



HEALTHCARE WORKFORCE DEVELOPMENT DIVISION

2006-07 Summary

osbpd

Office of Statewide Health Planning & Development



HEALTHCARE WORKFORCE DEVELOPMENT DIVISION

2006-07 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.

*“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.



Office of Statewide Health Planning & Development



State of California
Arnold Schwarzenegger
Governor

California Health & Human
Services Agency
Kimberly Belshé
Secretary



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

Director's Message

California's dynamic healthcare system is not without its challenges. From the need to develop a robust healthcare infrastructure, expand the healthcare workforce, improve patient access to affordable healthcare, and improve the quality and transparency of the healthcare system through outcomes reports and access to healthcare data, the Office of Statewide Health Planning and Development is striving to make a difference.

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

- ✧ Improve and promote equitable healthcare access to California citizens,
- ✧ Advance service delivery systems,
- ✧ Assess and address supply and training needs of healthcare workers using statewide and regional approaches and financial incentives,
- ✧ Influence public policy decision making efforts and initiatives, and
- ✧ Increase healthcare workforce visibility.

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



HWDD Deputy Director's Message

The 2006-07 Fiscal Year Summary (Summary) provides a snapshot of our division's various activities, accomplishments, and strategies aimed at supporting the Office of Statewide Health Planning Development (OSHPD) and Healthcare Workforce Development Division (HWDD) mission.

It is my pleasure to share how HWDD staff participated in numerous conferences and meetings and used funding and other activities to enhance the understanding of healthcare workforce issues and invest in solutions. These endeavors assisted in improving training/education, recruitment, placement and retention of qualified and culturally diverse healthcare personnel throughout California. Specifically, we:

- ✧ Identified and conducted activities that improved and promoted healthcare education and training opportunities, and reduced critical health professional workforce shortages in rural and urban underserved;
- ✧ Offered financial incentives and technical assistance to educators, community organizations, graduates and healthcare providers;
- ✧ Forged federal, state and local level community partnerships to share information, conduct industry needs assessments,

streamline and leverage multiple resources, expand workforce training employment opportunities, and ascertain demographic and related social factors;

- ✧ Encouraged students and parents to consider interest in health career training and early pipeline intervention programs;
- ✧ Shaped statewide healthcare workforce policy and planning efforts;
- ✧ Discussed geographic and regional needs for healthcare workforce supply and demand; and
- ✧ Identified training institutions and economic and racial/ethnic needs of the health workforce throughout California.

Collectively, these activities also enabled staff to conduct healthcare trend and gap analyses; tour health facilities; discover new technologies; foster government, education, financial and industry association and employer partnerships; and determine realistic long- and short-term goals and objectives.

This Summary serves as a resource to help healthcare stakeholders address health workforce challenges. Your feedback is greatly appreciated.

TABLE OF CONTENTS

DIRECTOR'S MESSAGE	ii
HWDD DEPUTY DIRECTOR'S MESSAGE	iii
CALIFORNIA HEALTHCARE PATHWAYS CONTINUUM	1
Purpose of Continuum.....	1
Healthcare Pathways Continuum	2
SHORTAGE DESIGNATION PROGRAM	3
Issues/Challenges.....	3
Accomplishments.....	3
HEALTH CAREERS TRAINING PROGRAM	8
Issues/Challenges.....	8
Accomplishments.....	8
HCTP Mini-Grants	10
Healthcare Pathways	12
NATIONAL HEALTH SERVICES CORPS/STATE LOAN REPAYMENT PROGRAM	13
A Physician's Testimony.....	15
HEALTH WORKFORCE PILOT PROJECTS PROGRAM	16
Accomplishments.....	16
Healthcare Policy Discussions.....	17
SONG-BROWN PROGRAM	18
Issues/Challenges.....	18
Accomplishments.....	18
RESEARCH AND GIS	22
Accomplishments.....	22
LEGISLATION AND POLICY	24
HWDD Participation in Legislative Hearings and Special Policy Meetings	24
STAKEHOLDER HEALTHCARE WORKFORCE, EVENTS & ACTIVITIES	25
STAFF ACKNOWLEDGEMENTS	27

CALIFORNIA HEALTHCARE PATHWAYS CONTINUUM

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. This graphic demonstrates how each program depends upon the other to give strength and value to their individual activities.

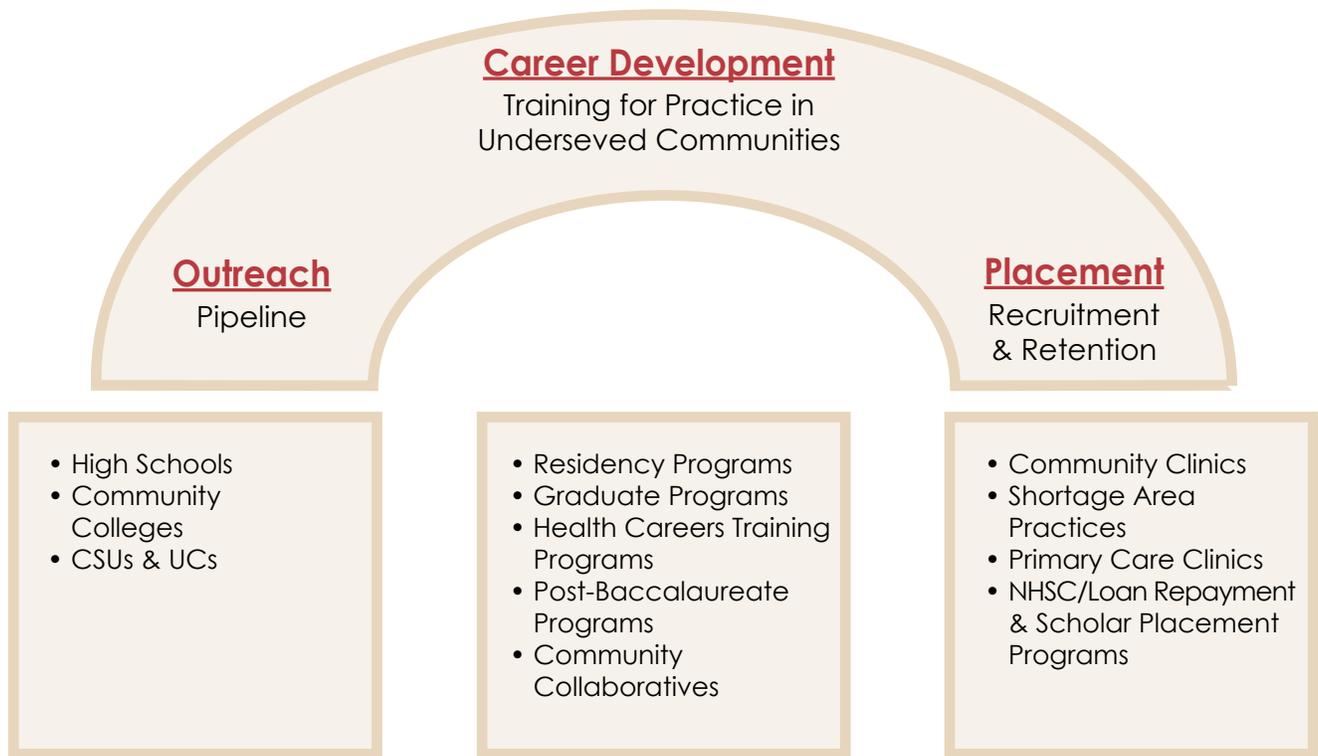
Purpose of Continuum

This Summary refers to the continuum model as a device of reference and standardization to:

- ▶ 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.



HEALTHCARE PATHWAYS CONTINUUM



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.

Target Group

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

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, etc.)

Requires collaborations with a wide variety of institutions.

Target Group

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

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.

SHORTAGE DESIGNATION PROGRAM

A federal funded program, the Shortage Designation Program (SDP) has a Cooperative Agreement with the U.S. Health Resources and Services Administration (HRSA) to review and recommend Health Professional Shortage Area (HPSA) and Medically Underserved Area/Medically Underserved Population (MUA/MUP) applications to HRSA's Shortage Designation Branch. The SDP:

- ▶ Acts as the state's liaison between the federal government and healthcare provider sites applying for HPSAs or MUAs/MUPs status.
- ▶ Provides technical assistance and data analysis services to clinics and to the public.
- ▶ Enables clinics to apply for National Health Service Corps (NHSC) scholar placements and loan repayment programs, Rural Health Clinic Certification, Federally Qualified Health Center Status, or New Start/Expansion programs for all Californians, depending on the designation.

