

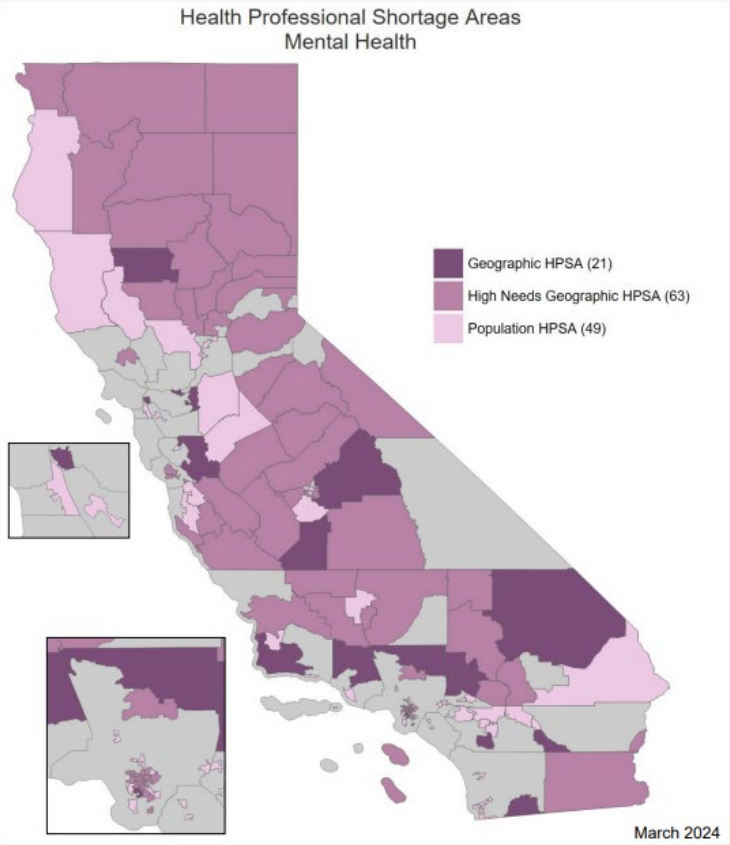
## Agenda Item 14:

# Expanding California's Behavioral Health Workforce through Targeted Pathway Investments

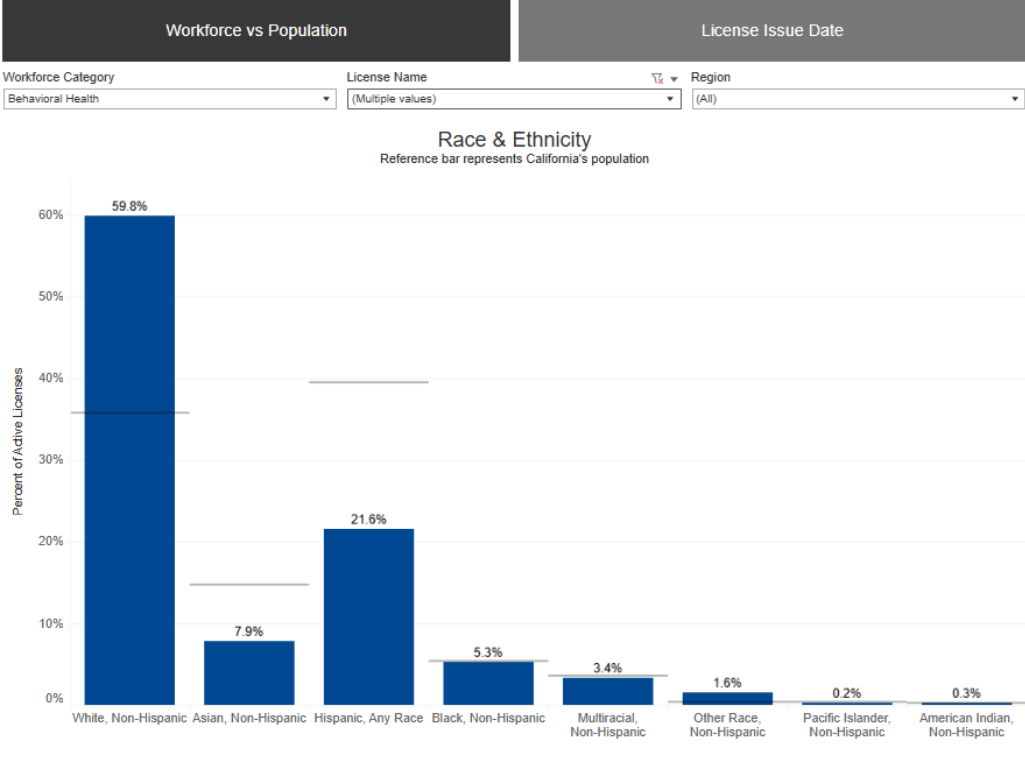
Margaret Ziemann, MPH, Research Scientist, Fitzhugh Mullan for Health Workforce Equity, Department of Health Policy & Management

