

## **Agenda Item 5:**

# **HCAI Workforce Program Update**

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

# OHWD Announcements

- Coverage Plan | Marissa Enos, Acting Deputy Director

# May Revision and Fiscal Picture

- Earlier this month, the Governor's Office and Department of Finance released the May Revision to the proposed 2025-2026 California State Budget, updating the Governor's economic and revenue outlook. Budget adjustments for HCAI included:
  - \$1.9 billion (\$143 million Behavioral Health Services Fund, \$808 million Designated State Health Program Funding, and \$950 million federal funds) to implement the Behavioral Health Workforce Initiative beginning in January 2026.
  - \$90 million for reproductive health investments for emergent needs including midwifery loan repayments and scholarships and education capacity expansion for midwives.

# Recall: Council Influence Model

- In the February Council meeting, we introduced the idea of the Council taking a more active role in shaping policy and moving beyond simply "informing." We also highlighted areas for greater strategic influence.
- While there was alignment on broad influence pathways, there's more work ahead to clarify how the Council can operationalize these roles.
- We're continuing to develop a clear model and process for how the Council can influence policy. Further discussion with Council members will be important in shaping this.
- The topic will be revisited at the October Council meeting to present a more developed approach and gather feedback on how to move forward.

# HCAI's Health Workforce Programs Cover Four Categories



**BEHAVIORAL  
HEALTH**



**NURSING &  
MIDWIFERY**



**PRIMARY  
CARE**



**ORAL  
HEALTH**

# Behavioral Health Programs (1 of 7)

## • 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: Maximum award: \$35,000
- Status: Awards announced April 2025. \$14,082,395.40 awarded to 440 applicants.

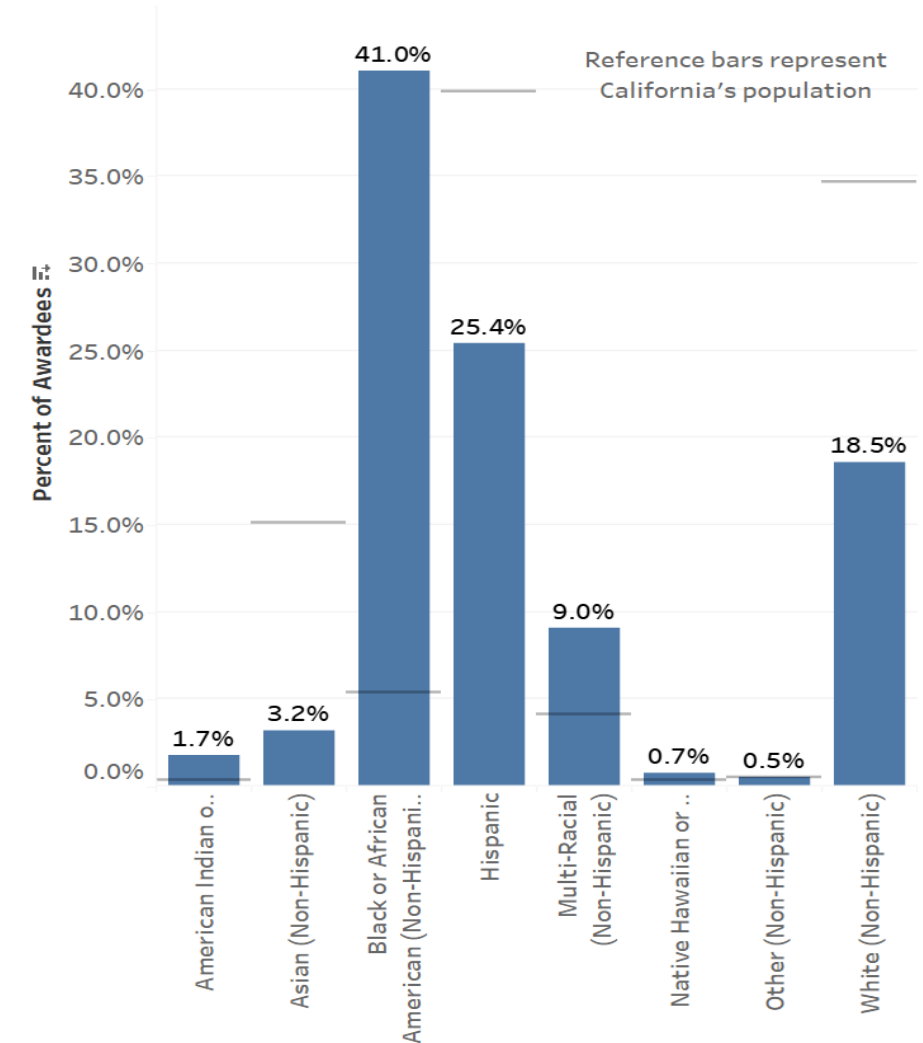
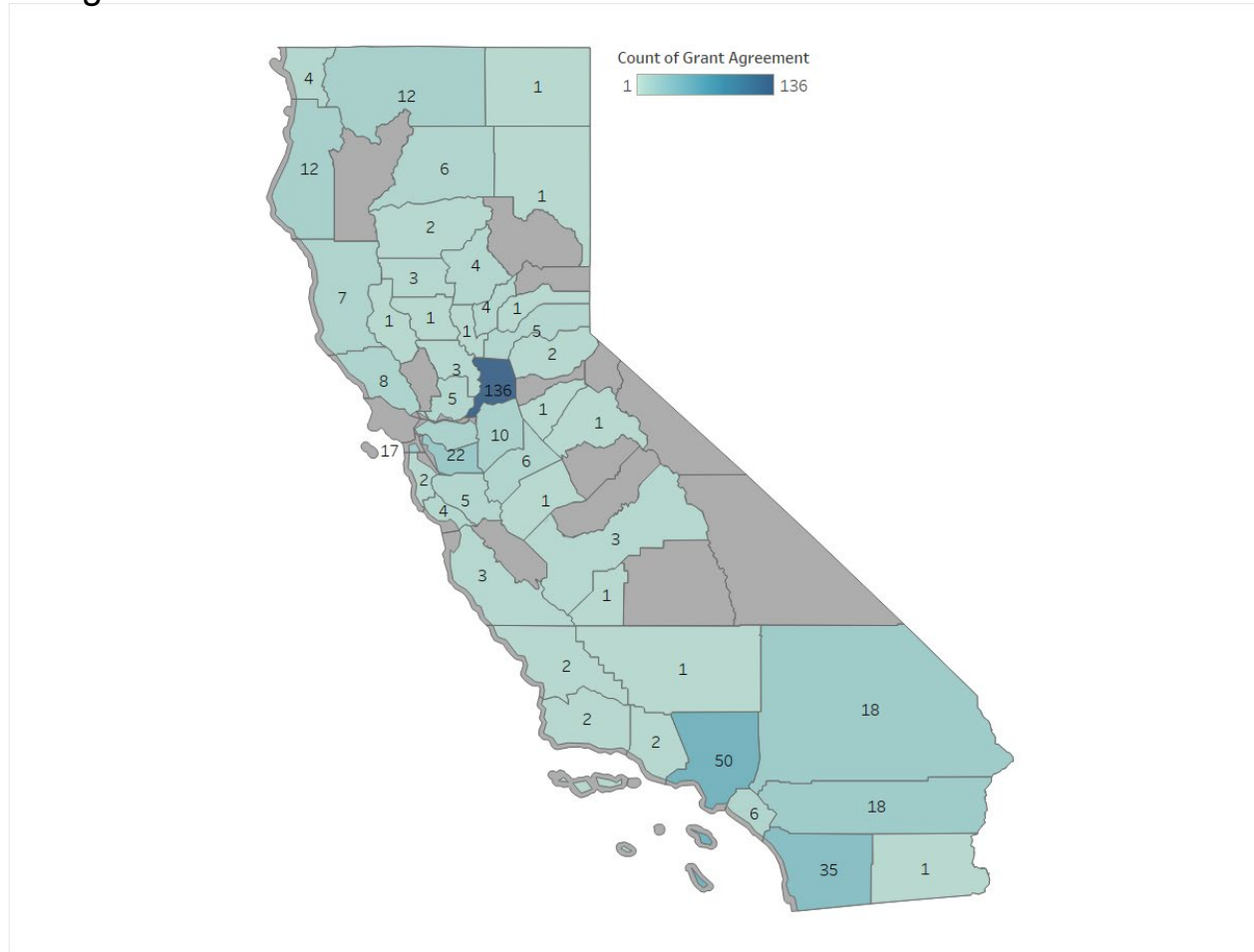
## • Behavioral Health Scholarship Program

- 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 program<sup>1</sup> in exchange for a 12-month service obligation to work in underserved communities in California.
- Funding: Maximum Award: \$35,000
- Status: Awards announced April 2025. \$12,705,335.39 awarded to 491 applicants.

