



Summary of Regional Collaboratives and Alignment with Commission Recommendations

8/30/19

Overview:

This summary provides an overview of regional health workforce and health pathway collaboratives in California and how their priorities align with the California Future Health Workforce Commission (CFHWC) recommendations. Regional health or economic development collaboratives which have a priority focus on health workforce or pathways are also included. Also included is a summary of 5 regional partnerships to build the public mental health workforce. All will be referred to herein as 'regional collaboratives.'

A profile of each regional health collaborative is provided in Table 1. Profiles include: a description, key stakeholders, priority initiatives and known interests aligned with CFHWC recommendations. Regional collaboratives are at different stages of development, substance and sustainability. All would benefit from additional investment to solidify their infrastructure and capabilities to: 1) develop and implement regional solutions in alignment with CFHWC recommendations; and 2) advocate for statewide policy, systems and practice change.

Regional mental health collaboratives are summarized in Table 2. Current priorities and alignment with CFHWC recommendations are not summarized because all are in transition due to: 1) sunset of Workforce Education and Training (WET) funds for mental health workforce that funded their previous efforts; and 2) uncertainty regarding how newly approved funding through OSHPD will be allocated and how a required 33% regional match will be met. Plans for fund allocation and match are expected to be resolved within the next 3 months. Regional partnership funding priorities in the new 5 year OSHPD plan are closely aligned with CFHWC mental health workforce recommendations.

Why regional collaboratives?

Engagement of regional collaboratives in advancement of commission recommendations is critical:

- Health career exposure, experience, mentorship and academic preparation for students and residents occur at the local or regional level;
- Health access, promotion and population health improvement occur at the local or regional level;
- Health workforce supply, demand and priority professions vary significantly by region as do assets, barriers and solutions for addressing needs;
- California has severe maldistribution challenges and regional shortages. Regional collaboratives are trying to improve supply and diversity relative to demand in our highest shortage areas;
- Health employers and health professions training programs draw a significant percentage of candidates from their surrounding region. Increasing the number of qualified, diverse place-committed individuals who secure health professions training and employment in the region is critical to meeting area health needs;
- Employers, Workforce Investment Boards (WIBS), businesses, local foundations, colleges and others are more likely to invest in health workforce and pathway initiatives in their regions.

Commission recommendations most commonly supported by regional collaboratives:

- Scale the engagement of Community Health Workers (CHWs) and Peers

- Expand and scale health pipeline programs to recruit and prepare URM and low income students
- Recruit and support college students from URM and low income backgrounds for health careers
- Emerging Health Leaders Scholarship Program
- Behavioral Health Incentives
- Recruit rural students into health professions schools and work in community health centers
- Funding for primary care residencies

In addition, almost all regional collaboratives support development of: 1) statewide health workforce and pathway infrastructure, data and resources; and 2) investment in regional infrastructure, partnerships and programs for health workforce and pathway development.



Table 1

Regional Collaboratives Addressing Health Workforce and Health Pathways

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Regional Collaborative	Description	Key Stakeholders	Priorities	Interests and priorities aligned with Commission Recommendations	Key Contact
<p>1. Alameda Health Pipeline Partnership</p>	<p>Coalition dedicated to achieving a diverse and equitable health workforce in Alameda County using student driven data to inform and move to key stakeholders to action</p>	<p>Lead Agency: Alameda Co. Health Services.</p> <p>Stakeholders: 13 (K-16) health pathway programs, health employers, WIBs, Greenlining</p>	<p>New partnerships with health providers</p> <p>Quality work-based learning for URM students</p> <p>Formalize connections between health pathway CBOs and community colleges/training providers</p> <p>Increase access to health care employment for URMs</p> <p>Sustain health pathway efforts and initiatives</p>	<ul style="list-style-type: none"> • Expand and scale health pipeline programs • Recruit and support college students to pursue health careers • Universal Homecare Worker • Scale the engagement of CHWs 	<p>Dr. Jocelyn Garrick: Jocelyn.Garrick.M.D@acgov.org</p>
<p>2. East Bay Health Workforce Partnership</p>	<p>Employer-led collaborative focused on meeting priority workforce needs, increasing diversity and</p>	<p>Lead Agency: Public Health Institute.</p> <p>Stakeholders: Health systems,</p>	<p>Primary Care</p> <p>Behavioral Health</p> <p>Medical Assistants/ CHWs</p>	<ul style="list-style-type: none"> • Expand and scale health pipeline programs • Recruit and support college students to pursue health careers • Scale the engagement of CHWs and Peers 	<p>Kevin Barnett: kevinpb@pacbeli.net</p> <p>Bob Redlo: Bobredlo@gmail.com</p>

