HCAI Department of Health Care Access and Information

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Meeting Minutes

**June 7, 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
Catherine Kennedy, RN
Judith Liu, RN MSN
Roger Liu, PhD
Nader Nadershahi,
DDS, MBA, EdD
Raul Ramirez
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
Caryn Rizell

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AGENDA ITEM 1: Call to Order
Chair Sandy Baker called the meeting to order at 9:00 a.m.

AGENDA ITEM 2: Swearing in of New Council Member
HCAI Legal staff swore in new Council Member Raul Ramirez, representing the Department of Health Care Services.

AGENDA ITEM 3: Introduction of New Council Member and Roll Call
The Chair facilitated an introduction of new Council Member Raul Ramirez. Charise Frisch conducted roll call and a quorum of members were present.

AGENDA ITEM 4: HCAI Director Remarks
Elizabeth Landsberg, Director, HCAI, updated the Council on HCAI programs and activities, noting that reproductive health programs administered by HCAI are underway. She reported that the application cycle for the Distressed Hospital Loan Program, which offers interest free working capital loans to hospitals, opens in June.

AGENDA ITEM 5: HCAI Workforce Program Updates
Caryn Rizell, Deputy Director, Health Workforce Development, HCAI, provided updates on health workforce programs and activities. She noted that there is no change to proposed funding delays previously discussed with Council. However, there are discussions in both houses about reinstating delayed funds.

HCAI staff will present a budget update at the September 2023 Council meeting.

AGENDA ITEM 6: Behavioral Health Recommendations Update
Hovik Khosrovian, Senior Policy Advisor, Health Workforce Development, HCAI, updated the Council on the status of short and long-term behavioral health recommendations approved during the March 2023 Council Meeting.

HCAI staff will continue to provide status updates at future Council meetings.

AGENDA ITEM 7: Approval of March 1 and March 2, 2023 Minutes
The Council asked HCAI to make changes to the March 1 and March 2, 2023, meeting minutes, and as a result there was no motion or vote.

HCAI will revise the March meeting minutes and add this as an agenda item for the September Council Meeting.

AGENDA ITEM 8: Research Data Center Update
Eric Neuhauser, Research and Evaluation Section Chief, Health Workforce Development, HCAI, presented on HCAI's Research Data Center program and

activities.

AGENDA ITEM 9: Public Comment
- Appreciate the work HCAI is doing to develop multiple dashboards to inform on California's health workforce.
- Consider integrating population data to identify needs for specialty care in concert with primary care.
- Suggest adding data about facility supply and instructor and faculty capacity.

AGENDA ITEM 10: 2024 Council Meeting Schedule
Lisa Lowry, Health Program Specialist, Health Workforce Development, HCAI, presented an update on topics HCAI will cover during the next two Council meetings and presented the quarterly Council schedule and potential topics for 2024.

AGENDA ITEM 11: Public Comment
- There was no public comment on agenda item 10.

AGENDA ITEM 12: Solutions for Health Professions Faculty Recruitment and Retention
Diane Rittenhouse, Senior Fellow, Mathematica, shared an issue brief prior to the meeting. During the meeting she presented on barriers to faculty recruitment and retention and engaged the Council in a discussion on best practices, and innovative solutions to improve recruitment and retention of faculty.

AGENDA ITEM 13: Public Comment
- Support using Community Health Workers to address social determinants of health and encourage HCAI to continue to fund this important workforce.
- Students of color can't afford study materials to take exams and lack networks. Recommend that HCAI address all financial barriers.
- Recommend HCAI address systemic failures in the public health care system and define pathways from high school to practice.
- Identify the use of technology to facilitate change and address educational pipeline issues.

AGENDA ITEM 14: HCAI Nursing Recap and HCAI Recommendations
Hovik Khosrovian provided a recap of 2023-2024 nursing workforce discussions. He presented short and long-term nursing workforce recommendations and identified areas of opportunity for future programs.

The Council discussed the nursing workforce recommendations, which mirror the behavioral health recommendations approved in March, 2023. Anna Sutton, Consultant, explained to the Council that proposed opportunities for future programs are a subset of a much larger framework plan developed by HCAI. The Council requested that HCAI provide more information about the nursing framework in a future meeting.

HCAI staff will continue to collect nursing workforce themes, identify potential topics, and provide progress updates at future Council meetings.

ACTION ITEM:
Motion to approve the short and long-term nursing recommendations as amended to ensure HCAI conducts due diligence on the long-term recommendation for faculty loan repayment program, (Flores), second (Todd). Motion approved.

AGENDA ITEM 15: Public Comment
- HCAI should consider opportunities to include programs that help fast track foreign trained medical providers to California medical license.
- Create a task force to study faculty recruitment and retention barriers, compensation, grants, contracts, salary benefits/pension, and employment perks.
- Look into ways to protect faculty/preceptor time because the cost to replace a nursing professional is 10 times greater than paying a staff person.
- Consider engaging TELACU to learn about and their partnership with White Memorial Hospital's Registered Nurse Residency Program.
- Supports HCAI's proposed short and long-term recommendations for the nursing workforce.

AGENDA ITEM 16: Measuring Diversity in Health Workforce Education and Training
During the March Council meeting, Council requested an overview of HCAI's diversity and equity efforts. Elia Gallardo, Chief Equity Officer and Deputy Director of Legislative and Government Affairs, Alyssa Guerrero, Equity Coordinator, and Jessica Fifield, Program Evaluation Manager, Health Workforce Development, presented on these efforts, as well as the evaluation plan to measure diversity in workforce education and training.

The Council requested more information on the Research Data Center's dashboard work and asked if HCAI can merge that information with the information HCAI collects on program awardees. HCAI will present an update at the September Council Meeting.

AGENDA ITEM 17: Increasing Diversity in Health Workforce Education and Training
Dr. Ruth Shim, Associate Dean of Diverse and Inclusive Education, University of California, Davis (UCD) School of Medicine, presented on the UCD's efforts to meet their medical school diversity goals.

Dr. Shim shared that UCD developed a program that includes scoring to identify disadvantaged students.   Additionally, UCD has removed traditional grading and moved to a pass/fail model. While work needs to be done to improve pass/fail, UCD has more students that go into primary care that any other school in the UC system and Dr. Shim believes it is a powerful tool other schools should consider.

The Council inquired about the kinds of questions HCAI can ask applicants who apply for educational capacity funds that could promote the adoption of best practices for increasing equity and diversity.

AGENDA ITEM 18: Public Comment
- Recommend that HCAI consider exploring ways to integrate Community Health Workers, Promotors, and Representatives as part of the care team at Community Health Centers. This could be good fit to create systems change.
- Appreciate UCD's approach to diversity, equity, inclusion, and belonging.

AGENDA ITEM 19: Adjourn Meeting
The meeting adjourned at 4:06 p.m.