<sup>1</sup> **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

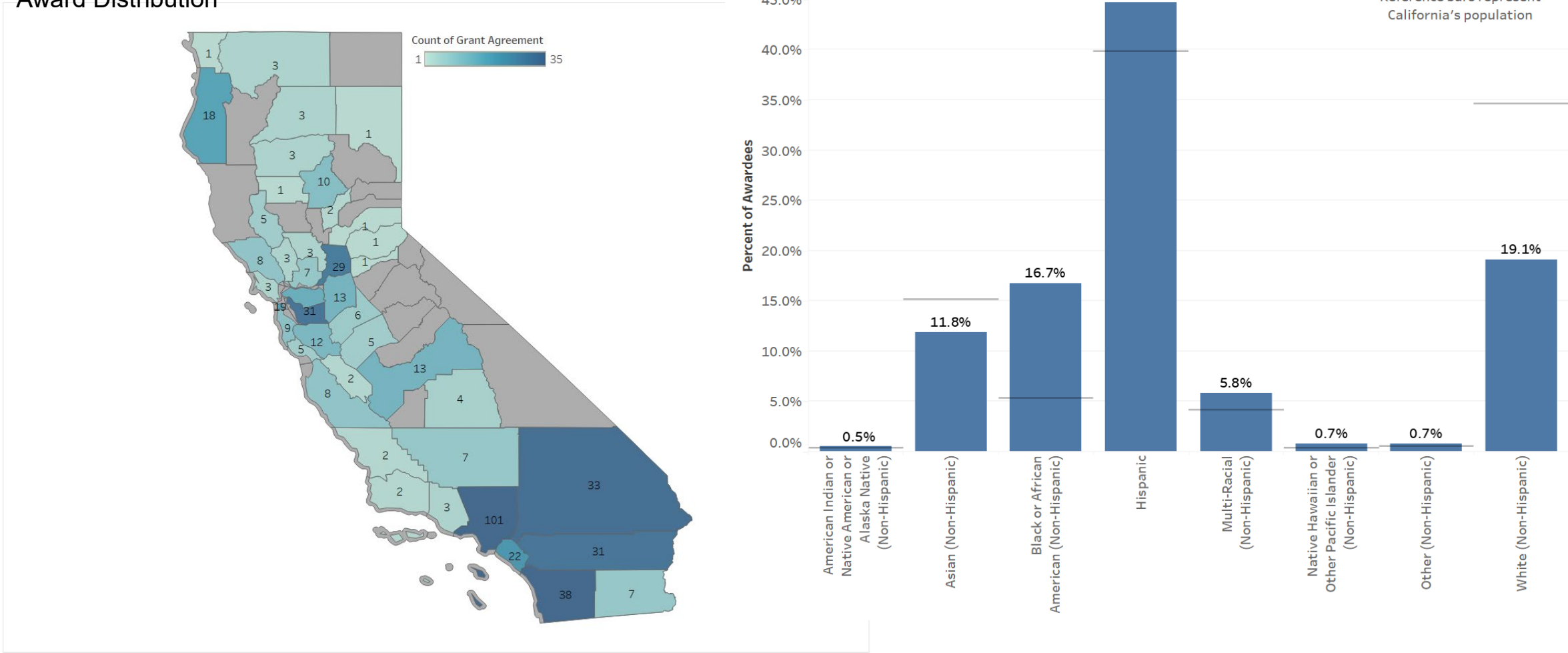
# Behavioral Health Programs (2 of 7)

## Wellness Coach Scholarship Program Award Distribution



# Behavioral Health Programs (3 of 7)

Behavioral Health Scholarship Program  
Award Distribution





# Behavioral Health Programs (4 of 7)

Behavioral Health Scholarship Program Awardees by Provider Type	% out of Total Awardees	# of Awardees
Assistant Psychologist	0.2%	1
Associate or Licensed Clinical Social Worker	7.9%	39
Bachelor Level Mental Health Worker	2.4%	12
Behavioral Disorder Counselor	1.0%	5
Behavioral Health Assistant	0.4%	2
Board Certified Behavior Analyst	0.6%	3
Case Managers	2.4%	12
Certified Peer Specialist	0.4%	2
Community Health Worker	2.0%	10
Licensed Applied Behavioral Analyst	0.2%	1
Licensed Clinical Psychologist	3.3%	16
Licensed Clinical Social Worker	1.8%	9
Licensed Marriage and Family Therapist	1.2%	6
Licensed or Associate Marriage and Family Therapist	11.6%	57
Licensed or Associate Professional Clinical Counselor	3.9%	19
Licensed Professional Clinical Counselor	0.4%	2
Marriage and Family Therapist	0.4%	2
Mental Health Care Specialist	0.6%	3

Behavioral Health Scholarship Program Awardees by Provider Type	% out of Total Awardees	# of Awardees
Mental Health Counselor	1.6%	8
Mental Health Rehabilitation Specialist	0.2%	1
Mental/Behavioral Health Services Specialist	0.8%	4
Occupational Therapist / Mental Health	0.6%	3
Psychiatric Mental Health Nurse Practitioner	2.9%	14
Psychiatric Registered Nurse	0.2%	1
Psychiatric Technician	0.2%	1
Psychiatric / Mental Health Nurse	0.2%	1
Psychological Associate	0.6%	3
Registered or Certified Drug and Alcohol Counselor	3.7%	18
Registered or Certified Substance Use Disorder Counselor	3.1%	15
Rehabilitation Counselor	0.8%	4
Residential Counselor	0.2%	1
School Psychologist	3.3%	16
Social Worker	1.2%	6
Social Worker with a BASW/BSW degree	7.9%	39
Social Worker with an MSW degree	33.6%	165
Total		491

# Behavioral Health Programs (5 of 7)

## • 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: Maximum award: \$5,000 per participant, up to \$1,000,000 per program (minimum threshold of 200 participants).
- Status: Awards announced April 2025. \$11,244,600.00 awarded to 12 programs.

## • Licensed Mental Health Services Provider Education Program

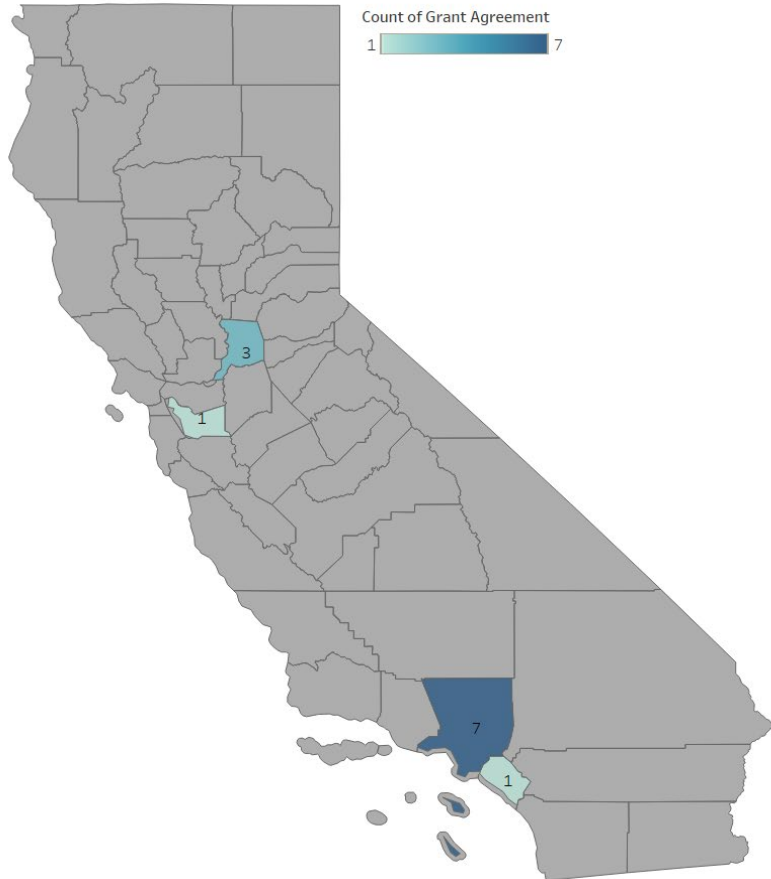


- Purpose: Provide funding to mental health professionals<sup>1</sup> with existing, qualifying loan debt in exchange for a 12-month service obligation in medically underserved areas in California.
- Funding: \$693,000.00 available. Maximum Award: \$15,000.
- Status: Application cycle opened May 1 and closes June 13. Awards will be announced August 2025.

<sup>1</sup> Eligible Licensed Mental Health Provider Education Program Professions: Associate Clinical Social Worker, Associate Marriage and Family Therapist, Associate Professional Clinical Counselor, Licensed Clinical Social Worker, Licensed Marriage and Family Therapist, Licensed Professional Clinical Counselor, Licensed Psychologist, Postdoctoral Psychological Assistant, Postdoctoral Psychological Trainee, Waivered Psychologist

# Behavioral Health Programs (6 of 7)

## Peer Personnel Training and Placement Program Award Distribution



# Behavioral Health Programs (7 of 7)

## • Medi-Cal Behavioral Health Residency Training Program



- Objective: Provide grants to residency and fellowship programs to increase the availability of General Psychiatrists, Child and Adolescent Psychiatrists, Addiction Psychiatrists, and Addiction Medicine Physicians that are trained and serve in Medi-Cal safety net settings.
- Funding: \$85,000,000 available. Maximum award: \$250,000.
- Status: Anticipated application cycle opens July 2025.

## • Medi-Cal Behavioral Health Student Loan Repayment Program



- Objective: Provide funds to behavioral health professionals<sup>1</sup> through loan repayment in exchange for a service obligation to provide healthcare services for Medi-Cal members living with significant behavioral health needs.
- Funding: \$530,000,000 available. Maximum award: \$240,000.
- Status: Anticipated application cycle opens July 2025.

