



osbpd

Office of Statewide Health Planning & Development

**Healthcare Workforce Development Division**



*2007-08 Summary*



# MISSION STATEMENTS

Healthcare Workforce Development Division 2007-08 Summary

## OSHPD MISSION

The California Office of Statewide Health Planning and Development 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 promotes healthcare workforce development, distribution, diversity, competency, collaboration and capacity building to accommodate healthcare service requirements within California's various health delivery settings, today and tomorrow.



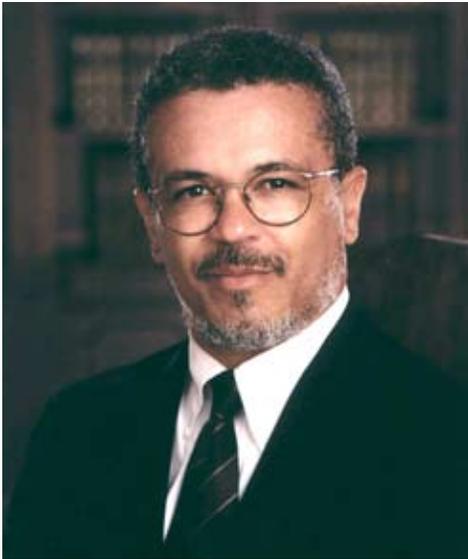
State of California  
Arnold Schwarzenegger, Governor

California Health & Human Services Agency  
Kimberly Belshé, Secretary

osHPD

# DIRECTOR'S MESSAGE

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

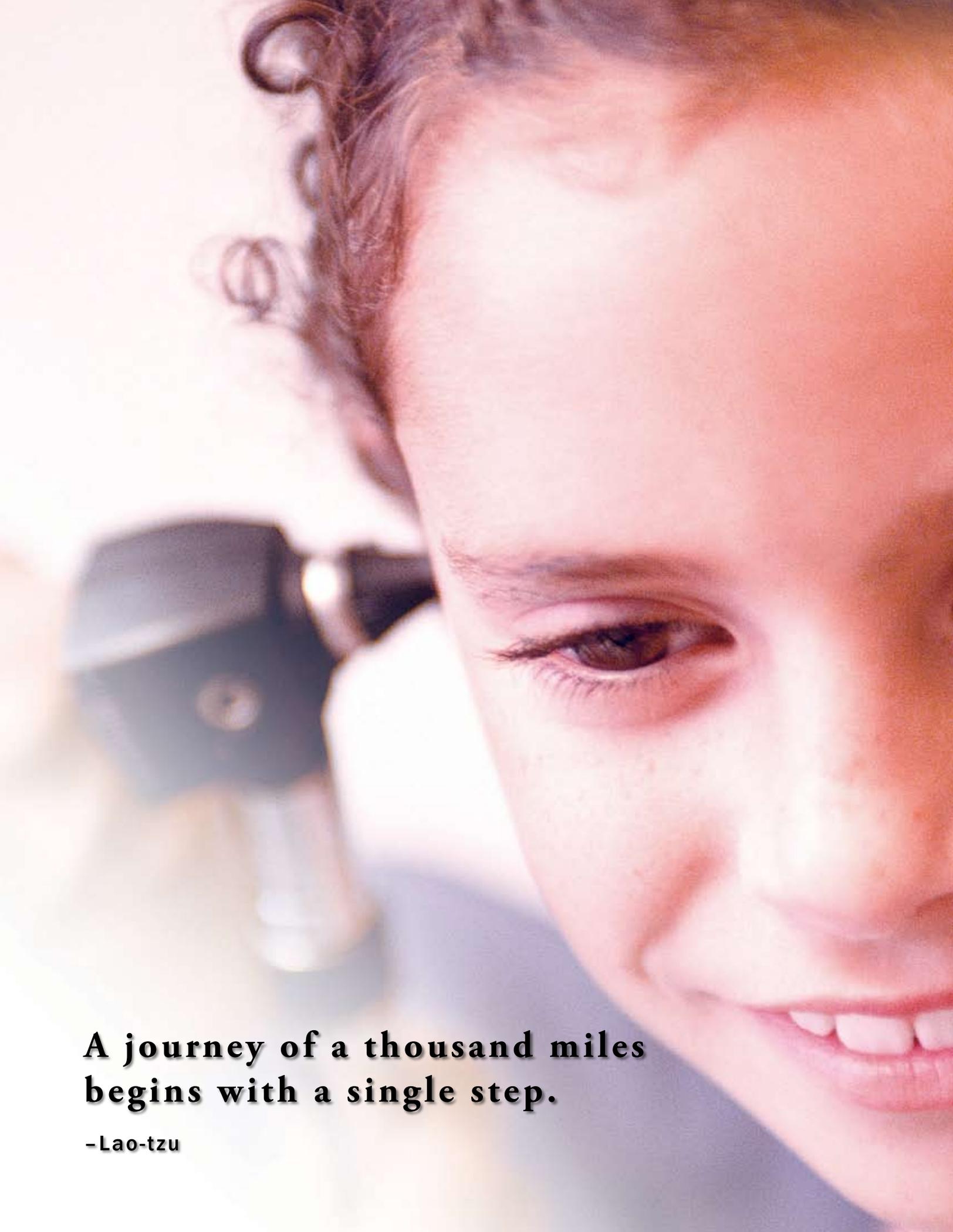


Since 1978, the Office of Statewide Health Planning and Development (OSHPD) has provided the State of California with an enhanced understanding of the structure and function of its healthcare delivery systems. Over the years, OSHPD has expanded to include direct delivery of various services designed to promote healthcare accessibility within California. OSHPD is now the leader in collecting data and disseminating information about California's healthcare infrastructure, promoting an equitably distributed healthcare workforce, and publishing valuable information about healthcare outcomes.

OSHPD's programmatic functions are distributed across five divisions and one foundation, and are advised by five boards and commissions.

This report focuses on the Healthcare Workforce Development Division's contributions during the past year. The Division's goals have been to:

- Increase healthcare access through assistance, innovative pilot projects, and policy discussions.
- Boost the pathway into healthcare careers and provide training resources.
- Profile healthcare professional opportunities, grants and scholarship information, and highlight pipeline intervention programs throughout California.
- Develop partnerships and collaborate with organizations that share the Division's goals.
- Establish the California Healthcare Workforce Clearinghouse.
- Provide geographic information systems data to strengthen legislative proposals and analysis.
- Supply data and provide research services.
- Offer funding through mini-grants, loan repayment, and statutorily established programs.
- Participate in healthcare workforce related conferences, specialized meetings, forums, summits, and symposiums.



**A journey of a thousand miles  
begins with a single step.**

**-Lao-tzu**

# HWDD DEPUTY DIRECTOR'S MESSAGE

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



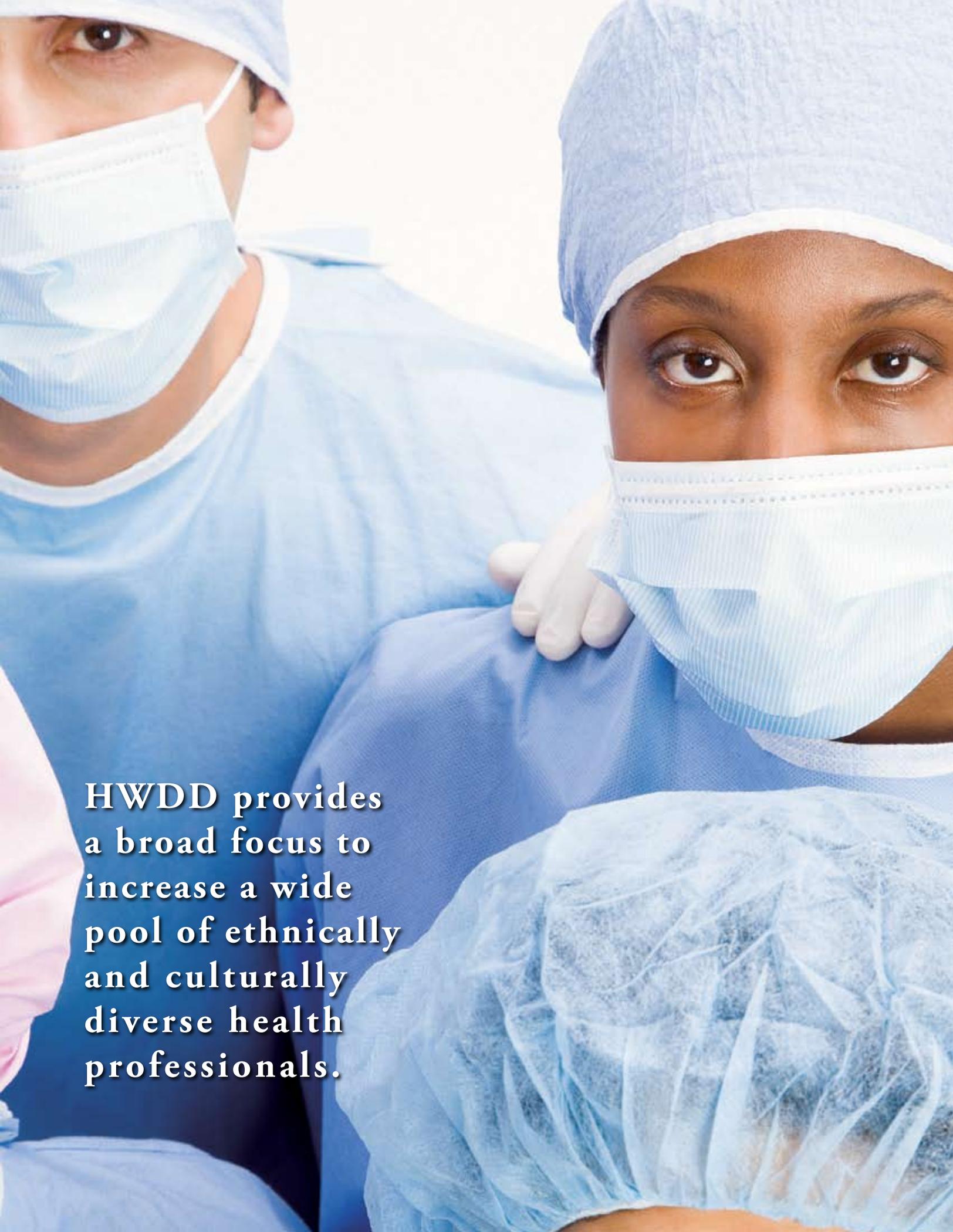
On behalf of the Healthcare Workforce Development Division (HWDD), I am proud to present the *2007-08 Summary*, which highlights our Division's various activities, accomplishments, and strategies aimed at supporting the mission of the Office of Statewide Health Planning and Development (OSHPD).

## Highlights for the 2007-08 year include:

- Funded more than \$8 million in awards for grants, loan repayments, and program support.
- Established the Healthcare Workforce Clearinghouse by creating a 35-member Advisory Team and Focus Groups for development of a data warehouse Feasibility Study Report.
- Staffed the Healthcare Workforce Diversity Advisory Council and published a report, entitled "Diversifying California's Healthcare Workforce: An Opportunity to Address California's Health Workforce Shortages."
- Identified health professions pipeline intervention programs and published a listing of all intervention programs that assist health education programs and employees throughout the state.
- Collaborated with the California Postsecondary Education Commission in identifying the locations of all higher educational institutions that provide direct patient care health occupation related education/training programs throughout California.
- Collaborated with the Department of Mental Health to identify areas in California that may qualify for federal designation as Health Professional Shortage Areas (HPSA).
- Implemented a pro-active Primary Care HPSA application approach, resulting in 7 recommendations for Shortage Designation Branch (SDB) approval.
- Launched a Mental HPSA application approach.
- Conducted technical assistance workshops through the U.S. Health Resources and Services Administration (HRSA) cooperative agreement grant, 25 percent of which were new stakeholders.

- Completed 77 applications for HPSA and Medically Underserved Area (MUA) and Medically Underserved Population (MUP) designations, resulting in 55 successful designations by HRSA's SDB.
- Engaged in statewide impact analysis of the U.S. Health Resources and Services Administration proposed rule to revise/combine HPSAs and MUPs.
- Approved second year of the Healthcare Workforce Pilot Project Program #171 "Access Through Primary Care Project—Demonstrating the Role of Advanced Practice Clinicians in Expanding Early Pregnancy Care."
- Contracted with University of California, San Francisco to develop a survey questionnaire to enhance the California Medical Board's Relicensure Survey Processes.
- Engaged in policy discussions related to issues such as oral health and the challenges of scope of practice in California.
- Maintained Healthcare Pathways, a quarterly online publication that targets students interested in or planning to enter healthcare professions.
- Served on the California Health Professions Consortium, continuing to focus on pipeline development and diversity in the health professions workforce.
- Continued drafting the California Healthcare Workforce Fact Book, which will include data, information and resources in a number of areas related to the healthcare workforce.
- Provided GIS (map generation) services for fellow State departments and produced statistical information in response to legislative inquiries.
- Participated in healthcare workforce related conferences, specialized meetings, forums, summits, symposiums.

We hope this Summary will assist healthcare stakeholders in addressing health workforce challenges. Your feedback is greatly appreciated.



**HWDD provides  
a broad focus to  
increase a wide  
pool of ethnically  
and culturally  
diverse health  
professionals.**

# TABLE OF CONTENTS

DIRECTOR'S MESSAGE .....	ii
HWDD DEPUTY DIRECTOR'S MESSAGE .....	iv
CALIFORNIA HEALTHCARE PATHWAYS CONTINUUM .....	2
Purpose of Continuum .....	2
Healthcare Pathways Continuum .....	3
OVERVIEW .....	5
SHORTAGE DESIGNATION PROGRAM .....	8
HEALTH WORKFORCE PILOT PROJECTS PROGRAM .....	16
CALIFORNIA HEALTH PROFESSIONS PIPELINE INTERVENTION PROGRAM.....	19
HEALTHCARE PATHWAYS.....	22
CALIFORNIA HEALTH PROFESSIONS CONSORTIUM.....	23
HEALTH EDUCATION TRAINING PROGRAMS.....	25
HEALTHCARE WORKFORCE CLEARINGHOUSE .....	27
LEGISLATION AND POLICY .....	29
RESEARCH AND GEOGRAPHIC INFORMATION SYSTEMS .....	30
HCTP MINI-GRANTS.....	32
NATIONAL HEALTH SERVICES CORP/STATE LOAN REPAYMENT PROGRAM .....	34
Awards by Ethnicity/Awards by Gender .....	35
Awards by Discipline/Awards by MSA .....	36
Awards by County.....	37
SONG-BROWN PROGRAM .....	39
FAMILY PRACTICE RESIDENCY PROGRAMS.....	40
FAMILY NURSE PRACTITIONER/PHYSICIANS ASSISTANT TRAINING PROGRAMS .....	42
REGISTERED NURSE EDUCATION PROGRAMS .....	44
EVENTS AND ACTIVITIES .....	47
STAFF ACKNOWLEDGEMENTS .....	53

# CALIFORNIA HEALTHCARE

Each Healthcare Workforce Development Division program contributes to completing a segment of California's Healthcare Pathways Continuum. The continuum is an administrative model that demonstrates the inter-connection in scope and purpose between all HWDD programs. Each program depends upon 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
- Post-Secondary

## Outreach

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

## Career Development

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.

