

Office of Statewide Health Planning and Development Healthcare Workforce Development Programs

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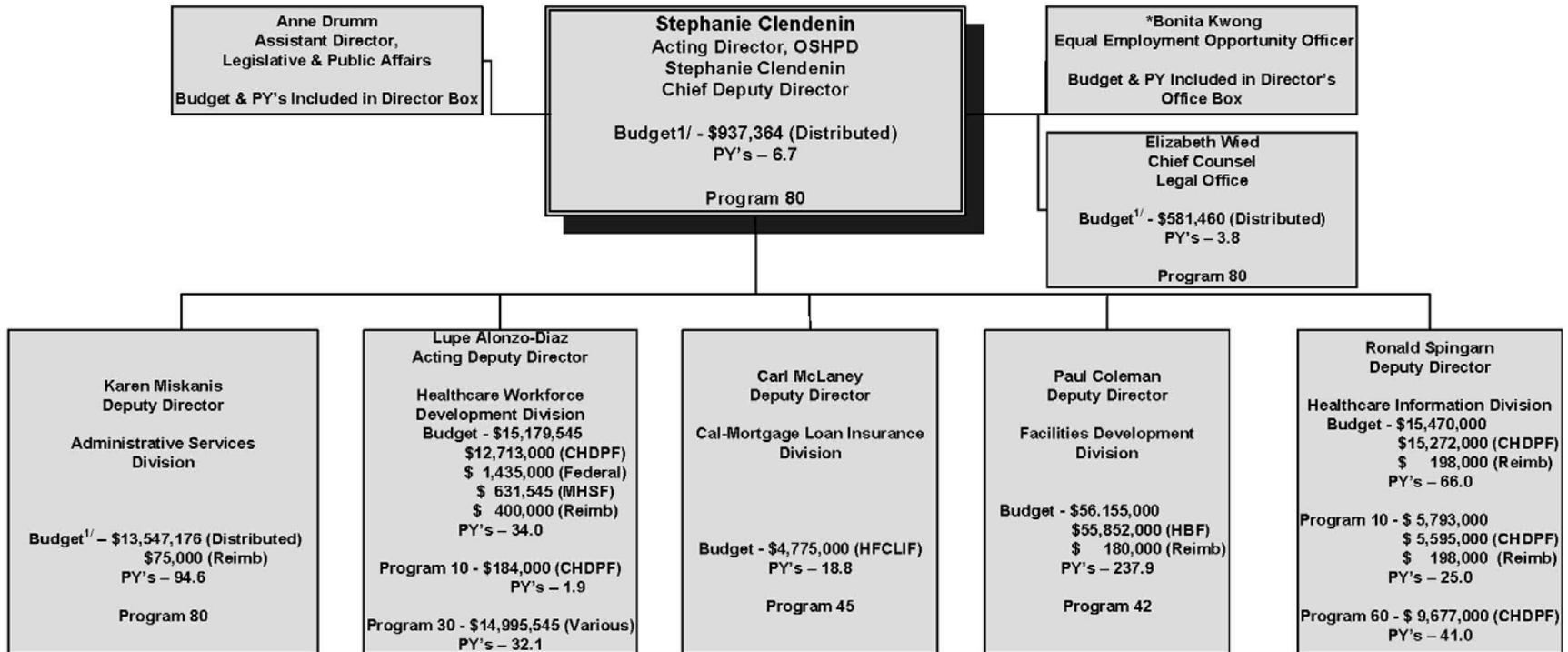


"Equitable Healthcare Accessibility for California"

