

Agenda Item 19:

Song-Brown: Program Review & Strategic Realignment

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Song-Brown: 50 Years of Workforce Investment



1973

Program Established

- Created to address primary care shortages in rural and medically underserved communities
- Funded family physician residencies and physician assistant training programs



2014

Strengthening Training Capacity

- Expanded eligible physician specialties to Internal Medicine, OB/GYN, and Pediatrics
- Added Teaching Health Centers to support community-based training options



2005

Nursing Pathway Added

- Registered Nurse (RN) programs became eligible for funding
- Expanded the program's focus beyond primary care clinicians to broader workforce development

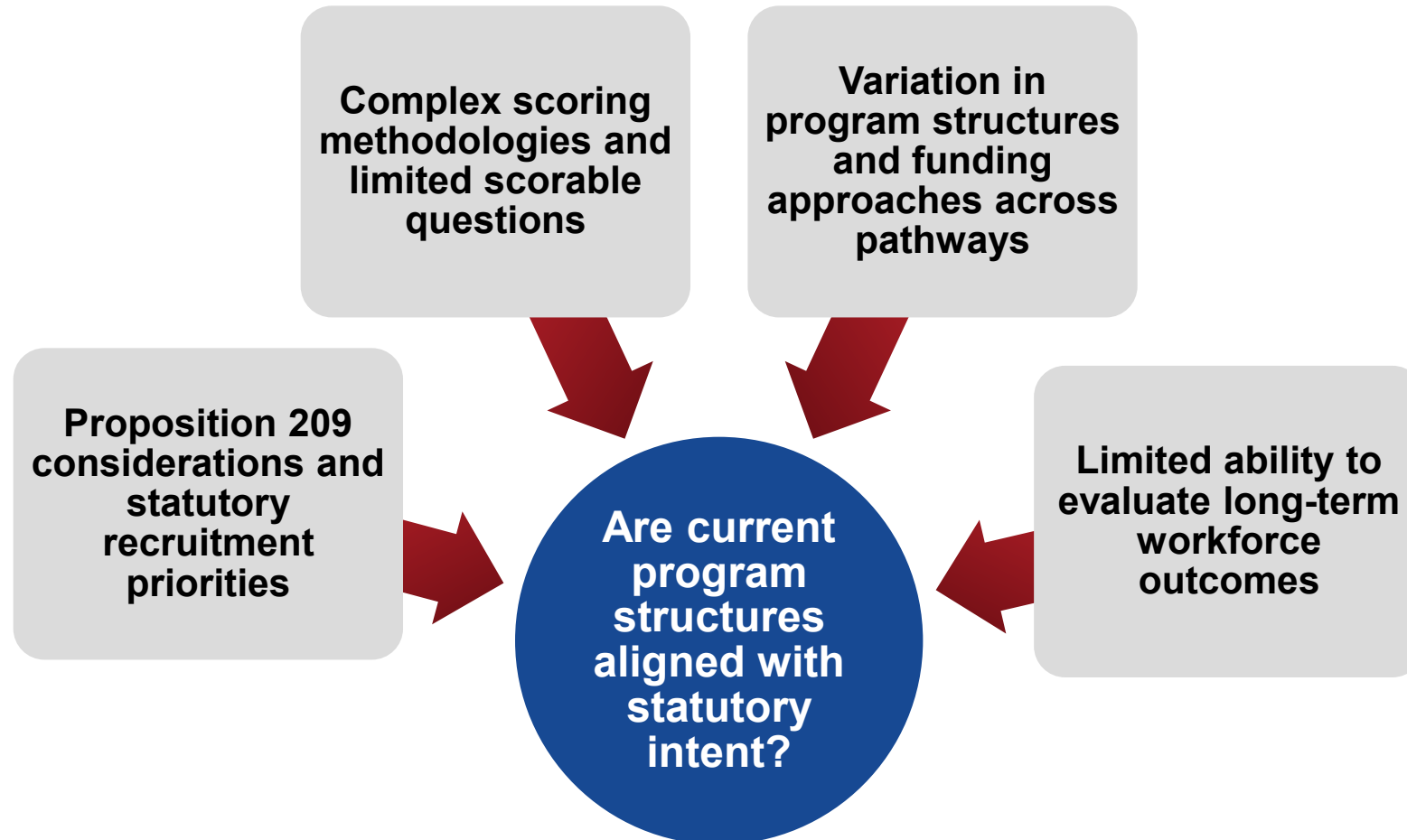


2026

Strategic Realignment Begins

- Five decades of expansion have created a diverse portfolio of workforce pathways, funding structures, and scoring approaches

Future Considerations for Song-Brown



Original Intent and Evolving Considerations

Increase the supply of providers serving **rural, medically underserved, and multicultural communities.**



Proposition 209 requires public programs to pursue workforce access goals without using **race-based selection or scoring criteria.**

Prioritize recruitment of **minority groups** and individuals likely to return to underserved communities.



