

CHA WORKFORCE COMMITTEE

Thursday, April 27, 2017

10:00 – 11:00 a.m.

Via Conference Call:

800-882-3610

Passcode: 6506506#

AGENDA

<u>ITEM</u>	<u>TIME</u>	<u>SUBJECT</u>	<u>REPORTING</u>	<u>PAGE</u>
I.	10:00 - 10:05 a.m.	Welcome and Introductions A. Welcome New Members Doug Levine, UCSD Health and Linda Van Fulpen, Sharp Health	Moses Aguirre	2
II.	10:05 - 10:10 a.m.	Minutes from Previous Meeting A. Approval of CHA Workforce Committee call from March 2, 2017	Moses Aguirre	5
III.	10:10 - 10:25 a.m.	Landscape Update A. All members report on emerging trends and issues	All	
IV.	10:25 - 10:45 a.m.	Workforce and Education Legislative Update A. Workforce and education bills introduced this session B. Budget update	Cathy Martin	9
V.	10:45 - 10:55 a.m.	HASC Workforce Advisory Meetings: Overview of Findings	Christiane Becker	
VI.	10:55 - 11:00 a.m.	Other Business A. Next meeting is in person, May 25 in Sacramento B. Joint meeting with HR Committee in September will take place at Cottage Health in Santa Barbara	All	13
VII.	11:00 a.m.	Adjourn	Moses Aguirre	



April 27, 2017

TO: CHA Workforce Committee

FROM: Cathy Martin, Vice President, Workforce Policy

SUBJECT: Welcome and Introductions
CHA Workforce Committee Roster

I. ACTION REQUESTED

Review contact information and titles contained in the roster on the following pages.

II. SUMMARY AND BACKGROUND

Attached please find the most recent CHA Workforce Committee Roster. Please review your contact information for accuracy. Forward all corrections to Michele Coughlin at mcoughlin@calhospital.org.

Please welcome new members:

DOUG LEVINE
Talent Acquisition Manager
University of California, San Diego
San Diego
Office: (619) 543-7465
a6levine@ucsd.edu

LINDA VAN FULPEN"
Manager, Volunteer Services
Sharp Grossmont Hospital
La Mesa
Office: 619-740-4059
Linda.vanfulpen@sharp.com



CHA Workforce Committee ROSTER

CHAIR

MOSES AGUIRRE
Workforce Development Program Manager
Cottage Health
P.O. Box 689
Santa Barbara 93102
Office: 805-879-8928
mLaguirr@sbch.org

VICE CHAIR

OPEN

MEMBERS

KIM BAKKEN, MA
Manager of Volunteer Services
Kaiser Roseville
Roseville
Office: 916-784-5952
Kim.Bakken@kp.org

WANDA COLE-FRIEMAN
Vice President, Talent Acquisition
Dignity Health
San Francisco
Office: 415-438-5635
Wanda.Cole-Frieman@DignityHealth.org

JENNIFER K. DIEHL
Director, Talent Acquisition
Adventist Health
Roseville
Office: 916-746-5603
DiehlJ2@ah.org

NICOLE GREEN
Workforce Planning Consultant
Kaiser Permanente
Oakland
Nicole.E.Green@kp.org

KRISTIE GRIFFIN
Director, Talent Acquisition
Dignity Health
Rancho Cordova
Office: 916-851-2657
Kristie.Griffin@Dignityhealth.org

HEATHER KENWARD
Workforce Development
John Muir Health
Concord
Office: 925-674-2348
heather.kenward@johnmuirhealth.com

STEPHANIE LAYHE, PT
Director of Rehab Services
Community Hospital of the Monterey Peninsula
Monterey
Office: (831) 625-4730
stephanie.layhe@chomp.org

DOUG LEVINE
Talent Acquisition Manager
University of California, San Diego
San Diego
Office: (619) 543-7465
a6levine@ucsd.edu