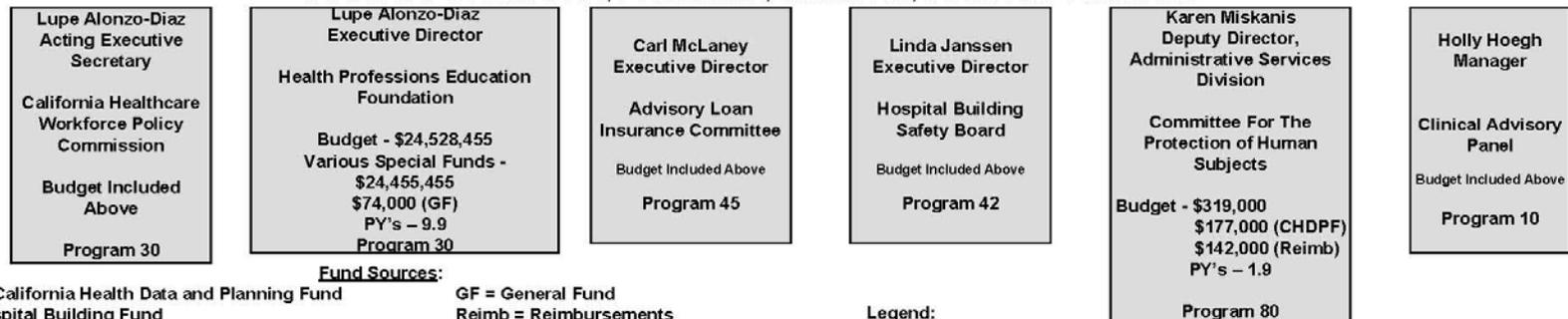
Office of Statewide Health Planning and Development

2012/13 Total Budget = \$116,502,000 2012/13 PY's = 473.6

Current
4/2/12



STATUTORY COMMISSIONS, FOUNDATION, COMMITTEE, BOARD AND COMMITTEE



Fund Sources:

CHDPF = California Health Data and Planning Fund
 HBF = Hospital Building Fund
 HFCLIF = Health Facilities Construction Loan Insurance Fund
 MHSF = Mental Health Services Fund
 Distributed to All Funds Based on PY's/Program

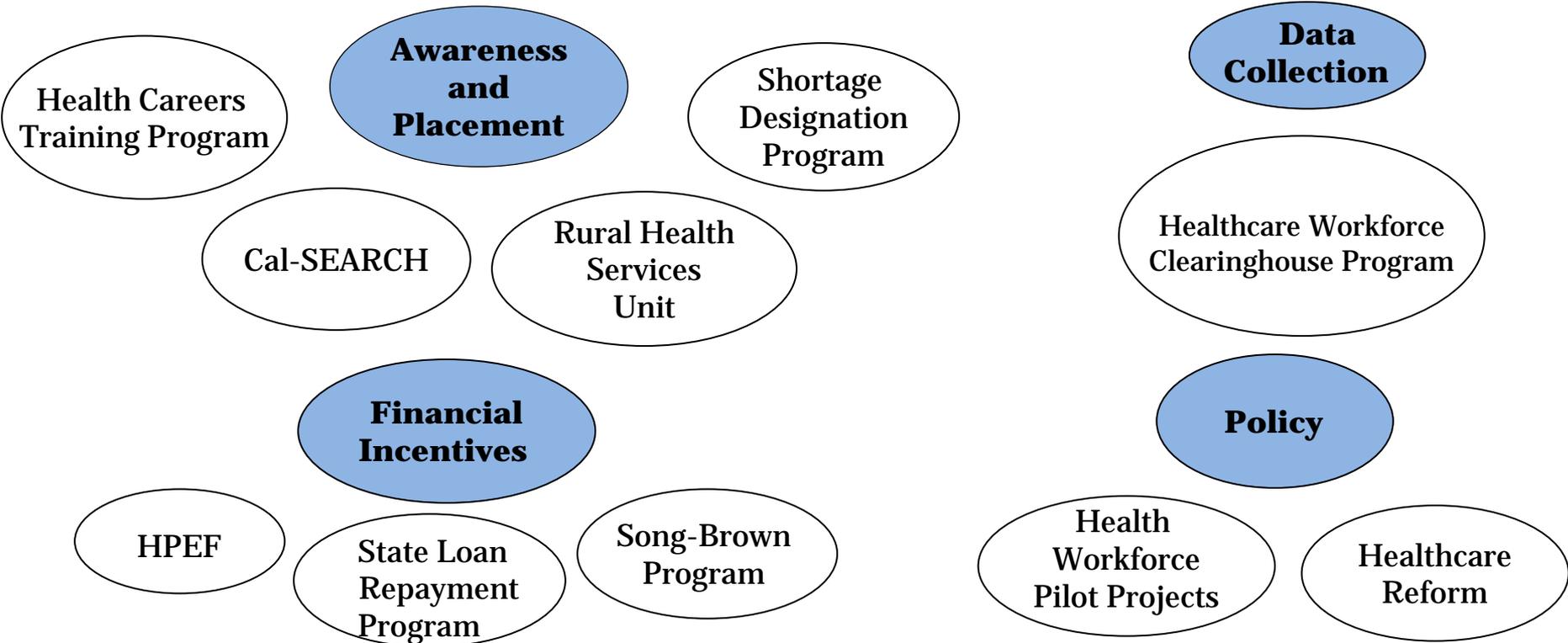
GF = General Fund
 Reimb = Reimbursements

