

Agenda Item 15:

Introduction to the HCAI Health of Primary Care in California Annual Snapshot

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One Vision for Primary Care Delivery in CA

Accessible

Person- and family- centered

Relationship-based

Integrated

Team-based

Coordinated

Comprehensive

Equitable



Primary Care Scorecards: California Context

- The 2021 NASEM report *Implementing High-Quality Primary Care* proposed a US primary care scorecard to track implementation and progress towards high-quality primary care.
- From 2022-2024, multiple California partner convenings found broad consensus and support for a public California primary care dashboard to strengthen the state's primary care sector.
- In 2025, the California Department of Health Care Access and Information (HCAI) stepped forward to lead this statewide initiative.

Timeline of Key Events in California

2021

NASEM Report *Implementing High-Quality Primary Care*

2022

California Health Care Foundation's (CHCF) Primary Care Investment Coordinating Group of California (PICG)

2023

CHCF and Mathematica Summit on Primary Care Policy to Advance Health Equity

2024

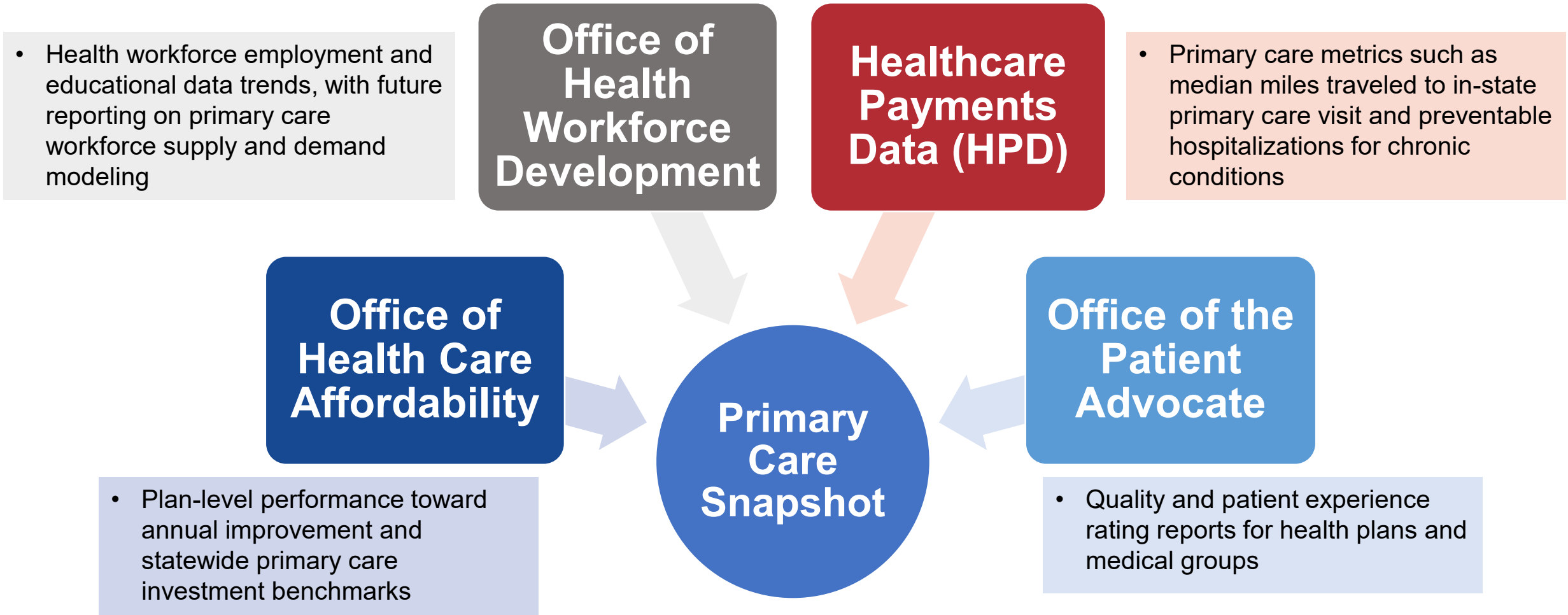
UC Davis School of Medicine Summit on Revitalizing Primary Care