Congress authorized the program as the Emergency Health Personnel Act of 1970 under the U.S. Public Health Service Act.

Issues/Challenges

Many of the constituents that SDP assists with the HPSA designation process are from rural counties who must compete with larger counties to recruit and retain healthcare providers. Furthermore, when dealing with the NHSC, these counties are competing for providers on a national level. A HPSA designation enables counties to effectively recruit and retain healthcare providers.

This problem is especially critical for mental health service providers. Competition among local counties for these experienced providers is very intense. Some counties have been able to retain several valuable staff members through the HPSA designation process. As these individuals become involved with the community and committed to the consumers they serve, they are more likely to remain in these counties beyond the terms of their NHSC commitment. In an effort to help with retention, the amount of mental HPSA designations that SDP processed this fiscal year increased 15 percent.

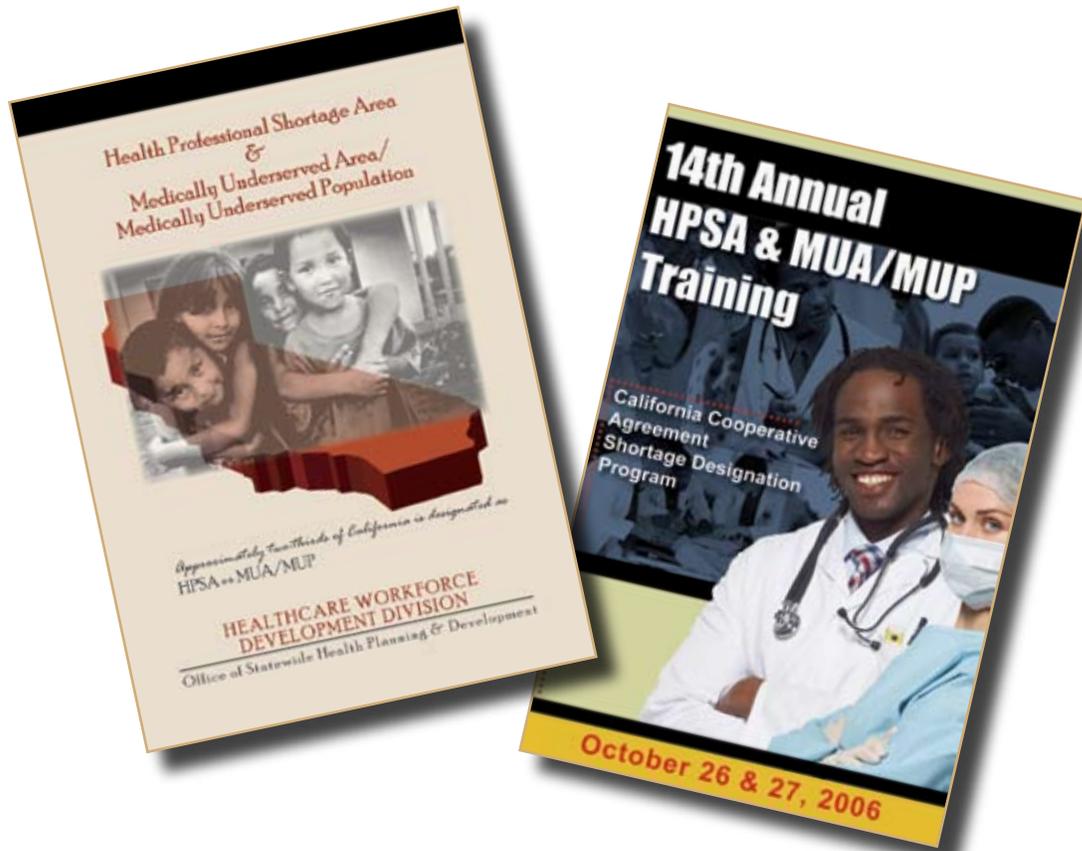
Accomplishments

SDP completed the application renewal process for areas designated in 2003 that were due to expire in 2007. HPSA designations are only valid for a four-year period. SDP reminds applicants at the end of each four-year period to submit a new application to continue their designation. To ensure that communities did not lose their designations, SDP followed up with more than 75 percent of the original applicants from 2003 who did not submit renewal applications.

By offering technical assistance workshops to service providers, SDP increased its constituent/clientele customer base. To achieve this success, SDP staff:

- ▶ Assisted providers in understanding the application process and related criteria and methods.
- ▶ Customized descriptive maps, analyzed proposed and contiguous areas, and assisted with navigation of online materials.

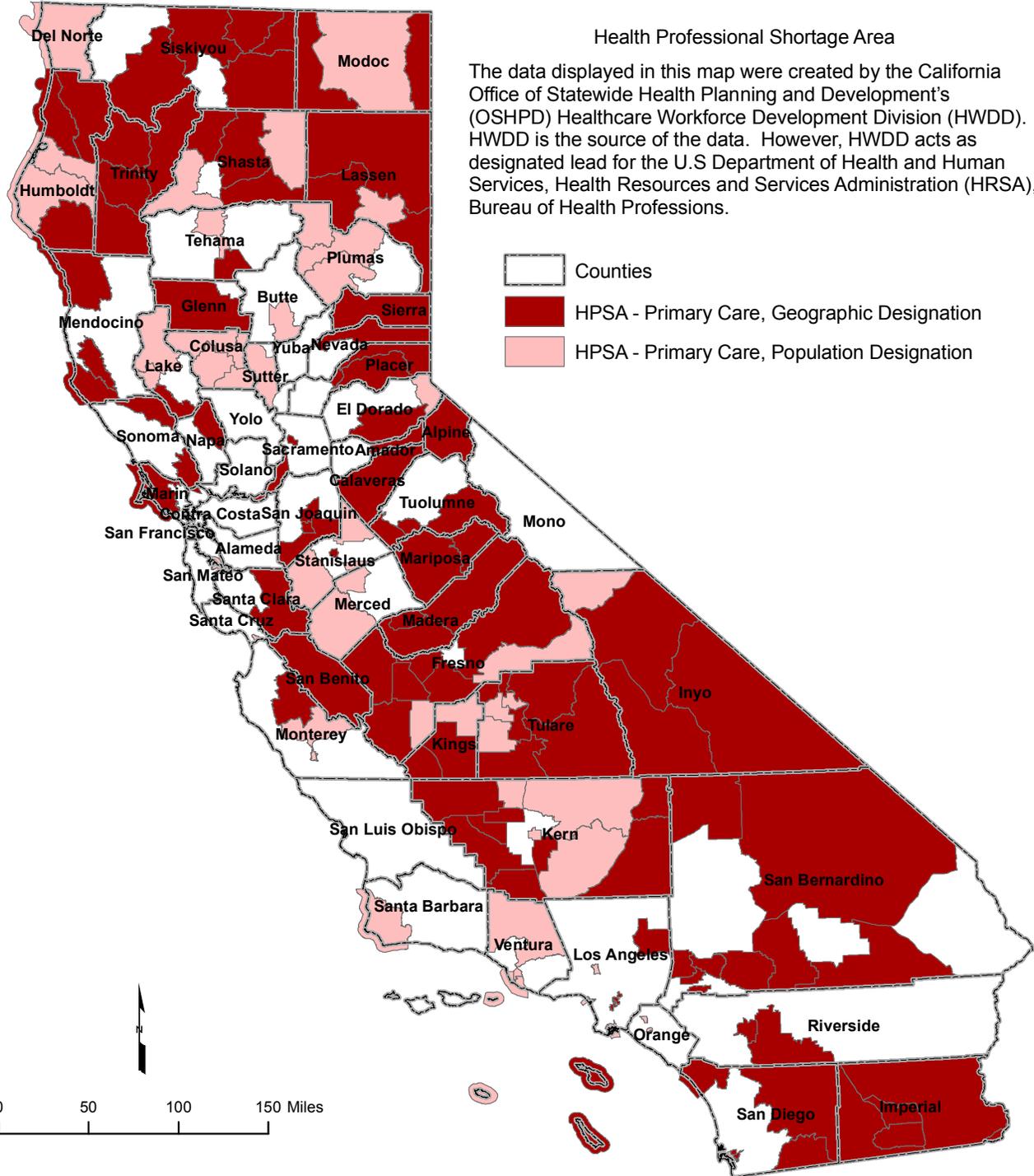
- Conducted two technical assistance training sessions in Madera and Ventura counties comprising 42 participants, collectively.
- Redesigned surveys to capture how we can make the workshops more reflective of the needs of representatives of the healthcare community and those conducting the training. Overall responses were highly favorable. SDP staff received further training to better assist customers.
- Completed 94 HPSA and MUA/MUP designation applications and submitted appropriate recommendations to the Federal Shortage Designation Branch. In total we received 42 Primary Care, 28 Dental, 22 Mental applications requesting HPSA designation and 2 applications requesting MUA/MUP designation.
- Improved SDP database to ensure better data collection and comparative analysis of workload.
- Increased number of annual renewal applications through outreach efforts including follow-up phone calls and mailing reminder notices.



