

CHA WORKFORCE COMMITTEE
Thursday, May 25, 2017
10:00 am - 2:00 pm

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

Dial-in Attendees:
1-800-882-3610
Passcode: 6506506#

AGENDA

<u>ITEM</u>	<u>TIME</u>	<u>SUBJECT</u>	<u>REPORTING</u>	<u>PAGE</u>
I.	10:00 - 10:05 am	Welcome and Introductions A. Welcome and Introductions	Moses Aguirre	3
II.	10:05 - 10:10 am	Minutes from Previous Meeting A. Approval of CHA Workforce Committee conference call from April 27, 2016	Moses Aguirre	6
III.	10:10 - 10:45 am	Landscape Update A. All members report on emerging trends and issues B. HLWI Update C. Workforce Development Board Updates	All Cathy Martin Members	
IV.	10:45-11:15 am	2017 Workforce Committee Work Plan Review A. Progress and Challenges	Martin	9
V.	11:15 - 11:45 am	HASC Workforce Update	Christiane Becker	
VI.	11:45 - 12:30 pm	Lunch	All	
VII.	12:30 - 1:00 pm	Strong Workforce Program Update A. Representative from the California Community College Chancellor's Office will provide an update on the Strong Workforce Program	Matt Roberts Jeff Mrizek	11

VIII.	1:00 - 1:30 pm	Workforce and Education Legislative Update A. Workforce and education bills introduced this session. B. Budget update	Cathy Martin	12
IX.	1:30 - 1:45 pm	Planning for Joint HR/Workforce Committee Meeting in September	Moses Aguirre All	14
X.	1:45 - 2:00 pm	Other Business A. Joint meeting with HR Committee will take place at Cottage Health in Santa Barbara on September 7, 2017	All	15
XI.	2:00 PM	Adjourn	Moses Aguirre	



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*Providing Leadership in
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May 25, 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.



CHA Workforce Committee ROSTER

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OPEN

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May 25, 2017

TO: CHA Workforce Committee
FROM: Cathy Martin, Vice President, Workforce Policy
SUBJECT: Draft April 27, 2017 Meeting Minutes

I. ACTION REQUESTED

Review and approve minutes of the April 27, 2017 CHA Workforce Committee meeting via conference call.

**CHA WORKFORCE COMMITTEE
DRAFT MEETING MINUTES**

**Thursday, April 27, 2017
10:00 – 11:00 a.m.**

Members Participating: Moses Aguirre, Kim Bakken, Nicole Green, Kristie Griffin, Heather Kenward, Doug Levine, Monica Morris, Laura Niznik Williams, Elmerissa Sheets, Anette Smith-Dohring, Greg Smorzewski, Tanya Robinson Taylor, Linda Van Fulpen

CHA Staff Participating: Cathy Martin, Michele Coughlin

Regional Staff Participating: Christiane Becker, Terri Hollingsworth, Rebecca Rozen, Judith Yates

I. Welcome and Introductions

Moses Aguirre welcomed members and the meeting began at 10:05 a.m. Moses welcomed new committee members, Doug Levine, Kim Bakken and Linda Van Fulpen to the meeting. Attendance was taken, followed by individual introductions.

II. Minutes from March 2 Meeting

Moses Aguirre directed the group's attention to the March 2, 2017 meeting minutes and requested attendees to call out any necessary changes.

- No changes were brought forward and the minutes were approved unanimously.

III. Landscape Update

Moses asked committee members to bring forward emerging trends or critical issues for discussion.

Kristie Griffin shared how cyber security had moved forward as a topic of interest at Dignity Health. She shared that their IT leadership was working on workforce outreach to local colleges as a method to drive interest and awareness of cyber security employment within the healthcare industry.

Moses shared that Cottage Health had also implemented a similar strategy, a career ambassador program to introduce students to non-clinical employment in the healthcare industry. Kristie and Moses agreed to connect to further discuss.

Elmerissa Sheets told the group about a paid internship program that had been implemented at Sharp Healthcare. She mentioned that this program was not tied to academic studies, but was a method used by Sharp and that this program has successfully resulted in several new hires in the IT area.

Doug Levine told the group that UC San Diego hosted a 2-day "Hackathon" event which invited college students to form teams and compete in activities related to IT in the health care setting. The program was successful in recruiting several interns.

Terri Hollingsworth then asked the group to share their practices on training new hires on cyber security. Monica Morris and Moses Aguirre both shared that new hires are given cyber security training and that all employees are required to complete training related to cyber security.

