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## Meeting Minutes

### December 15 and 16, 2022 CALIFORNIA HEALTH WORKFORCE EDUCATION AND TRAINING COUNCIL (Council)

#### \*\*\* SPECIAL NOTICE \*\*\*

**The California Health Workforce Education and Training Council shall hold its meeting remotely as authorized by Section 11133 of the Government Code.**

#### **Members of the Council**

Rehman Attar, MPH  
Sandra Baker, DNP, RN,  
CNE, ANEF  
Carrie Byington, MD  
Audrey Dow, MA  
Kathryn Dresslar  
Katherine Flores, MD  
Kevin Grumbach, MD  
Yingjia Huang, MPP  
Catherine Kennedy, RN  
Judith Liu, RN MSN  
Roger Liu, PhD  
Nader Nadershahi, DDS, MBA, EdD  
Cedric Rutland, MD  
Sandra Sanchez, MBA  
Abby Snay, M.Ed.  
Van Ton-Quinlivan, MBA  
Vernita Todd, MBA

**HCAI Director**  
Elizabeth Landsberg

**HCAI Staff**  
Jean-Paul Buchanan  
Hovik Khosrovian  
Caryn Rizell

**December 15, 2022  
Meeting Minutes**

**AGENDA ITEM 1: Call to Order**

Chair Sandy Baker called the meeting to order at 10:00 am.

**AGENDA ITEM 2: Roll Call**

Charise Frisch conducted roll call and a quorum of members was present.

**AGENDA ITEM 3: HCAI Director Remarks**

Elizabeth Landsberg, Director, HCAI, updated the Council on HCAI activities around the Equity Measures Advisory Panel and progress on building the new Office of Health Care Affordability (OHCA). She specifically noted that OHCA is actively recruiting staff and that OHCA's new website is up and running.

She briefly mentioned the upcoming release of the Governor's proposed state budget for Fiscal Year 2023-24 and estimated deficit, noting that this is due to lower revenue projections. She will provide more information at the March Council Meeting.

**AGENDA ITEM 4: HCAI Workforce Program Updates**

Caryn Rizell, Deputy Director, Healthcare Workforce Development, HCAI, provided updates on HCAI's workforce programs.

**AGENDA ITEM 5: Approval of September 22 and 23, 2022 Minutes**

The Chair asked the Council for a motion to approve the September 22 and 23, 2022 Council Meeting Minutes.

**ACTION ITEM**

Motion to approve the September 22 and 23, 2022 Council Meeting Minutes (Todd), second (Kennedy). Motion approved.

**AGENDA ITEM 6: Summary of HCAI Graduate Medical Education (GME) and Primary Care Programs**

Caryn Rizell provided a summary of HCAI's GME and Primary Care workforce programs. She also detailed GME and Primary Care appropriations for Fiscal Year (FY) 2021-22 and 2022-23 and added that Song Brown received augmented funding last year to support building new Primary Care residency programs.

**AGENDA ITEM 7: Primary Care Physician and Psychiatry Workforce and the GME Landscape in California**

Janet Coffman, Healthforce Center at UCSF, Diane Rittenhouse, Senior Fellow, Mathematica, and Hovik Khosrovian, Senior Policy Advisor, Health Workforce Development, HCAI presented on the state's Physician supply, HCAI investments in GME, and barriers and opportunities to expand GME programs (as well as to create new ones in GME naïve hospitals/facilities).

### **AGENDA ITEM 8: General Public Comment**

- Recommend partnering with the Integrated Healthcare Association. They have developed a provider directory tool which could be useful in processing data about physician availability, practice, and location.
- Provide sustainable funding to teaching health centers and public and private hospitals that serve large Medi-Cal populations. Look at Medi-Cal GME as a potential way to support facilities and provide sustainable funding. As GME is paid for through Medicaid primarily, private hospitals and teaching health centers can be penalized based on their location/mission (particularly safety net hospitals). While state plan amendments exist for public hospitals, nothing similar exists for private ones.
- Recommend that HCAI consider ways to use international medical graduates to expand the workforce.
- Continue discussions about ways to increase the number of clinical training sites across disciplines, including developing policy and funding opportunities.
- Suggest collecting more data on what exactly residents are doing (i.e., what percentage of Medi-Cal patients they're seeing) in addition to their geographic spread.
- There are psychiatry fellowship programs in development to guide residents to practice in the public sector. Recommend that HCAI investigate these programs and identify how to adapt to other residency programs.
- Recommend identifying evidenced based best practices to support female physicians in GME programs to the improve their well-being and increase retention.

### **AGENDA ITEM 9: Discussion on Primary Care and Psychiatry Workforce and GME Training**

Sunita Mutha, Director, Healthforce Center at UCSF facilitated a discussion on how to increase the supply of primary care GME slots and physician workforce diversity.

