



2020 West El Camino Avenue, Suite 800
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Meeting Minutes

June 12, 2024

CALIFORNIA HEALTH WORKFORCE EDUCATION AND TRAINING COUNCIL (Council)

Members of the Council

Rehman Attar, MPH
Katherine Flores, MD
Kevin Grumbach, MD
Catherine Kennedy, RN (Absent)
Elizabeth Landsberg, JD
Judith Liu, RN MSN (Absent)
Roger Liu, PhD
Deena McRae, MD (Absent)
Nader Nadershahi, DDS, MBA, EdD
Kimberly Perris, DNP, RN, CNL, PHN
Raul Ramirez
Rebecca Raun-O'Shaughnessy
Cedric Rutland, MD (Absent)
Abby Snay, M.Ed.
Van Ton-Quinlivan, MBA
Vernita Todd, MBA

HCAI Director

Elizabeth Landsberg

HCAI Staff

Libby Abbott
Janis Herbstman
Jalaunda Granville
Hovik Khosrovian



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**Day 1
Meeting Minutes
June 12, 2024**

1. Agenda Item 1 - Call to Order

Facilitator: Van Ton-Quinlivan, Chair

Chairperson Van Ton-Quinlivan called the meeting to order, welcoming attendees both in person and on Teams.

2. Agenda Item 2 - Swearing in and Introduction of New Council Member

Facilitator: Elizabeth Landsberg, Director, HCAI

- Welcomed new Council member Kim Perris, Director of Cal Poly Humboldt's RN to BSN Nursing Program.
- Recognized Kim's significant contributions to healthcare in Humboldt County and her academic achievements from UCSF.
- Officially swore in Kim Perris as a Council member and invited her to share her background and aspirations for the Council.

3. Agenda Item 3 - Roll Call

Facilitator: Charise Frisch, HCAI Staff

- Charise Frisch conducted the roll call, confirming the presence of council members. Quorum was confirmed.
- **Absent Members:** Catherine Kennedy, Judith Liu, Deena McRae, Cedric Rutland

4. Agenda Item 4 - Approval of March Meeting Minutes

Facilitator: Van Ton-Quinlivan, Council Chair

- The March 2024 meeting minutes were approved without further discussion.
- **Motion:** Abby Snay moved to approve the minutes; Katherine Flores seconded.
- **Abstention:** Vernita Todd abstained from voting as she was not present at the March meeting.



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5. Agenda Item 5 - HCAI Land Acknowledgement

Facilitator: Elizabeth Landsberg, Director, HCAI

- Elizabeth Landsberg presented HCAI's Land Acknowledgment statement, developed by HCAI's racial equity team.
- Emphasized the importance of recognizing the historical truths related to the displacement and mistreatment of Native Peoples.
- Acknowledged Pride Month and the upcoming Juneteenth celebrations.

6. Agenda Item 6 - HCAI Director Remarks

Facilitator: Elizabeth Landsberg, Director, HCAI

- Elizabeth Landsberg provided an update on the state budget's impact on HCAI's programs, noting a \$45 billion shortfall leading to significant cuts in health workforce development programs over the next five years.
- Outlined remaining funds for programs such as the Certified Wellness Coach profession, Health Professions Career Opportunities Program (HPCOP) program, and reproductive health initiatives.

Council Comments:

- **Roger Liu** asked if funding for behavioral workforce initiatives had restrictions on partnerships with navigation centers. It was clarified that the spending strategy is still being developed but will focus on pipeline programs, scholarships, loan repayment, and funding Community-Based Organizations (CBOs) for workforce recruitment and retention.
- **Van Ton-Quinlivan** asked if HCAI's pipeline funding would support stackable credentials and accelerated programs. Libby Abbott clarified that while the funding is broadly defined, it could be targeted similarly to existing pipeline programs.
- **Katherine Flores** inquired about the state budget timeline and advocacy for specific programs. Elizabeth Landsberg confirmed the legislature must adopt the budget by June 15, with possible adjustments before then.

