



## Healthcare Workforce

### Clearinghouse

## LITERATURE AND INTERNET RESOURCES

### ADDRESSING DIVERSITY

- American Medical Student Association (AMSA), <http://www.amsa.org>
- American Medical Student Association (AMSA) – American River College (ARC), <http://www.amsaarc.org>
- Asian Pacific Islander American Health Forum (APIAHF), <http://apiahf.org>
- *Be Prepared - An innovative program in Michigan is helping to make sure minority students have the skills the need to succeed in nursing school-before they even graduate from high school*, Patricia A. Vint, EdD, SDL, Instruction Center at Madonna University, Livonia, Michigan, *Minority Nurse Magazine*, 2008  
<http://www.minoritynurse.com/features/undergraduate/020608a.html>
- California Association of Alcohol and Drug Program Executives, Inc (CAADPE), <http://www.caadpe.org>
- California Black Health Network, <http://www.cbhn.org>
- California Dental Association Foundation (CDA Foundation), <http://www.cdafoundation.org>
- California Hospital Association, <http://www.calhealth.org>
- California Immigration Policy Center, <http://www.caimmigrant.org>
- California Institute for Mental Health (CIMH), <http://www.cimh.org>
- California Institute for Nursing & Health Care (CINHC), <http://www.cinhc.org>
- California Latino Medical Association, <http://www.calma.org>
- California Optometric Association, <http://coavision.org>
- California Primary Care Association, <http://www.cPCA.org>
- California Rural Indian Health Board, <http://www.crihb.org>
- California State Assembly Informational Hearing: *Developing The California Health Care Workforce of Tomorrow: Addressing Shortages and Diversity*, May 2007  
<http://www.assembly.ca.gov/acs/committee/c10/hearings/Briefing%20Paper.doc>
- California State Rural Health Association (CSRHA), <http://www.csrha.org>
- Central Valley Health Network, <http://www.cvhclinics.org>
- COPE Health Solutions, <http://www.copehealthsolutions.org>
- *CSRHA's Rural Kaleidoscope: A Guide on Promising Practices to Diversify California's Rural Healthcare Workforce*, *The California Wellness*, December 2005, <http://www.csrha.org/outreach2/ruralkaleidoscope.pdf>
- *Diversifying the Nursing Workforce: A California Imperative*, Center for the Health Professions, University of California San Francisco, February 2001, [http://www.futurehealth.ucsf.edu/pdf\\_files/NDiv.pdf](http://www.futurehealth.ucsf.edu/pdf_files/NDiv.pdf)

- *Diversity in California's Health Professions: Physicians*, University of California San Francisco, The Center for the Health Professions, May 2008 <http://futurehealth.ucsf.edu/publications/index.html>
- *Fresno Center for New Americans (FCNA)*, <http://www.fresnocenter.com>
- *Fresno Interdenominational Refugee Ministries*, <http://www.grass-roots.org/usa/firm.shtml>
- *Greenlining Institute*, <http://greenlining.org>
- *Healthcare Resource Center (HCRC)*, <http://www.hcrc.net/index.action>
- *Healthcare Workforce Development Program*, <http://www.hcwdp.org/index.htm>
- *Hospital Association of Southern California*, <http://www.hasc.org>
- *Hospital Council of Northern and Central California*, <http://www.hospitalcouncil.net/cgi-bin/default.asp>
- *Inland Coalition Advancing Diversity and Education in the Health Careers Contacts:*
  - a) *Diana Fox- Reach Out West End*, [dianafox@reachout-westend.org](mailto:dianafox@reachout-westend.org)
  - b) *Ruben Gonzales, Latino Health Collaborative*, [rubengnzls@aol.com](mailto:rubengnzls@aol.com)
- *Latino Coalition for a Healthy California (LCHC)*, <http://www.lchc.org>
- *Latino Issues Forum (LIF)*, <http://www.lif.org>
- *Latino Medical Student Association*, <http://www.lmsa.net>
- *Livingston Medical Group*, <http://www.livingstonmedical.org>
- *Los Angeles Health Action (LA Health Action)*, <http://www.lahealthaction.org>
- *Missing Persons: Minorities in the Health Professions*. A Report of the Sullivan Commission on Diversity in the Healthcare Workforce, September 2004, <http://www.aacn.nche./Media/pdf/SullivanReport.pdf>
- *National Medical Association*, <http://www.nmanet.org>
- *National Registered Nurses Professional Association*, <http://www.rnpa.net/aboutus.htm>
- *National Union of Hospital and Health Care Employees*, <http://www.nuhhce.org>
- *New America Media, News Report: Nursing Schools Go After Minorities and Men*, February 2008, <http://news.ncmonline.com>
- *Palomar Pomerado Health Development*, <http://www.pph.org/default.aspx>
- *Physician Diversity in California: New Findings from the California Medical Board Survey*, University of California San Francisco, The Center for California Health Workforce Studies, March 2008 <http://pub.ucsf.edu/today/cache/feature/200804031.html>
- *Public Health Institute*, <http://phi.org>
- *Reach Out West End*, <http://www.reachout-westend.org>
- *Regional Health Occupations Resource Center*, <http://www.healthoccupations.org>

