



**THE**  
**CONVERGENCE**

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# What is The Convergence?

The Convergence is a unique collaboration amongst **health industry executives and higher education** to overcome barriers and improve the much needed pipeline of health professionals for Inland Southern California.

Includes public and private sector higher education. *This is not typical in higher education*

We believe it's a first and, potentially, a **national model**.

This innovative, state-of-the-art public/private partnership will bring the **best from the region back to the region**.



# What is The Convergence?

- We started in 2012, with Presidents of Higher Ed initially collaborating with the purpose of increasing the health professions pipeline for healthcare degrees, licenses and certificates
- We then approached health industry partners and cities to join the initiative.
- All entities, whose CEO and Presidents are willing to personally engage and support the goals of The Convergence, are invited to join.



# What is The Convergence?

**This is executive leaders working at the policy  
and systems level**

*More programmatically-based issues and projects are addressed  
through the Inland Coalition's sub-regional Nexus Groups*



# The Convergence Leadership Team



Dr. Devorah Lieberman, President of the University of La Verne;



Dr. Deborah Freund, Paul O'Neill-Alcoa Chair in Policy Analysis Sr. Principal Researcher, RAND



Harris Koenig, President and CEO, San Antonio Regional Hospital



Diana Fox, Executive Director, Reach Out Backbone Agency for The Convergence & Inland Coalition



# Why The Convergence? Why Now?

- With the growth in Inland Southern California, and the aging of the population, health care needs are growing beyond our abilities to serve.

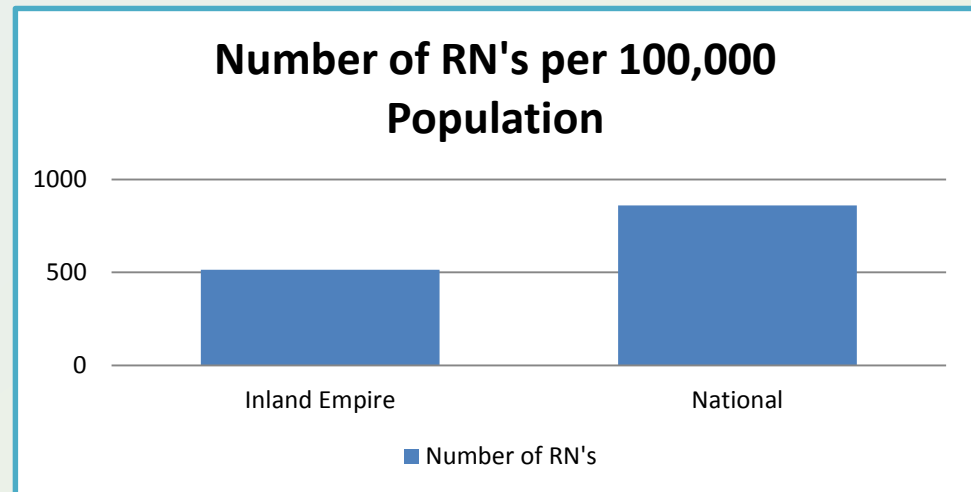


# Why The Convergence? Why Now?



**There is already a shortage of health professionals including doctors, nurses**

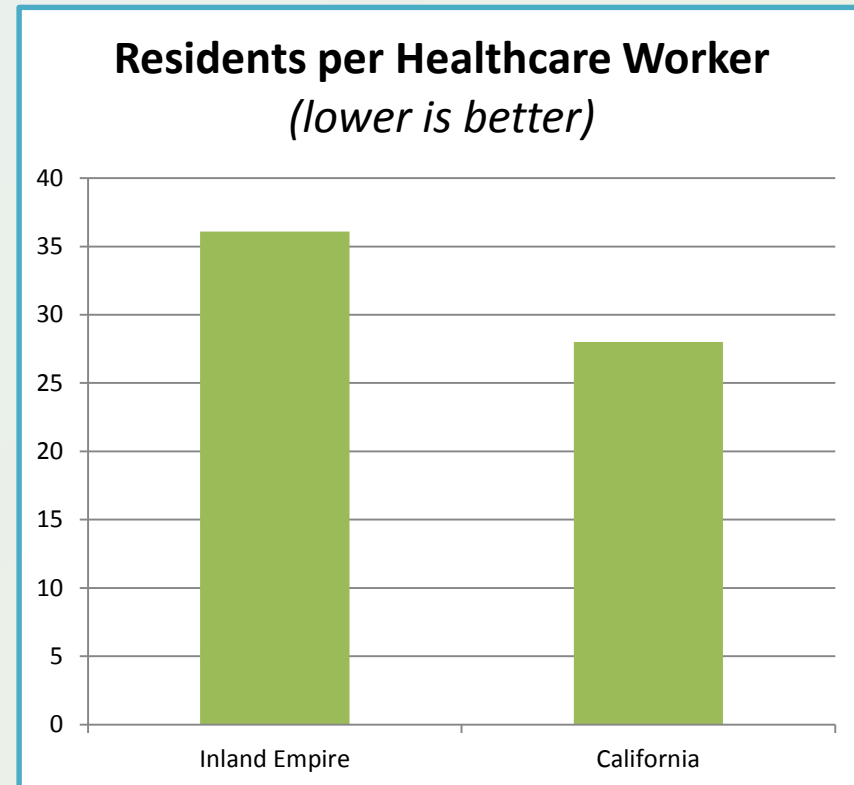
- The Inland region has the lowest number of primary care (43) and specialist physicians (77) per 100,000 people of any of California's nine regions.
- One example – the nursing shortage:



# Why The Convergence? Why Now?



- The Inland region has the lowest # of primary care physicians (43) and specialists (77) per 100,000 of any CA region.
- IE has 36.1 people for every health care worker of any type. (Husing, 2014)





# Why The Convergence? Why Now?



- The healthcare workforce accounts for about **8% of the total workforce** in the Inland Empire, employing more than 115,000 people – **this means big opportunity** for the health sector to impact the *economy of our region*.





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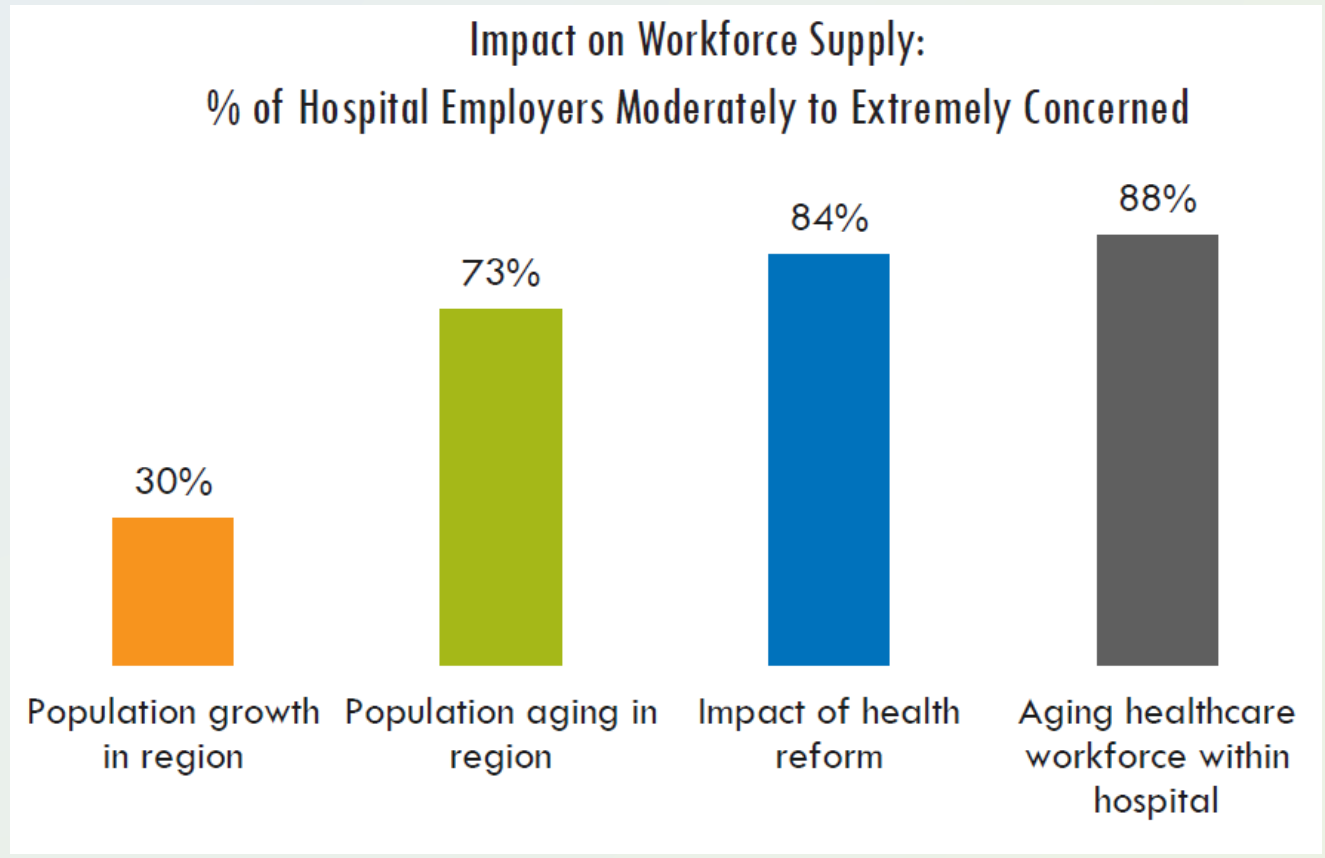
## Balance the *Opportunity* with the *Need*:

- Inland Southern California has some of the **worst health outcomes** in the state and the nation
- The Convergence prioritizes the needs of our region, focusing on social justice and equity



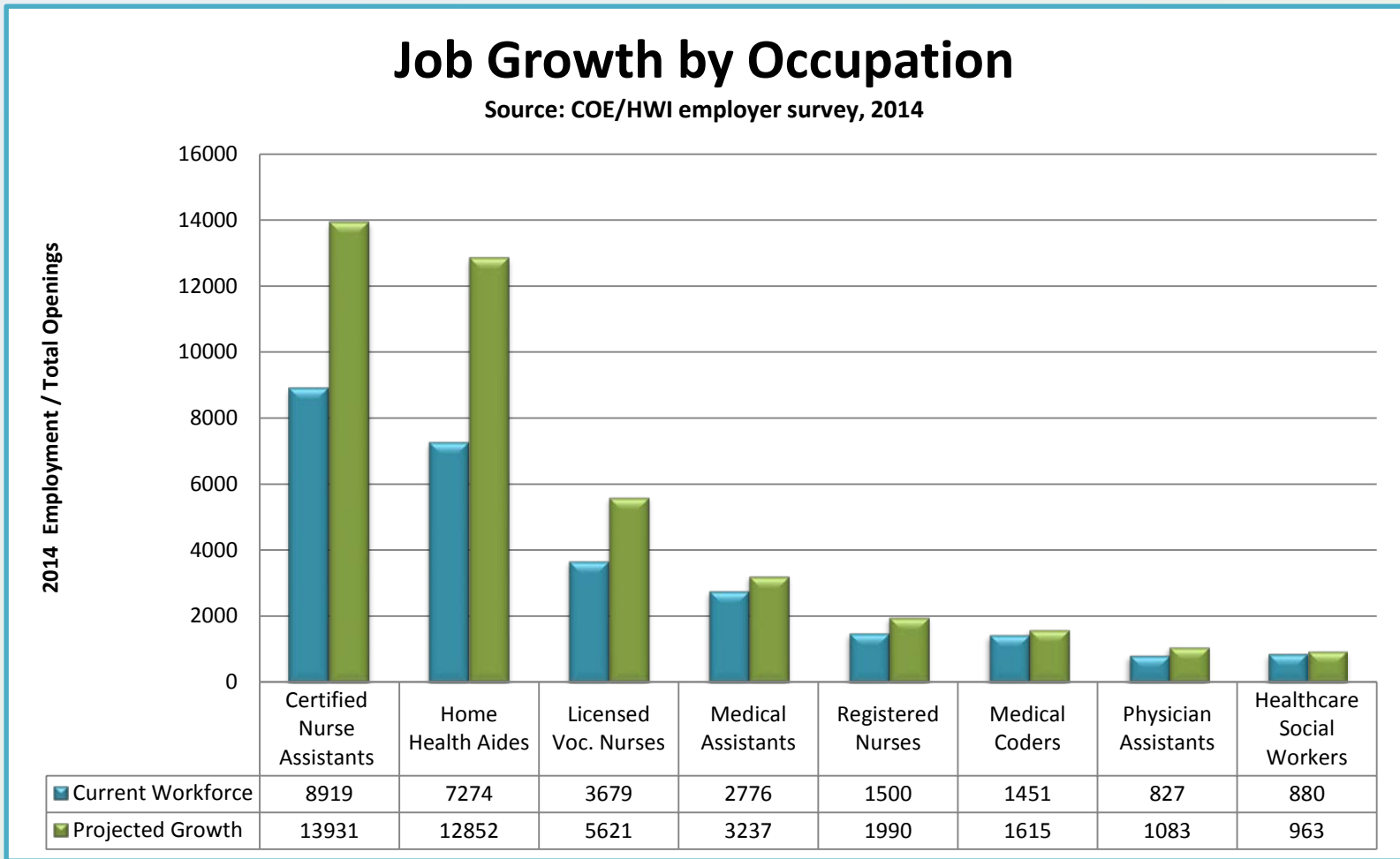
# Why The Convergence? Why Now?