## Placement

Recruitment and Retention

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

## Placement

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.

## Target Group

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



**Funded more than \$8 million in awards for grants, loan repayments, and program support.**

## GIS/DATA

Geographic Information Systems (GIS) provides graphic substantiation data that strengthen legislative proposals and analysis and help inform policy decisions. GIS is used to review California's counties in order to assess provider-to-population ratios and poverty levels and expand HWDD's ability to provide healthcare workforce data analysis. GIS/Data system tracks access to care, workforce shortage, and workforce distribution trends through map analysis and graphic displays of quantitative information.

## HEALTH CAREERS TRAINING PROGRAM

The 1985-86 Governor's Budget authorized OSHPD to begin a program to facilitate the training of underrepresented individuals for health professions needed in underserved areas in California. The Health Careers Training Program (HCTP) serves as a health professions resource and increases access to a multi-culturally and linguistically competent healthcare workforce. To achieve these objectives, HCTP:

- Develops public and private partnerships that encourages and addresses health careers training and employment needs for a workforce that reflects the race/ethnic diversity of the state's population.
- Provides financial support through Mini-Grants that focus on academic preparation and support, community service, health career conferences and workshops, and case management for students.
- Assists educators and healthcare providers in developing and/or expanding occupational training for targeted health occupations.
- Collects and distributes resource information on health education programs, financial incentives, and job opportunities.
- Increases awareness of health professions and health sciences through student outreach.

## HEALTHCARE WORKFORCE CLEARINGHOUSE

Pursuant to Senate Bill 139 (Chapter 522, Statutes of 2007) the Office of Statewide Health Planning and Development (OSHPD) was directed to establish the California Healthcare Workforce Clearinghouse (Clearinghouse). Using data from the Employment Development Department's Labor Market Information Division, state health licensing boards, and state higher education entities, the Clearinghouse will serve as the central source for collection, analysis, and distribution of information on the healthcare workforce employment and educational data trends for the state.

## 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.



## LEGISLATION AND POLICY

During the 2007-08 Legislative session, staff tracked and performed legislative analysis on bills that had impact on healthcare workforce development activities throughout California.

HWDD participated in a number of policy roundtables, seminars and conferences. These forums brought together government officials, the health industry, community-based organizations, and other stakeholders to focus attention on access to healthcare and workforce disparities for planning and policy changes.

## NATIONAL HEALTH SERVICES CORPS/ STATE LOAN REPAYMENT PROGRAM

The National Health Services 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 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

The Healthcare Workforce Development Division (HWDD) provides analysis of healthcare resources, and supplies data and research services to OSHPD, California Health and Human Services Agency (CHHSA), Healthcare Workforce Policy Commission and other State agencies. GIS technology and data analysis is used and assists customers with accomplishing their work plans.



## 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/ Medically Underserved Population (MUA/MUP) applications to HRSA's Shortage Designation Branch (SDB). 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.

SDP was created by Congress in the 1970s as part of the U.S. Public Health Service Act, specifically Sections 330 (MUA/MUP) and 332 (HPSA).

## 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.
- Attract and admit members of underrepresented minority groups to the program.
- Location of the program and/or clinical training sites areas of unmet priority need.

# SHORTAGE DESIGNATION PROGRAM

**ASSISTANCE** SDP conducted Technical Assistance (TA) workshops in Monterey and San Diego counties. Approximately 25 percent of the 65 attendees were new stakeholders. In addition to the biannual TA workshops, SDP conducts daily technical assistance via telephone and e-mail, which allows staff to:

- Assist stakeholders in understanding the application process and related criteria and methods
- Customize descriptive maps, analyze proposed and contiguous areas, assist with navigation of online material, and determine the appropriate designation for their needs

In 2007-08, SDP received and completed analysis on 77 applications for Health Professional Shortage Area (HPSA) and Medically Underserved Area/Medically Underserved Population (MUA/MUP) designations and submitted appropriate recommendations to the Office of Shortage Designation (OSD). Of the 68 applications recommended by SDP for designation, 55 have been officially designated by OSD. Nine 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 2004 expire in 2008. To ensure that communities did not lose their designations, SDP completed the application renewal process for all 2004 designations. Thirty-five renewal applications were sent out via certified mail in May and June 2008.

**PRO-ACTIVE** SDP currently processes 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. Therefore the SDP developed a workplan to begin processing Primary Care (PC) HPSA applications pro-actively. This will allow SDP to reach out to California's underserved communities and engage them in the process. Since October 2007, SDP staff completed 12 pro-active PC HPSA applications: five did not qualify for designation and seven were recommended to OSD for approval.

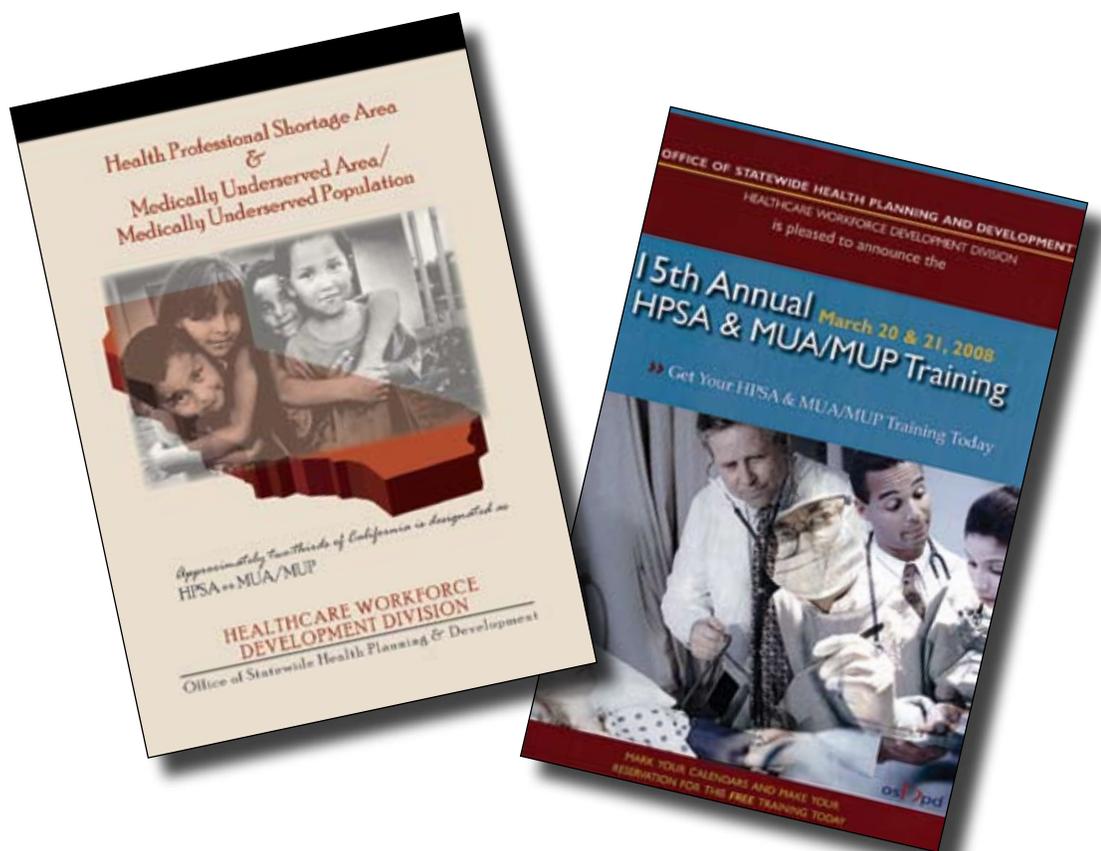
California is experiencing a shortage of mental health providers, with particular hardships seen in public mental health settings and underserved communities. In an effort to assist these communities with the designation process, SDP submitted a formal proposal requesting funding for an additional staff person to process pro-active Mental HPSA applications on behalf of said communities. Approval was granted and recruitment for this new position will begin after July 1, 2008.

SDP engaged in a Statewide Impact Analysis (SIA) of the U.S. Health Resources and Services Administration Proposed Rule to Revise, Combine, HPSAs and MUPs. This rule would change the criteria needed to qualify for a HPSA or MUP. Specifically, the number of data elements and high need indicators will increase, as will the complexity of gathering and analyzing this data. Of the 204 Medical Service Study Areas (MSSAs) with a current Primary Care HPSA designation, 112 MSSAs will retain their designations and 92 MSSAs will lose their designations. Clinics located in these 92 MSSAs will lose recruitment, retention, and funding opportunities. However, 53 new MSSAs will gain designation status. SDP partnered with other OSHPD divisions to gather data for the SIA. After completion of the SIA, SDP held a stakeholder meeting on April 18, 2008 to present and discuss findings and potential affects.



**CHALLENGES** The SDP, through the HRSA Cooperative Agreement grant, is currently funded to conduct biannual TA workshops, and each workshop consists of two full days of training. Each year the location of the TA workshops shift to a different region in California. The purpose is to introduce OSHPD and the collaborative efforts of the SDP and to help communities determine if they qualify for HPSA or MUA/MUP designation. Increasing SDP's exposure is especially critical in areas where the shortage designation process is unknown. If stakeholders are unaware of the process and criteria, their communities are unable to take advantage of the retention, recruitment, and funding opportunities a designation can afford.

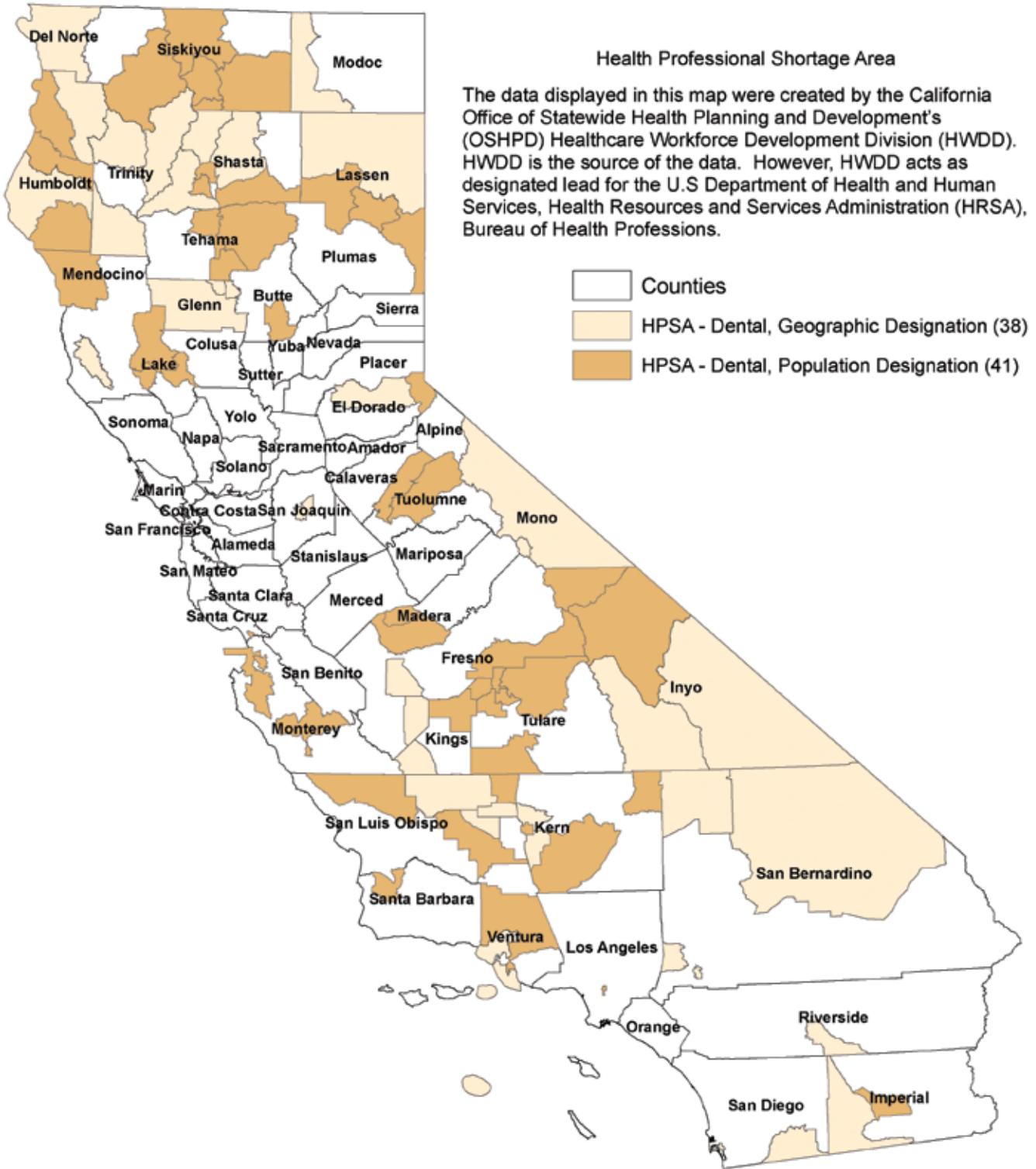
**FUTURE** In 2008-2009, SDP will begin processing pro-active Mental Health HPSA applications. SDP also plans to increase the number of technical assistance trainings offered via Web conferencing.





