

California Health Professions Consortium

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Our Vision



A healthier California where all receive equitable, affordable, and quality health care.

Our Mission



HCAI expands equitable access to quality, affordable health care for all Californians through resilient facilities, actionable information, and the health workforce each community needs.

Health Workforce Development

- Support and increase a health workforce that:
 - Serves medically underserved areas.
 - Represents the California it serves through racial and language diversity
 - Serves Medi-Cal members.
- Offer programs that provide financial support for:
 - Organizations expanding educational capacity
 - Individuals to pursue health careers (scholarship and loan repayment)
 - Organizations to build the workforce pipeline



Education Capacity Expansion Programs (1/4)

Song-Brown Training Program

- Supports education and training programs:
 - Registered Nursing
 - Awarded \$17 million to 32 program training 565 nurses
 - Family Nurse Practitioner, Physician Assistant, Certified Nurse Midwives, and Licensed Midwives
 - Primary Care Residency/Graduate Medical Education
 - Awarded \$49.6M to 54 organizations in January 2023
- New funding to add support for nurse practitioner and physician assistant fellowships
- [Watch this Testimonial from Shasta Community Health Center](#)

Education Capacity Expansion Programs (2/4)

Psychiatry Education Capacity Expansion

- Supports programs building or expanding psychiatry residency, child/adolescent psychiatry fellowships, addiction psychiatry, and psychiatric mental health nurse practitioner (PMHNP) training
- Recent \$37.6M awards supported 15 organizations and adds 703 new PMHNP student slots and 45 psychiatry resident/fellows slots.

Social Work Education Capacity Expansion Grant Program

- Building and expanding Bachelor of Art in Social Work and/or Master of Social Work(MSW) programs
- Recent \$58.2M awards supported expansion of social work education at 22 schools and added 835 new student slots.

Education Capacity Expansion Programs (3/4)

Train New Trainer (TNT) Primary Care Psychiatry Fellowship Scholarship

- Year-long program for primary care providers to receive advanced training in primary care psychiatry
- 176 scholarship awarded

Train New Trainers (TNT) Primary Care -Training and Education in Addiction Medicine

- Year-long program for primary care providers to receive training on the most frequently encountered pain and addiction-related disorders and treatments
- Scholarship application open now: [PC-Team Scholarship](#)

Education Capacity Expansion Programs (4/4)

Peer Personnel Training and Placement Program

- Recruits, trains, certifies, and places peer personnel to serve in public behavioral health and community-based settings
- Recent awards will recruit, train and place 1,700 new peer personnel

Certified Nursing Assistant/Home and Community Based Services

- Increases the clinical workforce of Certified Nursing Assistants (CNA), Home Health Aides (HHA), Licensed Vocational Nurses (LVN), and Registered Nurses (RN) throughout California

New Workforce Role: Wellness Coach

- The 2021-2022 Budget included a \$4.4 billion investment and five-year plan to transform the behavioral health system for children and youth
- HCAI received \$360M to design and develop the wellness coach workforce
- Wellness coaches will be a diverse workforce reflecting California's diversity serving youth where they live, study and work

Community Health Worker/Promotora/Representative (CHW/P/R) (1/2)

- Focuses on expanding this important health workforce among underserved communities through a CHW/P/R training and certification program
- Department of Health Care Services (DHCS)
 - Implemented a Medicaid State Plan Amendment (SPA) to bill reimbursable services to Medi-Cal.
- HCAI
 - Developing a certificate program to allow CHW/P/Rs to bill through Medi-Cal.
 - Outlining core competencies for CHW/P/R training programs and specialization training programs.
 - Developing specializations to include in the certificate process.