MONICA MORRIS
Director, National Workforce Planning & Development
Kaiser Permanente
Oakland
Office: 510-625-5886
monica.n.morris@kp.org

ANDREA PERRY
Program Administrator, Organization Development and Learning
Cedars-Sinai Health System
Los Angeles
Office: 310-423-5533
andrea.perry@cshs.org

TANYA ROBINSON-TAYLOR
Sr. Legislative Representative, Gov't Relations
Kaiser Permanente
Sacramento 95814
Office: 916-491-2023
tanya.robinson-taylor@kp.org

ELMERISSA SHEETS

Director, Workforce Development and Recruiting Strategies
 Sharp HealthCare
 San Diego
 Office: (858) 499-5267
Elmerissa.Sheets@sharp.com

ANETTE SMITH-DOHRING

Workforce Development Manager
 Sutter Health
 Sacramento
 Office: 916-887-7644
smitham@sutterhealth.org

GREGORY SMORZEWSKI

Human Resources Director
 Montage Health
 Monterey
 Office: 831-622-2801
Gregory.smorzewski@chomp.org

LAURA NIZNIK WILLIAMS

Assistant Director, Government and Community Relations
 UC Davis Health
 Sacramento
 Office: 916-734-5441
lniznik@ucdavis.edu

LINDA VAN FULPEN, ECXU

Manager, Volunteer Services
 Sharp Grossmont Hospital
 La Mesa
 Office: 619-740-4059
Linda.vanfulpen@sharp.com

DENNIS YEE, CHCR

Recruitment Consultant
 Children's Hospital Central California
 Madera
 Office: 559-353-7058
dye@childrenscentralcal.org

ELLEN ZAMAN

Associate Vice President, Government and Industry Relations
 Children's Hospital Los Angeles
 Los Angeles
 Office: 323-361-2591
ezaman@chla.usc.edu

REGIONAL ASSOCIATION REPRESENTATIVES:**T ABRAHAM**

Vice President
 Human Resources
 Hospital Council
 Sacramento
 Office: 916-552-7534
tabraham@hospitalcouncil.org

CHRISTIANE BECKER

Workforce Development Program Manager
 Hospital Association of Southern California
 Los Angeles
 Office: 213-538-0722
cbecker@hasc.org

TERI HOLLINGSWORTH

Vice President, Human Resources
 Hospital Association of Southern California
 Los Angeles
 Office: 213-538-0763
thollingsworth@hasc.org

REBECCA ROZEN

Regional Vice President
 Hospital Council, East Bay Section
 Pleasant Hill
 Office: 925-746-1550
rrozen@hospitalcouncil.org

JUDITH YATES

Senior Vice President/COO
 Hospital Association of San Diego & Imperial Counties
 San Diego
 Office: 858-614-1557
[jyates@hasdic.org](mailto: jyates@hasdic.org)

CHA STAFF:**CATHY MARTIN**

Vice President, Workforce Policy
 California Hospital Association
 Sacramento
 Office: 916-552-7511
camartin@calhospital.org

MICHELE COUGHLIN

Administrative Assistant
 California Hospital Association
 Sacramento
 Office: 916-552-7672
mcoughlin@calhospital.org



**CALIFORNIA
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*Providing Leadership in
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April 27, 2017

TO: CHA Workforce Committee
FROM: Cathy Martin, Vice President, Workforce Policy
SUBJECT: Draft March 2, 2017 Meeting Minutes

I. ACTION REQUESTED

Review and approve minutes of the March 2, 2017 CHA Workforce Committee meeting that took place in Sacramento.