Fitzhugh Mullan  
Institute for Health  
Workforce Equity

# Background & Context



Race & Ethnicity of California's Health Workforce



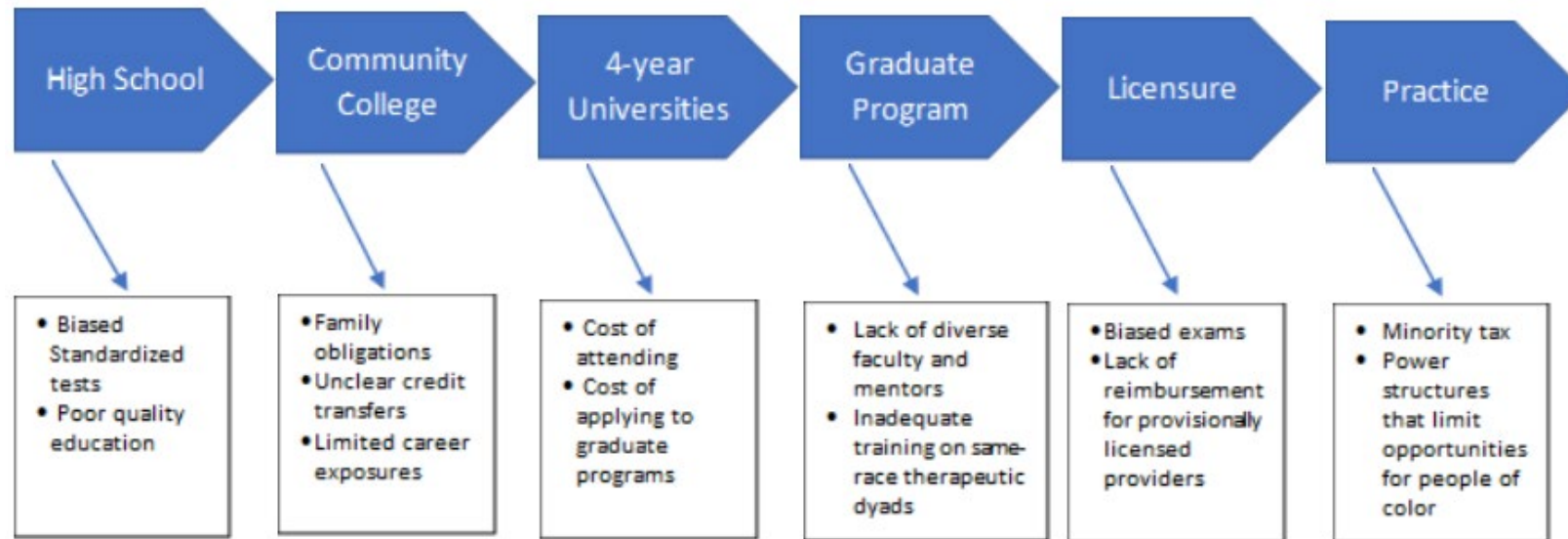
*Note: Data represents a custom tabulation of healing arts survey responses from licenses in active status on July 1st, 2023. Population data and groupings are provided by the US Census Bureau as of 2021.*

Source: Race & Ethnicity of California's Health Workforce. HCAI.  
<https://hcai.ca.gov/visualizations/race-ethnicity-of-californias-health-workforce/>



