California Future Health Workforce Commission One-Year Anniversary Convening

Celebrating Success – and Continuing to Push for the Health Workforce California Needs

Friday, April 17, 2020
12:00 p.m. – 4:30 p.m.
The Citizen Hotel
926 J Street, Sacramento, CA 95814

AGENDA

Purpose: To celebrate successes to date and identify additional near-term (2020-2021) opportunities for public and private sector actions that will address California’s future health workforce needs, including producing more health workers that match the diversity of California’s population and providing equitable education and training opportunities.

Objectives:
• Identify and celebrate recent private, public, and philanthropic contributions/successes
• Share recent or soon-to-be-launched efforts by sector, including investments and policies, with an eye toward cross-sector collaborative opportunities
• Collaborate on solutions for thorny policy issues related to the emerging health workforce

11:45 a.m. Luncheon: Metropolitan Terrace Room

12:10 p.m. Welcome and Opening Remarks:
Robert K. Ross, MD, President and CEO, The California Endowment

12:30 – 1:20 p.m. Plenary Session: Collaborations and Commitments Across Sectors to Create an Equitable and Diverse Workforce that Meets California’s Needs

Moderator: Janet Napolitano, JD, President, University of California
Participants:
• Private Sector: Lloyd H. Dean, CEO, CommonSpirit Health; Convening and Former Commission Co-Chair
• Public Sector, Newsom Administration: Mark Ghaly, MD, MPH, Secretary, California Health and Human Services Agency
• Public Sector, Legislature: Joaquin Arambula, MD, Assembly Member, (D-Fresno) California State Legislature
• Philanthropy Sector: Sandra R. Hernández, MD, President & CEO, California Health Care Foundation
I. Breakout Sessions (choose 1 at time of registration)

A. Behavioral Health: What Additional Investments and/or Inclusive Policies Are Needed to Fill the Gaps?

Description: Behavioral health workforce challenges continue to be a crisis in California, and the California Future Health Workforce Commission proposed policy changes and investments remain more relevant than ever. While the state provided new funding to promote behavioral health last year, these funds need to be invested strategically and leveraged to have optimal impact—along with additional investments from public and private sources at the state and county levels. The purpose of this panel will be to discuss strategies, innovations, and key actions needed now to fill critical gaps and build a robust, diverse behavioral health workforce.

Moderator: Elizabeth (Liz) Gibboney, CEO, Partnership HealthPlan of California; former Commissioner

Participants:
- John M. Connolly, PhD, M.S.Ed., Deputy Secretary for Behavioral Health, California Health and Human Services Agency
- Jessica Cruz, MPA/HS, CEO, National Alliance on Mental Illness, California (NAMI CA)
- Michelle Doty Cabrera, Executive Director, County Behavioral Health Directors Association
- Briana Duffy, Market President, West at Beacon Health Options

B. Primary Care and Prevention: What Innovations Are in Play and What Is Needed to Take Us to The Next Level?

Description: California is confronted with significant shortages of primary care providers in inner city and rural areas, as well as substantial under-investment in preventive services and systemic strategies to address the social determinants of health. Providers and payers are allocating resources to expand health career pathways, build inter-disciplinary care teams, and coordinate with related sectors to better manage or prevent chronic disease, proactively address behavioral health problems, and reduce homelessness and food insecurity. What is needed to increase the impact of these efforts? This panel will reflect on the recommendations of the California Future Health Workforce Commission and outline additional actions needed to expand primary care and prevention capacity.

Moderator: Hector Flores, MD, Chair, Family Practice Department, White Memorial Medical Center; former Commissioner

Participants:
- Lupe Alonzo-Diaz, CEO, Physicians for a Healthy California
- David Carlisle, MD, PHD, MPH, President & CEO, Charles R. Drew University of Medicine and Science; former Commissioner
- Janet Coffman, PhD, MA, MPP, Faculty, Healthforce Center, UCSF
- Marko Mijic, MPP, Deputy Secretary, Program and Fiscal Affairs, California Health and Human Services Agency, and Acting Director Office of Statewide Health Planning and Development
C. *Health Aging and Care for Older Adults: How Do We Train an Adequate Number of People to Provide Quality and Culturally Competent Care for Older People in California?*

**Description:** The California Future Health Workforce Commission report suggested 600,000 universal home care workers are needed by 2030 to provide care to the state’s aging population. Meeting this challenge will require identifying qualified workers, with more defined roles and supports for training and pay, as well as favorable working conditions. It will also likely require policy changes to the in-home supportive services program and certain health professions. This session will explore and identify policy priorities for preparing to meet these surging health workforce demands.

