



# CaSEARCH Orientation – CHW/P

# ORIENTATION OUTLINE

- Introduction of OSHPD & the CalSEARCH Program
- Expectations of Community Health Workers / Promotores
- Expectations of Preceptors / Mentors
- Conclusion



## 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 (HRC) –

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 (SDP) –

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

### California Responsive Electronic Application for California's Healthcare (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 (SLRP) –

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 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 (HCTP) –

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.

### The Mini Grants program –

Provides grants to organizations supporting underrepresented and economically disadvantaged students pursuit of careers in health care. Grants are offered through a Request for Application 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.

### California's Student/Resident Experiences and Rotations in Community Health (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 (HPEF) –

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

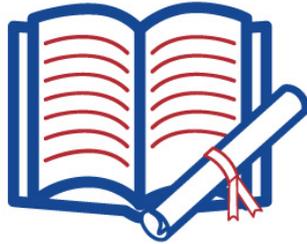
# STRATEGIC PLAN 2013-2015

## 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



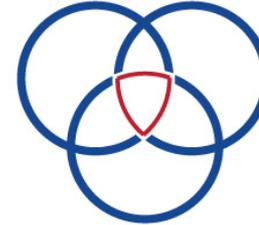
- Institutionalize CalSEARCH to provide clinical rotations in underserved areas
- Explore role in mental health peer support Fund innovative health training programs via Song Brown
- Explore funding of primary care and other training programs via Song Brown
- Explore development of innovative training/retraining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

# CALSEARCH

- In 2010, **The California Endowment** embarked on a new, 10-year strategic plan to Building Healthy Communities
  - Focused on **14 traditionally underserved communities** in California
  - Goal is to improve employment opportunities, education, housing, neighborhood safety, unhealthy environmental conditions, access to healthy foods, and more.
  - **Community Health Workers/Promotores (CHW/P)** were identified as an important link between the community and access to healthcare services
  - Increased the need to foster and train more CHW/Ps



# CaSEARCH (CONT.)

- Funding from CaSEARCH directly supports CHW/Ps by:
  - Increasing clinical rotations and exposure in community health organizations
  - Promoting employment opportunities and upward mobility
  - Supporting expanded use of CHW/Ps in community health organizations
  - Increasing recruitment and retention leading to formalization and institutionalization of the CHW/P in the healthcare system



# EXPECTATIONS OF THE CHW/P

## REQUIRMENTS

- Complete Pre Survey
- Complete 105 hour CHW/P experience / training
- Complete Learning Objectives
- Complete Community Project
- Complete Post Survey
- Complete Demographic Data Sheet



# EXPECTATIONS OF THE PRECEPTOR / MENTOR

## REQUIRMENTS

- Complete Pre Survey
- Ensure CHW/P completes 105 hour experience / training, Learning Objectives, and Community Project
- Complete Post Survey



# 105 HRS. OF EXPERIENCE/TRAINING

Activities will vary from program to program, but should center around:

- Completing the Learning Objectives
- Completing the Community Project
- CHW/P training, education, and preparation
- Identifying and assessing the community's unique needs
- Increasing integration of health services and health education into the community
- Introducing CHW/Ps to career possibilities



# LEARNING OBJECTIVE # 1

## Improve and Promote Health Literacy

- Understand CHW/P intricate role in physical and behavioral health.
  - Familiarity with federal laws acknowledging CHW/P.
  - Understand roles and responsibilities of CHW/P, such as advocacy and outreach.
  - Recognize the value in innate skills that many CHW/P possess, such as caring and listening.
- Identify their community's health needs.
- Provide health education and promotion of prevention and health literacy to community member.

Full list of Learning Objectives can be found at:

<http://oshpd.ca.gov/HWDD/CalSEARCH/media/Learning-Objectives-TCE.pdf>



# LEARNING OBJECTIVE # 1 (CONT.)

## Improve and Promote Health Literacy (cont.)

- Locate and identify community resources so that CHW/P can promote them to the community. Provide feedback to medical care providers about how to increase quality and patient satisfaction.
  
