



Santa Cruz County Health Workforce Council Charter

Mission

Through funding from Workforce Santa Cruz County (2021-2023) and the California Workforce Development Board, in partnership with the Labor and Workforce Development Agency, via the High Road Training Partnerships Resilient Workforce Program (2023-2026), our Workforce Development Program aims to build, strengthen and diversify the Santa Cruz County healthcare workforce with qualified individuals who can best support and provide health services to the community. Our workforce goals are to increase opportunities for Santa Cruz County residents to advance in health professions and align and expand education and training through pipeline programs, work-based learning, and continued professional development.

Genesis

In alignment with the [Future Health Workforce Commission](#)'s key strategies and building off of the qualitative data in our [Health Workforce Listening Tour in Santa Cruz County: Findings and Recommendations for the Santa Cruz County Health Workforce Council](#) the Health Workforce Council was launched in June, 2022, structured to reflect a comprehensive representation of the healthcare workforce tracks identified from our report: behavioral health and health social workers, community health workers, medical assistants, nurses, physicians, pediatricians, and clinicians, and surgical technicians. After the first year of convening the council workgroups, members' input aided in creating a report, [Santa Cruz County Health Workforce Council: 2023 Workforce Report and Recommendations](#), identifying the following for each health workforce track: an inventory of available training, a gap analysis between the training available and the needs of employers, and recommendations for solutions.

Purpose

Through partnership development and creative problem solving, the council structure will elevate priorities and co-create work plans resulting in early achievements, and commitments to long-term goals, while fostering shared accountability and investment in the development of the workforce needed to support the healthcare needs of our community. Within the Health Workforce Council, specialized work groups that align with the identified workforce tracks will motivate, prepare, and provide opportunities for Santa Cruz County residents to succeed in the



healthcare profession. Each workforce track will have a champion identified to mobilize leaders and organizations to collaborate and invest in local planning for the future of the healthcare workforce in our county. Workgroups will share their progress at quarterly Health Workforce Council meetings as appropriate.

Workgroups Vision

Below is a list that describes our vision of what the Health Workforce Council workgroups can accomplish to assess, build, and maintain the council's goals. Specific, achievable short and long-term goals can be added to ensure the council's vision(s) is actualized. The workgroups will provide regular reports at quarterly Health Workforce Council meetings on the progress of each of the following:

1. Include data in our baseline assessments to be clear on the starting point from which to build and maintain
2. Articulate the problem(s) the workgroup is seeking to solve
3. Ensure strategies are equitable, diverse, and inclusive
4. Develop work plans, timelines, and deliverables
5. Share resources to facilitate partnerships
6. Enable peer-partnering and collaborative learning

Workgroups Guiding Principles

The following are guiding principles for the workgroup members that are key to keeping the workgroups, membership, and work aligned with the purpose of the Health Workforce Council. Workgroup champions and members will commit to the following:

- Attend monthly workgroup(s) meetings and quarterly Health Workforce Council meetings (June, September, December, and March)
- Follow-up on action items and deliverables from workgroup(s)
- Take evidence and data-based approach to changes
- Maintain strong workgroups to serve our community and strengthen trust among all community partners
- Establish a multidirectional communication strategy among workgroup members and stakeholders to execute the mission of the Health Workforce Council



- Keep equity, diversity, and inclusion as guiding principles in ongoing activities and work
- Engage activated members who are committed to meaningful improvement and collaboration
- Ensure organized and highly productive meetings
- Provide opportunities for members to exchange workforce data and resources
- Be innovative in addressing traditional problems in nontraditional ways

Timeline

The council workgroups meet monthly, the Health Workforce Council meets quarterly, and the Health Improvement Partnership's community forum is held annually. Additionally, we will conduct a second listening tour with key stakeholders and produce a report in June 2025 that includes the following: findings on the effectiveness of Health Workforce Council, needs analysis on Health Workforce Council continuation, and sustainability or discontinuation plan to implement by March 2026.