**Engaged in policy discussions related to issues such as oral health and the challenges of scope of practice in California.**

# Health Professional Shortage Areas Dental



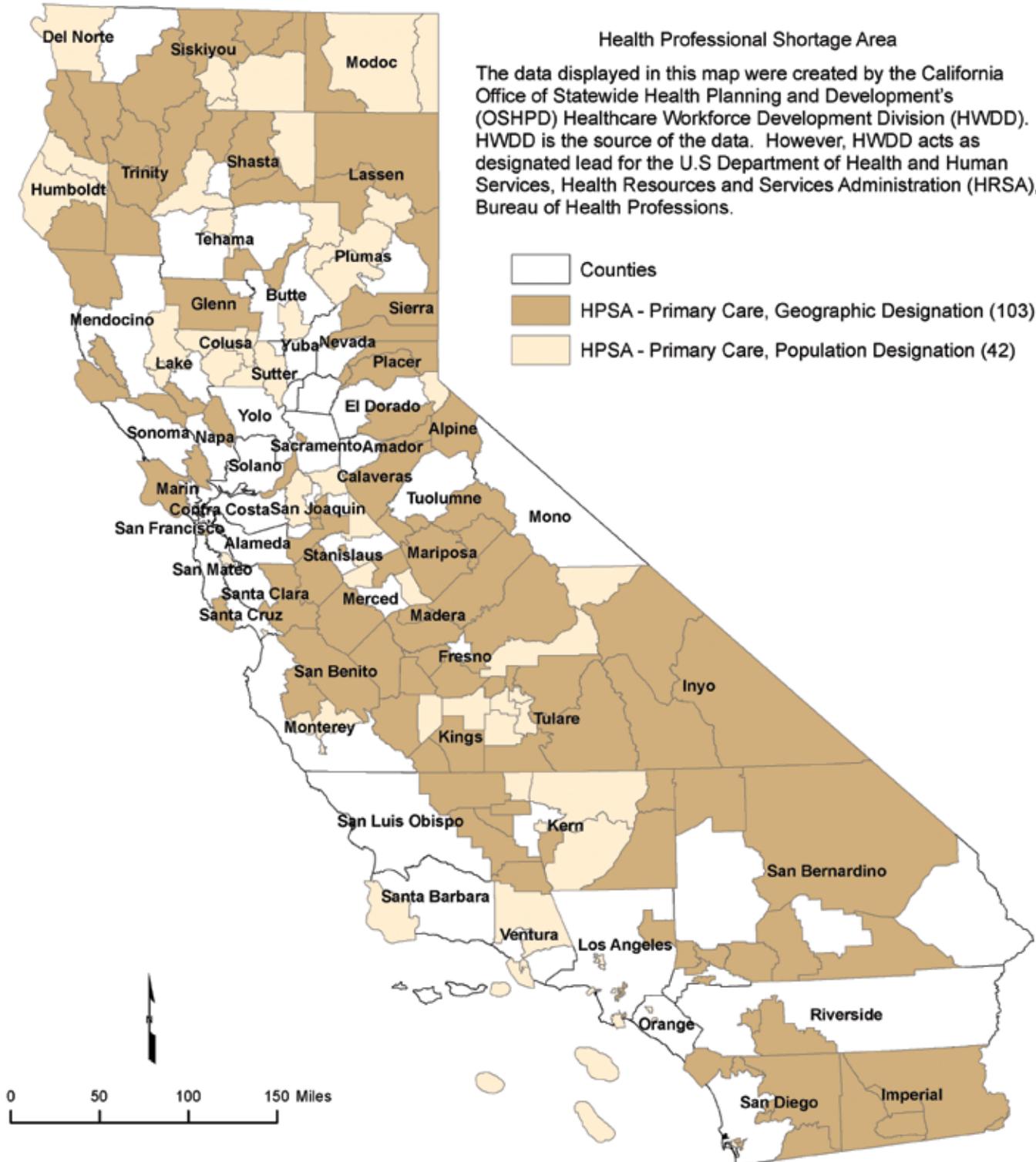
The federal HPSA designation is given to areas that demonstrate a shortage of healthcare providers, on the basis of availability of primary care physicians, mental health providers, or dentists. This designation is based on the MSSA boundary, its population to (selected type of) practitioner ratio, and available access to healthcare.

# Health Professional Shortage Areas Primary Care

## Health Professional Shortage Area

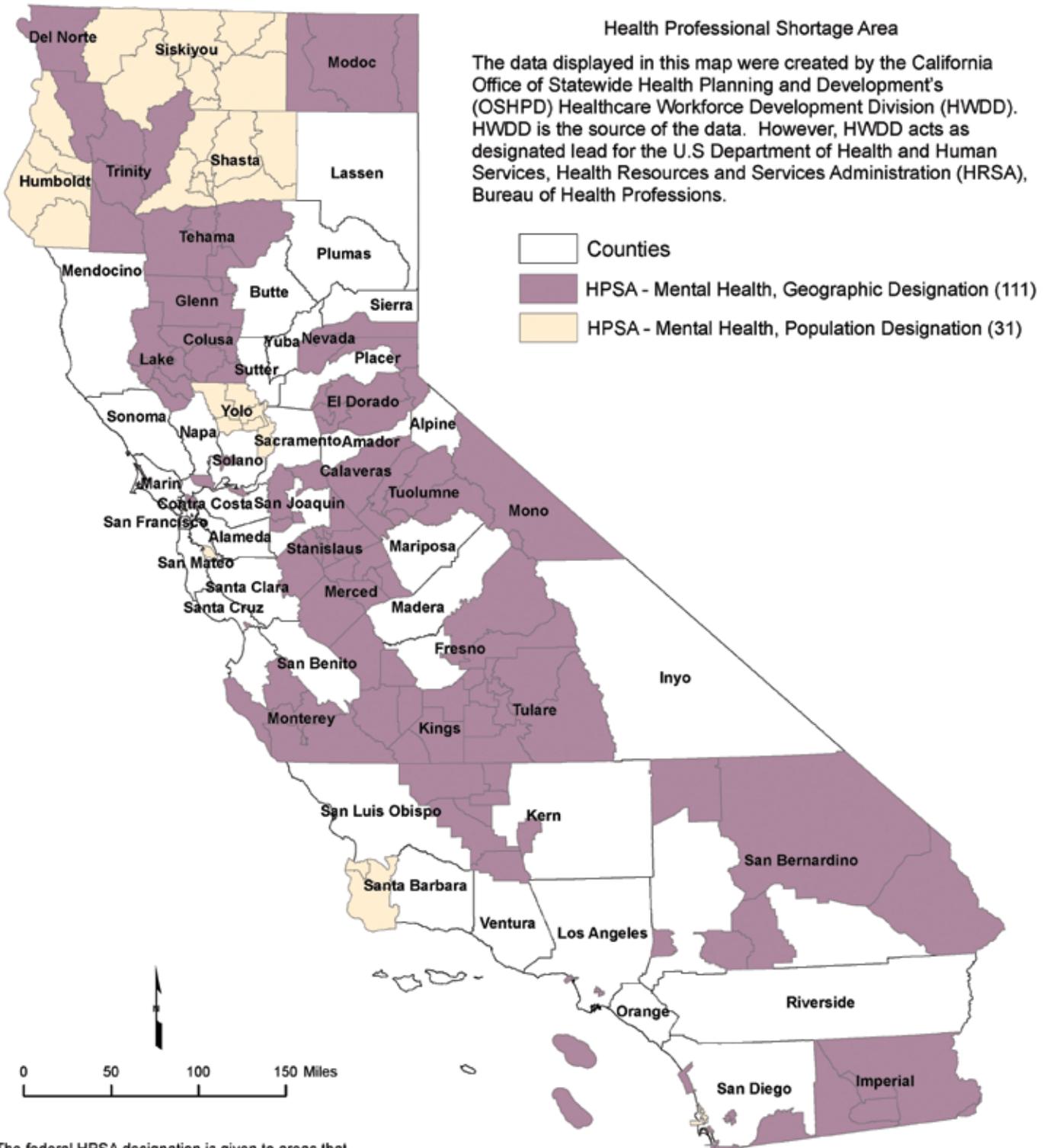
The data displayed in this map were created by the California Office of Statewide Health Planning and Development's (OSHPD) Healthcare Workforce Development Division (HWDD). HWDD is the source of the data. However, HWDD acts as designated lead for the U.S Department of Health and Human Services, Health Resources and Services Administration (HRSA), Bureau of Health Professions.

-  Counties
-  HPSA - Primary Care, Geographic Designation (103)
-  HPSA - Primary Care, Population Designation (42)



The federal HPSA designation is given to areas that demonstrate a shortage of healthcare providers, on the basis of availability of primary care physicians, mental health providers, or dentists. This designation is based on the MSA boundary, its population to (selected type of) practitioner ratio, and available access to healthcare.

# Health Professional Shortage Areas Mental Health



The federal HPSA designation is given to areas that demonstrate a shortage of healthcare providers, on the basis of availability of primary care physicians, mental health providers, or dentists. This designation is based on the MSA boundary, its population to (selected type of) practitioner ratio, and available access to healthcare.



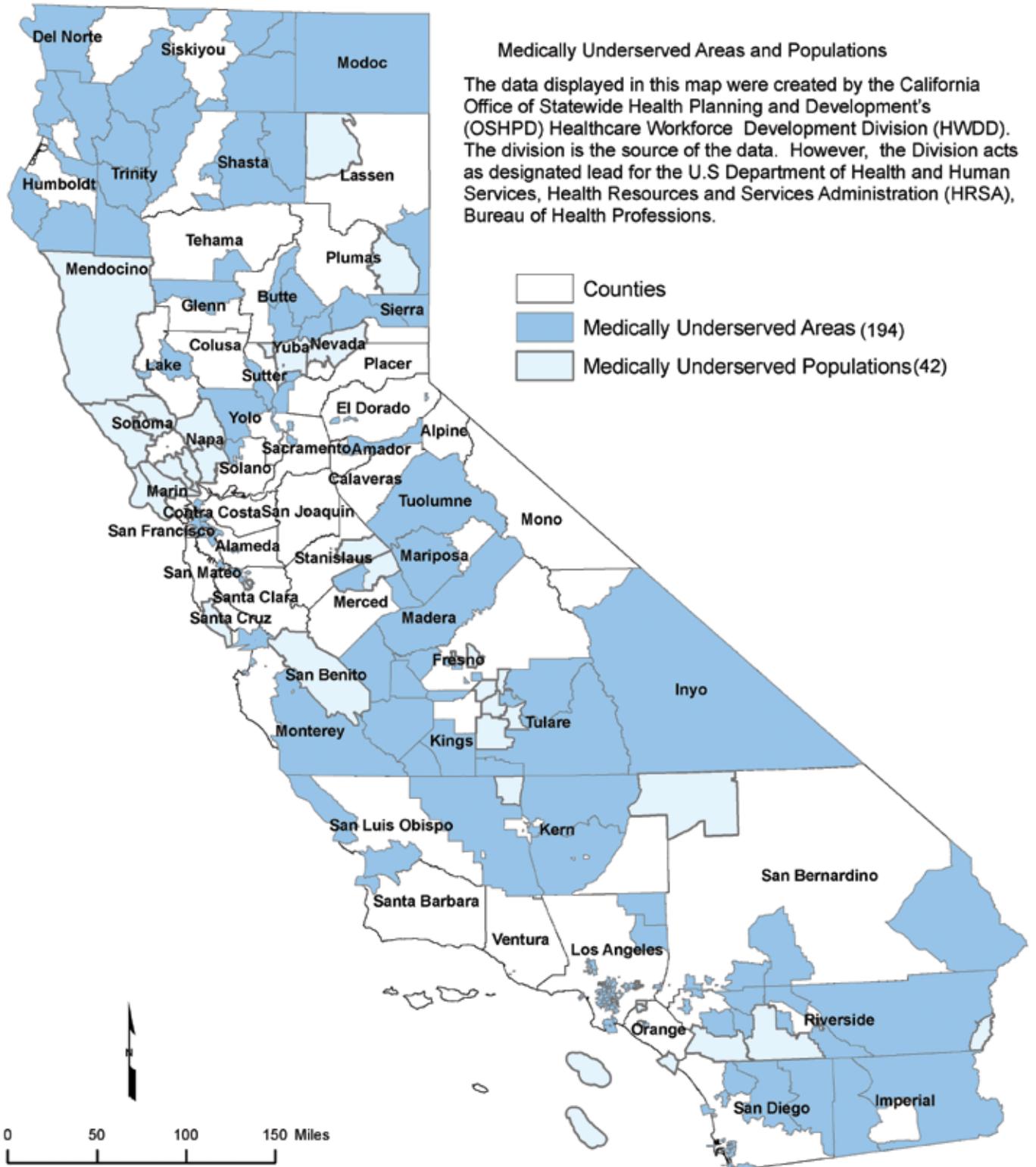
**The HWPP program allows organizations to test, demonstrate, and evaluate new or expanded roles for healthcare professionals, or new healthcare delivery alternatives before changes in licensing laws are made by the Legislature.**

# Medically Underserved Areas and Populations

## Medically Underserved Areas and Populations

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). The division is the source of the data. However, the Division acts as designated lead for the U.S Department of Health and Human Services, Health Resources and Services Administration (HRSA), Bureau of Health Professions.

-  Counties
-  Medically Underserved Areas (194)
-  Medically Underserved Populations (42)



# HEALTHCARE WORKFORCE PILOT PROJECTS PROGRAM

**EVALUATE** HWPP #171 - ACCESS THROUGH PRIMARY CARE PROJECT - DEMONSTRATING THE ROLE OF ADVANCED PRACTICE CLINICIANS IN EXPANDING EARLY PREGNANCY CARE. OSHPD approved the second year of the pilot project. The extension is from April 1, 2008 to March 31, 2009. The Pilot Project Director submitted an annual report to the HWDD-Health Workforce Pilot Projects Program. The report indicates first year achievements including: 1) developed confidentiality site visits protocols, 2) received Medi-Cal participation from the Department of Health Care Services, Medi-Cal Branch, and 3) received \$3.5 million project funding from an anonymous donor that will cover the planned three-year period. HWPP established an Evaluation Team with interdisciplinary representatives from (1) health licensing boards (2) professional organizations, and (3) other state bodies. The first site visit was conducted on February 5, 2008.

**ENHANCE** THE CENTER FOR HEALTH PROFESSIONS AT THE UNIVERSITY OF CALIFORNIA - SAN FRANCISCO (UCSF) - UCSF focuses its efforts on understanding the challenges faced by the healthcare workforce and developing programs and resources that assist in making successful transitions to the emergent healthcare systems. OSHPD contracted with UCSF to develop a survey questionnaire to enhance the California Medical Board (CMB) Relicensure Survey Processes. OSHPD received a current data set from the CMB and a report that describes physician diversity in California.

