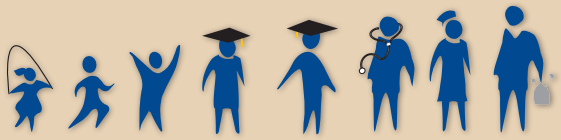
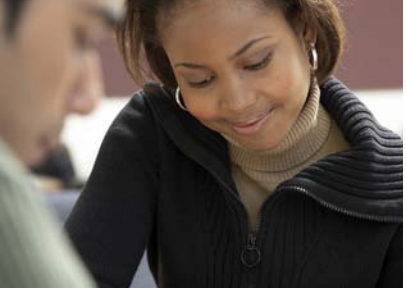
HEALTHCARE WORKFORCE DEVELOPMENT DIVISION



2008-09

oshpd

Office of Statewide Health Planning and Development



Healthcare Workforce Development Division 2008-09 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 healthcare workforce, providing information about healthcare outcomes, assuring the safety of buildings used in providing healthcare, 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"

HWDD MISSION

The Healthcare Workforce Development Division (HWDD) promotes 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

oshpd

State of California
Arnold Schwarzenegger, Governor

California Health & Human Services Agency
Kimberly Belshé, Secretary

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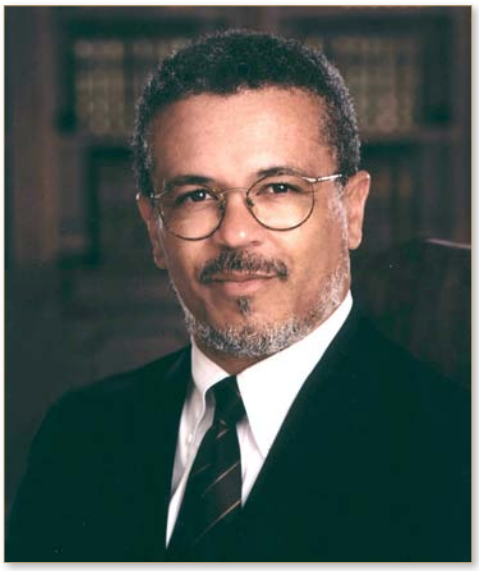


Promoting an equitable and accessible healthcare delivery system for the State of California is the driving force behind the efforts of the Office of Statewide Health Planning and Development (OSHPD). We continue our leadership role in collecting and disseminating data and outcome reports to inform and promote effective policy and planning.

Working together, OSHPD's five divisions have focused efforts on improving access to affordable healthcare, increasing the health workforce development infrastructure, and promoting an equitably distributed workforce that reflects the strengths and diversity of our communities.

This publication serves as a review of the HWDD's efforts over the past fiscal year.

HWDD's goals have been to:

- Promote healthcare access through pilot programs, financial assistance, and influencing public policy;
- Increase pipeline programs, partnerships, and collaborative efforts with organizations which share common goals;
- Promote and increase health career pathways and training resources;
- Continue the innovative efforts of the geographic information systems and clearinghouse data collection and reporting section;
- Boost research services and data analysis;
- Actively sponsor and participate in student career workshops, professional conferences, meetings, symposiums, and other educational events to increase the visibility and development of California's healthcare workforce; and
- Broaden scholarship and mini-grant programs which offer assistance to individuals, education programs, and health facilities.

David M. Carlisle, M.D., Ph.D., Director
Office of Statewide Health Planning and Development

HWDD Deputy Director's Message

This publication outlines the past year's activities, accomplishments, and strategies for the Healthcare Workforce Development Division (HWDD), part of the Office of Statewide Health Planning and Development (OSHPD). Despite the unique challenges of the past year, our staff has continued to support the mission of HWDD and OSHPD and expand into new areas of service.

It is hoped that this snapshot of our recent activities can assist future planning efforts and increase understanding of California's unique opportunities to directly address workforce improvement issues and to make a difference in the future health of our communities.

Highlights for the 2008-09 year include:

- Funded nearly $9 million in health professions and education training program awards, mini-grants, and loan repayments;
- Continued active participation in workforce conferences, trainings, meetings, and symposiums;
- Continued with the third year implementation of the Healthcare Workforce Pilot Program #171 "Access Through Primary Care Project – Demonstrating the Role of Advanced Practice Clinicians in Expanding Early Pregnancy Care";
- Continued the Healthcare Workforce Clearinghouse Program efforts to develop a centralized data warehouse infrastructure for California's healthcare workforce and education data by completing a feasibility study report and conducting a series of advisory team meetings;
- Participated in workgroups of the California Hospital Association and the California Health Professions Consortium;
- Maintained and updated an online listing of the health professions pipeline intervention programs, training activities, and employers throughout the state;

- Collaborated with the California Postsecondary Education Commission to enhance online mapping services for health occupations and institutions of learning;

- Increased distribution and outreach of the quarterly online/print newsletter, Healthcare Pathways;

- Completed 79 applications for Health Professions Shortage Area (HPSA), Medically Underserved Area (MUA) and Medically Underserved Population (MUP) designations, resulting in 7 successful designations by U.S. Health Resources and Services Administration's (HRSA) Office of Shortage Designation; three of these applications were initiated by the Shortage Designation Programs;

- Completed four Primary Care HPSA applications resulting in three recommendations for approval from the Office of Shortage Designation through our pro-active approach;

- Conducted shortage designation technical assistance workshops in Sacramento and Sonoma counties in addition to the daily assistance provided via telephone and e-mail;

- Initiated a statewide analysis of proposed changes in participation requirements and payment provisions for rural health clinics and federally qualified health centers;

- Developed new GIS maps identifying HPSA or workforce shortage areas and practice locations throughout the state;

- Consulted in several collaborative data collection projects; and

- Developed new GIS data services for various state departments including the Department of Mental Health, Department of Public Health, and the Office of Aids.

This summary reflects our division's broad and diverse efforts to address the healthcare workforce challenges of today. May this outline of partnerships and collaborative efforts serve as a reminder of our recent accomplishments and help us continue to make a difference in the future.

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

California Healthcare

Each HWDD program contributes to completing a segment of California's Healthcare Pathways Continuum. The continuum is an administrative model that demonstrates the interconnection in scope and purpose between all HWDD programs. Each program depends on the other to give strength and value to their individual activities.

PURPOSE OF THE CONTINUUM

- Blend program activities into a cohesive and coordinated effort.
- Develop a wider pool of ethnically and culturally diverse healthcare professionals to practice in medically underserved areas.
- Assist students/trainees through the health professional education and early intervention pipelines.
- Facilitate placement of healthcare professionals into medically underserved communities.
- Engage in community collaborations to address regional healthcare needs.

Pathways Continuum

Outreach

Pipeline
- K-12
- Postsecondary

Establishes an entry point for health professionals' education and training pipeline.

Provides a broad focus to increase pool of future health professionals.

Requires collaborations with a wide variety of institutions.

Career Development

Training for Practice in Underserved Communities
- Residency and Clinical Education Programs
- Health Careers Training Programs
- Post-Baccalaureate Programs
- Community Collaboratives

Ensures standardized curriculum with room for development of regional electives.

Incorporates other future health professionals (pharmacists, social workers, clinical laboratory scientists, allied health workers).

Requires collaborations with a wide variety of institutions.

Target Group

Those interested in practicing in a medically underserved and underrepresented community.

Placement

Recruitment and Retention
- Community Clinics
- Shortage Area Practices
- Primary Care Clinics
- NHSC/Loan Repayment & Scholar Placement Programs

Provides one-on-one consultations with students and practice sites.

Schedules recruiting forums.

Tracks healthcare workforce data.

Tracks the number of health professionals placed in HPSAs/MUAs/MUPs.

Assists in forecasting future need for various professions.

Requires collaborations with a wide variety of institutions.

Overview

HEALTH CAREERS TRAINING PROGRAM

Chapter 434, Statutes of 1981 (California Health and Safety Code Section 127885 et seq.) and the 1985-86 Governor's Budget authorized OSHPD to begin contracting a program to facilitate the training of underrepresented individuals for health professions. The Health Careers Training Program (HCTP) serves as a health professions resource and promotes access to a multi-culturally and linguistically competent healthcare workforce.

HCTP administers the Mini-Grant program and seeks to fund programs that encourage economically/educationally disadvantaged or underrepresented groups to pursue health careers by awarding multiple contracts to encourage diversity in California's healthcare workforce.

Through community outreach efforts and public and private partnerships, HCTP strives to:

- Develop and encourage health careers training and employment
- Collect and distribute resource information on health education programs, financial incentives and job opportunities to students, healthcare professionals and educators
- Increase awareness of health professions and health sciences, including primary care professions and other positions providing direct patient care in California's designated shortage areas

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 information on current workforce supply, geographical distribution of available workers, diversity, current and projected demand, educational capacity and trend information for healthcare workers. The Clearinghouse is intended to provide information on healthcare workforce availability as compared to anticipated demand in various specialties. To collect this data, OSHPD will work with the Employment Development Department's Labor Market Information Division and state-level health licensing authorities and higher education entities. Collected data will help OSHPD develop recommendations for state policymakers to address issues of health workforce shortage and distribution in California.

HEALTH WORKFORCE PILOT PROJECTS PROGRAM

The Health Workforce Pilot Projects Program (HWPP) improves healthcare delivery systems by providing a mechanism to test the effectiveness of utilizing healthcare professionals in new roles to reallocate health tasks to better meet the health needs of California. The HWPP tests healthcare delivery strategies that have the ability to increase healthcare access for patients. Pilot projects are used by various organizations to study the potential expansion of a health profession's scope of practice, and to amend or modify regulations. The program provides an opportunity for healthcare related organizations to test and evaluate new or expanded demonstration projects that helps inform the Legislature when considering changes to existing scope of practice legislation.

Overview

LEGISLATION AND POLICY

During the 2008-09 legislative session, staff tracked and performed legislative analyses on bills that had impact on healthcare workforce planning and policy changes.

NATIONAL HEALTH SERVICE CORPS/ STATE LOAN REPAYMENT PROGRAM

The National Health Service Corps/State Loan Repayment Program (NHSC/SLRP) assists with repayment of educational loans for select primary healthcare providers who agree to practice in federally designated Health Professional Shortage Areas (HPSAs) for a minimum of two years. NHSC/SLRP is funded through a federal grant which averages about $1 million annually. The application cycle for the NHSC/SLRP is August 1 through October 1 of each year.

