

- HCC conducts a landscape analysis with stakeholder engagement
- HCC develops assessments of current regional collaboratives and opportunities for capacity building, technical assistance, information sharing, and collaboration.
- Priority geographic areas include the Inland Empire, Central Valley and rural parts of the state.
- Identify regions with gaps and opportunities for collaborative development

Key Project Components

- Support CHPC as the coordinating statewide coalition
- Convene and enhance coordination, connection and collaboration among regional collaboratives, in conjunction with CHPC.
- Collaborate with UCSF Healthforce and HCAI to inform statewide policy considerations and issues key to regional collaborative success

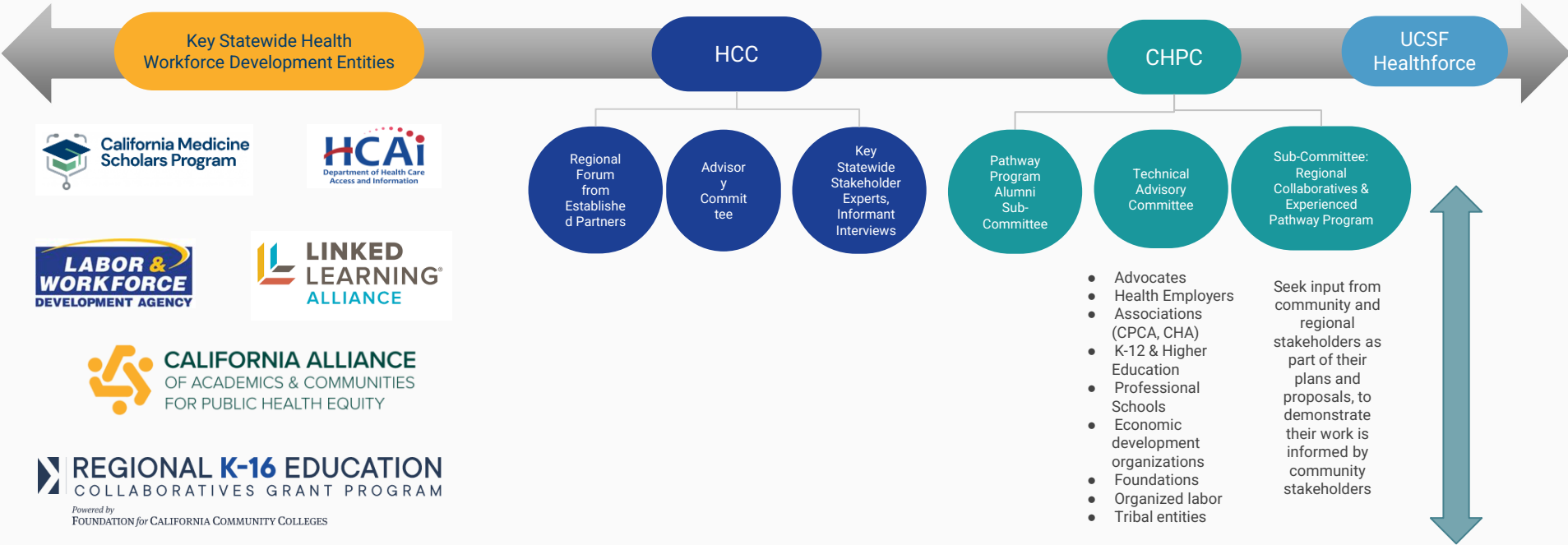
Key Project Components

- Provide technical assistance in support of collaboratives.
- Support development of multi-year regional collaborative plans and models to increase scale, sustainability and impact
- Regrant funds to invest in collaborative and program scale, sustainability and impact expansion.
- Connect the dots with and leverage other funding sources and relevant workforce, education, economic development initiatives

Key Project Components

- Create and support a more formal, coordinated ecosystem for supporting people to gain linked, sequential support as they advance through their education and health career journeys.
- Support evaluation of and across regional collaboratives.
- Assist with telling the story and changing the narrative regarding collaboratives and pathway programs and required investment
- Consider other Oct pathway convening recommendations

February 21, 2024 DRAFT for Discussion: Shared Collaboration, Coordination Across Organizations



Draft Timeline

January 2024

Agreement Signed
Planning launched
First Meeting with UCSF

February 2024

Initial Meetings with Key Stakeholders
Start planning
Hiring staff
CHPC solidified as Statewide Coalition
Kick-off Meeting with CHPC
Work plan Development
Draft Stakeholder Engagement Structure

March 2024

Identify & Recruit Advisory Committee Members
Continue hiring staff
Recruit Project Management & Operations Director
Begin regional assessments
Begin key informant interviews
Understand availability of quantitative data
Announce new HCC Health Workforce Division to partners

April 2024

Conduct regional assessments
Launch Advisory Committee
Begin input from CHPC Sub-Committees
Begin development of Broader Communication Strategy
Continue Key Informant Interviews
Pursue additional sources of quantitative workforce data
Begin discussion of cross-regional ecosystem development

May 2024

Conduct regional assessments
Launch Broader Communication Strategy for CA Stakeholders
Continue stakeholder engagement and key informant interview

June 2024

Conduct regional assessments
Synthesize learnings from assessments and interviews, and initial advisory meetings
Refine guidelines for participation and eligibility for regional collaboratives

How Can You Engage and Assist?

1. Provide input, advice and connections
2. Engage in regional assessments and key informant interviews
3. Provide materials and reports to inform planning (about your programs, collaboratives you are part of, and local health workforce initiatives)
4. Provide data sources (local, regional, statewide) on health workforce needs
5. Info us, and connect us to, other programs and collaboratives in your network
6. Help us learn about the grant making process
7. Refer key potential team members to us

Key Discussion Questions

1. What questions do you have about the initiative?
2. Any initial excitements, concerns, confusion,?
3. What advice do you have for planning and success of this initiative?
4. Who is essential to be included in the process?
5. What elements of the work are most important to your stakeholders?
6. How can you best engage and support the planning and work?
7. Other?