	expanding opportunity for local youth in Alameda and Contra Costa Counties	Health Centers, WIBS, Higher Education, and K-12. Former Commissioner Jane Garcia is Co-Chair.	K-16 pipeline development Sustain UCB Joint Medical Program	<ul style="list-style-type: none"> • Clinician burnout • Behavioral health incentives • Primary care residencies • Regional investment and infrastructure 	
3. HEAL SLO	A community coalition that enhances the health and wellbeing of all San Luis Obispo County residents	<p>Lead Agency: County of SLO Public Health.</p> <p>Stakeholders: CBO's and faith-based organizations, agencies, businesses, school districts, health care providers and other jurisdictions</p>	<p>Health Access & Integration</p> <p>Care Coordination</p> <p>Healthy Communities</p> <p>Healthy Schools</p> <p>Healthy Choices</p> <p><i>Health workforce is essential to each area; particularly access and integration.</i></p>	<ul style="list-style-type: none"> • Scale the engagement of CHWs • Provider recruitment and retention (NP, PA, physicians) • Recruitment and retention of oral health providers in underserved areas 	Kayla Rutland: krutland@co.slo.ca.us
4. Inland Health Professions Coalition	Meet area health workforce needs and expand opportunities for students in the Inland Empire and San Gabriel Valley	<p>Lead Agency: Reach Out West End</p> <p>Stakeholders: Senior Leaders from higher education, K-12, health employers, CBO's, economic development</p>	<p>Primary Care</p> <p>Mental Health</p> <p>Pipeline development</p>	<ul style="list-style-type: none"> • NP Scope expansion (also PA and Pharmacists) • Expand and scale health pipeline programs • Recruit and support college students to pursue health careers • Scale the engagement of CHWs and Peers. • Psych NP Training • Behavioral health incentives • K-16 mental health pipeline • Regional investment and infrastructure 	Diana Fox: Diana@we-reachout.org

<p>5. Latino Center for Medical Education and Research, UCSF Fresno</p>	<p>Regional health pathway system led by UCSF Fresno to ensure area students get academic preparation, career exposure, parental engagement and psychosocial support to graduate from high school and college, be competitive applicants for health professions school and return to serve in the SJV</p>	<p>Lead Agency: UCSF Fresno</p> <p>Stakeholders: CSU Fresno, community colleges, 3 school districts, health employers</p>	<p>Middle school and high school health academies</p> <p>Work based learning</p> <p>Fresno State Health Career Opportunity Program</p> <p>Connections to UCSF and other health professions schools</p>	<ul style="list-style-type: none"> • Expand and scale health pipeline programs • Recruit and support college students to pursue health careers • Emerging Health Leaders Scholarship Program • Recruit rural students for CHC's • Regional investment and infrastructure for health pathways 	<p>Dr. Katherine Flores: KFlores@fresno.ucsf.edu</p>
<p>6. Long Beach CaLL</p>	<p>Partnership to ensure all Long Beach students - from middle school to college - have work-based learning opportunities in growing sectors to gain skills and knowledge to be successful members of the local economy</p>	<p>Lead Agency: Long Beach Unified School District</p> <p>Stakeholders: CSU Long Beach, Long Beach Community College, employers, LBUSD</p>	<p>Health career exposure through health pathway development and simulation</p> <p>Academic preparation for entry into health professions</p> <p>Work based learning</p> <p>Post-secondary opportunities</p> <p>Linked Learning</p>	<ul style="list-style-type: none"> • Expand and scale health pipeline programs • Recruit and support college students to pursue health careers • Emerging Health Leaders Scholarship Program • Scale the engagement of CHWs • Regional investment and infrastructure for health pathways 	<p>Cindy Bater: CBater@lbschools.net</p>
<p>7. Los Angeles Area</p>	<p>Engaging its network of health care employers, the L.A. Chamber</p>	<p>Lead agency: LA Area Chamber of Commerce</p>	<p>Align regional health career pathways to industry needs that are accessible for</p>	<ul style="list-style-type: none"> • Expand and scale health pipeline programs 	<p>Alma Salazar: asalazar@lachaamber.com</p>

