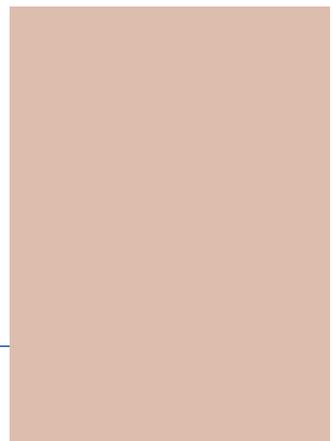


Healthcare Workforce Development Division

Fiscal Year 2010-11 Summary



Office of Statewide Health Planning and Development

Healthcare Workforce Development Division Fiscal Year 2010-11 Summary

OSHPD MISSION

The California Office of Statewide Health Planning and Development (OSHPD) promotes healthcare accessibility through leadership in analyzing California's healthcare infrastructure, promoting a diverse and competent health workforce, providing information about healthcare outcomes, assuring the safety of buildings used in providing health care, issuing loans to encourage the development of healthcare facilities, and facilitating development of sustained capacity for communities to address local healthcare issues.

OSHPD VISION

"Equitable Healthcare Accessibility for California"

HEALTHCARE WORKFORCE DEVELOPMENT DIVISION MISSION

To promote health workforce development, distribution, diversity, competency, collaboration, and capacity building to accommodate healthcare service requirements within California's health delivery settings particularly in rural and urban underserved areas.



State of California
Edmund G. Brown Jr., Governor

California Health & Human Services Agency
Diana S. Dooley, Secretary



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Deputy Director's Message



In FY 2010-11, the Healthcare Workforce Development Division (HWDD) continued its efforts to advance the recruitment and training of future health professionals, create an equitably distributed health workforce, and increase healthcare accessibility. On behalf of the Office of Statewide Health Planning and Development (OSHPD), I am proud to present this annual summary of activities, accomplishments, and outcomes. The enclosed map (page 9) displays information which shows the impact our programs have made across the state.

OSHPD continues to work with our national, state, and regional partners in ways that address local and statewide healthcare shortages, including the collection of data and dissemination of information on California's healthcare infrastructure. This knowledge informs and promotes effective policy and planning to improve health delivery systems.

Our staff works hard to fulfill the OSHPD vision to increase healthcare accessibility by supporting education and training opportunities in underserved areas throughout California, providing financial incentives to providers that commit to service in underserved areas, and delivering innovative analyses on health workforce development.

Highlights for FY 2010-11

- Funded over \$9.3 million in health professions and education training program awards, mini-grants, and loan repayments
- Conducted outreach to students, parents, educators, and policy makers to share healthcare careers, pipeline intervention programs, training activities, and opportunities for mini-grant funding, clinical experience, and loan repayments
- Surpassed 24,000 students supported through Health Careers Training Program Mini-Grants funding
- Awarded 20 primary care physicians for a total of over \$1.8 million through the Hybrid State Loan Repayment Program and Health Professions Education Foundation's Steven M. Thompson Physician Corps Loan Repayment Program
- Continued the Healthcare Workforce Clearinghouse Program efforts to develop and disseminate healthcare workforce and education data

- Supported efforts of the Health Care Reform Workforce Workgroup and partnered with the California Workforce Investment Board to coordinate workforce development planning activities to effectively implement Health Care Reform in California
- Participated in workgroups, committees, and advisory committees of the California Hospital Association, California Health Professions Consortium, California Postsecondary Education Commission, and California Health Workforce Alliance
- Provided over 15 letters of support to stakeholders applying for federal health workforce grants; over 70 stakeholders in California received federal grant funding totaling over \$42,648,300
- Developed new geographic information systems maps and data services and produced statistical information in response to legislative inquiries
- Conducted shortage designation technical assistance workshops in Redding and Newport Beach in addition to technical assistance via telephone and email, providing over 2,000 instances of assistance
- Obtained over \$2.2 million in additional American Recovery and Reinvestment Act funding for California's Student and Resident Experiences and Rotations in Community Health Program, State Loan Repayment Program, and primary care office programs

As illustrated by the variety of accomplishments and activities, and the map displaying HWDD program funding this fiscal year, we recognize that we must take a multifaceted approach to health workforce development and engage our partners and stakeholders regularly to ensure our programs and services are responsive to the state's needs.