Launching the HCAI Health of Primary Care in California Annual Snapshot



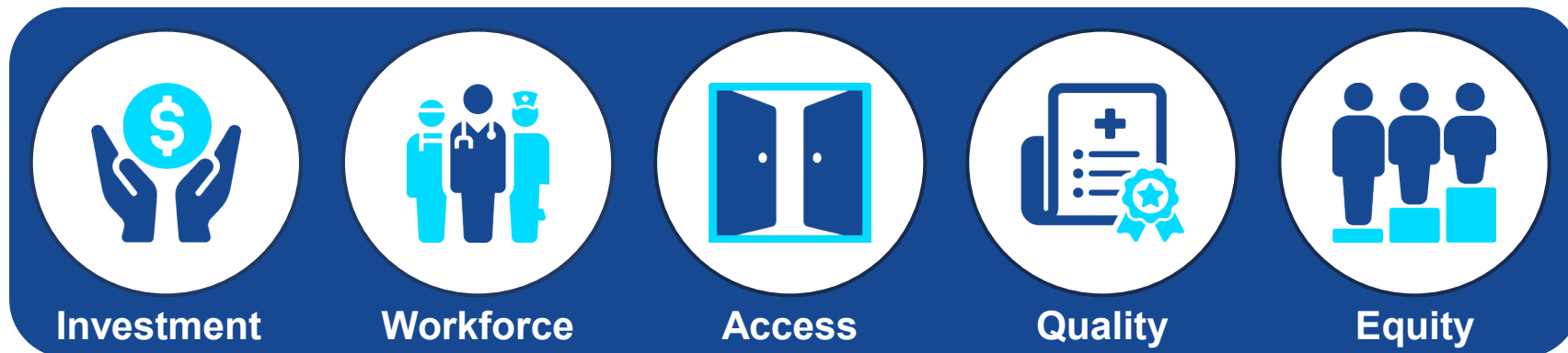
- The HCAI Primary Care Snapshot is a collaborative project leveraging expertise in data, workforce, spending, equity, and quality across the department.
- In January 2026, HCAI published a brief introducing the initiative, providing contextual data on the current state of primary care in California and outlining the vision for implementing the Primary Care Snapshot.

HCAI Primary Care Reporting



Primary Care Snapshot Purpose and Approach

- Create a **shared understanding** of the health of California's primary care sector, both statewide and for geographic regions within the state, for an audience of **engaged community partners**, including health care purchasers, payers, providers, state government and other policymakers, consumer advocates, and researchers.
- **Track progress** toward equitable, high-quality, sustainable primary care for all Californians.
- **Compile and report on data** from across HCAI and other sources to create a comprehensive picture of primary care in California using a **phased approach** that begins with a static report on the key domains and adds indicators and interactive features over time.
- Monitor performance on **key elements of the health of primary care**, with a focus on **five key domains**:



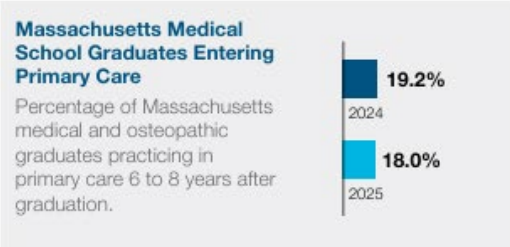
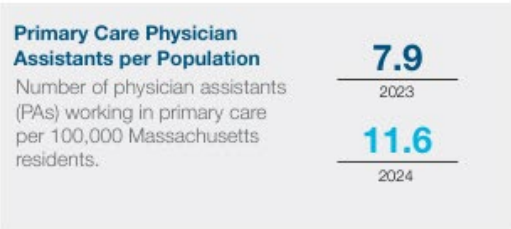
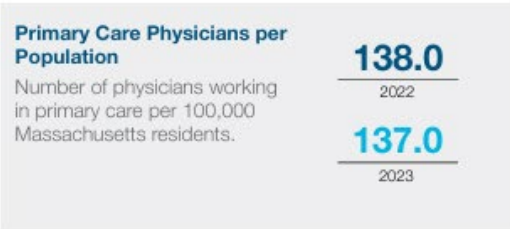
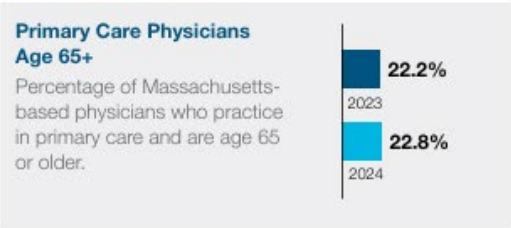
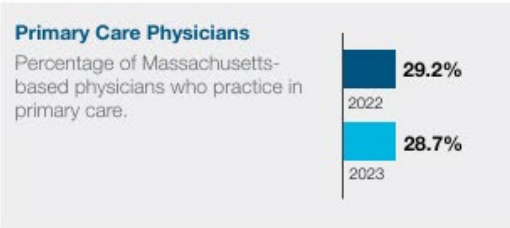
Example: Massachusetts Primary Care Static Dashboard

