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## Meeting Minutes

### March 1 and 2, 2023 CALIFORNIA HEALTH WORKFORCE EDUCATION AND TRAINING COUNCIL (Council)

#### 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  
Jalaunda Granville  
Hovik Khosrovian  
Lisa Lowry  
Caryn Rizell

**March 1, 2023**  
**Meeting Minutes**

**AGENDA ITEM 1: Call to Order**

Chair Sandy Baker called the meeting to order at 9:05 am.

**AGENDA ITEM 2: Roll Call**

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

**AGENDA ITEM 3: HCAI Director Remarks**

Elizabeth Landsberg, Director, HCAI, updated the Council on the Governor's proposed state budget for Fiscal Year (FY) 2023-24 and the estimated shortfall due to lower revenue projections. She stated that this deficit will result in a \$400 million delay to some of HCAI's workforce funds. She shared that she would provide an update on the May budget revise at the June Council meeting.

She also discussed HCAI activities, including the launch of HCAI's suite of five reproductive health care services programs.

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

Caryn Rizell, Deputy Director, Health Workforce Development, provided HCAI health workforce programs and activities updates.

She also provided an overview of FY 2023-24 and 2024-2025 initiatives and delays.

**AGENDA ITEM 5: Approval of December 15 and 16, 2022 Minutes**

The Chair asked the Council for a motion to approve the December 15 and 16, 2022 Council Meeting Minutes.

**ACTION ITEM**

Motion to approve the December 15 and 16, 2022 Council Meeting Minutes (Nadershahi), second (Todd). Motion approved.

**AGENDA ITEM 6: 2022 A Year in Review and Outlook for the Future**

Caryn Rizell reported on HCAI and Council work in 2022, HCAI's future workforce priorities, and an overview of Council strategies.

**AGENDA ITEM 7: HCAI Behavioral Health Recap and Recommendations**

Hovik Khosrovian, Senior Policy Advisor, Health Workforce Development, HCAI, provided a recap of 2022 behavioral health workforce discussions. He identified areas of opportunity and proposed short and long-term behavioral health recommendations.

The Council discussed the recommendations and requested that HCAI make small modifications to the recommendations before putting a motion forward.

## **PUBLIC COMMENT**

- Recommend that HCAI review current HCAI grant guides for existing definitions to maintain consistency across efforts.

## **ACTION ITEM**

Motion to approve short and long-term behavioral health recommendations as modified (Nadershahi), second (Todd). Motion approved.

## **AGENDA ITEM 8: HCAI Research Data Center Update**

James Regan, Assistant Deputy Director, Health Workforce Development, HCAI, and Chris Krawczyk, Chief Analytics Officer, Information Services, HCAI, presented on HCAI's Research Data Center and Health Care Payments Data Program.

## **AGENDA ITEM 9: Health Workforce Diversity, Equity, and Inclusion**

Sunita Mutha, Director, Healthforce Center at UCSF, facilitated a discussion on existing efforts to support Diversity, Equity, Inclusion, and Belonging (DEIB) programs in health workforce, and innovative solutions to deliver and expand statewide to create a more diverse and equitable healthcare workforce.

The Council requested that HCAI provide them with information about HCAI's diversity and equity efforts. HCAI staff will present this information during a future meeting.

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

- Recommend HCAI use competency-based metrics to evaluate programs.
- Recommend that HCAI determine if smaller programs are at a disadvantage in the grant application process.
- Recommend HCAI support proposals that create partnerships with community health centers and include pathway development in high schools and community colleges.
- Expressed support of HCAI's recommendation to integrate behavioral health with primary care.
- Expressed support of Council's suggestion to create pipeline and pathway programs between high schools and community colleges.
- What work is HCAI doing to fast-track foreign trained graduates and immigration reform? HCAI advised that the State Office of Rural Health supports the J1 Visa Waiver program which allows trained providers from other countries to serve in underserved and rural areas.

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

The meeting adjourned at 3:37 PM.

**March 2, 2023**  
**Meeting Minutes**

**AGENDA ITEM 1: Call to Order**

Chair Sandy Baker called the meeting to order at 9:02 am.

**AGENDA ITEM 2: Roll Call**

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

**AGENDA ITEM 3: Recap: Primary Care and Psychiatry Graduate Medical Education (GME) Discussion and HCAI GME Programs**

Hovik Khosrovian, Senior Policy Advisor, Health Workforce Development, HCAI, reviewed HCAI's primary care and psychiatry workforce programs. He also provided a recap of the GME and primary care discussion from the December Council meeting.

**AGENDA ITEM 4: Graduate Medical Education: Perspectives from GME Programs on Developing and Expanding Primary Care and Psychiatry Residency Programs**

Alexandra Ament, Consultant, Mathematica, facilitated a panel discussion on best practices and innovative solutions. The panelists shared their perspectives and experiences with developing and expanding residency programs.

**AGENDA ITEM 5: Public Comment**

- Suggest that HCAI investigate perspectives about DEIB from practice administrators who hire clinical staff.
- California is currently 37<sup>th</sup> in the nation for primary care providers per 100,000 residents. Suggest that HCAI explore, identify barriers that keep students from choosing primary care and increase investments to address current and future primary care provider shortages.
- Suggest that HCAI research consortiums such as the New Mexico Primary Care Training Consortium. This is a model that encourages collaboration and partnership development across all primary care and psychiatry residency programs.
- Recommend that HCAI support the development of clinical faculty to serve in underserved communities.

**AGENDA ITEM 6: Recap of Nursing Discussion and HCAI Nursing Programs**

Hovik Khosrovian, reviewed HCAI's nursing workforce programs. He also provided a recap on the nursing panel discussion from the December Council Meeting.

**AGENDA ITEM 7: Nursing Education and Training: Perspectives from Employers**

Diane Rittenhouse, Senior Fellow, Mathematica, facilitated a panel discussion on innovative solutions to create or expand pre-licensure and advanced practice nurse training opportunities. The panelists shared their knowledge and expertise including ideas to improve recruitment and retention of nurses working in underserved areas.

**AGENDA ITEM 8: Public Comment**

- Expressed appreciation for HCAI's partnership and look forward to continued collaboration to increase the nursing workforce.
- To retain nurses in underserved areas, HCAI should develop workforce programs for employers who prioritize safe and healthy work environments.
- HCAI should support continued investments in nurse education programs, especially Associate Degree Nurse (ADN) programs at community colleges.
- HCAI should invest in more job placement assistance.
- Suggest that HCAI consider offering bonuses and debt free mentorship programs for new nursing graduates.

**AGENDA ITEM 9: Adjourn Day Two Meeting**

The meeting adjourned at 3:00 p.m.