The East Bay Health Workforce Partnership (EBHWP) is an employer-led effort working closely with community and education leaders to meet the current and future workforce needs of employers, expand opportunity for local residents, and strengthen the economic and social well-being of the East Bay.

How we will do it:

- Increase and diversify the pool of qualified health workers and secure jobs to meet regional demands
- Align the needs and priorities of employers in health profession education and training programs
- Systematically increase work based learning opportunities for K-16 and health professions students
- Build a data-driven rationale for changing current systems, infrastructure development and sustaining health care workforce initiatives
- Develop and advocate for policy solutions that eliminate barriers to increase workforce and education capacity, investment and sustainability

The EBHWP has developed a robust website (https://www.ebhwp.org/) to connect our partners with key information, upcoming events and published research on core topics pertaining to the organization and its work. The website also hosts the Primary Care CORPS, an online resource for individuals interested in pursuing careers in primary care. We are developing additional resources including posting of employment opportunities, creating a strategic plan, and establishing a sustainability strategy.

In the summer of 2017, we launched a Facebook page and Twitter account to engage current and new audiences through social media. You may view these accounts by going to:

- Facebook- https://www.facebook.com/EastBayHWP/
- Twitter- https://twitter.com/EastBayHWP
Organizational Structure

The East Bay Health Workforce Partnership (EBHWP) has over 240 individual members representing 15 major local health employers, educational institutions and community based organizations dedicating their time and resources to the mission of the organization. The full membership meets three times a year to discuss progress of our initiatives, collaborate, and determine the direction for the organization.

EBHWP is comprised of:

- **Executive Advisory Committee**
  - Senior leaders of key stakeholder organizations who provide input on broader strategies and direction of the partnership and play a significant role in securing funds to support and sustain ongoing operations of the EBHWP.

- **Leadership Committee**
  - Serves as an advisory group to the management team. Meeting bi-monthly, it is comprised of the co-chairs of each work group and selected stakeholders with support from the management team. The purpose of the organization is to review, consult, refine and plan for a sustained regional health workforce development strategy of the EBHWP.

- **Management Team**
  - Staff and consultants who coordinate meetings, manage daily tasks and work to execute the identified priorities of the EBHWP.

- **Working Groups***
  - Primary Care Workforce
  - Behavioral Health Care Workforce
  - Medical Assistant / Community Health Worker / Health Navigator
  - Work Based Learning
    - Data and Tracking
    - In Partnership with ACHPP
      - WBL Culture / Common Onboarding and Curriculum
      - Addressing Barriers to Employment/WBL Opportunities
  - Technical Assistance / Organizational Support
    - Facilitation and staffing support is provided to the West County Health Pathway Partnership and its subcommittees:
      - Employer Engagement and Tracking
      - Wraparound Support and Mentorship
      - Work Based Learning Design and Inventory

*Charge and activities of each work group are provided on pages 4-6.
Mission and Vision

Mission Statement
The East Bay Health Workforce Partnership (EBHWP) is an employer-led effort working closely with community and education leaders to meet the workforce needs of health employers, build a diverse pipeline of future employees in health, expand opportunities for local residents, and strengthen the economic and social well-being of the East Bay.

Vision Statement
The East Bay has an ample, highly qualified and diverse health care workforce that provides accessible, affordable, and culturally competent whole person care and promotes community health, in all settings and all areas. East Bay residents, particularly those entering the workforce, are a large and growing segment of health care workforce and educational pipeline. Health services and outcomes are transformed through integrated health care teams with all members optimizing their roles and impact on the health of the population and their own professional growth and satisfaction.

Organizational Chart
To better align and conduct the needed work of the EBHWP we have established an organizational chart, defined the priorities and measurable objectives of each work group, and establishing co-chairs for each work group who will serve as leaders of their perspective area of focus and as a member of the Leadership Committee of the EBHWP.
Working Groups

EBHWP has four working groups that each work on specific priorities of the organization. One of the working groups has identified subcommittees working on specific outcomes. Each working group has a set of co-chairs and a staff lead who work closely together to establish meeting dates, set agendas, and ensures the tasks of the working group are completed.

Co-Chair Duties
The following are the specific tasks for each Co-Chair:

- Convene workgroup meetings at least bi-monthly
- Work with EBHWP staff to set agendas for each workgroup meeting and accomplish assigned tasks
- Recruitment and engage of members to the respective workgroup
- Engage organizations / supporters in the work of the workgroup
- Lead discussions / sustain workgroup work and priorities
- Attend additional meetings of the EBHWP including:
  - Representing workgroup as a member of the Leadership Committee
  - EBHWP Membership Meetings (3x a year)

Primary Care Workforce
Co-Chairs: Theresa Azevedo, Kaiser Permanente and TBD
Staff Lead: Jeff Oxendine