- *Representing the New Majority: Part II: A Status Report on The Diversity of the University of California Medical School Faculty*, The Greenlining Institute, Spring 2007  
<http://greenlining.org/sections/view/documents>
- *Representing the New Majority, Part III: A Status Report on the Diversity of the University of California Medical Student Body*, The Greenlining Institute, June 2008 <http://greenlining.org/sections/view/documents>
- *San Francisco Community Clinic Consortium*, <http://www.sfccc.org>
- *San Diego Welcome Back Center*, <http://www.welcomebackcenter.org>
- *San Joaquin Valley Health Consortium*, <http://www.sjvhc.org>
- *Sonoma Developmental Center*, <http://www.dds.cahwnet.gov/Sonoma/Sonoma.cfm>
- *Southeast Asia Resource Action Center (SEARAC)*, <http://www.searac.org>
- *Student National Medical Association*, <http://www.snma.org>
- *The California Endowment Publication: Strategies for Improving the Diversity of the Health Professions*, August 2003 [http://futurehealth.ucsf.edu/pdf\\_files/StrategiesforImprovingFINAL.pdf](http://futurehealth.ucsf.edu/pdf_files/StrategiesforImprovingFINAL.pdf)
- *The Role of Medical Education in Reducing Health Care Disparities: The First Ten Years of the UCLA/Drew Medical Education Program*, Journal of General Internal Medicine, Volume 22, Number 5, Page 625, May 2007, <http://www.cdrewu.edu>
- *United Nurses Association of California/Union of Health Care Professionals (UNAC/UHCP)*, <http://www.nursesunite.org>
- *University of California/Office of Health Affairs/Health Sciences Education: Workforce Needs and Enrollment Planning*, April 2005, [www.ucop.edu.healthaffairs](http://www.ucop.edu.healthaffairs)

## ALLIED HEALTH

- *Allied Health Workforce Analysis San Diego Region*, The Center for the Health Professions University of California, San Francisco, June 2008, <http://www.calendow.org/uploadedFiles/AlliedHealthSanDiego.pdf>
- *Allied Health Workforce Analysis Los Angeles Region*, The Center for the Health Professions University of California, San Francisco, May 2008  
[http://www.calendow.org/uploadedFiles/Allied%20Health\\_Los%20Angeles.pdf](http://www.calendow.org/uploadedFiles/Allied%20Health_Los%20Angeles.pdf)
- *American Medical Association – Careers in Allied Health*, <http://www.ama-assn.org>
- *California Community Colleges Regional Health Occupations Resource Center/Health Care Initiative: Economic and Workforce Development Program 2007 Operational Review*  
*California Dental Association/UCLA Center for Health Policy Research: Is There a Shortage of Dental Hygienists and Assistants in California?*, November 2005  
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- *Closing the Health Workforce Gap in California, The Education Imperative*, Executive Summary, The Campaign for College Opportunity, December 2007, <http://collegecampaign.org>
- *Division of Occupational and Environmental Medicine: University of California, Irvine Occupational Medicine Residency Program Overview*, <http://www.ucihs.uci.edu/som/oem/residency/overview.htm>

- *Registered Dental Hygienists in Alternative Practice: Increasing Access to Dental Care in California*, The Center for the Health Professions, University of California San Francisco, May 2008  
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- Robert Wood Johnson Foundation: Partnerships for Training: *Regional Education Systems for Nurse Practitioners Certified Nurse-Midwives and Physician Assistants*, January 2007  
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- *Teaching Cultural Competence in Allied Health Professions in California*, The Center for the Health Professions, University of California San Francisco, February 2008  
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- The Allied and Auxiliary Healthcare Workforce, UCSF Center for Health Professions, UCSF: *Diagnostic Imaging Professionals in California*, October 2003, <http://www.futurehealth.ucsf.edu>
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- University of California, Office of the President, Office of Health Affairs (University of California Health Professions and Outreach): *An Overview of Outreach and Service Programs Sponsored by the University's Schools of Medicine, Dentistry, and Optometry*, March 2003 <http://www.ucop.edu/healthaffairs/reports/>