Public Comments:



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- **Rafeal Newport (Midwife)** shared that she is developing a licensed midwifery program in California and sought connections for support. She also asked if additional funding could be allocated to midwifery workforce training. Hovik Khosrovian explained that the Song-Brown grant program is the primary funding mechanism and that no cuts have been announced.
- **Susan Gallagher (Cal Voices)** referenced the Bagley-Keene Act and stressed the importance of transparency in workforce budget updates. She urged HCAI to ensure the community understands proposed budgets and suggested hosting a workshop to discuss the impact of budget cuts and allow public input.
- **Selena Liu Raphael (California Alliance of Child and Family Services)** commended HCAI's scholarship and loan repayment programs and highlighted apprenticeship programs as a pathway for youth to build careers and contribute to their communities.
- **Hellan Roth Dowden (Teachers for Healthy Kids)** asked if Behavioral Health Services Act fund could replace state budget cuts. Elizabeth Landsberg clarified that while the funds would not backfill losses, they would support similar behavioral health workforce initiatives.
- **Shanti Ezra (California Association of Marriage and Family Therapists)** advocated for sustained funding for behavioral health workforce initiatives in light of proposed state budget cuts.

7. Agenda Item 7 - HCAI Workforce Program and Recommendations Update

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

- Libby Abbott expressed appreciation for the collaboration within HCAI and acknowledged the budget challenges leading to a pause in further development of most grant cycles.
- Mentioned the ongoing development of HCAI's Research Data Center and potential future funding opportunities through the Behavioral Health Services Act and a Medicaid waiver for behavioral health transformation.

Council Comments:

- **Katherine Flores** raised concerns about funding for Certified Wellness Coaches while other workforce programs faced cuts. Libby Abbott clarified that the funds were already designated and could not be reallocated but



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suggested revisiting priorities once the budget is finalized.

- **Van Ton-Quinlivan** asked if HCAI issues press releases for grant awards. Libby Abbott confirmed that the Communications Team announces webinars, award cycles, and major milestones on the website.
- **Nader Nadershahi** echoed Katherine Flores' concerns, emphasizing that funding decisions should not limit California's ability to invest in high-impact programs.
- **Abby Snay** asked about matching requirements for HCAI's Certified Wellness Coach Employer Support (CWCES) Grant Program.

8. **Agenda Item 8 - Health Workforce Program Milestones and Successes**

Facilitator: Chris Roina, Lead Communications Analyst, HCAI

- Chris Roina discussed the progress and achievements of several health workforce programs.
- He shared insights into the success stories from various grant recipients, emphasizing the positive impact of the funding on healthcare careers, particularly through programs like the Health Careers Exploration Program and HPCOP.
- He highlighted the significant changes in the lives of participants, such as students who were initially discouraged from pursuing careers in healthcare but eventually found their way into the profession thanks to these programs.
- Chris Roina shared inspiring stories from grant recipients, noting that even small grants have led to significant changes. He mentioned how students who were previously told they could not pursue careers in healthcare were now succeeding in these fields thanks to the support provided by the programs.
- A recurring theme was the appreciation from program participants for the support they received from HCAI, with many expressing their gratitude for the partnership and resources provided.
- Chris Roina discussed the challenge of gathering sufficient video footage from grant recipients to showcase the program's impact. He emphasized the importance of collecting and sharing these stories, particularly to inspire early career exploration among students in critical fields.



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Council Comments:

- **Van Ton-Quinlivan** emphasized the importance of seeing impact firsthand, especially in difficult times, and thanked Chris Roina for highlighting grantees' work.
- **Katherine Flores** appreciated Chris Roina's presentation and suggested sharing success stories with legislators year-round, not just during budget crises, to sustain support.
- **Elizabeth Landsberg** supported the idea of continuous storytelling to legislators and noted that the Legislature is aware of workforce shortages. She suggested exploring ways to creatively share these success stories, potentially through videos and annual legislative reports.
- **Roger Liu** supported this approach, emphasizing that these stories highlight workforce needs in underserved communities.
- **Rebecca Raun-O'Shaughnessy** explored ways to showcase collaboration among funding sources and partners in building student career pathways.
- **Abby Snay** echoed Rebecca Raun-O'Shaughnessy's points, stressing the importance of multi-agency partnerships to strengthen career exploration programs and workforce collaboration.