- Increase awareness of social determinants of health in their neighborhoods and communities.

Full list of Learning Objectives can be found at:

<http://oshpd.ca.gov/HWDD/CalSEARCH/media/Learning-Objectives-TCE.pdf>



# LEARNING OBJECTIVE # 2

## Cultural and Linguistic Competence

- Define medically underserved areas (MUAs) and populations (MUPs), and Primary Care, Mental, and Dental Health Professional Shortage Areas (HPSA), and Mental Health Professional Shortage Areas (MHPSA)
- Identify the importance of cultural and linguistic competence and skills needed to provide culturally and linguistically responsive care within unserved, underserved and inappropriately served populations.

Full list of Learning Objectives can be found at:

<http://oshpd.ca.gov/HWDD/CalSEARCH/media/Learning-Objectives-TCE.pdf>



# LEARNING OBJECTIVE # 2 (CONT.)

## Cultural and Linguistic Competence (cont.)

- Describe the role of language skills for effectively serving diverse and multi-cultural populations
- Identify resources available for patients who are non-English speaking and/or have socioeconomic, physical and/or mental/neurological barriers to care.

Full list of Learning Objectives can be found at:

<http://oshpd.ca.gov/HWDD/CalSEARCH/media/Learning-Objectives-TCE.pdf>



# LEARNING OBJECTIVE # 3

## Gain Knowledge of Career Pathways, Lattices, and Pipelines available to CHW/Ps

- Learn where to seek further training.
- Identify roles of other physical and behavioral health care providers including consumers, family members, and parents/caregivers.
- Understand career pathways, ladders, and lattices in primary care and mental/behavioral health care.
- Identify how to use OSHPD'S funding and what resources are available.

Full list of Learning Objectives can be found at:

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# COMMUNITY PROJECT

Student and Residents will be able to:

- Identify an issue or community need that affects health or behavioral health within the 14 Building Healthy Communities or a community in the Central Valley.
- Review relevant literature and publications and/or discuss with colleagues, team members, and community members.
- Discuss issue with other colleagues and team members.
- Summarize policy issues associated with the issue or community need identified and outline solutions to addressing the issue or community need.
- Outline solutions to addressing the issue or community need.

Full details of the Community Project can be found at:

<http://oshpd.ca.gov/HWDD/CalSEARCH/media/Learning-Objectives-TCE.pdf>



# COMMUNITY PROJECT (CONT.)

- Project formats include, but are not limited to:
  - Brochures
  - Presentations
  - Reports
- Projects can be used to educate community members, patients, students, or providers.
- *Examples:*
  - Presentation about Obesity During Pregnancy
  - Education Pamphlet to Educate Newly Diagnosed Hispanic Diabetic Patients
  - The True Face of Homelessness

Full details of the Community Project can be found at:

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# PRE & POST SURVEYS

- Both Preceptor/Mentor and CHW/P will be required to complete the Pre and Post Surveys:
  - LINK
- In addition, the CHW/P will be required to complete the Demographic Data Sheet
  - LINK
- Please refer to the EXPECTATIONS slide for a checklist of what needs to be completed



# CONCLUSION

THE OSHPD TEAM WISHES YOU MUCH SUCCESS!





Office of Statewide Health  
Planning and Development

Healthcare Workforce Development Division  
400 R Street, Suite 330, Sacramento, CA 95811  
(916) 326-3700 | <http://oshpd.ca.gov/hwdd>

**Office of Statewide Health Planning and Development**

Robert P. David, Director

**Healthcare Workforce Development Division**

Lupe Alonzo-Diaz, Deputy Director



**State of California**

Edmund G. Brown Jr., Governor

**California Health and Human Services Agency**

Diana S. Dooley, Secretary