## FUNDING

### a) State Funding

- California Department of Education, <http://www.cde.ca.gov/ci/ct/hc>
- California Employment Training Panel, <http://www.etp.cahwnet.gov/>
- California Labor and Workforce Agency, <http://www.labor.ca.gov>
- California Workforce Investment Board, <http://www.calwia.org>
- Los Angeles Healthcare Workforce Development Program (HCWDP), <http://www.hcwdp.org>
- Office of Statewide Health Planning & Development (OSHPD), <http://www.oshpd.ca.gov>

## b) Federal Funding

1. *Department of Health & Human Services*, <http://www.hhs.gov>, <http://www.grants.gov>
  - \* *Agency for Healthcare Research and Quality (AHRQ)*, <http://www.ahrq.gov>
  - *Health Resources and Services Administration*, <http://www.hrsa.gov>
  - \* *Indian Health Services*, <http://www.ihs.gov>
  - *Health Resources and Service Administration (HRSA)*, <http://www.hrsa.gov>
    - i. *Title VII of the Public Health Service Act: Grants/Programs*
      1. *Area Health Education Centers (AHEC)*
      2. \* *Centers of Excellence (COE) Program*
      3. \* *Faculty Loan Repayment (FLRP)*
      4. \* *Health Careers Opportunity Program (HCOP)*
      5. *Primary Care Medicine and Dentistry*
      6. \* *The Public Health, Preventive Medicine, and Dental Public Health Programs*
      7. \* *Scholarships for Disadvantaged Students*
  - \* *National Institute of Health*, <http://www.nih.gov/index.html>
  - \* *National Health Services Corps (NHSC)*, <http://nhsc.bhpr.hrsa.gov>
  - \* *Office of Minority Health*, <http://www.omhrc.gov>
  - \* *Office of Public Health and Science*, <http://www.hhs.gov/ophs>

## c) Private/Non-Profit Funding

- *American Academy of Nursing*, <http://www.aannet.org>
- *American Hospital Association*, <http://www.aha.org>
- *Amgen Foundation: Amgen-Bruce Wallace Biotechnology Lab Program*  
[http://www.amgen.com/citizenship/science\\_education\\_giving.html](http://www.amgen.com/citizenship/science_education_giving.html)
- *Bay Area Workforce Funding Collaborative*, <http://www.sff.org/programs/community-development/bawfc>
- *California Medical Association Foundation*, <http://www.calmedfoundation.org/about/index.asp>
- *California Rural Indian Health Board*, <http://www.crihb.org/Default.htm>
- *Cedars-Sinai Medical Center*, <http://www.csmc.edu>
- *Gordon and Betty Moore Foundation*, <http://www.moore.org>
- *Hospital Council of Northern and Central California*, <http://www.hospitalcouncil.net>

- *Hospital Fund*, <http://www.unihealthfoundation.org/indexmedium.html>  
click "Grant Opportunities" in upper right corner, then click "Hospital Fund" in upper left corner
- *Johnson & Johnson Campaign for Nursing Shortage: Congresswoman Grace F. Napolitano*  
[http://napolitano.house.gov/press\\_releases/press\\_2003/pr022503b.htm](http://napolitano.house.gov/press_releases/press_2003/pr022503b.htm)
- *Kaiser Permanente*, <http://www.kaiserpermanente.org>
- *Public Interest Projects, Inc. – The California Dream Fund*  
<http://www.minnesotadreamfund.org/NationalDreamFundannouncement.pdf>
- *Robert Wood Johnson Foundation*, <http://www.rwjf.org>
- *The California Endowment*, <http://www.calendow.org>
- *The California Healthcare Foundation*, <http://www.chcf.org>
- *The California Wellness Foundation*, <http://www.tcdf.org>
- *The Commonwealth Fund*, <http://www.commonwealthfund.org>
- *The San Francisco Foundation*, <http://www.sff.org>
- *UniHealth Foundation*, <http://www.unihealthfoundation.org/indexmedium.html>
- *W. K. Kellogg Foundation – Sullivan Commission*, <http://www.wkkf.org>

\* Offers funding specifically aimed at diversifying California's healthcare workforce

## HEALTH CAREERS and TRAINING

- *Academy Health*, <http://www.academyhealth.org>
- *American Society for Healthcare Human Resources Administration*, <http://ashhra.org>
- *Associations of Clinicians for the Underserved*, <http://www.clinicians.org>
- *California Association of Health Careers Educators*, <http://www.cahce.net>
- *California Colleges*: [www.californiacolleges.edu](http://www.californiacolleges.edu) and [www.50states.com/college/calif.htm](http://www.50states.com/college/calif.htm)
- *Center for Health Professions-UCSF*, <http://www.futurehealth.ucsf.edu>
- *Center for Primary Care Excellence at the University of California, San Francisco (UCSF)*,  
<http://www.fututehealth.ucsf.edu>
- *Center for Student Success*, <http://css.rpgroup.org>
- *Department of Health and Human Services: Health Resources and Service Administration (HRSA)*,  
<http://www.hrsa.gov>
- *Dual Enrollment Program at Santa Barbara City College-Santa Barbara, CA*  
<http://www.sbccc.net/prospectivestudents/index.php?sec=2417> or <http://www.sbccc.edu/apply/>
- *Explore Health Careers*: <http://ExploreHEALTHCareers.org>

