Building California’s Future Health Workforce

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• East Salinas
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• South Kern
• Boyle Heights
• Central Long Beach
• South Los Angeles
• Central Santa Ana
• Eastern Coachella Valley
• City Heights
Health Happens in Schools
- School Climate
- School Wellness
- Comprehensive Supports

Building Healthy Communities
- Transformative Policies

Health Happens in Neighborhoods
- Food Environment and Food Systems
- Land-Use Planning and Anti-Displacement
- Community and Economic Development
- Environmental Health and Justice
- Systems that Restore and Heal
- Healthy Youth Opportunities

Health Happens With Prevention
- Public Health
- Coverage, Care and Community Prevention
- Health Care Services
21st Century Pathways to Health Careers

Backdrop

- Affordable Care Act implications
  - Increase in health workforce demand
  - Transformation of care
  - Continued need for greater cultural & linguistic competency
21st Century Pathways to Health Careers

Overview

• In 2013, TCE launched a multi-year, $90 million dollar investment
  • Empower youth & residents from BHC & other chronically underserved regions to enter the ACA-driven health workforce
  • Expand the pool of culturally & linguistically competent health professionals working in CA’s chronically underserved regions
21st Century Pathways to Health Careers

Main Goals

- Career Pathways for Youth
- Career Ladders for Frontline Workers
- Resources for Aspiring Health Professionals
Career Pathways for Youth

Rationale

• Youth in BHC sites experience a lack of educational and employment opportunities

• Lack of diversity in health professions is rooted in educational inequities that begin early in life

• A network of support that spans throughout the educational pipeline is needed
Career Pathways for Youth

Solution

• To create student-centered health career pathways for youth, including strategies for boys and men of color, in grades 7 through 16, to meet the growing need for a diverse health workforce
Career Pathways for Youth

Strategy

• Increase the number of URM students entering and exiting career pathway programs
• Enable regional infrastructure to focus on and implement systemic, sustainable education reforms aligned with skills & responsibilities of health professionals
• Develop a guide for local stakeholders
• Build an effective advocacy network to increase funding stream for health career pathway programs and to incentivize communities to create new programs & partnerships
Sustainable Health Career Pathway System for Youth In BHC Sites

A Coordinating Coalition/Intermediary provides vision, planning and accountability to a broad-based collaborative of key stakeholders and champions coordinating their efforts to establish a sustainable health career pathway for youth through systemic changes and educational reforms. Key stakeholders/champions participating in the coalition may include:

- K–12 Schools
- Colleges and Universities
- Model Health Professions Training Programs
- Nonprofits
- Health Employers
- Workforce Investment Boards
- Funders
- Advocacy Organizations
- Community Members

BHC Youth in Grades 7–16 Have Access to Pathway at Multiple Entry Points

- K–12 Schools Prepare youth to graduate from high school with required skills
- Colleges & Universities Offer curricula that aligns with needs of health employers & provide support system to students
- WIBs Help align educational/job training programs to meet the needs of health employers
- Health Employers Provide hands-on trainings, internships and job placement opportunities to locally trained youth

Trauma-informed support services are provided to youth along the continuum
Career Pathways for Youth

Demonstration Project: Coachella

- Careers Pathways Initiative, led by the Coachella Valley Economic Partnership
- TCE, James Irvine, & Riverside County WIB
- Alignment of valley’s education, workforce, & economic development efforts
- Healthcare & Life Sciences Cluster

HCC Coachella Valley Interns, 2014
Coordinated Health Pathways

11,000 Healthcare Jobs

5 H.S. Health Academies
Industry Work-based learning

Middle School Health Career Programs
Indio K-8 Pre Med Magnet

College of the Desert
ROP
Private Schools

CSUSB
UCR – Med School

Opportunities for 2,500+ students!