Disciplines eligible to receive SLRP funding include:

- Certified Nurse-Midwives
- Clinical or Counseling Psychologists
- Clinical Social Workers
- Dental Hygienists
- General Practice Dentists (DDS or DMD)
- Licensed Professional Counselors
- Nurse Practitioners
- Marriage and Family Therapists
- Physician Assistants
- Physicians (MD and DO) who specialize in Family Practice, General Internal Medicine, General Pediatrics, Obstetrics/Gynecology (OB/GYN) and General Psychiatry
- Psychiatric Nurse Specialists

RESEARCH

HWDD's Research and Geographic Information Systems (GIS) are leading resources in California for GIS and the analysis of healthcare workforce data. Research and GIS provide data collection, data analysis, GIS mapping products, and make recommendations to various public and private constituencies. Research and GIS track access to care, workforce shortages, workforce distribution trends, and assess population-to-provider ratios through graphic displays of quantitative information.

SHORTAGE DESIGNATION PROGRAM

The Shortage Designation Program (SDP) is a federally funded program through a cooperative agreement with the U.S. Health Resources and Services Administration (HRSA). SDP is responsible for reviewing, analyzing, and providing recommendations on Health Professional Shortage Area (HPSA) and Medically Underserved Area/

Overview

Medically Underserved Population (MUA/MUP) applications to HRSA's Office of Shortage Designation (OSD). Additionally SDP:

- Acts as the state's liaison between the federal government and any stakeholder applying for HPSA or MUA/MUP designation
- Provides technical assistance and data analysis services to clinics and other interested parties
- Enables clinics to apply for National Health Service Corps (NHSC) scholar placements and loan repayment program, Rural Health Clinic Certification, Federally Qualified Health Center Status, or New Start/Expansion programs for all Californians, depending on the designation

SONG-BROWN PROGRAM

The Song-Brown Program, in conjunction with the California Healthcare Workforce Policy Commission, awards funds to family practice residency programs, family nurse practitioner and physician assistant training programs, and registered nurse education programs in an effort to increase the number of providers who serve the healthcare needs of the state's underserved populations.

The Song-Brown Program was statutorily established in 1973 to increase the number of family practice physicians and physician assistant providers trained in the state to provide needed medical services to the people of California. Family nurse practitioners were added to the Song-Brown Program in 1978, and in 2005 a registered nurse component was added.

The Song-Brown Program awards funds to programs that demonstrate success in meeting the goals of the program which include:

- Placement of family practice physicians, physician assistants, family nurse practitioners and registered nurses in areas of unmet priority need
- Attracting and admitting members of underrepresented minority groups to the program
- Location of the program or clinical training sites in areas of unmet priority need

HEALTHCARE ACCESS

Shortage Designation Program

TECHNICAL ASSISTANCE

Shortage Designation Program (SDP) staff conducted Technical Assistance (TA) workshops in Sacramento and Sonoma counties. In addition to the biannual TA workshops, SDP conducts daily technical assistance via telephone and e-mail, which allows staff to:

- Assist healthcare stakeholders in understanding the application process and related criteria and methods
- Create maps using the Application Submission and Processing Systems (ASAPS), a Web-based application
- Customize maps using Geographic Information System (GIS)
- Analyze proposed Medical Service Study Areas (MSSAs) and contiguous MSSAs
- Assist with navigation of online material
- Determine the appropriate type of designation for healthcare stakeholder needs

In Fiscal Year 2008-2009, SDP received and completed analysis on 79 applications for Health Professional Shortage Area (HPSA) and Medically Underserved Area/Medically Underserved Population (MUA/MUP) designations and submitted appropriate recommendations to the Federal Office of Shortage Designation (OSD). Of the 79 applications recommended by SDP for designation, 7 have been officially designated by OSD, and 9 applications were either withdrawn by the applicant or did not qualify for designation based on federal criteria.

HPSA designations are only valid for a four-year period; therefore, designations approved in 2005 expire in 2009. To ensure that communities do not lose their designations, SDP completed the application renewal process for all 2005 designations. 65 renewal applications were sent out via certified mail in May 2009.

PRO-ACTIVE HPSAs

SDP processes most HPSA applications in a reactive fashion; SDP waits for submitted applications and then verifies presented data. While this reactive process works well for some areas, it can be extremely difficult for others with limited staffing and monetary resources. The purpose of the pro-active HPSAs is to reach out to and assist California's underserved communities and engage them in the process. From 7/1/08 to 6/30/09, of the 79 HPSA applications SDP staff completed, 3 were pro-active primary care HPSA applications.

STATEWIDE ANALYSIS

The SDP engaged in a statewide analysis of the CMS proposed Rule for Changes in Conditions of Participation Requirements and Payment Provisions for Rural Health Clinics (RHC) and Federally Qualified Health Centers (FQHCs). In particular, this rule specifies that any Rural Health Clinic (RHC) with a new or existing Rural Health Certification must be located in a Health Professional Shortage Area (HPSA) or Medically Underserved Area (MUA) designation dated January 2, 2006 or later.

The statewide analysis determined which of California's 256 RHCs potentially met this proposed federal requirement. SDP's analysis concluded that 65 of the 256 RHCs could potentially lose their certification. As a result, these RHC providers will not be eligible for higher Medicaid/Medicare reimbursements under the prospective payment method, making them unable to sustain their practice and to care for rural underserved communities. Currently

Shortage Designation Program

SDP is performing a thorough analysis of the 4 CMS exception criteria to determine which of the 65 RHCs will be affected by the proposed rule changes.

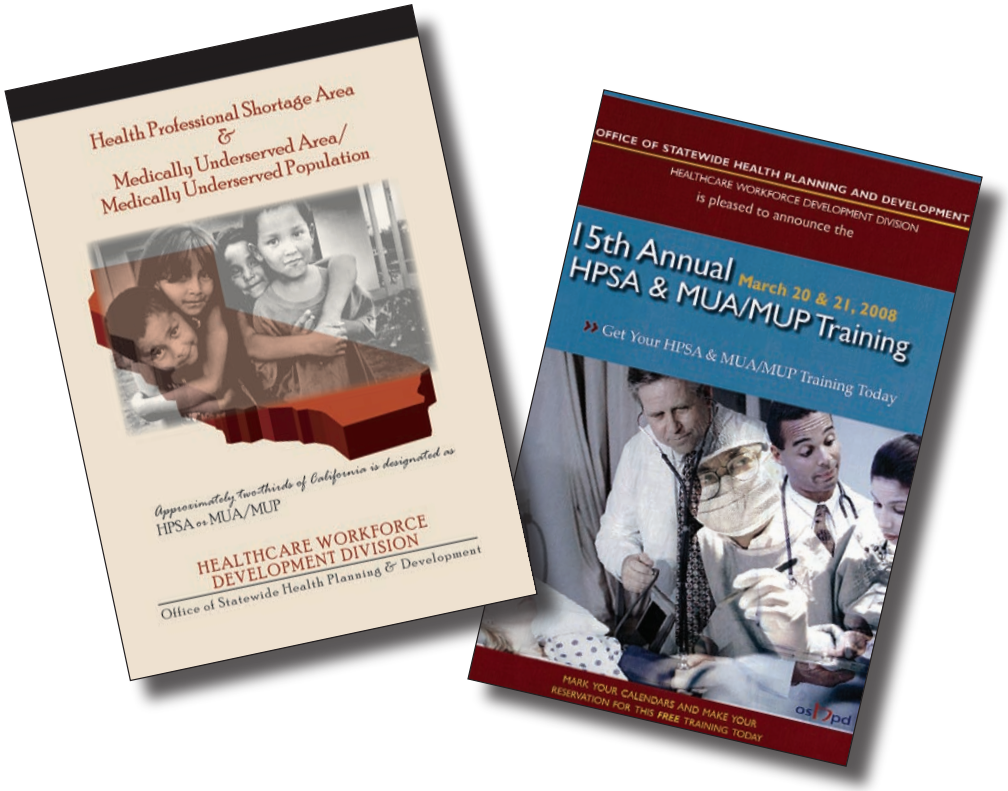
CHALLENGES

Due to American Recovery and Reinvestment Act funding for the National Health Service Corps (NHSC), SDP staff have been fielding a larger volume of e-mail and telephone inquiries. Specifically, stakeholders are inquiring about the HPSA process or inquiring about their HPSA status so they can qualify for NHSC placement. The increased workload has caused staff response time to increase.

FUTURE

In 2009-2010:

- A Technical Assistance workshop in Newport Beach (Southern California) on October 22 and 23, 2009.
- A Mental Health Technical Assistance conference call in November for the County Mental Health Directors Association.
- A Technical Assistance conference call in January 2010 for the California Primary Care Association's members.
- A Technical Assistance workshop in Redding on March 25 and 26, 2010.



Health Workforce Pilot Projects Program (HWPP)

Staff monitored the following projects, responded to inquiries from potential pilot project applicants and attended multiple forums:

HWPP #171 - Access through Primary Care Project – Demonstrating the Role of Advanced Practice Clinicians in Expanding Early Pregnancy Care. The pilot project is in its third year of implementation. The project sponsors, University of California, San Francisco (UCSF), annual report to OSHPD indicated that (1) they have successfully secured continuing education units for the advanced practice clinicians (APC) trainees, (2) they are in the process of creating an online version of the APC curriculum, (3) training and data collection for the HWPP #171 is ongoing, and (4) they are in the process of developing a cost analysis model for determining the pilot projects fiscal outcomes.

Received Scope of Practice Concept Inquires Entities interested in increasing the scope of practice for an individual licensed health profession often discuss their concept ideas with OSHPD-HWPP before developing or submitting a pilot project application. During fiscal year 2008-09 year, OSHPD-HWPP program received inquires regarding the following occupations: allied ophthalmic personnel, oral health team member-community dental health coordinator, psychologist, and surgical technology.

Attended the following forums that discussed scope of practice, healthcare workforce, and health delivery issues:

- Sacramento Briefing Supply and Distribution of Physicians in California sponsored by the Sacramento Briefing Supply and Distribution of Physicians in California. Kevin Grumbach, M.D., presented new findings from a first-ever study that uses medical board survey data to assess the supply and geographic distribution of primary care and specialist physicians in California, and compared these findings with those of previous studies.

- Health Information Technology and Electronic Health Records Seminar sponsored by the California Research Bureau. The seminars were a series of presentations regarding electronic medical records systems technology, e.g., Can Information Technology Transform Health Care? Savings in Electronic Medical Record Systems, Do it for the Quality, and Health Information Technology 101.

- Policy Briefing: Resolving Issues, Creating Solutions: The Importance of Adult Denti-Cal and Oral Health Services, sponsored by Senator Elaine Alquist, the Oral Health Access Council, the Dental Health Foundation, and the California Primary Care Association.

