

HCAI's Workforce Initiatives: Supporting Workforce Diversity

Elizabeth Landsberg, Director, HCAI

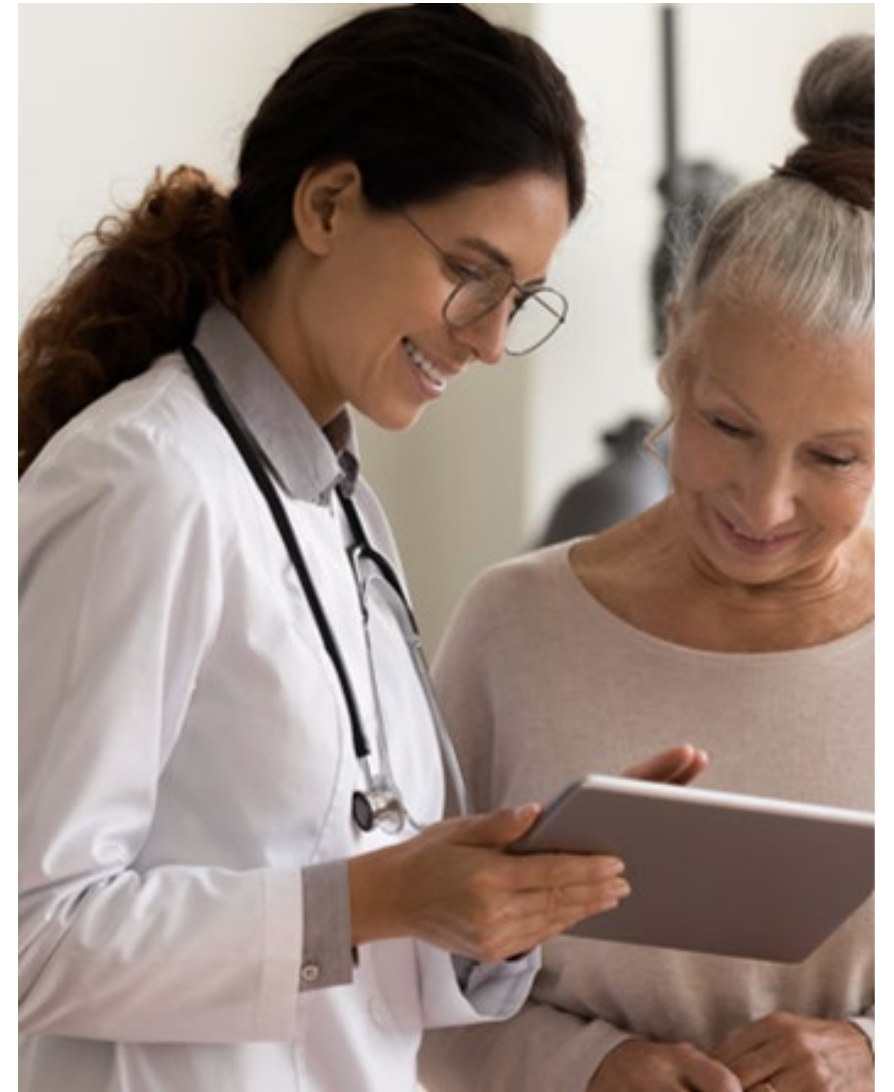
Our Mission



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

HCAI Overview

- Established in 1978 as **OSHPD** – the Office of Statewide Health Planning and Development to promote healthcare accessibility within California
- Transitioned to the Department of Health Care Access and Information (**HCAI**) in 2021 to reflect a growing portfolio and a more descriptive name



HCAI Program Areas

- **Facilities:** Monitor the construction, renovation, and seismic safety of California's hospitals and skilled nursing facilities.
- **Financing:** Provide loan insurance for non-profit healthcare facilities to develop or expand services.
- **Workforce:** Promote a culturally competent and diverse healthcare workforce.
- **Data:** Collect, manage, analyze and report actionable information about California's healthcare landscape.
- **Affordability:** Improve health care affordability through data analysis, spending targets, and measures to advance value. Enforce hospital billing protections and provide generic drugs at a low, transparent price.