Legend:

* EEO Officer - Functional direction only

^{1/}Budget dollars included in divisions' budget

OSHPD Healthcare Workforce Programs



Support healthcare accessibility through the promotion of a diverse and competent workforce while providing analysis of California's healthcare infrastructure

About the Healthcare Workforce Development Division (HWDD)

➤ Mission

- To promote healthcare workforce development, distribution, diversity, competency, collaboration and capacity building to accommodate healthcare service requirements within California's various health delivery settings
- HWDD's programs, services and resources address, aid and define healthcare workforce issues throughout the state by:
- Encouraging demographically underrepresented groups to pursue healthcare careers
 - Identifying geographic areas of unmet need
 - Encouraging primary care physicians and non-physician practitioners to provide healthcare in health professional shortage areas in California's health delivery settings, today and tomorrow

About the Foundation

- The Health Professions Education Foundation (Foundation) is a 501(c)(3) non-profit public benefit corporation created by the Legislature in 1987
- The Foundation is advised by a 13-member Board of Trustees that is appointed by the Governor, Senate President Pro Tem, Speaker of the Assembly and Medical Board of California
- Mission
 - The Health Professions Education Foundation improves healthcare in underserved areas of California by providing scholarships, loan repayments and programs to health professional students and graduates who are dedicated to providing direct patient care in those areas.

Health Careers Training Program

- Strengthens California's healthcare industry by developing a culturally and linguistically competent healthcare workforce
- Provides direct and indirect support to programs that encourage economically/educationally disadvantaged and/or underrepresented groups to pursue health careers
- Coordinates activities with various governmental bodies, public and private partners, education and training sites, funding organizations, healthcare providers and associations
- Mini-grants fund activities focused on various categories that cover health career conferences and workshops, and health career exploration (awards from \$5,000 - \$20,000).
- Since 2005, over **23,772 students served** through 67 awards to organizations totaling \$799,764

Rural Health Service Unit

The Rural Health Service Unit works to strengthen healthcare systems in rural communities of California and provides useful resources for rural healthcare providers and the public.

- Provides free rural health jobs service
- Promotes funding opportunities for rural areas
- Offers rural health clinic resources

Cal-SEARCH

California Student/Resident Experience and Rotations in Community Settings

- Designed to increase recruitment and retention of culturally competent, community oriented health professionals in California's clinics and community health centers
- Students and residents are linked to trained preceptors and receive standardized instruction through 4-8 week service-linked clinical experiences and rotations
- Upon completion students receive \$700 stipend and facilities receive \$1000 per student
- Since 2009: 118 students have participated and 53 community clinics and health centers have hosted students

Financial Incentives

- Allied Healthcare Scholarship
- Vocational Nurse Scholarship
- Licensed Vocational Nurse (LVN) Loan Repayment
- LVN to ADN Scholarship
- Associate Degree Nursing (ADN) Scholarship
- Bachelor of Science in Nursing (BSN) Scholarship
- Bachelor of Science in Nursing (BSN) Loan Repayment
- State Nursing Assumption Program of Loans for Education (SNAPLE)
- Licensed Mental Health Services Provider Education
- Mental Health Loan Assumption
- Health Professions Education Scholarship
- Health Professions Education Loan Repayment
- Steven M. Thompson Physician Corp Loan Repayment
- State Loan Repayment Program

