



# Diversification of California's Health Workforce

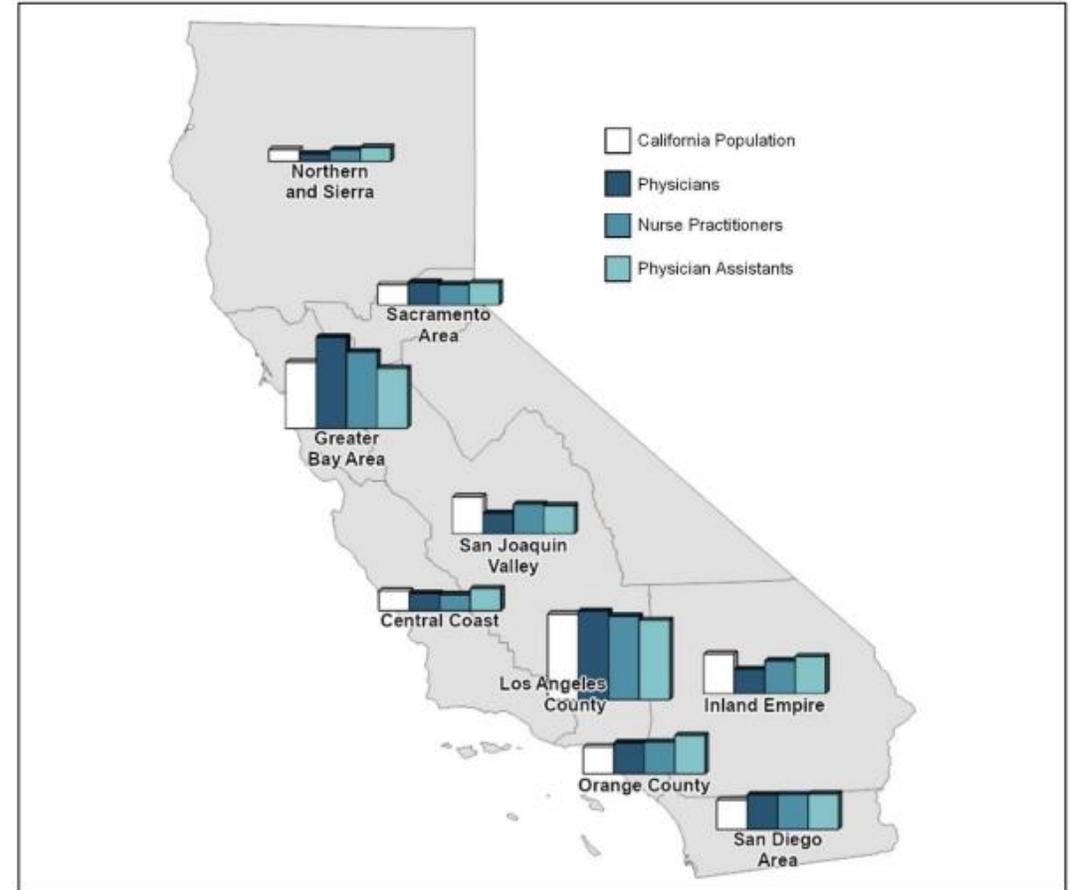
February 20<sup>th</sup>, 2024

# Health workers are unevenly distributed compared to