Primary Care Dashboard

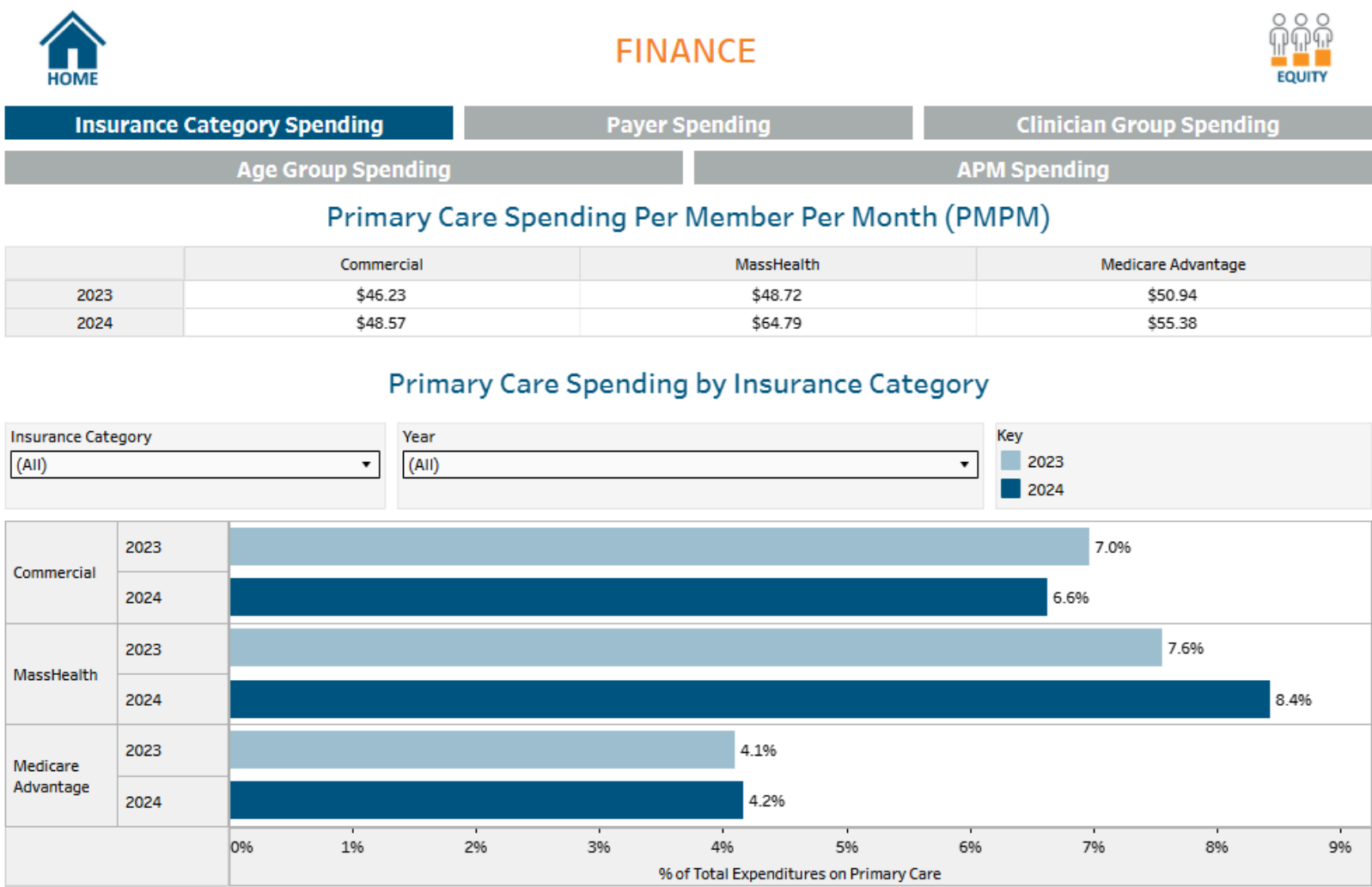


CAPACITY (page 1 of 3)