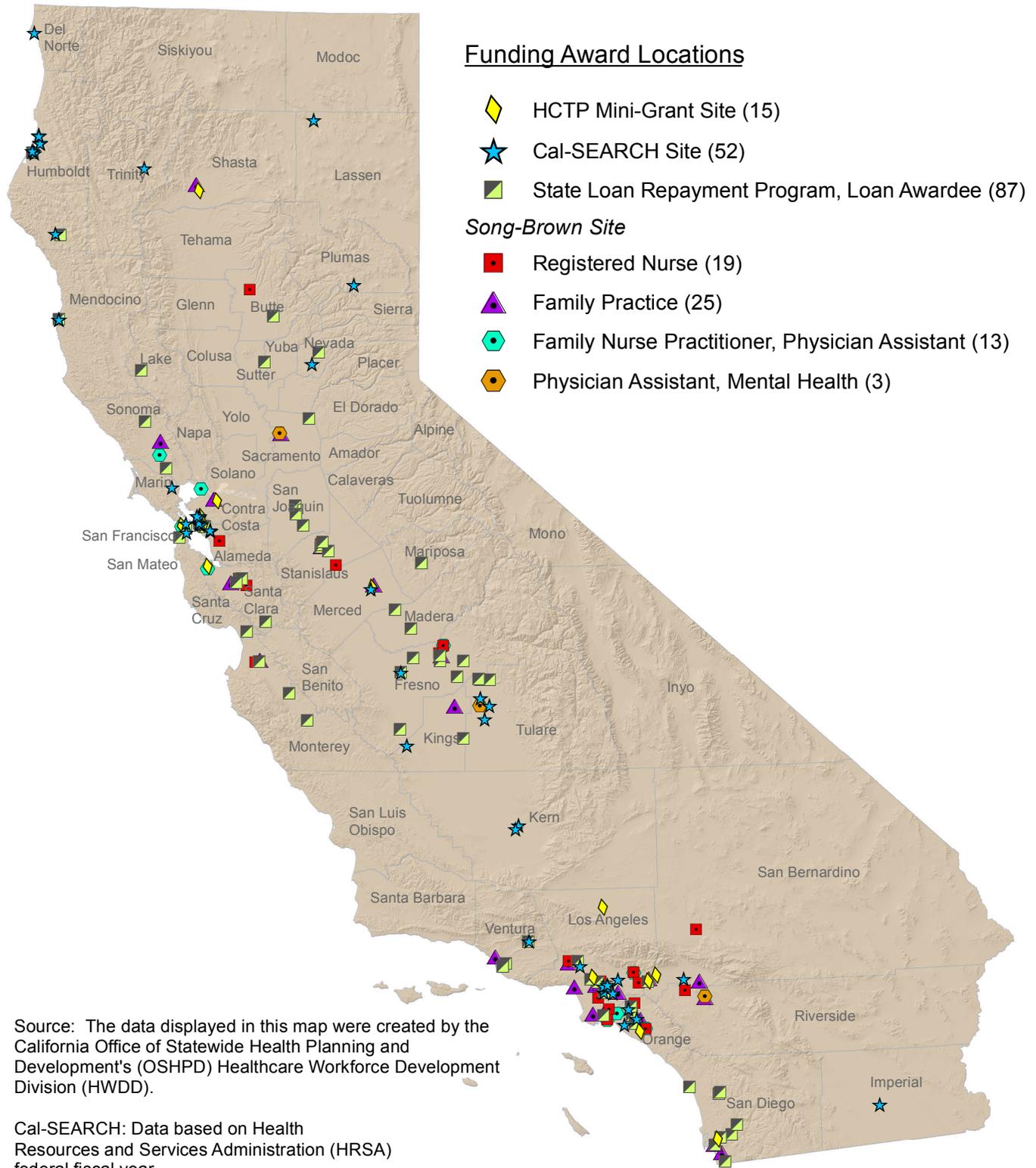
Angela L. Minniefield, M.P.A., Deputy Director
Healthcare Workforce Development Division

Healthcare Workforce Development Division Overview

The Healthcare Workforce Development Division programs are interconnected in scope and purpose and depend on each other to give strength and value to their individual activities. Working together, each program's services and resources address, aid, and define health workforce issues throughout the state by encouraging underrepresented and economically disadvantaged students to pursue health careers, identifying geographic areas of unmet need, and encouraging primary care physicians and other health practitioners and workers to provide health care in health professional shortage areas in California.



Office of Statewide Health Planning and Development Statewide Impact, FY 2010-2011



Source: The data displayed in this map were created by the California Office of Statewide Health Planning and Development's (OSHPD) Healthcare Workforce Development Division (HWDD).

Cal-SEARCH: Data based on Health Resources and Services Administration (HRSA) federal fiscal year.

November 2011



Impact Via Funding

Health Careers Training Program

The Health Careers Training Program (HCTP) Mini-Grants provide funding to organizations providing direct and indirect program support for underrepresented and/or economically disadvantaged students as they pursue careers in the health industry. During FY 2010-11, a total of \$188,907 in Mini-Grants was awarded to 15 programs and organizations. Since 2005, over 24,000 students have been supported with Mini-Grant funds. For program specific information, please visit www.oshpd.ca.gov/HWDD/HCTP_mini_grants.html.

Cal-SEARCH

California's Student and Resident Experiences and Rotations in Community Health Program (Cal-SEARCH) is designed to increase the recruitment and retention of culturally competent, community oriented health professionals in California's clinics and community health centers by providing clinical training to students and residents. Cal-SEARCH is a partnership between OSHPD, the California Primary Care Association (CPCA), and the California Area Health Education Center (AHEC). During FY 2010-11, there were 52 sites that applied and met the eligibility criteria to host Cal-SEARCH students and residents. For program specific information, please visit www.oshpd.ca.gov/hwdd/cal-search/.

Song-Brown

The Song-Brown Program provides funding to Family Practice Residency Programs, Family Nurse Practitioner and Physician Assistant Programs, and Registered Nurse Education Programs. Funding is provided to institutions, not individual students. During FY 2010-11, nearly \$7.5 million was awarded to 60 educational programs. For program specific information, please visit www.oshpd.ca.gov/HWDD/Song_Brown_Prog.html.

State Loan Repayment Program

The National Health Service Corps/State Loan Repayment Program (NHSC/SLRP) assists in recruiting and retaining healthcare professionals in community health centers, county health systems, and with other primary care safety-net providers in federally designated Health Professional Shortage Areas (HPSAs). During FY 2010-11, a total of over \$2 million in federal grants was awarded to 51 SLRP participants in 23 counties. For program specific information, please visit www.oshpd.ca.gov/HWDD/SLRP.html.

Impact Via Health Care Reform

Background

With passage of the Patient Protection and Affordable Care Act (ACA), also known as Health Care Reform (HCR), and knowledge that millions of uninsured Californians will need access to the state's healthcare delivery system, OSHPD continued its leadership role as Co-chair of the California Health Care Reform, Healthcare Workforce Workgroup with the California Workforce Investment Board (CWIB) and continued its efforts to implement and support the work of the Health Workforce Development Council (Council). The HCR Workforce Workgroup convened leadership of state government agencies to catalyze a process for cross-department, cross-agency planning and identification of key policy issues to address California's health workforce supply and demand, particularly in areas of unmet need.

Partners

OSHPD has partnered with CWIB to develop a comprehensive strategy for health workforce development. OSHPD, in concert with CWIB, staffed the Council. The 27-member Council was established in August 2010 as a special committee of CWIB, and their mission is to expand California's health workforce to provide access to quality health care for all Californians. The Council is tasked with understanding the current and future workforce needs of California's health delivery system and development of a comprehensive strategy to meet those needs.

Outcomes

The OSHPD and CWIB partnership received a \$150,000 federal Affordable Care Act Health Workforce Development Planning Grant to implement and convene the Council. This began a comprehensive planning process for health workforce development in California. The work of the planning grant was focused on health professions education, training, and workforce development provisions in Title V of the Patient Protection and Affordable Care Act. Through the planning grant efforts, OSHPD and CWIB hosted regional focus groups and engaged stakeholders representing the health industry; professional associations; advocacy, education, and training institutions; labor; and local, state, and federal government.

