Overview

• Background
• Program infrastructure and administration
• Eligibility, applications, matching, demographics
• Successes and lessons learned
• Moving forward
• Work plan overview
• Initial questions and/or feedback
Health Careers Training Program

As part of Healthcare Workforce Development Division’s pathways, training and placement activities, HCTP administers Mini-Grants and Cal-SEARCH
WET Recruitment Activities

The Five-Year Plan states:

“Increase career awareness outreach activities to rural, underrepresented, underserved, and inappropriately served communities in K-12, community colleges, universities, and community groups/organizations via OSHPDs Mini Grants Program” (Goal 1, Objective A-Action 3)

“Increase rotations, internships, and supervision in community public mental health settings via OSHPD’s California Student/Resident Experiences and Rotations in Community Health (Cal-SEARCH) Program” (Goal 1, Objective C-Action 3)

Funding for 4-year budget: FY 2014-15 to FY 2017-18
- Mini-Grants $1,000,000
- Cal-SEARCH $1,000,000
Mini-Grants

The HCTP Mini-Grants are designed to strengthen educational and social foundations by providing direct and indirect program support for underrepresented and/or economically disadvantaged students to build on as they pursue careers in the health industry.
Cal-SEARCH Background

California’s Student/Resident Experiences and Rotations in Community Health (Cal-SEARCH)

- Originally established as a three-year partnership between the Office of Statewide Health Planning and Development (OSHPD), California Primary Care Association (CPCA), and Statewide Area Health Education Center (AHEC)
- Funded for three years via Health Resources and Services Administration (HRSA) as part of the National Health Service Corps
Cal-SEARCH Background

- Created structured program infrastructure
- Enhanced recruitment and retention within rural and urban/inner city community clinics and health centers (CCHCs)
- Focused on underserved, culturally competent care
- Provided health professions students and residents with clinical experiences
- Linked to preceptors and mentors
- Included community project component
Cal-SEARCH Background

- $579,000 funded for three years (2009-2012)
- Supported 150 students and residents
- $700/stipend to students and residents upon completion of rotation and community project
- $1000/stipend to clinics (preceptors and mentors) upon completion of students and residents rotation and community project
Program Administration

• Steering Committee
• Program Evaluation
• Application and Matching Process (Centralized)
• Training Modules
• Orientation/Webinars
• Virtual Resource Library (preceptors/mentors)
• Data collection and reporting
• Contracts and subcontracts
Prior Eligibility *

- Physicians specializing in Internal Medicine, Family Practice, Pediatrics, or Obstetrics and Gynecology
- Dental Hygiene
- Nurse Practitioner
- Physician Assistant
- Certified Nurse Midwives

* Site eligibility mirrored NHSC

- Clinical Psychologists
- Clinical Social Workers
- Marriage and Family Therapists
- Psychiatric Nurse Specialists
- Psychiatry
Prior Student and Resident Placements

Table 1: Types of Students/Residents

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<th>2010-11</th>
<th>2011-12</th>
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<tr>
<td>Resident</td>
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<td>3</td>
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<tr>
<td>Nurse Practitioner</td>
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<tr>
<td>Physician Assistant</td>
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<tr>
<td>Dental Student</td>
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<td>12</td>
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<td>Clinical Psychology</td>
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<tr>
<td>Total</td>
<td>26</td>
<td>45</td>
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Prior Student and Resident Demographics

- 58% Ethnically Diverse
  - 15% Under Represented Minorities
    (based on HRSA definition for program)
- 62% Spoke Languages Other than English
- 29% Disadvantaged Backgrounds (self identified)
- 70% Female
- 64% Received Educational Credit
Prior Site Demographics

- 85 applications over 3 years
- Active site list fluctuated from 44 to 63 per year
- 94% NHSC approved
- 44% Rural and 56% Urban across 25 counties
Prior Students and Residents Matched to Sites

• 750 Applications initiated
• 254 Eligible to be matched, however…
  – Were not able to be matched
  – Withdrew application
  – Matched to future program year (but no funding)
• 150 Rotations
Feedback from Students and Residents

• “…should be offered to more social workers to improve quality of mental and behavioral healthcare FQHCs.”

• “…all the hands-on experience helped me greatly improve my clinical skills and understand the challenges of providing care in a medically underserved area.”