**CHA WORKFORCE COMMITTEE
DRAFT MEETING MINUTES**

**March 2, 2017
10:00 a.m. - 2:30 p.m.**

California Hospital Association
1215 K Street, 8th Floor Board Room
Sacramento, CA 95814

- Members Participating:** Moses Aguirre, Nicole Green, Kristie Griffin, Ashley Hamman, Muna Hamouie, Heather Kenward, Michelle Miranda, Laura Niznik Williams, Elmerissa Sheets, Anette Smith-Dohring, Greg Smorzewski
- CHA Staff Participating:** BJ Bartleson, Michele Coughlin, Dietmar Grellman, Cathy Martin, Jill Thomson
- Regional Staff Participating:** Christiane Becker, Terri Hollingsworth, Rebecca Rozen, Judith Yates
- Guests Participating:** Aman Mann, Linda Zorn

I. Welcome and Introductions

Moses Aguirre welcomed members and the meeting began at 10:05 a.m. Immediately following the start of the meeting Cathy Martin informed the committee that Moses Aguirre had accepted the committee Chair position after learning of Janice Buehler's departure from Cedars-Sinai Health System. Following that update, attendance was taken, followed by individual introductions and a welcome to new members.

II. Minutes from Previous Meeting

Moses Aguirre directed the group's attention to the December 8, 2016 meeting minutes and requested attendees bring forth any changes.

- No changes were needed and the minutes were approved unanimously.

III. Landscape Update

Greg Smorzewski asked the group about any trends in nursing staff wanting to work less than full time and how members are dealing with those requests. Moses Aguirre offered that Cottage is exploring a job sharing arrangement and while not yet fully implemented, many hurdles have been addressed. He will report back on the success of these arrangements.

BJ Bartleson sought feedback from the group on the Bureau of Registered Nursing (BRN) stating that she would be testifying at the upcoming sunset hearing for the BRN. Members reported the continued issues with delays in licensure.

BJ also polled the group on AB 422 which would make permanent the Doctor of Nursing Practice Pilot Programs at the California State University. BJ pointed to a Legislative Analyst's report stating that the programs at the CSU are not necessary because they did not have the intended effect with regard to tenured faculty. The group largely agreed that any time programs are shut down it can be an issue with capacity. However, there was not strong overwhelming evidence to support the bill. CHA will take a follow position for the time being.

Anette Smith-Dohring updated the group about Align Capitol Region and Sutter Health's engagement with their efforts and the link to other promising practices in the country such as Align Nashville.

Cathy Martin updated the committee on the release of the final report on the MLT Study lead by Kristine Himmerick at UCSF. Cathy informed the group of a March 16 informational conference being coordinated by CHA to inform hospital laboratory leadership of the report's findings. Several committee members expressed interest in obtaining a copy of the final report.

- Martin will forward the final report to the committee members

Cathy Martin then led a discussion on AHA's Strategic Workforce Planning and Development Report.

Anette Smith-Dohring and Moses Aguirre provided updates on state and local workforce development board activities.

IV. CHA Political Action Committee (CHPAC)

Cathy Martin introduced the committee to the CHPAC emphasizing the importance of the PAC in allowing CHA to put support behind candidates that understand hospitals and who will stand up when hospitals are under fire.

Cathy Martin introduced Jill Thomson, Executive Director of CHPAC who informed the committee on the role and function of the CHPAC.

- A goal of 100% by the CHA Workforce Committee in CHPAC was established.

V. Hospital Association of Southern California Update

Teri Hollingsworth introduced Christiane Becker who has joined HASC as the Workforce Development Program Manager.

Cathy Martin clarified the roles and objectives of the Workforce Development Program Manager and explained that the position is complementary to this committee's statewide work and will be vital to providing bandwidth for supporting regional work in the HASC region.

Teri led a group discussion and sought assistance with defining hard-to-fill positions. Terri also provided a group update on 4th Quarter Vacancy and Turnover survey.