## HEALTHCARE POLICY DISCUSSIONS

HWPP staff participated in several meetings where healthcare workforce and health systems policy issues were discussed including:

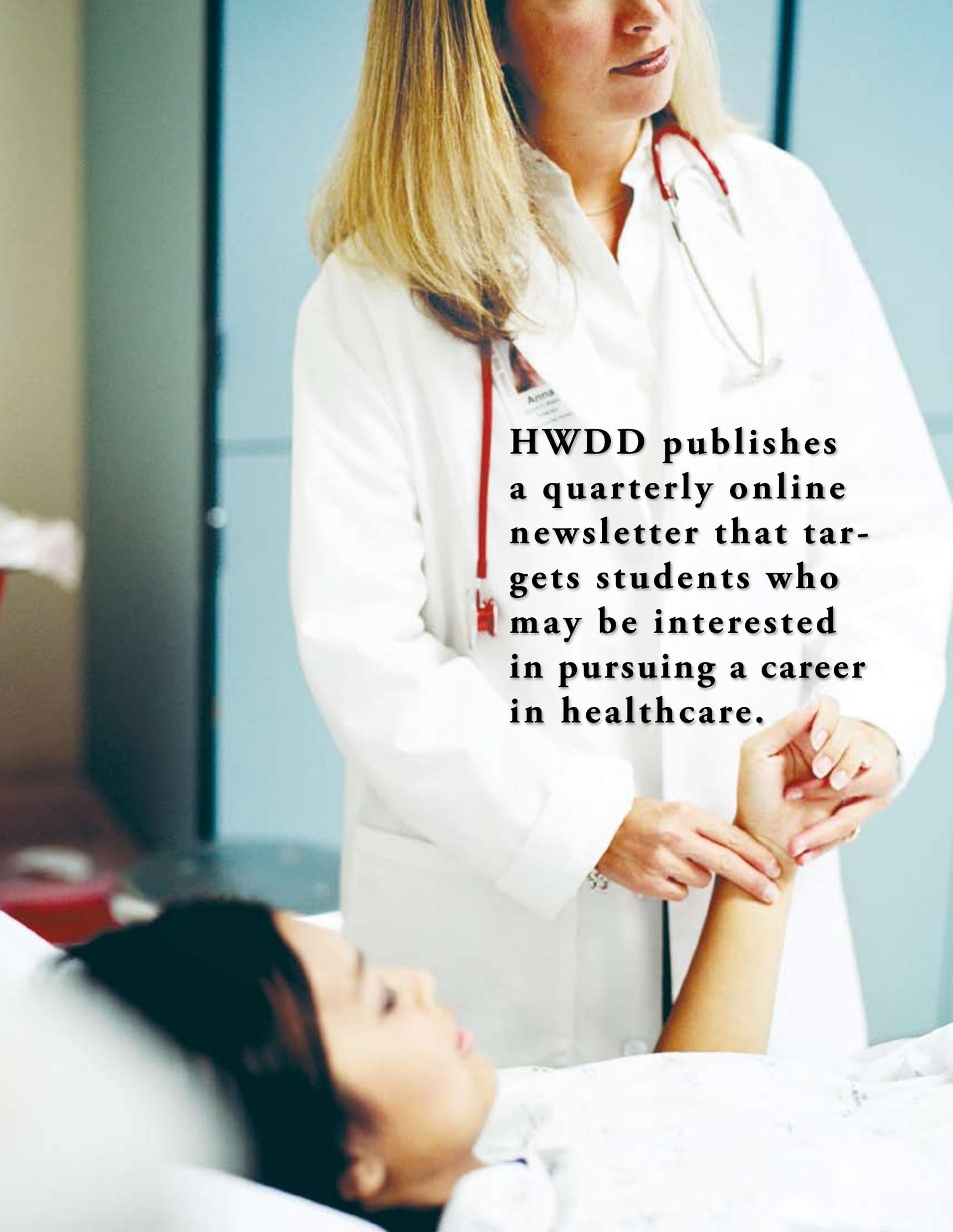
- University of the Pacific's (UOP) Statewide Task Force on Oral Health for People with Special Needs, California Task Force on Oral Health and Aging - The UOP task force convenes its annual meetings to identify policy objectives and advocate for policy reform to improve oral health for people with special needs. The UOP task force developed workgroups that are focusing on solutions regarding a) Incentive Systems for Oral Health Professionals, b) Expanding the Oral Health Workforce through Distance Consultation, and, c) Oral Health and Long-Term Care/Hospital Dentistry Across California. This group is considering whether to utilize the HWPP program process as a solution for testing oral health workforce concepts.
- California Health Policy Forum Legislative Briefings, Public Health Regionalization - Opportunities learned regarding public health infrastructure by regionalizing some services and sharing public health resources as a response to a) crises such as 9/11, b) to build local capacity where services are needed, and c) from fund disbursements from national dollars to provide service capacity.
- California Healthcare Foundation - The Foundation provided Legislative Briefings on Scope of Practice of the Nurse Practitioner and Challenges of Scope of Practice in California.



- California Black Women's Health Project, Policy Summit 2008 – Black Women's Health. The annual policy summit is convened to discuss issues affecting the health of Black women, analyze service gaps and clarify areas for health policy development.
- Oral Health Access Council (OHAC) – The quarterly meetings are convened to collaborate with oral health care professionals and to obtain information regarding any immediate oral health issues, change in workforce interest and to identify common healthcare workforce issues and approaches for solutions.

**FUTURE** HWPP staff will serve on the California Hospital Association Workforce Planning Workgroups to identify and make recommendations related to allied health profession workforce issues including workforce shortages, scarce resources, and the lack of appropriate training opportunities that keep pace with changing technologies.





**HWDD publishes a quarterly online newsletter that targets students who may be interested in pursuing a career in healthcare.**

# CALIFORNIA HEALTH PROFESSIONS PIPELINE INTERVENTION PROGRAMS

## *Boosting the Pathway into Healthcare Careers*

The California Health Professions Pipeline Intervention Programs listing identifies early intervention programs that assist health education programs and employers throughout the state. The listing includes programs based in middle/high schools, technical schools, colleges and universities, healthcare employers, community-based organizations, health professional organizations, foundations, and others.

### ***B. Miller (Fontana) High School***

Health Services Academy  
Fontana

### ***Alameda County Health Care Foundation***

The Model Neighborhood Program of  
Oakland  
Oakland

### ***Alisal High School***

Health Careers Academy  
Salinas

### ***American River College***

American Medical Student Association  
American River College Chapter  
Sacramento

### ***Apple Valley High School***

Medical and Health Science  
Technology Academy  
Apple Valley

### ***Arvin High School***

Health Careers Academy  
Arvin

### ***Banning High School***

Computer and Health Occupations  
Academy  
Banning

### ***Bassett High School***

Health Academy  
La Puente

### ***Blair High School***

Health Careers Academy  
Pasadena

### ***California High School***

Health Academy  
Whittier

### ***California State University, Northridge***

Student Health Professionals Pre-Entry  
Program (SHP-PEP)  
Northridge

### ***California State University, Sacramento***

Science Educational Equity and  
Multicultural Organization of Science  
Students  
Sacramento

### ***Canyon Springs High School***

Health Careers Academy  
Moreno Valley

### ***Cedars-Sinai Medical Center***

Youth Employment and Development  
Program, Healthcare Occupational  
Mentoring Program  
Los Angeles

### ***Center for Internationally Trained Healthcare Workers***

Welcome Back Center – San Diego  
San Diego

### ***Children's Hospital***

Faces for the Future  
Oakland

### ***Coachella Valley High School***

Health Careers Academy  
Thermal

### ***Community Health Works***

Community Health Workers Program  
San Francisco

### ***Crescenta Valley High School***

The Academy of Science and Medicine  
La Crescenta

### ***Dana Hills High School***

Health and Medical Occupations  
Academy  
Dana Point

### ***Davis (Grace M.) High School***

Health Careers Academy  
Modesto

### ***Delano High School***

Delano Allied Health Academy  
Delano

### ***East Bakersfield High School***

Health Careers Academy  
Bakersfield

### ***El Dorado High School***

Health Academy  
Placerville

**Elizabeth Learning Center**

Health Academy  
Cudahy

**Foshay Learning Center**

Health Academy  
Los Angeles

**Galileo High School**

San Francisco Health Academies  
Project  
San Francisco

**Galt Joint Union High School**

Health Careers Academy  
Galt

**Golden West High School**

Health Careers Academy  
Visalia

**Hill (Andrew P.) High School**

Medical Health Professions Magnet  
Program  
San Jose

**Hiram W. Johnson High School**

Health Careers Academy  
Sacramento

**Jordan High School**

Aspirations in Medical Services  
Academy  
Long Beach

**Kern Resource Center**

Health Career Resource  
Bakersfield

**Kern Valley High School**

Exploring Careers in Health  
Occupations (ECHO) Academy  
Lake Isabella

**La Quinta High School**

Health Careers Academy  
La Quinta

**La Sierra High School**

Health Careers Academy  
Riverside

**LIFE Academy**

Health and Bioscience Academy  
Oakland

**Lower Lake High School**

Health and Human Services Academy  
Lower Lake

**McLane High School**

Medical Education and Research  
Fresno

**Mercy Medical Center  
Mt. Shasta**

Recruitment and Retention Program  
Mt. Shasta

**Monterey High School**

Sports and Recreation Careers Academy  
(SPARC)  
Monterey

**Moorpark High School**

Health Science Academy  
Moorpark

**North Salinas High School**

Health and Human Service Academy  
Salinas

**Norwalk High School**

Medical Services Career Path Academy  
Norwalk

**Oakland Technical  
High School**

Health and Biotechnology Academy  
Oakland

**Oakmont High School**

Health Academy  
Roseville

**Oceanside High School**

Health Careers Academy  
Oceanside

**Orange County Health  
Care Council**

Minority Nursing Education  
Support Program  
Santa Ana

**Porterville High School**

Health Science Academy  
Porterville

**Ramona High School**

Health and Bioscience Academy  
Riverside

**Redlands High School**

HEART Academy  
Redlands

**Richmond High School**

Health Science Academy  
Richmond

**Roosevelt High School**

Health Careers Academy  
Fresno

**San Joaquin Valley  
Health Education  
Training Center**

Border AHEC Program  
Fresno

**Santa Rosa Junior College**

Health Care Workforce  
Development Program  
Santa Rosa

**Scripps Memorial Hospital**

San Diego Border California Area  
Health Education Program  
Chula Vista



**Seaside High School**

Health Careers Academy  
Seaside

**Sonora High School**

Medical Professions Academy  
La Habra

**St. Francis Medical Center Foundation**

Career College Program  
Lynwood

**Stagg High School**

Health Careers Academy  
Stockton

**Stanford School of Medicine**

Medical Youth Science Program  
Stanford

**Stanford School of Medicine Center of Excellence**

Premedical Student Summer Program  
Stanford

**Stockdale High School**

Medical Academy  
Bakersfield

**University of California, Berkeley College of Biological Science**

Biology Scholars Program  
Berkeley

**University of California, Berkeley Office of the President**

Medical and Nursing Schools UCOP/  
Mexican Ministry of Health  
Berkeley

**University of California, Berkeley School of Public Health**

Health Career Connection  
Berkeley

**University of California, Berkeley School of Public Health**

Health Professions Partnership Initiative  
Berkeley

**University of California, David Geffen School of Medicine**

University of California San Francisco  
Summer Medical and Dental Education Program (SMDEP)  
Los Angeles

**University of California, David Geffen School of Medicine**

Premedical/Predental Enrichment Program (UCLA PREP)  
Los Angeles

**University of California, David Geffen School of Medicine**

Re-Application Program (UCLA RAP)  
Los Angeles

**University of California, Davis Medical School**

Medicine Outreach Program  
Sacramento

**University of California, San Diego School of Medicine**

UniversityLink Medical Science Program (ULMSP)  
La Jolla

**University of California, San Diego School of Medicine**

Ambassadors of Academic Achievement Program  
La Jolla

**Fresno Latino Center for Medical Education and Research**

Junior Doctors Academy, Doctors Academy/Pre-Medical and Health Scholars  
Fresno

**Valley High School**

Health TECH Academy  
Sacramento

**Valley View High School**

Allied Health Academy  
Moreno Valley

**Watsonville High School**

Health Careers Academy  
Watsonville

**Westminster High School**

Health Science Careers Academy  
Westminster

**Ygnacio Valley High School**

Health Science Academy  
Concord

## FUTURE

The California Health Professions Pipeline Intervention Programs directory will be updated annually as staff identifies additional pipeline intervention programs.

You can access a list of California Health Professions Pipeline Intervention Programs, which also includes complete contact information, via the OSHPD Web site at:

[http://www.oshpd.ca.gov/HWDD/pdfs/pipelineInterventionPrograms\\_1.pdf](http://www.oshpd.ca.gov/HWDD/pdfs/pipelineInterventionPrograms_1.pdf)

# HEALTHCARE PATHWAYS

## *Boosting the Pathway into Healthcare Careers*

**H**ealthcare Pathways is a quarterly print and online publication that targets students interested in or planning to enter healthcare professions. The publication also profiles healthcare professional opportunities, grants and scholarship information, student tips, and highlights pipeline intervention programs throughout California.

This year, Healthcare Pathways highlighted the following pipeline intervention programs:

### **MIDDLE/HIGH SCHOOLS**

#### ***Galileo High School Health Academy***

San Francisco Health Academies Project  
San Francisco

#### ***Hill (Andrew P.) High School***

Medical Health Professions Magnet Program  
San Jose

### **HEALTHCARE EMPLOYERS**

#### ***Cedars-Sinai Medical Center***

Youth Employment and Development Program, Healthcare Occupational Mentoring Program  
Los Angeles

#### ***Mercy Medical Center Mt. Shasta***

Recruitment and Retention Program  
Mt. Shasta

### **COLLEGES AND UNIVERSITIES**

#### ***California State University Northridge***

Student Health Professionals Pre-Entry Program (SHP-PEP)  
Northridge

#### ***University of California David Geffen School of Medicine***

Premedical/Pre dental Enrichment Program (UCLA PREP)  
Los Angeles

#### ***University of California San Diego***

#### ***School of Medicine***

UniversityLink Medical Science Program (ULMSP)  
La Jolla

#### ***Fresno Latino Center for Medical Education and Research***

Junior Doctors Academy, Doctors Academy/Pre-Medical and Health Scholars  
Fresno

You can access Healthcare Pathways via the OSHPD Web site at:

[http://www.oshpd.ca.gov/HWDD/HWDD\\_Healthcare\\_Pathways.html](http://www.oshpd.ca.gov/HWDD/HWDD_Healthcare_Pathways.html)



## **FUTURE**

The Healthcare Pathways publication will continue to highlight pipeline intervention programs as well as categories of health workers that are in demand. HWDD welcomes contributions and articles to Healthcare Pathways.