Lunch Break

9. **Agenda Item 9 - Interprofessional Education of Primary Care Teams**

Presenters: Diane Rittenhouse, Senior Fellow, Mathematica

Presentation Summary: Diane Rittenhouse opened the discussion on the importance of interprofessional education (IPE) in primary care teams. She emphasized that effective IPE leads to better patient outcomes, improved team collaboration, and addresses workforce shortages by enhancing the roles of various healthcare professionals.

- Diane Rittenhouse discussed the critical role of IPE in preparing healthcare teams to work collaboratively in primary care settings.
- She highlighted that IPE involves training healthcare professionals from different disciplines together, fostering an understanding of each other's roles,



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and promoting teamwork.

- She outlined potential strategic initiatives that the Council could undertake to promote IPE across California. These included: developing a statewide IPE curriculum for healthcare education institutions, creating partnerships between academic institutions and healthcare organizations to provide practical IPE experiences, and advocating for policy changes to support the integration of IPE into the licensing and accreditation processes for healthcare professionals.

Council Comments:

- **Vernita Todd** supported IPE, noting that team-based care provides comprehensive services beyond what primary care physicians can address in a 15-minute visit.
- **Rehman Attar** emphasized integrating IPE into practice rather than keeping it theoretical. He also stressed the need for sustainable funding to support program facilitators.
- **Katherine Flores** shared her experiences with IPE at her institution, noting both successes and challenges. She stressed the importance of involving community health workers in IPE to ensure that primary care teams are truly interdisciplinary and reflective of the communities they serve.
- **Kim Perris** underscored the need for ongoing professional development for current healthcare workers to adapt to new IPE models. She suggested that the Council explore funding opportunities to support this.
- **Kevin Grumbach** raised concerns about the current state of IPE in California and how it is being implemented across different institutions. He emphasized the need for standardized training modules and suggested that the Council could play a role in advocating for such standards.
- **Roger Liu** stressed the need for sustainable funding to support these programs.
- **Abby Snay** suggested reviewing community college curricula to better equip roles like Community Health Workers and Medical Assistants to actively participate in team-based care.
- **Raul Ramirez** acknowledged the complexities of IPE, questioning how



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training adapts to professionals in different settings.

Public Comments:

- **Araceli Valencia (California Primary Care Association)** emphasized IPE's value in primary care, offering insights on building trust, creating workflows, and supporting Community Health Workers.
- **Erin Hicks (Loma Linda University)** highlighted the need for cultural, financial, and policy changes in both clinical and academic settings.

10. Agenda Item 10 - General Public Comment

Facilitator: Van Ton-Quinlivan, Chair

- The floor was opened for public comment, but there were no comments from the audience or Teams attendees.

11. Agenda Item 11 - Council Reflection Update

Presenter: Janis Herbstman, HCAI, Legal Counsel and Jalaunda Granville, HCAI Policy Section Chief

Presentation Summary: Jalaunda Granville outlined future strategies for roles of Council Members. Janis Herbstman discussed the roles and responsibilities of the Council members and addressed specific questions raised during a previous meeting in March. The update included the following key points:

- **Roles of Council Members:** Council members are expected to inform, lead, and influence within their professional capacities. These roles are intended to extend into the members' professional work and networks, influencing broader health workforce strategies.
- **Potential Conflicts and Legal Considerations:** Janis Herbstman highlighted the need for Council members to be aware of potential conflicts of interest, particularly in relation to their professional roles and organizational policies. She advised Council members to consult with in-house counsel if they have concerns about participating in Council activities, such as any legislative reports the Council may approve in the future.
- **Bagley-Keene Act:** The update also included guidance on the Bagley-Keene Open Meeting Act, emphasizing the importance of avoiding serial meetings



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and ensuring that discussions related to Council business are conducted within legal parameters. Council members were encouraged to contact HCAI staff for guidance on any specific activities or legal questions.