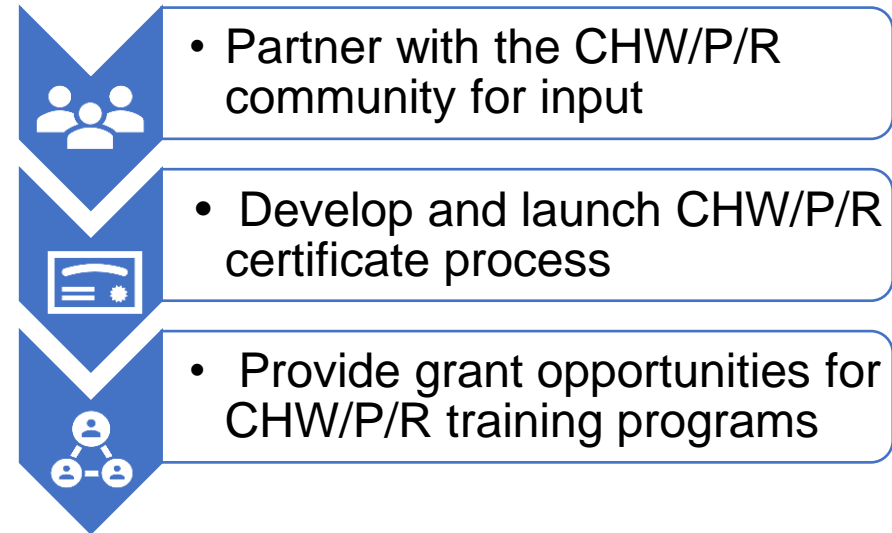
CHW/P/R) (2/2)



Goals

- Increase the CHW/P/R workforce in California
- Certify 15,000 CHW/P/Rs by 2028

Steps to achieve Goals



Recruitment and Retention Programs (1/2)

Loan Repayment Programs

- Allied Healthcare Loan Repayment Program
- Bachelor of Science Nursing Loan Repayment Program
- County Medical Services Program Loan Repayment Program
- Licensed Mental Health Services Provider Education Program
- Licensed Vocational Nursing Loan Repayment Program
- State Loan Repayment Program
- Steven M. Thompson Physician Corps Loan Repayment Program

[HCAI Loan Repayment Programs](#)

Recruitment and Retention Programs (2/2)

Scholarship Programs

- Advanced Practice Healthcare Scholarship Program
- Allied Healthcare Scholarship Program
- Associate Degree Nursing Scholarship Program
- Bachelor of Science Nursing Scholarship Program
- Licensed Vocational Nurse to Associate Degree Nursing Scholarship Program
- Vocational Nurse Scholarship Program

HCAI Scholarship Programs

Health Professions Careers Opportunity Program

The Health Professions Careers Opportunity Program (HPCOP) supports a variety of programs designed to increase the number of underrepresented individuals in health professions training and working in health careers. These include:

- **Health Professions Pathways Program (HPPP)**
 - Recruit and support students from underrepresented regions and backgrounds to pursue health careers.
 - A competitive grant opportunity to award organizations that will develop and implement health professions pathways programs that can include pipeline programs, summer internships, and post undergraduate fellowships.
- **Health Careers Exploration Program (HCEP)**
 - Strengthen the educational and social foundations by providing direct and indirect program support for underrepresented and/or disadvantaged individuals interested in pursuing healthcare careers.
 - HCEP awards up to \$25,000 to institutions to support conferences, workshops, or career exploration activities, exposing students to health careers.

Health Professions Pathway Program



Pipeline programs

- Comprehensive academic enrichment
- Career development
- Mentorship
- Advising to support students from underrepresented regions and backgrounds to pursue health careers



Paid Summer Internships - Settings

- Community health centers
- Public health departments
- Public behavioral health settings
- Geriatric providers
- Community-based initiatives that promote health equity



Fellowships

- One year post undergraduate and graduate fellowships

HPPP Update

In September 2022, HCAI provided \$40.8 million in grants

- Focus on students entering the fields of primary care, behavioral health, geriatrics, nursing, and oral and allied health
- Grants went to 20 organizations, from California State University and University of California institutions to community colleges and other teaching organizations
- These grants will support 32,800 students in 30 counties

- Next cycle: August 15, 2023
- New this cycle: support for post-bac programs



HCEP Update

In April 2022, HCAI provided over \$600,000 in program awards

- HCAI awarded 34 grants to fund Health Career Conferences/Workshops and Hands-on Experience in Healthcare
- The grants served the following counties: Alameda, Fresno, Los Angeles, Merced, Monterey, Riverside, Sacramento, San Bernardino, San Diego, San Francisco, and Ventura
- Next cycle: August 15, 2023
- Incorporated into HPPP



Health Workforce Education and Training Council

- 18-member public body
- Develop statewide graduate medical education (GME) and workforce training priorities.
- Advocate for additional funds and additional sources of funds to stimulate GME expansion in California.
- Provide technical assistance and support for establishing new GME and training programs in California.
- Increase workforce diversity and improve access to care for underserved and Medi-Cal populations.
- Focus on primary care, behavioral health, oral health, and allied health.