# CALIFORNIA HEALTH PROFESSIONS CONSORTIUM



California Health Professions Consortium.

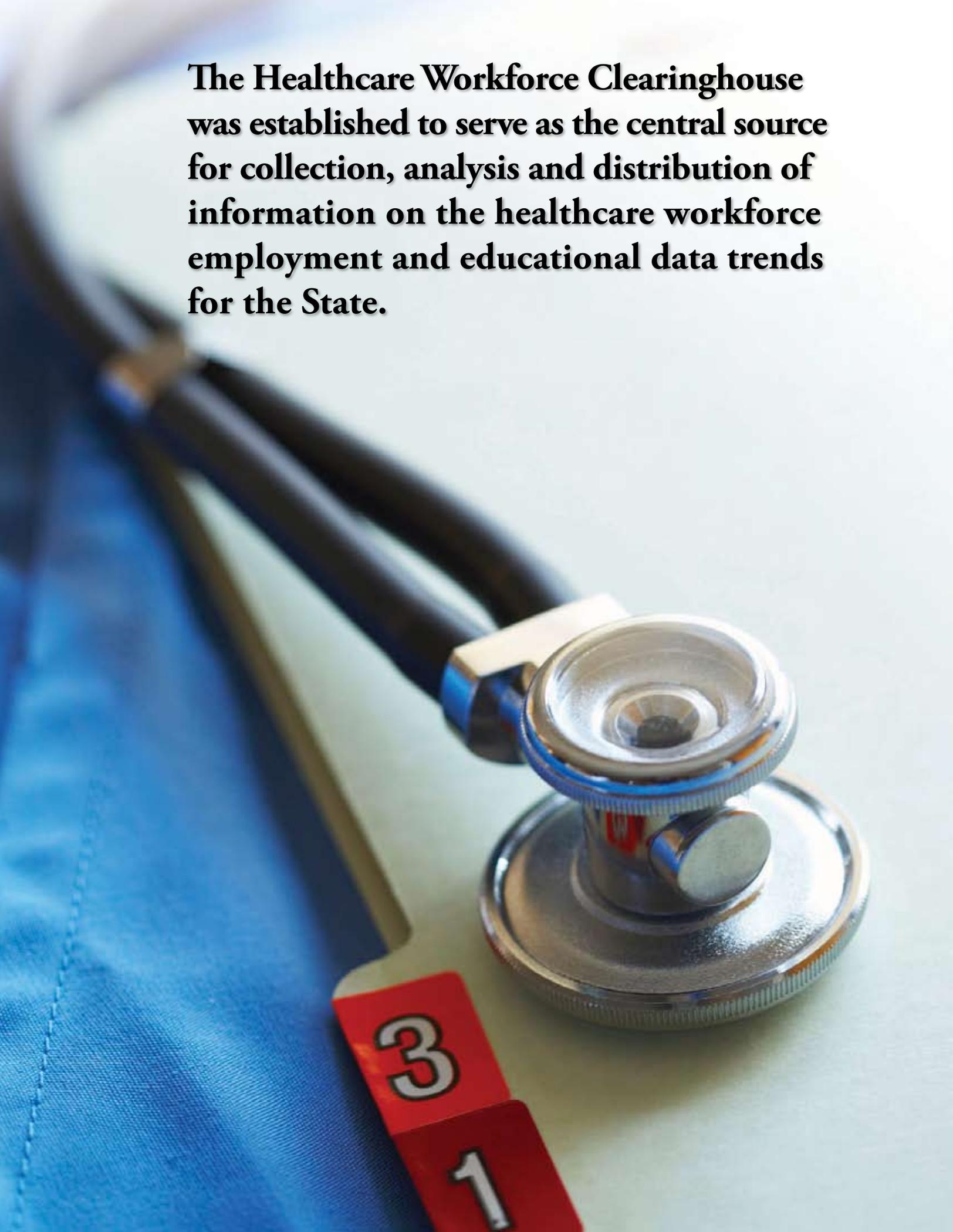
Now in its second year, OSHPD continues to serve on the California Health Professions Consortium. Recognizing the need for a comprehensive statewide plan for health professions pipeline development, the consortium continues to focus on a wide variety of issues, including diversity of the health professions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

**FOCUS** The Consortium currently has three 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**  
Committee seeks to create an inventory of model programs and best practices, identify available resources, develop a Website and listserver, and seeks ways in which to support the development of OSHPD's Healthcare Workforce Clearinghouse.

**FUTURE** The Consortium is a volunteer organization and faces many challenges such as building a sustainable infrastructure and securing funding and permanent staff. OSHPD will continue to support the Consortium's efforts and activities to the extent possible.

**The Healthcare Workforce Clearinghouse was established to serve as the central source for collection, analysis and distribution of information on the healthcare workforce employment and educational data trends for the State.**



# HEALTH EDUCATION TRAINING PROGRAMS

The Health Careers Training Program, in collaboration with the California Postsecondary Education Commission, identified the locations of all higher educational institutions that provide direct patient care health occupation related education/training programs throughout California.

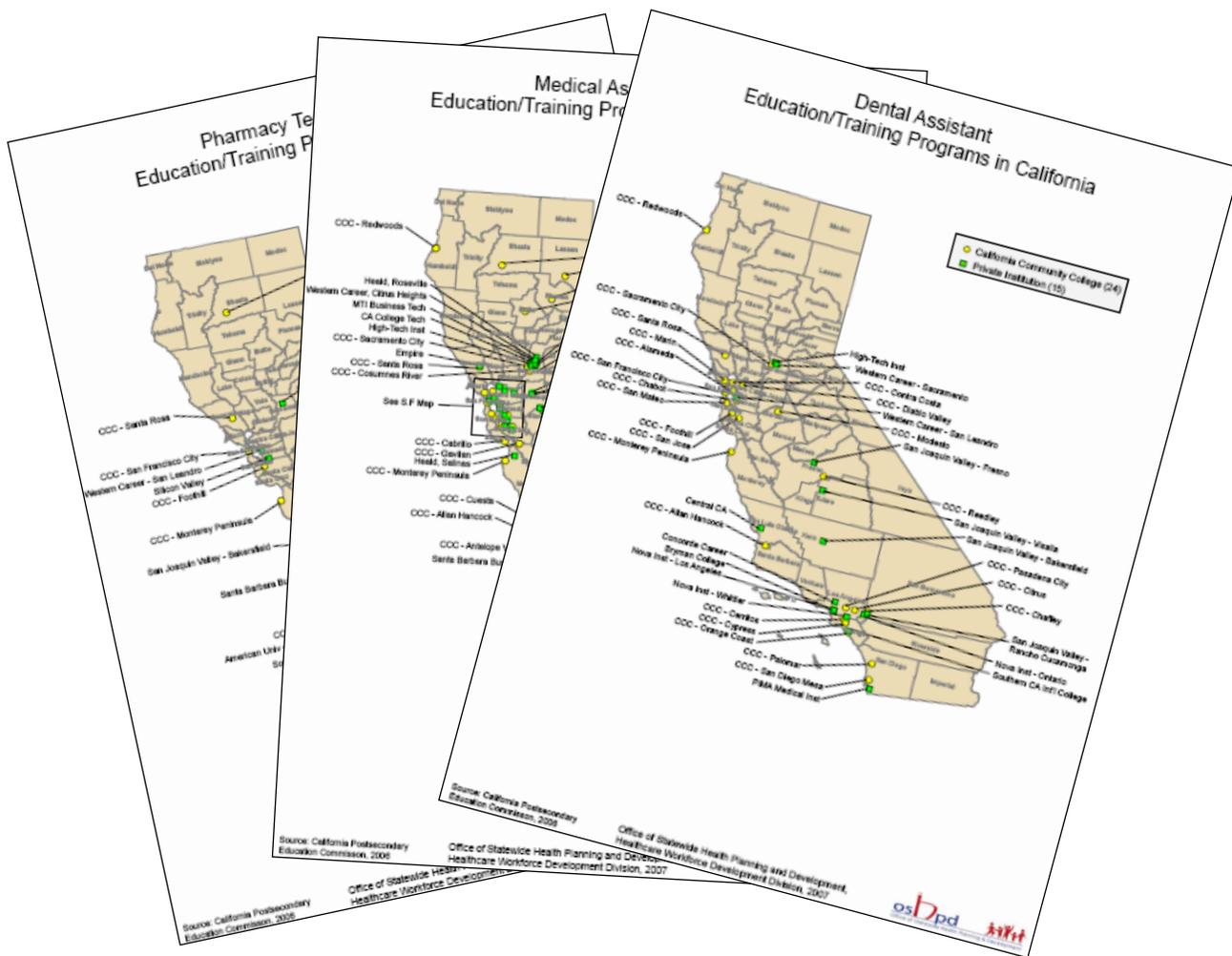
## DIRECT PATIENT CARE HEALTH OCCUPATIONS

- Athletic Trainers
- Audiologists
- Cardiovascular Technologists/Techs
- Chiropractors
- Clinical/Medical Laboratory Techs/Assistants
- Dental Assistants
- Dental Hygienists
- Dental Laboratory Techs
- Dentists
- Diagnostic Medical Sonographers/  
Ultrasound Techs
- Dieticians
- Emergency Medical Techs/Paramedics
- Genetic Counselors
- Gerontological Counselors
- Home Health Aides/Home Attendants
- Kinesiotherapists
- Licensed Practical and Vocational Nurses
- Marriage and Family Therapists
- Massage Therapists
- Medical Assistants
- Mental Health Counselors
- Nuclear Medicine Techs
- Nurse Assistants/Aides
- Nurse Practitioners
- Nurses: Psychiatric/Mental
- Nurses: Public Health/Community
- Nurses: Registered
- Nutritionists
- Occupational Therapist Assistants/Aides
- Occupational Therapists
- Opticians/Ophthalmic, Dispensing
- Optometrists
- Orthotists/Prosthetists
- Pharmacists
- Pharmacy Techs/Assistants
- Physical Therapist Assistants/Aides
- Physical Therapists
- Physician Assistants
- Physicians and Surgeons
- Podiatrists
- Psychiatric Aides/Techs
- Psychologists (General/Clinical)
- Radiation Therapists
- Radiographers
- Recreational Therapists
- Rehabilitation Counselors
- Respiratory Therapists
- Respiratory Techs/Assistants
- Social and Human Service Assistants
- Social Workers (General)
- Social Workers (Medical/Clinical)
- Speech-Language Pathologists
- Substance Abuse and Behavioral  
Disorder Counselors
- Surgical Techs



**MAPS** Maps of Colleges and Universities that offer education/training programs for direct patient care health occupations in California are available at:

[http://www.oshpd.ca.gov/HWDD/Post\\_Secondary\\_Education.html](http://www.oshpd.ca.gov/HWDD/Post_Secondary_Education.html)



**FUTURE** Direct patient care health occupation maps will be updated annually, as new data from CPEC becomes available. Additionally, HWDD seeks to identify the locations of all higher educational institutions for additional occupations in the future.

# HEALTHCARE WORKFORCE CLEARINGHOUSE

Pursuant to Senate Bill 139 (Chapter 522, Statutes of 2007) the Office of Statewide Health Planning and Development (OSHPD) was directed to establish the California Healthcare Workforce Clearinghouse (Clearinghouse) to serve as the central source of healthcare workforce and educational data in the state. The Clearinghouse shall be responsible for the collection, analysis, and distribution of information on the educational and employment trends for healthcare occupations in the state. OSHPD will retrieve data from the Employment Development Department's Labor Market Information Division, state health licensing boards, and state higher education entities.

The California Endowment provided a grant to fund the focus group sessions and Feasibility Study Report (FSR). Future activities of the Clearinghouse will be funded by appropriations made from the California Health Data and Planning Fund.

## Advisory Team

A 35-member Advisory Team was created to assist OSHPD in the development of a user-friendly, comprehensive, and functional data warehouse. The Advisory Team will identify potential users of the Clearinghouse and formulate potential partnerships, to facilitate data collection, and distribution activities. The Advisory Team met on March 6, 2008, and May 22, 2008 and met on September 25, 2008.

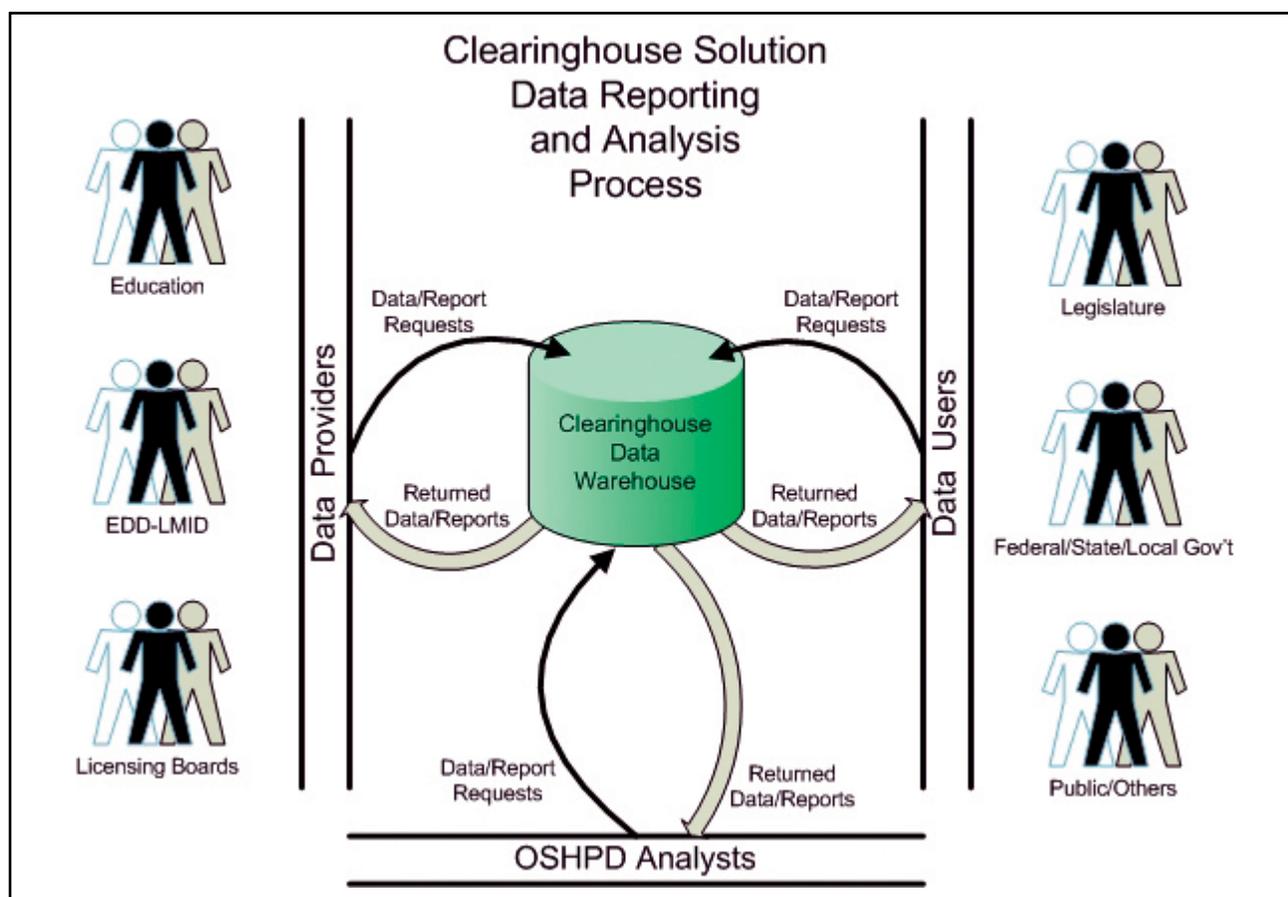
## Focus Group Sessions

OSHPD facilitated four focus group sessions held in the cities of Los Angeles, Fresno, Oakland, and Sacramento from April 2008 through June 2008. Each focus group accommodated 30–40 stakeholder participants who assisted in identifying systemic issues, and business needs from health workforce data related to geographic distribution, diversity, education, employment, and policy.

