

Agenda Item 5:

HCAI Workforce Program Updates

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Education Capacity Expansion Programs (1/5)

- **Song-Brown Training Program**
 - **Registered Nursing**
 - Awarded \$16.9 million to 32 programs, training 565 nurses
 - **Family Nurse Practitioner, Physician Assistant, Certified Nurse Midwives, and Licensed Midwives**
 - Awarded \$3.4 million to 21 programs, including two midwifery programs
 - Adding nurse practitioner and physician fellowships to the next application cycle
 - **Primary Care Residency**
 - Awarded \$49.6M to 54 organizations in January 2023
 - [Watch this Testimonial from Shasta Community Health Center](#)

Education Capacity Expansion Programs (2/5)

- **Psychiatry Education Capacity Expansion**
 - Supports programs building or expanding psychiatry residency, child/adolescent psychiatry fellowships, addiction psychiatry, and psychiatric mental health nurse practitioner (PMHNP) training
 - Recent \$37.6M awards supported 15 organizations, adding 703 new PMHNP student slots and 45 psychiatry resident/fellows slots.
- **Social Work Education Capacity Expansion Grant Program**
 - Building and expanding Bachelor of Art in Social Work and/or Master of Social Work (MSW) programs
 - Recent \$59.4M awards supported expansion of social work education at 23 schools and added 860 new student slots.
- Applications open August 2023

Education Capacity Expansion Programs (3/5)

- **Train New Trainer (TNT) Primary Care Psychiatry Fellowship Scholarship**
 - Year-long program for primary care providers to receive advanced training in primary care psychiatry
 - Scholarship application open now: [PCP TNT Scholarship Application](#)
- **Train New Trainers (TNT) Primary Care - Training and Education in Addiction Medicine**
 - Year-long program for primary care providers to receive training on the most frequently encountered pain and addiction-related disorders and treatments
 - Scholarship application open now: [PC-Team Scholarship](#)

Education Capacity Expansion Programs (4/5)

- **Peer Personnel Training and Placement Program**
 - Recruits, trains, certifies, and places peer personnel to serve in public behavioral health and community-based settings
 - Since 2021, 24 awards to train 3,943 new peer personnel
- **Certified Nursing Assistant/Home and Community Based Services**
 - Increases the clinical workforce of Certified Nursing Assistants (CNA), Home Health Aides (HHA), Licensed Vocational Nurses (LVN), and Registered Nurses (RN) throughout California
 - Awards will recruit and train 9,000 CNAs over five years

Education Capacity Expansion Programs (5/5)

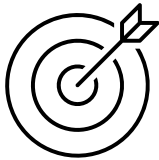
- **Substance Use Disorder Earn and Learn Grant Program**
 - Supports organizations providing education and paid job experience for students earning their Substance Use Disorder certification.
 - Awarded \$23.3 million in grants to six training organizations.
- **Training for Justice and System-Involved Youth**
 - Developing training to better serve justice and system-involved youth.

Community Health Workers/Promotores/Representatives (1/2)

- Focuses on expanding this important health workforce among underserved communities through development of a state-issued CHW/P/R certificate
- Department of Health Care Services (DHCS)
 - Implemented a Medicaid State Plan Amendment (SPA) to bill reimbursable CHW services to Medi-Cal
- HCAI
 - Developing a certificate program to allow CHW/P/Rs to bill through Medi-Cal
 - Outlining core competencies and minimum requirements for CHW/P/R training programs to support the state-issued CHW/P/R certificate process
 - Identifying specializations to include in the certificate process

Community Health Workers/Promotores/Representatives (2/2)

