



AB 2375 (Hernandez): Healthcare Workforce Master Plan

FACT SHEET

BACKGROUND:

Last year the Governor convened the Healthcare Workforce Diversity Advisory Council to address the shortages of health professionals in California and develop short-term recommendations to address this. Because of the temporary structure of the Council as well as the lack of coordination among stakeholders, members prioritized the creation of a long-term comprehensive strategy focused on healthcare workforce development.

Legislation to develop California's healthcare workforce has been, at best, piece-meal focusing on data collection, loan repayment programs, and funding for specific professions within healthcare with limited to no evaluation and strategy. California is missing an overarching vision, action plan, and infrastructure to coordinate efforts to maximize efficiency and impact.

NEED FOR THIS BILL:

Currently, demographic shifts are already causing gaps between health workforce supply and demand as seen in the shortages of primary care providers and other health professionals. California's population is aging, growing, and becoming increasingly more diverse. Unfortunately, California's health professionals have not reflected these changes and are ill-equipped to respond to new pressures on the health care system. Fortunately, California can meet health care demands by utilizing and educating our existing supply. As workforce is over 60% of the cost of health care, it is imperative that we match supply with demand. Developing California's workforce so that it better represents and serves its consumer population will help to mitigate increasing healthcare cost.

THIS BILL WOULD:

- **Create a Task Force to Develop Master Plan on Health Profession**

The Office of Statewide Health Planning & Development (OSHPD), in collaboration with California Workforce Investment Board (CWIB), would convene a Task Force with representatives from key stakeholders to create a Master Plan for California's health workforce including all professions in allied health. Aligning health workforce demand with education and training, the plan would identify the top 10 health care professions with the highest demand and develop a plan to leverage funding resources, form new partnerships, identify best practices, and minimize duplication of efforts.

- **Strengthen Data Collection and Reporting**

The Legislative Analyst Office (LAO) would report to the task force the state's existing health workforce data capacity to allow for public planning.

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