## Focus Group Participants

- Advocacy
- Community Based Organizations
- Community Centers
- Economic Development
- Education (K-12, Health Academies, Community Colleges, Universities, Regional Occupational Programs)
- Educational Commissions
- Employment and Workforce Development
- Foundations
- Health Coalitions
- Health Consortia
- Health Licensing Boards
- Health Systems
- Hospitals
- Labor/SEIU
- Marketing
- Professional and Employer Associations
- Public Health and Community Clinics
- Public Policy Councils
- Research
- State and County Governmental Agencies
- Student Organizations
- Technology and Data Information Systems





## Focus Group Discussion Items

- Archival and retrieval methodology
- Collection of diversity, race, age, cultural competency languages spoken, and ethnicity
- Confidentiality and privacy laws
- Current supply for healthcare workers
- Current and forecasted demand for healthcare workers
- Data needs, sharing, summaries and reporting formats
- Educational capacity to produce trained, certified and licensed healthcare workers, distribution and attrition/retention rates
- Geographic distribution

- Partnership linkages
- Potential data usability and validation
- Trend, timetable, and distribution mechanisms
- State policy recommendations

## Focus Group Results

OSHPD plans to present a compilation of the focus group results to the Clearinghouse Advisory Team and focus group participants.

**FUTURE** OSHPD plans to complete focus group sessions; involve stakeholders during the implementation testing phase; and design, develop and implement the Clearinghouse infrastructure.

# LEGISLATION AND POLICY

HWPP staff monitored and performed legislative bill analyses on the following:

**CHAPTERED** **SB 139 (Scott) Chapter 522, October 12, 2007** The bill authorizes OSHPD to establish a healthcare workforce clearinghouse to serve as a central source of healthcare workforce and educational data in the state, and to the extent available, require OSHPD to work with Employment Development Department's (EDD) Labor Market Information Division, state licensing boards, and state higher education entities to collect specified data.

**AB 1559 (Berryhill) Chapter 712, October 14, 2007** The bill requires California Community College (CCC) districts to adopt and implement merit-based admissions policies for Associate Degree Nursing (ADN) programs if, for any academic term, there are more applicants seeking enrollment in the program that may reasonably be accommodated.

**AB 2375 (Hernandez) - Health Care Workforce: Master Plan** The bill would authorize the Office of Statewide Health Planning and Development (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 the state.

**AB 10 (De La Torre) Chapter 753, Health Care Providers** This bill would require the California Medical Board (Medical Board) and the Osteopathic Medical Board of California (Osteopathic Board) to provide the Office of Statewide Health Planning and Development (OSHPD) with information regarding individual primary care physician and surgeon licentiates and require the OSHPD to prepare a report to the Legislature and to the California Department of Health Care Services that makes a five-year projection on the full-time, practicing primary care physician and surgeon workforce in the state on or before June 1, 2010.

**FUTURE** HWPP staff will be in collaboration with the California Hospital Association in their efforts to resolve workforce issues regarding the allied health professions that are facing significant challenges, including workforce shortages, scarce resources and a lack of appropriate training opportunities that keep pace with changing technologies, i.e. pharmacy service professionals, imaging professionals, and laboratory services professionals.

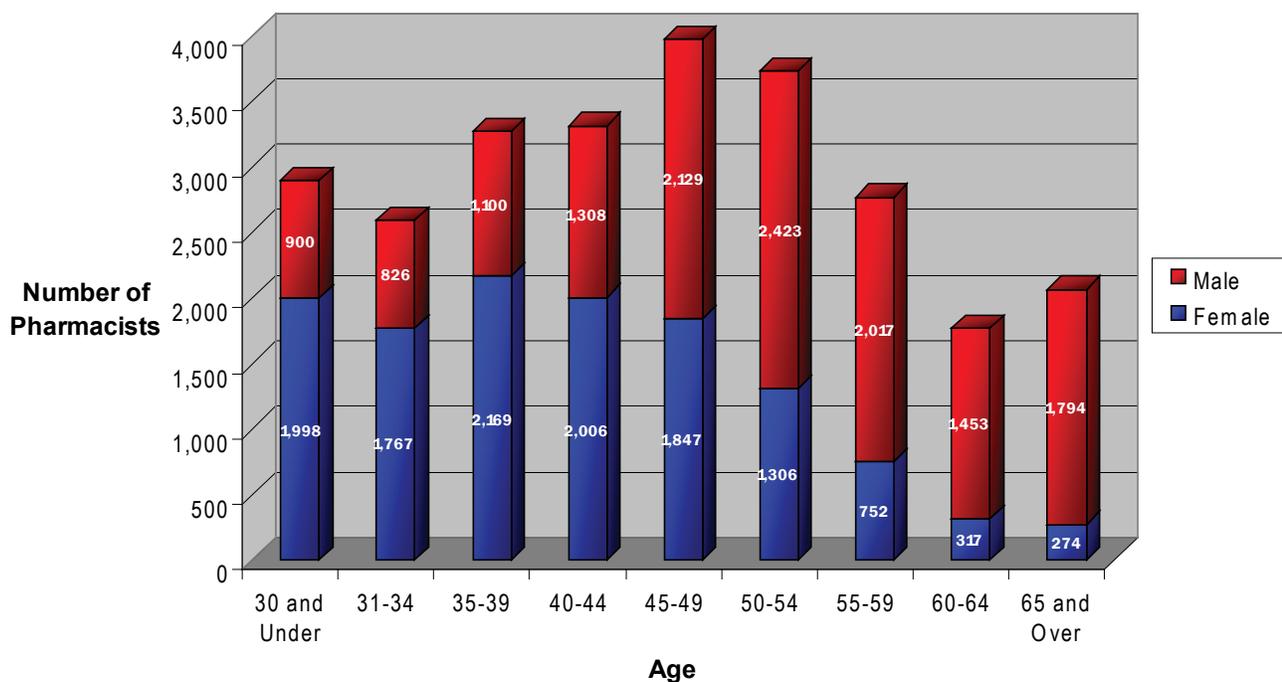
# RESEARCH AND GEOGRAPHIC INFORMATION SYSTEMS

## PROJECTS

- The Research unit designs survey instruments and collects, analyzes, and summarizes the data for HWDD. The survey results are used to assist in prioritizing policy recommendations to address healthcare workforce shortages as well as to provide evaluative information to stakeholders and the California Healthcare Workforce Policy Commission.
- California Healthcare Workforce Clearinghouse Program: The unit conducted background research on five other states with similar programs and created a comparison matrix of the other states' Clearinghouse data collection, toolkits, and Website content as well as participated in Regional Focus Groups to assess stakeholder needs.
- Healthcare Workforce Diversity Advisory Council: Developed surveys to assist in prioritizing policy recommendations to address healthcare workforce shortages.
- The unit is reviewing the Registered Nurse Shortage Area (RNSA) methodology according to current literature and will continue to present findings to the California Healthcare Workforce Policy Commission.
- The Research unit is also finalizing the final draft of the California Healthcare Workforce Fact Book for HWDD. The Fact Book will include data, information, and resources in the following areas:
  - National and state population estimates and projections
  - Geographic and population growth trends
  - Healthcare workforce
  - Health professional degree/training programs

The following chart, included in the Fact Book, is shown as an example:

**Gender of Licensed Pharmacists in California by Age, 2002**





## PROJECTS *continued*

- Ongoing collaboration with the California Department of Mental Health to identify areas in California that may qualify for federal designation as Health Professional Shortage Areas (mental health).
- Department of Public Health: Created maps for the Environmental Management Branch.
- Legislative Inquiries: Produced statistical breakdown of age, ethnicity, and ZIP Code of primary care physicians from the California Medical Board data for 2006 for the Legislature.
- Continuing work with the OSHPD Shortage Designation Program to identify areas in California that may qualify for federal designation as Health Professional Shortage Areas. Created an internal user's manual for the COOP database.
- Song-Brown Healthcare Workforce Training Program: Processed data for the Family Practice Residency Training Program, Family Nurse Practitioner/Physician Assistant (FNP/PA) Training Program, and the Registered Nurse Education Program applications. Prepared maps and data tables for the California Healthcare Workforce Policy Commission, which assisted in making an informed decision on potential funding awards for the previously mentioned programs. Created an internal user's manual for the Song-Brown database.
- Prepared maps displaying the locations of postsecondary education institutions for healthcare programs in California, which can be found at: [http://www.oshpd.ca.gov/HWDD/Post\\_Secondary\\_Education.html](http://www.oshpd.ca.gov/HWDD/Post_Secondary_Education.html).

## FUTURE

- Conduct several analyses to develop the most appropriate methodology for identifying Registered Nurse Shortage Areas (RNSA).
- Work collaboratively with the Board of Registered Nursing to obtain data for the RNSA.
- Create surveys and provide analyses for the evaluation of HWDD programs.

# HEALTH CAREERS TRAINING PROGRAM MINI-GRANTS



CSU, Northridge SHP-PEP students learning to use a blood pressure cuff.



Jen, a UC San Diego medical student, is teaching middle and high school students how the heart works.

**2006-07** With more than \$107,800 awarded to 13 programs, the 2006-07 Health Careers Training Program (HCTP) Mini-Grants grew by nearly \$40,000 and more than tripled the number of programs supported over the prior year. All combined, these programs supported in excess of 1,000 students who are economically/educationally disadvantaged and/or underrepresented in the health professions. Areas of support included academic preparation and support, community service, health career conferences and workshops, and case management for students.

**2007-08** In response to the 2007-08 Request for Application, HCTP received more than twice as many applications as in prior years. The program awarded a total of \$127,750 to 9 programs in June 2008. Over the coming year, these programs will focus on conducting healthcare career conferences and/or workshops, providing opportunities for healthcare career exploration, and building and strengthening healthcare career educational pipelines and/or partnerships.

**FUTURE** The HCTP Mini-Grant program continues to experience great interest from the community. By exploring additional funding opportunities, HWDD hopes to continue to increase the dollar amount and overall number of future awards.

# MINI-GRANT AWARDEES

## Healthcare Career Conferences and/or Workshops

<b>African American Health Institute of San Bernardino County</b> <i>"People to People Making a Difference"</i>	Southern California	<b>\$16,000</b>
<b>University of California, San Diego/School of Medicine/ MedEd-Diversity &amp; Community Partnerships</b> <i>"UCSD Healthcare Career Conferences and Workshops"</i>	Southern California	<b>\$15,000</b>
<b>California State University, Fresno Foundation/CSUF Health Careers Opportunity Program/Health Science Department</b> <i>"Pre-Health/Public Health Conference"</i>	Central California	<b>\$12,250</b>
<b>AltaMed Health Services Corporation</b> <i>"Youth Health Career Conference"</i>	Southern California	<b>\$10,000</b>
<b>California Primary Care Association</b> <i>"CPCA Community Clinics Career Fair"</i>	Southern California	<b>\$10,000</b>

## Healthcare Career Exploration

<b>Alameda County Medical Center, Model Neighborhood Program</b> <i>"Model Neighborhood Program"</i>	Northern California	<b>\$20,000</b>
<b>Sharp Grossmont Hospital</b> <i>"SCRUBS Student Internship Program"</i>	Southern California	<b>\$15,000</b>

## Healthcare Career Education Pipelines and/or Partnerships

<b>California State University, Northridge</b> <i>"Student Health Professionals Pre-Entry Program"</i>	Northern California	<b>\$20,000</b>
<b>Loyola Marymount University Extension</b> <i>"Public Health Education Support Initiative"</i>	Southern California	<b>\$9,500</b>

# NHSC/SLRP

## National Health Services Corp/State Loan Repayment Program



A total of \$996,606 was awarded to 51 SLRP participants in 21 counties, including 29 new SLRP participants and commitment extension for 22 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.

