



Healthcare Workforce Priorities 2013-15

AGENDA

- Overview of Healthcare Workforce Development Division
- Strategic Plan 2013-2015
- Key Projects on the Horizon
- Opportunities to Partner with OSHPD
- Email Sign-Ups
- Contact Information



Research, Policy, and Planning

Research, Policy and Planning GIS/Data System–

Reviews California counties to assess provider-to-population ratios, poverty levels, and public health indicators for eligibility to receive federal assistance for health care.

Health Care Reform–

Advances and facilitates the implementation of health care reform in California as it relates to healthcare workforce policies and programs by engaging and supporting government and non-government stakeholders on activities that impact healthcare workforce development priorities.

Healthcare Workforce Clearinghouse Program–

Serves as the state's central source for collecting, distributing, and analyzing healthcare workforce supply, demand, and education data.

Systems Redesign

Health Workforce Pilot Project (HWPP)–

Allows organizations to test, demonstrate, and evaluate new or expanded roles for healthcare professionals, or new healthcare delivery alternatives before changes in licensing laws are made by the Legislature.

Shortage Designation Program –

Primary Care Office for the state of California. Assists in identifying Health Professional Shortage Areas (HPSA) and Medically Underserved Area/Population (MUA/P) so state and federal resources can be prioritized and directed to those communities. SDP provides technical assistance, analyzes data, and makes recommendations for designation based on federal guidelines.

Financial Incentives

CaIREACH–

Now the go-to electronic application and monitoring system for OSHPD's many (17 and growing) financial incentive programs, including grants, scholarships, and loan repayments.

California State Loan Repayment Program–

Increases the number of primary care physicians, dentists, dental hygienists, physician assistants, nurse practitioners, certified nurse midwives, pharmacists, and mental health providers practicing in defined Health Professional Shortage Areas (HPSA). SLRP authorizes repayment of educational loans to health professionals, who in turn must commit to practice in a HPSA in a public or non-profit entity for a minimum of two years.

Career Awareness

Health Careers Training Program–

Increases awareness of health careers via the Newsletter highlighting career pathways and the HCTP Resources Page exploring health careers, educational opportunities, scholarship and loan repayments, and job placement resources.

Mini-Grants–

Provides grants to organizations supporting underrepresented and economically disadvantaged students pursuing of careers in health care. Grants are offered through a Request for Application (RFA) each fiscal year, with grant activities covering 12 consecutive months.

Training and Placement

Rural Health–

Maintains a free, on-line service to assist rural providers recruit health professionals.

CaSEARCH–

Provides health and mental health professions students with clinical experiences linked to preceptors, mentors, and community projects. The program is designed to enhance the recruitment and retention of needed mental health and healthcare professionals within rural, urban, inner city, and underserved/unserved areas.

Song-Brown Healthcare Workforce Training Program–

Provides grants to family medicine, primary care (internal medicine, obstetrics and gynecology and pediatric) residency programs, nurse practitioner, physician assistant training programs and registered nurse education programs to increase the number and distribution of these professions in underserved areas.

Mental Health Services Act (MHSA) Workforce Education and Training (WET) Program–

Funded by Proposition 63, addresses the shortage of mental health practitioners in the public mental health system (PMHS) via programs that focus on career awareness, financial incentives, educational capacity expansion, recruitment and retention, consumer and family member employment, and regional workforce development engagement.

Health Professions Education Foundation–

Awards up to \$12 million per year in financial incentives to students and practitioners in exchange for direct patient care in an underserved area.



STRATEGIC PLAN 2013-2015

Career Awareness



- Augment funding for Mini-Grants to increase exposure to healthcare careers
- Rollout “Healthcare Workforce Academy” to support pathway programs
- Develop pathway programs to increase supply and diversity of health professionals
- Explore partnerships to support “frontline” and allied health workers

Training & Placement



- Institutionalize CalSEARCH to provide clinical rotations in underserved areas
- Explore role in mental health peer support
- Fund innovative health training programs via Song Brown
- Explore funding of primary care and other training programs via Song Brown
- Explore development of innovative training/retraining programs for incumbents

Financial Incentives



- Implement \$52 million grant to support health professionals and training programs
- Increase funding for existing programs
- Develop financial incentive programs for:
 - Entry-level Masters in Nursing
 - Nurse Educators
 - PharmD
- Expand eligibility of State Loan Repayment Program (SLRP) to pharmacists
- Explore other state's best practices for SLRP
- Implement CalREACH, OSHPD's e-app for financial incentive programs

Systems Redesign



- Explore development of projects that support new healthcare delivery models
- Increase utilization of Healthcare Workforce Pilot Program to test, demonstrate and evaluate expanded skill set and test new health delivery models
- Oversee community paramedicine pilot project
- Continue to proactively designate health professional shortage areas
- Explore e-application for WET and shortage designations
- Explore regional partnerships across primary care and mental health

Research & Policy



- Create five-year mental health workforce education and training plan
- Enhance Clearinghouse, adding supply, demand and education data for all healthcare professions
- Lead efforts to standardize healthcare workforce data
- Explore development of database with community identified and best practices in health workforce development
- Track and analyze legislation impacting health workforce
- Develop policy recommendations on health workforce issues
- Identify, promote, and facilitate attainment of additional federal resources and funding opportunities for students, practitioners, and organizations