population

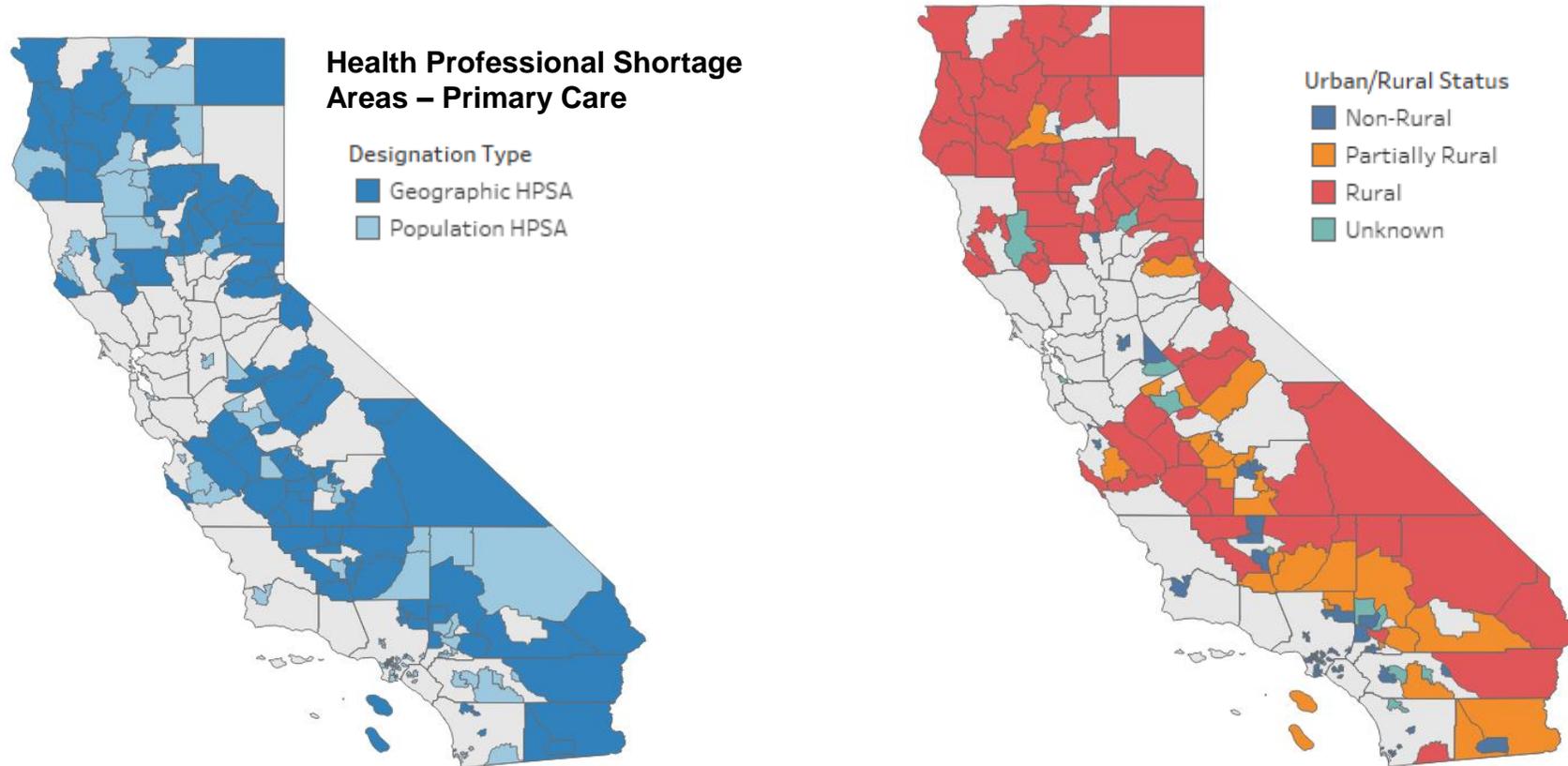
## Maldistribution of Primary Care Providers

Source: Health Workforce Research Data Center Annual Report to the Legislature January 2023

