

AMENDED IN ASSEMBLY MAY 23, 2008
AMENDED IN ASSEMBLY APRIL 10, 2008
AMENDED IN ASSEMBLY MARCH 28, 2008
CALIFORNIA LEGISLATURE—2007—08 REGULAR SESSION

ASSEMBLY BILL

No. 2375

**Introduced by Assembly Member Hernandez
(Coauthor: Assembly Member Berg)**

February 21, 2008

An act to add Section 127162 to, and to add Chapter 1.5 (commencing with Section 127320) to Part 1 of Division 107 of, the Health and Safety Code, relating to public health.

LEGISLATIVE COUNSEL'S DIGEST

AB 2375, as amended, Hernandez. Health professions workforce: master plan.

Existing law requires the Office of Statewide Health Planning and Development to take various actions related to statewide health planning and the development of policies to address health care issues in California.

This bill would require the office, in collaboration with the California Workforce Investment Board, to establish the Health Professions Workforce Task Force, comprised of specified members, to assist in the development of a health professions workforce master plan for the state, and would prescribe the functions and duties of the task force in that regard. The bill would require the task force to submit to the office recommendations for a statewide health professions workforce master plan and for the office to implement a master plan no later than October 31, 2014.

Existing law gives the Joint Legislative Budget Committee the power to appoint a Legislative Analyst and establishes the Legislative Analyst’s Office.

~~This bill would require the Legislative Analyst’s Office, working with various other entities, to compile a baseline report to assess the state’s health professions workforce data collection capacity and to report their findings to the Health Professions Workforce Task Force by October 31, 2009 permit the office to request and collect specified information pertaining to the development and assessment of the state’s health professions workforce.~~

Vote: majority. Appropriation: no. Fiscal committee: yes.
State-mandated local program: no.

The people of the State of California do enact as follows:

- 1 SECTION 1. The Legislature finds and declares the following:
- 2 (a) In order for California to remain healthy, prosperous, and
- 3 globally competitive, the state needs to have a skilled health
- 4 professions workforce.
- 5 (b) Demographic trends and health care reimbursement
- 6 structures are increasing gaps between health professions workforce
- 7 supply and demand, as seen in the shortages of primary care
- 8 providers.
- 9 (c) California’s population is aging, growing, and becoming
- 10 increasingly more diverse. California’s workforce of health
- 11 professionals has not reflected these changes and is ill-equipped
- 12 to reduce new pressures on the health care system.
- 13 (d) Developing California’s workforce so that it better represents
- 14 and serves its consumer population will help to mitigate increasing
- 15 health care costs.
- 16 (e) California faces a dramatic and pressing challenge related
- 17 to the supply and distribution of health care professionals. In
- 18 addition to urban areas, rural ~~counties face~~ *areas face ongoing*
- 19 challenges to recruitment and retention.
- 20 (f) *There are existing statewide efforts to address these*
- 21 *problems, which include, but are not limited to, the California*
- 22 *Institute for Nursing and Health Care’s Master Plan for the*
- 23 *California Nursing Workforce, the Mental Health Services Act*
- 24 *(MHSA) Five-Year Workforce Education and Training*
- 25 *Development Plan, the creation of a health care workforce and*

1 *educational clearinghouse within the Office of Statewide Health*
2 *Planning and Development, publication of the report entitled*
3 *“Connecting the Dots: California Initiative to Increase Health*
4 *Workforce Diversity” by the California Health Professional*
5 *Consortium, and others. However, there is no coordinated plan*
6 *of action effort to develop the state’s health professions workforce.*

7 ~~(f)~~

8 (g) A comprehensive approach to health professions workforce
9 development is needed to ensure that the state has the optimal mix
10 of culturally competent health professions workers to address
11 health needs in a cost-effective manner.

12 ~~(g)~~

13 (h) To prepare the highly skilled workforce necessary and to
14 keep California’s economy competitive, maintain the income and
15 quality of life for California residents, and increase tax revenues,
16 the following issues must be addressed:

17 (1) A comprehensive public and private collaboration to develop
18 California’s health professions workforce.

19 (2) A state-level effort involving multiple health professions,
20 business and labor, educational institutions including primary,
21 secondary, and postsecondary institutions, state government
22 workforce boards, regional leadership, consumers, and other
23 stakeholders. These groups should work together to forecast health
24 professions workforce demand and plan comprehensive pathways
25 to support multiple target groups.

26 (3) Health data collection and reporting on a continuous basis.

27 SEC. 2. Section 127162 is added to the Health and Safety Code,
28 to read:

29 127162. (a) The office shall, in collaboration with the
30 California Workforce Investment Board *and based on information*
31 *provided by the health care workforce clearinghouse created by*
32 *Section 128050, establish the Health Professions Workforce Task*
33 *Force to assist in the development of a health professions workforce*
34 *master plan for the state. The task force shall be comprised of the*
35 *following members from both rural and urban areas:*

36 (1) Two members representing the Legislature, with one member
37 appointed by the Speaker of the Assembly, and one member
38 appointed by the Senate Rules Committee.

39 (2) A member representing the University of California,
40 appointed by the Regents of the University of California Governor.

