



# Health Workforce Pilot Projects Program Overview

## Research, Policy, and Planning

### Research, Policy and Planning GIS/Data System –

Reviews California counties to assess provider-to-population ratios, poverty levels, and public health indicators for eligibility to receive federal assistance for health care.

### Health Care Reform (HCR) –

Advances and facilitates the implementation of health care reform in California as it relates to healthcare workforce policies and programs by engaging and supporting government and non-government stakeholders on activities that impact healthcare workforce development priorities.

### Healthcare Workforce Clearinghouse Program –

Serves as the state's central source for collecting, distributing, and analyzing healthcare workforce supply, demand, and education data.

## Systems Redesign

### Health Workforce Pilot Project (HWPP) –

Allows organizations to test, demonstrate, and evaluate new or expanded roles for healthcare professionals, or new healthcare delivery alternatives before changes in licensing laws are made by the Legislature.

### Shortage Designation Program (SDP) –

Primary Care Office for the state of California. Assists in identifying Health Professional Shortage Areas (HPSA) and Medically Underserved Area/Population (MUA/P) so state and federal resources can be prioritized and directed to those communities. SDP provides technical assistance, analyzes data, and makes recommendations for designation based on federal guidelines.

## Financial Incentives

### California Responsive Electronic Application for California's Healthcare (CalREACH) –

Now the go-to electronic application and monitoring system for OSHPD's many (17 and growing) financial incentive programs, including grants, scholarships, and loan repayments.

### California State Loan Repayment Program (SLRP) –

Increases the number of primary care physicians, dentists, dental hygienists, physician assistants, nurse practitioners, certified nurse midwives, pharmacists, and mental health providers practicing in defined HPSA. SLRP authorizes repayment of educational loans to health professionals, who in turn must commit to practice in a HPSA in a public or non-profit entity for a minimum of two years.

## Career Awareness

### Health Careers Training Program (HCTP) –

Increases awareness of health careers via the Newsletter highlighting career pathways and the HCTP Resources Page exploring health careers, educational opportunities, scholarship and loan repayments, and job placement resources.

### The Mini Grants program –

Provides grants to organizations supporting underrepresented and economically disadvantaged students pursuit of careers in health care. Grants are offered through a Request for Application each fiscal year, with grant activities covering 12 consecutive months.

## Training and Placement

### Rural Health–

Maintains a free, on-line service to assist rural providers recruit health professionals.

### California's Student/Resident Experiences and Rotations in Community Health (CalSEARCH) –

Provides health and mental health professions students with clinical experiences linked to preceptors, mentors, and community projects. The program is designed to enhance the recruitment and retention of needed mental health and healthcare professionals within rural, urban, inner city, and underserved/unserved areas.

### Song-Brown Healthcare Workforce Training Program –

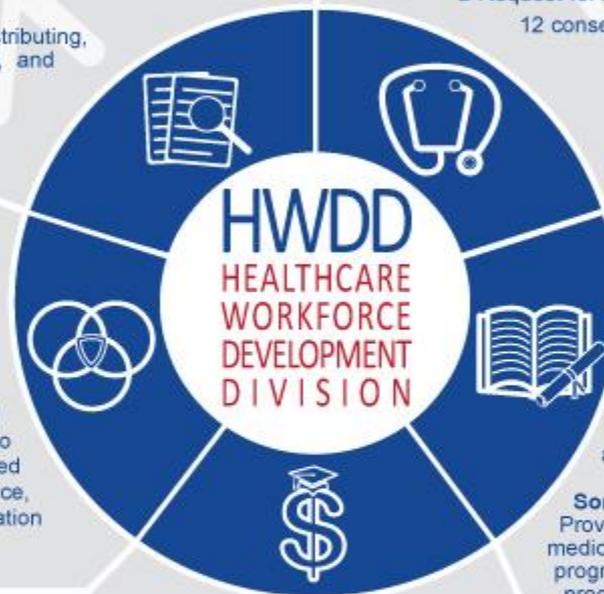
Provides grants to family medicine, primary care (internal medicine, obstetrics and gynecology and pediatric) residency programs, nurse practitioner, physician assistant training programs and registered nurse education programs to increase the number and distribution of these professions in underserved areas.

### Mental Health Services Act (MHSA) Workforce Education and Training (WET) Program –

Funded by Proposition 63, addresses the shortage of mental health practitioners in the public mental health system (PMHS) via programs that focus on career awareness, financial incentives, educational capacity expansion, recruitment and retention, consumer and family member employment, and regional workforce development engagement.