**<sup>1</sup> Eligible Medi-Cal Student Loan Repayment Program Professions:**  
Licensed and prescribing behavioral health practitioners, non-prescribing licensed or associate level pre-licensure practitioners, and non-licensed and non-prescribing practitioners, including SUD Counselors, Community Health Workers, Peer Support Specialists, and Certified Wellness Coaches

# Nursing & Midwifery Programs (1 of 7)

- **Bachelor of Science Nursing Scholarship Program**

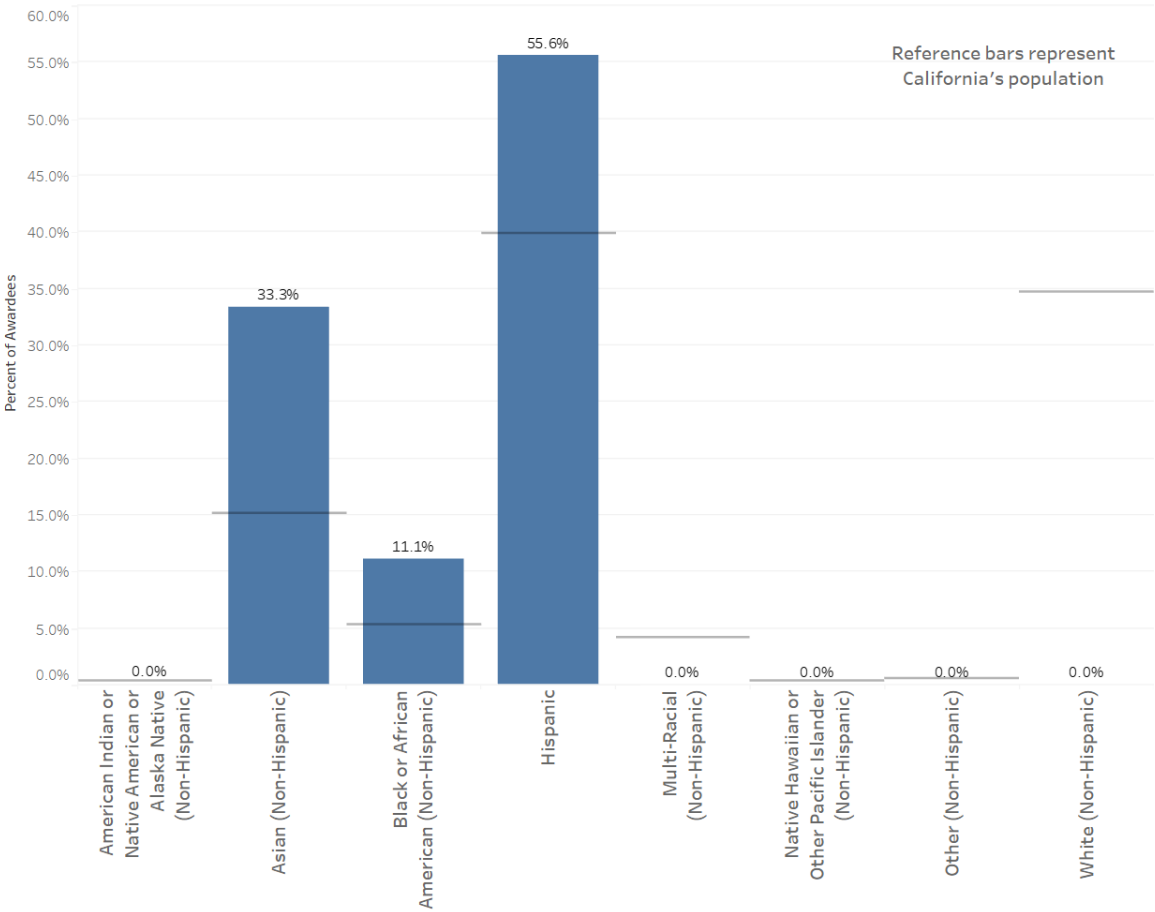
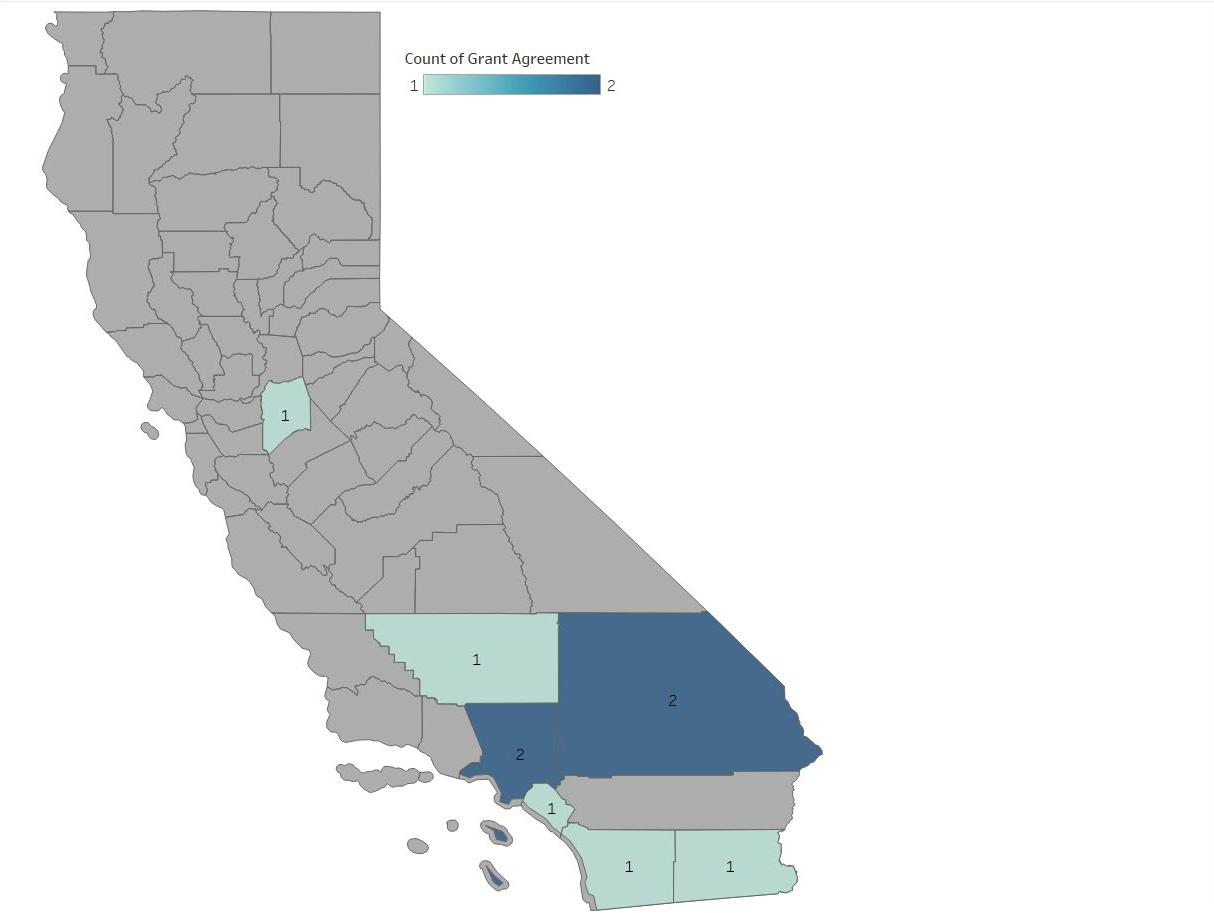
- Objective: Provide funds to support Registered Nurse trainees with the cost of Bachelor degree nursing program attendance for one year in exchange for a 12-month service obligation to work in medically underserved communities in California.
- Funding: \$80,000 available. Maximum award: \$10,000
- Status: Awards announced March 2025. \$80,000.00 awarded to nine applicants.

- **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: Awards announced March 2025. \$50,000.00 awarded to seven applicants.