<https://hcai.ca.gov/workforce-capacity/california-health-workforce-education-and-training-council/>

Health Workforce Research Data Center

Assembly Bill 133 created the Health Workforce Research Data Center within HCAI.

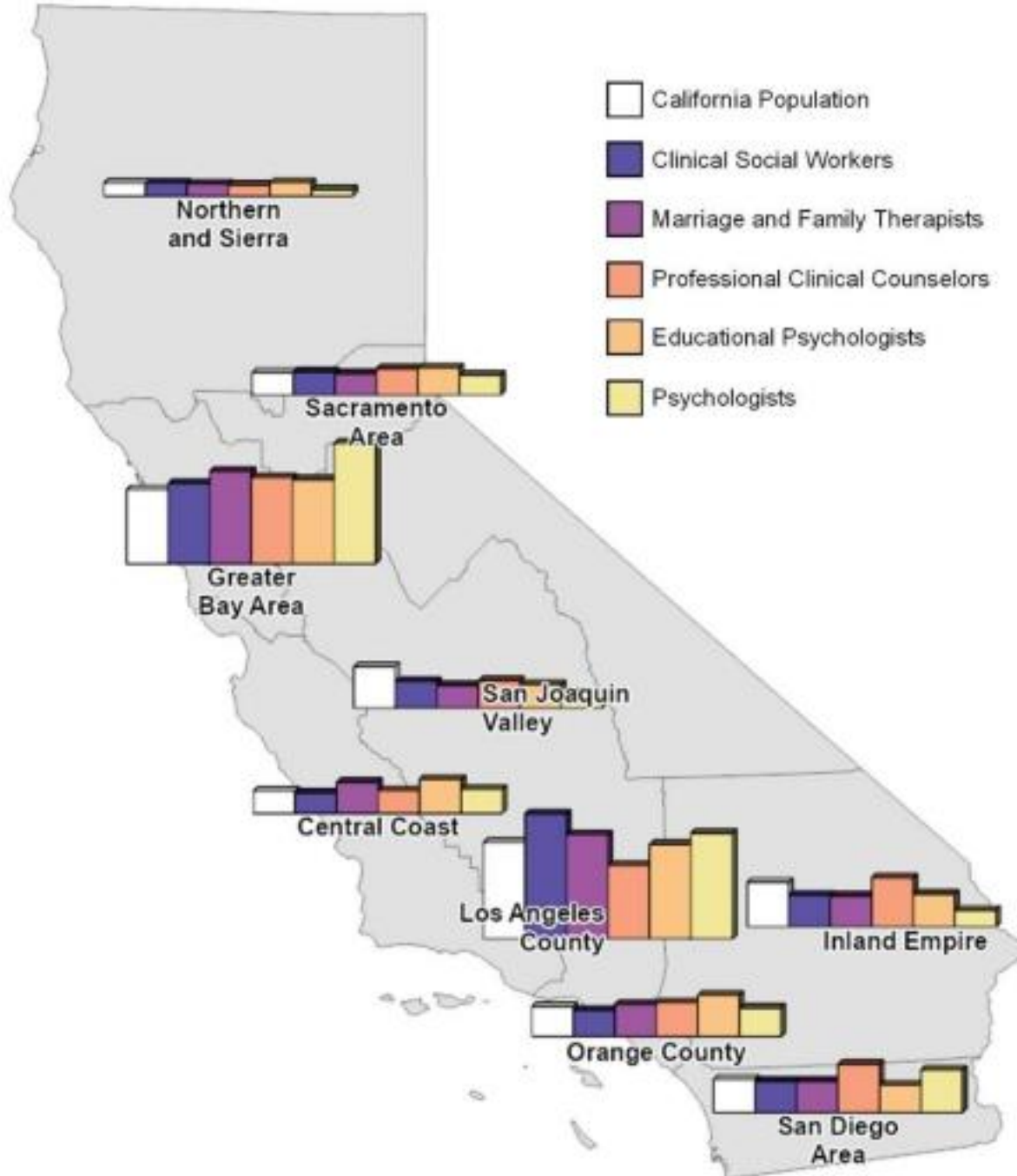
- Central source of health care workforce and education data.