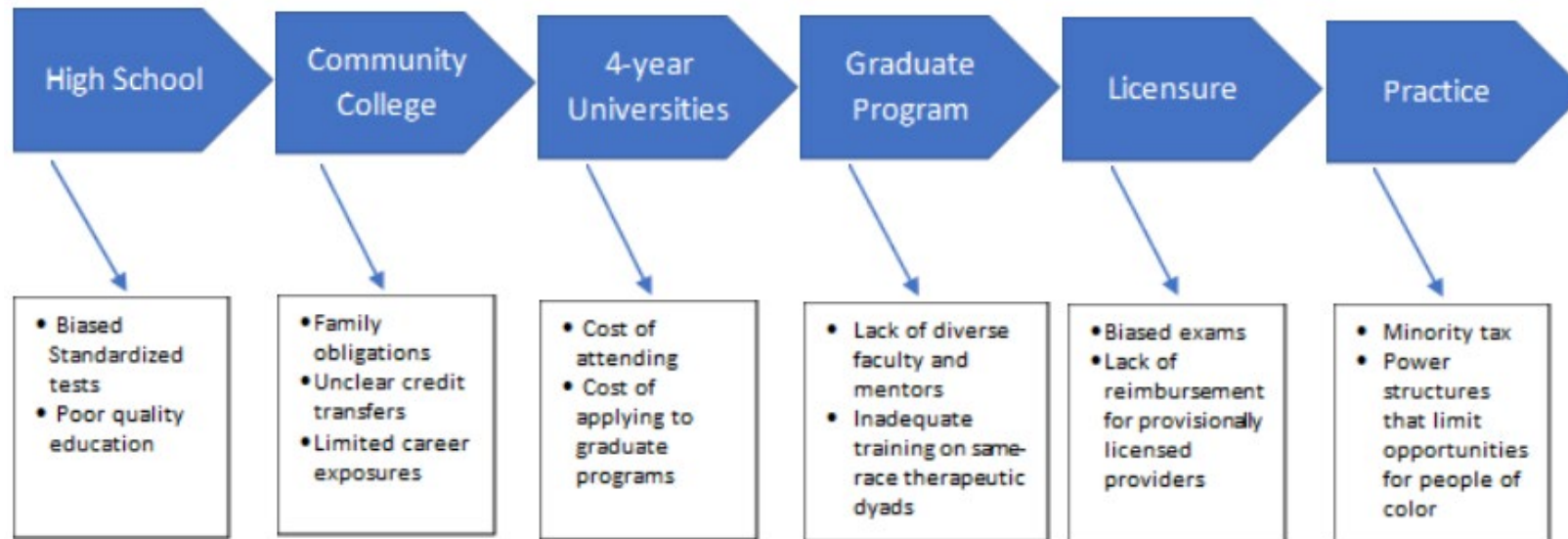
# HCAI Pathway Programs Address Structural Barriers to Careers in Behavioral Health

Risk Factors for BIPOC students advancing to the next stage of pursuing Behavioral Health Careers. Erikson C. (2024) Unpublished