- Employer Challenges – In California, the majority of hospitals share that healthcare reform, the aging hospital workforce, and the aging population will have a significant impact on the state’s ability to keep up with healthcare workforce demand.



# Why The Convergence? Why Now?

- The shortage will grow and will be exacerbated by the Affordable Care Act.



# Members of The Convergence

## *Member Hospitals:*

**Arrowhead Regional Medical Center**

**Casa Colina**

***Dignity Health: St. Bernardine Medical Center and Community Hospital of San Bernardino***

**Eisenhower Medical Center**

***Kaiser Permanente: Fontana Medical Center and Ontario Medical Center***

**Palo Verde Hospital**

**Parkview Community Hospital Medical Center**

**Pomona Valley Hospital Medical Center**

***Prime Healthcare: Chino Valley Medical Center, Montclair Hospital Medical Center and Desert Valley Hospital***

***Riverside Community Hospital***

**Redlands Community Hospital**

**San Antonio Regional Hospital**

**San Geronimo Memorial Hospital**



# Members of The Convergence

## *Higher Education Members:*

**Azusa Pacific University**

**California Baptist University**

**California State Polytechnic University, Pomona**

**California State University San Bernardino**

**Claremont Graduate University**

**Loma Linda University**

**Moreno Valley College**

**Mt. San Antonio College**

**Norco College**

**Riverside City College**

**San Bernardino Valley College**

**University of California, Riverside**

**University of La Verne**

**Western University of Health Sciences**



# Members of The Convergence

## *Healthcare Payer Members:*

**Inland Empire Health Plan**

## *Health Provider & Partner Members:*

**AltaMed**

**City of Murrieta**

**EPIC Management, L.P.**

**Inland Empire Economic Partnership**

**Lewis Operating Corp.**

**Riverside County Economic Development Agency**

**Reach Out**

**San Bernardino County Public Health**

**San Bernardino County Workforce Development**



# The 5 Goals of The Convergence

1. Build a health workforce intelligence system.  
System will also include monitoring of emerging and future health professions.
  - Partnership developed with *Riverside County Economic Development Agency* and *San Bernardino County Workforce Development*
  - *The generosity of Randall Lewis has made it possible for ULV to designate a paid Fellowship to this work*
2. Adopt internal policies among employers to recruit locally and hire locally.





# The 5 Goals of The Convergence

3. Develop articulation agreements among K-20 institutions to share courses and human capital.
  - Formed articulation Committee headed by Dr. Paul Parnell, President of Norco College



# The 5 Goals of The Convergence

4. Develop a “Homegrown Workforce” campaign that encourages students/residents to train and practice in the region.
  - Developing “Healthcare for Me in the IE” social media campaign with the San Bernardino Metro Nexus Group
  
5. Focus on diversity and linguistically and culturally proficient students.
  - Not only are our health outcomes not good, there are significant health disparities between racial, ethnic and socio-economic groups



# Accomplishments on the 5 Goals

- Employer representatives are working to construct a toolkit for employers to adopt local hiring preference language to be used in the “Preferred/Desired Qualifications” section of all job descriptions, along with model core value and/or strategic priority statements that organizations can adopt as part of the overall strategic planning and guiding documents.
- Secondly, the committee will construct a tool kit for students and teachers to be aware of the hiring opportunities, and how to calculate total compensation vs. the cost of living, painting the picture of resources and advantages in the region.



# Accomplishments on the 5 Goals

To help reach our goals on diversity, The Convergence is partnering with Health Career Connections and Jeff Oxendine as a primary strategy to increase diversity and cultural proficiency for our region by focusing on obtaining high-quality internships for local students.



# Accomplishments on the 5 Goals

The Articulation/Human Capital Committee is focusing on:

- Regional Promotion of CATEMA.com-- Career And Technology Education Management Application (CATEMA®) for managing articulation credit information
- Regional use of Cal-PASS Plus
- Anatomy and Physiology articulation and alignment across high schools and higher education.



# The 5 Goals of The Convergence

6. *What else should we do?*

– We Want Your Ideas!



# For More on The Convergence

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