- Members provided the following feedback on the hard to fill definitions:
 - We heard from the attendees that they would like to see the following updates made to the Difficult to Fill section.
 - Change the first option in the Most Common Reason for Hiring Difficulty from "Applicants Lack Relevant Work Experience" to "Applicants Lack Sufficient Work Experience"
 - Change the second option in the same section from "Applicants Lack Education Credentials" to "Applicants Lack Education Credentials (i.e. Degree)" and add in another option "Applicants Lack Credentials (i.e. Certifications)".
 - Add in a new question that is specific to RNs and the degree required for applicants, AND/ASN or BSN. Question will read as: "For positions requiring an RN license, is there a sufficient pool of applicants with a BSN Degree?" Y/N

VI. Bureau of Labor Statistics Follow Up

Amar Mann, Supervisory Economist and Branch Chief at BLS presented trends and statistics on the health workforce. Following the presentation, Amar Mann fielded questions from the committee.

- Amar Mann will send California-specific trends and statistics for distribution to the committee.

VII. Six Critical High-Touch Soft Skills Integration

Linda Zorn from the California Community Colleges Chancellor's Office presented an overview of curriculum that has been developed for healthcare. Her presentation provided a review of soft skills curriculum in Communication Competency, Workplace Ethics and Professionalism, Team Building and Collaboration, Effective Problem Solving, Embracing Diversity and Compassion.

- Linda or Stacey to present at September 7 meeting in Santa Barbara to demonstrate some of the train the trainer activities.

VIII. Legislative Update

Cathy Martin updated the committee on the budget and shared information relating to the following priority workforce and education legislation being tracked by CHA. Of top importance were the following:

- AB148 (Mathis): California Physician Corps Program: Practice Setting. (CHA position: Support)
- AB 207 (Arambula): California State University: Doctor of Medicine Degrees (CHA position: Follow, Hot)
- AB 316 (Walderon & Salas): Workforce Development (CHA Position: Follow, Hot)
- AB 387 (Thurmond): Minimum Wage for Health Profession Interns (CHA Position: Oppose)
- AB 422 (Arambula): California State University: Doctor of Nursing Practice Degree Program (CHA Position: Follow)
- SB 762 (Hernandez): Health Care Workforce Development (CHA Position: Follow)

IX. Other Business

Cathy Martin proposed that future meeting times be expanded from the current 10 am–2:30 pm duration to a 10 am – 3 pm time allotment in order to accommodate the important dialogue that occurs during the meetings. The chair and members agreed that as the agenda warrants it, the meetings should be from 10 am – 3pm.

Cathy Martin reminded the committee of the next meeting date, which is to be held via conference call on April 27. Cathy also reminded the group of the location of the September meeting, which will be held at Cottage Health in Santa Barbara. She also reminded the group that the September meeting will be a joint meeting held together with the CHA Human Resources Committee.

X. Adjourn

Moses Aguirre adjourned the meeting at 2:32 p.m.



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April 27, 2017

TO: CHA Workforce Committee
FROM: Cathy Martin, Vice President, Workforce Policy
SUBJECT: Legislative Update – Workforce and Education Bills

I. ACTION REQUESTED

None. Discussion Item.

II. SUMMARY AND BACKGROUND

A list of priority workforce and education bills being tracked by CHA can be found on the following pages