Foundation Awards 2008 - 2011

Fiscal Year	Applications Received	Dollars Requested	Applicants Awarded	Dollars Awarded
2008-2009	2,807	\$29,792,182	555	\$ 4,401,056
2009-2010	4,159	\$32,956,952	720	\$ 7,547,615
2010-2011	2,566	\$26,900,907	659	\$ 8,680,250
Totals 2008-2011	9,532	\$89,650,041	1,934	\$20,628,921

- The Foundation's track record of delivering health providers to medically underserved areas has resulted in approximately 4,611 awards totaling almost \$59 million to allied health, nursing, mental health and medical students and recent graduates practicing in 56 of California's 58 counties.

Financial Incentive Requirements

- **Eligibility Criteria**
 - Academic Performance
 - Background/Life Experiences
 - Cultural Competency
 - Career Goals
 - Community Involvement
 - Financial Need
 - Health-Related Work Experience
 - Hard-to-fill/retain position Verified by County of Employment
- **Service Obligation**
 - In a medically underserved area and/or with a qualifying facility
 - As defined by each program statutes and/or regulations
 - Monitored every 3 or 6 months
- **Deadlines**
 - September 11

NHSC/State Loan Repayment Program

- Repays educational loans of health providers for their commitment to serve in designated Health Professional Shortage Areas (HPSAs)
- Funded by \$1 million annual grant from HRSA/NHSC
- Requires facilities (where the provider practices) to match the award 50:50
- Received approximately \$4 million in ARRA grant funding*

Year	Total Applied	Total Funded
2010	252	121 (\$3,911,690)*
2011	44	39 (\$1,141,019)

Song-Brown Program

- Supports institutions (not individual students) that provide clinical training for Family Residents, Family Nurse Practitioners, Physician Assistants and Registered Nurses
- Encourages universities and primary care health professionals to provide healthcare in medically underserved areas
- Encourages universities to incorporate culturally competent/culturally responsive care training into educational curriculum

Year	Total Applied	Total Funded
2010	83 applied (\$12,521,295)	59 funded (\$7,390,082)
2011	92 applied (\$13,823,137)	66 funded (\$7,277,979)