Recruitment priorities require **alternative measurable indicators.**

Improve **workforce distribution** and **community alignment**, not simply increase provider supply.



Workforce impact and community alignment can be **difficult to measure consistently** over time.

Presentation Overview



Why Begin with the RN Pathway?

Immediate Program Need

The RN funding cycle required near-term decisions regarding scoring methodologies and program alignment, creating an opportunity to evaluate existing approaches.

Research-Informed Opportunity

Research from a New York University study* suggests **newly licensed RNs often practice near where they attended high school and nursing school**, highlighting the potential importance of local recruitment and training pathways in addressing workforce shortages.

Broader Program Insights

The RN review identified opportunities to explore place-based indicators, workforce measures, and evaluation approaches that may inform future recommendations across Song-Brown Pathways.

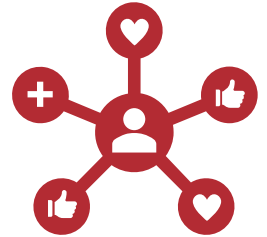
The RN pathway provided both an immediate operational need and an evidence-based opportunity to examine how recruitment, training, and workforce outcomes may be connected.

*Source: Kovner CT, Corcoran SP, & Brewer CS (2011). The relative geographic immobility of new registered nurses calls for new strategies to augment that workforce. *Health Affairs*, 30(12), 2293 - 2300.

Location-Based Strategy Approach



**Community
Context**



**Recruitment
Pathways**

Two complementary strategies working together:

- Assess the surrounding community and likely recruitment pool
- Evaluate recruitment approaches most likely to draw from that community

Strategy Focus:

- Place-based indicators
- Community recruitment strategies
- Workforce access in underserved communities

* The examples presented reflect RN-specific concepts and measures. The underlying principles may inform future exploration across other Song-Brown pathways.

Objective 1: Build a Local Student Profile

Location-Based Strategy Approach

Strategy

Assess community-level indicators associated with workforce need and training access.

Possible Indicators

- Workforce shortage areas
- Safety-net training locations
- Medi-Cal concentration
- Threshold language density

Key Principle

Use community and workforce indicators to better understand local training environments.



Objective 2: Strengthen Hometown Recruitment

Location-Based Strategy Approach



Strategy

Assess how programs connect students to training opportunities through established educational and workforce pathways.

Possible Indicators

- High school graduation location
- Local recruitment from workplace shortage areas
- Community college partnerships with on-site supervision opportunities

Key Principle

Providers are more likely to train and work in communities where they have existing connections.

Testing and Validating Future Measures

Approach

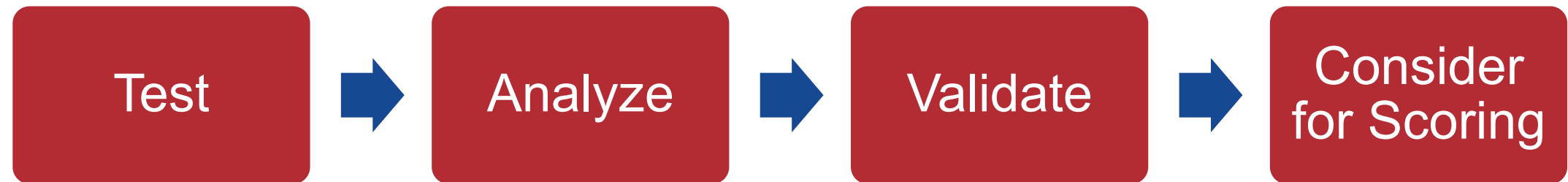
Add an unscored experimental section to test possible future questions before using them in scoring.