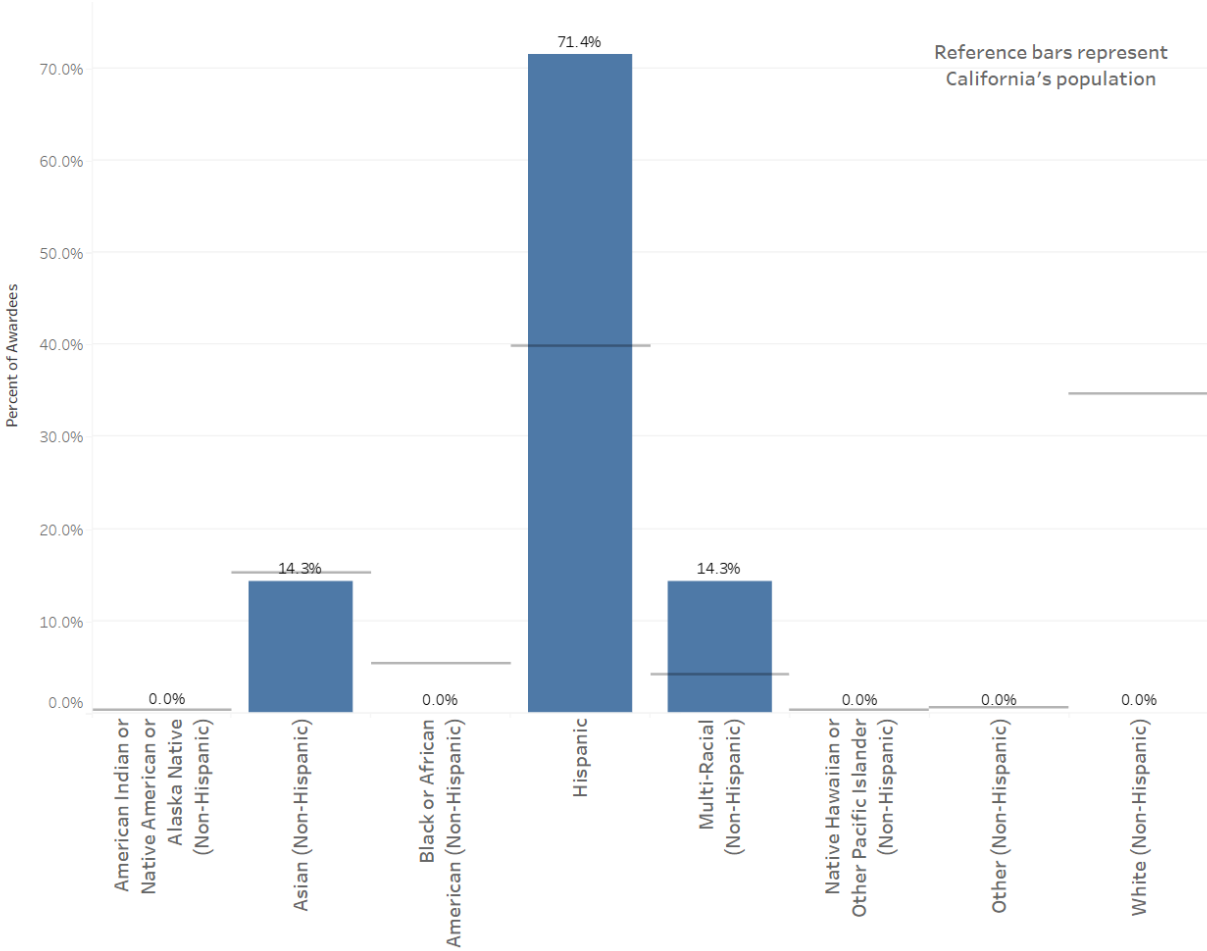
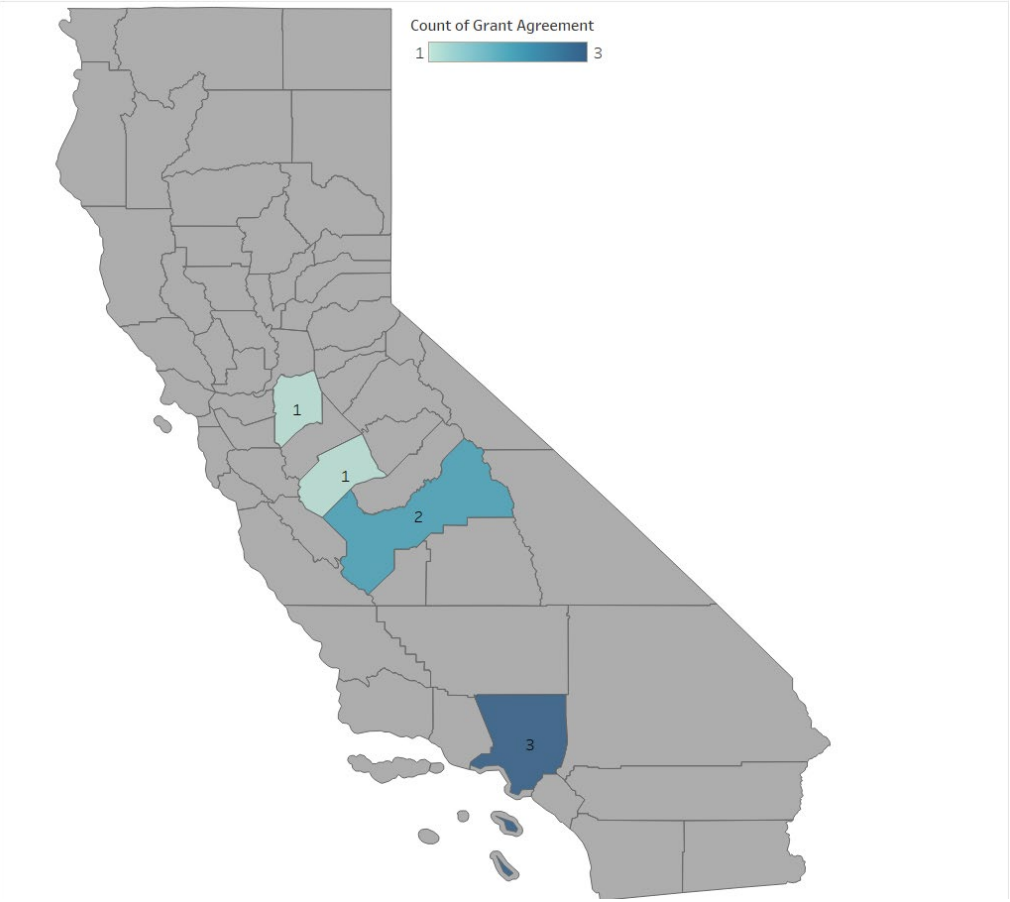
# Nursing & Midwifery Programs (2 of 7)

## Bachelor of Science Nursing Scholarship Program Award Distribution



# Nursing & Midwifery Programs (3 of 7)

## Associate Degree Nursing Scholarship Program Award Distribution



# Nursing & Midwifery Programs (4 of 7)

- **Licensed Vocational Nurse to Associate Degree Nursing Scholarship Program**

- 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 medically underserved communities in California.
- Funding: \$50,000 available. Maximum award: \$8,000
- Status: Awards announced March 2025. \$50,000.00 awarded to eight applicants.

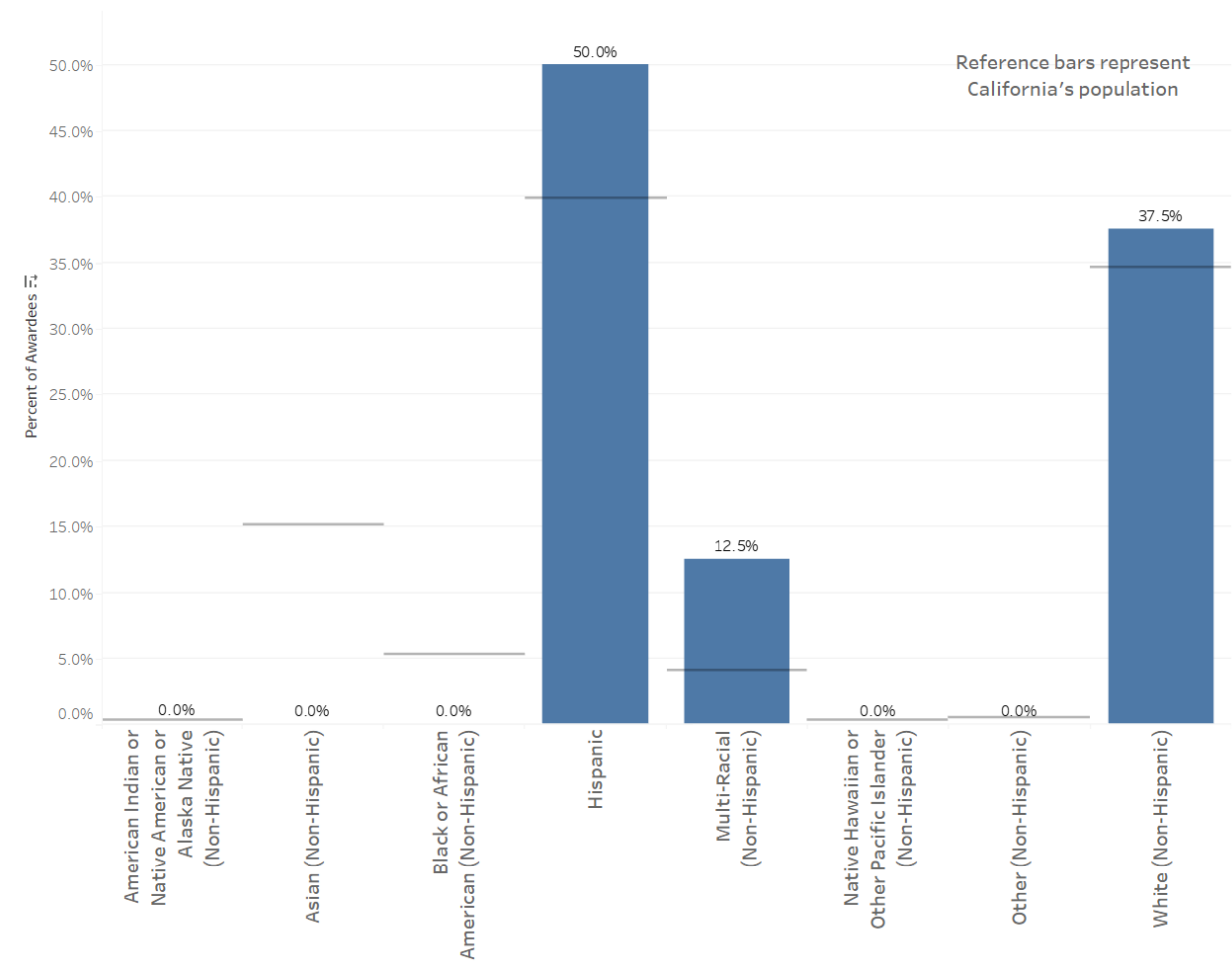
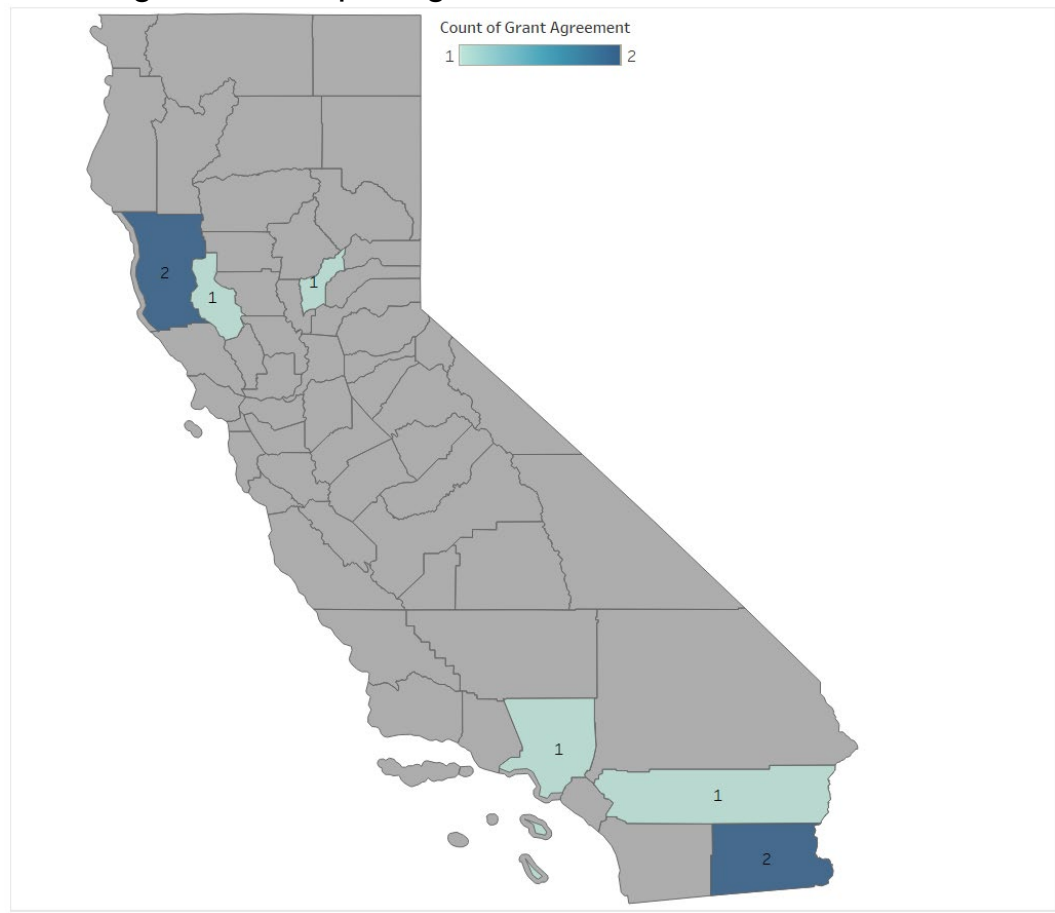
- **Vocational Nurse Scholarship Program**

- 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: Awards announced March 2025. \$20,000.00 awarded to five applicants.