- Black Women's Health Policy Summit 2009: "Making Policy, Making Change". Summit topics included the following: "Race" and Health – Social Determinants a Fundamental Cause of Health Disparities, Black Women's Mental Health Initiative and Sexual Violence, and the Politics of Food. Activity – Shaping a Health Policy Agenda.

- UC Center Sacramento (UCCS): The Future of California Healthcare Policy Panel discussion regarding future of healthcare reform.

- Continued participation with the California Oral Health Access Council and the University of the Pacific's annual special needs population forum.

RESEARCH, POLICY AND PLANNING

Healthcare Workforce Clearinghouse Program

Clearinghouse staff concluded an environmental scan to identify existing healthcare workforce and education data in California and ascertain system data needs; completed a Feasibility Study Report (FSR) to develop a data warehouse infrastructure; and developed operational program guidelines.

ENVIRONMENTAL SCAN

In 2007-08, The California Endowment provided grant funding to help OSHPD perform a statewide needs assessment to convene regional focus groups, establish formal stakeholder partnerships, and prepare the FSR. In 2008-09, HWDD convened two final focus group sessions in Sacramento and Rancho Cucamonga.

In January 2008, HWDD planned six regional focus groups to inform the public of the Clearinghouse, identify available data and elicit stakeholder input for developing a user-friendly Clearinghouse.

Collectively, approximately 200 focus group participants represented Clearinghouse data providers and multiple constituencies that included health industry employers, associations, advocates, practitioners, education programs, consumer groups, students, community-based organizations, workforce development organizations and other public/ private sector government entities.

Focus Group Session Dates	Planned Regional Focus Group Locations	Number of Participants
April 15, 2008	Los Angeles	30
May 15, 2008	Fresno	30
June 15, 2008	Redding (Cancelled)	0
June 25, 2008	Oakland	30
July 9, 2008	Sacramento	55
July 23, 2008	Rancho Cucamonga	55

In the 2007-08 fiscal year, HWDD created a 35-member Advisory Team. The HWDD held three Team meetings in Sacramento in 2008: March 6, May 22, and October 8. At the October 8 meeting, the Team offered suggestions to prioritize data collection activities, including a focus on known health professional shortages. OSHPD will seek advice from the Team regarding future Clearinghouse implementation activities as necessary.

The Team also helped to identify focus group participants, promote stakeholder participation, inform the public of the Clearinghouse and maintain program transparency. Team membership parallels the focus group constituencies.

Healthcare Workforce Clearinghouse Program

Major discussions from the regional focus group sessions and Advisory Team meetings revealed that:

- Customers expect the Clearinghouse database to be user-friendly, interactive, comprehensive and timely:
    - Easy access/manipulation online tool with technical assistance provided
    - Allow customized data querying, reporting displays, printing features, and linkages to other resources
- Some data providers may not be able to share available data with OSHPD due to confidentiality laws
- Not all regional areas experience the same shortages of health professionals
- Data collection time periods and methods vary amongst data providers
- Data providers do not collect all of the statutory data relating to supply, demand, diversity and geographical distribution of healthcare workers:
    - Not all licensing authorities survey health professionals to obtain data on race/ethnicity, languages spoken, and secondary practice locations
    - Not all healthcare employers report their demand needs for licensed healthcare workers to the Employment Development Division – Labor Market Information Division (EDD-LMID), which affects the reporting of demand projections

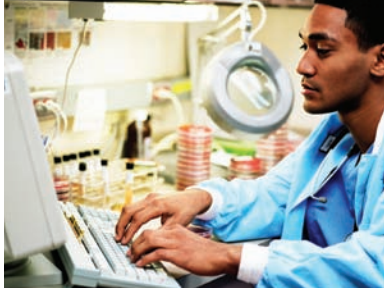
FEASIBILITY STUDY REPORT

OSHPD completed FSR development in September 2008. In January 2009, the State's Administration Officials approved the approximately $12 million Clearinghouse project and authorized OSHPD to proceed with developing the data warehouse effective July 1, 2009. The FSR identified the Clearinghouse:

- Database design, data collection, reporting infrastructure and three-year implementation timeline
- Equipment needs and staffing requirements
- System startup and ongoing costs

PROGRAM DEVELOPMENT ACCOMPLISHMENTS IN 2008-09

- Obtained state-level approvals to develop the Clearinghouse data warehouse infrastructure
- Hired five Clearinghouse staff
- Identified data providers' available data, methods needed for retrieving data and collection challenges
- Identified over 200 health occupations, 400 health training programs and 50 health professional organizations
- Prioritized collection of available data based on known shortages of licensed healthcare workers
- Identified seven health licensing authorities that collect workforce/education data using survey instruments
- Clarified statutory terms: health specialty, diversity, geographical distribution and education capacity
- Developed a proposed survey to assist health licensing entities with data collection efforts
- Developed program administration work plans and guidelines and annual legislative reporting criteria
- Developed internal OSHPD project work teams to coordinate program and system development activities
- Contacted additional states to identify their healthcare workforce and education data collection activities
- Created a Clearinghouse Web site



Healthcare Workforce Clearinghouse Program

CLEARINGHOUSE OVERALL BENEFITS

- Centralization of California's healthcare workforce and education data helps address systemic fragmentation
- Improved comprehensive data collection, analysis, reporting and dissemination opportunities
- Improved recruitment, retention and academic preparation of healthcare workers
- Improvement for short- and long-term investments to achieve stakeholder efficiencies

NEXT STEPS

- Hire remaining Clearinghouse staff including researchers and information technology specialists
- Secure contractors to determine Clearinghouse data collection and data warehouse requirements and validation, including system design needs
- Procure technological equipment
- Establish data sharing and collection interagency agreements with data providers
- Determine data submission formats and timelines criteria

Legislation and Policy

COLLABORATION

Staff participated in several workforce meetings sponsored by the California Hospital Association (CHA). CHA developed workgroups to identify and resolve workforce issues of allied health professions that are facing significant challenges such as workforce shortages, scarce resources and a lack of appropriate training opportunities that keep pace with changing technologies.

Workgroups for the following allied health professions were developed: pharmacy service professionals, imaging professionals, and laboratory services professionals. CHA published a report entitled "Allied Health: The Hidden Healthcare Workforce," which is a direct result of the work of many Coalition members over the last 12 months.

LEGISLATION:

Staff monitored and performed legislative bill analyses on the following:

Bills Vetoed by the Governor

- 2009 – Assembly Bill 657 (Hernandez): This bill would have authorized OSHPD, in collaboration with the California Workforce Investment Board, to establish a healthcare workforce task force to assist in the development of a healthcare workforce master plan for California. The bill was vetoed by the Governor.

- September 26, 2008 – Assembly Bill 13 (Brownley): This bill would have required the Office of Statewide Health Planning and Development (OSHPD) to conduct a comprehensive study to identify the needs for hospital and health facility staffing for non-nurse professional and technical staffing, as specified, and report its findings to the Legislature and the Governor by December 31, 2008.

- September 28, 2008 – Assembly Bill 2244 (Price): This bill would have (1) required the Department of Public Health (DPH) to establish a procedure for the collection and review of the written staffing plans and other related information, as specified, from University of California hospitals, (2) required the University of California hospitals to cooperate with the DPH in providing the above information, and (3) authorized the State Public Health Officer to levy administrative penalties against a health facility for violation of the bill

- September 28, 2008 – Assembly Bill 2543 (Berg): This bill would have (1) established the Geriatric and Gerontology Workforce Expansion Act to provide loan repayment assistance to nurses, licensed and associate clinical social workers, marriage and family therapists, and registered marriage and family therapy interns who work in a geriatric care setting, as specified, and (2) raised the licensing and renewal fees for these licensees by $10, as specified, for deposit into the continuously appropriated funds of the boards described above, thereby making an appropriation.

Legislation and Policy

Bills Pending before the Legislature:

- Senate Bill 761 (Aanestad): This bill would amend the Health and Safety Code Section to require the Office of Statewide Health Planning and Development (OSHPD), not later than June 30, 2010, and annually thereafter, to submit a report to the Legislature that includes specified information relating to approved or renewed health workforce pilot projects.

- Assembly Bill 646 (Swanson): This bill would (1) authorize Health Care Districts (HCDs) to directly employ physicians and surgeons, (2) eliminate the 2003 pilot project administered by the Medical Board of California (Medical Board), and (3) require the Office of Statewide Health Planning and Development (OSHPD), in consultation with the State Department of Public Health (DPH) and the Medical Board, to develop a report to the Legislature by June 1, 2018 regarding the efficacy of the employment of physicians and surgeons by HCDs, as specified.

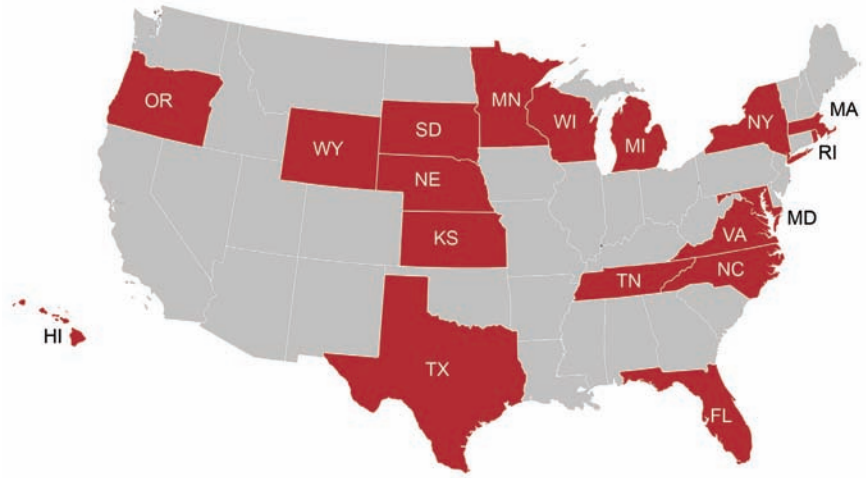
- Assembly Bill 1310 (Hernandez): This bill will require the Department of Consumer Affairs (DCA) healing arts boards to collect, as much as practicable, data on the current supply, geographic distribution, diversity, current and forecasted demand of health care workers by specialty, as well as data on the educational capacity to produce health care workers by specialty and geographic distribution as outlined in the Clearinghouse statute, Health and Safety Code Section 128051. It requires the Clearinghouse to prepare a written report relating to the data and to submit the report annually to the Legislature no later than March 1, commencing March 1, 2012.