SDP - Yet to Come

- Partner with California Primary Care Association to conduct pro-active Dental Health Professional Shortage Area designations
 - Conduct additional Technical Assistance Workshops for service providers
-

Health Professional Shortage Areas Primary Care

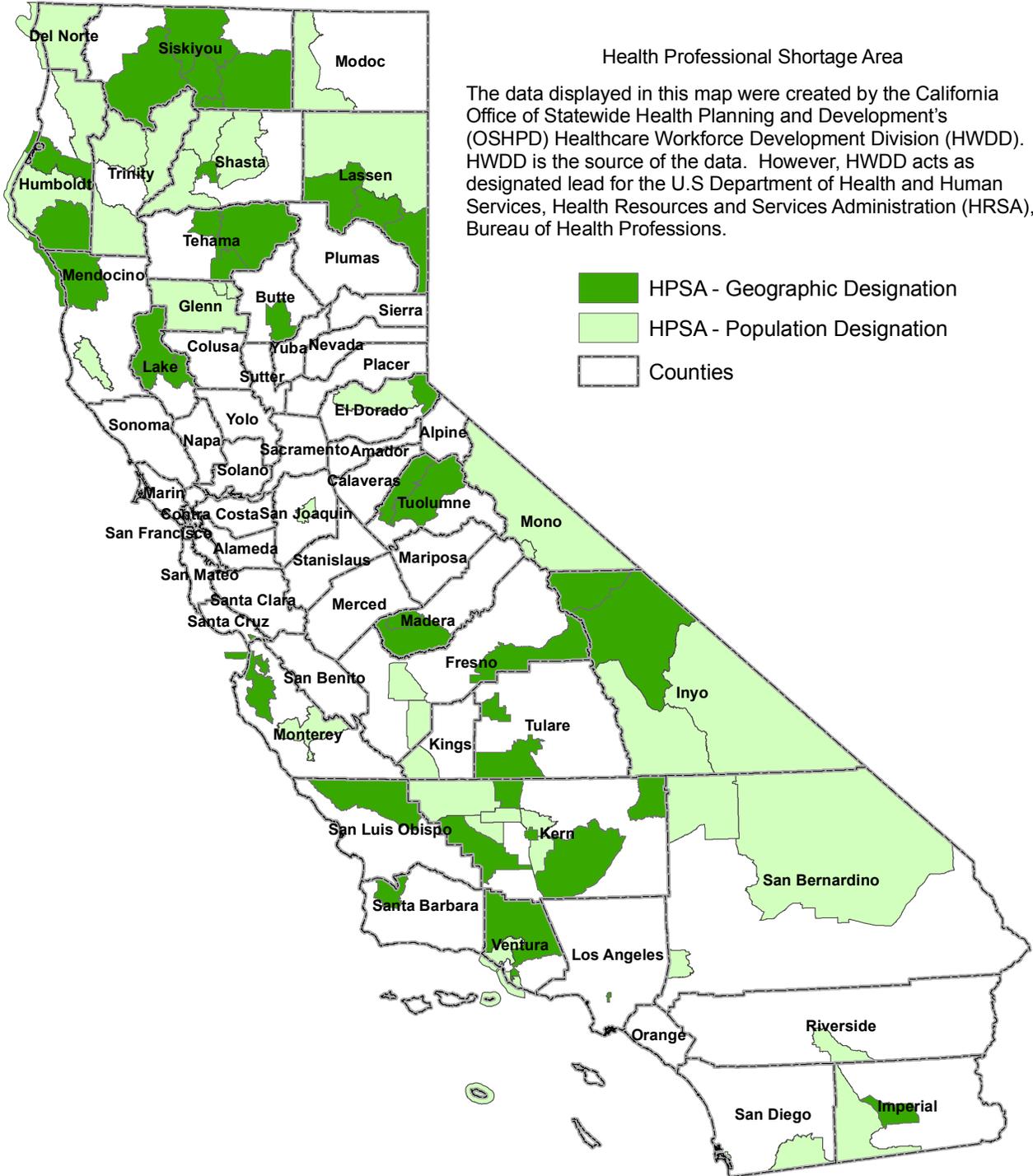


The federal HPSA designation is given to areas that demonstrate a shortage of healthcare providers, on the basis of availability of primary care physicians, mental health providers, or dentists. This designation is based on the MSSA boundary, its population to (selected type of) practitioner ratio, and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

April 2007

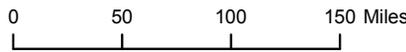


Health Professional Shortage Areas Dental

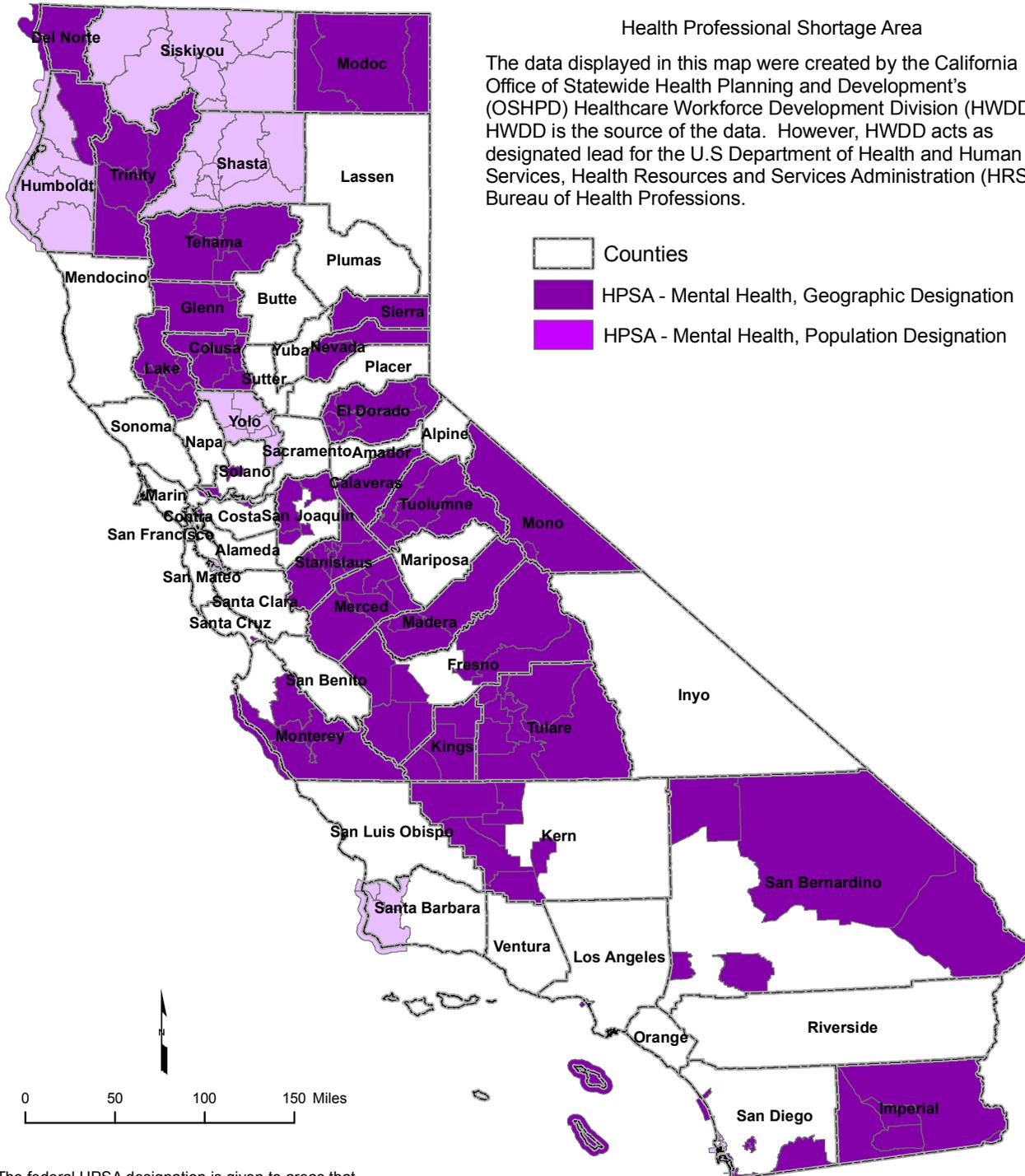


The federal HPSA designation is given to areas that demonstrate a shortage of healthcare providers, on the basis of availability of primary care physicians, mental health providers, or dentists. This designation is based on the MSSA boundary, its population to (selected type of) practitioner ratio, and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

April 2007



Health Professional Shortage Areas Mental Health



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 - Mental Health, Geographic Designation
-  HPSA - Mental Health, Population Designation

0 50 100 150 Miles

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.