### Health Professions Education Foundation (HPEF) –

Awards up to \$12 million per year in financial incentives to students and practitioners in exchange for direct patient care in an underserved area.



# STRATEGIC PLAN 2013-2015

## Career Awareness



- Augment funding for Mini-Grants to increase exposure to healthcare careers
- Rollout "Healthcare Workforce Academy" to support pathway programs
- Develop pathway programs to increase supply and diversity of health professionals
- Explore partnerships to support "frontline" and allied health workers

## Training & Placement



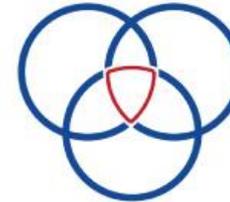
- Institutionalize CalSEARCH to provide clinical rotations in underserved areas
- Explore role in mental health peer support
- Fund innovative health training programs via Song Brown
- Explore funding of primary care and other training programs via Song Brown
- Explore development of innovative training/retraining programs for incumbents

## Financial Incentives



- Implement \$52 million grant to support health professionals and training programs
- Increase funding for existing programs
- Develop financial incentive programs for:
  - Entry-level Masters in Nursing
  - Nurse Educators
  - PharmD
- Expand eligibility of State Loan Repayment Program (SLRP) to pharmacists
- Explore other state's best practices for SLRP
- Implement CalREACH, OSHPD's e-app for financial incentive programs

## Systems Redesign



- Explore development of projects that support new healthcare delivery models
- Increase utilization of Healthcare Workforce Pilot Program to test, demonstrate and evaluate expanded skill set and test new health delivery models
- Oversee community paramedicine pilot project
- Continue to proactively designate health professional shortage areas
- Explore e-application for WET and shortage designations
- Explore regional partnerships across primary care and mental health

## Research & Policy



- Create five-year mental health workforce education and training plan
- Enhance Clearinghouse, adding supply, demand and education data for all healthcare professions
- Lead efforts to standardize healthcare workforce data
- Explore development of database with community identified and best practices in health workforce development
- Track and analyze legislation impacting health workforce
- Develop policy recommendations on health workforce issues
- Identify, promote, and facilitate attainment of additional federal resources and funding opportunities for students, practitioners, and organizations

# HEALTH WORKFORCE PILOT PROJECTS PROGRAM OVERVIEW



# BACKGROUND

- The Health *Manpower* Pilot Project was established in 1972 within the California Department of Public Health. It was renamed the Health *Workforce* Pilots (HWPP) Program in 2007 and is administered by the Office of Statewide Health Planning and Development (OSHDP).
- HWPP is governed by the following regulatory authorities:
  - California Health and Safety Code §128125-128195
  - California Code of Regulations §92001-92702



# BACKGROUND

Over the past 42 years, the HWPP Program has evolved and allows organizations to study the potential expansion of a provider's scope of practice to:

- Facilitate better access to health care
- Expand and encourage workforce development
- Demonstrate, test, and evaluate new or expanded roles for healthcare professionals or new healthcare delivery alternatives
- Inform the Legislature when considering changes to existing legislation in the Business and Professions Code



# ACCOMPLISHMENTS

Over 5,000 health care providers have been trained and given the platform to implement new skills. Program participants from the following health workforce occupations have benefited from participating in HWPP:

- Nurse Practitioners (1975, 1976, 1991 and 2013)
- Emergency Medical Technicians (1975 and 1981)
- Nurse Midwives (19976, 1991 and 2013)
- Dentist Anesthesiologists (1981)
- Genetic Counselors/Genetic Advisors (1981)
- Pharmacists (1983)
- Registered Dental Assistants (1984)
- Registered Dental Hygienists (1998)
- Physician Assistants (2013)

*Note: This listing is just a sample and is not inclusive of all health workforce applications who have participated in the program.*