### **AGENDA ITEM 10: Public Comment**

- Consider building in a wrap-around support component into HCAI-funded programs.
- Recommend HCAI continue to support and increase funding for residency programs.

### **AGENDA ITEM 11: Adjourn Day One Meeting**

The meeting adjourned at 1:53 PM.

**December 16, 2022  
Meeting Minutes**

**AGENDA ITEM 1: Call to Order**

Chair Sandy Baker called the meeting to order at 9:15 am.

**AGENDA ITEM 2: Roll Call**

Charise Frisch conducted roll call and a quorum of members was present.

**AGENDA ITEM 3: 2023 Council Topics and Themes**

Hovik Khosrovian, Senior Policy Advisor, Health Workforce Development, HCAI, provided a recap of past workforce topics and identified topics and themes to discuss in 2023. He informed the Council that staff will capture future topics recommended during Council meetings and address those, along with Allied and Oral Health, in future Council meetings. Hovik also shared a strategy development process detailing how the Council will introduce, define, and address topics.

**AGENDA ITEM 4: Recap of the Behavioral Health Discussions and HCAI Behavioral Health Programs**

Caryn Rizell reviewed HCAI's behavioral health workforce programs. She also provided a recap of the behavioral health panel discussion from the September Council meeting.

**AGENDA ITEM 5: Behavioral Health Education and Training: Perspectives from the Educational Institutions**

Alexandra Ament, Mathematica, facilitated a panel discussion on barriers and innovative solutions. The panelists shared their perspectives and experience with recruiting, retaining, and training behavioral health students.

HCAI staff will present key takeaways and common themes from the panel and continue discussing the topic of behavioral health education and training at the March Council meeting.

**AGENDA ITEM 6: General Public Comment**

- Recommend that HCAI incorporate a health equity and leadership component in their grant agreements.
- Suggest inviting the East Los Angeles Community Union nursing program to a future council meeting with a nursing panel to discuss their work with identifying high potential, low-income students for their programs.
- Consider exploring opportunities to increase internship opportunities for social work students.
- Request guidance on finding funding resources to start and/or support training programs. It is difficult to navigate the process of finding and applying for funding from different sources and some organizations may not be aware of how to start despite wanting to pilot/start new programs.
- To improve retention, recommend having a structure to support students throughout the educational program and certification exams.
- Consider if there should be a link between admitting, retaining, and graduating

undeserved students and filling workforce gaps. Are we continuing to oppress students/workers from disadvantaged backgrounds by expecting them to fill difficult healthcare gaps?

### **AGENDA ITEM 7: Recap of Nursing Discussion and HCAI Nursing Programs**

Caryn Rizell provided a recap of HCAI's nursing workforce programs. She reviewed the nursing workforce themes developed after the September Council meeting, noting that our goal is to develop strategies and action plans to address each of these themes.

### **AGENDA ITEM 8: Nursing Education and Training: Perspectives from the Educational Institutions**

Diane Rittenhouse, Senior Fellow, Mathematica facilitated a panel discussion on nurse education and training. The panelists shared their perspective and experience on recruiting, training, and retaining nurses.

HCAI staff will present key takeaways and common themes from the panel and continue discussing the topic of Nurse Education and Training at the March Council meeting.

### **AGENDA ITEM 9: General Public Comment**

- Suggest engaging private sector and industry representatives to future Council meetings to share the business cases they have made for investing in community benefit grants, as well as inquiring if they can implement something similar for nursing programs.
- How can we best use international graduates to support healthcare access? There needs to be a formalized training mechanism in place to make this happen.
- Suggest addressing the staffing crisis by supporting the employment of Associate Degree Nurses (ADNs) and funding various programs supporting ADN education at public schools.
- Suggest fronting money for Bachelor of Science Nurse (BSN) education by providing grants that cover living expenses for BSN students and coupling that with the loan forgiveness program to address salary issues.
- Consider how to bridge programs such as Registered Nurse (RN) to Associate Degree Nurse (ADN) right to Master of Science Nurse (MSN) so we can have faculty at the right workload level. The RN to MSN path is key for faculty needs, as well as loan forgiveness.
- Suggest collecting data by developing a survey landscape between educators and educational institutions with their employers, focusing on what the training capacity looks like and how we can more efficiently use this to meet our needs.
- Thank you to HCAI for continuing to consider multi-partner proposals that involve both employers and educational institutions. While grants for these can be more complex, they solve a complex issue and are more sustainable as stakeholders from different areas of the industry are invested together.

### **AGENDA ITEM 10: Adjourn Day Two Meeting**

The meeting adjourned at 2:26 PM.