Research and Geographic Information Systems

RESEARCH AND STATISTICAL ANALYSIS ACTIVITIES:

- Determined Registered Nurse Shortage Areas (RNSA) in California and presented findings to the California Healthcare Workforce Policy Commission (Commission). The following 28 counties were designated as RNSAs:
  - Alameda
  - Alpine
  - Butte
  - Colusa
  - Del Norte
  - Fresno
  - Imperial
  - Kern
  - Lake
  - Los Angeles
  - Madera
  - Merced
  - Monterey
  - Orange
  - Riverside
  - Sacramento
  - San Bernardino
  - San Diego
  - San Francisco
  - San Joaquin
  - Santa Barbara
  - Santa Clara
  - Shasta
  - Sierra
  - Stanislaus
  - Sutter
  - Tulare
  - Yuba
- Research staff worked with various state entities to determine the RNSA methodology:
  - Board of Registered Nursing
  - Employment Development Department's Labor Market Information Division
  - UCSF's Center for the Health Professions
  - California Economic Strategy Panel
  - California Institute for Nursing and Health Care
  - Labor Workforce Agency
- Researched 18 states to determine if California could model existing data collection and disemination activities and warehouse infrastructures for the Clearinghouse program. The research revealed that other states do not currently have a comprehensive system for collecting healthcare workforce and related education data. Other states expressed interest in modeling California's Clearinghouse developement activities.

18 Surveyed States:

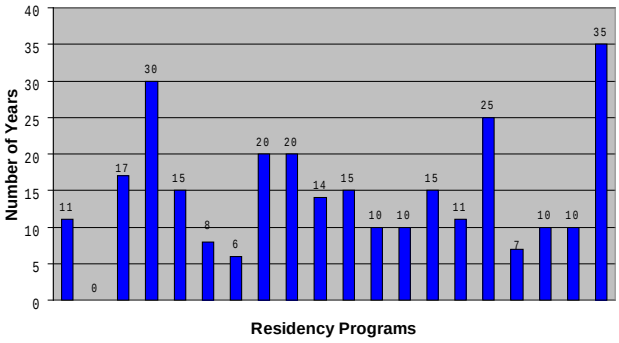


SURVEYS:

- Developed a survey for the National Health Service Corps Ambassadors to assist in improving access to healthcare services in California's medically underserved areas
- Developed surveys and analyzed data for family practice and FNP/PA programs that provided Commission with information on the operational processes of the Song-Brown Healthcare Workforce Training Program

Research and Geographic Information Systems

The chart displays how many years the residency programs have been receiving Song-Brown funding: For example, out of 20 Song-Brown funded programs, 5 have been receiving funding for 20 years or more. One program has been receiving funding for 35 years.



- Identified practice locations for obstetricians/gynecologists; identified gaps in data collection as well as shortage areas of physicians, registered nurses, and pharmacists in California
- Provided information and resources on loan repayment in California for clinical psychologists, staff psychiatrists, and licensed clinical social workers
- Concluded that approximately 30% of California is in a shortage area and 14% of the population is in a primary care health professional shortage area (HPSA) with 113 geographic and 59 population designations

GIS SUPPORT FOR OTHER HWDD PROGRAMS:

- Created maps for Song-Brown's training sites and funding awards for family nurse practitioner/physician assistant (FNP/PAs), registered nurses (RNs), and family practice residents
- Matched addresses in ArcGIS for the integration of the provider data and created HPSA and medically underserved area/medically underserved population (MUA/MUP) maps for the Shortage Designation Program
- Produced maps for each of the RNSA approaches examined to measure shortages which assisted the Commission in identifying shortage areas throughout California
- Geocoded and created a geographic layer of the RN schools in California to display the locations of all programs throughout the state

EXTERNAL GIS SUPPORT:

- Provided maps to the Department of Mental Health, Department of Public Health and the Office of Aids
- Identified designation type (HPSA, MUA/MUP) and designation status for sites and clinics

CONSULTATION:

- Assisted survey development to track dentists to help the California Dental Board revamp their annual licensure survey
- Assisted in assessment of healthcare and education environmental needs for the Clearinghouse program

FUTURE

- Continue RNSA research to determine nursing shortage areas for the California Healthcare Workforce Policy Commission
- Coordinate HWDD's GIS activities

OUTREACH

Healthcare Pathways Newsletter

The Healthcare Pathways quarterly newsletter was created for students, and is designed to inspire readers to pursue health careers, assist in locating challenging and affordable local educational programs, and provide a wide range of informational resources that are necessary to achieve their goals.

Newsletter articles feature in-depth interviews with health professionals, successes in educational and health industry student programs, and valuable tips toward attending college and achieving career goals. Newsletter articles also share best practices in healthcare education, job-shadowing activities, and issues that affect underserved communities and underrepresented individuals throughout California.

Recent newsletter issues have highlighted unique individuals and organizations providing educational programs including:

- American Medical Student Association – American River College
- CaliforniaCollege.edu
- California Volunteers
- California Health Occupations Students of America (Cal-HOSA)
- California Health Occupations Students of America, John Muir Health Chapter
- California Post Secondary Education Commission
- California State University, Sacramento Admissions and Outreach office
- California State University, Chico – School of Nursing
- David Starr Jordan High School Aspirations in Medical Services Academy
- Pathways to Pharmacy program, CVS Pharmacy
- Fresno City College Health Career programs
- Health Career Connection
- HealthJobsStartHere.com
- San Joaquin Delta Community College
- San Joaquin Medical Society
- Stanford Medical Youth Science Program
- University of California Los Angeles – School of Dentistry Post Baccalaureate program

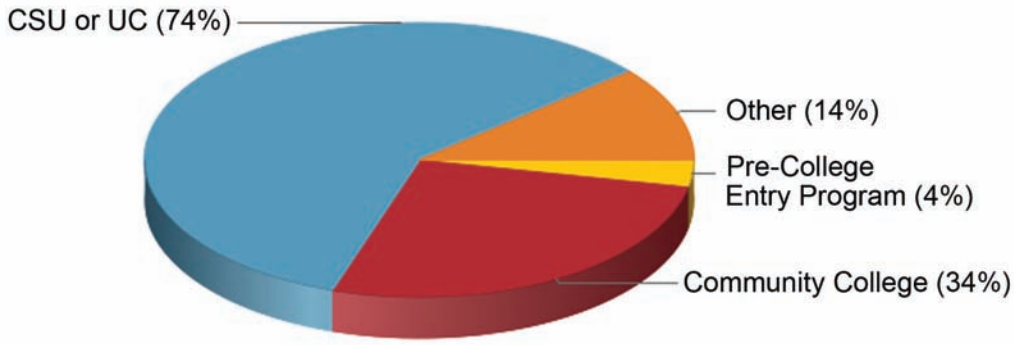
Cal-Health Occupations Student Association (Cal-HOSA) Conference

In March 2009, staff participated in the 22nd Annual Cal-HOSA State Leadership Conference, held in Sacramento. 450 students from high school chapters across California attended and competed in healthcare-related competitive events. HWDD presented exhibition materials and information, while answering questions on health careers from students and educators.

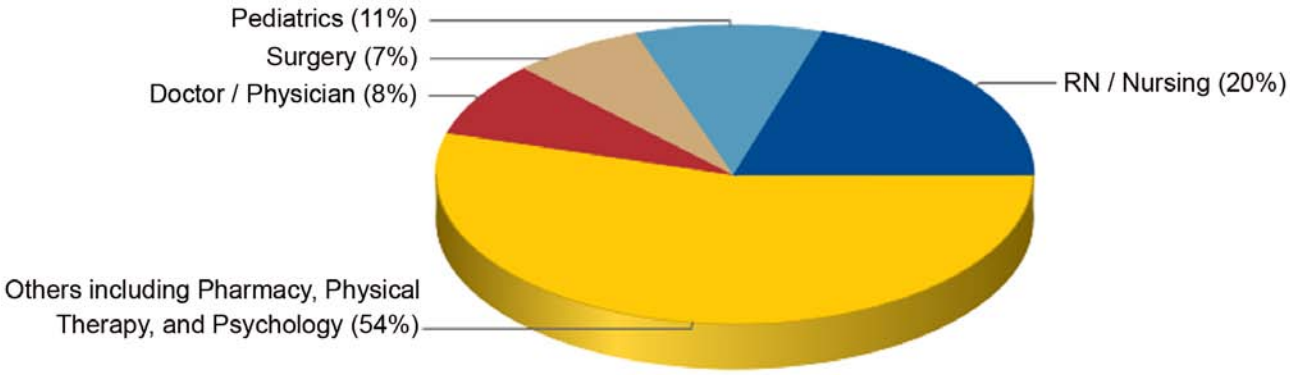
Students attending the conference were invited to complete a single-page survey. The survey questions were designed to improve the HCTP newsletter content by better understanding career interests and plans for the future.

With 115 surveys received, the results included information on which geographic areas students plan to attend college, which geographic areas students plan to practice healthcare, and in which health careers students are most interested in.