Health Workforce Development Goals

Support and increase a health workforce that:

1. Serves medically underserved areas
2. Represents the California it serves through racial and language diversity
3. Serves Medi-Cal members



Health Workforce Development Strategies



Offer programs that provide financial support for:

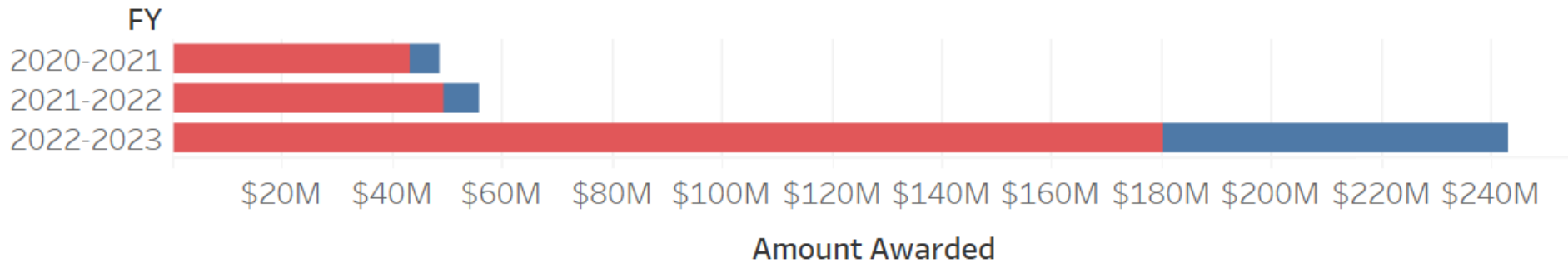
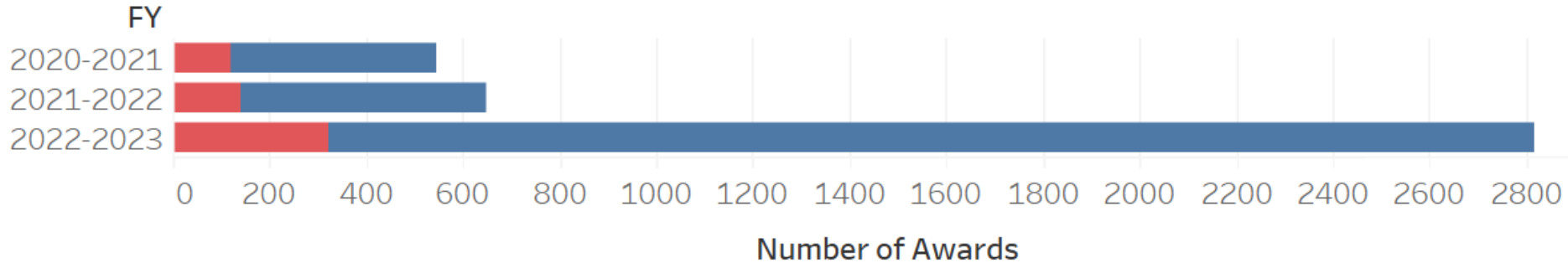
- Organizations building the workforce pipeline
- Organizations expanding educational capacity
- Individuals pursuing health careers (scholarship and loan repayment)

HCAI Supports Primary Care, Behavioral Health and Oral Health Workforces

Workforce for a Healthy California

- Workforce for a Healthy California encompasses a **wide range of investments** and **initiatives** covering critical aspects of the state's health workforce. It **complements** other major initiatives, including the Children and Youth Behavioral Health Initiative, CalGrows, and the Reproductive Healthcare Access Initiative — that together total more than **\$7.5 billion to expand the health workforce** across **primary and specialty care, behavioral health, home care, and community-based services**.
- Workforce for a Healthy California is an **interagency investment** that includes the California Health & Human Services Agency (CalHHS) and the Labor & Workforce Development Agency (LWDA), along with their departments including HCAI.