Understanding the composition, stability, and pipeline of the primary care workforce in Massachusetts illustrates critical information about who is delivering care as well as whether the primary care system can meet current and future demand.



Example: Massachusetts Primary Care Interactive Dashboard



Primary Care Snapshot Deliverables

January 2026

HCAI Brief on the Health of Primary Care in California

- **Introduction to Snapshot:** Timeline, approach to the static and interactive Snapshots, community engagement
- **Content Overview:** Current state of primary care in California, domains for future snapshots

Fall 2026

Health of Primary Care in California Annual Snapshot (static version)

- **First Static Report:** Baseline performance on key indicators for each domain to be included in interactive Snapshot
- **Update on Interactive Snapshot:** Timeline and any other updates for development and release

Fall 2027

Health of Primary Care in California Annual Snapshot (interactive)

- **First Interactive Snapshot:** Data dashboard featuring key indicators in each domain
- **Accompanying Static Report:** Easily downloadable digest of performance on key indicators

2028 and beyond

Annual Primary Care Snapshots (interactive and static)

Community Engagement

Guiding Principles

- Engage a diverse set of partners and seek their input to create a relevant slate of primary care indicators.
- Present community partners with a focused goal for the Primary Care Snapshot, based on current capabilities and an aligned vision for primary care.
- Convene a **new workgroup bi-monthly** for technical input, discussion among community partners, and Snapshot development through at least year-end 2026.
- Report on Snapshot progress to **existing HCAI community groups** for feedback, quarterly or as needed.
- Conduct **individual meetings with community partners and experts**, as needed, to elicit candid feedback on indicator domains, preferences, and tradeoffs.

Community Groups



Primary Care Snapshot Data and Analyses

HCAI will:

- Include key insights from existing data sources with California-specific data
- Develop new analyses of existing data
- Align methodologies for analyses with state and national best practices when possible
- Update reporting to align with OHCA's primary care definition when possible

Note: New data collection is not a part of the Primary Care Snapshot project.

Primary Care Snapshot Indicator

Criteria for state and national indicators for the Primary Care Snapshot



Is the indicator of interest to, and actionable for, California communities?



Is the indicator supported by existing, high-quality, California-specific data sources that can be tracked over time?



Does the indicator directly measure the strength of the primary care sector?



Does the indicator track change over time in the primary care sector, aligned with the five key domains?

Example Indicators

Example Indicators by Domain				
 Investment	 Workforce	 Access	 Quality	 Equity
Primary care spending as a percent of total medical expense per year	New primary care physician residency positions in California	Median miles traveled to in-state primary care visit	Rate of potentially preventable hospitalization for chronic conditions	Primary care clinicians per 100,000 by community level of social need (HPI or SVI)*

*Stratification by Healthy Places Index (HPI) or Social Vulnerability Index (SVI) more feasible in 2027.

Workforce Domain Background



Domain Description	Why It Matters	Example Policy Questions
Supply, geographic distribution, diversity, and demand for individuals on the primary care team including primary care clinicians*, expanded care team professionals, and community care team members.	• A high-quality, advanced primary care sector requires well-rounded primary care teams. • California's primary care workforce is growing but not yet able to meet all needs.	1. How does the primary care workforce supply compare to demand? 2. How are supply and demand changing over time? 3. What factors impact supply and demand, including retention?