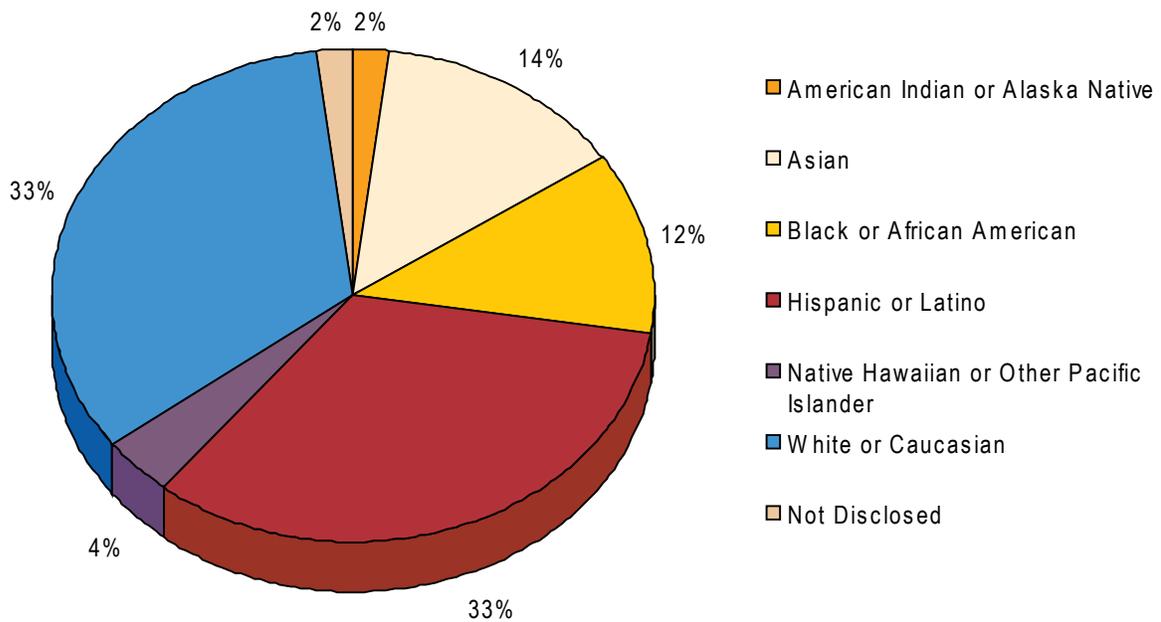
Staff conducted 11 visits to clinics located in Glenn, Monterey, San Diego, San Joaquin, Stanislaus, and Tulare counties. Information and assistance regarding SLRP was presented at the California Primary Care Association Conference, and the Shortage Designation Program Technical Assistance Workshops.

**“The State Loan Repayment Program has been a wonderful experience. It’s been an honor to be part of this program that shares my belief of creating health care access to medically underserved individuals and families. I really love my job! How many people can truly say that? At the end of the day, I know I can make a difference in the lives of the patients who I treat.”**

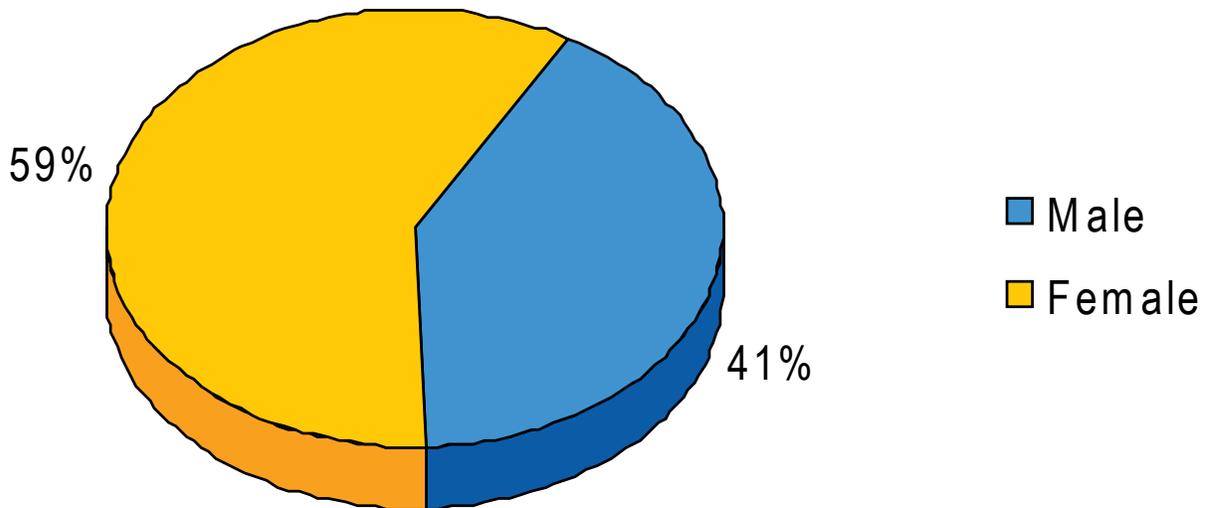
Linda Jones, PA  
Family Health Centers of San Diego  
San Diego, CA

# AWARDS

## 2007-08 NHSC/SLRP AWARDS BY ETHNICITY

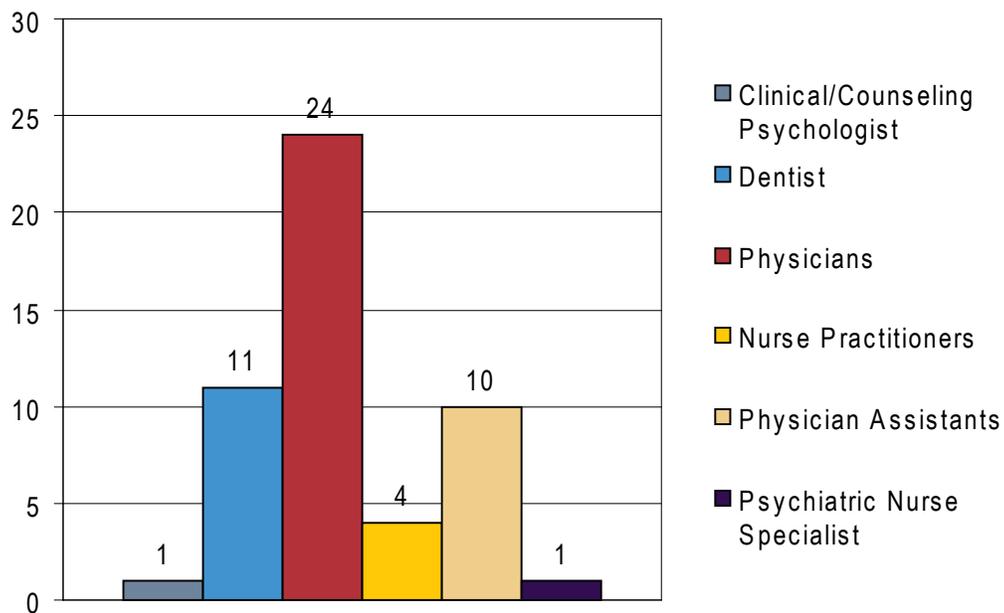


## 2007-08 NHSC/SLRP AWARDS BY GENDER

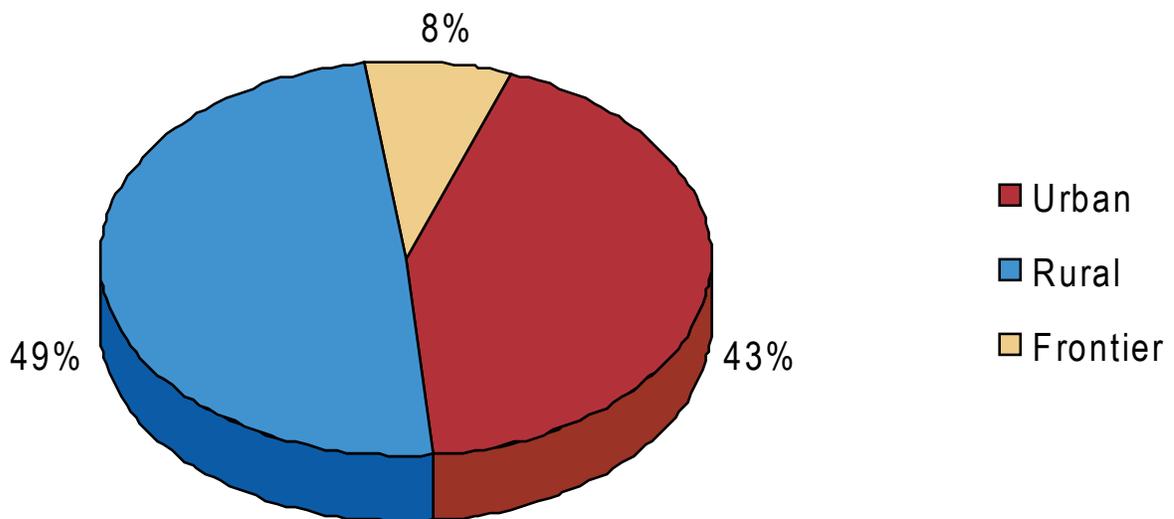


# AWARDS

## 2007-08 NHSC/SLRP Awards by Discipline

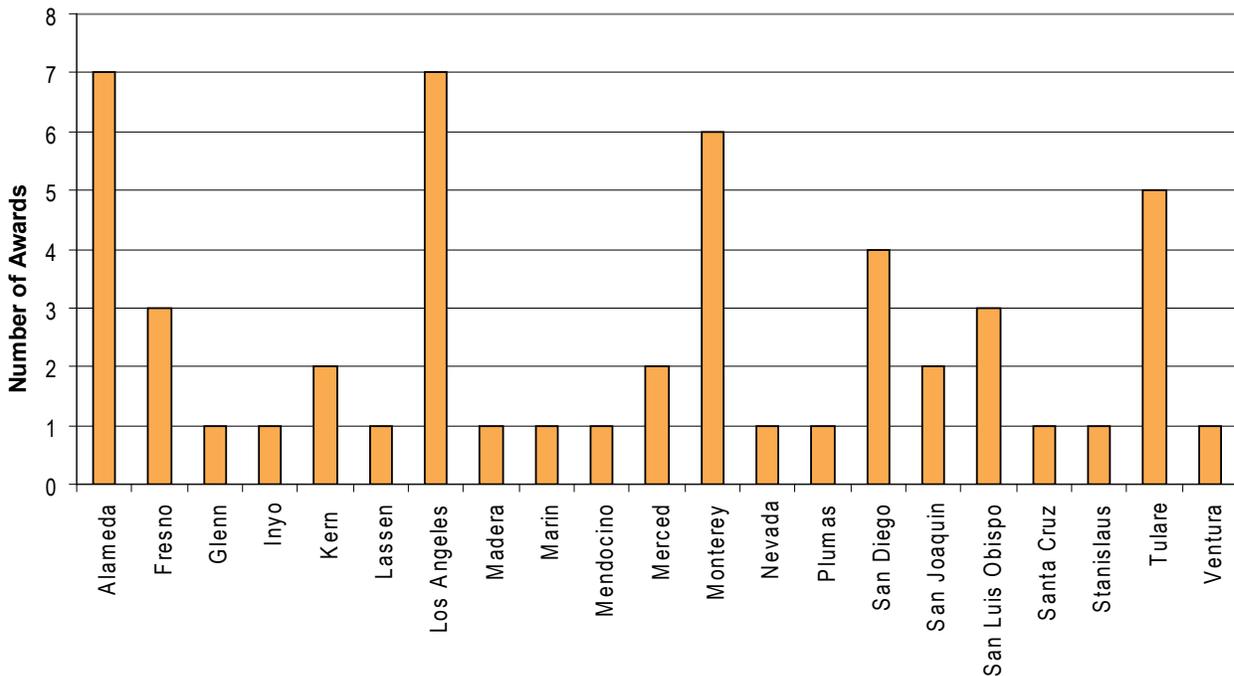


## 2007-08 NHSC/SLRP Awards by MSSA



# AWARDS

## 2007-08 NHSC/SLRP AWARDS BY COUNTY



### FUTURE

- Conduct a Recruitment and Retention Survey focusing on providers who participated in the SLRP from 2001 to 2006.
- Establish a California National Health Service Corps Ambassador Network.

**In 2007/08 the Song-Brown  
Program awarded close to  
\$7 million in programs  
throughout the State.**



# SONG-BROWN

**PROGRAM** The 2007-08 fiscal year was again a busy one for the Song-Brown Program. Staff made sixteen site visits to 5 family practice residency programs and 11 registered nurse education programs. Family practice program directors stated that they were successful in the recruiting of residents who possess characteristics which would suggest a predisposition to practice in areas of unmet need and they feel the trend towards Family Practice is on an upswing and the quality of the applicants is better. From our site visit summary, many of the Registered Nurse Education program directors stated that they are concerned with recruiting and retaining qualified faculty due to low faculty salaries. Registered Nurses can earn more as staff nurses in hospitals than faculty nurses in registered nurse education programs. The program directors also stated concerns regarding obtaining enough clinical training sites and clinical hours to meet their students' needs due to the increasing number of registered nurse education programs in the State.

Staff completed a survey of the 23 registered nurse education programs funded by the Song-Brown Program to determine whether they are satisfied with the operational processes of the program. The response rate was 78.2% or 18 of 23 funded registered nurse (RN) education programs responded to the survey. The majority of the RN programs responded positively regarding the processes of the Song-Brown Program. Some of the concerns raised by registered nurse education programs include a request for funds to be divided proportionally based on whether schools offer an associate, baccalaureate and/or master's degree in nursing; and a request for all applicants to receive some percentage of the funds available. Possibly a separate funding stream should be available for those schools that are developing a new nursing program and need support starting their programs.

**FUNDING** During the 2007-08 Fiscal Year the Song-Brown Program awarded the following:

- \$2.47 million to 26 family practice residency programs.
- \$ 1.5 million to 13 family nurse practitioner and physician assistant training programs.
- \$ 3.0 million to 16 registered nurse education programs.

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

# FAMILY PRACTICE RESIDENCY PROGRAMS

The following grants were awarded during 2007-08 to family practice residency training programs throughout California.

Contra Costa County Health Services	\$206,460
County of Ventura	\$189,255
Glendale Adventist Medical Center	\$51,615
Harbor - UCLA Medical Center	\$206,460
Kaiser Permanente - Orange	\$68,820
Kern Medical Center	\$17,205
Loma Linda University	\$103,230
Long Beach Memorial	\$68,820
Mercy Medical Center, Merced	\$103,230
Mercy Medical Center, Redding	\$103,230
Natividad Medical Center	\$51,615
Northridge Hospital Medical Center	\$51,615
Pomona Valley Hospital Medical Center	\$68,820
Presbyterian Intercommunity Hospital	\$51,615
San Jose-O'Connor Hospital	\$51,615
Scripps Mercy Hospital, Chula Vista	\$103,230
Stanislaus Family Medicine	\$51,615
Sutter Medical Center, Santa Rosa	\$68,820
California State University, Davis	\$51,615
California State University, Irvine	\$103,230
California State University, Los Angeles	\$154,845
UCSD Combined Family Medicine-Psychiatry	\$34,410
UCSF-Fresno	\$34,410
UCSF-San Francisco General Hospital	\$154,845
USC-California Hospital Medical Center	\$137,640
White Memorial Medical Center	\$189,255
<b>Totals:</b>	<b>\$2,477,520</b>

# Song-Brown 2007 Family Practice Awards



# FAMILY NURSE PRACTITIONER/ PHYSICIAN ASSISTANT TRAINING PROGRAMS

The following grants were awarded during 2007-08 to nurse practitioner and physician assistant training programs throughout California to increase the number of providers and encourage healthcare in medically underserved areas.