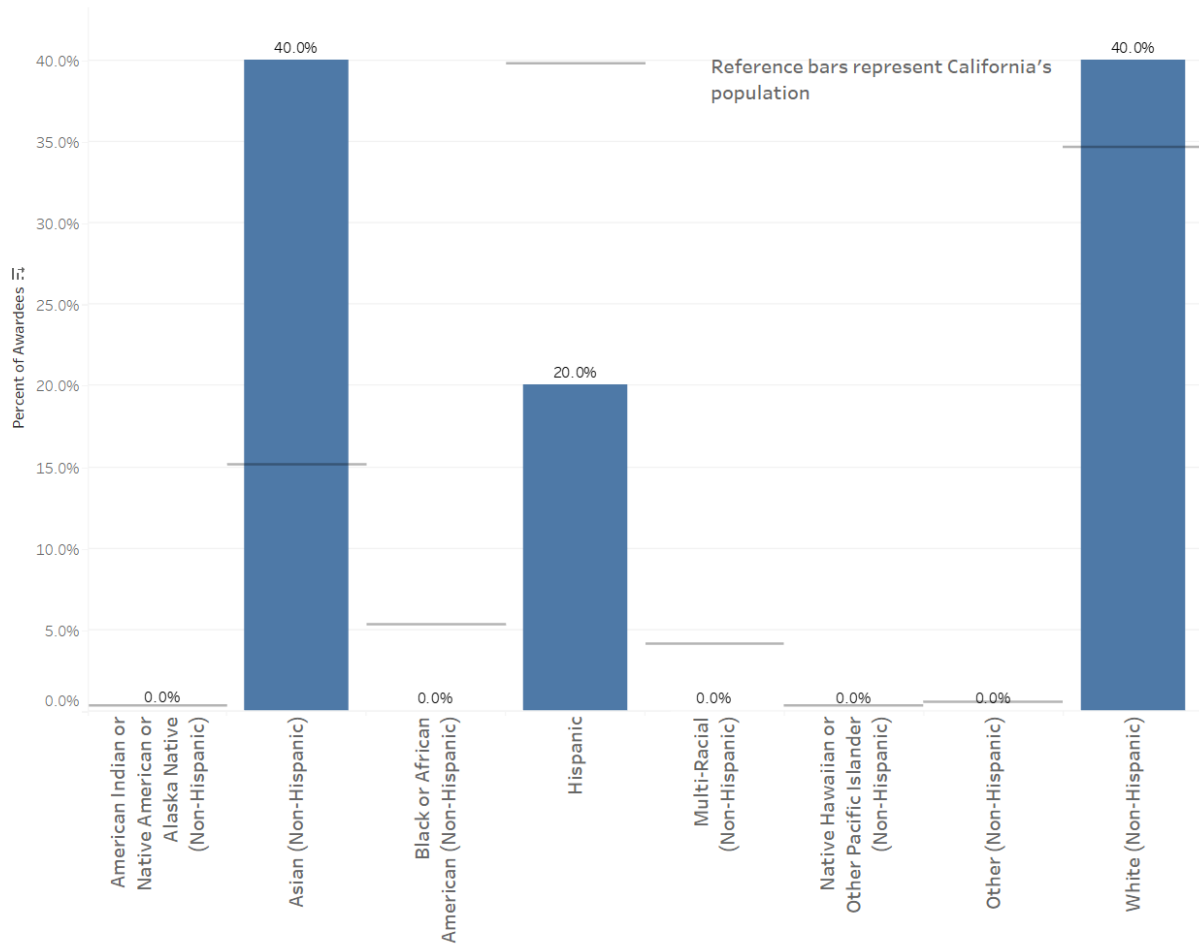
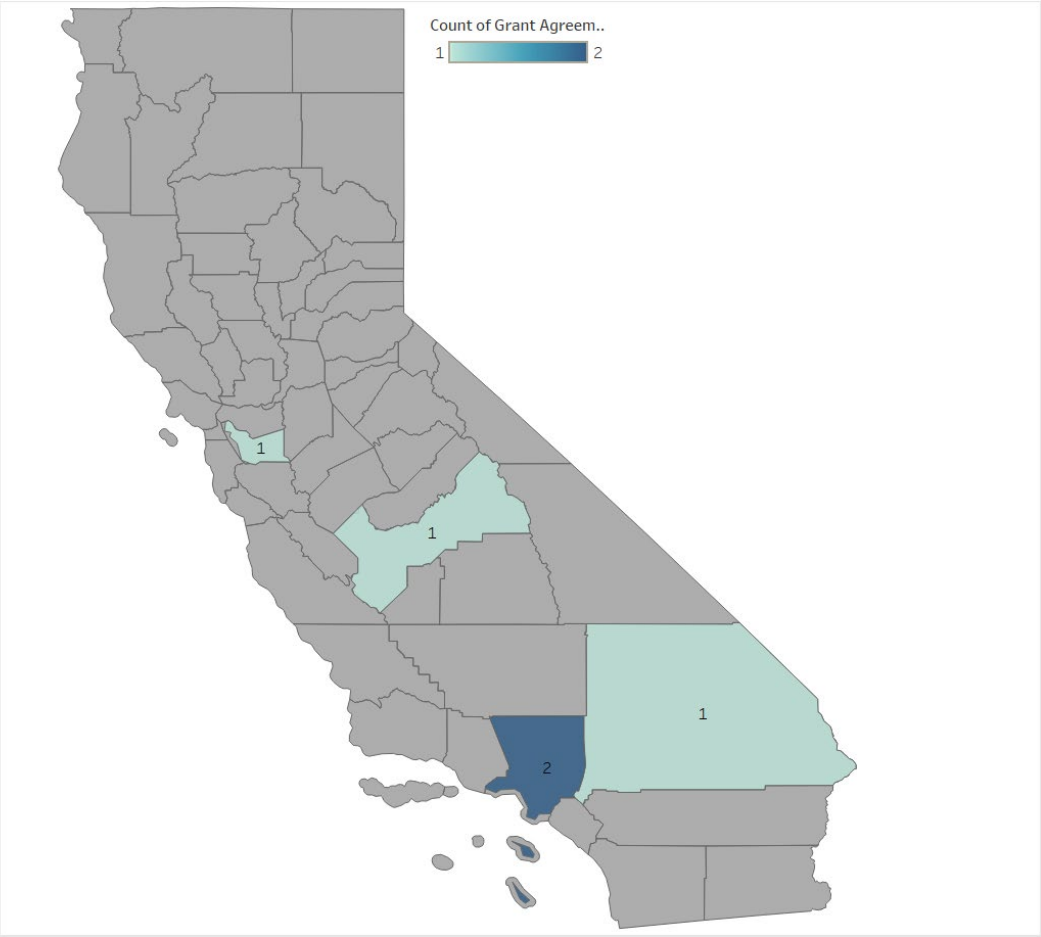
# Nursing & Midwifery Programs (5 of 7)

Licensed Vocational Nurse to Associate Degree  
Nursing Scholarship Program Award Distribution



# Nursing & Midwifery Programs (6 of 7)

Vocational Nurse Scholarship Program Award Distribution



# Nursing & Midwifery Programs (7 of 7)

## • Bachelor of Science Nursing Loan Repayment Program



- Objective: Provide funding to registered nurses with existing, qualifying education loan debt in exchange for a 12-month service obligation in medically underserved areas in California.
- Funding: \$1,521,000.00 available. Maximum award: \$15,000.
- Status: Application cycle opened May 1 and closes June 13. Awards will be announced August 2025.

## • Licensed Vocational Nurse Loan Repayment Program



- Objective: Provide funding to licensed vocational nurses with existing, qualifying education loan debt in exchange for a 12-month service obligation in medically underserved areas in California.
- Funding: \$117,000.00 available. Maximum award: \$8,000.
- Status: Application cycle opened May 1 and closes June 13. Awards will be announced August 2025.

# Primary Care Programs

- **Primary Care – Training and Education in Addiction Medicine**
  - Objective: Provide funds to support primary care providers\* in a year-long fellowship program administered by UC Irvine.
  - Funding: \$15,174,500 available. Maximum award: \$15,500
  - Status: Awards announced April 2025. \$3,115,500 awarded to 201 applicants.