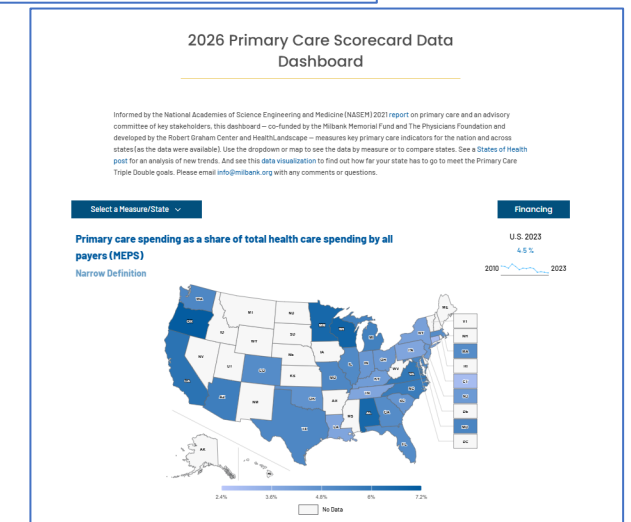
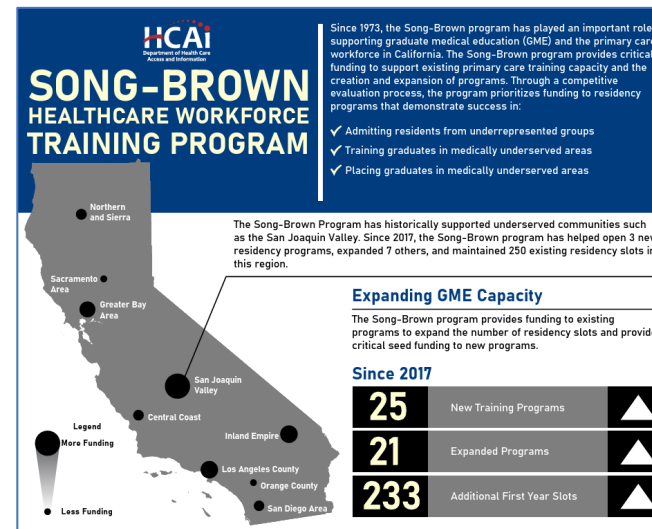
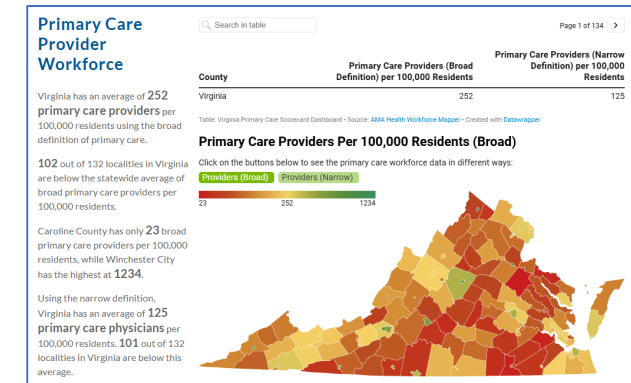
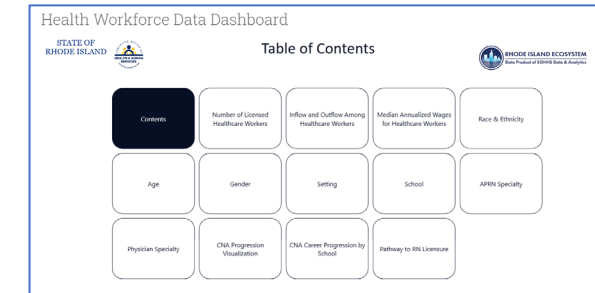
*Primary care clinicians refers to physicians (i.e., MDs and DOs), nurse practitioners, and physician associates.

Workforce Indicators Reviewed

- HCAI reviewed 30 primary care Workforce indicators from California and national reports.
- Many indicators reviewed were similar variations: 24 unique indicators were identified.
- Of these, HCAI identified 3 to consider for inclusion in the 2026 Primary Care Snapshot.



