

HEALTHCARE WORKFORCE CLEARINGHOUSE PROGRAM

Health and Safety Code Sections 128050-128052

California's Central Repository for Healthcare Workforce and Education Data

Statutory Data Providers: OSHPD, state-level licensing and education entities, Employment Development Department-Labor Market Information Division

2008

- Secured contract funding to conduct a nationwide environmental scan, produce a Feasibility Study Report (FSR) and convene stakeholder needs assessment forums
- Identified potential statutory partners
- Established a 35-Member Clearinghouse Advisory Team that met in March, May and October
- Conducted 5 Regional Stakeholder Focus Groups: L.A., Fresno, Oakland, Sacramento, Rancho Cucamonga
- Researched and compared 12 other states' healthcare workforce and related education data collection and dissemination efforts
- Identified systemic data needs, gaps, collection mechanisms, dissemination and challenges
- Compiled and classified available healthcare workforce (occupations and specialties), education data (health training programs), and related research study resources in California
- Completed a FSR and Information Technology Procurement Plan
- Identified staffing resources and database warehouse system infrastructure design
- Published a Clearinghouse resources web page on OSHPD's website

2009

- State approvals to develop data collection and dissemination infrastructure and procure technology
- Hired program and technology staff
- Contracted system requirements vendor
- Established project work teams and steering committee
- Developed program administration, technical and other necessary workload processes and materials
- Verified all statutory partners, including 22 health licensing entities, and their available data
- Identified other potential data providers such as the California Postsecondary Education Commission and California Department of Education
- Conducted initial data discussions with Department of Consumer Affairs (DCA), Medical Board of California, (Med Board), Board of Registered Nursing (BRN), Respiratory Care Board (RCB), EDD-LMID, California Community Colleges Chancellor's Office (CCCCO), University of California Office of the President (UCOP), California State University Chancellor's Office (CSU)
- Compiled health licensing authorities licensing applications, renewal forms, workforce surveys and website content
- Visited North Carolina's Cecil G. Sheps Center for Health Services Research, Health Professions Data System to model certain aspects of their healthcare workforce data collection system with licensing entities
- Developed a proposed survey tool to assist health licensing entities with standardizing data collection efforts
- Developed Clearinghouse Frequently Asked Questions
- Convened annual Advisory Team meeting in November

2010

- Prioritized data providers to conduct workload activities for the 2012 roll-out to public
- Established working relationships to coordinate data collection and related requirements for DCA, Medical Board, BRN, RCB, Physician Assistants Committee (PAC), Board of Vocational Nursing and Psychiatric Technicians Board (BVNPT), Department of Public Health (CDPH), CCCCCO, and UCOP
- Developed listings of data variables that are collected or prepared by data providers
- Developed draft Interagency agreements and memoranda of understanding to establish ongoing workload activities with data providers to collect their data
- Worked with the Clearinghouse Requirements, Programming, and Quality Assurance/Control vendors to identify and clarify requirements to collect and verify data, and structure and test the database warehouse and establishment improvements mechanisms
- Prepared quarterly update bulletins to apprise the Clearinghouse Advisory Team of ongoing program and system building activities
- Attended specialized legislative and advocacy hearings to understand healthcare workforce and related education statewide needs and policy
- Verified state health professionals membership organizations

**The
Clearinghouse
project
completion
date is
June 2012 to
disseminate
information to
the public via
an interactive
website
environment.**



CLEARINGHOUSE PROGRESS SYNOPSIS: January 2008 to December 2010

(See specific tasks undertaken on reverse)



Resources

Funding:

- California Health Planning and Data Fund
- The California Endowment

Clearinghouse Statutory Partners:

- 22 state-level health licensing authorities
- 3 segments for state-level education entities: UC, CSU, CCC
- Employment Development Department -Labor Market Information Division

OSHPD Clearinghouse Vendors:

- Pacific Project Management, Inc.
- Visionary Integration Professionals, LLC
- Shooting Star Solutions, LLC

State and National Key Data Sources:

- Clearinghouse Advisory Team
- University of California San Francisco: Center for Health Professions
- North Carolina Cecil G. Sheps Center for Health Services Research
- California Health Interview Survey
- California Department of Finance
- Department of Labor/Bureau of Labor and Statistics
- Info USA Data (Providers/Employers Data)
- Nielsen Claritas Data (Local Demographics Data)

Major Activities

State and National Environmental Scan:

- Established a 35 member Advisory Team to convened state-level stakeholder meetings to identify data needs and gaps, and assist with stakeholder community outreach participation
- Conducted regional customer focus groups to understand demand (need) for central repository of healthcare workforce and education data
- Examined California's and other states healthcare workforce and education data collection efforts to identify data existence, available resources and best practices to emulate

Data Provider Discussions:

- Clarified statutory expectations to establish appropriate working relationships and processes
- Researched and verified potential data providers, actual data, and their data collection methods and processes

System Design and Requirements:

- Conducted a Feasibility Study Report and worked with external vendors to:
 - ✓ Identify potential staff resources and equipment procurement to develop a feasible data warehouse infrastructure that will effectuate collection, validation and dissemination of healthcare workforce and education information to the public, and
 - ✓ Enable appropriate analysis of data recommend policy that address issues of workforce shortages and distribution

Major Outcomes

Verified Available Data and Data Challenges

- Identified and verified available healthcare workforce and education data and related data gaps/issues
- Unable to collect SSNs, employment locations and some demographic data
- Data is not collected in a uniform manner since there is no standardized method or reporting of data
- California is unique in mandating a Clearinghouse program. North Carolina collects healthcare workforce data from licensing authorities (since the 1970s) without a state mandate. OSHPD will consider the model's reporting features.

Program and Systems Development:

- Acquired staffing and vendors to develop the program and electronic infrastructure
- Established working relationships with UCOP, CCCCCO, EDD-LMID, DCA, Med Board, BRN, RCB, Vocational Nursing/Psychiatric Technicians Board, Physician Assistants Committee and California Department of Public Health
- Developed a proposed survey tool to assist licensing authorities with data collection efforts
- Developed data collection requirements and an electronic infrastructure to collect, validate and test providers' data
- Tested sample data from selected data providers

Available Research Resources

- Developed a webpage and resources on healthcare occupations, healthcare training programs, health licensing authorities and occupations, workforce studies, links to projections of employment, wages and jobs in demand, health professionals membership organizations, stakeholder constituencies, and primary care shortage areas.