Award Count and Amount by Year – Individual and Organizational Awards

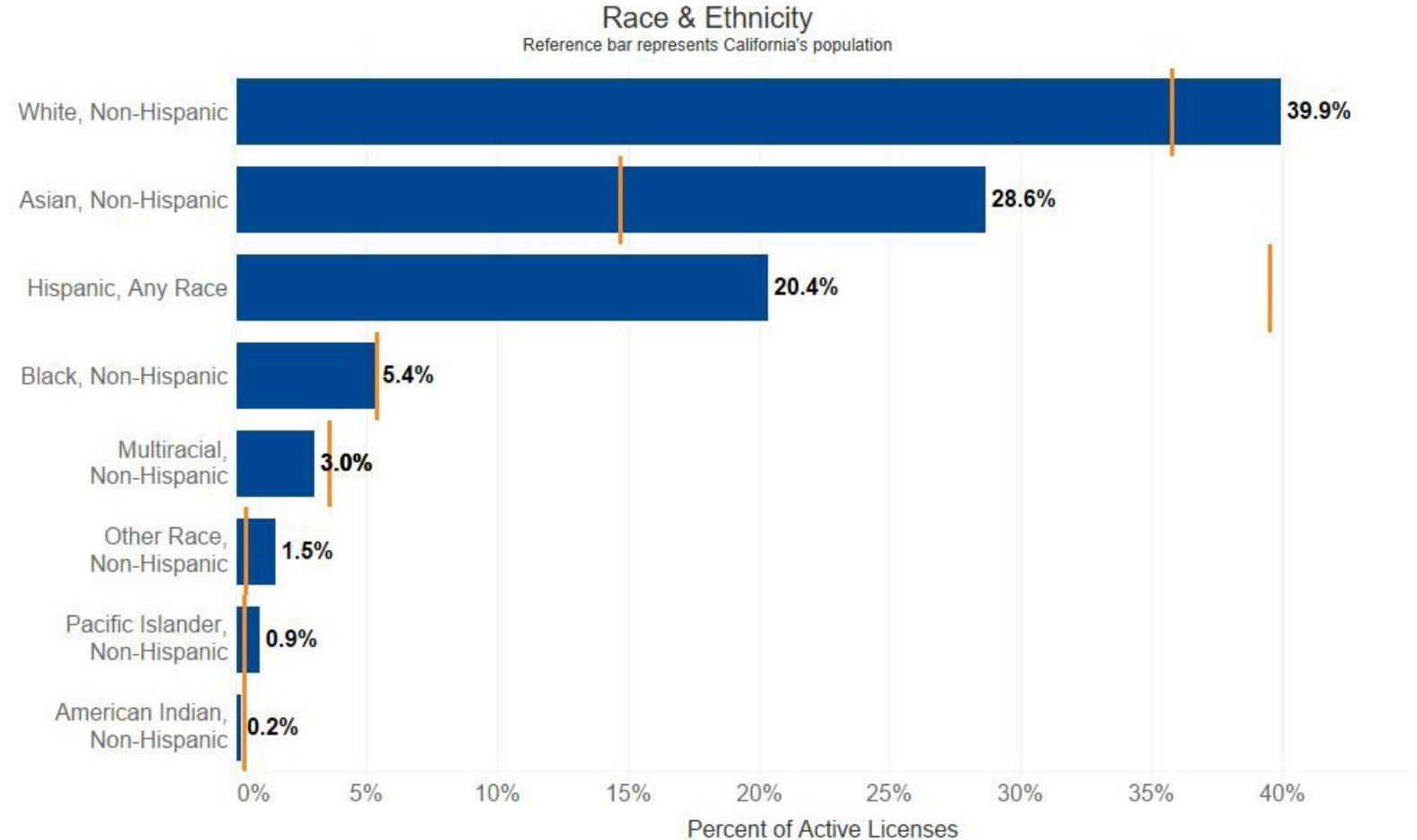


■ Individual
■ Organization

California's Health Care Workforce

This figure shows the race and ethnicity of California's health workforce versus California's population.

Population data and groupings are provided by the U.S. Census Bureau as of 2021.



HCAI Racial Equity Statement (Excerpts)

HCAI promotes a healthier California where all receive equitable, affordable, and quality health care. HCAI is committed to embedding diversity, equity, inclusion, belonging and purpose in all the work we do.

To realize this vision: . . .