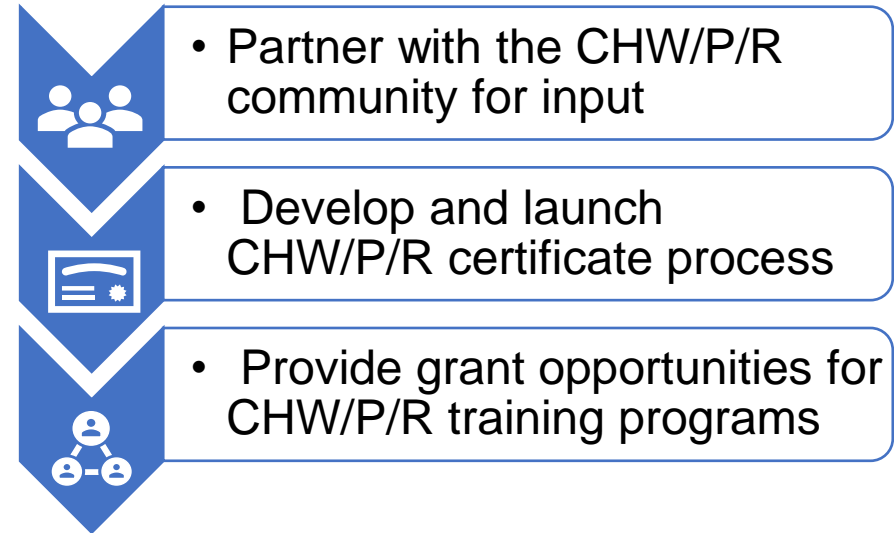
CHW/P/R Goals



Goals

- Increase the CHW/P/R workforce in California
- Certify 15,000 CHW/P/Rs by 2028

Steps to achieve Goals



Workforce Programs Update

Recruitment and Retention Programs (1/3)

Program	Number of Awards	Amount Funded
Advanced Practice Healthcare Scholarship Program	174	\$14.2M
Allied Healthcare Scholarship Program	106	\$1.8M
Associate Degree Nursing Scholarship Program	7	\$39.5M
Bachelor of Science Nursing Scholarship Program	18	\$160K
Licensed Vocational Nurse to Associate Degree Nursing Scholarship Program	5	\$37K
Vocational Nurse Scholarship Program	8	\$31K
County Medical Services Program Loan Repayment Program	69	\$1.8M

Recruitment and Retention Programs (2/3)

Community-Based Organization (CBO) Behavioral Health Workforce Grants

- Awarded \$117 million in grants to 134 CBOs that provide behavioral health services to support their behavioral health workforce through:
 - Scholarships
 - Loan repayment
 - Stipends
 - Hiring bonuses and activities
 - Retention bonuses

Recruitment and Retention Programs (3/3)

New Behavioral Health Scholarship Programs

- Golden State Social Opportunities Program (GSSOP)
 - Increase the number of licensed behavioral health professionals providing direct patient care
 - Scholarship gives priority to those who have experienced foster care and/or homelessness, as well as Community-Based Organization employees
- Behavioral Health Scholarship Program (BHSP)
 - Increase the number of appropriately trained allied and advanced behavioral health professionals providing direct patient care
 - Individual scholarships also available for those pursuing behavioral health careers in reproductive health settings
- Application cycle opened May 2023

Health Professions Careers Opportunity Program

- **Health Professions Pathways Program (HPPP)**

- Provides funding to organizations to recruit and support students from underrepresented regions and backgrounds. Program components can include:
 - Pipeline programs
 - Internships
 - Post undergraduate fellowships
 - Post-baccalaureate –support added in August 24 cycle
- HPPP awarded \$40.8M to 20 organizations, serving nearly 32,000 students across 30 counties.
 - Application opens August 2023

- **Health Careers Exploration Program**

- Funding supports conferences, workshops, or career exploration activities, exposing students to health careers.

Workforce Programs Proposed Funding Delays

Impacted Programs:

- Nursing Initiative
- Community Health Workers/Promotores/Representatives
- Social Work Initiative
- Song-Brown Healthcare Workforce Training Program (Song-Brown)
 - Registered Nurse Program
- Addiction Psychiatry and Addiction Medicine fellowship
- College grants to behavioral health professionals
- Expand Master of Social Work (MSW) slots at public MSW programs