Workforce





Recommended Primary Care Workforce Indicators

		Criteria for Evaluating Primary Care (PC) Indicators			
Indicator	Stratifications	 Community Action & Interest	 Data Source (Years Available)	 Direct Measure of PC Sector	 Tracks changes in PC Sector
Primary care clinicians per 100,000	- Market and Product Type - Geography - Community level of social need* - Primary care clinician licensure (e.g., MD/DO, NP, PA)	A high-quality, advanced primary care sector requires a well distributed supply of practicing primary care clinicians	2026: Milbank Memorial Fund Primary Care Scorecard Data Dashboard (2016-2023) 2027: Develop indicator using HPD	Measures primary care clinicians per unit of population	Tracks changes in primary care clinicians in California

*Community level of social need may be defined by Healthy Places Index (HPI) score, Social Vulnerability Index (SVI), or Social Deprivation Index (SDI) as included in the [Milbank Memorial Fund’s 2026 Primary Care Scorecard Data Dashboard](#).

Example Workforce Indicator



Recommended Indicator:

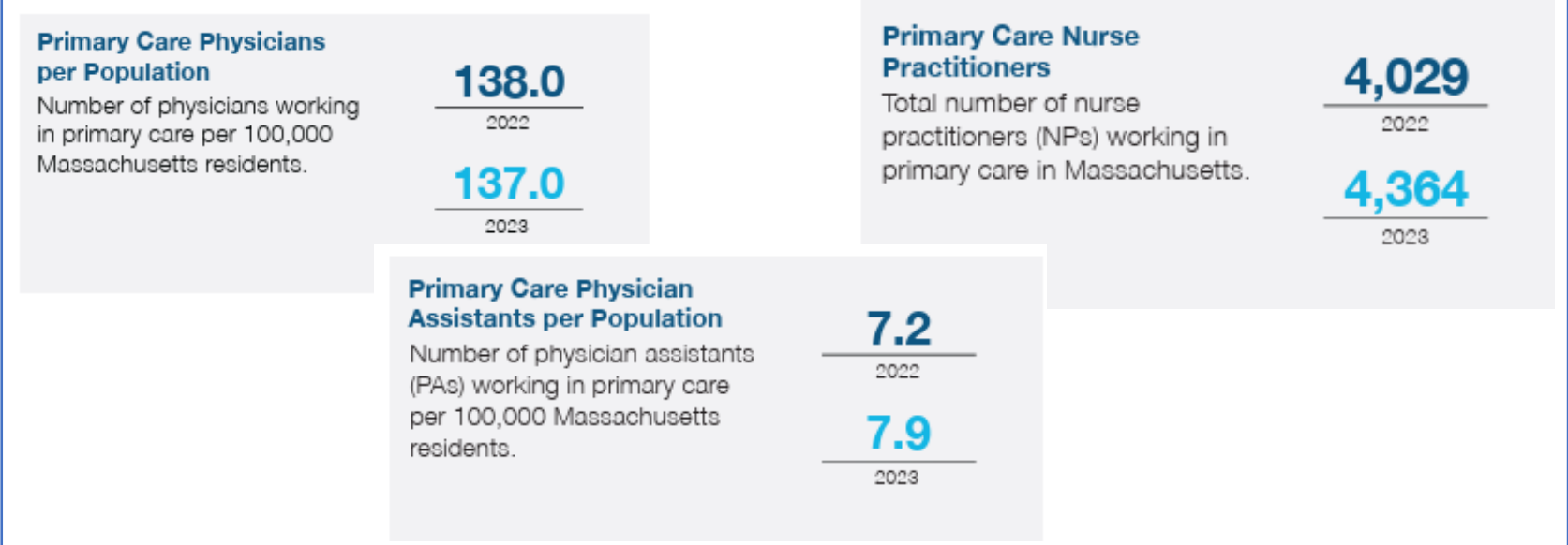
Primary care clinicians per 100,000

Indicator Evaluation Criteria

Example of Existing Reporting on Indicator:

Massachusetts Primary Care Capacity: Primary Care Physicians, Physician Assistants, and Nurse Practitioners per 100,000, 2022 and 2023

While the supply of primary care clinicians increased, the share of primary care physicians decreased slightly, highlighting the importance of team-based care.