<p>Chamber of Commerce</p>	<p>Health Care Talent Pipeline improves workforce outcomes at scale by focusing on both systems change and programming efforts, serving as an effective intermediary between the private sector and education/workforce development institutions to improve health career pathways for underrepresented students</p>	<p>Stakeholders: <i>Health Care Employer Council:</i> Includes the region’s largest and most prominent health care employers reflective of the industry’s sub-sector including hospitals, ambulatory care, long-term, and residential care employers</p> <p><i>Health Sector Collaborative (HSC)</i> is a cross-sector working group of employers, education and workforce system and institution leaders, and community-based organizations</p>	<p>underrepresented students and workers</p> <p>Align nursing pathway programs across community college and 4-year programs</p> <p>Strategic solutions that prepare a skilled workforce representative of and inclusive of local communities</p> <p>Health care pre-apprenticeship/ apprenticeship programs through streamlined academic and work-based learning activities</p>	<ul style="list-style-type: none"> • Recruit and support college students to pursue health careers • Regional investment and infrastructure for health pathways 	
<p>8. Merced Healthcare Consortium</p>	<p>Consortium of area health leaders focused on improving community health. Merced WIB is also convening employers and</p>	<p>Lead agency: Merced Co. Public Health</p> <p>Stakeholders: Senior Leaders of health employers,</p>	<p>Creation of a CHW Training Program</p> <p>Soft Skills training for health workers and students</p>	<ul style="list-style-type: none"> • Expand and scale health pipeline programs • Recruit and support college students to pursue health careers • Scale the engagement of CHWs • Primary care residencies 	<p>Nick Loret De Mola: Nick.LoretDeMola@countyofmerced.com</p>

	<p>serving as the workforce subcommittee for the Consortium</p>	<p>WIB, UC Merced, pipeline programs TCE BHC grantees</p>	<p>Address physician and provider shortages</p> <p>K-16 health pathway programs to feed area medical schools</p>	<ul style="list-style-type: none"> Expand medical school capacity in San Joaquin Valley 	
<p>9. OneFuture Coachella Valley</p>	<p>One Future works to help all students graduate prepared for college, careers and life to expand and enhance the workforce so that Coachella Valley youth and the economy thrive</p>	<p>Lead Agency: OneFuture CV. Led by former Commissioner Sheila Thornton.</p> <p>Stakeholders: 3 school districts, 8 high school health academies, College of the Desert, WIBs, Legislative offices- Assm. Eduardo Garcia, and Congressman Raul Ruiz</p>	<p>Health pipeline program (7-16)</p> <p>Scholarships</p> <p>Mental Health Pathways and student mental health</p> <p>Linked Learning</p>	<ul style="list-style-type: none"> Expand and scale pipeline programs Behavioral health incentives Recruit and support college students to pursue health careers Recruit rural students to work in health centers Emerging Health Leaders Scholarship Program Regional investment and infrastructure for health pathways 	<p>Sheila Thornton: sheila@onefuture.org</p>
<p>10. Salinas Valley Health Professions Pathway Partnership</p>	<p>Partnership to grow a local, culturally relevant workforce with Salinas Valley youth in the healthcare industry for high wage, high skill, and high demand careers while serving their community.</p>	<p>Lead Agency: Hartnell Community College</p> <p>Stakeholders: K-12 districts, CSU Monterey Bay, health employers, Public Health Dept, CBO's TCE BHC Hub and grantees</p>	<p>Community Health Workers</p> <p>Parental engagement</p> <p>Nursing and allied health</p> <p>New industry partnerships</p>	<ul style="list-style-type: none"> Scale the engagement of CHWs Expand and scale pipeline programs Recruit and support college students to pursue health careers Regional infrastructure for health pathways 	<p>Debra Kaczmar: DKaczmar@hartnell.edu</p>

11. UC San Diego Hispanic Center of Excellence	Partnership between UCSD Medical School, SD State and Scripps Area Health Education Center to recruit and prepare San Diego Area students into health careers	Lead Agency: UCSD School of Medicine Stakeholders: SD State, AHEC, all 9 community colleges, high schools' employers	Recruitment of Latino and other URM students Academic preparation Public Health Post Bac Program Preparation of community college students for medical school	<ul style="list-style-type: none"> • Expand and scale health pipeline programs • Recruit and support college students to pursue health careers • PRIME program funding • Regional infrastructure for health pathways • Post Bac Program expansion 	Ramon Hernandez: rah003@ucsd.edu
12. Tulare Co Health Advisory Committee	Health Advisory Committee to the Tulare County Workforce Investment Board	Lead Agency: Tulare Co. WIB. Community Stakeholders: Colleges, K-12, Health Employers, Legislative offices	Health pathway development and tracking Regional pathway consortium development Pathways to training and jobs from	<ul style="list-style-type: none"> • Expand and scale health pipeline programs • Online Community College and online learning with regional clinical placement) • Health Technology Center • Scale the engagement of CHWs • Universal Homecare Worker • Recruit rural students • Regional infrastructure for health pathways 	Jennie Bautista: JBautista@tularawib.org

Notes: Health leaders in Santa Clara County are forming a regional health workforce collaborative that will meet for the first time in September and are interested in aligning with the Commission's recommendations.

Sacramento's regional collaborative is inactive at this time but area employers are engaged with community colleges through the Health Workforce Initiative <https://ca-hwi.org/> and considering re-initiating their collaborative.

