



Agenda Item 8:

HCAI Workforce Program Update

Facilitator: Libby Abbott, Deputy Director
Health Workforce Development, HCAI

OHWD Announcements

- **BH-CONNECT**

- On December 16, 2024, DHCS received approval to proceed granted by the Centers for Medicare & Medicaid Services (CMS) confirming BH-CONNECT to begin on January 1, 2025¹
- HCAI will work closely with DHCS and other partners to support workforce training, recruitment and retention of behavioral health care practitioners who serve Medi-Cal and/or uninsured members

- **LA Fires Response & Recovery**

- Health Workforce Program actions:
 - Reaching out to Social Work Education Capacity Expansion and Psychiatric Education Capacity Expansion grantee volunteers for youth mental health services
 - Assessing impacts on Certified Wellness Coach Employer Support program grantees
 - Offering flexibility for scholarship and loan repayment service requirements

¹ Press release: <https://www.gov.ca.gov/2024/12/16/state-secures-federal-approval-and-unprecedented-support-to-help-californians-with-behavioral-health-challenges/>

Welcome Marissa Enos



- Assistant Deputy Director, overseeing day-to-day operations of our Health Workforce Programs and aligning three branches
- Over 13 years of experience in state service, with the past 12 years at the Department of Social Services (CDSS)
- Worked within the Administration Division, in both the Contracts and Procurement Services Branch and the Budgets Bureau
- Has a passion for contributing to the important and meaningful work of the CA Health and Human Services Agency

Governor's Budget and Fiscal Picture

- The Governor's Office and Department of Finance released the Governor's Proposed Budget for Fiscal Year 2025-26.
- The State's financial outlook has improved from the previous year, leading to a proposed balanced budget.
- Health Workforce Program highlights:
 - There are no proposed reductions for Health Workforce funds.
 - BH-CONNECT presents a significant investment in Behavioral Health Workforce using a mixture of federal funds and Behavioral Health Services Act funds.
 - HCAI will receive additional funds through Prop. 35 for the Labor Management Cooperation Committee (LMCC) program, which is designed to create new LMCCs between health care employees and employers to implement workforce development programs with the aim of enhancing training programs, upskilling/apprenticeships, and recruitment and retention.

HCAI's Health Workforce Cover Four Categories

A circular graphic with a dark blue background and a faint image of a waiting room. The text "BEHAVIORAL HEALTH" is centered in white.

**BEHAVIORAL
HEALTH**

A circular graphic with a dark blue background and a faint image of a nurse in a white coat. The text "NURSING & MIDWIFERY" is centered in white.

**NURSING &
MIDWIFERY**

A circular graphic with a dark blue background and a faint image of a doctor in a white coat. The text "PRIMARY CARE" is centered in white.

**PRIMARY
CARE**

A circular graphic with a dark blue background and a faint image of dental equipment. The text "ORAL HEALTH" is centered in white.

**ORAL
HEALTH**

Behavioral Health Programs (1 of 2)

- **Wellness Coach Scholarship Program**

- Objective: Provide scholarships to students in associate or bachelor's degree programs that qualify them to become a Certified Wellness Coach in exchange for a 12-month service obligation to work in underserved communities in California.
- Funding: \$16,000,000 available. Maximum award: \$35,000
- Status: Application cycle opened January 2, 2025, and closed February 13, 2025. Awards will be announced April 2025.

- **Behavioral Health Scholarship Program**

- Objective: Provide scholarships to behavioral health trainees and students seeking to become behavioral health practitioners through a certificate, associate, bachelor, master, and/or doctoral degree program¹ in exchange for a 12-month service obligation to work in underserved communities in California.
- Funding: \$16,000,000 available. Maximum Award: \$35,000
- Status: Application cycle opened January 2, 2025, and closed February 13, 2025. Awards will be announced April 2025.

¹ **Eligible BHSP Professions:** Applied Behavior Analysis Therapist, Assistant Psychologist, Associate, Bachelor or Master Degreed Social Worker, Bachelor Level Mental Health Worker, Behavioral Health Case Managers, Certified Peer Specialist, Behavioral Disorder Counselor, Behavioral Health Assistant, Board Certified Behavior Analyst, Community Health Worker/Promotor, Community Response Counselor, Licensed Applied Behavioral Analyst, Licensed Clinical Psychologist, Licensed or Associate Clinical Social Worker, Licensed or Associate Marriage and Family Therapist, Licensed or Associate Professional Clinical Counselor, Licensed Psychiatric Technician, Mental/Behavioral Health Services Specialist, Mental Health Care Specialist, Mental Health Counselor, Mental Health Rehabilitation Specialist, Occupational Therapist, Occupational Therapist Assistant, Peer Personnel Specialist, Psychiatric Aid, Psychiatric Mental Health Nurse Practitioner, Psychiatric Registered Nurse, Psychiatric Technician, Registered Psychological Associate, School Psychologist

Behavioral Health Programs (2 of 2)



• Peer Personnel Training and Placement Program

- Objective: Provide grants to Peer Personnel Training and Placement programs to support individuals with lived experience as a mental/behavioral health services consumer, family member, or caregiver placed in designated peer positions.
- Funding: \$2,000,000 available. Maximum award: \$5,000 per participant, up to \$1,000,000 per program (minimum threshold of 200 participants).
- Status: Application cycle opened January 10, 2025, and closes March 7, 2025. Awards will be announced April 2025.

Nursing & Midwifery Programs (1 of 4)

- **Bachelor of Science Nursing Scholarship**

- Objective: Provide funds to support Registered Nurse trainees with the cost of Bachelor degree nursing program attendance for one year in exchange for a 12-month service obligation to work in underserved communities in California.
- Funding: \$80,000 available. Maximum award: \$10,000
- Status: Applications closed December 2024. Awards will be announced March 2025.