2009 CAL-HOSA STUDENT SURVEY
WHAT ARE YOUR PLANS AFTER HIGH SCHOOL?

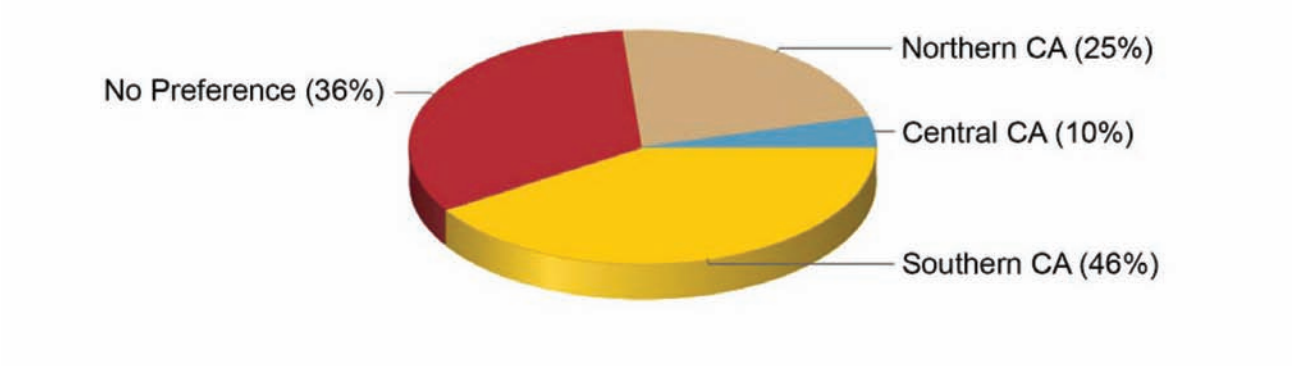


2009 CAL-HOSA STUDENT SURVEY
WHICH HEALTH CAREERS ARE MOST INTERESTING?

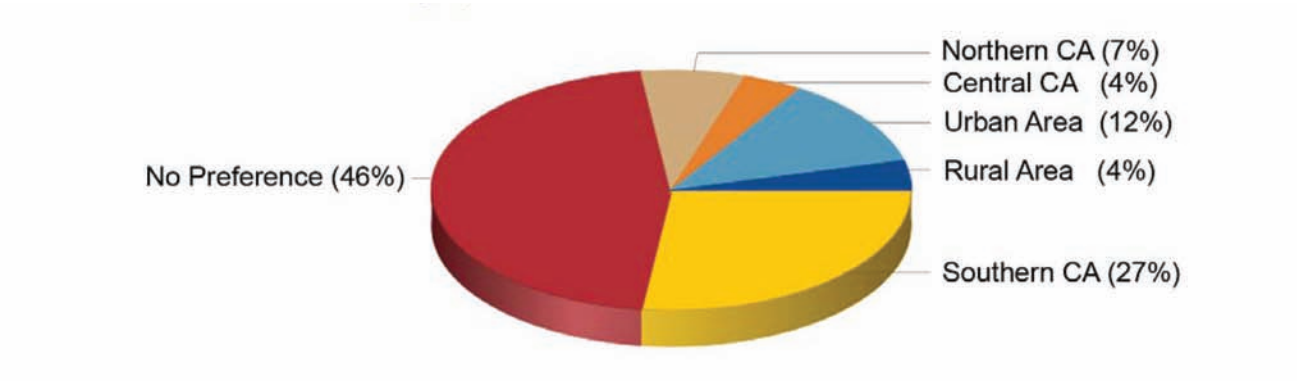


Healthcare Pathways Newsletter

2009 CAL-HOSA STUDENT SURVEY
IN WHAT GEOGRAPHIC AREA WILL YOU ATTEND COLLEGE?



2009 CAL-HOSA STUDENT SURVEY
IN WHAT GEOGRAPHIC AREA DO YOU WISH TO PRACTICE HEALTHCARE?



The majority of students listed helping people and making a difference in the lives of others as the primary reasons for pursuing a health career. All students showed a passion for medicine and a dedication toward a medical education.

California Health Professions Pipeline Intervention Programs

DIRECTORY - FOOTSTEPS TO HEALTHCARE CAREERS

The California Health Professions Pipeline Intervention Programs Directory (Directory) was created by the Health Careers Training Program (HCTP). The Directory identifies health careers, educational programs, and health training career intervention activities throughout the state.

Specifically, these programs:

- Include community partnerships consisting of, but not limited to, middle/high schools, technical schools, postsecondary education entities, healthcare employers, community-based organizations, health professional organizations, foundations and others
- Assist with coordination and communication among other health education and training pipeline programs throughout the state
- Empower students to choose and successfully pursue health careers that best help them realize their professional interests

The online directory is updated as additional pipeline intervention programs are identified by HCTP staff. To access the directory and contact information, visit: http://www.oshpd.ca.gov/HWDD/pdfs/pipelineInterventionPrograms_1.pdf.

California Health Professions Consortium

The California Health Professions Consortium is a volunteer organization, composed of various partnering organizations, dedicated to helping increase California's health professions workforce.

Now in its third year, OSHPD continues to serve on the California Health Professions Consortium. Recognizing the need for a comprehensive statewide plan for health professions pipeline development, the consortium continues to focus on a wide variety of issues, including diversity of the health professions workforce.

During the fiscal year, the California Health Professions Consortium began developing many online Web services dedicated to helping California increase its health professions workforce. Services include a searchable pipelines program directory, interactive events calendar and a message blog for partners. First phase rollout of these services is scheduled for the fall of 2009.

Additionally, OSHPD assisted in the development of the software requirements and supported the software proposal review process.

The Consortium now has four committees that focus on the following key strategies:

Engagement, Coordination and Convening

Strengthen the capacity, effectiveness, and sustainability of gateway programs through mutual support and communication, coordination and technical assistance.

Policy and Advocacy

Committee intends to monitor policy updates, contribute to principals and guidelines and advocate at state, federal and institutional level.

Resources and Research

These two committees seek to create an inventory of model programs and best practices, identify available resources, and seek ways in which to support the development of OSHPD's Healthcare Workforce Clearinghouse.

FUTURE

The Consortium seeks to expand its online services along with the resources section of their Web site.

FUNDING

Health Careers Training Program Mini-Grants

2008 – 2009 HCTP MINI-GRANTS

The outcome of the 2008-2009 HCTP Mini-Grants proved successful. A total of $127,750 was awarded to nine (9) out of 43 applicants. These awards covered activities performed during June 2008 through June 2009. The award categories included Healthcare Career Conferences and/or Workshops, Healthcare Career Exploration, and Healthcare Career Pipelines and/or Partnerships.

Mini-Grant activities engaged more than 5,270 participants from various race/ethnic and economically disadvantaged backgrounds throughout California. These youths participated in activities designed to increase health professional awareness and exploration, and build and strengthening health career education pipelines and partnerships.

> "The HCTP Mini-Grant gave SHP-PEP the ability to provide specialized support services for this group of 58 disadvantaged students and helped make a difference in their lives. These individuals will become health professionals and will return to their medically underserved community roots and provide services to their communities upon completion of their education."
>
> – California State University, Northridge who received a $20,000 award to host the 'Student Health Professionals Pre-entry Program' (SHP-PEP).

In response to the 2009-2010 RFA, HCTP received 41 applications. A total of $143,114 was awarded to twelve (12) programs in June 2009. The 2009-2010 RFA focused on three categories: Health Career Conferences and/or Workshops, Health Career Exploration and Health Career Education Pipeline: Staff Development and Support.

Through direct and indirect program support, the intent of each award category is to strengthen the educational and social foundations for economically/educationally disadvantaged and/or underrepresented students pursuing careers in health. Awardees must demonstrate their efforts in building and strengthening educational partnership, community support, and workforce preparation. Additionally, staff will have the opportunity to develop, enhance and increase their skills in academic preparation, tutoring and mentoring, etc. to ensure students are successful in advancing through the health career educational pipeline.

Mini-Grant Program: "UCSD Healthcare Career Conferences and Workshops" Community college students in the University Link Medical Science Program at UC San Diego dissect pig feet in health careers workshops.

Mini-Grant Program: "UC Riverside Community Health Careers Conference" Dr. David Hayes-Bautista giving his keynote address to students participating in the UC Riverside Community Health Careers Conference.

Health Careers Training Program Mini-Grants

The HCTP Mini-Grant 2009 - 2010 Awardees are listed by organization, area(s) served, and amount awarded in the following three categories:

HCTP MINI-GRANT CATEGORY A: HEALTH CAREER CONFERENCES AND WORKSHOPS

This award category focuses on introducing participants to a wide variety of health career options by offering health "career fair" type experiences, by supporting 100 participants or more and incorporating a participant pre-and post-awareness survey of health career options.

Mentoring in Medicine, Inc. *"Mentoring in Medicine Annual Health Careers Conference"*	Fresno and Los Angeles	***$12,000***
University of California, San Francisco *"Medical Mania 2009"*	Fresno	***$12,000***
Touro University *"Career Conference"*	Solano	***$11,500***
The University Corporation, California State University, Northridge *"Developing Early Awareness of Health Careers"*	Los Angeles	***$12,000***
Central Valley Health Network (CVHN) *"CVHN- Inspiring Tomorrow's Health Professionals Today"*	Sacramento	***$12,000***

HCTP MINI-GRANT CATEGORY B: HEALTH CAREER EXPLORATION

This award category supports programs that host 50 or more participants. The program will develop and use comprehensive curriculum, pre- and post-testing methodologies, and offers hands-on experiences in a camp-like setting that includes direct interaction with health professionals in real/simulated healthcare settings.

Alta Bates Summit Foundation *"Middle School Youth in Medicine Summer Camp & Year Round Mentoring"*	Alameda	***$15,000***
Community Educational Services *"San Francisco Health Academy Initiative"*	San Francisco	***$15,000***
Western University of Health Sciences *"Pomona Health Career Ladder"*	Los Angeles	***$14,710***
UC Davis School of Medicine *"Summer Scrubs and Beyond"*	Sacramento	***$14,904***

Health Careers Training Program Mini-Grants

HCTP MINI-GRANT CATEGORY C: HEALTH CAREER EDUCATION PIPELINE – STAFF DEVELOPMENT AND SUPPORT

This award category focuses on development and support of 4 or more staff members interacting with students. Staff members through training and conference opportunities will focus on increasing skills in academic preparation, support and retention, case management, intervention and tutoring, and develop a comprehensive reference manual/toolkit for future staff.

Alliant International University *"Career Pathways to a Diverse Workforce: Training for Culturally Proficient Professional Development"*	San Diego	***$8,000***
Rancho Santiago Community College District on behalf of Santa Ana College *"Curriculum, Academic, and Accreditation Tools for Santa Ana College Pharmacy Program Educators"*	Orange	***$8,000***
Northbay Healthcare Group *"Healthcare Career Academy Handbook/Toolkit"*	Statewide	***$8,000***

For more information about the HCTP RFA Mini-Grant process and awardees, please visit the following Web site: http://www.oshpd.ca.gov/HWDD/HCTP_mini_grants.html.

FUTURE HCTP MINI-GRANTS

Several awardees felt that although the OSHPD HCTP Mini-Grants were helpful in funding their programs, more funds are needed to "significantly" invest in community infrastructure to support properly trained community health educators to outreach to students and to the general population.

In an effort to continue the HCTP Mini-Grants program, HWDD is planning to take steps to seek additional funding from outside sources. HWDD will apply for the American Recovery Reinvestment Act (ARRA) funding for the Cal-SEARCH program in partnership and collaboration with the California Primary Care Association (CPCA) and the Statewide Area Health Education Center (CA AHEC).

The Cal-SEARCH proposal aims to increase the number of health providers practicing in health professional shortage areas, by providing health professions students/residents with clinical experiences linked to preceptors, mentors and community projects in clinics and community health centers (CCHCs) throughout California.

National Health Service Corps / State Loan Repayment Program

The National Health Service Corps/State Loan Repayment Program (NHSC/SLRP) assists with the repayment of educational loans for select primary healthcare providers who agree to practice in federally designated Health Professional Shortage Areas (HPSAs) for a minimum of two years. NHSC/SLRP is funded through a federal grant which averages $1 million annually. The application cycle for NHSC/SLRP is August 1 through October 1 of each year.

