

Central Valley Nursing Work Force Diversity Initiative Project Evaluation

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California is facing a nursing shortage crisis. Recent data show that the Southern/Central Valley is experiencing one of the most severe nursing shortages in the state. Additionally, ethnic minority and other disadvantaged group representation in the Central Valley nurse work force are extremely low. Nursing stakeholders in the area have been meeting to address the nursing crisis.

The California Endowment Central Valley Nursing Work Force Diversity Initiative is a three-year strategy to address the shortage by targeting underrepresented groups of Californians in nursing training and career development. The initiative includes varying strategies such as scholarships and fellowships, capacity building at 6 targeted nursing schools, policy and advocacy at the local, state and federal levels, marketing & cultural competency technical assistance. These strategies will not only tap into a previously underutilized pool of Californians, but will also improve the diversity of the nursing work force.

Regional Cluster Evaluation: Work force diversity is a relatively new area of study. An evaluation is being conducted by the University of California, San Francisco, Center for California Health Workforce Studies to measure the impact of the program's various efforts to both increase the regional nursing work force diversity and strengthen the capacity of regional stakeholders to take on work force diversity issues over the long-term. The rigorous design of the evaluation should also help to advance the field of work force diversity. This evaluation will help inform The Endowment's future program development, and present findings that have the potential to leverage institutional and policy reform.