Regional Focus Groups

OSHPD, in concert with CWIB, hosted 11 regional focus groups. The focus groups were designed to better understand healthcare delivery systems, workforce development needs, and how California will be affected by the implementation of ACA both statewide and regionally. A total of 388 participants representing a diverse group of regional leaders and stakeholders from 41 California counties participated in the focus groups. Focus group participants provided input on several elements on the implementation of HCR including significant regional workforce challenges, categories of health workers needed in response to ACA, resources currently being invested and resources needed, successful models of health professions education and training programs, existing best practices and models to increase workforce diversity, and partnerships that enhance the state's ability to meet health workforce needs. Focus group participants provided information through table breakout sessions as well as a supplemental web-based survey.

Career Pathways Sub-Committee

The 16-member Career Pathways Sub-Committee (Committee) was charged with developing statewide planning recommendations that addressed key policy areas pertaining to career pathways, including:

- Existing and potential health career pathways that may increase access to primary care
- Existing education and training capacity and infrastructure to accommodate the career pathways needed to increase access to primary care
- Academic and healthcare industry skill standards for high school graduation, entry into postsecondary education, and various credentials and licensure
- Availability of career information and guidance counseling to existing and potential health professions students and residents
- Big picture issues around recruitment, retention, attrition, transfer, articulation and curricular disconnects, and the identification of policies needed to facilitate the progress of students between education segments in California
- Need for pilot/demonstration projects in eligible and/or new health personnel categories

The Committee reviewed and developed pathway recommendations for the following eight professions: primary care physicians, primary care nurses, clinical laboratory scientists, medical assistants, community health workers/Promotores, public health professionals, social workers, and alcohol and other drug abuse counselors. The findings will be summarized in a report that will include the barriers and recommendations identified for the selected pathways. These eight professions were the initial pathways developed by the Committee. Given the short timeframe for completion of the Committee's work, availability of considerable career pathway information was a key factor in the selection of initial professions. The intention is for pathways to be developed for additional professions when permitted by time and resources.

The final report will be submitted to the Council for further review, approval and prioritization. Selected components may form part of the Council's comprehensive workforce strategy for California. The Council will look to experts to provide further action steps to implement the recommendations.

OSHPD has participated and engaged in other statewide health workforce planning efforts including California Institute for Nursing and Health Care, California Health Workforce Alliance (CHWA), CHWA Primary Care Initiative, California Health Professions Consortium, California Health Workforce Initiative, California Public Health Alliance for Workforce Excellence, and California Hospital Association Workforce Committee. OSHPD staff has given presentations on other state's Health Care Reform efforts at several meetings, conferences,

and briefings convened by:

- California Association of Alcoholism and Drug Abuse Counselors
- California Health Policy Forum
- California Health Professions Consortium
- California Health Workforce Alliance
- California State Rural Health Association
- Health Workforce Initiative
- Los Angeles Health Action
- Medical Board of California

Outreach

OSHPD is working to develop a comprehensive strategy for health workforce development in California. Through the planning grant process, OSHPD and CWIB have compiled over 100 health workforce development recommendations. All the recommendations and implementation strategies will be included in a comprehensive report that will be available to statewide and regional leadership. The report is scheduled for release by June 2012.

A considerable amount of OSHPD's work around HCR included engaging stakeholder organizations and individuals. During the past year, OSHPD staff conducted daily monitoring of federal health workforce grants activities in which 45 federal health workforce related grants were discovered. These grant announcements were sent out through OSHPD's healthcare reform listserv which includes over 370 stakeholders. To date, over 70 announcements have been sent out to advise stakeholders of upcoming meetings as well as federal grant opportunities.

Through the grant monitoring and announcement process, OSHPD and CWIB have provided over 15 letters of support for federal health workforce grant applicants in California. These letters of support have aided organizations in attaining federal grants. Over 70 stakeholders in California have received federal grant funding from these grants within the last year totaling over \$42,648,300. OSHPD documents and shares both federal and statewide health workforce grant resource information. Documents can be found on the Health Care Reform tab of the OSHPD website.

OSHPD has also sought stakeholder input and requested nominations that the State could submit to enhance California's representation on five federal commissions and advisory boards. These include the National Health Workforce Commission, National Advisory Council on Nursing Education and Practice, Council on Graduate Medical Education, Advisory Committee on Training in Primary Care Medicine and Dentistry, and the Advisory Committee on Interdisciplinary, Community-Based Linkages.

Impact Via Policy

HWDD Monitored several legislative bills that appeared to impact health workforce.

Bills signed by the Governor include:

- AB 278 (Assembly Member Monning) Chapter 227, Statutes of 2010: This bill authorizes the Office of Health Information Integrity within the California Health and Human Services Agency to establish and administer demonstration projects to evaluate potential solutions to facilitate health information exchange that promote quality of care, respect the privacy and security of personal health information, and enhance the trust of the stakeholders.
- AB 1069 (Senator Pavley) Chapter 512, Statutes of 2010: This bill provides that a physician assistant acts as the agent of the supervising physician when performing authorized activities, and would authorize a physician assistant to perform physical examinations and other specified medical services, as defined, and sign and attest to any document evidencing those examinations and other services, as required pursuant to specified provisions of law.

- AB 2385 (Assembly Member Perez) Chapter 679, Statutes of 2010: This bill establishes the Pilot Program for Accelerated Innovative Nursing and Allied Health Care Profession Education at the California Community Colleges, under the administration of the California Community Colleges Chancellor's Office to facilitate the graduation of community college nursing and allied health students by piloting innovative models to expand the state's capacity to prepare a qualified health workforce.
- AB 2696 (Assembly Member Bass) Chapter 396, Statutes of 2010: This bill establishes a special committee known as the Green Collar Jobs Council, comprising the appropriate representatives from CWIB existing membership, including the K-12 representative; California Community Colleges representative; Business, Transportation, and Housing Agency representative; Employment Development Department representative; and other appropriate members.
- SB 900 (Senators Alquist and Steinberg, Coauthor Senator Pavley) Chapter 659, Statutes of 2010: This bill establishes the California Health Benefits Exchange (the Exchange) to be governed by a board comprising the Secretary of California Health and Human Services and four other members appointed by the Governor and the Legislature in a specified manner and would enact other related provisions with respect to the governance of the Exchange.