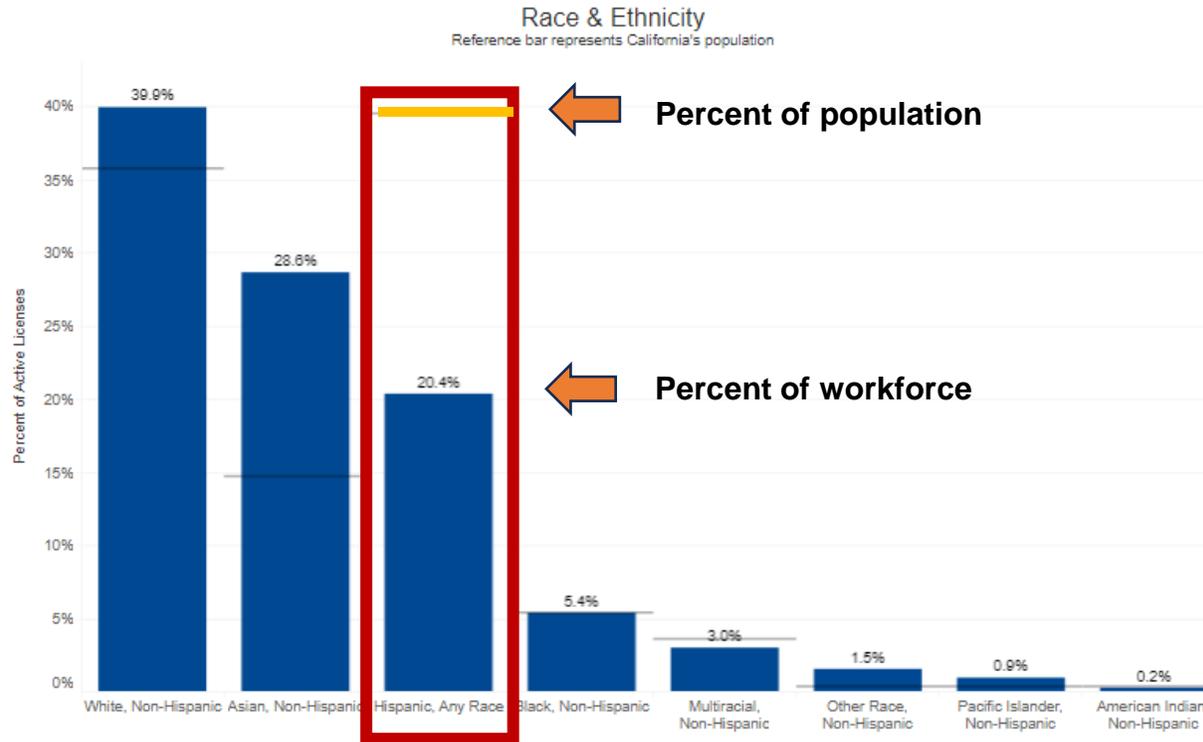
Region	Share of Population	Share of Physicians	Share of NPs	Share of PAs
Central Coast	5.9%	5.1%	4.8%	6.6%
Greater Bay Area	19.6%	27.1%	22.7%	17.8%
Inland Empire	11.7%	7.2%	9.7%	11.0%
Los Angeles County	25.5%	26.3%	24.8%	23.6%
Northern and Sierra	3.5%	2.2%	3.4%	4.2%
Orange County	8.0%	9.2%	9.5%	11.4%
Sacramento Area	5.9%	6.7%	6.0%	6.5%
San Diego Area	8.8%	10.3%	10.4%	10.5%
San Joaquin Valley	10.9%	6.0%	8.7%	8.3%