Health and Safety Code §128051 directs HCAI to collect the following data:

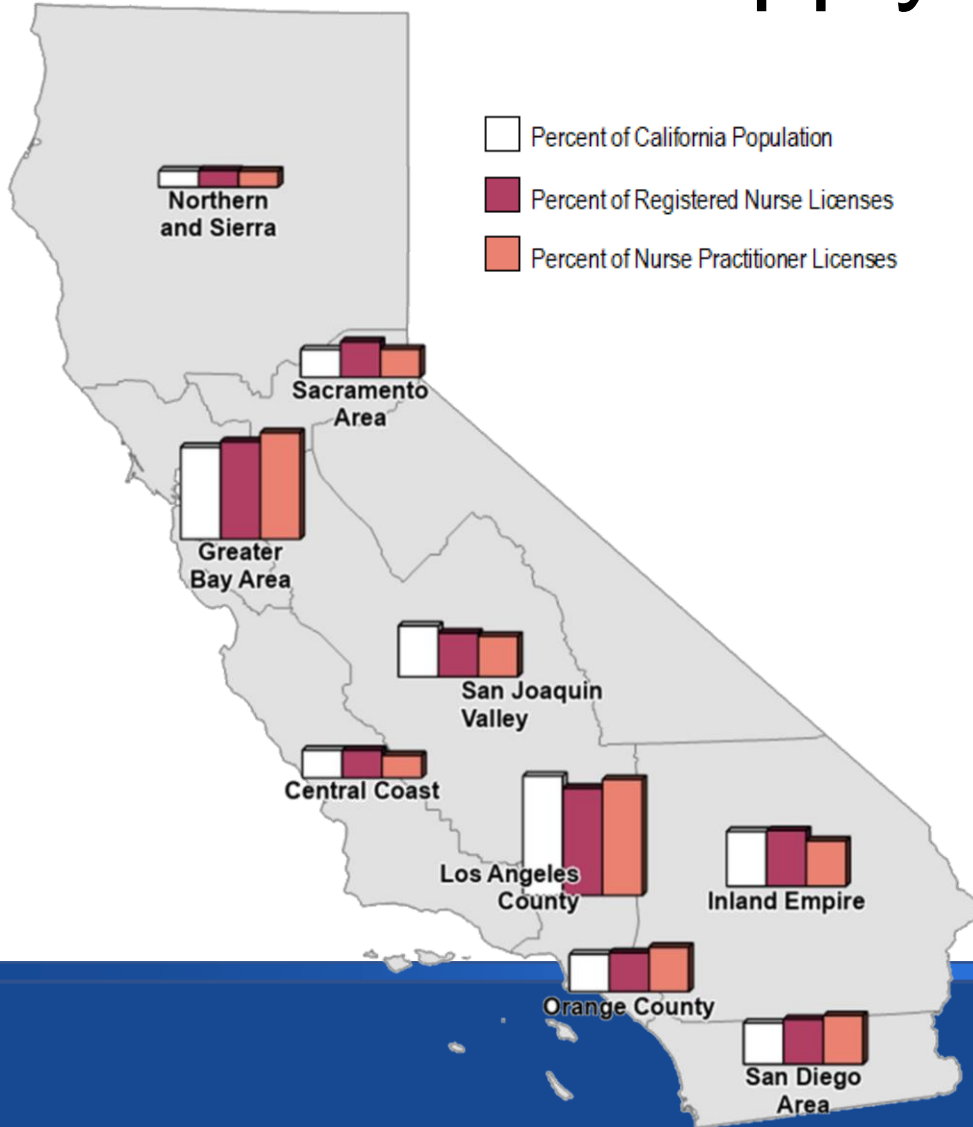
- Supply
- Geographical distribution
- Diversity
- Demand
- Educational capacity

<https://hcai.ca.gov/wp-content/uploads/2023/02/Research-Data-Center-Annual-Report-January-2023-1.pdf>

Workforce Supply: Licensed Behavioral Health



Workforce Supply: Nursing



- RNs are well distributed throughout the state
- NPs are overrepresented in the Greater Bay Area and underrepresented in the San Joaquin Valley
- Nurses in the Northern and Sierra region are older than the rest of the state

Median Age (Years) by Region

Region	Registered Nurses	Nurse Practitioners
Central Coast	50	51
Greater Bay Area	48	46
Inland Empire	47	48
Los Angeles County	47	45
Northern and Sierra	50	55
Orange County	48	46
Sacramento Area	47	47
San Diego Area	46	46
San Joaquin Valley	46	49

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