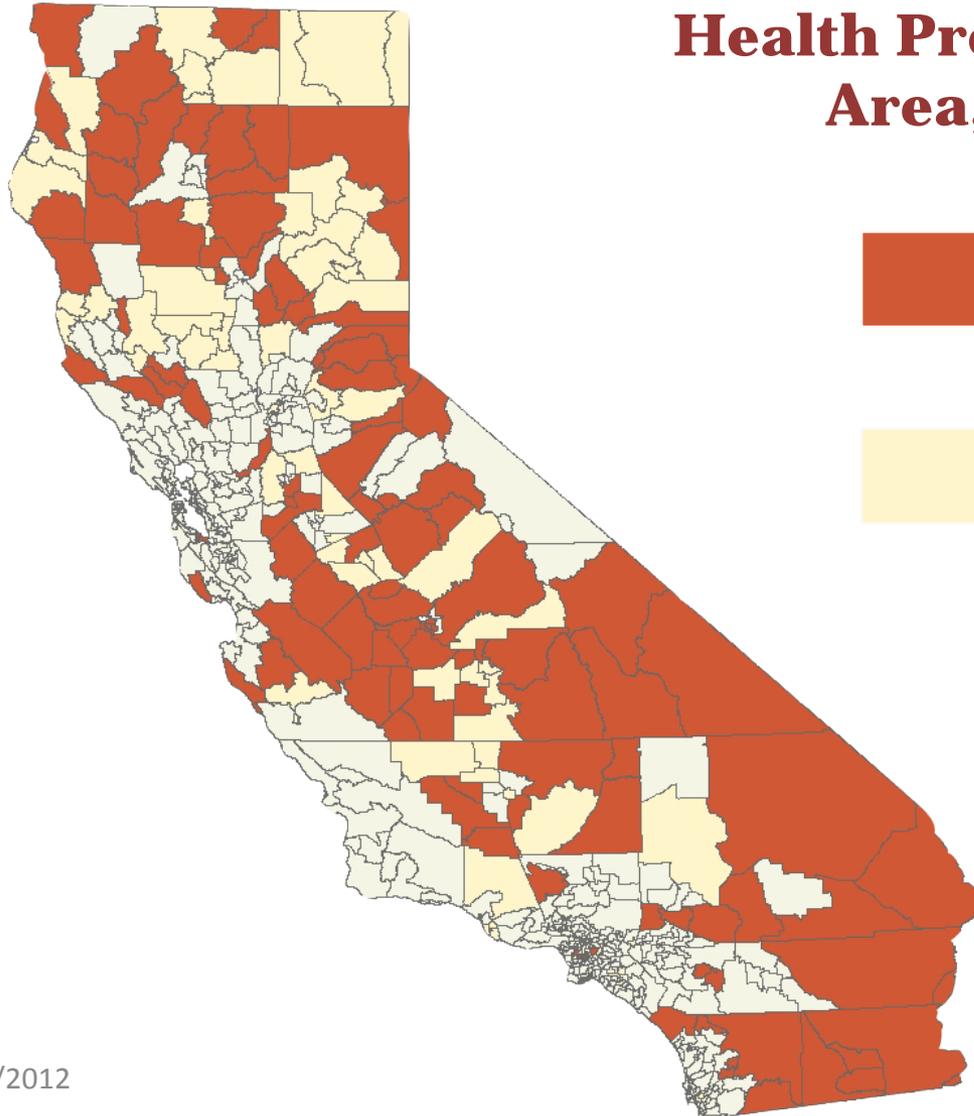
Healthcare Workforce Clearinghouse

- The state's central source of health care workforce and educational data
- OSHPD is collecting data from:
 - Employment Development Department's Labor Market Information Division
 - State licensing boards
 - State institutions of higher education
- Healthcare workforce data will be collected by specialty and includes supply of workforce, diversity of workforce, employers current and projected workforce demand, location of practice, educational capacity to train workers and student enrollment and graduates
- Establishment of the Clearinghouse will enhance California's ability to understand and manage its complex healthcare delivery infrastructure and growing and aging population
- Scheduled to roll-out June 2012

Shortage Designation Program

- Reviews and recommends Primary Care, Dental, and Mental Health Professional Shortage Area (HPSA) and Medically Underserved Area/Medically Underserved Population (MUA/MUP) applications to HRSA's Shortage Designation Branch
- HPSAs are designated by HRSA as having shortages of primary medical care, dental or mental health providers and may be by geographic or demographic designation.
- SDP acts as a liaison between the stakeholders and HRSA and offers technical assistance workshops and support.

Year	Total Designation Applications	Renewal Applications	New Applications
2009/2010	85	50	35
2010/2011	81	49	32



Health Professional Shortage Area, Primary Care

**Geographic
Designation (118)**



**Population
Designation (80)**



- 53 counties in California have at least one HPSA designation
- 463 total HPSA designations in California

Health Workforce Pilot Projects

- Provides opportunities to test, demonstrate, and evaluate new or expanded roles for healthcare professionals, or new healthcare delivery alternatives:
 - Nurse Practitioners evolved from changes in the Registered Nurse scope of practice in 1975
 - Registered Dental Hygienists emerged from a pilot project in 1997
 - 172 pilot project applicants, 107 pilot projects approved 1972

OSHPD Role in Health Care Reform

- Partnership with other agencies, departments, and organizations
- Regional focus groups
- Nominated individuals to federal advisory committees and councils
- Technical assistance calls
- Letters of support for federal grant applicants
- Support other statewide efforts
- HCR list-serve

Financial Incentives

Allied Healthcare Scholarship

- Purpose: Increase number of appropriately trained allied health professionals and encourage their practice in direct patient care in medically underserved areas of California
- Priority is given to students enrolled in the fields of
 - Diagnostic Medical Sonography, Clinical Laboratory Science, Medical Assistant, Medical Imaging, Medical Laboratory Technology, Nuclear Medicine Technology, Occupational Therapy, Pharmacy, Pharmacy Technician, Physical Therapy, Physical Therapy Assistant, Radiation Therapy Technology, Radiologic Technology, Respiratory Care, Social Work, Speech Therapy, Surgical Technician, and Ultrasound Technician.
 - \$4,000 in exchange for one year of service or 100 volunteer hours
- Availability for awards dependent on funding available by grants, donations, etc.

