

# Regional Health Workforce Questions

(Please complete and submit to Jeff Oxendine [oxendine@berkeley.edu](mailto:oxendine@berkeley.edu))

1. What are the highest priority current health workforce and diversity needs in your region? What are your regional workforce needs related to primary care, behavioral health and aging?
  - Training and recruiting RNs to work in specialized fields such as ICU and operating rooms
  - Meeting the Institute of Medicine's (IOM) expectation that 80% of RNs working in hospitals will be BSN prepared by 2020
  - Maintaining quality mid-skill training programs (LVN, RN) at the community colleges to develop a diverse workforce at a reasonable cost
  - Developing a K-12/adult education pipeline to college health occupation programs (CNA, LVN, RN)
  - Recruiting qualified CNA faculty
2. What are the most significant challenges and barriers to meeting those needs?
  - Insufficient training opportunities in specialty areas for incumbent RNs
  - High cost and impacted BSN programs
  - Increasing priority given to bachelor nursing programs, resulting in decreasing clinical sites for Associate Degree Nursing programs
  - Misalignment between K-12 and adult education and post-secondary institutions
  - Rigorous Department of Health regulations limiting number of qualified CNA instructors
3. What is the Convergence doing or planning to address the priority needs and challenges within your region?
  - We do not know.
4. What else should the commission know about your region? What could the Commission focus on that would most benefit your region? How can the Commission best partner with you to develop actionable solutions?

The Commission should know that community colleges in the region are:

  - planning to use Strong Workforce Funds to create and provide Continuing Education training opportunities in specialty areas for incumbent RNs.
  - implementing accelerated and low-cost BSN and Health Care Management programs in University Centers located on community college campuses.
  - engaging in career pathways projects designed to seek alignment between K-12/adult education and post-secondary institutions.

The Commission could partner with us to:

  - develop strategies to find and maintain clinical placements for Associate Degree Nursing programs.
  - work with the California Department of Public Health to revise regulations that currently limit the pool of qualified CNA instructors.