April 2007



HEALTH CAREERS TRAINING PROGRAM

The 1985-86 Governor's Budget authorized OSHPD to begin a contracting 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.

Issues/Challenges

The healthcare industry projects increased job growth over the next few years. Filling these projected jobs may be difficult due to a variety of reasons, including:

- ✓ Current healthcare workforce does not reflect the state's racial/ethnic diversity.
- ✓ Low passing rates of math, science and college entrance exams.
- ✓ Lack of basic skills and other college survival skills.
- ✓ Lack of retention of qualified personnel.
- ✓ Inability to keep pace with retiring professionals.
- ✓ Lack of communication and coordination between healthcare industry stakeholders to identify and implement solutions that address the shortage crisis in a systemic manner.
- ✓ Limited supply of qualified health training professionals.
- ✓ Many healthcare education programs are costly.

Accomplishments

- **Tri-Valley (Tri-Valley) Healthcare Collaborative.** With the assistance of the Kern County Health Careers Resources Center, the Tri-Valley Healthcare Collaborative initiated development of three new health careers pipeline programs that addressed the needs of the Hmong refugees. These programs were located in Delano, Lake Isabella, and Hanford. During the past year, 65 students enrolled in these high school programs. Students had the opportunity to receive college credits, a certificate of completion, and were assigned to a community clinic at the end of their training. HCTP has facilitated the Tri-Valley Collaborative since June 2005.
- **Pipeline Intervention Programs Directory.** HCTP served as a group member of the Greenlining Institute's Bridges to Health Program and the Bay Area Coalition to Increase Diversity in the Health Workforce. Both groups began identifying and compiling a list of health pipeline programs that

provide services/resources to students and individuals interested in entering health professions. This information will also assist stakeholders in locating opportunities to increase student and employer outreach and replicate proven successful models. HCTP took the lead on compiling all of the information gathered and anticipated having it posted to its website by January 2008. The pipeline programs focus on early intervention, advanced training, postsecondary connections, health career encouragement and exploration, work-based learning, financial support, diversity outreach, payment incentives, community partnerships, and college survival components. Stakeholders involved in helping to boost the pathway into health careers include:

Healthcare Employers	Industry Associations & Councils
Colleges & Universities	Learning Centers & Tech Schools
Community Organizations	Middle Schools & High Schools
Dental & Medical Offices	Federal, State and Local Government
Foundations & Funding Institutions	

- **Postsecondary Health Education Programs Resource.** The HCTP began developing a resource of California's post-secondary education institutions that provide healthcare training programs. The resource identifies programs leading education to licensure, degree or certification. Collected information focuses on health occupations that provide direct patient care. The HWDD will depict collected data via statewide and county maps and customized reports in a user-friendly format on the Internet. OSHPD customers will be able to view information on locations of educational institutions, degree/certificate programs offered and demographic data on students, ethnicity and gender.
- **Health Professions High School.** Sacramento Health Professions High School celebrated its second year of operation and renamed the school to Arthur A. Benjamin Health Professions High School. It now has a freshman and sophomore class consisting of 280 students. In 2006-07, HCTP participated in judging two health career student project events. The sophomore class was divided into teams of six students each. The students then chose a health occupation, product or service, and developed a fictitious company around that theme. The student's presentations were judged by area health professionals on presentation, marketing ability, budget, community and/or international benefits. HWDD staff also participated in the school's Health Careers Day to evaluate their communication and presentation skills.
- **California Health Professions Consortium.** OSHPD serves as a member of the Consortium to ensure a health workforce that reflects and is prepared to meet the needs of California's diverse communities. To achieve this goal, the group developed strategies to:
 - ✓ Strengthen the capacity, effectiveness, and sustainability of gateway programs through mutual support via communication, coordination, and technical assistance.
 - ✓ Promote inter-program communication and coordination to better support student achievement and advancement at all levels of their educational and career progression.
 - ✓ Advocate at state, federal, and institutional levels for policies, system changes, funding, and programs that promote diversity in California's health professions.
 - ✓ Establish a learning resource of programs, educational institutions, students, funders, policymakers, and the general public to foster the dissemination of knowledge and facilitate shared learning across program and institutions.
 - ✓ Build organizational capacity to meet strategic objectives and sustain efforts.

- **Stakeholder Meetings, Conferences and Outreach Activities.** HCTP staff interacted with a variety of stakeholders who were actively engaged in promoting health workforce diversity and development. Staff assisted in identifying and sharing best practice models, and developing strategies, recommendations and procedures that increased awareness of health occupations, and promoted training opportunities. Additionally, HCTP staff displayed and distributed information on HWDD programs through workshop presentations and exhibit booths. A listing containing many of these events is located in the “Stakeholder Healthcare Workforce and Events Activities” section at the end of this report.

Mini-Grant Recipients: Alameda County Health Care Foundation, Model Neighborhood Program



8th grader Armin (foreground) and 11th grader Raytriece (background) assist Radiologic Technologist Ron Tom (middle) with a cat scan at Highland Hospital



10th grader Breanna double checks the supplies that she is stocking in the Materials Management department at Highland Hospital



8th grade students help to process medical record files at Highland Hospital

HCTP Mini-Grants

- The outcome of the 2005-06 Mini-Grants proved successful. A total of \$70,000 was awarded to four programs in Sacramento, San Diego and Tulare counties. More than 200 students from various ethnic and economically disadvantaged backgrounds participated in activities designed to increase diversity in California's healthcare workforce. Programs included mentoring, job shadowing health professionals, exposure to healthcare facilities, direct hands-on training, financial incentives and other outreach activities. Activities encouraged new students into health careers training programs and improved student retention.
- HCTP awarded a total of \$107,808 to 13 Mini-Grant recipients in 2006-07. Funded programs strengthen educational and social foundations by providing direct and indirect program support for students who are economically, educationally disadvantaged or underrepresented in the health professions. Awardees must also demonstrate their efforts to reach out to these student populations in rural and other medically underserved areas, whenever possible. Awards are listed on the next page.

AWARD CATEGORY: (5) ACADEMIC PREPARATION & SUPPORT

Northern California

CSU, Sacramento – Health Professions Pipeline Partnership Project, Science Educational Equity Program	\$10,000
Community Educational Services – San Francisco Health Academies Project	\$9,000
Community Health Partnership – Healthy Futures Program	\$8,598

Central California

UCSF Fresno – Selma High School & Caruthers High School Rural Health Professions Program	\$10,000
--	----------

Southern California

St. Francis Medical Center, St. Francis Career College	\$10,000
--	----------

AWARD CATEGORY: (2) COMMUNITY SERVICE PROGRAMS

Northern California

Alameda County Health Care Foundation – The Model Neighborhood Program in Oakland	\$9,000
---	---------

Central California

Delano Regional Medical Center – Health Education Academy	\$8,710
---	---------

AWARD CATEGORY: (5) HEALTH CAREER CONFERENCES & WORKSHOPS

Central California

Fresno Center for New Americans – Hmong Healthcare Career Conference	\$7,500
--	---------

Northern California

Indian Health Center of Santa Clara Valley, Inc. – Mental Health Summit	\$7,500
---	---------

Southern California

Alta Med Health Services Corporation	\$7,500
Children's Hospital of Los Angeles – CAMP CHLA Program	\$7,500

Statewide

UCLA – Pacific Public Health Training Center	\$7,500
--	---------

AWARD CATEGORY: (1) CASE MANAGEMENT FOR STUDENTS

Central California

UCSF Fresno – Doctors Academy Health Professions Preparatory Program	\$5,000
--	---------

Healthcare Pathways

HWDD reintroduced the Healthcare Pathways resource publication aimed at targeting students who may be interested in healthcare professions, and sharing model programs for workforce development, education and health industry stakeholders. The publication is distributed to interested parties on a quarterly basis and can be viewed on OSHPD's Web site at:

<http://www.oshpd.ca.gov/HWDD/HWDDnewsletters.html>.