Bills vetoed by the Governor include:

- AB 542 (Assembly Member Feuer) Vetoed by the Governor September 29, 2010: This bill would have required the medical director and the director of nursing of a hospital to annually report adverse events and hospital acquired conditions to its governing board. The Governor indicated that while he is supportive of stakeholder expertise in the development of California's non-payment policies and procedures for healthcare-acquired conditions consistent with the provisions of federal Health Care Reform, legislation is not required for the Department of Health Care Services to undertake this process.
- AB 2393 (Assembly Member Ammiano) Vetoed by the Governor September 23, 2010: This bill would have required private postsecondary educational institutions to comply with various fair business practices, as specified. The Governor indicated the bill would create varying standards for determining post-graduate placement rates from different vocational fields.
- SB 1119 (Senator Wright) Vetoed by the Governor September 29, 2010: This bill would have imposed certain requirements on an employment agency that refers temporary licensed nursing staff and provides screening procedures for temporary nursing registries to any health facility, as defined. The Governor indicated that a) the bill only seeks to extend the same weak and ineffective policies that are preventing the Board from carrying out its mission to protect the public, thus he could not support the status quo, and b) the Legislature needs to enact strong, meaningful enforcement measures that protect patients instead of protecting problem nurses.

Bills that failed passage by the Legislature, under suspense, or are eligible for reconsideration include:

- AB 824 (Assembly Member Chesbro) was amended March 11, 2011, located in the Assembly Health Committee: The bill would have established a demonstration project authorizing a rural hospital, as defined, that meets specified conditions a) to employ up to ten physicians and surgeons at one time, except as provided, b) to provide medical services at the rural hospital or other health facility that the rural hospital owns or operates, and c) to retain all or part of the income generated by the physicians and surgeons for medical services billed and collected by the rural hospital if the physician and surgeon in whose name the charges are made approves the charges.
- AB 926 (Assembly Member Hayashi) was amended April 27, 2011 and placed in the Assembly Appropriations Suspense File: AB 926 would reenact, until January 2022, a pilot to provide for the direct employment of a total of 50 physicians and surgeons by qualified district hospitals in order to improve the recruitment and retention of physicians and surgeons in rural and other medically underserved areas.
- AB 1360 (Assembly Member Swanston) failed passage and was granted reconsideration: The bill would have authorized healthcare districts and clinics owned and operated by a healthcare district to directly employ physicians and surgeons.

Impact Via Data and Research

The Healthcare Workforce Development Division's Data, Research, and Geographic Information Systems (GIS) is a leading resource in the analysis of health workforce data. Program staff collects, analyzes, and publishes data about health workforce shortage and health professional training. Staff also creates mapping products which are used to display tabular data in a spatial and visually descriptive format for the analysis of the healthcare workforce data. Many of these GIS mapping products are provided to various organizations and the public through interactive and static map displays of quantitative information.

Outcomes

During the past fiscal year, Data, Research, and GIS staff:

- Conducted an analysis of registered nurses in active status to help determine and map Registered Nurse Shortage Areas in California
- Conducted an analysis of primary care population to provider ratios and poverty to determine and map Primary Care Shortage Areas in California
- Analyzed areas of unmet need for mapping training sites and graduate practice locations that assist in developing funding recommendations for the California Healthcare Workforce Policy Commission
- Developed maps that illustrate Primary Care, Dental, and Mental Health Professional Shortage Areas; Medically Underserved Areas (MUAs); and Medically Underserved Populations (MUPs) in Medical Service Study Areas (MSSAs)
- Developed a regional California Health Workforce map and reported to the Health Workforce Development Council the administrative uses for the regional boundaries

Outreach

Staff addressed a class of students at the Betty Irene Moore School of Nursing on the ways GIS can be used to reduce California health workforce shortages.

Healthcare Workforce Development Division Programs

Health Careers Training Program

The Health Careers Training Program promotes health professional education and skill development to increase and prepare a culturally and linguistically competent California health workforce. A wide variety of resources are provided through quarterly newsletters, monthly email broadcasts, a calendar of events, and the HCTP resources webpage.

Partners

HCTP works with industry partners, organizations, and community groups to coordinate activities and program efforts to support the development and enhancement of California's health workforce. HCTP continues to sponsor and share resources at regional and statewide conferences, including the California Hospital Association Rural Health Care Symposium and the Vision y Compromiso annual conference, a gathering of statewide advocates for expanding and improving the work of Promotores and community health workers. Staff has also continued its outreach to students at career exploration events to promote challenging and rewarding health careers. Attended events include the California State University Sacramento Bilingual Education Fair, the Latino Medical Student Association national conference, and the premedical conference held by the Stanford University Minority Medical Alliance. Participation at these events supports and encourages underrepresented groups to pursue health careers.

Outcomes

- Continued outreach to students, parents, educators, and policy makers to promote health careers, training activities, loan repayments, and funding opportunities at seven statewide conferences and career exploration events

- Surpassed 24,000 students supported through HCTP Mini-Grants
- Expanded online resources and conducted electronic outreach to over 5,600 students, parents, and educators monthly via HWDD news broadcasts
- Assisted in promoting the Cal-SEARCH clinical training program to over 600 schools, universities, and student organizations

Healthcare Pathways

HCTP produces the Healthcare Pathways student newsletter quarterly, which highlights health education and career pathways for students interested in pursuing health professional careers. During the past year, newsletter articles have promoted emergency and rehabilitation professions, highlighted the work of community health workers and Promotores, and celebrated the successes of high school health academies in Riverside, Antioch, and Sacramento. Staff has also prepared articles in partnership with other agencies including California Prison Health Care Services and the California Department of Education to promote job opportunities and educational resources.

Calendar of Events

The HWDD Calendar of Events is produced monthly and includes student and professional workshops and events, internship and scholarship opportunities, grant alerts, and funding deadlines. HWDD has listed over 75 events during the past year.