- *Health Occupations Students of America (HOSA)*, <http://www.hosa.org>
- Health Profession Career and Education Directory, 2008-2009 Edition, American Medical Association, <http://www.ama-assn.org/ama/pub/category/16224.html>
- *Health Professions Network*, <http://www.healthpronet.org>
- *Kids Into Healthcare (Part of HRSA)*, <http://bhpr.hrsa.gov/kidscareers/studentsKa5.htm>
- Labor Market Information: [www.labormarketinfo.edd.ca.gov](http://www.labormarketinfo.edd.ca.gov)
- *Milken Institute*, <http://www.milkeninstitute.org>
- *National Association for Healthcare Recruitment (NAHCR)*, <http://www.nahcr.com>
- *National Direct Service Workforce Resource Center*, <http://www.dswresourcecenter.org>
- *Office of Minority Health*, <http://www.omhrc.gov>
- *Paraprofessional Healthcare Institute*, <http://www.paraprofessional.org>
- *Public Health Institute*, <http://www.phi.org>
- Special Report of the Advisory Council on Future Growth in the Health Professions: *A Compelling Case for Growth*, Submitted to University of California President Robert C. Dynes, January 2007 State Center Consortium: What are Career Pathways?  
<http://www.statecenter.com/resource/local/pathways/whatare.html>
- Stanford Medical Youth Science Program –Palo Alto, CA: A partnership between Stanford University and High schools in Oakland, San Jose, Stockton, as well as community organization and health instructions, <http://www.smysp.stanford.edu/>
- *The Ventura College Promise* –Ventura, CA: A partnership between Ventura College, the Ventura College Foundation, and Ventura County high schools, [http://www.venturacollege.edu/departments/student\\_services/promise/indexs.html](http://www.venturacollege.edu/departments/student_services/promise/indexs.html)
- *UCSF Center for California Health Workforce Studies*, <http://www.futurehealth.ucsf.edu/ccws.html>
- *UCSF – Latino Center*, <http://www.fresno.ucsf.edu/latinocenter>
- *U.S. Department of Health and Human Services*, <http://www.hhs.gov>
- Workforce Strategy Center/The Joyce Foundation: *The Career Pathways How-To-Guide Report*, October 2006, <http://www.workforcestrategy.org/publications/bysection/all>

## HEALTH REFORM

- Central Valley Health Policy Institute, California State University, Fresno: *Health Reform 2007 Impact on the Valley*, Policy Brief June 2007 [http://www.csufresno.edu/ccchhs/documents/CVHPI\\_brief\\_062007.pdf](http://www.csufresno.edu/ccchhs/documents/CVHPI_brief_062007.pdf)

## LAW/ LEGISLATION/ POLICY

- California HealthCare Foundation: *Scope of Practice Laws in Health Care: Exploring New Approaches for California*, March 2008  
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- California Chronicle: *Senator Jack Scott Introduces Bill to Launch Doctor of Nursing Programs at CSU*, February 2008 <http://www.californiachronicle.com/articles/53556>
- California Policy Research Center, <http://www.ucop.edu/cprc>
- Central Valley Health Policy Institute  
[http://www.csufresno.edu/ccchhs/institutes\\_programs/CVHPI/index.shtml](http://www.csufresno.edu/ccchhs/institutes_programs/CVHPI/index.shtml)
- *Migration and Recruitment of Healthcare Professional: Causes, Consequences and Policy Responses* Focus Migration Policy Brief, Volume 7, August 2007  
[http://www.focus-migration.de/uploads/tx\\_wilpubdb/PB07\\_Health.pdf](http://www.focus-migration.de/uploads/tx_wilpubdb/PB07_Health.pdf)
- University of California, Los Angeles (UCLA): Center for Health Policy Research,  
<http://www.healthpolicy.ucla.edu>