Potential Areas for Exploration

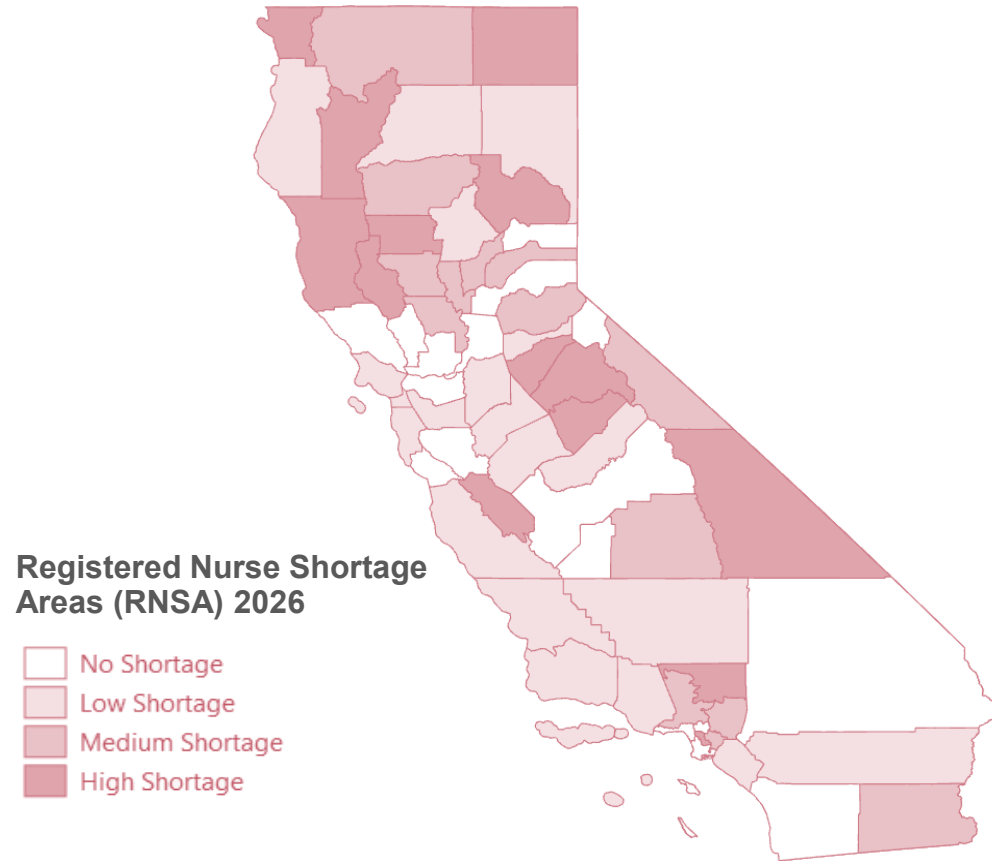
- Admissions rates
- Medi-Cal payor mix
- Debt at graduation
- Composite Indexes

Key Principle

Test measures for reliability, unintended impacts, and long-term policy alignment.