Anette Smith-Dohring updated the group on the "Leading the Way: Workforce Subcommittee" meeting that had been convened on April 26. She shared that the objective of the project was to expand behavioral health workforce; she then provided a summary of the meeting's outcome which included addressing public sector challenges related to low wages in that sector and the need to address the delivery structure.

IV. Workforce and Education Legislative Update

Cathy Martin updated the group on current legislation impacting workforce. She presented the latest update on AB 148 a bill that, if passed, will make it easier for rural facilities to attract candidates. She mentioned that the bill had one minor amendment thus far and was doing well, so CHA is watching the progress.

She then gave an update on AB 387, the bill that requires healthcare employers to pay minimum wage to allied health trainees. She explained that CHA is working hard to kill the bill, however it recently passed through Assembly Labor and is now in Assembly Appropriations. She detailed how the community colleges have come out in opposition on the bill, while the Chancellor's Office has remained neutral. Cathy will update the committee with the latest developments during the May 25 meeting

She then turned her attention to AB 658, which would suspend clinical laboratory fees until 2020 in response to a scathing auditor's general report. CHA has taken no position on the bill, but will watch for further progress, as this could save hospitals money.

Cathy then updated the group on budget items, including the SB 1070 reauthorization which relates to funding for partnership academies, CalHOSA and other similar programs but is facing issues due to the budget language. Cathy let the group know that she is working with the California Department of Education and others on the issue.

Cathy then updated the committee on the reversal of funding for GME primary care residency slots and explained that CHA, along with other stakeholders, is working hard to try to regain funding that was lost due to the actions of Governor Brown.

V. HASC Workforce Advisory Meetings: Overview of Findings

Christiane Becker from HASC provided brief update on the results of the discussions which have taken place over the course of their workforce advisory meetings. She explained that HASC has been engaging member hospitals in regional meetings and phone interviews to determine the workforce issues which are impacting their members. So far the project has revealed challenges with filling speciality nursing and CLS positions. She explained that some of the biggest barriers for hospitals is finding experienced candidates in these areas.

To solve these issues, she suggested the development of workforce planning support for implementing strategies in workforce planning and development and referenced the AHA strategic imperative report. Christiane and Terri Hollingsworth will compile and analyze the data they've collected to better understand areas of priority. They will then engage with their stakeholders to drive strategy development. Christiane will have a more substantial report and plan of action by the time the May meeting happens, and she will update the committee at that time.

VI. Other Business

Moses reminded the committee of the 100% participation goal for the CHA Political Action Committee and encourage members to submit their donation as soon as possible to be eligible for a drawing for a \$200 Amazon gift card.

He then reminded the group of the next in-person meeting, which is scheduled for May 25 in Sacramento. He also reminded the group that the September meeting (to be held on September 7) will be a joint meeting of the CHA Workforce and CHA HR committees; the meeting will be held at Cottage health in Santa Barbara.

VII. Adjournment

The meeting was adjourned at 10:57 a.m.



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May 25, 2017

TO: CHA Workforce Committee
FROM: Cathy Martin, Vice President, Workforce Policy
SUBJECT: 2017 Workforce Committee Workplan Review

I. ACTION REQUESTED

None. Discussion Item.

II. SUMMARY AND BACKGROUND

This segment on the agenda is reserved for time to review the 2017 work plan and to make any necessary adjustments.

**CHA Workforce Committee
DRAFT 2017 Priorities**

Purpose: The purpose of the CHA Workforce Committee is to lead a statewide, coordinated effort to develop, support and implement strategic solutions to address the shortage of allied health professionals and to emphasize the critical role of health workforce planning and development in helping hospitals to achieve the triple-aim.