## MENTAL HEALTH

- *“A Guide for Developing Mental Health Components in High School Academies.”*  
[http://www.dmh.ca.gov/Mental\\_Health\\_Planning\\_Council/HR\\_Projects.asp](http://www.dmh.ca.gov/Mental_Health_Planning_Council/HR_Projects.asp)
- Capacity of Postsecondary Education to Produce Graduates for Human Services Employment  
[http://www.dmh.ca.gov/Mental\\_Health\\_Planning\\_Council/HR\\_Projects.asp](http://www.dmh.ca.gov/Mental_Health_Planning_Council/HR_Projects.asp)
- Expanding the Use of Psychiatric Nurse Practitioners in Behavioral Health Settings: Resource Materials  
[http://www.dmh.ca.gov/Mental\\_Health\\_Planning\\_Council/HR\\_Projects.asp](http://www.dmh.ca.gov/Mental_Health_Planning_Council/HR_Projects.asp)
- Human Resources Pilot Ethnic Focus Group Project: Summary of Recommendations  
[http://www.dmh.ca.gov/Mental\\_Health\\_Planning\\_Council/HR\\_Projects.asp](http://www.dmh.ca.gov/Mental_Health_Planning_Council/HR_Projects.asp)
- *Mental Health Services Act Five-Year Workforce Education and Training Development Plan*, For the Period of 2008 -2013, [http://www.dmh.ca.gov/Prop\\_63/MHSA/Workforce\\_Education\\_and\\_Training/default.asp](http://www.dmh.ca.gov/Prop_63/MHSA/Workforce_Education_and_Training/default.asp)
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- The Center for the Health Professions UCSFP Publication: *The Mental Health Workforce: Who’s Meeting California’s Needs?* February 2003  
[http://www.calendow.org/Collection\\_Publications.aspx?coll\\_id=10&ItemID=298](http://www.calendow.org/Collection_Publications.aspx?coll_id=10&ItemID=298)

## NURSING

- American Academy of Nursing, <http://aannet.org>
- American Academy of Pediatrics, <http://www.aap.org>
- American Association of Colleges of Nursing, <http://www.aacn.nche.edu>
- California Chronicle: *Senator Jack Scott Introduces Bill to Launch Doctor of Nursing Programs at CSU*, February 2008, <http://www.californiachronicle.com/articles/53556>
- California Department of Public Health, State of California, Health and Human Agency: *Nurse Assistants, Home Health Aides, Hemodialysis Technicians*, September 2006  
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- *California Nurse Education Initiative*, Annual Report 2007, Published March 2008  
<http://www.labor.ca.gov/pdf/NEI2ndAnnualReport2007.pdf>
- *California's Nursing Labor Force: Demand, Supply, and Shortages*, Center for the Health Professions, University of California, San Francisco, 2008 <http://futurehealth.ucsf.edu/publications/index.html>
- *Forecasts of the Registered Nurse Workforce in California*, Center for California Health Workforce Studies, University of California, San Francisco: September 2007, <http://www.rn.ca.gov/pdfs/forms/forecasts2007.pdf>
- Legislative Analysis Office (LAO) Report: *Ensuring an Adequate Health Workforce: Improving State Nursing Programs*, May 2007, [www.lao.ca.gov/](http://www.lao.ca.gov/)
- Nursing Legislation in the 110<sup>th</sup> Congress Amending Title VIII,  
<http://www.aacn.nche.edu/government/pdf/LgsltnAmendingTitle8.pdf>
- Price Waterhouse Coopers' Health Research Institute: *What Works - Healing the Healthcare Staffing Shortage (Nursing & Physicians)*, November 2007  
<http://www.pwc.com/healthindustries> or <http://www.pwc.com/hri>
- Reducing the Attrition Rate of Associate Degree Nursing (ADN) Students  
<http://www.collegecampaign.org/assets/docs/pwp/pwp-exec-summary-2008-11-19.pdf>
- *Sigma Theta Tau Honor Society of Nursing*, <http://www.nursingsociety.org>

## **OTHER STATES HEALTH WORKFORCE DEVELOPMENT/ RECRUITMENT**

- **Alaska**
  - Health Planning & Systems Development Unit  
[http://www.hss.state.ak.us/commissioner/Healthplanning/workforce/workforce\\_home.htm](http://www.hss.state.ak.us/commissioner/Healthplanning/workforce/workforce_home.htm)
- **Arizona**
  - Arizona Department of Health Services, Division of Public Health – Bureau of Health Systems Development (HSD), <http://www.azdhs.gov/hsd/index.htm>
  - \*\* Arizona Hospital and Healthcare Association - *Healthcare Workforce*,  
<http://www.azhha.org/public/workforce>
- **Colorado**
  - \*\* Colorado Rural Health Center – Colorado Provider Recruitment Program (CPR)  
<http://www.coruralhealth.org/cpr>
- **Connecticut**
  - \*\* Connecticut Health Care Workforce Coalition,  
<http://www.ctahec.com/workforceCoalition/aboutWorkforce.cfm>
- **Delaware**
  - Delaware Health and Social Services, Division of Public Health  
<http://www.dhss.delaware.gov/dhss/dph/hsm/opshome.html>
- **Florida**
  - Department of Health – Office of Health Professional Recruitment  
<http://www.doh.state.fl.us/Workforce/recruit1/index.html>