- HCAI understands institutional and structural racism have resulted in persistent societal inequities and we are committed to confronting these social issues as a department. . . .
- HCAI is committed to providing a safe and brave space for staff to have challenging yet purposeful conversations regarding race, equity, and diversity to work toward an all-inclusive, respectful workplace . . .

Health Professions Careers Opportunity Program

Health Professions Pathways Program (HPPP)

- Provides funding to organizations to recruit and support students from underrepresented regions and backgrounds. Program components can include:
 - Pipeline programs
 - Internships
 - Post-undergraduate fellowships
 - Post-baccalaureate scholarships
- In September of 2022, HPPP awarded \$40.8M to [20 organizations](#), serving nearly 32,000 students across 30 counties

Health Careers Exploration Program

- Funding supports conferences, workshops, or career exploration activities, exposing students to health careers

Education Capacity Expansion Programs (1/3)

- **Song-Brown Training Program**
 - Supports education and training programs:
 - Registered Nursing
 - Family Nurse Practitioner, Physician Assistant, Certified Nurse Midwives, and Licensed Midwives
 - Primary Care Residency/Graduate Medical Education
- New funding to add support for nurse practitioner and physician assistant fellowships
 - Song-Brown is celebrating 50 years! Read more about the program on the [Song-Brown webpage](#).
 - [Watch this Testimonial from Shasta Community Health Center](#)

Education Capacity Expansion Programs (2/3)

- **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
- **Social Work Education Capacity Expansion Grant Program**
 - Building and expanding Bachelor's of Art in Social Work and/or Master's of Social Work programs
- **Peer Personnel Training and Placement Program**
- **Certified Nursing Assistant, Home- and Community-Based Services**

Education Capacity Expansion Programs (3/3)

- **Train New Trainers Primary Care Psychiatry Fellowship Scholarship**
 - Year-long program for primary care providers to receive advanced training in primary care psychiatry
- **Train New Trainers 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

Educational Capacity Diversity Approach

1. Percent of Medi-Cal threshold languages spoken by clients served by the agency
2. Location(s) in underserved communities based on HPSA severity scores
3. Proportion of children and adolescents served by the agency
4. Facilities in rural areas
5. Payor Mix
6. Strategies to recruit and support employees from underrepresented communities
7. Strategies to promote student success
8. Workforce in Areas of Unmet Need Strategies
9. Strategies to implement culturally responsive care training into the program's curriculum

Recruitment and Retention Programs

- **Loan Repayment & Scholarship Programs**

- HCAI manages 7 loan repayment and 6 scholarship programs that provide financial assistance to student health care professionals with a focus on providing relief to underserved areas.

- Fields served include:

- Nursing
- Mental Health Professionals
- Mental Health Paraprofessionals
- Allied Health Professionals
- Substance Use Disorder Professionals
- Physicians
- Dental Health Professionals
- Reproductive Health Professionals

Wellness Coaches

- The 2021-2022 Budget included the Children and Youth Behavioral Health Initiative – a \$4.7 billion investment and five-year plan to transform the behavioral health system for children and youth
- HCAI received \$360 million to design and develop the Wellness Coach workforce
- Wellness Coaches will be a diverse workforce serving youth where they live, study and work
- A new program for Certified Wellness Coaches launches in 2024

The Wellness Coach role is designed to . . .

- Increase overall capacity to support growing youth behavioral health needs.
- Build a diverse behavioral health workforce with lived experience working in a wide variety of school, health, and community settings.
- Fill some of the workforce gaps that exist today. (i.e., few existing BH roles require 1-4 years of education)
- Ensure the role is both a desirable occupation in and of itself and a stepping-stone to more advanced BH roles.
- Serve vulnerable populations of youth and their families.