DISCIPLINES ELIGIBLE TO RECEIVE SLRP FUNDING INCLUDE:

- Certified Nurse - Midwives
- Clinical or Counseling Psychologists
- Clinical Social Workers
- Dental Hygienists
- General Practice Dentists (DDS or DMD)
- Licensed Professional Counselor
- Nurse Practitioner
- Marriage and Family Therapists
- Physician Assistants
- Physicians (MD or DO) who specialize in Family Practice, General Internal Medicine, General Pediatrics, Obstetrics/Gynecology, and General Psychiatry
- Psychiatric Nurse Specialists

ACCOMPLISHMENTS:

A total of $995,260 was awarded to 50 SLRP participants in 15 counties, including 24 new SLRP participants and 26 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.

Staff conducted one site visit to a clinic located in Stanislaus County. Information and assistance regarding SLRP was presented at the Shortage Designation Program Technical Assistance Workshops, Keck School of Medicine Conference, San Joaquin Valley College Conference, and Latino Medical Student Association 25th Annual Conference. In addition staff participated in the National Health Service Corps Annual Ambassador Conference in Phoenix, Arizona.

National Health Service Corps / State Loan Repayment Program

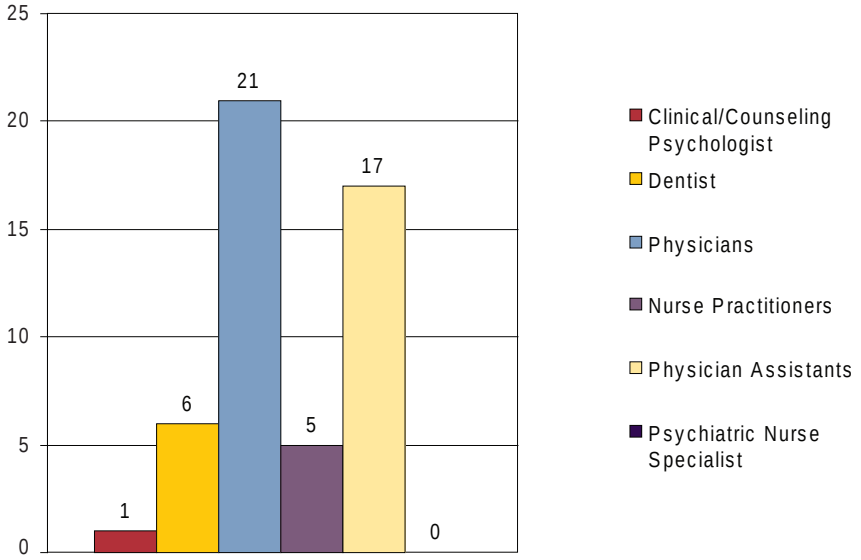
PRACTICE SITES OF NHSC/SLRP PROVIDERS:

- Alameda County Medical Center, Oakland
- Alliance Medical Center, Healdsburg
- Alta Family Health Clinic, Dinuba
- AltaMed Health Services Group, multiple locations
- Central City Community, Los Angeles
- Central Valley Family Health, multiple locations
- Clinica de Salud, multiple locations
- CMH - Centers for Family Health, multiple locations
- Community Health Alliance of Pasadena, Pasadena
- Community Health Centers of the Central Coast, multiple locations
- Darin M. Camerena Health Center, Chowchilla
- East Valley Community, multiple locations
- El Proyecto del Barrio, multiple locations
- Family Health Centers of San Diego, San Diego
- Family Healthcare Network, multiple locations
- Golden Valley Health Centers, multiple locations
- La Clinica de la Raza, multiple locations
- Long Beach Comprehensive Health Center, Long Beach
- Los Angeles Christian Health Centers, Los Angeles
- Magnolia Family Medical Clinic, Oxnard
- Monterey County Behavioral Health, multiple locations
- Monterey County Health Clinic, Marina
- Monterey County Health Department, Salinas
- North County Health Services, multiple locations
- Oroville Hospital, Oroville
- Petaluma Health Center, Petaluma
- Ramona Health Center, Ramona
- San Joaquin Valley Dental Group, Stockton
- Soledad Medical Clinic, Soledad
- South Central Family Health Centers, Los Angeles
- Southern Inyo Healthcare District, Lone Pine
- United Health Centers, multiple locations
- Vista Community Clinic, multiple locations
- West Berkeley Family Practice, Berkeley

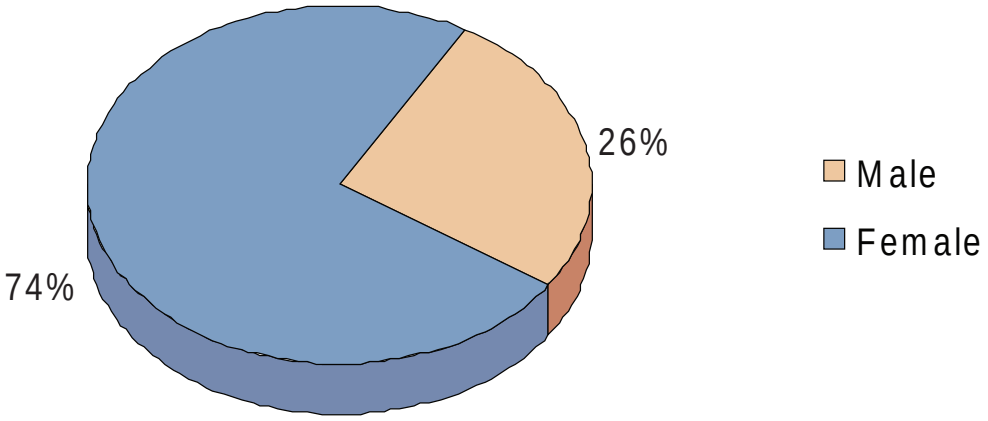
National Health Service Corps / State Loan Repayment Program

2008-09 NHSC/SLRP STATISTICS:

2008-09 NHSC/SLRP AWARDS BY DISCIPLINE:



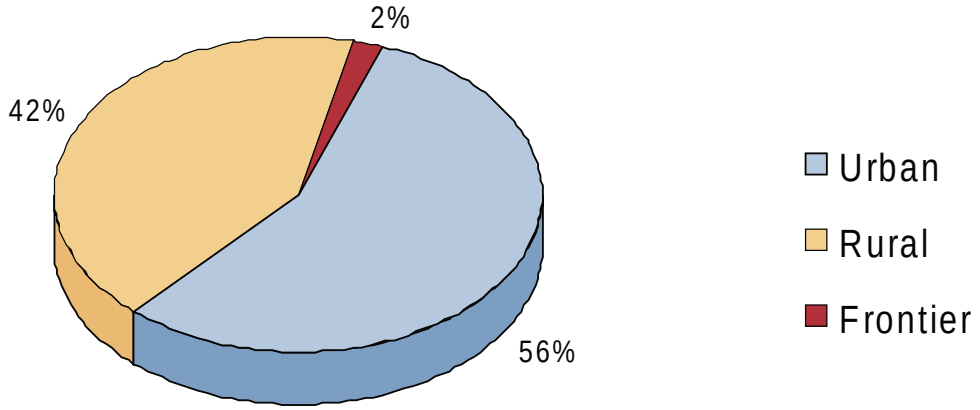
2008-09 NHSC/SLRP AWARDS BY GENDER:



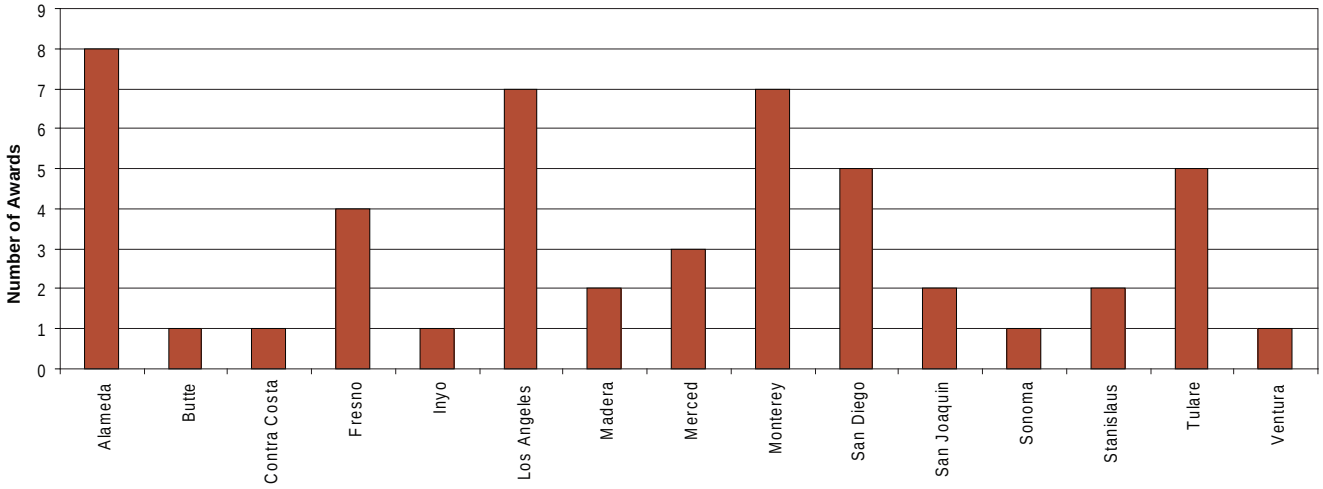
National Health Service Corps / State Loan Repayment Program

2008-09 NHSC/SLRP STATISTICS:

2008-09 NHSC/SLRP AWARDS BY MEDICAL SERVICE STUDY AREA:

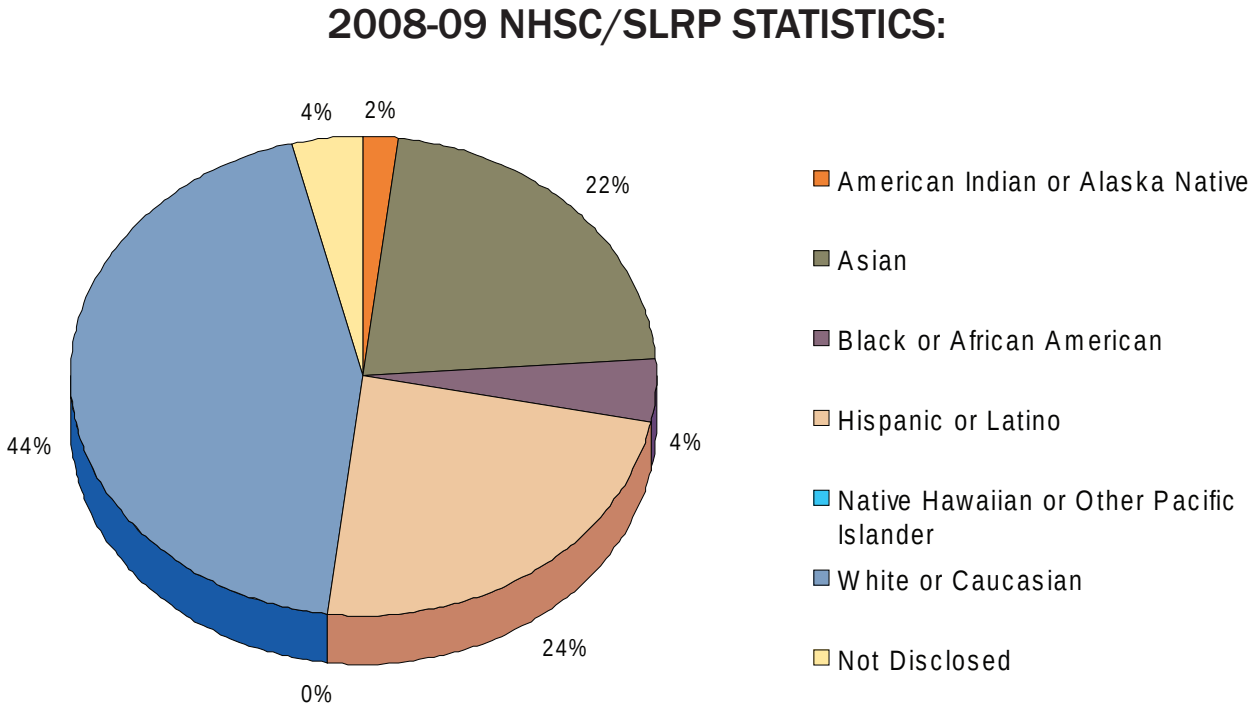


2008-09 NHSC/SLRP AWARDS BY COUNTY:



National Health Service Corps / State Loan Repayment Program

2008-09 NHSC/SLRP STATISTICS:



National Health Service Corps / State Loan Repayment Program

NHSC/SLRP PROGRAM PARTICIPANT TESTIMONIALS

"Through my work with the UCSF Fresno Family Medicine Program I have been placed at Selma clinic, a rural community clinic which serves a mainly Latino, Spanish speaking immigrant population. While there, I have been blessed with the experience of treating adults, infants and prenatal patients and have become adept at treating the whole range of diseases experienced in this community. Aside from treating diseases, I have enjoyed health promotion by emphasizing the importance of coming to the doctor even when the patients "se sienten bien" or feel fine. I let them know to come to the clinic in order to stay healthy, not only when they feel sick. I've enjoyed a truly rural, primary care practice. Several of my older female patients who I treat for diabetes, send their daughters as OB patients, who bring their babies for newborn physicals. I couldn't find a better place to work as a family doctor in the true tradition of family medicine. The NHSC/SLRP benefits me by supporting my efforts and dedication to treating underserved populations in California, and also ensures these communities have access to quality, compassionate care."

Victoria Sorlie, MD
Department of Family and Community Medicine
Fresno, CA

"The NHSC/SLRP has been a blessing in my personal and professional life. With the aid of this program I have been able to cut down on my school loan amount from $143,000 to $93,000 in just 2 years. What I feel more fortunate about is that I have done this while working in the field that I originally signed up for at the beginning of my schooling; to practice in a family medicine setting. Without this help, I would not be able to practice in a family medicine setting. I encourage you to keep providing such a great program for [providers] that want to take care of the medically needy in a family practice setting. Thank you for the opportunity to be part of the NHSC/SLRP loan repayment."

Ludim Vielman PA-C
Lost Hills Community Health and Dental Center
Lost Hills, CA

National Health Service Corps / State Loan Repayment Program

"The NHSC/State Loan Repayment Program has enabled me to provide access to dental care for people living in a rural community. This program has given me the opportunity to practice dentistry and to serve people less fortunate than myself."

Michelle Zhang
Clinica de Salud
Greenfield, CA

"The NHSC/SLRP has allowed me to remain in an area that is in desperate need of primary care providers. In this time of medical provider shortages, it appears that less and less medically trained professionals are entering primary care, let alone providing medical care in rural areas. However, it is in these areas where healthcare providers can make the biggest impact on a patient's well being. The NHSC/SLRP has been a gateway of sorts for all of its participants into medically, culturally, and spiritually rewarding communities."

Kevin Tiyaamornwong, PA-C
Darin M. Camarena Health Center
Madera, CA

"As a participant in the NHSC/SLRP, I have been awarded the opportunity to provide much needed healthcare to areas in California where medical services are not easily accessible due mostly to the socioeconomic status. I have attained knowledge from my colleagues, as well as my patients, that is applicable to daily life circumstances. I have always had a passion to provide aid to the underserved population, and my long term goal continues to be to provide healthcare to the underserved population not only locally, but hopefully on a global scale in order to improve overall quality of life."

Emem Ekpenyong
Fillmore Family Medical Group
Fillmore, CA

FUTURE

- Establish an Employment Verification Form for site contacts to verify SLRP awardees are adhering to their contract prior to payment
- Increase outreach and marketing strategies, including contacting various boards and associations for assistance

Song Brown Program

PROGRAM ACTIVITIES

The Song-Brown Program was very successful in the 2008-09 fiscal year. Staff completed the revision of all funding mechanisms for each discipline funded by the Song-Brown Program and completed an online questionnaire for each discipline to determine if there were any issues with the Song-Brown Program processes or procedures.

The Song-Brown Program received $500,000 in Mental Health Services Act funds for Physician Assistant Programs to increase the number of providers that are trained to provide healthcare services in California's public mental health settings or in areas of unmet priority need. Staff held two Mental Health Task Force meetings, completed the implementation of the new Physician Assistant Mental Health Request for Application and incorporated the funding meeting with the Registered Nurse Education Award meeting. In addition, staff assisted with the development and final approval of the Memorandum of Understanding with the Department of Mental Health.

Staff completed 16 site visits, that included 4 family practice residency programs, 1 Family Nurse Practitioner Program, 1 Physician Assistant Program and 10 registered nurse education programs.

In respect to the California Healthcare Workforce Policy Commission (Commission), staff completed an orientation for Commissioner Cathryn Nation, M.D. Staff also researched and developed the following documents: Policy and Procedures, a Recusal Policy, and the Commission Election Process.

Staff is continuing their work on the development of regulations for the Song-Brown Program.

FUNDING

During the 2008-09 Fiscal Year the Song-Brown Program awarded the following:

- $2.7 million to 27 family practice residency programs
- $1.5 million to 13 family nurse practitioner and physician assistant training programs
- $2.7 million to 14 registered nurse education programs
- $499,232 to 5 physician assistant programs for the Mental Health Special Programs

FUTURE

- The Registered Nurse Education Programs Special Programs contracts were completed on June 30, 2009. Staff is developing a Special Programs report that will discuss the successes and achievements of the Registered Nurse Education Programs for fiscal years 2006/07 and 2007/08.
- Staff is developing a survey for graduates of Family Practice Residency Programs supported by Song-Brown funds to determine if they are still working in underserved areas of the state and providing healthcare services to the state's indigent population.

Song-Brown Program

FAMILY PRACTICE RESIDENCY PROGRAMS

Contra Costa County Health Services	*$86,025*
County of Ventura	*$240,870*
Downey Regional Medical Center	*$68,820*
Glendale Adventist Medical Center	*$51,615*
Harbor - UCLA Medical Center	*$103,230*
Kaiser Permanente - Orange	*$51,615*
Loma Linda University	*$51,615*
Long Beach Memorial	*$51,615*
Mercy Medical Center, Merced	*$86,025*
Natividad Medical Center	*$86,025*
Northridge Hospital Medical Center	*$51,615*
Pomona Valley Hospital Medical Center	*$51,615*
Presbyterian Intercommunity Hospital	*$51,615*
Riverside County Regional Medical Center	*$189,255*
San Jose-O'Connor Hospital	*$51,615*
Santa Rosa Family Medicine	*$51,615*
Scripps Mercy Hospital, Chula Vista	*$154,845*
Stanislaus Family Medicine	*$103,230*
California State University, Davis	*$86,025*
California State University, Irvine	*$86,025*
California State University, Los Angeles	*$86,025*
UCSD Combined Family Medicine-Psychiatry	*$137,640*
UCSF-Fresno	*$240,870*
UCSF-San Francisco General Hospital	*$68,820*
USC-California Hospital Medical Center	*$51,615*
White Memorial Medical Center	*$361,305*
Totals:	*$2,701,185*

Song-Brown Program

COMMENTS RECEIVED FROM SONG-BROWN PROGRAM AWARDEES IN FAMILY PRACTICE RESIDENCY TRAINING PROGRAMS:

"The mission of Song-Brown is clear…to support Family Medicine Residency Program to deliver culturally responsive, accessible, innovative and high quality care to California's most underserved and diverse people. I believe Song-Brown would make a superb national model for the support of FM Residency training."

Dr. Jeremy Fish
Contra Costa FM Program

"The support of the Healthcare Workforce Development Division is invaluable as we train California's next generation of physician-leaders."

Dr. Charles Vega
UC Irvine FM Program

"At a time when Family Medicine Residencies are under severe financial pressure, Song-Brown funding affirms the value of primary care for the state's citizens."

Dr. Peter Broderick
Stanislaus FM Residency Program

Song-Brown Program

FAMILY NURSE PRACTITIONER / PHYSICIAN ASSISTANT TRAINING PROGRAMS

Training Program	Program Type	Base Funding Awards
California State University, Fresno	*FNP*	*$155,194*
California State University, Long Beach	*FNP*	*$192,791*
Charles R. Drew University	*PA*	*$107,000*
Keck School of Medicine - USC	*PA*	*$107,000*
Riverside Community College	*PA*	*$107,000*
San Joaquin Valley College	*PA*	*$62,446*
Sonoma State University	*FNP*	*$253,737*
Stanford University	*FNP/PA*	*$107,000*
Touro University	*PA*	*$43,416*
University of California, Davis	*FNP/PA*	*$107,000*
University of California, Irvine	*FNP*	*$43,416*
University of California, Los Angeles	*FNP*	*$107,000*
University of California, San Francisco	*FNP*	*$107,000*
Total Awards		*$1,500,000*

PHYSICIAN ASSISTANT TRAINING PROGRAMS - MENTAL HEALTH SPECIALTY PROGRAMS

Program Name	Awards
Keck School of Medicine - USC	*$100,000*
Riverside Community College	*$99,808*
Samuel Merritt College	*$100,000*
San Joaquin Valley College	*$99,424*
University of California, Davis	*$100,000*
(FNP = Family Nurse Practitioner / PA = Physician Assistant) Total	*$499,232*

Song-Brown Program

COMMENTS RECEIVED FROM SONG-BROWN PROGRAM AWARDEES IN FAMILY NURSE PRACTITIONER / PHYSICIAN ASSISTANT TRAINING PROGRAMS:

"Much of our outreach/linkages to underserved clinics and settings and the distance learning modalities would not be possible without the generous support of the Song-Brown Program. It supports faculty and students in providing health care and it supports access for advance practice nurses to receive their education in rural settings."