- **Georgia**
  - \*\* Georgia Health Careers Resource Clearinghouse (HCRC), <http://gainweb.mercer.edu/ghcrc>
- **Hawaii**
  - State of Hawaii HB212 CDI Report: *Health Care Workforce Database; Supply, Demand, and Distribution* House of Representatives Twenty-Fourth Legislature, 2007  
[http://www.capitol.hawaii.gov/session2007/bills/HB212\\_CD1\\_.htm](http://www.capitol.hawaii.gov/session2007/bills/HB212_CD1_.htm)
- **Iowa**
  - Iowa Department of Public Health – Center for Health Workforce Planning  
[http://www.idph.state.ia.us/hpcdp/workforce\\_planning.asp](http://www.idph.state.ia.us/hpcdp/workforce_planning.asp)
  - \*\* Iowa Hospital Association - *Health Careers*, <http://www.ihaonline.org/careers/careers.shtml>
- **Kansas**
  - Kansas Department of Health and Environment – Primary Care Office  
[http://www.kdheks.gov/olrh/pc\\_overview.htm](http://www.kdheks.gov/olrh/pc_overview.htm)
  - \*\* Kansas Hospital Association – Health Careers, <http://www.kha-net.org/HealthCareers/default.aspx>
- **Louisiana**
  - Louisiana Department of Health and Hospitals – Recruitment and Retention Unit  
<http://www.dhh.louisiana.gov/offices/page.asp?id=88&detail=3818>
- **Maine**
  - Office of Rural Health and Primary Care, <http://www.maine.gov/dhhs/boh/orhpc>
- **Maryland**
  - Maryland Department of Health and Mental Hygiene – Maryland Statewide Commission on the Shortage in the Health Care Workforce (MSCSHW), <http://www.dhmh.state.md.us/mscshw/index.html>
  - \*\* Maryland Hospital Association - Ideas in Action e-Newsletter,  
[http://www.mdhospitals.org/mha/Ideas\\_in\\_Action/index.htm](http://www.mdhospitals.org/mha/Ideas_in_Action/index.htm)
- **Michigan**
  - \*\* Michigan Health Council - *Health Opportunities for Today and Tomorrow*, <http://www.mihott.com>
  - Michigan Healthcare Workforce Center, <http://www.michigan.gov/healthcareworkforcecenter>
- **Minnesota**
  - Minnesota Department of Health – Office of Rural Health and Primary Care  
<http://www.health.state.mn.us/divs/chs/workforce/home.htm>
  - \*\* Minnesota Hospital Association - *My First Day* and *Workforce*, <http://www.myfirstday.org>
- **Montana**
  - \*\* An Association of Montana Health Care Providers (MHA, formerly the Montana Hospital Association)  
<http://www.mtha.org/index.htm>
  - Montana Department of Public Health & Human Services – Public Health System Improvement and Preparedness Bureau, <http://www.dphhs.mt.gov/PHSD/phsi/phsi-index.shtml>
  - \*\* Montana State University – Division of Health Sciences, <http://www.montana.edu/dhs>

- **Nebraska**
  - Nebraska Department of Health & Human Services, <http://www.hhs.state.ne.us/index.htm>
  - \*\* Nebraska Hospital Association - Workforce Shortage, <http://www.nhanet.org/workforce/index.htm>
- **Nevada**
  - \*\* Medical Education Council of Nevada, <http://www.medicine.nevada.edu/dept/cehso/mecon/index.html>
  - Primary Care Development Center (PCDC)  
[http://health.nv.gov/index.php?option=com\\_content&task=view&id=124&Itemid=212](http://health.nv.gov/index.php?option=com_content&task=view&id=124&Itemid=212)
  - \*\* University of Nevada School of Medicine – Office of Rural Health,  
<http://www.medicine.nevada.edu/dept/cehso/orh.html>
- **New Hampshire**
  - New Hampshire Department of Health & Human Services,  
[http://www.dhhs.state.nh.us/DHHS/DHHS\\_SITE/default.htm](http://www.dhhs.state.nh.us/DHHS/DHHS_SITE/default.htm)
  - \*\* New Hampshire Hospital Association, <http://www.nhha.org/index-nhha.php?nhha>
- **New Jersey**
  - New Jersey Department of Health & Senior Services, <http://www.state.nj.us/health>
  - \*\* New Jersey Hospital Association - Center for Nursing and Health Careers,  
<http://www.njha.com/healthrecruitment>
- **New York**
  - \*\* Center for Health Workforce Studies, <http://chws.albany.edu>
  - New York State Public Health Workforce Task Force  
[http://www.health.state.ny.us/prevention/public\\_health\\_works/public\\_health\\_workforce\\_task\\_force](http://www.health.state.ny.us/prevention/public_health_works/public_health_workforce_task_force)
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<http://www.ga.unc.edu/NCCN/research/quickfacts/Supply%20Demand%20Forecast%20QF.pdf>
  - North Carolina Health Professions Data Systems, [www.shopscenter.unc.edu/hp](http://www.shopscenter.unc.edu/hp)
  - \*\* Public Health Workforce Development System,  
<https://publichealthpreparedness.org/mc/info/about.jsp>
  - \*\* University of North Carolina, Chapel Hill – Southeast Regional Center for Health Workforce Studies,  
<http://www.healthworkforce.unc.edu/index.html>
- **North Dakota**
  - POLICY BRIEF: *North Dakota Health Care Workforce*, Center for Rural Health, University of North Dakota School of Medicine & Health Sciences, April 2007 <http://medicine.nodak.edu/crh>
  - \*\* University of North Dakota Center for Rural Health – Rural Health Workforce  
<http://www.med.und.nodak.edu/depts/rural/rhw/index.html>
- **Oklahoma**
  - \*\* Oklahoma Health Care Workforce Center, <http://www.okhealthcareworkforce.com>