Jeff Oxendine ©
Career Ladders for Frontline Workers

Rationale

• Fastest growing sector in healthcare
• Key role in PCMH model
• Many are ethnic/racial minorities with valuable cultural/linguistic competency
• Challenges:
  • paid low-wages
  • rarely receive benefits
  • high turnover rates
  • limited opportunities for career advancement
Career Ladders for Frontline Workers

Solution

- To prepare residents from BHC communities and regions to take on new and expanded roles as frontline health workers within new models of healthcare delivery emerging through ACA implementation
Career Ladders for Frontline Workers

Strategy

• Strengthen existing infrastructures and pathway systems through research, documentation, and data gathering
• Strengthen regional infrastructures and capacities to implement comprehensive health career pathways in priority BHC regions
• Build robust community pipelines within regional systems to design and scale health care career pathways
• Invest in new innovations that support career pathways
• Advocate for state & federal policies that accelerate the ability of regions to pursue frontline worker advancement in key regions in CA
Career Ladders for Frontline Health Workers

- **Health Coaches, Health Partners, Population Managers, etc.**
  - Trainings are college-certified, credit-earning, and services delivered by certificate holders are Medi-Cal Reimbursed.

- **Certified Community Health Workers**
  - Trainings are clinic-based and emphasize the principles of the PCMH model: team-based, prevention-oriented, community-focused.

- **BHC Residents & Existing Frontline Workers**
  - BHC residents and frontline workers participate in specialized trainings developed in partnership with healthcare providers and educational institutions.
Career Ladders for Frontline Workers

Demonstration Project: Los Angeles

• Collaborative partnership between the LA County Department of Health Services, the Worker Education and Resource Center, and Vision y Compromiso
• Pilot, paid, job-based CHW apprenticeship program
• CHWs recruited from BH & SLA
• Program grads are retained as LACDHA employees
Career Ladders for Frontline Workers

Demonstration Project: Vision y Compromiso

- State & national advocacy
  - Secure Medi-Cal reimbursement mechanisms for CHW services
- AB 2345 Expansion of Public Benefits
- My Health LA
- SB 204 Translated Pharmacy Info
- SB 4 Health4All
Resources for Aspiring Health Professionals

Rationale

- Few residents from BHC and other underserved places have the means or opportunities of becoming health professionals
- More primary care health professionals are needed
- Health professionals must serve, if not reflect, the state’s cultural and language diversity
Resources for Aspiring Health Professionals

Solution

• To increase training opportunities and financial aid for aspiring health professionals that are racially and ethnically diverse, culturally and linguistically competent, and increasingly home-grown, and prepare them for service and practice in BHC sites and other underserved regions including the Central Valley.
Resources for Aspiring Health Professionals

Strategy

• Boost the number & capacity of primary care health professionals trained for & committed to practice in underserved communities

• Boost the capacity of health professionals including and beyond primary care to serve the expanded population, especially in underserved places
Resources for Aspiring Health Professionals

Demonstration Project: Song-Brown Program

- Collaboration with the California Office of Statewide Health Planning and Development
- Supports expansion of number of professional training slots available in primary care settings
- Incentivizes innovative strategies to support prevention

OSHPD
Office of Statewide Health Planning and Development
California Endowment Criteria: Song-Brown

**Mission**
- Increase the number of URM primary care providers
- Increase access to care in MUAs

**Prioritize BHCs and Central Valley**
- Bolster community capacity building via health literacy, consumer empowerment, resilience training via environmental and policy changes

**Pathways and Linkages**
- Increase primary care pathways
  - Support linkages to/between public health

**Systems Redesign**
- Expand service capacity
- Support Practice Redesign
- Prepare for Practice in MUAs and Geographically Isolated Communities
- Test Workforce Redesign Models

**Song-Brown**

**Root Causes**
- Address social determinants of health
- Prioritize equity and prevention
- Deepen language and cultural competence

**Complement Song-Brown Criteria**
- Recruitment URM students
- Enrollment of URM residents
- Graduate placement in MUAs
- Clinical rotations in MUAs

**Community Building**
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