• I knew that I wanted to work with the underserved and this only solidified my intentions. It also provided excellent networking and professional development.”

• “…humbling experience and opened my eyes at how much of a need there is for providers in the primary care setting.”
Feedback from Sites (Preceptors and Mentors) Indicated that Cal-SEARCH…

• Assisted sites with recruiting students and residents to complete a rotation
• Helped sites have a better understanding of types of employees they want to recruit (i.e. bilingual).
• Encouraged students and residents to return for additional internships and possibly employment.
• Encouraged sites to learn from this experience and continue to provide training opportunities for future students and residents
Prior Community Project Topics

• Perinatal Depression Screening Tools
• Patient Education Handouts on Bedwetting, Chickenpox, Colic, Fever, Depression, and Stress
• Resource Guide to Pain Management
• Reduce Negative Perceptions about Insulin
• Public Assistance for Adults with Disabilities
• New Advertising for Humboldt Open Door Teen Clinic (Male Health Focus)
Successes

• Demonstrated interest for a program like Cal-SEARCH to continue encouraging students and residents to consider a rotation in community clinics and health centers

• Feedback from sites were positive as it related to the experience of working with students, residents, and the infrastructure the program provided the site

• Pre and post surveys noted that Cal-SEARCH reinforced student and resident interest and commitment to becoming primary care professionals and working in underserved areas

• Interest from schools, students and residents remains strong
Lessons Learned

– Admin. requirements were overwhelming to some
– Concerns about finding preceptors and accommodating rotations given resource limitations
– Not prepared to track students and residents during clinical rotations or after they had concluded
– Mental health students may not able to build a case load and complete clinical work given the short duration of the rotation
– Required significant in-kind support
– Federal program requirements evolved over three- years requiring numerous changes in data collection and reporting
– Challenging to maintain centralized site and student/resident application and matching
– Lack of sites to accommodate otherwise eligible and matchable students and residents (i.e. some sites very restrictive in their rotation expectations)
Cal-SEARCH Moving Forward
Fiscal Year 2014/15

**WET Funding**
- $250,000/year for 4 years
- Mental health focus
- Public Mental Health System

**TCE Funding**
- $450,000 total for FY 2014-15
- Promotores/CHWs and other frontline workers focus
- 14 Building Healthy Communities

Additional funding opportunities are continuously explored.
WET Funding

Cal-SEARCH will provide grant opportunities for mental health rotations for students and residents within the public mental health system.

- $1M (approx. $250K per year for four years)
- May serve approx. 312 students and residents over four years (approx. 78 per year for four years)
- Each contract will fund student and resident rotations and site hosting each student and resident
Cal-SEARCH WET Advisory Committee to be Formed

- OSHPD will establish a committee to advise us on the implementation of Cal-SEARCH specific to Mental Health Workforce Education and Training funding.

- OSHPD expects to release a notice soliciting applications from individuals interested in serving on this advisory committee this month. If you are interested in serving on this Cal-SEARCH Advisory Committee, please submit an application.
# Cal-SEARCH Work Plan
## FY 2014/15 Funding Cycle

### Preparing for Release of RFA
- **Summer-Fall 2014**
  - Advisory Committee engagement
  - Program infrastructure (i.e. Program orientation & learning objectives)

### Releasing RFA
- **January-March 2015**
  - RFA released
  - Application deadline
  - Review/scoring by Advisory Committee
  - Awards

### Contract Management
- **through August 2016**
  - Site visits (TBD)
  - Final reports

### Program Evaluation
- **through October 2016**
  - Final program assessment
  - External reporting
Prospective Mental Health Careers?

- Alcohol and other Drug Use Counselors
- Clinical Psychologists
- Licensed Professional Clinical Counselors
- Marriage and Family Therapists
- Physician Assistants
- Designated Consumer and Family Member Positions/Peer Support Specialists
- Social Workers
- Psychiatric Mental Health Nurse Practitioners
- Clinical Nurse Specialists
- Psychiatrists
- Other disciplines?
Potential Site Types/Locations

- Within Public Mental Health System
- Designated Mental Health Professional Shortage Areas (MHPSA)
- Other criteria?
Initial Questions and/or Feedback

What eligibility requirements should be considered including but not limited to:

• Mental health disciplines
• Potential sites
• Geographic locations
• Other initial questions or feedback
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