Priority Initiatives for 2017-2018

- Primary Care Physician Residency Consortium feasibility
- Primary Care CORPS Program including internship, advising and outreach
  - Check out our video: https://www.ebhwp.org/about-pc-corps/
- Primary Care Clinician Educator Program feasibility
- Shared Recruitment Strategies

Long-term Priority Initiatives

- Loan Repayment and Primary Care Provider Bonus Program
- Primary Care Physician Supply and Demand Forecast
- Primary Care Physician Fellowships
- Community Health Clinic Network Field Experience Program
- Primary Care Leadership Program (NMF)
- Cost of Living / Housing Program
- UC Berkeley – Alameda Contra Costa Medical Association MD Leadership Program

Each Co-Chair serves as the leader of their work group as well as a member of the Leadership Committee.
Working Groups

Behavioral Health Care Workforce
Co-Chairs: Karyn Tribble, Alameda Health System and TBD
Staff Lead: Jeff Oxendine

Priorities Initiatives
- Expanding internship and other work based learning opportunities
  - Create a matrix/menu that shows what an intern can do in Behavioral Health
  - Adding a menu of options for organizational involvement
- Skills based training for professional development
  - EBHWP can create space for our partners to share with each other what they are working on and how they can share resources
  - EBHWP can identify additional funding for trainings including trainers/staff
- Bi-lingual provider/trainees outreach
  - Creating a communications campaign to connect graduating students with entry level jobs and paths for training into higher positions
  - Create networking opportunities for bi-lingual providers

Long Term Priority Initiatives
- Outreach and Communication for behavioral health careers
  - Classroom presentations, speaker engagement and robust social media campaign

Medical Assistant / Community Health Worker / Health Navigator
Co-Chairs: Kelly Schelin, Contra Costa College and Chris Salem, Kaiser Permanente
Staff Lead: Kevin Barnett

Priority Initiatives
- Publish report on employer survey showcasing the current workforce environment and terminology (Released January 2018, available on our website)
  - A Roadmap for Advancing the Allied Health Workforce in Alameda and Contra Costa Counties: Medical Assistants, Community Health Workers, and Health Navigators
- Explore the creation of a joint per diem pool of Medical Assistants for Employers in the East Bay
- Align, build capacity, and co-invest in joint training programs for Medical Assistants and Community Health Workers
- Establish common criteria on skills and competencies (e.g., professionalism, customer service, resilience/perseverance, time management)
- Address resource needs to train new and existing employees
- Document best practices for enhanced engagement of Community Health Workers and Health Navigators
- Align employment categories, compensation, and career ladder advancement categories for allied health employees

Work Based Learning
Co-Chairs: Christine Boynton, Alameda County Office of Education and Gary Owens, Sutter Health
Priority Initiatives of the workgroup:
- Data and Tracking
  - Collection of data from program participants
  - Inventory of programs
  - Developing tracking tools addressing long term ROI
Working Groups

Work Based Learning Priorities, cont.
Priority Initiatives in partnership with Alameda County Health Pathway Partners and Alignment Bay Area:
- Addressing Barriers to recruitment and internship participation
  - Creating a report showcasing best practices and resources for changing policies on background checks
  - Outreach to employers
- Create a WBL Culture / Common Curriculum / Common Onboarding
  - Alignment of programs in the East Bay
  - Includes input from employers
  - Addresses and aligns requirements for TB Testing and HIPAA certification

West County Health Pathway Partnership (WCHPP)
WCHPP is a geographically based organization the EBHWP supports through facilitation and staffing of meetings and providing specific technical assistance to move forward the various initiatives and priorities of the group. The Co-Chairs of WCHPP are Lucinda Bazile, LifeLong Medical Care, and Shannon Ladner-Beasley, Contra Costa Health.

The priority initiatives of WCHPP, outlined by subcommittee, are as follows:
- Increase and coordinate Employer Engagement
  - Engaging Employers: Health systems and outpatient clinics
  - Identifying and securing internship placements, adding work based learning opportunities
  - Earn and Learn East Bay or other web data systems
  - Develop employer opportunities to support semester-long student projects
- Wraparound Support and Mentorship
  - Map out opportunities and calendar events by employers
  - Identify types of support needs (i.e. academic and social) for students
  - Provide trauma-informed training and resources for health academy teachers
  - Identify best practices on mentorship opportunities
    - Focus on critical periods
    - Examples: Richmond promise, College Bound Brotherhood, YPLAN, PHS
  - Support a pre-FACES program
  - Identify areas of support for the Richmond Promise Program
  - Track other workgroup discussions and success in addressing population needs
  - Evaluate and disseminate information on current landscape of programs for the target population
  - Identify best practices for addressing needs of the target population
  - Help develop a mini-health pathway program for the target population
- Work Based Learning Design and Inventory
  - Provide college and career readiness opportunities / WBL continuum all year
  - Inventory of internships and work based learning activities
  - Assessment of Internship experience
  - Develop common curriculum goals
  - Data assessment and tracking
Staff

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*This graphic represents a selected number of partner organizations who have shared their logos with us.