The Health Workforce Initiative, operated by the California Community Colleges Chancellor's Office, is statewide and engages colleges, K-12 and employers in partnerships in many regions.



Table 2

Regional Mental Health Partnerships to Address Mental/Behavioral Health Workforce and Pathways

8/30/19

Regional Collaborative	Description	Participating Counties	Key Stakeholders	Previous Priorities
1. Central Region Workforce Education and Training Partnership of California	A collaboration of across 20 Central Valley counties dedicated to increasing the mental health workforce in the region through workforce development, career and pipeline improvement and coordinated training.	Alpine, Amador, Calaveras, El Dorado, Fresno, Kings, Placer, Sacramento, San Joaquin, Sutter, Stanislaus, Madera, Mariposa, Merced, Mono, Tulare, Tuolumne, Yolo, and Yuba counties	<p>Lead Agency: CA Institute for Behavioral Health Solutions</p> <p>Stakeholders: 20 counties, provider agencies, community and state colleges, CBO's, consumers, family members and other stakeholders</p>	<p>Provider Training</p> <p>Increased clinical placements and supervision to increase the number of licensed providers</p> <p>Training and Advancement of Peers</p> <p>Cultural and linguistic competency</p> <p>Provider diversity</p> <p>Pipeline development</p> <p>Leadership training and development</p>
2. Greater Bay Area Mental Health and Education Workforce Collaborative	The Collaborative expands the public mental health workforce in the Bay Area by following the development and implementation of the 13 public mental health department WET plans and	Alameda, Contra Costa, Marin, Monterey, Napa, San Francisco, San Mateo, San Benito, Santa Clara, Solano, Santa Cruz, and Sonoma	<p>Lead Agency: CA Institute for Behavioral Health Solutions</p> <p>Stakeholders: County Mental Departments and</p>	<p>Train diverse, culturally competent providers and students</p> <p>Increase HR responsiveness to meet hiring needs</p> <p>Strengthen partnerships to increase the mental health pipelines</p>

	connects the dots among them and key stakeholder groups. In addition, the Collaborative has joint projects across the region	counties, and the City of Berkeley	community mental health, educational institutions, consumers, family members	Increase the number of consumers and family members hired, retained and advancing in public mental Increase public awareness of and interest in pursuing public mental
3. Los Angeles County	The Los Angeles County Department of Mental Health (DMH), the largest county mental health department in the country, directly operates more than 80 programs and contracts with more than 700 providers, including non-governmental agencies and individual practitioners who provide a spectrum of mental health services to people of all ages to support hope, wellness and recovery	Los Angeles County	Lead Agency: Los Angeles County Department of Mental Health Stakeholders: LA County DMH, individual providers, community health organization, consumers, family members	Workforce Initiative Staffing Support Training and technical Assistance Mental health career pathway programs Psychiatric and PA residency and internship programs Financial Incentives: stipends and loan forgiveness
4. Southern Counties Regional Partnership	The Southern Counties Regional Partnership is a collaborative effort between ten counties. The goals are to coordinate regional education programs, disseminate information and strategies throughout the region, develop common training opportunities and share	Imperial, Kern, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, and Ventura counties, and the Tri-City (Pomona, Claremont, and La Verne) area of Los Angeles County.	Lead Agency: Santa Barbara Mental Health Stakeholders: County mental health departments, community organizations, educational institutions,	Cultural Competency Training Creation of core competencies for para-professionals and professionals in the mental health field. Increased consumer and family training and employment in public mental health Aggregate document detailing the Mental Health programs, certificates and degrees available to students at

	programs that increase diversity of the public mental health system.		consumers and family members.	all colleges and universities located within Southern California.
5. Superior Counties Regional Partnership	Partnership of county mental health departments, educational institutions and community organizations to strengthen the mental health workforce and care delivery in rural superior counties.	Butte, Colusa, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Nevada, Plumas, Shasta, Sierra, Siskiyou, and Trinity counties.	<p>Lead Agency: CA Institute for Behavioral Health Solutions</p> <p>Stakeholders: County mental health departments, community organizations, higher educational institutions, consumers and family members.</p>	<p>Distributed learning program in partnership with CSU Chico and Humboldt State University to provide training in social work at the undergraduate and graduate degree levels as part of a “grow your own” strategy.</p> <p>Planning, development and implementation of a distance learning system, accessible throughout the Superior Region, including articulation agreements between 2 and 4-year institutions</p> <p>Strengthening of curricula in Superior California to support wellness and recovery principles and assure that mental health departments support and encourage career paths through the higher education system.</p> <p>Resources to support training and technical assistance that is accessible, wellness and recovery focused and available in distance education formats.</p>