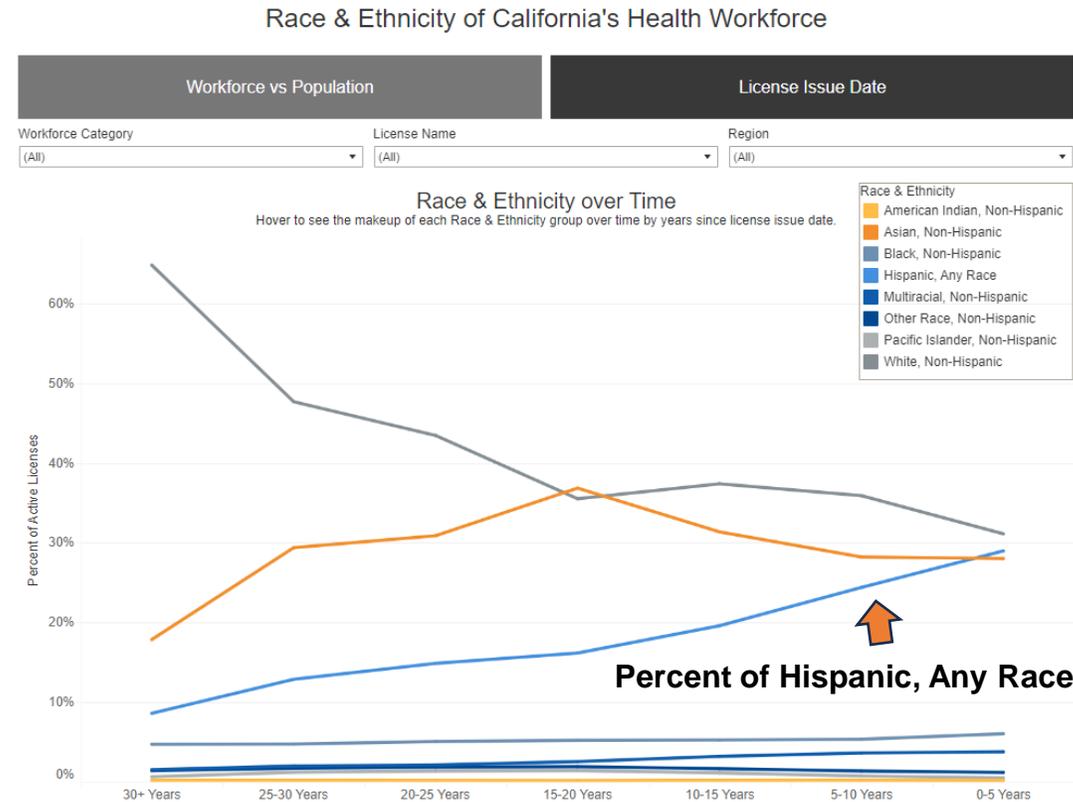
# Rural areas are disproportionately characterized by shortages



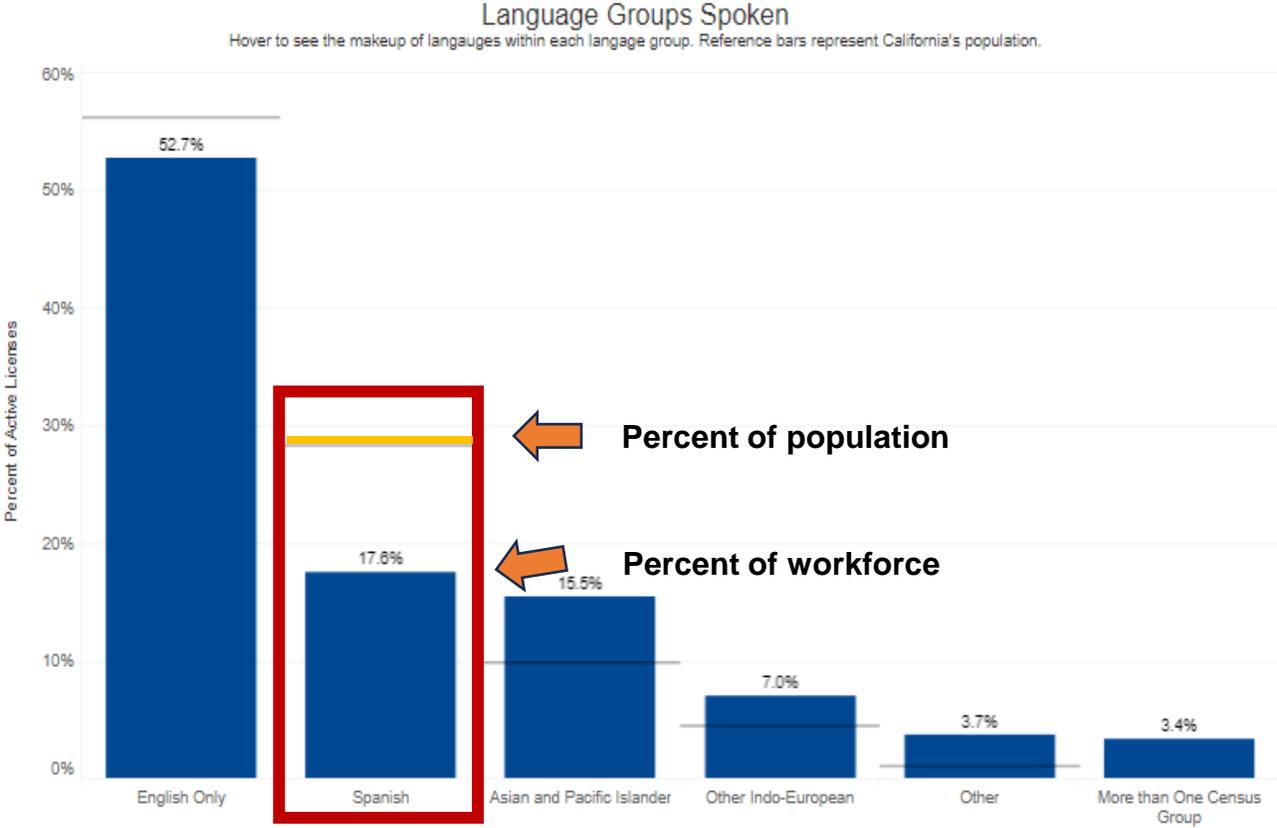
# Gaps in population - workforce concordance are particularly stark for Hispanic population