- 1 (3) A member representing the California State University,
- 2 appointed by the Governor.
- 3 (4) A member representing the California Community Colleges,
- 4 appointed by the Governor.
- 5 ~~(5) A member representing private and independent California~~
- 6 ~~colleges and universities, as appointed by the Governor.~~
- 7 ~~(6)~~
- 8 (5) A member representing the State Department of Education,
- 9 as appointed by the Governor.
- 10 ~~(7)~~
- 11 (6) A member responsible for leading a health sciences program
- 12 in a school district, drawn from a pool of candidates selected by
- 13 the Superintendent, as appointed by the ~~Senate Rules Committee~~
- 14 *Governor.*
- 15 ~~(8)~~
- 16 (7) Three members representing key stakeholders from labor
- 17 and the health care industry, as appointed by the Speaker of the
- 18 Assembly.
- 19 *(8) Three members representing the health care industry in the*
- 20 *state, as appointed by the Senate Committee on Rules.*
- 21 (9) Three members representing community-based organizations
- 22 in the state, as appointed by the ~~Senate Rules Committee~~
- 23 *Committee on Rules.*
- 24 (10) Three members representing multiple health professions,
- 25 including Allied Health, as appointed by the Speaker of the
- 26 Assembly.
- 27 (11) A member of the California Workforce Investment Board
- 28 and a member of a regional workforce investment board, as
- 29 appointed by the Governor.
- 30 (b) Total membership of the task force shall be not more than
- 31 21 people.
- 32 (c) Membership on the task force shall be voluntary and without
- 33 compensation.
- 34 (d) The task force shall assist the office in the development of
- 35 a health professions workforce master plan, and shall meet no later
- 36 than October 31, 2009, to do all of the following:
- 37 (1) Report, assess impact, and review capacity and effectiveness
- 38 of existing state and private programs to leverage funding resources
- 39 and form new partnerships, foster shared learning, identify best
- 40 practices, and minimize duplication of efforts.

1 (2) Review local workforce investment plans and assess progress
2 in meeting current health professions workforce needs.

3 (3) Identify education and employment trends in the health
4 professions.

5 (4) Identify the top 10 health professions with the highest
6 demand and develop a plan to meet that demand.

7 (5) Recommend state policies needed to address the issues of
8 health professions workforce shortage and distribution.

9 (6) Compile, assess, and align with other strategic plans for
10 developing California’s workforce.

11 (e) The task force shall meet no less than three times per year.

12 (f) Not later than October 31, 2012, the task force shall submit
13 a completed report to the office with recommendations for
14 developing a health professionals workforce master plan.

15 (g) The office shall act as the lead in coordinating the task force.

16 (h) The office shall seek and accept funds from the federal
17 government and private entities to support the activities of the task
18 force.

19 (i) Not later than October 31, 2014, the office shall implement
20 the health professionals workforce master plan as developed by
21 the task force.

22 SEC. 3. Chapter 1.5 (commencing with Section 127320) is
23 added to Part 1 of Division 107 of the Health and Safety Code, to
24 read:

25

26 CHAPTER 1.5. HEALTH PROFESSIONS WORKFORCE PLANNING

27

28 ~~127320. (a) The Legislative Analyst’s Office shall compile a~~
29 ~~baseline report that assesses the state’s health professions~~
30 ~~workforce data collection capacity. Working with the Employment~~
31 ~~Development Department, the state licensing boards, the~~
32 ~~Department of Consumer Affairs, the California State University,~~
33 ~~the University of California, the California Community Colleges,~~
34 ~~and the Office of Statewide Health Planning and Development,~~
35 ~~the Legislative Analyst’s Office shall report to the Health~~
36 ~~Professions Workforce Task Force, as established in Section~~
37 ~~127162, the entities who can provide the following information~~
38 ~~no later than October 31, 2009:~~

39 (1) ~~The current supply of health professionals, by specialty.~~

1 ~~(2) The geographic distribution of health professionals, by~~
2 ~~specialty.~~

3 ~~(3) The diversity of the health professionals, by specialty,~~
4 ~~including, but not limited to, data on race, ethnicity, and languages~~
5 ~~spoken.~~

6 ~~(4) The current and forecasted demand for health professionals,~~
7 ~~by specialty.~~

8 ~~(5) The educational capacity to produce trained, certified, and~~
9 ~~licensed health professionals, by specialty and geographic area,~~
10 ~~including, but not limited to, the number of educational slots, the~~
11 ~~current enrollment, the attrition rate, and the wait to enter a~~
12 ~~program of study.~~

13 ~~(b)~~

14 *127320. (a) As the clearinghouse for state health professions*
15 *workforce data, the office shall have the authority to request and*
16 *collect this information may request and collect information*
17 *pertaining to the development and assessment of the state's health*
18 *professions workforce.*

19 ~~(e)~~

20 *(b) The sharing and transfer of data shall be conducted with the*
21 *appropriate privacy protections under state and federal law.*

22 ~~(d)~~

23 *(c) The office shall determine gaps in the health professions*
24 *workforce data collection and request the appropriate state entities*
25 *to prepare and collect the data required.*