Recommended Primary Care Workforce Indicators



Workforce

Criteria for Evaluating Primary Care (PC) Indicators					
Indicator	Stratifications	 Community Action & Interest	 Data Source (Years Available)	 Direct Measure of PC Sector	 Tracks changes in PC Sector
New primary care physician residency positions in California	Statewide	A sustainable pipeline ensures a workforce supply capable of delivering high-quality, advanced primary care	Accreditation Council of Graduate Medical Education (2013-2023) Data available annually	Directly measures residents focused on primary care, enabling them to enter the primary care workforce	Tracks changes in primary care physician supply in California
Percentage of primary care physician residents trained in community-based settings	- Statewide - Narrow and Broad definitions of community-based settings*	Physicians trained in community-based settings are more likely to practice in those settings			

*Milbank Community-based settings definition: (1) **Narrow**: Physician used programs with rural training track or a Health Resources and Services Administration Teaching Health Center Graduate Medical Education grant; (2) **Broad**: The majority of training did not take place in a university academic medical center or a hospital with a medical school affiliation

Example Workforce Indicator



Workforce

Recommended Indicator:

New primary care physician residency positions in California

Indicator Evaluation Criteria



Example of Existing Reporting on Indicator:

Progress Towards the California Future Health Workforce Commission's goal to increase the number of new primary care residency positions

While the target timeline has passed, the ACGME will continue to report on new primary care residency positions in California.

Figure 9. Progress Toward Commission Goal: Primary Care



Source: Created by Mathematica based on data from the Accreditation Council for Graduate Medical Education, 2024.

Example Workforce Indicator



Workforce

Recommended Indicator:

Percentage of primary care physician residents trained in community-based settings

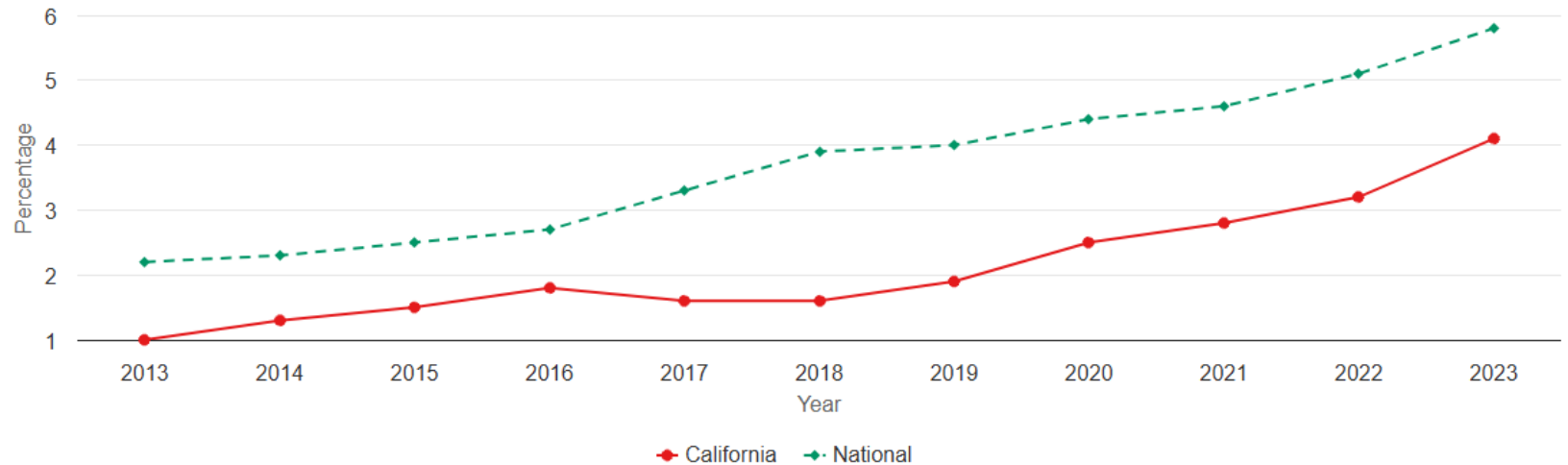
Indicator Evaluation Criteria



Example of Existing Reporting on Indicator:

Milbank Memorial Fund: 2026 Primary Care Scorecard Data Dashboard, California: Percentage of Residents Trained in Community-Based Settings in California 2013-2023

Based on the narrow definition of community-based settings*, California lags behind the nation in residents trained in community-based settings.