Current RN Program Assessment Framework



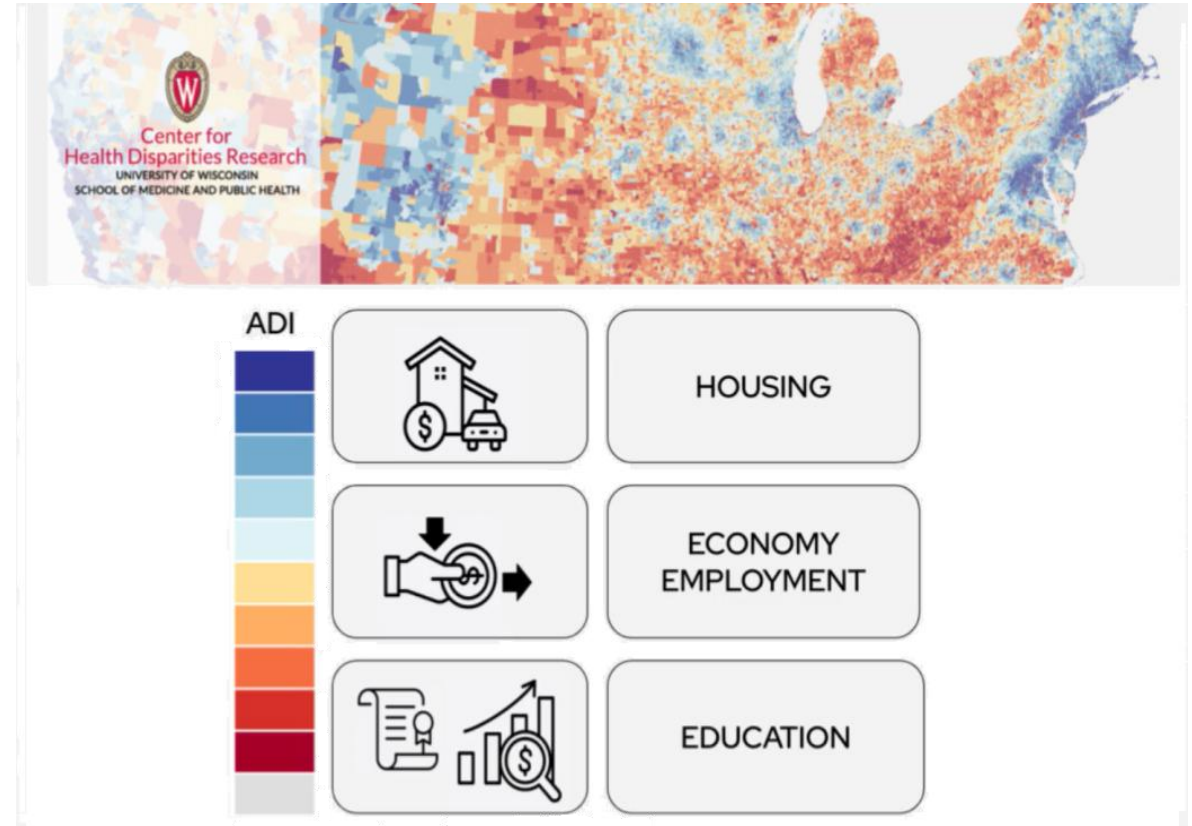
Training and Retention

- Training locations with respect to practitioner shortage areas
- Clinical training hours in areas of shortage
- Graduate practice site locations

Adding Community Context

Community Social Exposome

- **Area Deprivation Index (ADI)**
 - 17 Census-derived dimensions of socioeconomic status
- **Aims**
 - Gain greater insight into programs' surrounding communities
 - Help inform potential RN recruitment pool



Planned Program Assessment Indicators



Targeted Reach

Clinical training hours at facilities with increased community access



Program Prioritization

Prioritizing California community colleges and other public institutions



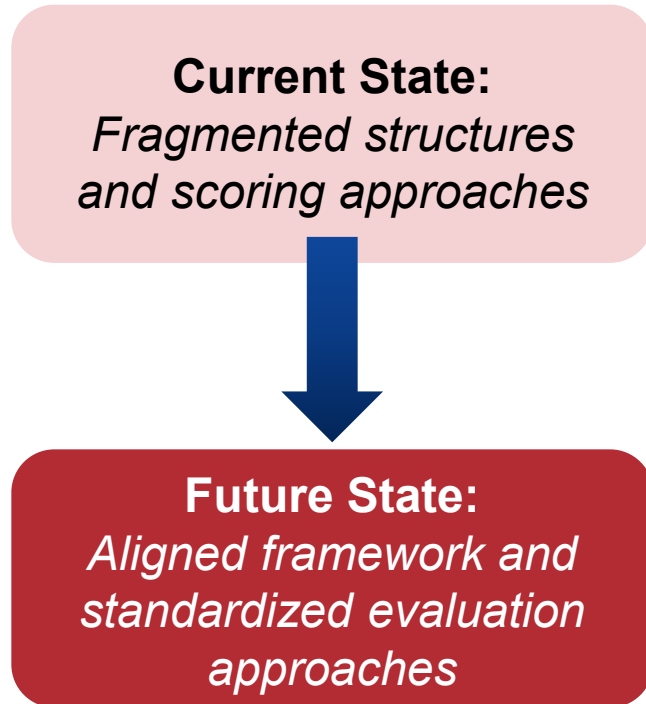
Trainee Profile

Medi-Cal threshold languages spoken

Medi-Cal membership in surrounding community

High school graduation location

Foundational Restructure



Strategy

Use the RN redesign as a bridge to the broader program restructuring.

Potential Indicators

- Training program operations
- Funding stream organization
- Feasibility of a common application through Dynamics 2.0

Key Principle

Improve long-term consistency, comparability, and evaluation of workforce outcomes across OHWD programs.

Council Reflections

Are the proposed strategies appropriate to inform the full Song-Brown overhaul? Are there other areas you would want to explore?

Location-Based

**Establish a student
geographic student profile**

**Strengthen community outreach
and local recruitment pathways**