- \*\* Oklahoma Hospital Association - Be the Difference, Chose Health Care, <http://www.okhealthcareers.com>
- **Oregon**
  - \*\* Oregon Association of Hospitals and Health Systems (OAHHS) <http://www.oahhs.org/issues/workforce.php>
  - \*\* Oregon Healthcare Workforce Partnerships (OHWP), <http://www.ohwp.org>
  - \*\* Oregon Hospital Association - Health Careers, <http://www.oregonhealthcarecareers.net>
- **Pennsylvania**
  - \*\* The Hospital and Healthcare Association of Pennsylvania - Health Careers <http://www.pahealthcareers.org/Home.htm>
  - The Pennsylvania Center for Health Careers <http://www.paworkforce.state.pa.us/about/cwp/view.asp?a=471&q=152435>
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  - \*\* Health Career Education Resources in South Carolina, <http://ahec.library.musc.edu/hcer/about.php>
- **South Dakota**
  - \*\* South Dakota Association of Healthcare Organizations – Health Careers <http://www.sdaho.org/healthcareer.htm>
  - South Dakota Department of Health – Rural Health Workforce Development <http://doh.sd.gov/RuralHealth/workforce.aspx>
  - South Dakota Healthcare Workforce Center, <http://doh.sd.gov/RuralHealth/workforce.aspx>
- **Tennessee**
  - \*\* Hospital Education & Research Foundation – Center for Health Workforce Development <http://www.healthworkforce.org/index.htm>
  - Tennessee Center for Health Workforce Development, [www.healthworkforce.org/about](http://www.healthworkforce.org/about)
  - Tennessee Department of Labor & Workforce Development – Workforce Development Division <http://www.state.tn.us/labor-wfd/empwfd.html>
  - \*\* Tennessee Hospital Association – Career Moves, <http://www.tha.com/career/index.htm>
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  - Texas Department of State Health Services Center for Health Statistics USER MANUAL: *Texas Hospital Inpatient Discharge Public Use Data File (PUDF)*, 2006, <http://www.dshs.state.tx.us/THCIC/Hospitals/UserManual.pdf>
  - Texas Health Care Policy Council, <http://www.governor.state.tx.us/divisions/bpp/thcpc>
  - Texas Health Professions Resource Center, [www.dshs.state.tx.us/chs/hprc/default.shtm](http://www.dshs.state.tx.us/chs/hprc/default.shtm)
- **Virginia**
  - Department of Health – Office of Minority Health and Public Health Policy <http://www.vdh.virginia.gov/healthpolicy/healthcareworkforce>
  - \*\* The Northern Virginia Health Care Workforce Alliance (NVHCWA) <http://www.novahealthforce.com/about/index.html>

### ➤ Wyoming

- Wyoming Department of Health, Community & Rural Health Division – Office of Rural Health  
<http://wdh.state.wy.us/familyhealth/rural/index.html>
- \*\* Wyoming Healthcare Commission, <http://www.wyominghealthcarecommission.org>

\*\* *Non-government entities*

## PHYSICIAN

- American Medical Student Association, <http://www.amsa.org>
- Associations of American Medical Colleges, <http://aamc.org>
- Division of Occupational and Environmental Medicine: *University of California, Irvine Occupational Medicine Residency Program Overview*, March 2008 <http://www.ucihs.uci.edu/som/oem/rsidency/overview.htm>
- Institute of Medicine, [www.iom.edu](http://www.iom.edu)
- Medical Board of California, <http://www.medbd.ca.gov>
- University of California Admissions and Shortages in the Health Care Workforce: *Workforce Diversity - Addressing Health Status Disparities and the Distribution of Physician Services in California*, February 2005, <http://www.sen.ca.gov>