Email Broadcasts

Monthly email announcements are sent to over 5,600 students, healthcare professionals, and policy makers. Many of the listed events and news items were submitted by healthcare education programs and student organizations. Visitors may also sign up to receive the latest program news and announcements using the online subscription page at <http://www.oshpd.ca.gov/HWDD/HCTP.html>.

Health Professions Education Program Search Tool

The Health Professions Education Program Search Tool offers comprehensive information for students, educators, and individuals within California's healthcare industry and workforce development communities. The application allows users to identify schools that offer health education/training programs in California.

Online Resources

Additional resources are available online including information on career exploration, internships and clinical training, scholarships, and loan repayment programs. Areas of information found on the HCTP resources webpage include:

- Health career exploration
- Educational opportunities
- Pipeline programs and student enrichment resources
- Scholarship and loan repayment information
- Program funding information
- Internship and volunteer opportunities
- Job placement resources
- Student organizations
- Listings of state and national professional organizations for healthcare workers
- General resources

HCTP Mini-Grants

HCTP Mini-Grants provide financial support to organizations that focus on areas such as health academic preparation, community service programs, health career conferences and workshops, staff development, and hands-on experiences with health professionals in real/simulated healthcare settings. These awards strengthen and encourage diversity in the health professions and encourage economically/educationally disadvantaged groups and/or underrepresented groups to pursue health careers.

HCTP Mini-Grants cover activities performed during June 2010 through June 2011. The FY 2010 - 2011 funded programs focused on two categories: a) health career conferences and/or workshops and b) health career exploration.

During the FY 2010-11, HCTP Mini-Grants:

- Awarded a total of \$188,907 to 15 programs serving 2,449 students
- Received 17 applications for Category A funding and received 10 applications for Category B funding, for a total of \$351,805 in requested funds
- Awarded \$81,123 for Category A funding to 7 organizations
- Awarded \$107,784 for Category B funding to 8 organizations

In addition to HCTP Mini-Grants, staff conducted targeted outreach to geographic areas of the state where zero applications have been received or awarded in the last five years to share HCTP Mini-Grants opportunities with a wider range of potential applicants. Updates to guidelines, scoring criteria, and announcements have been completed to make the application process easier, better align the program goals with the HWDD mission of identifying geographic areas of unmet need, and encourage demographically underrepresented groups to pursue health careers.

Cal-SEARCH Program

California's Student and Resident Experiences and Rotations in Community Health Program (Cal-SEARCH) is a partnership designed to enhance the recruitment and retention of needed health professional students and residents within rural and urban underserved culturally competent community clinics and health centers (CCHCs). The CCHCs provide educational and training opportunities and clinical experiences that build and reinforce ties within these communities. Students and residents are linked to preceptors, mentors, and community projects while completing a four-to-eight week clinical rotation experience (80 hour minimum requirement), and a community project.

Eligible applicants include students and residents enrolled to become physicians (specializing in internal medicine, family practice, pediatrics, or obstetrics and gynecology), dentists, dental hygienists, physician assistants, nurse practitioners, certified nurse midwives, clinical psychologists, marriage and family therapists, psychiatric nurse specialists, and psychiatrists.

Partners

Cal-SEARCH was created through a partnership between the Area Health Education Centers (AHEC), the California Primary Care Association (CPCA), and OSHPD. The program is funded via a \$579,000 grant from an American Reinvestment and Recovery Act contract with the U.S. Department of Health and Human Services, Health Resources and Services Administration (HRSA). Following a competitive process, Cal-SEARCH partnered with three regional trainers who were recruited from AHECs.

Outreach

Cal-SEARCH created and completed a community outreach marketing effort to over 600 schools and universities, student and professional organizations, and other decision-makers. This marketing effort included the development of a Facebook page and the design and printing of an eight-page special edition Cal-SEARCH newsletter to highlight student successes and program benefits. The purpose of this outreach effort was to inform and invite individuals and educational programs to share the program benefits, rewards, and to offer additional marketing materials and informational handouts.

During FY 2010-11, Cal-SEARCH approved 52 clinical sites. A total of 103 students and residents have completed the application process with 45 students and residents currently in clinical training through September 2011. Staff led a national SEARCH workgroup to identify areas of improvement within program guidance as well as provided technical assistance to other states. An additional 16 students are scheduled to begin rotations in October, ending December 2011.

National Health Service Corps/State Loan Repayment Program

The National Health Service Corps/State Loan Repayment Program is an essential and integral component of California's health workforce development strategy. NHSC/SLRP continues to assist community health centers, county health systems, and other primary care safety-net providers in federally designated HPSAs to recruit and place physicians, dentists, nurse practitioners, physician assistants, certified nurse midwives, and mental health providers in certified eligible sites. NHSC/SLRP is funded through a Federal Reserve grant which averages \$1 million annually. The application cycle for NHSC/SLRP is August 1 through October 1 each year.

Outcomes

During FY 2010-11, a total of \$2,033,066 was awarded to 51 SLRP participants in 23 counties, including 32 new NHSC/SLRP participants and 19 existing participants. Award selections were based on the applicant's experience and commitment to work in a HPSA of California, cultural competency experience and training, and fluency in a language other than English. OSHPD also received \$2 million in American Recovery and Reinvestment Act (ARRA) funding from the U.S. Health Resources and Services Administration. In addition, \$104,775 in ARRA funding was awarded to OSHPD to assist in the coordination of activities for the delivery of primary care services, including the recruitment and retention of critical healthcare providers, specifically as it relates to the NHSC/Federal Loan Repayment Program (FLRP).

Outreach

Staff supports and assists with NHSC's efforts to recruit and retain health professions in designated HRSAs as part of the NHSC/FLRP. Program information is presented to university students, medical residents, and healthcare professionals at college career events, workshops, and meetings. Staff has addressed the Sutter Health Family Medicine Residency Program, Touro University's Physician Assistant Program, Pepperdine University students, and the California Society of Pediatric Dentistry's annual meeting, among others.