Legislative Update: Workforce Bills – 2017

<p>AB 148 (Mathis)</p>	<p>This bill would change eligibility requirements relative to populations served in the Steven M. Thompson Physician Corps Loan Repayment Program. The program provides financial incentives, including repayment of educational loans, to a physician or surgeon who practices in a medically underserved area, as defined. Currently, eligible practice settings include community clinics, a clinic owned or operated by a public hospital and health system, or a clinic owned and operated by a hospital that maintains the primary contract with a county government to fulfill the county’s role to serve its indigent population. These settings must be located in a medically underserved area and at least 50% of patients must be from medically underserved populations. This bill would lower the eligibility threshold for serving the above described populations to 30% for practice settings located in rural areas for participants who enroll after January 1, 2018. CHA Position: Support (Peggy Wheeler is the lead as it is a rural bill)</p>	<p>1/10/2017: Introduced</p> <p>04/05/17: Passed Assm appropriat ions on consent. TO THE SENATE</p>
<p>AB 207 (Arambula)</p>	<p>This bill would authorize California State University, Fresno, to award the doctor of medicine degree. This bill would require the degree to be distinguished from doctor of medicine degree programs at the University of California. The bill would require that the doctor of medicine degree offered by California State University, Fresno, be focused on preparing degree candidates to close the health care gap. The bill would require that each student in the program authorized by the bill be charged fees no higher than the rate charged for students in state-supported doctor of medicine programs at the University of California. CHA Position: Follow, Hot</p>	<p>2/1/17: Introduced</p> <p>2/22/17: Amended, hearing canceled</p>
<p>AB 316 (Walderon and Salas)</p>	<p>This bill would require the Labor and Workforce Development Agency to create a grant program, known as the Employment Revitalization Initiative that would award grants to applicants for projects that assist eligible targeted populations and meet other requirements. The bill would require the Secretary of Labor and Workforce Development to administer the initiative and would authorize the secretary to designate additional state entities to administer portions of the program as provided. The bill would require the secretary to establish criteria for the selection of grant recipients, and require that applicants include certain provisions in applications. The bill would also require the secretary to evaluate how the grants address the needs of eligible targeted populations, and, by January 1, 2019, and annually thereafter, post a report on the agency’s web site. CHA Position: Follow</p>	<p>02/06/17: Introduced</p> <p>04/05/16: Amended to be specific to CNAs, re-referred to Assm Labor</p>
<p>AB 387 (Thurmond)</p>	<p>This bill would expand the definition of “employer” for purposes of these provisions to include a person who directly or indirectly, or through an agent or any other person, employs or exercises control over the wages, hours, or working conditions of a person engaged in a period of supervised work experience to satisfy requirements for licensure, registration, or certification as an allied health professional, as defined. CHA Position: Oppose</p>	<p>02/09/17: Introduced</p> <p>03/29/17: Passed Assm Labor</p> <p>04/26/17: Set for Assm Approps</p>

Revised: April 20, 2017

<p>AB 422 (Arambula)</p>	<p>Existing law, until July 1, 2018, establishes the Doctor of Nursing Practice Degree Pilot Program, under which the California State University is authorized to establish a Doctor of Nursing Practice degree pilot program at 3 campuses to award Doctor of Nursing Practice degrees, subject to specified program and enrollment requirements. This bill would repeal those provisions and would authorize the California State University to establish Doctor of Nursing Practice degree programs that offer Doctor of Nursing Practice degrees, subject to specified program and enrollment requirements. CHA Position: Follow (BJ Bartleson is lead)</p>	<p>02/09/17: Introduced</p> <p>03/15/17: Passed Assm Higher Ed</p> <p>04/05/17: Placed on suspense in Assm Approps</p>
<p>AB 456 (Thurmond)</p>	<p>Existing law provides for the licensure and regulation of clinical social workers by the Board of Behavioral Sciences, which is within the Department of Consumer Affairs. Existing law requires an applicant for licensure to comply with specified educational and experience requirements and requires a person who wishes to be credited with experience toward licensure to register with the board as an associate clinical social worker prior to obtaining that experience. This bill would authorize postgraduate hours of experience to be credited toward licensure so long as the person applies for registration as an associate clinical social worker within 90 days of the granting of the qualifying master's degree or doctoral degree and is granted registration by the board. CHA Position: Follow</p>	<p>02/13/17: Introduced</p> <p>03/27/17: Passed B&P</p> <p>04/05/17: Referred to Assm Approps</p>
<p>AB 658 (Walderon)</p>	<p>Existing federal law, the Clinical Laboratory Improvement Amendments of 1988 (CLIA), requires the federal Centers for Medicare and Medicaid Services to certify and regulate clinical laboratories that perform testing on humans. Existing law also provides for the licensure and regulation of clinical laboratories and various clinical laboratory personnel by the State Department of Public Health. Under existing law, the department inspects clinical laboratories and assesses a fee for licensure of those facilities. This bill would temporarily suspend the annual renewal fee for clinical laboratory licenses until January 1, 2020. CHA Position: Follow, Hot</p>	<p>02/14/17: Introduced</p> <p>03/22/17: Passed Assm Health</p> <p>04/17/17: Sent to Appropriations Consent Calendar</p>
<p>AB 669 (Berman)</p>	<p>Existing law establishes the California Community Colleges Economic and Workforce Development Program. Existing law provides for the awarding of grants for this program, and provides that this program shall only be implemented during fiscal years for which funds are appropriated for these purposes. Existing law repeals the program on January 1, 2018. This bill would extend the program through July 1, 2023, and make the repeal date for the program January 1, 2024, thereby extending the provisions governing the program until those dates. CHA Position: Follow</p>	<p>02/14/17: Introduced</p> <p>04/19/17: Passed Assm Higher Ed, to Approps</p>

