



WORKFORCE SOLUTIONS

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FEBRUARY 20, 2024



California
Health Care
Foundation

Targeted actions to expand & diversify California's health workforce

Rebuilding California's health workforce will take significant investment over a sustained period of time.

1. Sustain, expand pipeline and pathway programs that identify, recruit, and support students from under-represented backgrounds.
2. Increase capacity to train physicians, nurses, and allied health workers.
3. Reduce costs for all (e.g., apprentice models) and eliminate debt burden for target professions, geographies, and populations:
 - The median [debt load for a physician is \\$200,000](#) and higher for dentistry; debt loads are increasing in nursing.
 - Students from lower-income households and first-to-college families are most negatively impacted.
4. Allocate *existing* resources to institutions that can document they provide outcomes aligned with state goals: primary care and behavioral health, rural placement, acceptance of Medi-Cal, racial/ethnic representation and linguistic skills.

THANK YOU



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