Site visits to healthcare providers were conducted to verify compliance with federal criteria, including Vista Community Clinic, JWCH Norwalk Regional Health Center, and Dr. Mahendra R. Patel's private practice site.

Song-Brown Program

The Song-Brown Program provides funding to Family Practice Residency Programs, Family Nurse Practitioner and Physician Assistant Programs, and Registered Nurse Education Programs. Funding is provided to institutions (not individual students) that provide clinical training and education in underserved areas and health care to the state's underserved population. These training and education opportunities provide residents and students with experience and exposure to practice environments that increase access to health care to the underserved.

OSHPD and the Healthcare Workforce Policy Commission (Commission) jointly administer the Song-Brown Program. The Commission reviews and makes recommendations concerning the funding of all programs under the Song-Brown Health Care Workforce Training Act.

Outcomes

During the past fiscal year, Song-Brown Program staff:

- Participated in the Sonoma Community Medical Service Study Areas Revision meeting in December 2010. The census tract change for MSSA 208 and MSSA 209.1 was approved by the Commission at the February 2011 Commission meeting
- Conducted the May 2011 California Healthcare Workforce Policy Commission Policy meeting. Several policy issues were discussed and/or reviewed and approved, including:
 - \$500,000 moved from Capitation to Special Program awards for the upcoming Song-Brown Registered Nurse Education Program cycle
 - Revised Registered Nurse Shortage Area review and approval
 - Review and approval of Registered Nurse Minimum Standards and Site Visit Tools
 - Determined that no funding would be provided for the Doctorate of Nursing Practice programs until further information was available for review

Impact

During FY 2010-11, the Song-Brown Program:

- Received 28 Family Practice Residency Training applications for funding with a total request of \$3.7 million, which leaves a shortfall of approximately \$1.8 million
- Awarded \$2,735,595 million to 25 Family Practice Residency Programs
- Received 13 Family Nurse Practitioner/Physician Assistant Base applications for a total request of \$1.5 million, which leaves a shortfall of \$44,000
- Awarded \$1,470,000 million to 13 Family Nurse Practitioner and Physician Assistant Training Programs
- Received 46 Registered Nurse applications for a total request of \$7.8 million, which leaves a shortfall of \$5.1 million
- Awarded \$2,724,000 million to 19 Registered Nurse Education Programs
- Received 3 Physician Assistant Mental Health Special Program applications for the available \$500,000
- Awarded \$432,750 to 3 Physician Assistant Programs for the Mental Health Special Programs

Health Workforce Pilot Projects Program

The Health Workforce Pilot Projects (HWPP) Program 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. Various organizations use HWPP to study the potential expansion of a profession's scope of practice to facilitate better access to health care; expand and encourage workforce development; demonstrate, test, and evaluate new or expanded roles for healthcare professionals or new healthcare delivery alternatives; and help inform the Legislature when considering changes to existing legislation in the Business and Professions Code.

Outcomes

During the past year, HWPP Program staff:

- Responded to inquiries from agencies in other states such as Hunter-Bellevue School of Nursing at Hunter College, City University of New York, Pew Children's Dental Campaign, Pew Center on the States in Washington D.C., Washington State Hospital Association (WSHA), WSHA/Health Work Force Institute, and the Committee on Health and Human Services in the Maine House of Representatives. The agencies have interest in California's HWPP Program structure and in developing legislation that would allow scope of practice demonstration projects.
- Received scope of practice concept inquiries from entities such as University of the Pacific, Universities of California, California State Universities, California Community Colleges, and California State Legislators who are interested in bringing pilot projects through the HWPP Program or monitoring the Program. It is common to share ideas with OSHPD-HWPP before developing or submitting a pilot project application.

Outreach

During the past year, HWPP Program staff:

- Continued staff participation with the California Oral Health Access Council (OHAC). OHAC discusses various workforce models that would require changes in oral health workforce practice styles, legislative change to implement new scope of practice concepts, and piloting under the HWPP Program.
- Attended the Center for Health Policy Legislative Briefing on Advancing California's Telehealth Policy. The teledental concept is incorporated in Health Workforce Pilot Project #172.
- Attended the forum on California's Future Health Care Workforce: Developing Care Teams and Revisiting Scope of Practice to Assure Access to Care Services.

HWPP Pilot Projects

HWPP #171 – Access through Primary Care Project – Demonstrating the Role of Advanced Practice Clinicians (APCs) in Expanding Early Pregnancy Care: The pilot project completed its fourth year of implementation.

As of June 1, 2011, HWPP #171 had 33 advanced practice clinicians who were in the employment/utilization (practice) phase of the project and two APCs who were in the training phase. The patient procedure sample

size was 12,666. HWPP #171 originally proposed to train 51-57 APCs and obtain a patient procedure sample size of 12,000. A fifth year of implementation was granted to allow the pilot project to access the project goals and objectives and achieve a) a minimum patient procedure sample size based on their statistical adjustment in estimating project outcomes and b) the clinician sample size of training 50-60 advanced practice clinicians.

HWPP #172 – Training Current Allied Dental Personnel for New Duties in Community Settings: The purpose of this project is to teach new skills to existing categories of healthcare personnel and to improve the oral health of underserved populations by expanding duties of dental assistants and dental hygienists working in community settings. The project was approved for piloting December 1, 2010. New duties for the dental assistant and dental hygienist include determining which radiographs to take to facilitate an initial oral evaluation by a dentist and allowing interim therapeutic restorations when directed by a dentist. The project is part of the University of the Pacific's program in using the teledental and the dental home concept.

Shortage Designation Program

The Shortage Designation Program (SDP) assists in identifying areas of greatest need so limited resources can be prioritized and directed to the underserved communities in those areas. Technical assistance is provided for stakeholders and applicants seeking recognition as a federally designated Medically Underserved Area, Medically Underserved Population, or Health Professional Shortage Area for primary care, dental health, and mental health disciplines. The State is divided into Medical Service Study Areas, with county and sub-county regions that allow program staff to accurately identify areas with the greatest healthcare needs. Staff also provides data analysis services by reviewing census information, maps, and provider statistics for applicants and stakeholders.