Dr. Wendy Smith
Sonoma State FNP Program

"Song-Brown funding has provided the opportunity to diversify the PA workforce and to meet the needs of the medically underserved of the Central Valley of California..."

Les Howard, PA
San Joaquin Valley College PA Program

"The Song-Brown funding has allowed our program to continue to provide every student with opportunities to train in underserved areas. This is important because it fulfills the Program's Mission to educate health care providers who will work in areas of unmet need."

Dr. Rosslynn Byous
DPA, PAC – Keck School of Medicine, USC PA Program

Song-Brown Program

REGISTERED NURSE EDUCATION PROGRAMS – CAPITATION

Training Program	Program Type	Base Funding Awards
Azusa Pacific University	*BSN/MSN*	*$168,000*
California State University, Chico	*BSN*	*$168,000*
California State University, East Bay	*BSN*	*$240,000*
California State University, Fresno	*BSN*	*$240,000*
California State University, Stanislaus	*BSN*	*$240,000*
Chabot College	*ADN*	*$140,000*
College of the Canyons	*ADN*	*$ 200,000*
College of the Siskiyous	*ADN*	*$120,000*
Fresno City College	*ADN*	*$140,000*
Los Angeles County College	*ADN*	*$200,000*
Riverside Community College	*ADN*	*$200,000*
University of San Diego, Hahn School of Nursing	*MSN*	*$240,000*
Total Awards		*$2,296,000*

REGISTERED NURSE EDUCATION PROGRAMS - SPECIAL PROGRAMS

Program Name		Awards
California State University, Fresno	*BSN*	*$124,928*
California State University, San Marcos	*MSN*	*$125,000*
Los Angeles County College	*ADN*	*$124,028*
Victor Valley Community College	*ADN*	*$123,396*
Total Awards		*$497,352*

COMMENTS RECEIVED FROM SONG-BROWN PROGRAM AWARDEES IN REGISTERED NURSE EDUCATION PROGRAMS:

"The Song-Brown Funding has been instrumental in providing our nursing program with a full time skills lab coordinator who organizes and coordinates all the required program competencies. The students have benefitted from demonstrations, practice and check-off of competencies for each of the four semesters. This has provided our program with an experienced faculty member who is actively involved in their learning and the application of theory to clinical practice. It has meant that our program has been able to plan ahead of the future changes that are needed to prepare our students for their RN role and responsibilities. It has meant that our skills lab coordinator has coordinated labs, scenarios and new technology with the full-time faculty members. The students have benefitted from the remediation lab that is conducted on a routine basis for students and has resulted in increased student performance and improved clinical evaluations."

Patricia E. Luther, RN, EdD
Victor Valley Community College

"The Song-Brown Healthcare Workforce Training Program is a valuable resource for educational institutions. The focus on cultural competency, diversification of workforce, and serving the medically underserved multi-cultural community and lower socio-economic areas prioritizes the needs of Californians. It reinforces the importance of not only having health care workers of color that reflect our patient populations but also faculty of color to serve as role models and mentors to our gradually increasing minority nursing student body."

Marsha Sato
Mount St. Mary's College

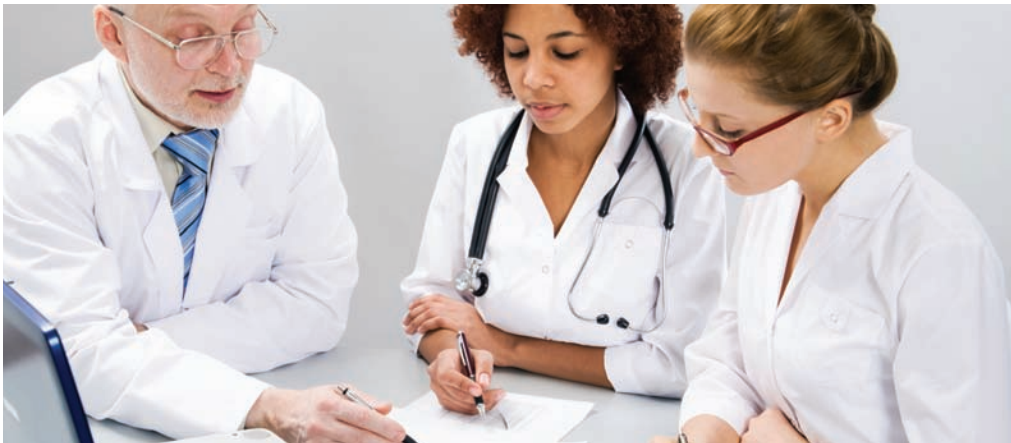
Health Careers Scholarship List

During the fiscal year, staff participated in many efforts to develop additional scholarship resources to increase California's healthcare workforce. Staff researched all previous Health Pathways newsletters for relevant scholarship information up to and including the first issue published in 1978. Review of relevant scholarship Web portals (institutions providing multiple health-related scholarships) was also conducted toward an online health careers scholarship list for California.

Current efforts have produced a searchable list of approximately 100 scholarships which contain scholarship name, sponsoring organization, maximum amount awarded, application deadline, and scholarship description. The list provides users the essential tools necessary for successful funding of a health education.

Future rollout of the Health Career Scholarship List is scheduled for fall 2009. The Health Careers Scholarship List will be updated as additional scholarships are identified by HCTP staff. For further information please visit: http://www.oshpd.ca.gov/HWDD/HCTP_resources.html.

EVENTS AND ACTIVITIES



Events and Activities

HWDD STAFF PARTICIPATED IN THE FOLLOWING CONFERENCES, SPECIALIZED MEETINGS, FORUMS, SUMMITS, SYMPOSIUMS, HEARINGS AND AWARD CEREMONIES IN 2008-09:

A

Allied Healthcare Workforce Central Valley convening with The California Endowment, Fresno
American Medical Student Association, American River College Annual Community College Pre-Medical and Pre-Public Health Conference, Sacramento
Arthur Benjamin Health Professions High School, 2009 graduation ceremony

B

Black History Month, Sacramento

C

California Health Policy Forum, Sacramento
California Hospital Association, Sacramento
California Hospital Association, Imaging Professional Shortage Workgroup, Sacramento
California Health Occupations Student Association (Cal-HOSA) Statewide Conference
California Health Professions Consortium meeting, San Francisco
California Health Professions Consortium steering committee retreat, San Francisco
California Health Professions Consortium quarterly convening, Los Angeles
California Health Professions Consortium, Burlingame
California Pan-Ethnic Health Network 2009 Statewide Conference, Los Angeles
California Primary Care Association Annual Conference, Ontario
California Task Force on Youth and Wellness: Policy Briefing, Sacramento
California Workforce Association Regional Workforce Practitioner Conference, San Diego
15th Annual "College Making It Happen" Student Conference, sponsored by CSU Sacramento

F

Foothill High School – Health Career Outreach to Students, Sacramento

H

Healthcare Workforce Clearinghouse Advisory Team meeting, Sacramento
Healthcare Workforce Clearinghouse Focus Group session, Sacramento and Rancho Cucamonga
Health Information Technology and Electronic Health Records Seminar, Sacramento

Events and Activities

K

K-12 Strategies and Solutions Conference, Rancho Cucamonga

L

Latino Medical Student Association 25th Annual Conference, Los Angeles
Linking Education with Economical Development, Mather

N

National Health Service Corps/State Loan Repayment Program, Visalia
2008 National Health Service Corps Ambassador Conference, Phoenix, AZ
National Health Service Corps Ambassador Conference, Kansas City, MO
National Rural Health Association 32nd Annual Rural Health Conference, Miami, FL
Norwest Regional Primary Care Association Annual Forum, San Diego

O

Oral Health Access Council quarterly meetings in Sacramento, Oakland, San Diego
OSHPD Data Users Conference, Los Angeles

P

Policy Summit 2009: Black Women's Health, Sacramento

R

2008 Regional and Affiliate Data Center meeting, Sacramento
Regional Health Occupations Resource Center / Butte College Advisory Board meeting, Sacramento

Health Careers Training Program Manager, Felicia Borges, presents a proclamation to Arthur A. Benjamin Health Professions High School Principal, Matt Perry, during the school's inaugural graduation event held June 2009 in Sacramento.

Events and Activities

S

Sacramento Briefing Supply and Distribution of Physicians in California, Sacramento
Sacramento Statistical Association "Institute on Research and Statistics" program, Sacramento
Shortage Designation Program's Annual HPSA & MUA/MUP Designation Training, Sacramento
Shortage Designation Program's Annual HPSA & MUA/MUP Designation Training, Sonoma
Siskiyou Health Education Work Group / Advisory Meeting for Siskiyou Wal-Mart Grant, Mount Shasta

U

University of the Pacific Statewide Task Force on Special Needs Population, Sacramento

HWDD SITES/VISITS

National Health Service Corps/State Loan Repayment Program site visits:

- State Loan Repayment Program site visit, Stanislaus County Public Health Turlock Medical Office

Healthcare Workforce Pilot Program site visits:

- Concord Health Center, Concord
- Planned Parenthood Los Angeles, Los Angeles
- Planned Parenthood San Diego, San Diego

Song-Brown Program site visits:

- CSU Fresno-BSN, Fresno
- CSU East Bay-BSN, Hayward
- Downey Regional-Family Practice, Downey
- Fresno Community College-ADN, Fresno
- Loma Linda University-Family Practice, Loma Linda
- Mount St. Mary's-MSN, Los Angeles
- Santa Ana College, Santa Ana
- Sonoma State University-FNP, Sonoma, Santa Rosa (2 site visits)
- UC Irvine, Irvine
- Victor Valley Community College-ADN, Victorville
- Sutter Santa Rosa Family Practice Residency, Santa Rosa

Events and Activities

HWDD MEETINGS

- California Healthcare Workforce Policy Commission meeting, Sacramento
- California Healthcare Workforce Policy Commission Family Practice Commission meeting, Ontario
- California Healthcare Workforce Policy Commission, Family Nurse Practitioner/Primary Care Physician Assistant Funding
- Commission meeting, South San Francisco
- California Healthcare Workforce Policy Commission, Orientation-new member, Oakland

Students learn medical procedures and practice patient care at the Fresno Community College - ADN, Skills Lab

California State University Sacramento student volunteers register participants for the 15th annual "College - Making It Happen," a student/parent educational event.

Staff Acknowledgements

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