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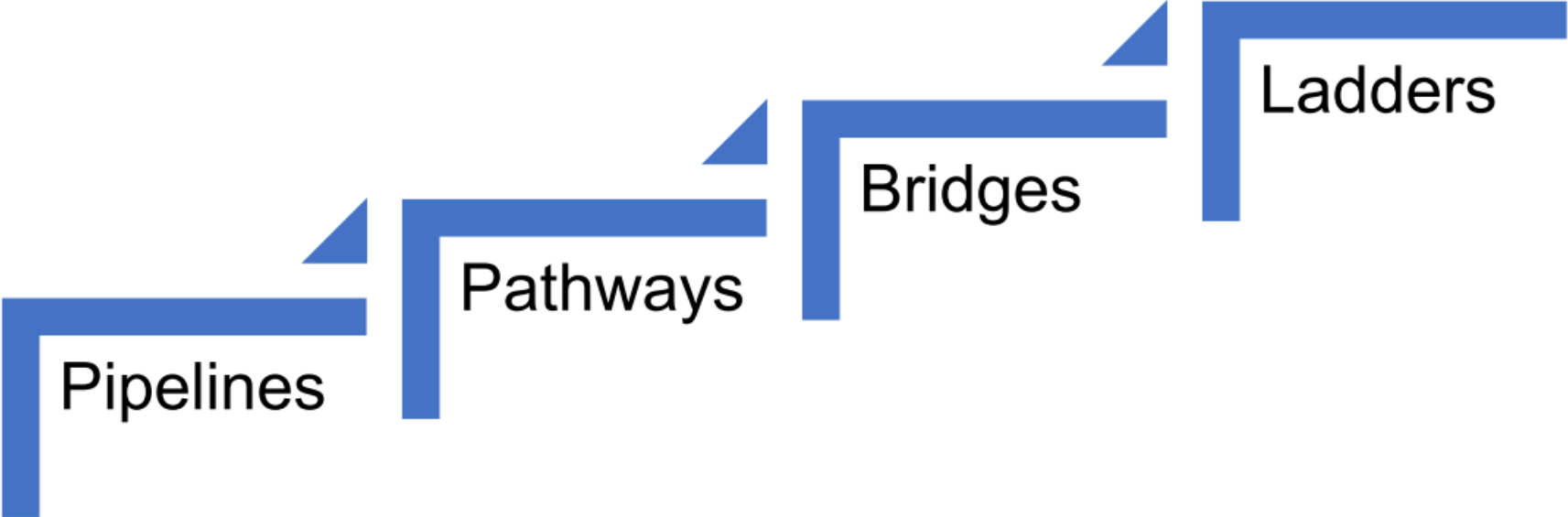


Health Careers Exploration Program (HCEP)

Justice-System Involved Youth: BH Pipeline (JSIY BH)

Health Professions Pathways Program (HPPP)

# Differentiating Program Types



Future Workforce



Current Workforce





# This Project

## Question

How should HCAI invest in pathway programs with BHSA funds to diversify and expand the BH workforce?

