



## Opportunity 4: Workforce — Potential Actions by Stakeholder

*Increase the number of clinicians with specialist and generalist palliative care training and credentials.*

**Action: Expand and strengthen the workforce by increasing educational opportunities for specialty palliative care clinicians, particularly for clinicians of color.**

**Action: Increase generalist palliative care training and skills for non-palliative care clinicians.**

### Health Plans

- ▶ Pay for generalist palliative care (PC) training for non-PC clinicians who care for people with serious illness (oncology, heart failure, renal failure, COPD).
- ▶ Incentivize process improvements to support generalist palliative care and integrate with workflow (e.g., electronic health record fields for goals of care).

### Health Systems and Community-Based Providers

- ▶ Increase fellowship programs for specialty PC.
- ▶ Develop financial and nonfinancial incentives for PC fellows, particularly PC doctors of color, to practice in California (e.g., housing stipends, mentorship programs).
- ▶ Develop flexible mid-career pathways into PC.
- ▶ Build relationships with local teaching programs to increase visibility of PC as a career option.
- ▶ Implement generalist PC programs that involve service line / specialty PC partnership and include training, workflow changes, and ongoing measurement.

### Clinicians Who Care for People with Serious Illness

- ▶ Help recruit new clinicians into the field.
- ▶ Mentor clinicians of color starting their careers in PC.
- ▶ Non-PC specialists can seek out or participate in generalist PC training and/or colead workflow and integration in their service line with a specialty PC partner.

### State and Local Government Agencies

- ▶ Provide support for and supplemental funding to implement legislation such as the proposed Palliative Care and Hospice Education and Training Act (PCHETA).
- ▶ Support policies to adopt standards for generalist PC training and credentialing.

### Serious Illness Advocates and Educators

- ▶ Encourage stakeholders to contact legislators to support relevant workforce legislation such as PCHETA.
- ▶ Advocate for and organize coalitions around a more robust evidence base for generalist PC.
- ▶ Advocate for and organize coalitions around minimum standards for generalist PC training and certification.

### Philanthropy

- ▶ Support policy to reform graduate medical education to better support more palliative care clinicians (e.g., PCHETA, changes to Medicare financing).
- ▶ Fund a more robust evidence base for generalist PC, minimum standards for certification, and implementation that includes training, workflow changes, and measurement.

Note: Please be aware that these opportunities and potential actions by stakeholder are part of the California Health Care Foundation's project aimed at describing the progress of palliative care in California and identifying key remaining opportunities. These potential actions serve as examples of how various stakeholders can contribute to the ongoing advancement of palliative care. They are intended to stimulate thought and strategic planning, and the list should not be considered exhaustive. **To learn more, visit [www.chcf.org/resource-center/californias-palliative-care-evolution](http://www.chcf.org/resource-center/californias-palliative-care-evolution).**