**Moderator:** Heather M. Young, PhD, RN, FAAN; Professor and Founding Dean Emerita, Bette Irene School of Nursing, University of California, Davis; former Commissioner; Member, California Master Plan for Aging

**Participants:**

- Garrett K. Chan, PhD, RN, APRN, FAEN, FPCN, FCNS, FNAP, FAAN, President & CEO, HealthImpact
- Susan DeMarois, State Policy Director, Alzheimer’s Association; Member, California Master Plan for Aging and Alzheimer’s Task Force
- Christopher A. Langston, Ph.D., President and CEO, Archstone Foundation
- Brandi Wolf, Policy Director, SEIU Local 2015; Member, Master Plan for Aging

2:30 – 2:45 p.m. **Fresh Air and Refreshment Break**

2:45 – 3:40 p.m. **II. Breakout Sessions** (choose 1 at time of registration)

A. *Securing the Pipeline: Ensuring College Educational Success for Diverse Health Workforce Students*

**Description:** Increasing opportunity for all Californians to advance in the health professions was one of the Commission’s top strategies for addressing growing health workforce gaps—and ensuring the health workforce reflects the diversity of the state’s population. Four of the Commission's top ten recommendations and several others in the final report focus on strengthening the pipeline to ensure greater student success, health professions entry, and employment in high demand professions and regions. Legislators, philanthropy, higher education and advocates are actively working to strengthen opportunities and support that will allow underrepresented college students to succeed academically and enter health careers. This session will focus on current strategies, policies and investments being pursued—and action steps stakeholders can take to accelerate and advance progress.

**Moderator:** Katherine A. Flores, MD, Director, UCSF Fresno Latino Center for Medical Education and Research, UC San Francisco, Associate Clinical Professor

**Participants:**

- Joaquin Arambula, MD, Assembly Member (D-Fresno)
- Loren J. Blanchard, PhD, Executive Vice Chancellor for Academic and Student Affairs, California State University
- Jocelyn Freeman Garrick, MD, MS, Executive Director, Alameda County Health Pathway Partnership
- Beth Malinowski, MPH, Deputy Director of Government Affairs, California Primary Care Association
B. The Emerging Workforce: Efforts to Develop A Diverse, Inter-Disciplinary Community-based Workforce (peer specialists, navigators, community health workers, promotores, home care workers)

Description: Building the health workforce of the future requires strategic investment in people with a deeper understanding of factors that contribute to poor health in communities, some of which comes with lived experience in socioeconomically challenged and racial and ethnically diverse communities. To solve complex problems in family and community settings, innovative organizations are assembling interdisciplinary teams to work together in less hierarchal approaches, apply critical thinking skills, and work with diverse stakeholders. This panel will discuss progress to date, examine emerging innovations, and identify additional actions that are needed to accelerate and scale efforts to date.

Moderator: Juan Carlos Belliard, PhD, Loma Linda University Health

Participants:
- Alma Hernández, Executive Director, SEIU California
- Katherine (Kitty) Bailey, MSW, Executive Director, San Diego Accountable Community for Health
- Francis (Julian) Montgomery, CHW, San Francisco Health Plan
- Maggie Merritt, Executive Director, Steinberg Institute
- Joanne Spetz, PhD, Associate Director of Research, Healthforce Center, UCSF

C. Public Health: Building a Robust, Diverse Public Health Workforce to Ensure Healthy Communities and Achieve Health Equity

Description: California’s ability to address critical public health needs is hampered by health workforce shortages and hiring challenges, the rapid aging of the current workforce, and the fact that only 20% of current governmental public health workers have formal public health training. Future clinicians in all professions also need more effective training in public health and social determinants of health. With insufficient data on the public health workforce and future needs, the Commission laid out specific recommendations for addressing public health challenges. The purpose of this session will be to understand the nature of key issues that must be addressed—and efforts underway—and to develop practical next steps through which stakeholders can engage towards coordinated solutions.

Moderator: Rishi Manchanda, MD, MPH, President and CEO, HealthBegins, former Commissioner

Participants:
- Manal J. Aboelata, MPH, Deputy Executive Director, Prevention Institute
- Sonia Y. Angell, MD, MPH, Director, California Department of Public Health (invited)
- Hala Madanat, PhD, Director & Distinguished Professor, School of Public Health, San Diego State University
- Rebecca Nanyonjo, DrPH, Director, Department of Public Health, Merced

3:45 – 4:30 p.m. Observations from the Day/Closing Remarks

Moderator: Hector Flores, MD, Chair, Family Practice Department, White Memorial Medical Center; former Commissioner

Summaries of Sessions:
- Elizabeth (Liz) Gibboney, CEO, Partnership HealthPlan of California; former Commissioner
• Heather M. Young, PhD, RN, FAAN; Professor and Founding Dean Emerita, Bette Irene School of Nursing, University of California, Davis; former Commissioner
• Katherine A. Flores, MD, Director, UCSF Fresno Latino Center for Medical Education and Research, UC San Francisco, Associate Clinical Professor
• Juan Carlos Bellardi, PhD, Loma Linda University Health
• Rishi Manchanda, MD, MPH, President and CEO, HealthBegins; former Commissioner

4:30 p.m.  Adjourn

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