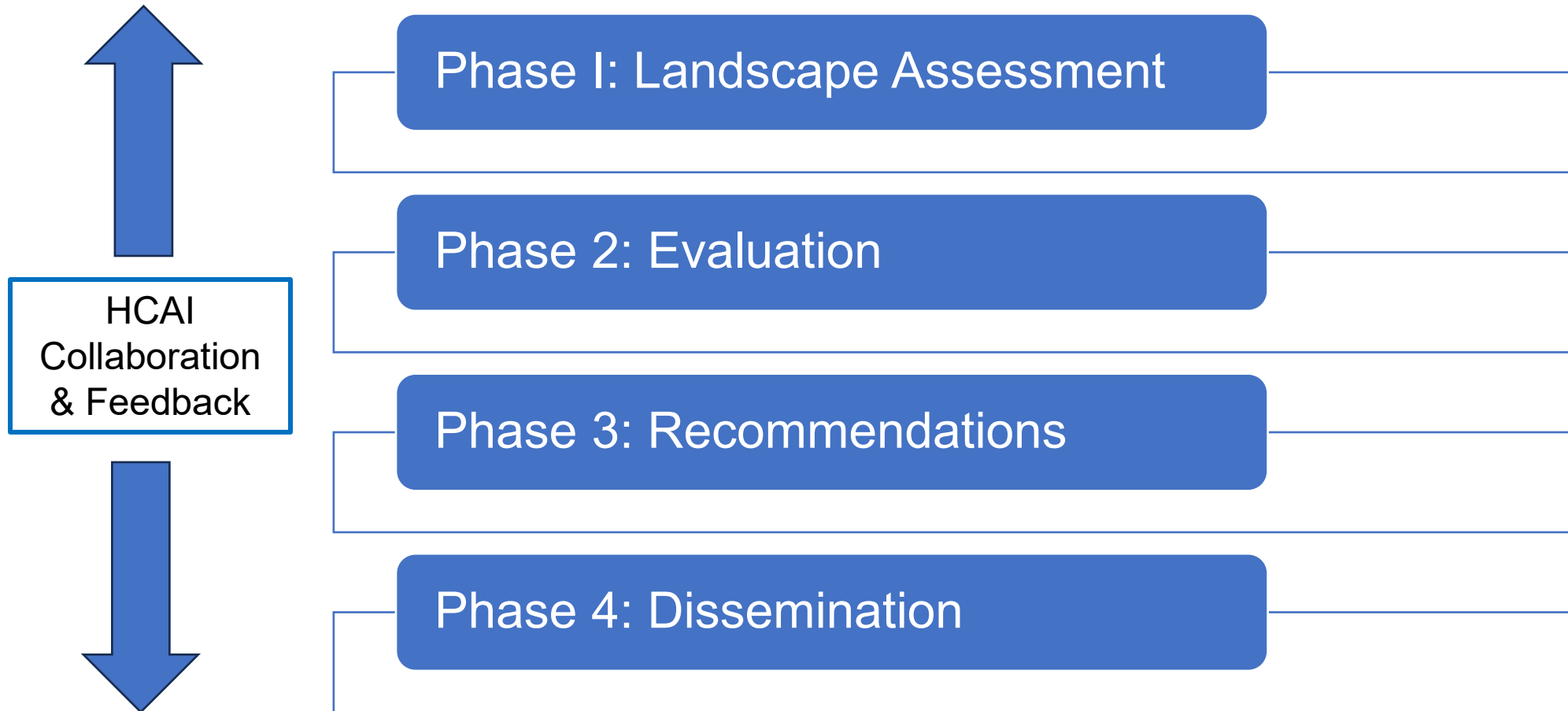
## Purpose

Advise HCAI on investment priorities for pathway programs to diversify and expand California's behavioral health workforce

## Objectives

1. Describe the landscape of pathway programs
2. Evaluate HCAI pathway programs
3. Develop recommendations to guide investments

# Scope of Work



# Phase 1 – Pathway Program Landscape Assessment

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## Pathway Program Scan & Literature Review

- Scholarly & Grey
- National, interdisciplinary

## Landscape synthesis

- Program characteristics
- Program effectiveness
- Promising programs

## Key informant interviews

- Real world insights
- Informants identified through review and HCAI/sponsor feedback

## Outputs

- Interim findings to HCAI
- Short report Fall 2025



# Phases 2 & 3

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## Phase 2 - Baseline Evaluation

- Develop framework to assess HCAI's pathway program investments
- Analyze key program elements
- Review administrative data & conduct discussions with program leaders
- Expected output: Internal short report to HCAI

## Phase 3 - Recommendation Development

- Develop investment priorities & program design guidance
- Recommend grant review strategies & evaluation considerations
- Incorporate HCAI feedback for final recommendations
- Expected output: Final report to HCAI

# Project Timeline & Next Steps

Phase	Deliverable/Task	Date
	Kick-off meeting agenda & summary; updated project plan <i>if needed</i>	February 2025
Phase 1	Zoom presentation of prelim landscape assessment findings to HCAI	March 2025
	GWU IRB approval <i>if needed</i>	April 2025
	List of pathway programs and contacts for stakeholder consultation	April 2025
	Landscape assessment short report	September 2025
Phase 2	Baseline evaluation findings short report	May 2026
Phase 3	Final recommendations report and presentation	Early Summer 2026*
Phase 4	Conference attendance and presentation	TBD (2026)
	Public facing publication	December 2026

\*To inform summer 2026 BHSA investments

# Priority HCAI Feedback Areas

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- Phase 1:
  - Additional considerations for landscape assessment?
  - Suggestions for key stakeholders to engage?
  - Promising programs?
  - Professionally broad or targeted?
  - Program model inclusion criteria?
- Phase 2:
  - Programs to include
  - Metrics
- Phase 3: Other insights to strengthen recommendations?

# Equity Contributions of Project

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- **Provide evidence-informed guidance** to support the targeted funding and administration of pathway programs
- **Inform state efforts to implement pathway programs** as an evidence-based strategy to increase health care access
- **Disseminate findings and insights for broader equity impact** through the Mullan Institute's established practices

# Thank you!

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