- **Associate Degree Nursing Scholarship Program**

- Objective: Provide funds to support ADN trainees with the cost of training program attendance for one year in exchange for a 12-month service obligation to work in underserved communities in California.
- Funding: \$50,000 available. Maximum award: \$8,000
- Status: Applications closed December 2024. Awards will be announced March 2025.

Nursing & Midwifery Programs (2 of 4)

- **Licensed Vocational Nurses to Associate Degree Nursing Scholarship**

- Objective: Provide funds to support students enrolled in eligible associate degree bridge program that prepares them to become a Registered Nurse for one year in exchange for a 12-month service obligation to work in underserved communities in California.
- Funding: \$50,000 available. Maximum award: \$8,000
- Status: Applications closed December 2024. Awards will be announced March 2025.

- **Vocational Nurse Scholarship**

- Objective: Provide funds to support trainees with the cost of certificate, diploma, or accredited Associate degree program that prepares them to become a Licensed Vocational Nurse for one year in exchange for a 12-month service obligation to work in underserved communities in California.
- Funding: \$20,000 available. Maximum award: \$4,000
- Status: Applications closed December 2024. Awards will be announced March 2025.

Nursing & Midwifery Programs (3 of 4)

- **Song-Brown Grant Program – Certified Nurse Midwifery**

- Objective: Provide funds for training programs committed to increasing the number of certified nurse midwifery students working in underserved communities in California.
- Funding: \$396,000 available*
- Status: Awards announced February 2025. Please refer to HCAI website for further details on award recipients.

- **Song-Brown Grant Program – Licensed Midwifery**

- Objective: Provide funds for training programs committed to increasing the number of licensed midwifery students working in underserved communities in California.
- Funding: \$396,000 available*
- Status: Awards announced February 2025. Please refer to HCAI website for further details on award recipients.

Nursing & Midwifery Programs (4 of 4)

- **Song-Brown Grant Program – Registered Nurse**
 - Objective: Provide funds for pre-licensure training programs committed to increasing the number of registered nurses working in underserved communities in California.
 - Funding: \$2,700,000 available
 - Status: Awards announced February 2025. Please refer to HCAI website for further details on award recipients.

Primary Care Programs (1 of 2)

- **Train New Trainers Primary Care Psychiatry Fellowship Scholarship**

- Objective: Provide funds to support primary care providers* in a year-long clinical education program for advanced training in primary care psychiatry at UC Irvine.
- Funding: \$2,064,000 available. Maximum award: \$15,500
- Status: Awards announced November 2024. \$2,061,500 awarded to 133 individuals.

- **Primary Care – Training and Education in Addiction Medicine**

- Objective: Provide funds to support primary care providers* in a year-long fellowship program at UC Irvine.
- Funding: \$15,174,500 available. Maximum award: \$15,500
- Status: Application cycle opened January 10, 2025, and closes March 9, 2025. Awards will be announced April 2025.



Primary Care Programs (2 of 2)

- **Song-Brown Grant Program – Primary Care Residency (PCR)**

- Objective: Provide funds for training programs committed to increasing the number of primary care physicians working in underserved communities in California.
- Funding: \$31,000,000 available*
- Status: Awards announced January 2025. \$30,950,645 awarded to 51 training programs.

- **Song-Brown Grant Program – Family Nurse Practitioner/Physician Assistant**

- Objective: Provide funds for training programs committed to increasing the number of primary care nurse practitioner and physician assistant trainees working in underserved communities in California.
- Funding: \$3,900,000 available
- Status: Awards announced February 2025. Please refer to HCAI website for further details on award recipients.

*Funding:

- \$18.6 million to fund existing PCR slots
- \$5.6 million to fund existing Teaching Health Center (THC) primary care slots
- \$3.3 million to fund expanding PCR programs
- \$3.3 million to fund New PCR programs

Cross-Cutting Programs: Scholarships

- **Advanced Practice Healthcare Scholarship Program**

- Objective: Provide funds for trainees in graduate or postgraduate programs¹ in exchange for a 12-month service obligation to work in underserved communities in California.
- Funding: \$960,000 available. Maximum award: \$25,000
- Status: Applications closed December 2024. Awards will be announced March 2025.

- **Allied Healthcare Scholarship Program**

- Objective: Provide funds to support allied health trainees² with the cost of training program attendance for one year in exchange for a 12-month service obligation to work in underserved communities in California.
- Funding: \$550,000 available. Maximum award: \$15,000.
- Status: Applications closed December 2024. Awards will be announced March 2025.

¹ **Eligible APHSP provider types:** Certified Nurse Midwife, Clinical Nurse Specialist, Nurse Practitioner, Certified Registered Nurse Anesthetist, Pharmacist, Physical Therapist, Physician Assistant, Dentist, Chiropractor, Rehabilitation Counselor

² **Eligible AHSP provider types:** Anesthesia Technician, Electrocardiogram Technician, Paramedic, Anesthesiologist Assistant, Emergency Medical Technician, Perfusionist, Auto-Transfusionist, Health Educator, Pharmacy Technician, Cardiovascular Technologist, Home Health Aide, Phlebotomist, Certified Nurse Assistant, Licensed Midwife, Physical Therapy Assistant, Clinical Laboratory Scientist, Medical Assistant, Podiatrist, Community Health Worker, Medical Imaging Technologist, Radiation Therapy Technologist, Dental Assistant, Medical Interpreter, Radiologic Technician, Dental Hygienist Medical Laboratory Technologist, Respiratory Therapist, Diagnostic Medical Sonographer, Nuclear Medicine Technologist, Speech and Language Pathologist, Dietitian/Nutritionist, Orthoptist, Surgical Technician, Doula, Orthotist/Prosthetist, Ultrasound Technician