# PROGRAM STATISTICS

173 sponsors  
have submitted  
applications  
since 1972

123 HWPP  
applications  
have been  
approved

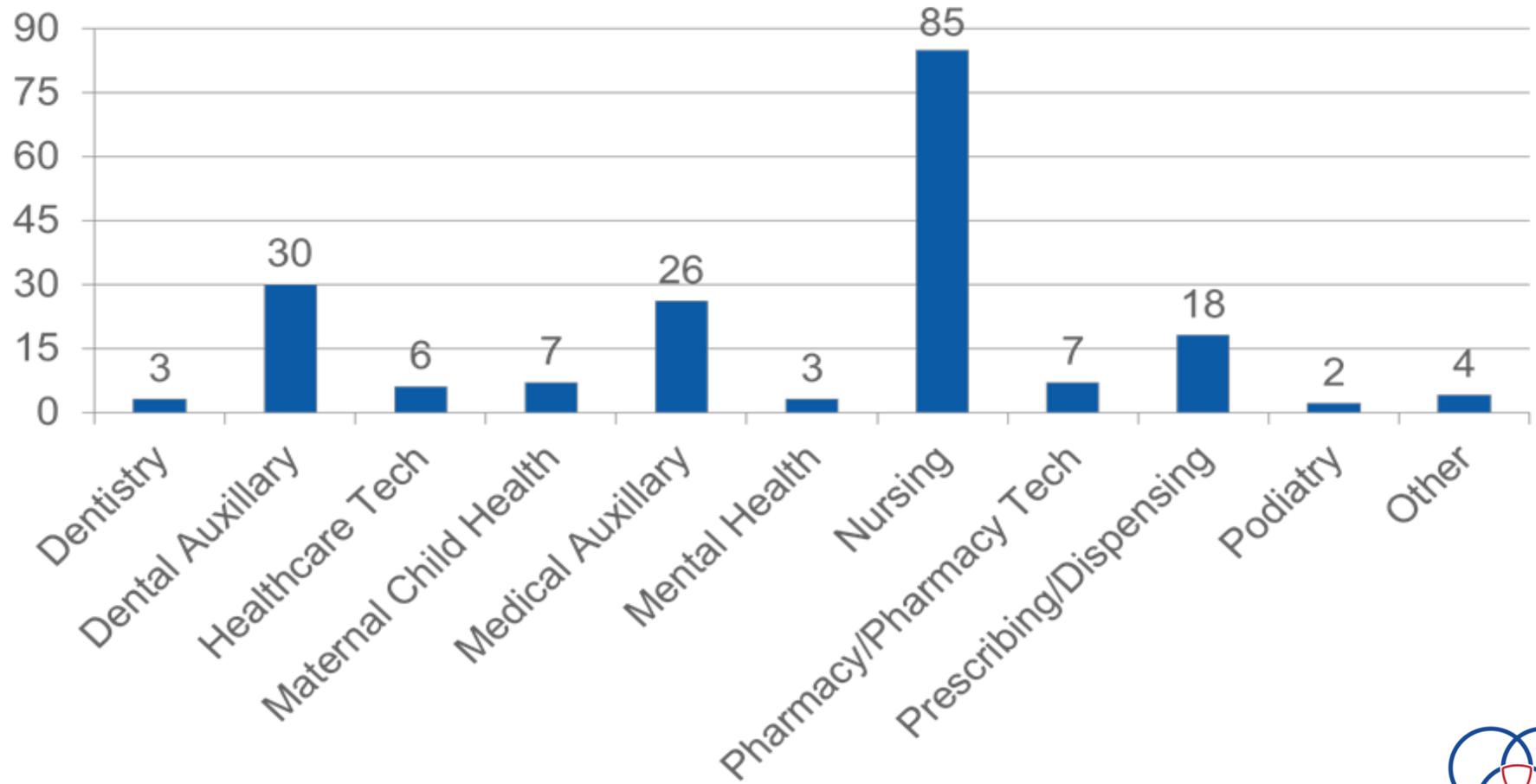
117 HWPP  
applications  
have been  
administered

77 Pilot Projects  
have resulted in  
legislative  
and/or  
regulatory  
change



# PROGRAM STATISTICS

The following table depicts the number of HWPP applications received from 1972-2015. Some applications addressed multiple categories, resulting in duplicative counts.