# Racial/ethnic diversity is improving over time

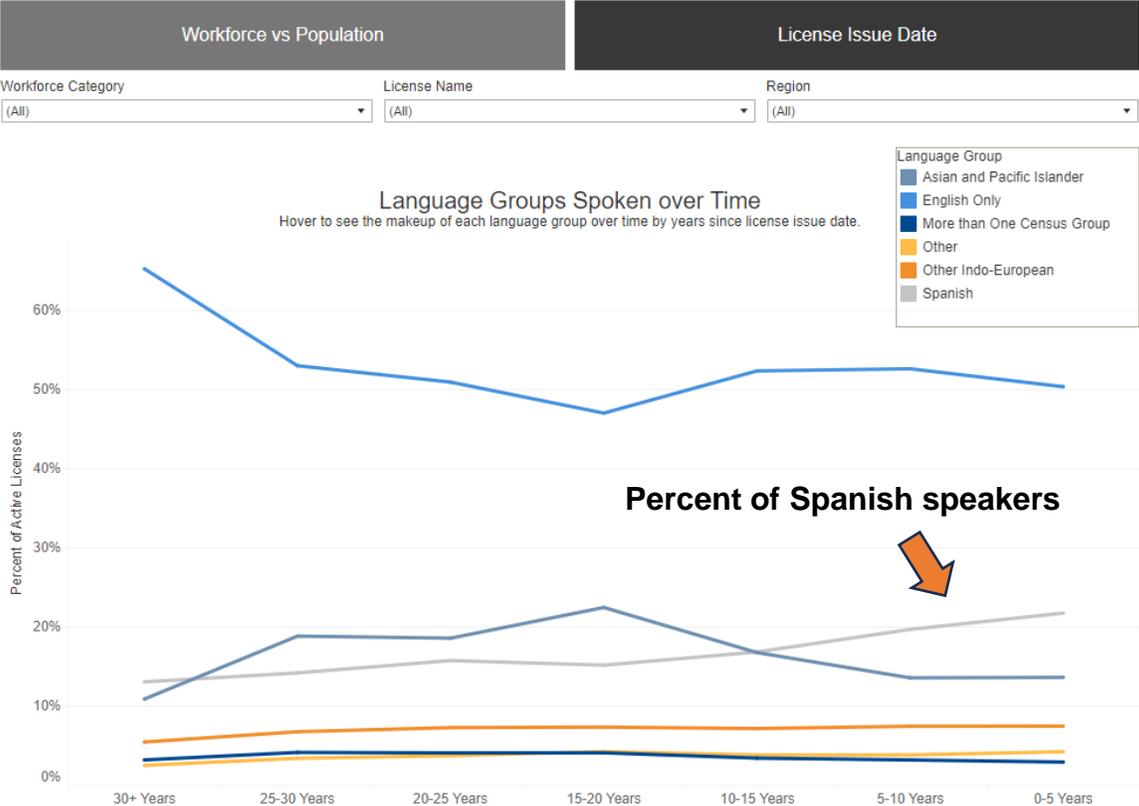


# Gaps in language concordance are greatest for Spanish speakers



# Spanish speaking providers are increasing

Languages Spoken by California's Health Workforce



# HCAI's Mission



HCAI expands equitable access to quality, affordable health care for all Californians through resilient facilities, actionable information, and the **health workforce each community needs.**