\***Eligible provider types:** Doctor of Medicine, Doctor of Osteopathic Medicine, Physician Assistant, Nurse Practitioner

# Cross-Cutting Programs (1 of 11)

- **Advanced Practice Healthcare Scholarship Program**

- Objective: Provide funds for trainees in graduate or postgraduate programs<sup>1</sup> in exchange for a 12-month service obligation to work in underserved communities in California.
- Funding: \$968,078 available. Maximum award: \$25,000.
- Status: Awards announced March 2025. \$943,000.00 awarded to 40 applicants.

- **Allied Healthcare Scholarship Program**

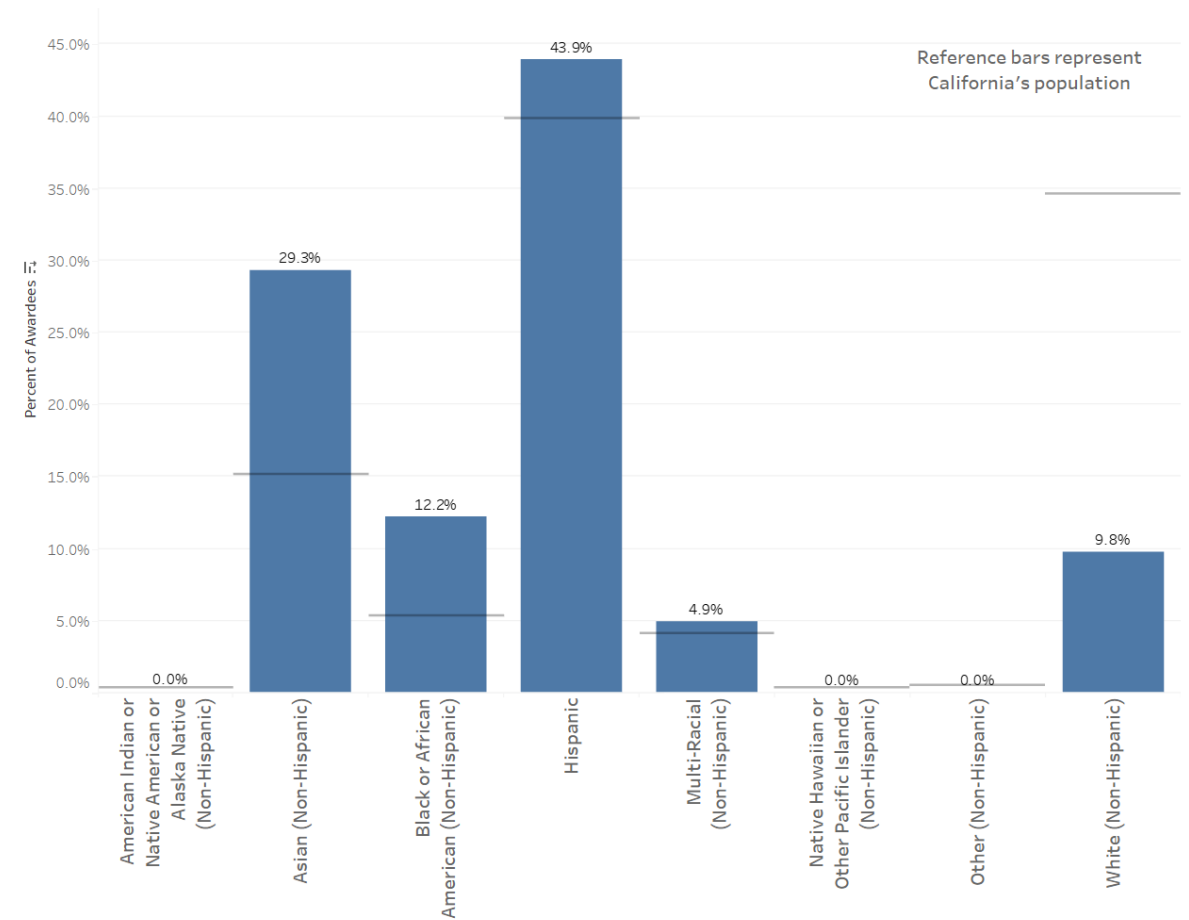
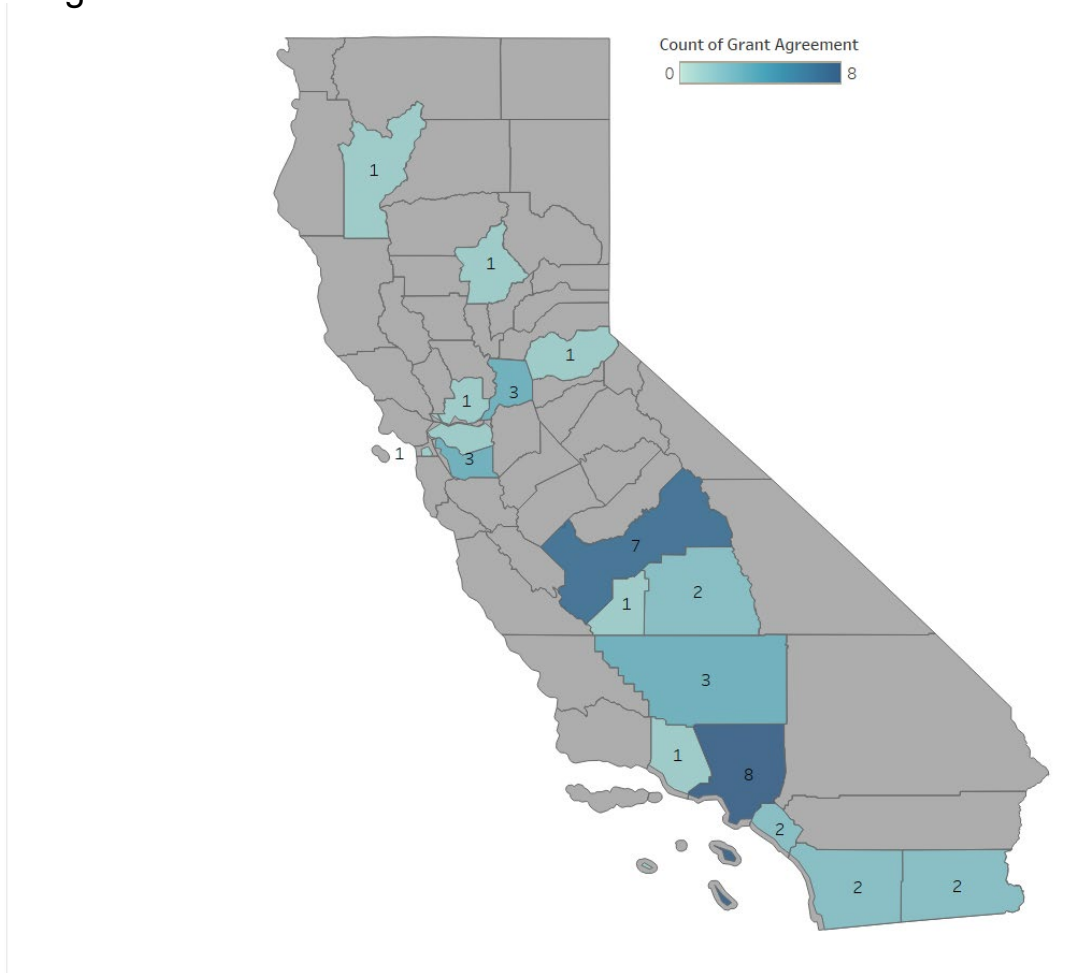
- Objective: Provide funds to support allied health trainees<sup>2</sup> with the cost of training program attendance for one year in exchange for a 12-month service obligation to work in underserved communities in California.
- Funding: \$552,570.39 available. Maximum award: \$15,000.
- Status: Awards announced March 2025. \$430,000.00 awarded to 33 applicants.