# ELIGIBILITY

To be eligible for the HWPP Program, the sponsor must ensure that the following criteria are met:

- Agency is a non-profit education institution, community hospital or clinic, or a government agency engaged in health or education activities.
- Purpose of the project includes at least one of the following:
  - Teaches new skills to existing categories of health care personnel
  - Develops new categories of health care personnel
  - Accelerates the training of existing categories of health care personnel
  - Teaches new health care roles to previously untrained persons



# ELIGIBILITY

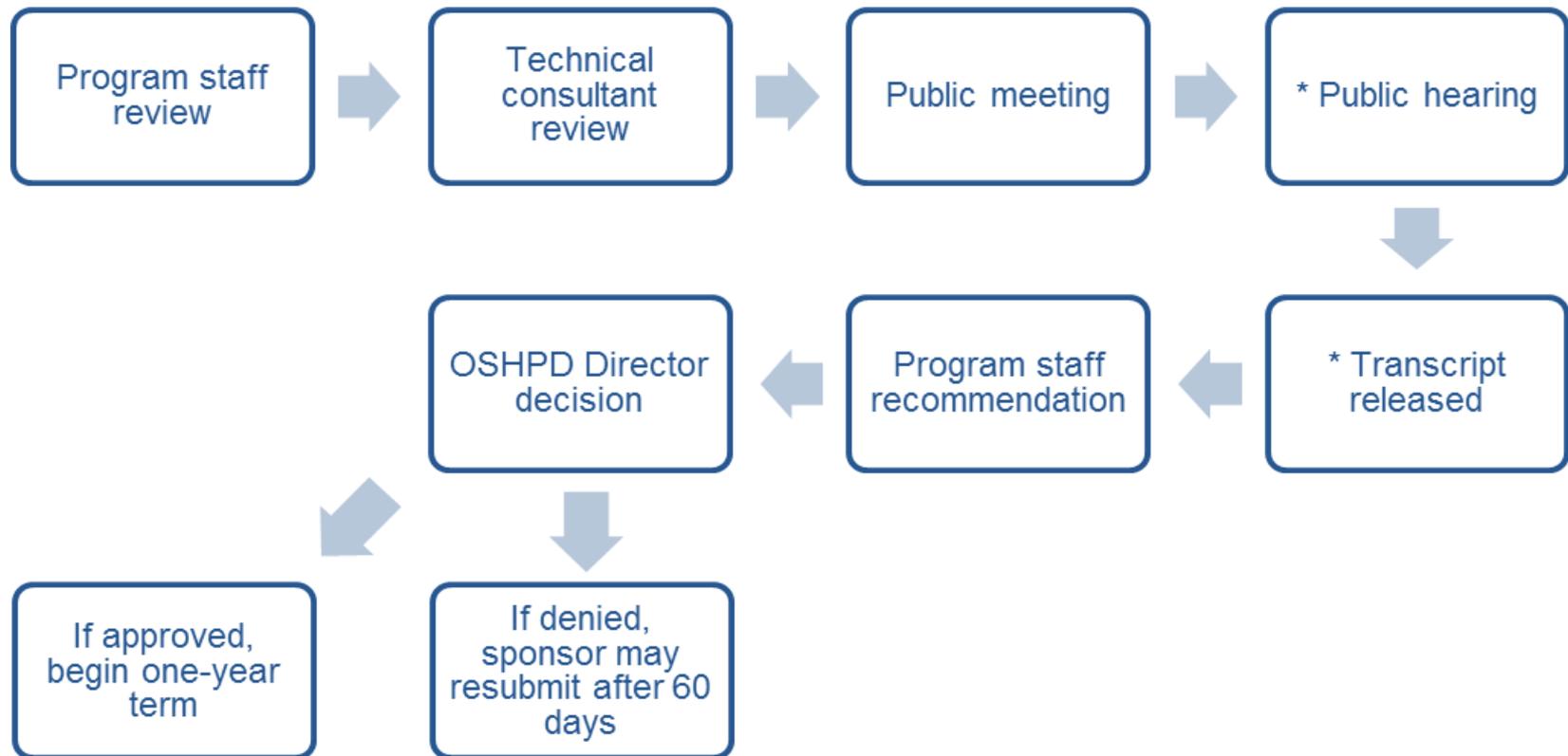
Additionally, it is recommended that the project sponsor identify the following in preparation for compiling an application:

- Health care occupation being targeted
- Institution where training will be conducted
- Preparation of curriculum including didactic and clinical components
- Project sites where employment and implementation will occur
- Partner agencies
- Source of funding
- Proposed budget
- Timeline



# APPLICATION REVIEW PROCESS

Once an application is received, the following steps must be completed chronologically:



*\* Not required for all applications*



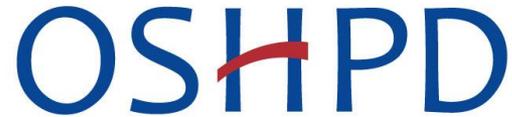
# CONTACT US

If you have questions regarding the HWPP Program or would like to discuss a potential project concept, please contact the Program Manager:

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