Fiscal Year	Applications Received	Dollars Requested	Applications Awarded	Dollars Awarded
09/10	249	\$1,042,650	46	\$164,000
10/11	207	\$828,000	26	\$ 65,526

Financial Incentives Continued

Vocational Nursing Scholarship & Loan Repayment

- Purpose: Increase number of vocational nurses practicing in medically underserved areas of California
- Funded by \$5 licensing fee (approximately \$125,000 available for awards annually)
- Three awards:
 - Vocational Nurse Scholarship (\$4,000 for two years of service)
 - Licensed Vocational Nurse to Associate Degree Nursing Scholarship (\$6,000 for two years of service)
 - Licensed Vocational Nurse Loan Repayment (\$8,000 for two years of service)

Fiscal Year	Applications Received	Dollars Requested	Applicants Awarded	Dollars Awarded
09/10	232	\$964,000	35	\$142,000
10/11	128	\$512,000	14	\$ 44,000

Financial Incentives Continued

Associate Degree Nursing (ADN) Scholarship Program

- Purpose: Increase the number of registered nurses and to encourage nurses to practice direct patient care in medically underserved areas of California
- Award
 - \$10,000 for two years of service
- Funded by \$10 licensing fee
 - Approximately \$1.63 million available for awards annually for the ADN and BSN programs

Fiscal Year	Applications Received	Dollars Requested	Applicants Awarded	Dollars Awarded
09/10	207	\$1,415,000	80	\$770,000
10/11	164	\$1,640,000	40	\$323,286

Financial Incentives Continued

BSN Scholarship and Loan Repayment Programs

- Purpose: Increase the number of RNs and encourage RNs to practice direct patient care in medically underserved areas of California
- Two awards:
 - Bachelor of Science Nursing Scholarship (\$10,000 for two years of service)
 - Bachelor of Science Nursing Loan Repayment (Up to \$19,000 for four years of service)
- The program will be expanding to also include eligibility for graduate, pre-licensed nurses
- Funded by a \$10 licensing fee surcharge
 - Approximately \$1.63 million available for awards annually for the ADN and BSN programs

Fiscal Year	Applications Received	Dollars Requested	Applicants Awarded	Dollars Awarded
09/10	155	\$1,021,680	96	\$921,136
10/11	129	\$1,124,118	44	\$484,924

Financial Incentives Continued

State Nursing Assumption Program of Loans for Education/ SNAPLE

➤ Purpose:

- Encourage students to complete their baccalaureate and/or graduate degree
- Increase the number of nursing faculty at regionally accredited colleges and universities in California

➤ Award:

- \$25,000 in exchange for three years of service teaching nursing studies at a regionally accredited college or university in California for three full-time academic years or its equivalent
- Must be currently enrolled in school to be eligible

➤ This program is not administered by the Foundation however the Foundation receives General Fund support to conduct outreach activities on behalf of SNAPLE.

Financial Incentives Continued

Licensed Mental Health Service Provider Education

➤ Purpose:

- Encourage licensed mental health service providers to practice in a mental health professional shortage area or qualified facility in California
- Up to \$15,000 for two years of service

➤ Funded by \$10 licensing fee

- Approximately \$415,000 available for awards annually

Fiscal Year	Applications Received	Dollars Requested	Applicants Awarded	Dollars Awarded
09/10	1,644	\$19,325,308	68	\$610,612
10/11	866	\$ 7,860,830	32	\$428,955

Financial Incentives Continued

Mental Health Services Loan Assumption Program

- Purpose: Encourage mental health service providers to practice in the public mental health system in California
 - Need to be employed in a hard to fill and/or retain position
 - Up to \$10,000 for one year of service
 - Amounts may vary by county due to county allocations
- Funded by the Mental Health Services Act
 - Approximately \$5.0+ million available for awards annually