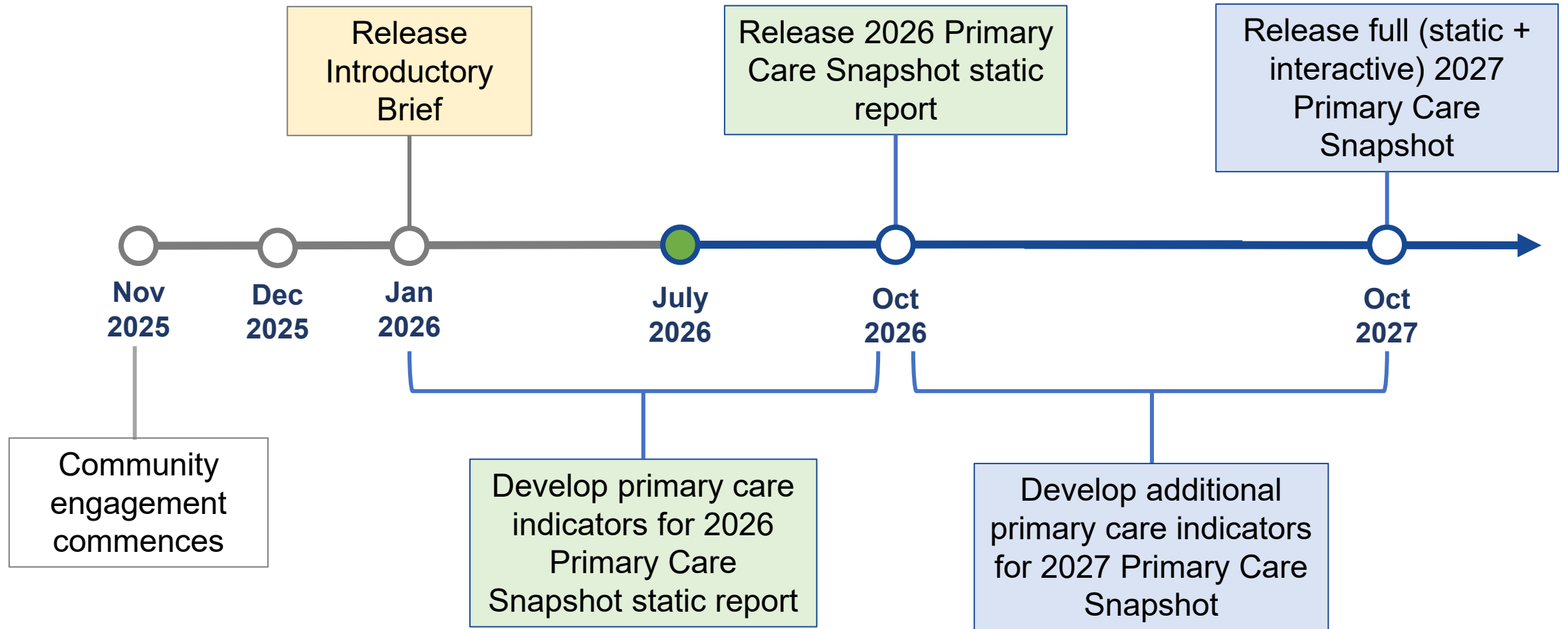
*Milbank's narrow definition of "community-based settings" refers to programs with a rural training track or HRSA Teaching Health Center Graduate Medical Education grants.

Recent Community Feedback



- Suggestion to ensure Workforce indicators (e.g., primary care clinicians per 100,000) are inclusive of non-physician providers and other team members, in addition to physicians, to track changes in the composition of the primary care workforce.
- Agreement with proposed stratifications, especially by geography and rural/non-rural classifications where possible to account for resourcing in areas with smaller populations.
- Interest in exploring for future Primary Care Snapshots:
 - Retention of clinicians trained in community-based settings in those settings.
 - Post-graduate primary care fellowships for advanced practice practitioners (e.g., the total number of programs, enrollment, or funding).
 - Role of compensation on primary care workforce recruitment and retention.

Primary Care Snapshot Timeline



Community engagement will occur throughout the project lifecycle. Timeline is tentative.

Discussion

- Do you have any feedback on the recommended Workforce indicators for the 2026 Primary Care Snapshot static report?
- Are there additional Workforce indicators we should consider for 2026?
- Are there additional Workforce indicators we should consider for development in 2027 and beyond?
- Are there other existing Workforce data sources with California data that we should explore?
- Are there additional partners we should consult with?