# Health Workforce Development

HCAI works to develop, support and expand a health workforce that:

Represents the California it serves through racial and linguistic diversity

Serves medically underserved communities

Serves Medi-Cal members

# HCAI does this by funding:

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Organizations  
building the  
workforce  
pipeline

Individuals  
pursuing  
health careers  
(scholarships,  
stipends, loan  
repayment)

Organizations  
expanding  
educational  
capacity



What works to diversify the health care workforce?

# HCAI programs

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# Going upstream

For example, the Health Professions Pathways Program (HPPP) is designed to **recruit and support students from underrepresented regions and backgrounds to pursue health careers** through pipeline programs, summer internships, and post undergraduate fellowships.

68% of HPPP participants identify as Hispanic or Latinx, compared to 40% of the population

30% of HPPP participants identify as Black, compared to roughly 6% of the population

# Providing wrap-around supports

- To make careers in health professions accessible and feasible for all, we need to include wrap-around supports—such as transportation and caretaker costs, coaching, and academic support—at all levels of programming.
- Our pipeline programming includes wrap-around supports, and we are exploring opportunities to include this in our scholarship programs.

# HCAI programs

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# Promoting professions that emphasize lived experience

## Community Health Workers, Promotores and Representatives (\$272M)

*"A community health worker (CHW) is a frontline public health worker who is a trusted member of and/or has an unusually close understanding of the community served."*



## Certified Wellness Coaches (\$338M)

*Certified Wellness Coaches will reflect the diversity of backgrounds and experiences of California's youth, and will meet youth where they are—in schools and communities—to support their social and emotional development.*



# Supporting students to enter and progress through the career ladder



Minimum Education Level Required		Illustrative Behavioral Health Lattice with Example Behavioral Health Roles			
Supervised Professional	Certificate	Other non-BH roles	Community health worker	Peer support	SUD counselor
	Associates	Certified Wellness Coach I			
	Bachelors	Certified Wellness Coach II	Social worker		
	Masters	School counselor, school psychologist, social worker, or individuals working towards licensure (incl. PPS)			
Independent Practitioner	Licensure	Licensed clinicians, school nurse, educational psychologists (incl. PPS)			
	PhD	Psychologist (incl. PPS)			
	MD	Psychiatrist, primary care providers			

## Behavioral Health Career Lattice

### Select Observations

- The Certified Wellness Coach role is designed to be an additional opportunity in the lattice, **bridging the gap between roles** with minimum to no training to Master's-level training.
- The Certified Wellness Coach role **offers employment and training to those that want to advance their careers** to higher levels of the career lattice.

# Making training in health professions economically feasible

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- HCAI's Substance Use Disorder Earn and Learn program requires awarded organizations to provide a **stipend to students while they complete their education and field practicum hours** to achieve certification.
- HCAI is also funding Certified Wellness Coach employers to provide **paid internships** to candidates to complete their field hours, and is introducing funding for nursing **apprenticeship programs**.