Healthcare Pathways

- ❖ Created for students by students
- ❖ Highlights and profiles health occupational information, including early intervention pipeline programs
- ❖ Identifies scholarships and grant opportunities
- ❖ Features education, healthcare employer and community-based partnerships
- ❖ Provides tips for surviving college, taking tests, applying for colleges, preparing for interviews and staying healthy
- ❖ Shares best practices and model programs developed by government, education, healthcare industry employers and funding entities that address health professional shortages, cultural diversity and linguistic competency



FACES for the Future's Class of 2007 and 2008

HCTP - Yet to Come

- Complete identification of California's Health Careers Education Training programs and available funding opportunities and distribute to stakeholders and other interested parties.
- Identify, quantify and expand health workforce pipeline intervention programs in Southern California, targeting early awareness, mentoring and life long learning youth models.
- Conduct site visits for HCTP Mini-Grant awardees to review programs and provide technical assistance, when necessary.
- Create partnerships with hospitals to identify sharing of resources with academic and community-based organizations to address health professional shortages.

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 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. The program:

- ✓ Assists in the recruitment and retention of primary care health professionals in California HPSAs
- ✓ Encourages health professionals in California to practice in underserved areas
- ✓ Improves access to primary healthcare in underserved areas

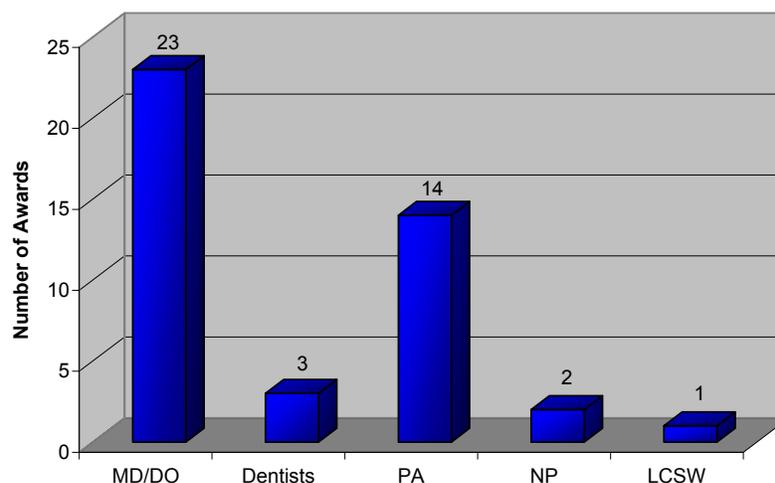
Eligible health disciplines that receive SLRP funds include:

- 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 (PA)
- Physicians (MD and DO) who specialize in Family Practice, General Internal Medicine, General Pediatrics, Obstetrics/Gynecology (OB/GYN), and General Psychiatry
- Psychiatric Nurse Specialists

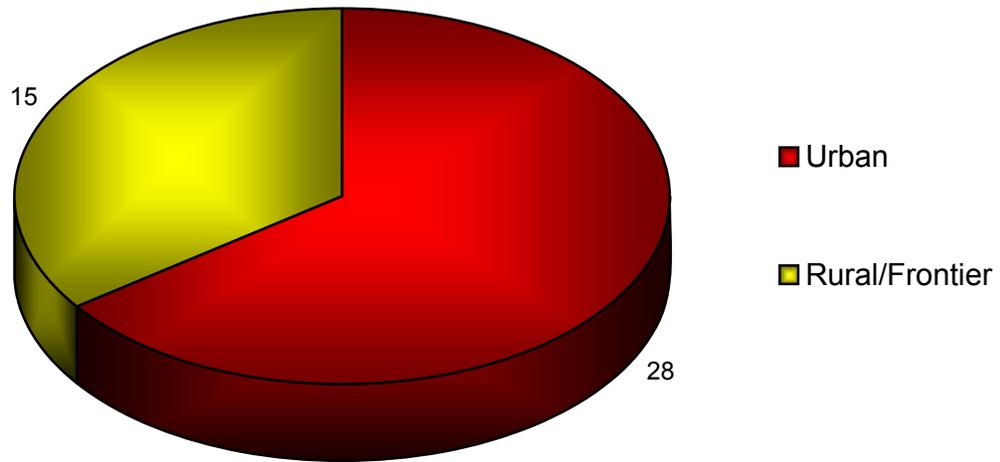
Accomplishments

- A total of \$951,999 was awarded to 43 SLRP participants in 18 counties, including 30 new SLRP participants and commitment extensions for 13 existing SLRP participants. Award selections were based on the applicant's experience and commitment to work in a health professions shortage area of California, cultural competency experience and training, and fluency in a language other than English.
- Staff conducted ten visits to clinics located in Stockton, Monterey, Los Angeles, Tulare, and San Joaquin counties. Information and assistance regarding SLRP was presented at the University of Southern California, San Joaquin Valley College, the California Primary Care Association, and the Shortage Designation Program Technical Assistance Workshops.

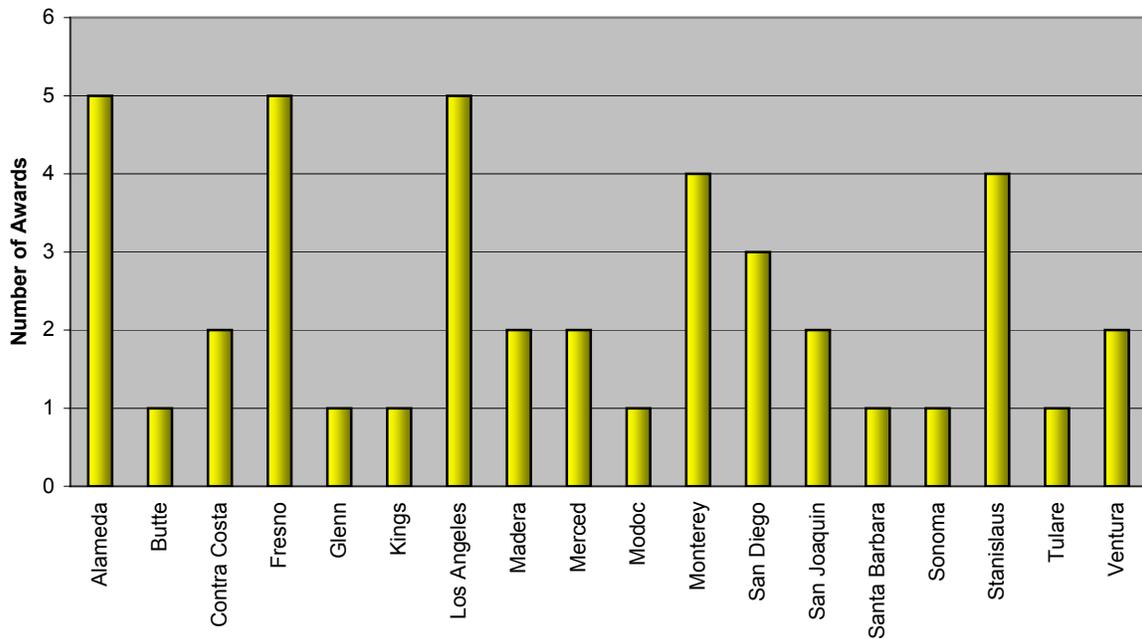
**NHSC/SLRP Awards by Discipline
2006-07**



**NHSC/SLRP Awards by Medical Service Study Area Type
2006-07**



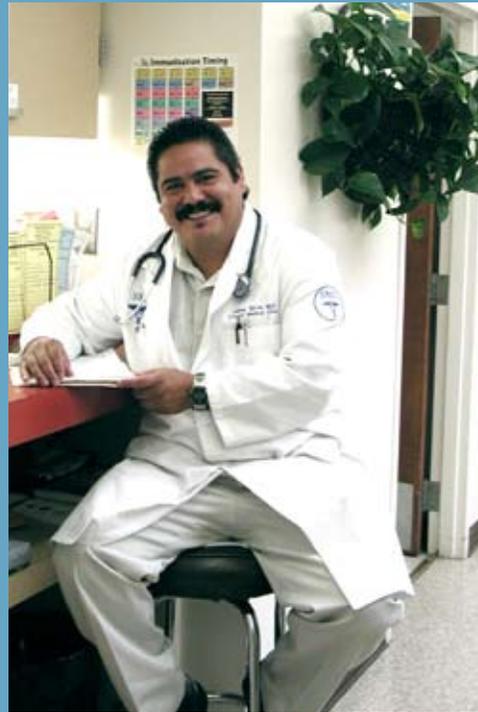
**NHSC/SLRP Awards by Counties
2006-07**



A Physician's Testimony

"I grew up in a large, economically disadvantaged family. Like many other physicians, reaching our professional goals came with a hefty price tag. Without financial aid, I would have not been able to continue with my education. The California State Loan Repayment Program has been a blessing for me. I enjoy working at a Rural Health Clinic, the patient population, and at the same time paying off my student loans. The application process was simple, and the staff was cordial and professional. It has been a pleasant and beneficial experience working with the program. I will definitely reapply, so that I can continue to serve the people who need my services the most."