Community Health Workers / Promotores / Representatives

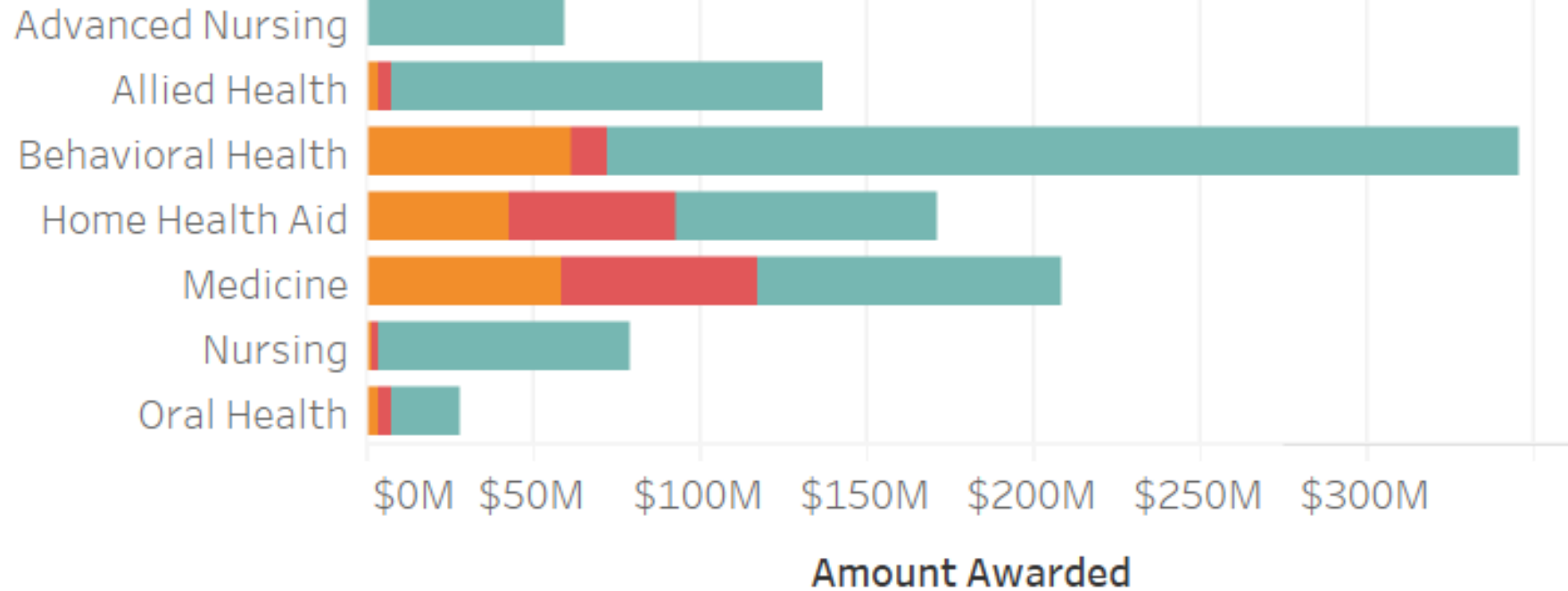
The state is investing in the recruitment, training, and certification of Community Health Workers / Promotores / Representatives (CHW/P/R) recognizing the critical impact this diverse workforce plays in serving marginalized communities and improving health outcomes.

Reproductive Health Initiative

- Clinical Infrastructure
 - Loan repayment and scholarships for reproductive health care providers
- Capital Infrastructure
 - Funding to enhance the physical and digital security infrastructure for reproductive health care providers and facilities
- Uncompensated Care Fund
 - Grants to health care providers who deliver abortion and abortion related care to low-income individuals without coverage for such services
- Abortion Practical Support Fund
 - Grants to non-profit organizations to help individuals seeking abortion care

Award Count and Amount by Year – Professions

Profession Support



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Engaging with Partners and Stakeholders

The moment is now more than ever for HCAI, as we work together within California communities, with partners and stakeholders who represent the vibrant fabric of cultural diversity, multiple generations and varying life experiences.

Together, we can continue to make a difference now and lay the groundwork for future generations of health care workers, building skills and abilities that are greatly needed across California.

Learn more at our website, HCAI.ca.gov.



Health Workforce Education and Training Council

- 18-member public body advising HCAI on workforce initiatives, including:
 - Developing statewide education and workforce training priorities and recommendations
 - Increasing workforce diversity and improving access to care for underserved and Medi-Cal populations
- The Council recently issued recommendations for Behavioral Health and Nursing which included:
 - Developing a system of support for students from underrepresented communities to support their educational pathway
 - Supporting accelerated educational pathways for students
 - Developing programs for faculty recruitment and retention
 - Supporting innovative solutions and alternative models of training providers

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