<sup>1</sup> **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

<sup>2</sup> **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

## Cross-Cutting Programs (2 of 11)

## Advanced Practice Healthcare Scholarship Program Award Distribution

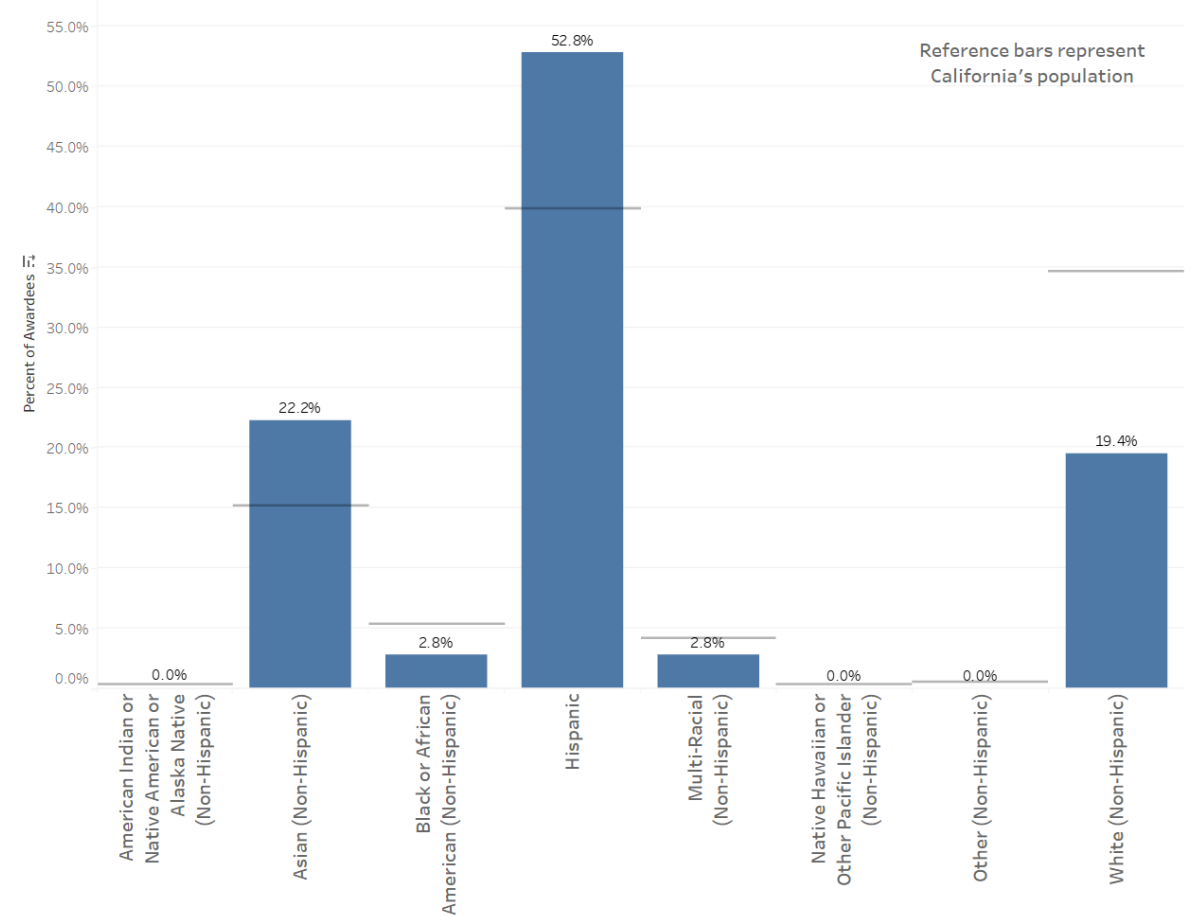
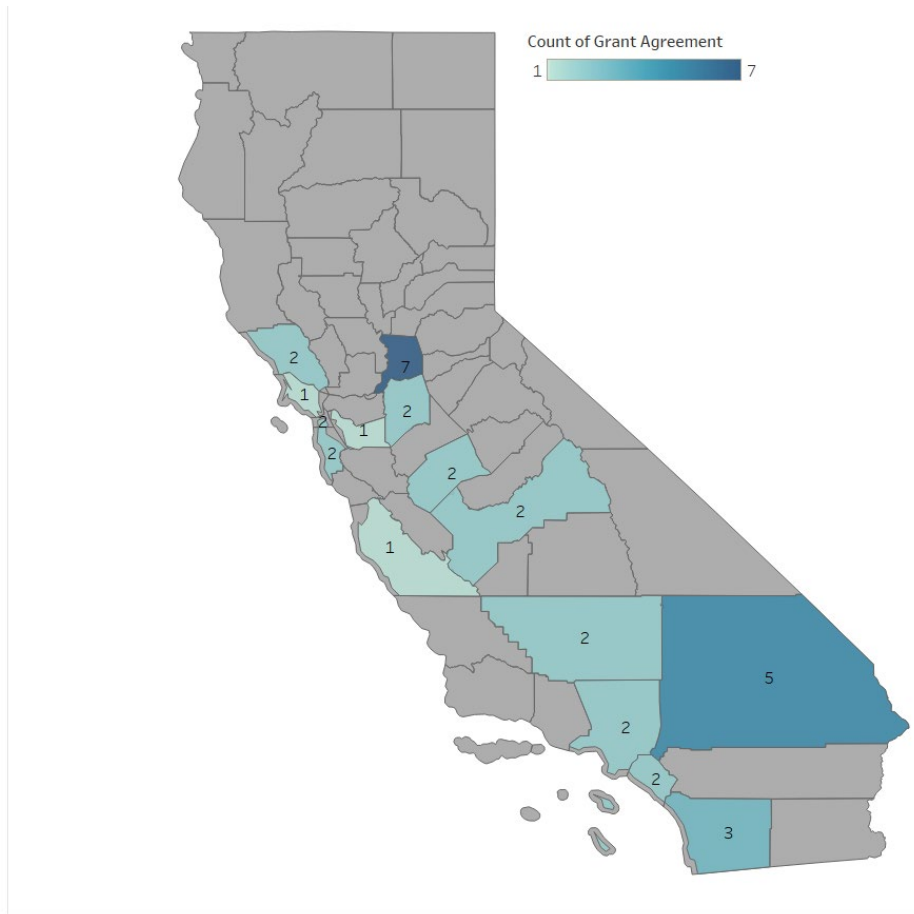


# Cross-Cutting Programs (3 of 11)

Advanced Practice Healthcare Scholarship Program Awardees by Provider Type	% out of Total Awardees	# of Awardees
Certified Nurse-Midwife	7.5%	3
Certified Nurse Practitioner	60.0%	24
Certified Registered Nurse Anesthetist	2.5%	1
Nurse Practitioner	5.0%	2
Pharmacist	5.0%	2
Physical Therapist	17.5%	7
Physician Assistant	2.5%	1
Total		40

## Cross-Cutting Programs (4 of 11)

## Allied Healthcare Scholarship Program Award Distribution



\*Additional funding was utilized from different sources to augment final award amounts



# Cross-Cutting Programs (5 of 11)

Allied Health Scholarship Program Awardees by Provider Type	% out of Total Awardees	# of Awardees
Certified Nurse Assistant	3.0%	1
Clinical Laboratory Scientist	6.0%	2
Dental Hygienist	6.0%	2
Diagnostic Medical Sonographer	6.0%	2
Doula	3.0%	1
Emergency Medical Technician	3.0%	1
International Board Certified Lactation Consultant	6.0%	2
Medical Assistant	3.0%	1
Physical Therapy Assistant	3.0%	1
Radiologic Technician	9.0%	3
Registered Dietician	30.0%	10
Respiratory Therapist	6.0%	2
Speech Language and Pathologist	15.0%	5
Total		33

# Cross-Cutting Programs (6 of 11)

- **California State Loan Repayment Program**

- Objective: Provide funds for healthcare professionals<sup>1</sup> through loan repayment in exchange for a two-year service obligation to provide healthcare services in federal designated California Health Professional Shortage Areas (HPSA).
- Funding: \$1,333,000 available\*. Maximum award: \$50,000
- Status: Awards announced March 2025. \$6,278,000 awarded to 189 applicants.

- **Steven M. Thompson Corps Loan Repayment Program**

- Objective: Provide funds to physicians through loan repayment in exchange for a 36-month service obligation to work in medically underserved areas and/or in a qualified facility in California.
- Funding: \$3,780,000 available. Maximum award: \$105,000.
- Status: Awards announced March 2025. \$2,100,000.00 awarded to 23 applicants. Another application cycle opened May 1 and closes on June 13. Awards will be announced August 2025.

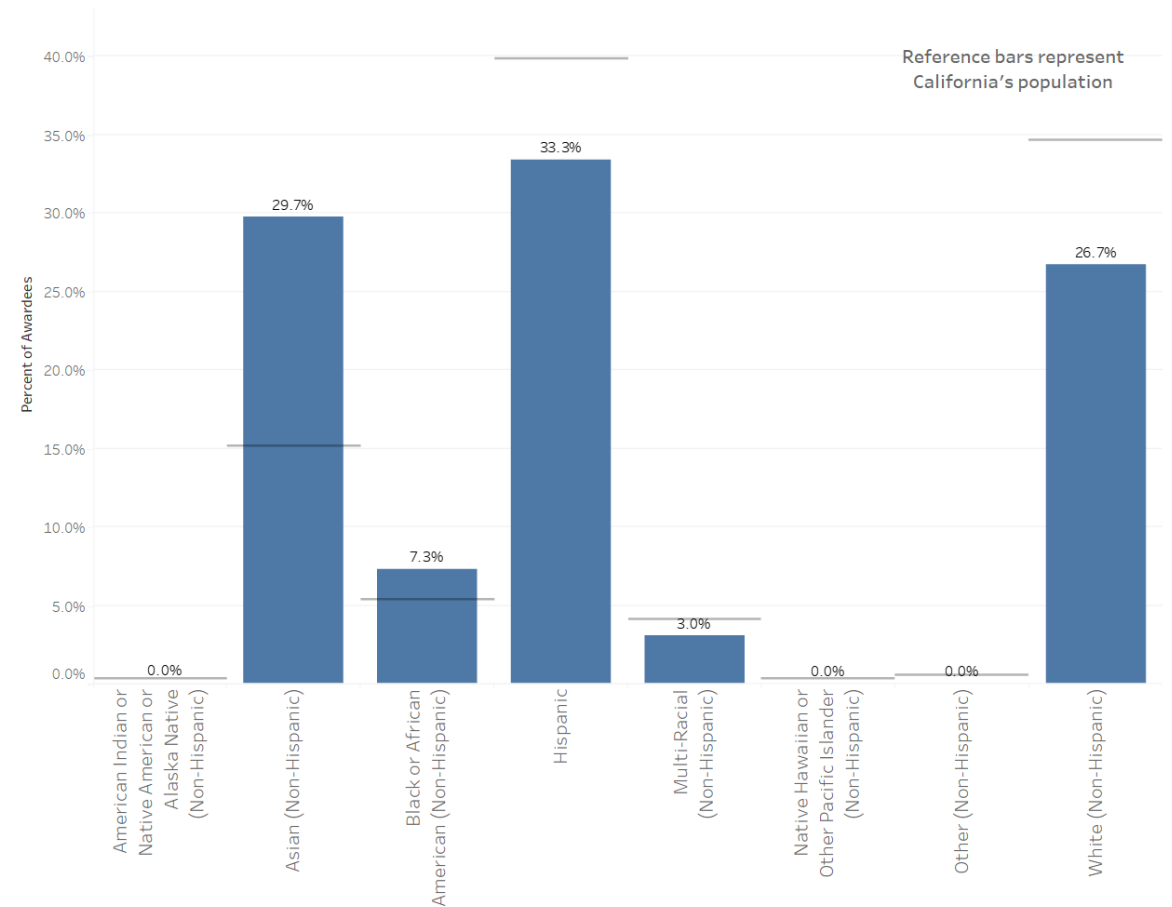
<sup>1</sup> **Eligible SLRP provider types:**