Jaime Giron, M.D.



Dr. Giron practices at the Soledad Medical Clinic in Monterey County.

SLRP - Yet to Come....

- Partner with healthcare associations to market SLRP
- Increase number of site visits to ensure compliance, provider/site satisfaction and effectiveness of SLRP
- Collect and display cultural and linguistic data, including ethnicity, gender, and languages spoken
- As NHSC state-level Ambassadors, promote the federal level scholarship and loan repayment programs and assist in the review of their recruitment and retention applications

HEALTH WORKFORCE PILOT PROJECTS PROGRAM

The Health Workforce Pilot Projects Program (HWPP) improves the effectiveness of healthcare delivery systems by utilizing healthcare professionals in new roles to reallocate health tasks to better meet the health needs of Californians. 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.

Accomplishments

The HWPP program gained new insights and applications of innovative solutions to healthcare workforce issues as cited below.

- **New Program Name.** Effective January 1, 2007, Chapter 259, Statutes of 2006, changed the name of the Health Manpower Pilot Projects Act (HMPP) to the Health Workforce Pilot Project to reflect a gender-neutral program. The new name was also updated in the Office of Administrative Law California Code of Regulations.
- **HWPP #171 - Access Through Primary Care Project – Demonstrating the Role of Advanced Practice Clinicians in Expanding Early Pregnancy Care.** OSHPD's Director approved the pilot project on March 21, 2007. The project will have practice sites in various locations throughout California.
- **Collaboration.** HWPP expanded its multi-disciplinary collaborative efforts with healthcare training institutions and systems that includes medical and dental, as a process for healthcare workforce assessment and policy development:
 - ✓ **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 executed a contract with the UCSF Center for Health Professions to review the California Medical Board's data from the re-licensure survey, to analyze the data and to provide a report to OSHPD regarding factors such as physician practice sites and the cultural and linguistic capacity of the physician workforce. The report will be completed by December 31, 2007.
 - ✓ **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 is engaged in a task force to identify policy objectives and advocate for policy reform to improve oral health for people with special needs. This group is considering whether their proposed plan may utilize the HWPP program process.

Healthcare Policy Discussions

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

- ✓ Oral Health Access Council - collaborative activity to identify common issues and approaches for solutions.
- ✓ California Health Policy Forum - The Transformation of Public Health – A Golden Opportunity in the Golden State.
- ✓ California Pan Ethnic Health Network (CPEHN) - to share policy and advocacy tools and solutions that offer a holistic approach to building healthy communities of color.
- ✓ Mental Health Services Act – Subcommittee
 - Workforce Education and Training Workgroup
 - Licensing and Certification Workgroup



HWPP - Yet to Come....

- Ensure the success of the HWPP #171 – Access through Primary Care. Monitor the utilization and clinical outcomes for clinicians and practice sites during didactic, clinical and employment-utilization phases
- Work with stakeholders to improve the delivery of services using the piloting concept through HWPP

SONG-BROWN PROGRAM

Song-Brown, in conjunction with the California Healthcare Workforce Policy Commission (CHWPC) awards funds to Family Practice (FP) residency, Family Nurse Practitioner (FNP), Physician Assistant (PA) and Registered Nurse (RN) education programs in an effort to increase the number of providers who serve the healthcare needs of the state's underserved populations. The CHWPC reviews and makes recommendations to the OSHPD Director for the Song- Brown awards. The CHWPC also establishes contract criteria and capitation formulas for Song-Brown awards.

Funded programs must demonstrate success in meeting the following goals:

- ✓ Placement of FP physicians, PAs, FNPs and RNs in areas of unmet priority need
- ✓ Attract and admit members of underrepresented minority groups to the program
- ✓ Location of program clinical training sites in areas of unmet priority need

A benefit of the Song-Brown Program is that a large portion of individuals choose to practice in areas of unmet needs upon graduation.

Issues/Challenges

In 2005, Governor Arnold Schwarzenegger added a registered nurse component as part of his \$90 million dollar California Nursing Education Initiative. This initiative is a public-private partnership to directly address the root causes of California's critical nursing shortage by improving nurse recruitment, training and retention. Some of the root causes affecting the supply of nurses include:

- Limited space for clinical placement, skills labs, and classrooms
- High attrition rates within nursing programs
- Insufficient number of nurse educators
- Migration of licensed RNs out of California
- New Technologies
- Stressful, high-pressure working environment
- Increasing demand for healthcare services
- Aging nurse workforce
- Low wages

Accomplishments

Song-Brown staff visited 19 funded training programs including: 6 FNP/PA training programs and 13 FP programs. An ongoing project for the staff is the development of regulations for the Song-Brown Program. Staff also facilitated three annual funding meetings and addressed the concerns and ideas of the CHWPC.

During 2006-07, Song-Brown awarded funding as follows:

- \$ 3.0 million to 16 RN education programs
- \$ 1.5 million to 14 FNP and PA training programs
- \$ 2.3 million to 23 FP residency programs



UC Davis FNP/PA Program Representatives and Song-Brown Staff (March 2007)

Family Nurse Practitioner & Physician Assistant Training Program Awards 2006-07

Program	Base Funding Awards
Family Nurse Practitioner	
Azusa Pacific University	71,103
California State University, Bakersfield	66,545
California State University, Fresno	85,661
California State University, Long Beach	120,413
California State University, Los Angeles	66,688
Sonoma State University	114,319
University of California, Irvine	72,701
University of California, Los Angeles	161,158
University of California, San Francisco	97,192
Physician Assistant	
Keck School of Medicine - University of Southern California	182,560
Riverside Community College	66,545
San Joaquin Valley College	61,845
Physician Assistant & Family Nurse Practitioner	
Stanford University	66,545
University of California, Davis	279,998
TOTAL	\$1,513,273

Registered Nurse Education Program 2006-07

	Capitation* Awards	Special Programs Awards	Total Awards
ASSOCIATE DEGREE IN NURSING			
Victor Valley College		123,396	123,396
College of the Canyons	200,000		200,000
Fresno City College	200,000		200,000
Merced College		125,000	125,000
Merritt College	200,000		200,000
Riverside Community College	200,000		200,000
Santa Ana College		125,000	125,000
BACHELOR OF SCIENCE IN NURSING			
CSU, Bakersfield	240,000		240,000
CSU, East Bay	240,000		240,000
CSU, Fresno		124,905	124,905
UC Irvine	240,000	124,956	364,956
MASTER OF SCIENCE IN NURSING			
Azusa Pacific University	96,000		96,000
CSU, Long Beach		124,950	124,950
CSU, San Diego		124,995	124,995
Mount St. Mary's College	240,000	33,180	273,180
USD, Hahn School of Nursing	240,000		240,000
TOTALS	\$2,096,000	\$906,382	\$3,002,382

* Capitation funding is to support the costs associated with training a full-time RN student. Capitation cycles are funded for a two-year period at a capitation rate based on the type of program (ADN, BSN, or MSN).