Fiscal Year	Applications Received	Dollars Requested	Applicants Awarded	Dollars Awarded
09/10	1,498	\$3,040,172	309	\$2,468,425
10/11	1,099	\$9,899,700	474	\$4,523,757

Financial Incentives Continued

Health Professions Education Scholarship and Loan Repayment

- Purpose: Increase the number of health professionals practicing direct patient care in medically underserved areas of California
- Priority is given to dentists, dental hygienists, nurse practitioners, certified midwives, physician assistants, and clinical nurse specialists
- Two awards:
 - HPE Scholarship (\$10,000 for two years of service)
 - HPE Loan Repayment (\$20,000 for two years of service)
- Availability for awards dependent on funding available by grants, donations, etc.

Fiscal Year	Applications Received	Dollars Requested	Applicants Awarded	Dollars Awarded
09/10	108	\$1,380,415	70	\$961,415
10/11	No available funding	N/A	N/A	N/A

Financial Incentives Continued

Steven M. Thompson Physician Corps Loan Repayment Program

- Purpose: Increase the number of culturally and linguistically competent physicians who are practicing in medically underserved areas of California
- Priority is given to primary care doctors, 15% of funds may be directed to specialists
 - Up to \$105,000 for three years of service
- Funded by \$25 licensing fee surcharge and DMHC HMO Fines and Penalties Fund
 - Approximately \$2.5 million available for awards annually

Fiscal Year	Applications Received	Dollars Requested	Applicants Awarded	Dollars Awarded
09/10	66	\$4,767,727	16	\$1,510,027
10/11	63	\$5,036,259	29	\$2,809,802

Proposal to Transfer Workforce, Education, and Training (WET) Program to OSHPD

WET Transition

- OSHPD's existing infrastructure, experience and technical abilities enable a transfer of WET to result in increased efficiency, reduced duplication and better alignment of the program with health care reform planning.

Program	State Ops	Local Assistance	Positions	Total
Mental Health Services Act Workforce Education and Training (WET): <ul style="list-style-type: none"> ➤ Stipends (11) ➤ Psychiatric Residency (3) ➤ Regional Partnerships (5) ➤ Statewide Technical Assistance Center (1) ➤ 5 Year WET Plan 	\$105,000	\$12,150,000	1.0	\$12,255,000

- Existing Trailer Bill Language ensures the role of the California Mental Health Planning Council will remain the same as WET transitions from DMH to OSHPD.

WET Transition Continued

Internal

- Staff Services Manager III assigned as the WET Transition Manager
- Core Transition Team includes Deputy Director, Staff Services Manager III, Staff Services Manager II and Staff Services Manager I
- Established 90-day work plan identifying resources, potential barriers and timeline
- Established bi-weekly meeting between DMH and OSHPD
- Reviewing contracts to determine project goals and invoicing status

WET Transition Continued

Internal Continued

- Reviewing current Department of Mental Health (DMH) procedures to determine where streamlining can occur and how best to utilize internal resources for WET Program
- Finalize draft for release of Request for Proposal (RFP) for Psychiatric Residency Program (Current contract with UCLA, Kern County to expire June 30, 2012)
- Establish Record Management

WET Transition Continued

External

- Meetings with Stakeholders
- Created WET Program page on OSHPD web site
- Developed email for comments, inquiries
MHSAWET@oshpd.ca.gov
- Establish an Advisory Committee, June 2012
- Planning introduction meeting for current contractors, July 2012

WET Transition Continued

Priorities

- Transition 1 PY
 - Engage constituents in planning process
 - Establish relationship with Planning Council
 - Establish method for transparent reporting of contract awards and progress reports
 - Evaluate existing program procedures to create efficiencies
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graph LR; A[Engage constituents in planning process] --> B[Five Year Plan]; A --> C[Contracts, management, reporting and evaluation];
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# WET Transition Continued

## Five Year Plan

- Reviewing existing plan (April 2008 – April 2013)
- Participating/Attending Planning Council - Human Resources Committee meetings
- Gathering feedback from stakeholders about purpose, process and expected outcomes

## Contacts

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