Physician, Nurse Practitioner, Physician Assistant, Certified Nurse-Midwife, Pharmacist, Dentist, Registered Dental Hygienist, Health Service Psychologist, Licensed Clinical Social Worker, Licensed Marriage and Family Therapist, Licensed Professional Counselor, Psychiatric Nurse Specialist, Substance Use Disorder Counselor



\*Additional funding was utilized from different sources to augment final award amounts

# California State Loan Repayment Program Award Distribution

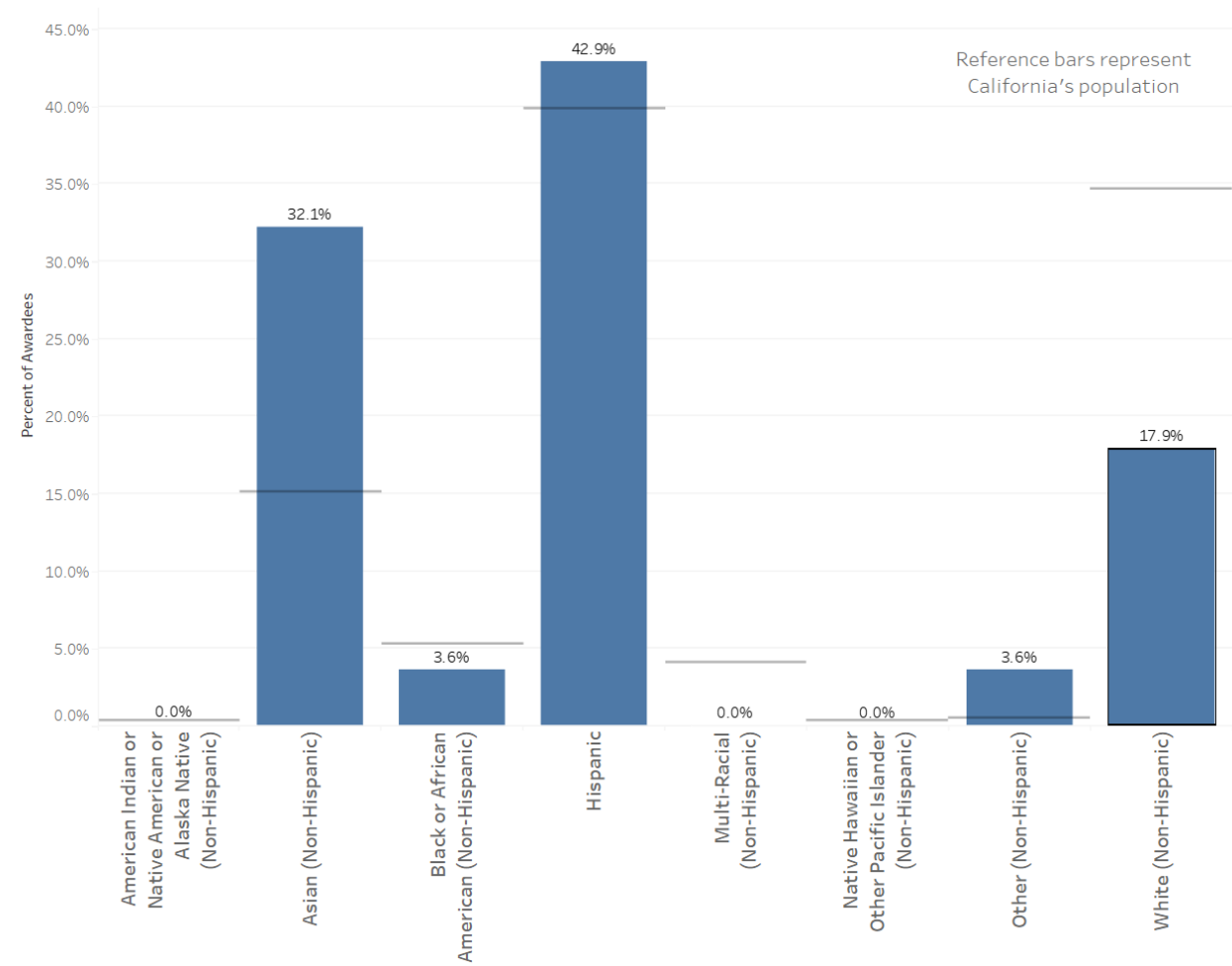
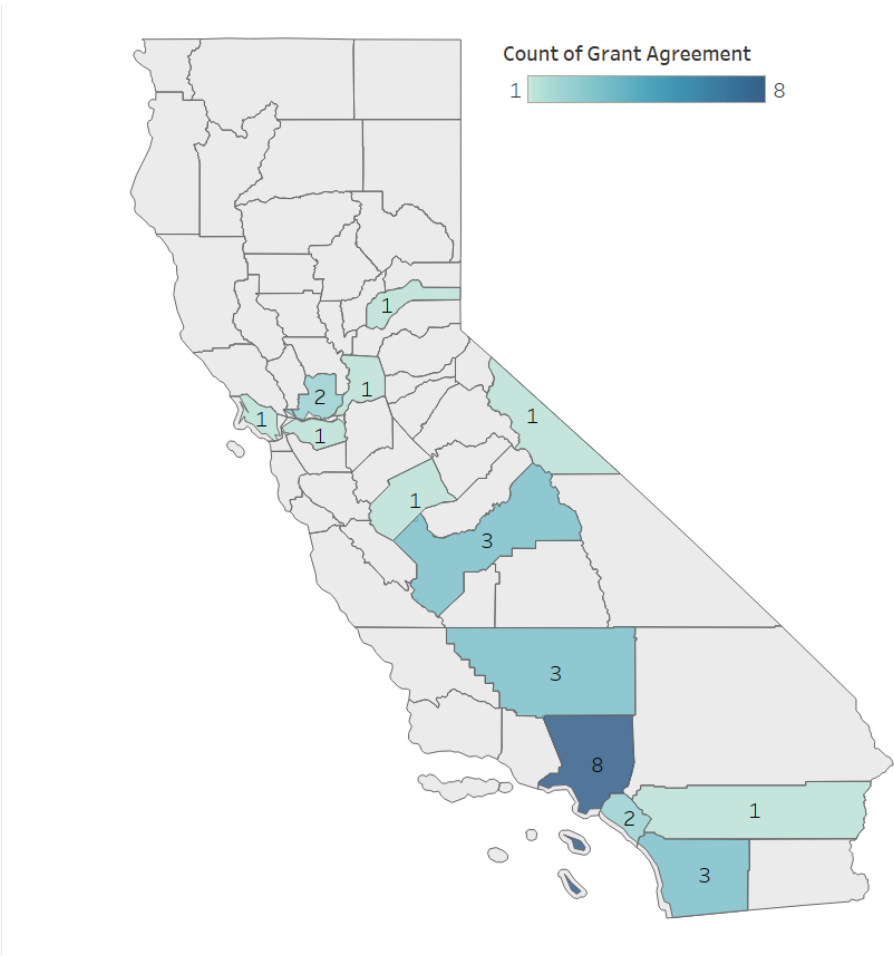


# Cross-Cutting Programs (8 of 11)

California State Loan Repayment Program Awardees by Provider Type	% out of Total Awardees	# of Awardees
Certified Nurse-Midwife	3.2%	6
Dentist	4.2%	8
Physician	11.1%	21
Health Service Psychologist	3.2%	6
Licensed Clinical Social Worker	11.6%	22
Licensed Professional Counselor	2.6%	5
Marriage and Family Therapist	7.4%	14
Nurse Practitioner	32.3%	61
Pharmacist	7.4%	14
Physician Assistant	17.5%	33
Total		189

# Cross-Cutting Programs (9 of 11)

Steven M. Thompson Loan Repayment  
Program Award Distribution



# Cross-Cutting Programs (10 of 11)

Steven M. Thompson Loan Repayment Program Award Distribution Awardees by Provider Type	% out of Total Awardees	# of Awardees
Family Physician	56.5%	13
General Internist	4.3%	1
General Pediatrician	8.7%	2
Obstetrician/Gynecologist	13.0%	3
General Psychiatrist	4.3%	1
Other Specialty (Emerg. Med.)	13.0%	3
Total		23

# Cross-Cutting Programs (11 of 11)

- **Allied Healthcare Loan Repayment Program**



- Objective: Provide funding to allied health professionals<sup>1</sup> with existing, qualifying education loan debt in exchange for a 12-month service obligation in a County Medical Services Program-designated county in California.
- Funding: \$450,000 available. Maximum award: \$16,000.
- Status: Opened May 1 and closes June 30. Awards will be announced September 2025.

<sup>1</sup> **Eligible AHLRP provider types:** Anesthesia Technician, Anesthesiologist Assistant, Associate Clinical Social Worker, Associate Marriage and Family Therapist, Associate Professional Clinical Counselor, Audiologist, Auto-Transfusionist, Cardiovascular Technologist, Certified AOD Counselor, Chiropractor, Clinical Laboratory Scientist, Community Health Worker, Dental Assistant, Dental Hygienist, Diagnostic Sonographer/Radiographer, Dietitian/Nutritionist, Electrocardiogram Technician, Health Educator, Licensed Clinical Social Worker, Licensed Marriage and Family Therapist, Licensed Professional Clinical Counselor, Medical Assistant, Medical Interpreter, Medical Laboratory Scientist, Medical Radiation Scientist, Neurophysiologist, Occupational Therapist, Occupational Therapy Assistant, Orthoptist, Orthotist/Prosthetist, Paramedic, Perfusionist, Pharmacist, Phlebotomist, Physical Therapist, Physical Therapy Assistant, Podiatrist, Psychological Associate, Psychologist, Radiotherapist/Radiation Therapist/Medical Dosimetrist, Respiratory Therapist, Speech Therapist, Surgical Therapist

# Questions?



# Public Comment

**Facilitator: Van Ton-Quinlivan, Council Chair**