Family Practice Residency Program 2006-07

Training Program	Total Amount Awarded
Contra Costa County Health Services	\$51,615
County of Ventura	\$137,640
Harbor - UCLA Medical Center	\$103,230
Loma Linda University	\$51,615
Long Beach Memorial	\$103,230
Mercy Medical Center, Merced	\$51,615
Mercy Medical Center, Redding	\$51,615
Natividad Medical Center	\$103,230
Northridge Hospital Medical Center	\$51,615
Pomona Valley Hospital Medical Center	\$51,615
Presbyterian Intercommunity Hospital	\$51,615
San Jose-O'Connor Hospital	\$51,615
Scripps Mercy Hospital, Chula Vista	\$172,050
Stanislaus Family Medicine	\$154,845
Sutter Medical Center, Santa Rosa	\$103,230
University of California, Davis	\$103,230
University of California, Irvine	\$137,640
University of California, Los Angeles	\$103,230
University of California, San Diego Combined Family Medicine-Psychiatry	\$103,230
University of California, San Francisco-Fresno	\$154,845
University of California, San Francisco-San Francisco General Hospital	\$103,230
University of Southern California-California Hospital Medical Center	\$137,640
White Memorial Medical Center	\$154,845
Total	\$2,288,265

Song-Brown - Yet to Come

- Develop and complete surveys for FP Residency, FNP and PA training programs (The surveys will help determine the satisfaction with the Song-Brown application and contract processes, site visits and the California Healthcare Workforce Policy Commission.)
- Complete regulations, core application and addendum applications for FNP and PA and RN Education programs
- Develop a trend analysis of the Song-Brown Program for an approximate 10-year period. The analysis will help determine what impact Song-Brown has had on increasing access to health care for the underserved population in the state; by increasing primary care providers and training programs throughout the state

RESEARCH AND GIS

HWDD displays Geographic Information Systems (GIS), 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 assists customers in accomplishing their work plans through effective data analysis. Specifically, HWDD research staff:

- ✓ Reviews California's counties to assess provider-to-population ratios and poverty levels
- ✓ Expands HWDD's ability to provide healthcare workforce data analysis
- ✓ Tracks access to care, workforce shortage, and workforce distribution trends through map analysis and graphic displays of quantitative information
- ✓ Provides graphic substantiation data that strengthens legislative proposals and analyses and helps inform policy decisions

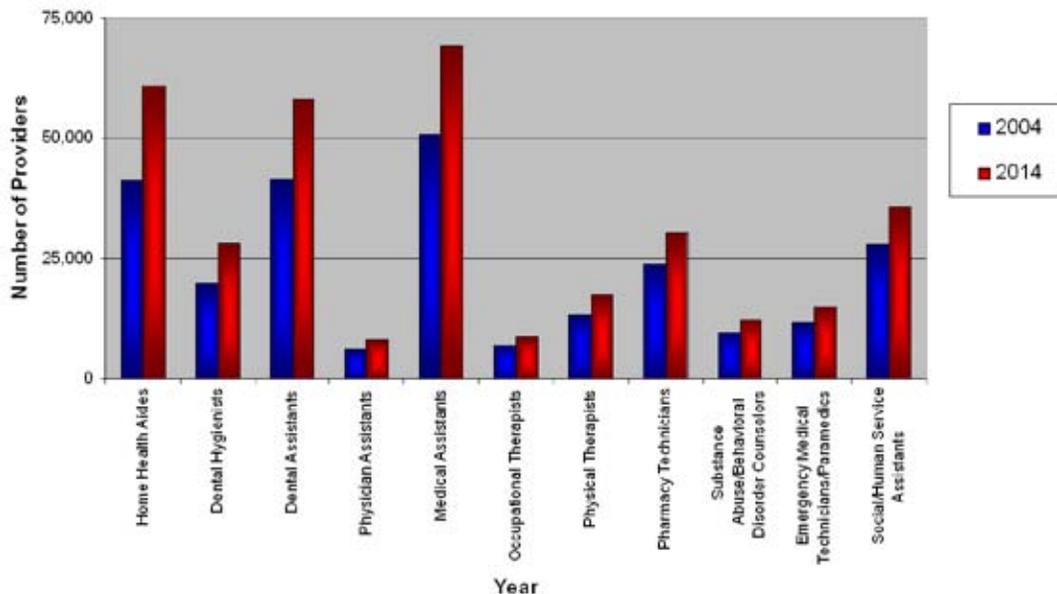
Accomplishments

Research Projects

Research staff began collecting data to develop a divisional Fact Book that will include data, information, and resources about California's population and health workforce. The tool will serve as a resource for HWDD partners and will cover:

- ✓ National and state population data
- ✓ Geographic and population growth trends
- ✓ Healthcare workforce (including health professional demographics, high growth health occupations, and workforce shortages among several health professions) focusing on primary care physicians and nurses, oral health, mental health and allied health
- ✓ Health professional degree/training programs

Fastest Growing Allied Health Occupations in California



GIS/Data

Staff provided ongoing support for HWDD programs and other external healthcare stakeholders. For example:

- ✓ Shortage Designation Program – Provided maps and demographic data to pro-actively identify areas in California that may qualify for federal designation as Health Professional Shortage Areas for primary care, dental, and mental health providers.

- ✓ Song-Brown Program – Processed and summarized Family Practice Residency Training Program, Family Nurse Practitioner/Physician Assistant Training Program, and the Registered Nursing Education Program application data. Generated individual program maps and data tables for the California Healthcare Workforce Policy Commission, which assisted in making an informed decision on potential funding awards.

- ✓ Health Professions Education Foundation - Prepared Steven M. Thompson Physician Corps Loan Repayment Program data and maps for Board of Trustees meeting. Provided live GIS mapping to help board members better visualize funding decision impacts on potential awards. Prepared 2006 and 2007 award recipient maps for the Health Professions Education and Allied Healthcare Scholarship/Loan Repayment programs.

- ✓ Department of Mental Health (DMH) - Partnered with DMH to develop maps that identified areas in California that may qualify for federal designation as Health Professional Shortage Areas for mental health providers.

- ✓ University of California, Los Angeles, Division of General Internal Medicine & Health Services Research – Mapped physician, dentist and mental health professional practice locations in Service Planning Areas 5 and 6 for workforce comparison.

Research and GIS - Yet to Come....

- Disseminate the HWDD's Fact Book to the public
- Develop new Song-Brown database design incorporating online applications

LEGISLATION AND POLICY

During the 2006-07 Legislative session, staff tracked and performed legislative analysis on a number of bills that might have had a potential impact on healthcare workforce development activities throughout California.

Assembly Bill 13 (Brownley, & Leno)	Assembly Bill 1559 (Berryhill)	Senate Bill 139 (Scott)	Senate Bill 764 (Migden)
<p>The bill required 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.</p> <p>Senate Inactive File</p>	<p>The bill required California Community College districts to adopt and implement merit-based admissions policies for Associate Degree Nursing programs if, for any academic term, there are more applicants seeking enrollment in that program than may reasonably be accommodated.</p> <p>Chapter 712 Statutes of 2007</p>	<p>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, required OSHPD to work with Employment Development Department's Labor Market Information Division, state licensing boards, and state higher education entities to collect specified data.</p> <p>Chapter 522 Statutes of 2007</p>	<p>The bill required the California Medical Board and the Osteopathic Medical Board of California to provide OSHPD with information regarding individual primary care physician and surgeon licentiates and required OSHPD to prepare a report that makes a five-year projection on the full time, practicing primary care physician and surgeon workforce in the state.</p> <p>Governor Vetoed</p>

HWDD Participation in Legislative Hearings and Special Policy Meetings

California Program on Access to Care – Legislative briefing studies regarding Access, Quality & Utilization of Care in California's HMOs and the role of dental health care in comprehensive health care reform

Assembly Health Committee Hearing - Diversity in the Health Professions – The intent of the Hearing was to brief policymakers on the need to increase diversity in the health professions

Rural Caucus Briefing on Workforce – A forum/workshop to inform, present key issues, and offer potential solutions to legislators, legislative staff, and government representatives on the priority issues that are facing rural communities related to healthcare.

Participation in these hearings, policy meetings, and conferences help to broaden staff's knowledge and assists in the development and analysis of existing and future health workforce programs and policies.

Policy Influence - Yet to Come....