HPSAs and MUA/MUPs

HPSA designations are only valid for a four-year period; therefore, designations approved in 2007 expire in 2011. To ensure that communities do not lose their designations, SDP completed the application renewal process for all 2007 designations, consisting of 76 HPSAs. Of the 81 HPSA and MUA/MUP applications received since April 2010 for FY 2010-11, there were 46 primary care, 12 dental, 19 mental health, 3 pro-active mental health, and 1 MUA/MUP applications.

Because of American Recovery and Reinvestment Act funding for the National Health Service Corps, a large number of stakeholders inquire about the HPSA process or inquire about their HPSA status so they can qualify for NHSC placement. SDP staff provided over 2,000 instances of technical assistance through phone calls and emails to stakeholders throughout the state.

Partners

Staff participated in several conferences, including the California State Rural Health Association Annual Conference, the CPCA Annual Conference, and the California Workforce Association Meeting of the Minds Conference. The conferences gave SDP an opportunity to meet with stakeholders and understand the challenges of rural health in California, the needs of clinics throughout the state, and the difficulties of workforce shortages limiting the ability to meet the populations' needs. Bi-monthly meetings were held with cooperative agreement partners to discuss goals for expanding and increasing healthcare access, including CPCA, AHECs, and the State Office of Rural Health, Department of Health Care Services.

Outreach

SDP conducted technical assistance workshops in San Diego and Monterey to assist in obtaining recognition as federally designated HPSAs/MUAs/MUPs. Clinics participated in the workshops in order to understand how to become eligible for assignment of NHSC personnel or other state and federal programs. Both workshops had approximately 20 attendees representing various stakeholders, such as community clinics, county health departments, and independent consultants. In addition, staff conducted a HPSA mini-module training webinar in Sacramento. This event was hosted by CPCA for approximately 25 of its members.

Healthcare Workforce Clearinghouse Program

The Healthcare Workforce Clearinghouse Program (Clearinghouse) serves as the state's central source for healthcare workforce and education data. The Clearinghouse collects, disseminates, and reports on the supply, geographical distribution, and diversity of healthcare workers by specialty, current and projected demand, and educational capacity to produce trained, certified, and licensed healthcare workers. OSHPD is working with the Employment Development Department's Labor Market Information Division, state health licensing boards, state higher education entities, the University of California at San Francisco, and California Postsecondary Education Commission to collect data that helps address issues of workforce shortage and distribution in California.

Outcomes

During the past year, Clearinghouse staff:

- Verified available statutory data collected by the following data providers: the Medical Board of California, Board of Registered Nursing, Physician Assistants Committee, Respiratory Care Board, Board of Vocational Nursing and Psychiatric Technicians, Dental Board of California, Dental Hygiene Committee, Naturopathic Medicine Committee, Osteopathic Medical Board, California Department of Public Health, Employment Development Department's Labor Market Information Division, Department of Consumer Affairs, California Community College Chancellor's Office, University of California Office of the President, California State University Chancellor's Office, California Postsecondary Education Commission, and University of San Francisco Center for the Health Professions
- Completed development of the Clearinghouse data collection and validation system design for data providers to submit data to OSHPD
- Began testing sample data received from data providers to ensure that information will be compatible with the design and meet the needs of the Clearinghouse
- Completed an initial review of current and future reporting requirements, which will drive the development of internal and external reports generated by the Clearinghouse
- Developed a health workforce survey to help the Department of Consumer Affairs health licensing authorities standardize their existing health workforce survey data collection instruments and encouraged them to conduct a workforce survey. The Naturopathic Medicine Committee began using the survey OSHPD created. The Medical Board of California has modified their survey to include a plan to retire, telemedicine practice activities, primary practice county location, secondary practice location information, 72 additional medical practice specialty and board certifications, and 22 additional new languages.

Outreach

Clearinghouse staff conducted the annual Advisory Team meeting on November 3, 2010. During the meeting, staff completed a presentation on the North Carolina Health Professions Data System (a similar healthcare workforce system for data collection) and an overview of lessons learned. An analysis of their system served as a model for California's Clearinghouse reporting structure. Staff also provided an update on the Clearinghouse data system infrastructure development which included design requirements, definition of reporting and interface specifications, and the timeline of the project development. In addition, staff provided a forum for the California Health Workforce Alliance and Employment Development Department's Labor Market Information Division to begin discussions to enhance California employment projection data by working closely with health employers.

Events and Activities

Partnerships, collaborations, and exhibitions at educational events, conferences, meetings, forums, summits, symposiums, hearings, award ceremonies, and more allowed HWDD to share information on health career exploration, college programs, student and professional organizations, and scholarships/clinical training. HWDD participated in a number of events in FY 2010-2011, including:

A

Allied Health Workforce Convening, Los Angeles
American Medical Students Association, American River College/University of California Davis, Pre-Health Fair
Arthur A. Benjamin Health Professions High School Community Advisory Group and Cultural Competency
Project, Sacramento
Assembly Select-Committee on Healthcare Workforce, Sacramento
Association of State and Territorial Health Officials Joint Workforce Summit, Sacramento

C

California Association of Alcoholism and Drug Abuse Counselors, Sacramento
California Health Policy Forum, California's Future Health Care Workforce: Developing Care Teams and
Revisiting Scope of Practice to Assure Access to Health Care Services, Sacramento
California Health Occupations Students of America State Leadership Conference, Sacramento
California Health Professions Consortium quarterly convening, Los Angeles
California Health Workforce Alliance Primary Care Initiative meeting, Sacramento
California Healthcare Workforce Policy Commission meeting, Sacramento
California Hospital Association Health Workforce Advisory Council, Sacramento
California Hospital Association Rural Health Symposium, San Diego
California Legislative Rural Caucus Informational Hearing: Health Information Technology Issues and Impact ..
on Rural Health in California, Sacramento
California Legislature Assemblymember Furutani; Select Committee on Career Technical Education and
Workforce Development, Jobs Economic Recovery Opportunities in the Community Colleges, Sacramento
California Native American Health Service Program, Tribal Health workshop, Sacramento
California Oral Health Access Council meeting, Sacramento
California Primary Care Association, Annual Conference, Sacramento
California Public Health Alliance for Workforce Excellence meeting, Sacramento
California Society of Pediatric Dentistry Annual meeting, San Francisco
California State Data Center meeting, Sacramento
California State Rural Health Association Annual Conference and Steering Committee, Sacramento
California State University Sacramento's Bilingual Education Fair, Sacramento
California State University Sacramento's "College: Making It Happen" Student Career Fair, Sacramento
California Workforce Association Annual Youth Conference, Long Beach
California Workforce Association Spring Conference, San Diego
California Workforce Association Regional Workforce Partners Conference, Monterey
Campaign for College Opportunity: Capacity Issues in Public Higher Education, Sacramento
Campaign for College Opportunity: Capitol Series Hearing Conversations on College Opportunity and Student
Success, Sacramento
Campaign for College Opportunity: Complete Series of Undergraduate Enrollment Demand and Capacity
Projections 2009-19 Briefing, Sacramento
Center for Health Improvement: Prospects for Healthcare Coverage in 2010, Options and Priorities for
California, Sacramento
Center for Connected Health Policy Meeting, Sacramento
Community Medical Centers, Inc. Healthcare for the Homeless, Sacramento
Vision y Compromiso Annual Promotoras and Community Health Worker Conference, Los Angeles