Revised: April 20, 2017

<p>AB 849 (Acosta)</p>	<p>Existing law declares the need to have a well-educated and highly skilled workforce in the state. Existing law also declares specified principles to guide the state’s workforce investment system. This bill would declare the intent of the Legislature to subsequently amend this bill to include provisions that would convene a task force to review and establish common performance measures for the state’s workforce education programs, as specified. (Spot Bill) CHA Position: Follow</p>	<p>02/16/17: Introduced</p> <p>03/27/17: Amended and re-referred to Labor and Employment</p>
<p>AB 1188 (Nazarian)</p>	<p>This bill would add Licensed Professional Clinical counselors to those licensed mental health service providers eligible for grants to reimburse educational loans. This bill would increase those existing additional fees under the Licensed Marriage and Family Therapist Act and the Clinical Social Worker Practice Act from \$10 to \$20, and would amend the Licensed Professional Clinical Counselor Act to require the Board of Behavioral Sciences to collect an additional \$20 fee at the time of renewal of a license for a professional clinical counselor for deposit in the Mental Health Practitioner Education Fund. CHA Position: Follow</p>	<p>02/17/17: Introduced</p> <p>04/7/17: Passed Health and B&B In Approps</p>

CHA Workforce Committee 2017 Meeting Dates

IN PERSON MEETING

THURSDAY, MARCH 2, 2017

10 AM – 2:30 PM

California Hospital Association Board Room

1215 K Street, Suite 800

Sacramento, CA 95814

1-888-240-2560 / PIN: 9165527511#

To Join Online: <http://connectpro16666225.adobeconnect.com/chawf030217/>

VIA CONFERENCE CALL

THURSDAY, APRIL 27, 2017

10:00 am – 11:30 am

1-800-882-3610 PIN: 6506506#

To Join Online: <http://connectpro16666225.adobeconnect.com/chawf042717/>

IN PERSON MEETING

THURSDAY, MAY 25, 2017

10 AM – 2:30 PM

California Hospital Association Board Room

1215 K Street, Suite 800

Sacramento, CA 95814

1-800-882-3610 PIN: 6506506#

To Join Online: <http://connectpro16666225.adobeconnect.com/chawf052517/>

IN PERSON MEETING

THURSDAY, SEPTEMBER 7, 2017

10 AM – 2:30 PM

Cottage Health

400 West Pueblo Street

Santa Barbara, CA 93105

1-800-882-3610 PIN: 6506506#

To Join Online: <http://connectpro16666225.adobeconnect.com/chawf090717/>

VIA CONFERENCE CALL

THURSDAY, DECEMBER 7, 2017

10 am – 11:30 am

1-800-882-3610 PIN: 6506506#

To Join Online: <http://connectpro16666225.adobeconnect.com/chawf120717/>