- Continue to work with stakeholder groups to influence policy changes to increase health professionals in California

STAKEHOLDER HEALTHCARE WORKFORCE, EVENTS & ACTIVITIES: JULY 1, 2006 - JUNE 30, 2007

HWDD staff participated in the following conferences, specialized meetings, forums, summits, symposiums, hearings and award ceremonies in 2006-07:

- ❖ Allied Health Career Fair, Sacramento City College, Sacramento
- ❖ American Medical Student Association – American River College Conference, Carmichael
- ❖ American Medical Student Association, Los Angeles
- ❖ American Public Health Association (Annual Meeting), Boston, Massachusetts
- ❖ Asian American and Pacific Islander Health Summit, San Jose
- ❖ Behavioral Health Conference, Riverside
- ❖ Bi-National Health Fair, Sacramento
- ❖ Board of Behavioral Sciences Policy and Advocacy Committee meeting, Burbank
- ❖ California Assembly Health Committee Hearing – Diversity in Health Professions, Sacramento
- ❖ California Black Health Network Conference, Ontario
- ❖ California Careers Pathway Consortium Conference, Orange
- ❖ California Endowment Mental Health Licensing and Certification Workgroup, Sacramento
- ❖ California Endowment/Greenlining Institute Economic Summit on Diversity in the Health Professions, Los Angeles
- ❖ California Endowment's Center for Health Communities Statewide Conference, Los Angeles
- ❖ California Health and Human Services Task Force meeting, Sacramento
- ❖ California Health Policy Forum, Sacramento
- ❖ California Health Professions Consortium meeting, Millbrae
- ❖ California Health Professions Consortium Retreat, South San Francisco
- ❖ California Health Professions Shortages meeting, Oakland
- ❖ California Health Strategy Summit, Los Angeles
- ❖ California Health Workforce Policy Commission meeting, Millbrae
- ❖ California Healthcare Foundation meeting, Sacramento
- ❖ California Healthcare Workforce Policy Commission meeting, Burbank and Sacramento
- ❖ California Hospital Association 2nd Annual Behavioral Health Care Symposium, Riverside
- ❖ California Hospital Association, Rural Healthcare Symposium, Sacramento
- ❖ California Institute for Nursing and Health Care Board meeting, Sacramento
- ❖ California Migrant Education Even Start meeting, Orange
- ❖ California Physician Workforce Roundtable Discussion, Sacramento
- ❖ California Primary Care Association Annual Conference, San Jose
- ❖ California Primary Care Association/Primary Care Office Bi-Monthly meeting, Sacramento
- ❖ California Program on Access to Care: Legislative Briefing on Oral Health, Sacramento
- ❖ California State Rural Health Association, 6th Annual Rural Health Conference, Sacramento
- ❖ California State University Chancellor's Office Meeting on Broadband Education, Long Beach
- ❖ California Statewide Rural Health Alliance Conference, Sacramento
- ❖ California Wellness Foundation Diversity in Healthcare Conference, Anaheim
- ❖ Central Coast Data Committee meeting, Moss Landing
- ❖ Connect Kentucky Broadband meeting, Bowling Green, Kentucky
- ❖ California State University, Northridge, Student Health Professional Pre-Entry Program meeting, Northridge
- ❖ California State University, Sacramento, Science Equity Education/Multicultural Organization for Science Students Awards Ceremony, Sacramento
- ❖ Dia De Los Muertos Premedical Conference at Stanford University, Palo Alto
- ❖ Diversity in Health Professions Public Education Campaign Advisory Group meeting, Sacramento
- ❖ Environmental Systems Research Institute International User Conference Annual Meeting, San Diego
- ❖ Geographic Information System Council Framework Data Plan meeting, Redding
- ❖ Great Valley Center Conference, Sacramento
- ❖ Greenlining Institute meeting, Alameda
- ❖ Greenlining Institute, Diversity in the Health Professions Conference, Los Angeles
- ❖ Greenlining Institute/Pact Health Fair, Oakland
- ❖ Health Manpower Pilot Project Public Hearing, Sacramento
- ❖ Health Professions High School Opening Ceremony and Career Fair, Sacramento
- ❖ Health Professions High School, Cultural Competency Forum, Sacramento

- ❖ Health Professions Shortage Area/Medically Underserved Area-Population Designation Training Annual Workshop, Madera and Ventura
- ❖ Health Science Educators Institute meeting, Los Angeles
- ❖ Indian Health Service/Substance Abuse Mental Health Services Administration Annual Conference, San Diego
- ❖ Integrating Oral Health Prevention and Community Health Coordination meeting, Sacramento
- ❖ Inter-Tribal Council of California (Annual Meeting), Sacramento
- ❖ Kaiser Permanente Latino Healthcare Center, (Opening Ceremony), South Sacramento
- ❖ Kaiser Permanente Oakland Healthcare Workforce Collaborative (meeting), Oakland
- ❖ Latino Coalition for a Healthy California Workforce Diversity (meeting), Sacramento
- ❖ Los Angeles Nursing and Allied Health Career Ladders (meeting), Los Angeles
- ❖ Los Rios Community College Foundation Council of Chairs, Sacramento
- ❖ Migrant Education Even Start Conference (Annual Meeting), Sacramento
- ❖ Multicultural Health Fair, North Sacramento
- ❖ Mutual Assistance Network of Del Paso Heights (meeting), Sacramento
- ❖ National Conference on Quality Health care for Culturally Diverse Populations (Annual Meeting), Seattle, Washington
- ❖ National Health Service Corps Ambassadors Conference, Memphis, Tennessee
- ❖ National Hispanic Medical Association Conference (Annual Meeting), San Antonio, Texas
- ❖ National States Geographic Council, Little Rock, Arkansas
- ❖ National Urban Indian Health Conference, Seattle, Washington
- ❖ North West Primary Care Association, Migrant Stream Forum (meeting), Sacramento
- ❖ Northern California Regional Health Occupation Resource Center Advisory Board Meeting, Sacramento
- ❖ Northern California Rural Health Roundtable Meeting, Nevada City, Mt. Shasta and Yosemite
- ❖ Notre Dame Health Careers Conference, Belmont
- ❖ Oral Health Access Council Tri-Annual Meeting, Sacramento
- ❖ Presenting Data and Information (meeting), San Francisco
- ❖ Public Health Institute (meeting), Sacramento
- ❖ Regional Healthcare Education Summit, Sacramento
- ❖ Rural Caucus Briefing on Workforce, Sacramento
- ❖ Rural Health Roundtable, Fresno
- ❖ Rural Health Symposium, Sacramento
- ❖ Silicon Valley Broadband Leaders Meeting, Mountain View
- ❖ Song-Brown Commission meeting, San Diego
- ❖ Song-Brown Funding Ceremony, Los Angeles
- ❖ Song-Brown Nursing Task Force Meeting, Sacramento
- ❖ Song-Brown Program/California Department of Mental Health (meeting), Sacramento
- ❖ Song-Brown site visits:
 - Azusa Pacific University Family Nurse Practitioner, Azusa
 - Contra Costa Family Practice Clinic, Martinez
 - Loma Linda University Family Practice Clinic, Loma Linda
 - Merced Family Practice Clinic, Merced
 - Natividad Family Practice Clinic, Monterey
 - Scripps Chula Vista Well Being Center, Chula Vista
 - University of California, San Francisco Family Practice Clinic, San Francisco
 - White Memorial Family Practice Clinic, Los Angeles
- ❖ State Primary Care Office Meeting (Annual Meeting), Annapolis, Maryland
- ❖ Statewide Task Force on Oral Health for Peoples in Special Needs, Sacramento
- ❖ United States-Mexico Border Center of Excellence Consortium, Health Professions Preparatory Programs, Los Angeles
- ❖ United States Department of Homeland Security (meeting), Sacramento
- ❖ United States Office of Minority Health, Washington D.C.
- ❖ University of California, Davis, Family Nurse Practitioner Training Program (award ceremony), Davis
- ❖ University of California, Davis, Physician Training Program (award ceremony), Davis
- ❖ University of California, Irvine, Latino Medical Student Association/Student National Medical Association Pre-Health Conference (Annual Meeting), Irvine
- ❖ Ventura College Geographic Information Systems Day, Ventura
- ❖ Western Migrant Stream Forum, Sacramento
- ❖ World Health Organization, Health Base Programs, Sacramento

HWDD Staff Acknowledgements

Deputy Director

Angela L. Minniefield, M.P.A.

Executive Secretary

Jeri Westerfeld

Program Managers

Konder Chung
Stephanie Clendenin
Earl Green
Senita Robinson

Shortage Designation Program

Patricia Coyle
Hardeep Lal

Health Careers Training Program

Felicia Borges
Garth Fryer
Donald Gaither
Julie Montoya
Andi Murphy
Lindy Voight

National Health Service Corps / State Loan Repayment Program

Sondra Jacobs
Karen Munsterman

Data, Research and GIS

Michael Byrne
David Dixon
Ryan Fong
Minh Pham
Dorian Rodriguez
Huang Nguyen

Song-Brown Program

Erin Brown
Manuela Lachica
Melissa Omand
Michael Zamora

Health Workforce Pilot Projects Program

Gloria Robertson

Program Support

Capperine Lewis
Victoria Marsh
Vernon Oakes
Karen Stong-Doran
Roberta Schueler



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

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