Training Program	Program Type	Base Funding Awards
California State University, Fresno	FNP	\$140,022
California State University, Long Beach	FNP	\$141,242
California State University, Los Angeles	FNP	\$20,000
Charles R. Drew University	PA	\$214,155
Keck School of Medicine - USC	PA	\$142,648
Riverside Community College	PA	\$108,684
San Joaquin Valley College	PA	\$61,845
Stanford University	FNP/PA	\$131,509
Touro University	PA	\$43,200
University of California, Davis	FNP/PA	\$279,904
University of California, Irvine	FNP	\$20,000
University of California, Los Angeles	FNP	\$182,562
University of California, San Francisco	FNP	\$66,420
<b>Total</b>		<b>\$1,552,191</b>

# Song-Brown 2007 Family Nurse Practitioner / Physician Assistant Awards



# REGISTERED NURSE EDUCATION PROGRAMS

The following grants were awarded during 2007-08 to registered nurse education programs throughout California to increase the number of nurses and encourage healthcare in medically underserved areas.

Program	Program Type	Capitation Awards	Special Programs Awards	Total Awards
Azusa Pacific University	MSN	\$96,000		\$96,000
College of the Canyons	ADN	\$200,000		\$200,000
CSU Bakersfield	BSN	\$240,000		\$240,000
CSU East Bay	BSN	\$240,000		\$240,000
CSU Fresno	BSN		\$124,905	\$124,905
CSU Long Beach	MSN		\$124,905	\$124,905
Fresno City College	ADN	\$200,000		\$200,000
Merced College	ADN		\$125,000	\$125,000
Merritt College	ADN	\$200,000		\$200,000
Mount St. Mary's College	MSN	\$240,000	\$33,180	\$273,180
Riverside Community College	ADN	\$200,000		\$200,000
San Diego State University	MSN		\$124,995	\$124,995
Santa Ana College of Nursing	ADN		\$125,000	\$125,000
UC Irvine	BSN	\$240,000	\$124,956	\$364,956
University of San Diego, Hahn School of Nursing	MSN	\$240,000		\$240,000
Victor Valley Community College	ADN		\$123,396	\$123,396
<b>Total</b>		<b>\$2,096,000</b>	<b>\$906,382</b>	<b>\$3,002,382</b>

# Song-Brown 2007 Registered Nurse Education Program Awards





**The Shortage Designation Program conducted Technical Assistance workshops in Monterey and San Diego counties.**

# EVENTS AND ACTIVITIES

JULY 1, 2007 - JUNE 30, 2008

HWDD staff participated in the following conferences, specialized meetings, forums, summits, symposiums, hearings and award ceremonies in 2007-08:

## A

- American Public Health Association 135th Annual Meeting & Exposition, Washington, D.C.
- 5th Annual American Medical Student Association Pre-Medical Student Association, AMSA-ARC Pre-Med Chapter Conference, Sacramento
- Arthur A. Benjamin Health Professions High School, Cultural Project, Sacramento
- Arthur A. Benjamin Health Professions High School, Health Science Workshops, Sacramento

## B

- Bay Area Coalition to Increase Diversity in the Health Workforce meeting, Alameda

## C

- 20th Annual California Partnership Academies Conference, San Diego
- 1st Annual California State University, Stanislaus Human and Health Sciences Expo, Turlock

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### **Arthur A. Benjamin Health Professions High School** *Cultural Competency Project*



Arthur A. Benjamin Health Professions High School Students make a presentation on cultural competency.

On May 20th HWDD hosted Arthur A. Benjamin Health Profession High School students who presented their Cultural Competency projects. Eighteen students were separated into four groups presenting a lesson plan on the topic “Cultural Differences in Healthcare Practice.” The target audience was a healthcare panel composed of HWDD staff who evaluated the student presentations. Students educated their audience about cultural competency and immigrant healthcare in America today.



## C *continued*

- California Black Women's Health Project, Sacramento
- California Health Policy and Data Advisory Commission meeting, San Diego
- California Health Policy Forum, Sacramento (3 meetings)
- California Health Professions Consortium meetings, Los Angeles and San Francisco
- California HealthCare Foundation Legislative Briefing, Scope of Practice: The Challenge of Scopes of Practice in California, Sacramento
- California Healthcare Workforce Clearinghouse Advisory Team meeting, Sacramento
- California Healthcare Workforce Clearinghouse Focus Group sessions, Fresno, Los Angeles, and Oakland
- California Healthcare Workforce Policy Committee meeting, San Francisco
- California Hospital Association & Hospital Association of Southern California meeting, San Francisco
- California Labor and Workforce Development Agency, The Campaign For College Opportunity meeting, Sacramento
- California Primary Care Association Annual Conference, Sacramento
- California Program on Access to Care, Sacramento (2 meetings)
- California Rural Roundtable, Hopland
- California State Rural Health Association's 7th Annual Rural Health Conference, Sacramento
- California State University, Northridge meeting, Northridge
- Comprehensive Government Web Casting Solutions Seminar, Sacramento

## E

- 2007 Ethnic Physician Leadership Summit, Sacramento

### **CAL-HOSA:**

#### *California Health Occupation Students of America*



Cal-HOSA Students interact with industry at the State Leadership Conference.

HCTP participated in the 21st Annual Cal-HOSA State Leadership Conference in Santa Clara, California. Events included competitions for over 850 students and an industry hosted breakfast/outreach opportunity for 300 students. HOSA is a national, professional student organization for high school and college students interested in a healthcare career.

**FUTURE:** Currently, Cal-HOSA is the only state organization with any industry-based chapters (Cedars-Sinai Medical Center in Southern California and John Muir Health in Northern California). HWDD seeks to support Cal-HOSA's efforts to increase the number of industry-based chapters within the state.



## H

- Health Workforce Pilot Program #171 site visit, Concord
- Health Occupation Students of America, State Leadership Conference, Santa Clara
- Health Science and Medical Technology Workgroup, San Diego (4 meetings)
- Healthcare Workforce Diversity Advisory Council
  - Regional Hearings:
    - Oakland Regional Hearing, Oakland
    - Burbank Regional Hearing, Burbank
    - Fresno Regional Hearing, Fresno
  - Council Meetings:
    - Office of Statewide Health Planning and Development, Sacramento (5 meetings)
  - Information Briefing:
    - State Capitol, Sacramento

## L

- Latino Coalition for a Healthy California Statewide Conference, Inspirando Cambio, Los Angeles
- Los Angeles Valley College Healthcare Sector Apprenticeship Forum, Valley Glen
- Los Rios Community College District Annual Health Career and Job Fair, Sacramento

## M

- California Student Success Project, Measuring Student Performance with Unique Identifiers meeting, Sacramento
- Science Educational Equity/Multicultural Organization of Science Students Graduation and Awards Banquet, Sacramento

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### **Technical Assistance (TA)**

#### *Workshops*



Technical Assistance workshop.

Technical Assistance (TA) workshops, like the one pictured here, provide Shortage Designation Program (SDP) staff the opportunity to educate stakeholders about the federal Health Professional Shortage Area (HPSA) and Medically Underserved Area/Medically Underserved Population (MUA/MUP) designation criteria, process, and benefits.



## N

- National Academy for State Health Policy 20th Annual State Health Policy Conference, Denver, CO
- 40th Annual California Native American Celebration Day, Sacramento
- National Association of Medical Minority Educators 2008 Western Region Spring Conference, Los Angeles
- National Health Services Corps Ambassador Conference, Memphis, TN
- 2008 National Healthcare Workforce Development Summit, Arlington, VA
- New Urban Research Community Advocates Information Activists, Sacramento
- Northern Rural Workforce Collaborative/Area Health Education Center Committee meeting, Davis

## O

- Oral Health Access Council, Los Angeles, Oakland and Sacramento

## R

- 2007 Refugee Summit, Long Beach
- Rural Health Symposium, Redondo Beach

## S

- National Health Service Corps/State Loan Repayment Program  
Site Visits:
  - Channel Medical Center, Stockton
  - Golden Valley Health Center, Modesto
  - San Benito Health Foundation, Hollister
  - San Joaquin Valley Dental Group, Stockton
- Shortage Designation Program  
Technical Workshops:
  - 15th Annual Professional Shortage Areas & Medically Underserved Area/Medically Underserved Population Designation Technical Assistance Training Workshop, Monterey and Fallbrook
- Song-Brown Program  
Site Visits:
  - Azusa Pacific University Registered Nurse Education Program, Azusa
  - California State University, Long Beach Registered Nurse Education Program, Long Beach
  - California State University-Bakersfield Registered Nurse Education Program, Bakersfield
  - College of the Canyons-Registered Nurse Education Program, Santa Clarita
  - Copper Mountain College Registered Nurse Education Program, Joshua Tree
  - Imperial Valley College Registered Nurse Education Program, Imperial
  - Loma Linda University-Family Practice Residency Program, Loma Linda
  - Los Angeles County College of Nursing-Registered Nurse Education Program, Los Angeles
  - Mendocino Community College-Registered Nurse Education Program, Ukiah
  - Riverside Community College Registered Nurse Education Program, Riverside



## S *continued*

- Stanislaus County Family Practice-Family Practice Residency Program, Modesto
- University of California, Davis Medical Center, Family Practice Residency Program, Davis
- University of California Los Angeles-Family Medicine Training Program, Santa Monica
- University of San Diego Registered Nurse Education Program, San Diego
- Ventura County Medical Center-Family Practice Residency Program, Ventura

### Meetings:

- California Healthcare Workforce Policy Commission Annual Family Practice Residency Program, Millbrae
- California Healthcare Workforce Policy Commission Annual Family Nurse Practitioner/Physician Assistant Base Funding Meeting, Ontario
- California State University, Chico-Registered Nurse Education Program, Chico

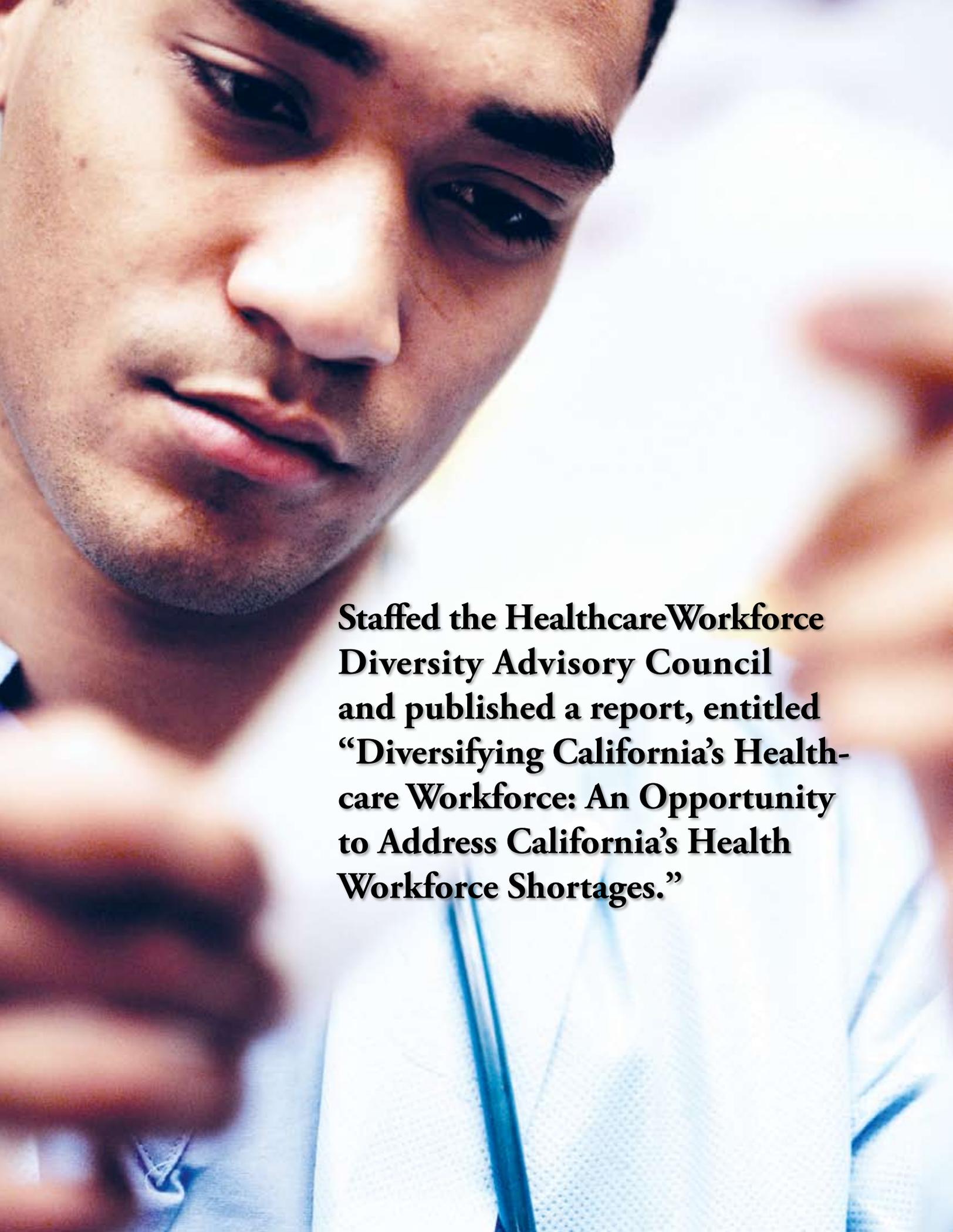
## T

- The California Endowment Conference, Los Angeles
- The California Wellness Foundation's Conference on Increasing Diversity in the Health Professions, San Francisco
- The Greenlining Institute's 15th Annual Economic Summit meeting, Los Angeles

## U

- University of California, Davis Lecture, Dr. Howard K. Rabinowitz, M.D., Sacramento
- University of California, Davis Medical Center meeting, Sacramento
- University of California, Davis School of Medicine Northern California Residency Fair, Sacramento
- University of the Pacific Task Force Annual meeting, Sacramento
- University of California, San Francisco Advisory Committee, Sacramento
- University of San Francisco Center for the Health Professions Conference, San Francisco





**Staffed the Healthcare Workforce  
Diversity Advisory Council  
and published a report, entitled  
“Diversifying California’s Health-  
care Workforce: An Opportunity  
to Address California’s Health  
Workforce Shortages.”**

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*The journey continues...*



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