Goals (What)	Actions/Activities Related to Goals	Timeline
<p>Strategic Goal 1 – Effective External Advocacy: Increased policy maker and public awareness, knowledge and action on allied health and other workforce shortages, as well as increased attention on graduate medical education funding and capacity issues.</p>	<ul style="list-style-type: none"> • Educate new lawmakers about health workforce issues: n=22 new assembly members and 9 senators. Not all will deal with health care. • Support legislative proposals that address health workforce and education, especially career technical education. Take positions on legislation, testify in informational and policy making settings, etc. • Continue to support the recommendations of the Strong Workforce Taskforce through EDGE Coalition and other collaborations. 	Ongoing
<p>Strategic Goal 2 - Skills Alignment and Attainment: Ensure health workforce education and training strategies in California are aligned with skill demands in light of health care reform and the transformation of health care delivery. Without employer input, the need for specific allied health professionals and issues related to the skills gaps may be overlooked. Ensure systems for education and training are aligned with student success for skills attainment.</p>	<ul style="list-style-type: none"> • Identify and support proven innovative, competency-based education and training models. (Examples: Apprenticeship models, alternate training settings, accelerated skills attainment, etc.) • Assist educational institutions in understanding what the health workforce of the future will require and urge that these skills be embedded in curriculum. • Share and disseminate MLT study on scope of practice in California versus other states. • Work with the EDGE Coalition to further advance student achievement in the career technical professions. 	January – September 2017 Ongoing January 2017 Ongoing
<p>Strategic Goal 3 –Internal Alignment: Identify how organizations can align strategies across departments internally so that health care executives and hospital administrators know and understand the critical role that health workforce planning and development can play as part of a comprehensive business strategy.</p>	<ul style="list-style-type: none"> • Develop messages that speak to the importance of successful workforce planning and development and the role it can play in helping hospitals achieve the triple-aim. • Participate in AHA’s Center for Performance Improvement Committee that is looking at the role of workforce development and its impact on performance improvement. Share key findings with CA hospitals. • Work jointly with the CHA HR Committee on shared goals and alignment. 	Ongoing January 2017 Ongoing
<p>Strategic Goal 4 – Data Collection: Enhance data collection efforts to improve timeliness and validity of data regarding health workforce shortages.</p>	<ul style="list-style-type: none"> • Continue working with HASC/Allied for Health, UCSF, and the California Community Colleges Centers of Excellence to further improve data collection efforts from hospitals and other providers regarding the allied health workforce. • Collaboration with OSHPD, the licensing boards, Health Workforce Development Council, and Bureau of Labor Statistics around data gathering and analysis. 	Q1 2017 March 2017



May 25, 2017

TO: CHA Workforce Committee

FROM: Cathy Martin, Vice President, Workforce Policy

SUBJECT: California Community College Chancellor's Office Update
Strong Workforce Program

I. ACTION REQUESTED

None. Discussion Item.

II. SUMMARY AND BACKGROUND

In 2016, after the adoption of the recommendations contained in the Board of Governor's Strong Workforce Taskforce Report, Governor Brown allocated \$200 million per year in the budget to what became known as the Strong Workforce Program.

Now more than a year later, Chancellor's Office staff will provide an update to the CHA Workforce Committee regarding the implementation of the Strong Workforce Program.

The link below will direct you to the Strong Workforce Program, which operates under the Doing What Matters for Jobs and the Economy framework within the Chancellor's Office Workforce and Economic Development Division.

<http://doingwhatmatters.cccco.edu/StrongWorkforce.aspx>



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May 25, 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, Referred to Health</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>05/17/17: Sent to Suspense File in Approps</p>

Revised: May 19, 2017

<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 and require that students gaining clinical hours in an allied health profession be paid a minimum wage for those hours. 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, to Suspense File</p>
<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>04/26/17: Passed Approps Sent to Senate</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, Passed Sent to Senate</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, Passed</p> <p>05/11/17: Sent to Senate</p>
<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>05/03/17: Sent to Suspense in Approps</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.</p> <p>CHA Position: Follow</p>	<p>02/17/17: Introduced</p> <p>04/7/17: Passed Health and B&B In Approps</p> <p>05/03/17: Sent to Suspense in Approps</p>
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May 25, 2017

TO: CHA Workforce Committee
FROM: Cathy Martin, Vice President, Workforce Policy
SUBJECT: Planning for Joint HR/Workforce Committee Meeting in September

I. ACTION REQUESTED

None. Discussion Item.

II. SUMMARY AND BACKGROUND

The CHA Human Resource and Workforce Committees are scheduled to meet jointly on September 7 in Santa Barbara at Cottage Health. We will meet as a full group for the duration of the meeting. CHA would like this meeting to be a robust discussion that is valued by members of both committees. Since the committees are on hiatus for the summer months, we would like to take time today to discuss topics of interest for the September meeting. Ideas for consideration:

- An interactive session with the Health Workforce Initiative on their Six High Touch Critical skills soft-skills curriculum for health professionals.
- Presentation from George Washington University on their recently published workforce alignment report.
- Member presentations on best practices in pipeline development or other workforce development strategies.
- Millennial workforce development strategies.
- Work-based learning for high school students, best practices.
- Recruitment and retention.
- Labor and Employment regulation updates.
- More.....

CHA Workforce Committee

Remaining 2017 Meeting Dates

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#

VIA CONFERENCE CALL

THURSDAY, DECEMBER 7, 2017

10 am – 11:30 am

1-800-882-3610 PIN: 6506506#