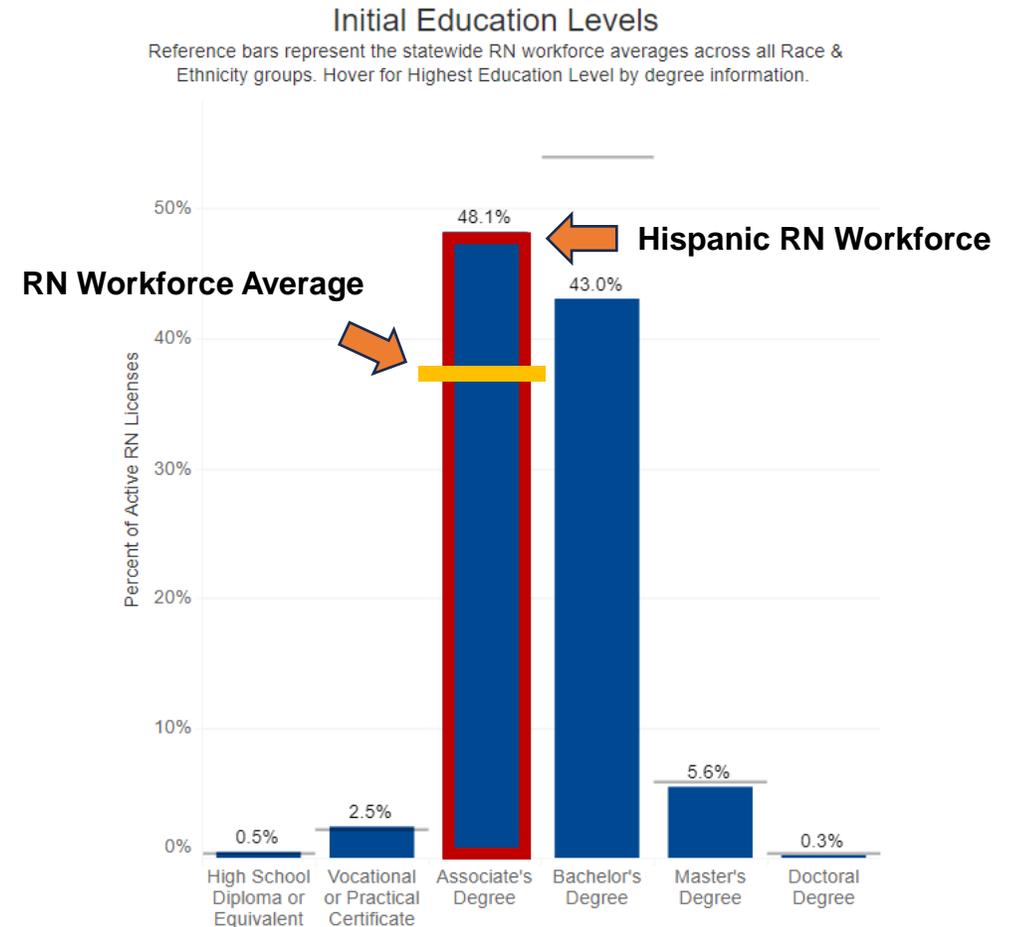
Substance Use Disorder  
Earn and Learn Program

Grant Guide  
For Fiscal Year 2022-23

If your program requires approval to contract from a coordinating authority, please inform the authority of the terms and conditions contained in the sample grant agreement. Applicants must agree to the terms and conditions before receiving funds. The Department of Health Care Access and Information will not make changes to the terms and conditions specified in this sample grant agreement.

# Using data to inform programming

- HCAI's Registered Nurse Education Pathways show that Hispanic and Black Registered Nurses are more likely to enter nursing with an Associate's degree
- After seeing these data, HCAI added funding toward Associate's Degree in Nursing Scholarship program



# HCAI programs

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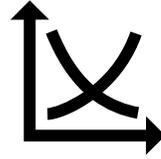
# Incentivizing educational institutions

HCAI education capacity expansion funding prioritizes programs that:

- ✓ Implement culturally responsive care training into their curriculum.
- ✓ Develop strategies to recruit and support students from underrepresented communities.
- ✓ Offer support services to students to ensure successful completion of their education.
- ✓ Require training in underserved communities and with Medi-Cal populations.

What more is needed?

# Future forecasting



- It takes years to train a health worker and to modify the composition of the workforce.
- We need to know what our future workforce needs to look like to reflect the future composition of our communities.
- HCAI is currently working on supply and demand forecasting for the behavioral health and nursing workforces.

# Understanding impact of loan repayment programs

- Do loan repayment recipients stay in underserved communities beyond their service obligations, and for how long? Who is more likely to stay?
- What is the cost-effectiveness of loan repayment vs. scholarships in terms of years of service in targeted settings?
- How do we balance cost-effectiveness with equity considerations?