MINI GRANTS

- Grants to increase awareness of health professions
- Funding priorities
 - General (including \$100,000 from The California Endowment and \$20,000 from the California State Office of Rural Health)
 - Mental Health (\$250,000 from the Mental Health Services Act, Workforce Education and Training Fund)
- Annual Request for Application release is in January



CALSEARCH

- Grants to fund organizations to offer students, residents, and community health worker rotations.
- Funding priorities
 - Community health worker rotations (\$450,000 from The California Endowment)
 - Students and residents in the public mental health system(\$250,000 from the Mental Health Services Act, Workforce Education and Training Fund)
- Annual Request for Application release is in January



SONG-BROWN

- Grants to health professions educational institutions to incentivize increased access to primary care providers in underserved areas
 - Family Medicine
 - Family Nurse Practitioners/Physician Assistants
 - Registered Nurses
- Recent expansions
 - \$21 million grant from The California Endowment
 - Three-year \$2.84 million annual pilot to expand to other physician primary care residencies
 - One-time \$4 million augmentation to support new slots



Mental Health Workforce Education and Training (WET) Five-Year Plan Budget

WET Funding Allocated for State Administered Programs in 2008		\$234,500,000				
WET Funding Spent via State Administered Programs in 2008-2013 WET Five-Year Plan		\$119,755,910				
WET Funding Remaining for State Administered Programs for 2014-2019 WET Five-Year Plan		\$114,744,090				
Item Number	State Administered WET Program	State WET Funding for 4 Year Budget	Fiscal Year 14/15	Fiscal Year 15/16	Fiscal Year 16/17	Fiscal Year 17/18
Total		\$114,744,090	\$31,936,023	\$31,936,023	\$26,936,023	\$23,936,023
1	Stipends	\$35,000,000	\$8,750,000	\$8,750,000	\$8,750,000	\$8,750,000
	Psych Nurse Practitioner	\$7,200,000	\$1,800,000	\$1,800,000	\$1,800,000	\$1,800,000
	Clinical Psychologist	\$1,800,000	\$450,000	\$450,000	\$450,000	\$450,000
	Marriage and Family Therapist	\$12,400,000	\$3,100,000	\$3,100,000	\$3,100,000	\$3,100,000
	Social Worker	\$13,600,000	\$3,400,000	\$3,400,000	\$3,400,000	\$3,400,000
2	Loan Assumption	\$40,000,000	\$10,000,000	\$10,000,000	\$10,000,000	\$10,000,000
3	Education Capacity	\$15,000,000	\$3,750,000	\$3,750,000	\$3,750,000	\$3,750,000
	Psychiatrist	\$9,000,000	\$2,250,000	\$2,250,000	\$2,250,000	\$2,250,000
	Psych Nurse Practitioner	\$6,000,000	\$1,500,000	\$1,500,000	\$1,500,000	\$1,500,000
4	Consumer and Family Member	\$10,000,000	\$5,000,000	\$5,000,000	\$0	\$0
5	Regional Partnership	\$9,000,000	\$3,000,000	\$3,000,000	\$3,000,000	\$0
6	Recruitment (Career Awareness) and Retention	\$3,000,000	\$750,000	\$750,000	\$750,000	\$750,000
	Mini-Grants	\$1,000,000	\$250,000	\$250,000	\$250,000	\$250,000
	CalSEARCH	\$1,000,000	\$250,000	\$250,000	\$250,000	\$250,000
	Retention	\$1,000,000	\$250,000	\$250,000	\$250,000	\$250,000
7	Evaluation	\$2,744,090	\$686,023	\$686,023	\$686,023	\$686,023



HEALTHCARE WORKFORCE PILOT

- HWPP #173 tests expanded role and practice of community paramedicine
 - Alternate Destinations
 - Post-Discharge Hospital Follow-Up
 - Direct Observed Treatment
 - Hospice
 - Tuberculosis
 - 911 Frequent Callers
- OSHPD is currently overseeing the pilot project



CLEARINGHOUSE

- Working with Department of Consumer Affairs to implement AB 2102 which requires collection and reporting of demographic data for registered nurses, nurse practitioners, physician assistants, respiratory care providers, vocational nurses and psychiatric technicians, including
 - location(s) of practice
 - race/ethnicity of workforce
 - gender
 - language(s) spoken
 - educational background
 - classification of primary practice site



KEY PROJECTS ON HORIZON

- CalSIM Community Health Workers Workforce Work Group
- CalPostBac Program to support URM medical students' admissions to medical school
- Workforce provisions in Section 1115 Waiver
- Strategic Action Plan 2016-2018



JOIN US!

OSHPD welcomes your participation via various opportunities :

- Partnering on programs and funding opportunities
- Making funding recommendations for financial incentives
 - Reviewing and scoring Mini-Grant, and CalSEARCH applications
 - Participating in the Health Professions Education Foundation’s advisory committees
- Input in the development of our next Strategic Plan 2016-2018
- Testing and evaluating an expanded skill set via Healthcare Workforce Pilot Project
- Serving on OSHPD’s Healthcare Workforce Pilot Project Advisory Committee
- Identifying communities that may need assistance with designation as Health Professional Shortage Area
- Advising on healthcare workforce data collection and distribution via Clearinghouse Advisory Committee
- Signing up for our email listserv



SIGN UP TO READ OUR LATEST NEWS

Sign up for OSHPD's healthcare workforce list servs:

<http://oshpd.ca.gov/signup.html>

(general)

OSHPD.MHSAWET@oshpd.ca.gov

(mental health)

HCRWorkforce@oshpd.ca.gov

(healthcare reform)





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