## REGIONAL AND LOCAL EFFORTS TO ADDRESS HEALTHCARE WORKFORCE ISSUES

1. *American Medical Student Association at American River College (AMSA ARC)*: <http://www.amsaarc.org> . AMSA ARC hosts the largest pre-med conference in the country, where over 30 deans of admission from top medical schools attend. This conference targets community college students. AMSA ARC also participates in various mentorship programs and community service activities, advocating in the Sacramento region.
2. *Cedars-Sinai Medical Center's Youth Employment and Development Program (YED)*: <http://www.csmc.edu> . Located in Los Angeles, Cedars-Sinai is dedicated to having training programs such as YED that meet the ethnic and cultural needs of the diverse community that the Medical Center serves.
3. *California Health Science Educator's Institute (Institute)*: <http://www.cde.ca.gov/nr/ne/yr07/yr07rel79.asp> . Funded by the Workforce Investment Act as a partnership project between the California Department of Education and the California Labor and Workforce Development Agency, the Institute offers grants to school sites involved in health science career pathways around the local Los Angeles area.
4. Center for The Health Professions: *"Collecting Health Workforce Data In California"* [http://futurehealth.ucsf.edu/pdf\\_files/Collecting%20Workforce%20Data.pdf](http://futurehealth.ucsf.edu/pdf_files/Collecting%20Workforce%20Data.pdf)
5. *Fresno City College: Nursing Paradigm Program*: <http://www.fresnocitycollege.edu/healthscience/nursing> . The Paradigm Program shares with Fresno City College in the responsibility of training eligible community employees who have the ambition to join the nursing profession and to keep the "home-grown" nurses after they have met their 24-month commitment.
6. *LA Health Action- Nursing Workforce Shortage Committee*: <http://lahealthaction.org> . As a program office of The California Endowment, LA Health Action desires to expand access to health coverage and care for all Los Angeles County residents through policy and advocacy, coalition building, the linking of existing resources, and grant-making.

7. *Miller Children's Hospital and CSU Long Beach Nursing Program*: <http://www.ced.csulb.edu> . CSU Long Beach and the Miller Children's hospital have created a program expanding the capacity for nursing students by over a hundred.
8. *OSHPD's Healthcare Workforce and Community Development Division (HWCDD)*: <http://www.oshpd.ca.gov> HWCDD has a goal of developing a culturally competent healthcare workforce for all Californians through community-based recruitment, training, placement, and retention partnerships.
9. *CSU Partnering for Greater Access to Higher Education – Statewide*: [http://www.calstate.edu/executive/speeches/2006/20061212\\_cpec.ppt](http://www.calstate.edu/executive/speeches/2006/20061212_cpec.ppt) . Partnerships between CSU Chancellor's Office, all 223 CSU Campuses, and church and community organizations.
10. *Sacramento City College (SCC)/Sutter Center for Health Professions (SCHP)*: [http://www.scc.losrios.edu/nursing/ec\\_faq.html](http://www.scc.losrios.edu/nursing/ec_faq.html) . SCC offers students an Associate Degree Nursing Program at their extended campus. Being partially funded by SCHP, the program is provided by the Los Rios Community College District and Sacramento City College.
11. *Sacramento Employment Training Agency (SETA)*: <http://www.seta.net> . SETA proposes a distance education internet course for a Bachelor of Science in Nursing.
12. *Sierra College Departmental Final Exam for English A- Sierra Foothills, CA*: <http://lrc.sierra.cc.ca.us/writingcenter/#WritingModule> . A program of Sierra College at their Rocklin, Roseville, Nevada county and Tahoe/Truckee campuses.
13. *The Bay Area Nursing Resource Center*: <http://bayareanrc.org> . The Nursing Resource Center utilizes a Web-based computer software system, or Centralized Clinical Placement System, which helps to decrease the nursing shortage.
14. *The Bay Area Workforce Funding Collaborative (BAWFC) and State Labor and Workforce*: <http://www.sff.org/programs/community-development/bawfc> .BAWFC is designed to strengthen and expand sectoral workforce development efforts in the Bay Area region by aligning and leveraging public and philanthropic funds for strategic investments.
15. *The K-16 Bridge Program in Victory Valley – Victorville, CA*, <http://k16.org/>. A partnership between Victor Valley College, CSU San Bernardino, all high schools in Victor Valley, and housed at the Lewis Center for Educational Research.
16. *The Gordon and Betty Moore Foundation*: <http://www.moore.org> . The Foundation announced a commitment of \$100 million in grant funds over an 11 year period to launch the Betty Irene Moore School of Nursing at the University of California, Davis.
17. *UC Davis Health System*: <http://www.ucdmc.ucdavis.edu/welcome>. The UC Davis Health System hosted a career day for high school students in order to educate them in regards to health career options available in the Sacramento area.