E

Environmental Systems Research Institute, Inc. conference, San Diego

H

Health Workforce Initiative, Health Care Reform briefing, Sacramento
Healthcare Workforce Clearinghouse Advisory Team meeting, Sacramento
Healthcare Workforce Development Council Focus Groups, El Centro, Fresno, Los Angeles, Monterey,
Oakland, Ontario, Orange, Oxnard, Redding, Sacramento, and Ukiah
Health Resources and Services Administration, SEARCH national workgroup meetings via conference calls, ...
Sacramento
Health Resources and Services Administration Primary Care Office annual meeting, Rockville, MD

J

JWCH Norwalk Regional Health Center, site visit, Norwalk

L

Latino Medical Student Association National Conference, Irvine
Latino Coalition for a Healthy California: Latinos and Mental Health Reducing the Disparities, Sacramento
Linking Education and Economic Development CareerGPS event, Sacramento
Los Angeles Health Action, Health Care Reform briefing, Los Angeles

M

Medical Board of California, Health Care Reform briefing, Sacramento
Mental Health Services Act Interagency Partners meeting, Sacramento
Mentoring in Medicine, Inc. annual conference, Oakland

N

National Health Resources and Services Administration meeting, Washington D.C.
National Hispanic Medical Association annual conference, Washington D.C.
National Health Service Corps, Corps Community Day, Sacramento

O

Oral Health Access Council quarterly meetings, Sacramento and Oakland

P

Public Health Policy Institute of California Hearing, Higher Education Master Plan, Sacramento

S

Sacramento Unified School District, Family and Community Partnership Leadership Academy meetings,
Sacramento
San Diego Science Alliance, Health Science Initiative, San Diego
Samuel Merritt University Nurse Practitioners meeting, Sacramento
Shortage Designation Program's Annual Health Professional Shortage Area & Medically Underserved
Areas and Population Designation Trainings, Monterey and San Diego
State Healthcare Workforce Development Technical Assistance Conference, Virginia
Stanford University Minority Medical Alliance Premedical Conference, Palo Alto
Sutter Health Family Medicine Residency Program, Sacramento

U

University of California Davis PRIME presentation, Davis
University of California Davis Network of Affiliated Family Medicine Residency Programs, Sacramento

V

Vista Community Clinic, site visit, Vista

Acronyms

ACA – Affordable Care Act
AHEC – Area Health Education Center
APC – Advanced Practice Clinician
ARRA – American Recovery and Reinvestment Act
Cal-SEARCH – California’s Student and Resident Experiences and Rotations in Community Health Program
CCHC – Community Clinics and Health Centers
CHWA – California Health Workforce Alliance
CPCA – California Primary Care Association
CWIB – California Workforce Investment Board
FLRP – Federal Loan Repayment Program
GIS – Geographic Information Systems
HCR – Health Care Reform
HCTP – Health Careers Training Program
HPSA – Health Professional Shortage Area
HRSA – Health Resources and Services Administration
HWDD – Healthcare Workforce Development Division
HWPP – Health Workforce Pilot Projects
MSSA – Medical Service Study Area
MUA – Medically Underserved Area
MUP – Medically Underserved Population
NHSC – National Health Service Corps
OHAC – Oral Health Access Council
OSHPD – Office of Statewide Health Planning and Development
SDP – Shortage Designation Program
SLRP – State Loan Repayment Program
WSHA – Washington State Hospital Association



HWDD staff on Corps Community Day

Staff Acknowledgements

Director

David M. Carlisle, M.D., Ph.D.

Acting Director

Stephanie Clendenin

Acting Chief Deputy Director

Lupe Alonzo-Diaz, M.P.Aff.

HWDD Deputy Director

Angela L. Minniefield, M.P.A.

Executive Secretary

Patricia Jackson

Section Chiefs

Konder Chung
Senita Robinson

Program Managers

Felicia M. Borges
Julie Montoya
Cathy Kurtz

Health Careers Training Program

Kim Bell
Carol Petuela
Kevin M. Romero
Monique Voss

Health Workforce Pilot Projects Program

Gloria Robertson

Health Care Reform

Sergio Aguilar
Avi Bhorik
Kristen Widdifield

Healthcare Workforce Clearinghouse Program

Heather Kessler
Alex Chin
Dana Durham
Pamella Petty
Dorian Rodriguez

National Health Service Corps/ State Loan Repayment Program

Tom Chinn
Liz Martin
Robert Oto
Cristina Rodriguez
Jon Schremp
Kenneth Vincent

Data, Research, & GIS

Debra Gonzalez

Shortage Designation Program

André Haynes
Hovik Khosrovian
Hardeep Lal

Song-Brown Program

Yolanda Avalos-Troyer
Manuela Lachica
Melissa Omand



For more information regarding this report, please contact us at:

Healthcare Workforce Development Division
Office of Statewide Health
Planning and Development
400 R Street, Suite 330
Sacramento, CA 95811
(916) 326-3700
HWDDQuestion@oshpd.ca.gov
www.oshpd.ca.gov/HWDD