12. Agenda Item 12 - Recess Day One Meeting

Facilitator: Van Ton-Quinlivan, Chair

- Van Ton-Quinlivan thanked the Council members and HCAI staff for their efforts and adjourned the meeting.



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**Day 2
Meeting Minutes
June 13, 2024**

1. Agenda Item 1 - Call to Order

Facilitator: Van Ton-Quinlivan, Chair

- Van Ton-Quinlivan opened the meeting by welcoming attendees and acknowledging Kathryn Phillips from the California Healthcare Foundation for supporting the Council's logistics.

2. Agenda Item 2 - Roll Call

Facilitator: Charise Frisch, HCAI Staff

- Charise Frisch conducted the roll call, confirming the presence of council members. Quorum was confirmed.
- Absent Members: Catherine Kennedy, Judith Liu, Deena McRae, Cedric Rutland

3. Agenda Item 3 - Workforce Overview: Problem Statement & Voice of the Worker

Facilitator: Boston Consulting Group (BCG)

- Libby Abbott introduced the session focused on workforce strategy development with BCG's involvement.
- Szoa Geng from BCG highlighted the session's goal to discuss strategy, present interim findings, and engage the council for feedback.
- A panel of individuals with experience in healthcare careers joined BCG for this agenda item and agenda item 4 below.

Panel and BCG Comments:

- **Erick Paiva (Public Health Nurse)** highlighted the high costs and difficulties of entering the nursing profession in LA County.
- **Kayla Mitchell (Registered Nurse)** shared her experience of barriers faced at a community hospital.



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- **Carla Avalos (Licensed Clinical Social Worker)** discussed barriers faced by Latinos and other minority groups in accessing mental health services.
- **Jacqueline DePasse (BCG Partner)** outlined the scope of the engagement focusing on behavioral health and nursing. She highlighted the importance of data, understanding the current state and projected future state of supply and demand, and ensuring the workforce reflects California's diversity.
- **Oscar Stephenson (Certified Substance Abuse Counselor)** illustrated the role of peer support specialists in addressing substance abuse.

Public Comments:

- **Rafeal Newport (Midwife)** suggested broadening the understanding of underserved areas and recognizing community organizations addressing key issues. She also encouraged government efforts to rebuild trust and provide sustainable resources for success.
- **Selena Liu Raphael (California Alliance of Child and Family Services)** stressed the importance of apprenticeship programs and long-term workforce sustainability, highlighting the need for fair compensation.
- **Arielle Hernandez (California Nurses Association)** advocated for additional funding for nursing pipeline programs, emphasizing the need for continued investment in the recruitment, retention, and protection of new graduates and nurses.
- **Hellan Roth Dowden (Teachers for Healthy Kids)** called for collaboration with organizations already working to attract students into pipeline programs, particularly through technical education pathways.

4. Agenda Item 4 - Barriers, Stakeholders and Roles of HCAI

Facilitator: Boston Consulting Group

The discussions were aimed at understanding the barriers, identifying key stakeholders, and clarifying roles to develop strategies that ensure the healthcare workforce reflects California's diversity and meets the population's needs.

- **Workforce Shortages: Behavioral Health:** There are significant shortages across geographies and roles, which are exacerbated by the fact that a large portion of the population doesn't take insurance, further limiting access to



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care.

- **Nursing:** While overall nursing shortages might not be as severe, there is a critical issue with the distribution of nurses, high turnover rates, and burnout, which have been worsened by the pandemic.
- **Diversity Issues:** Both behavioral health and nursing fields suffer from a lack of diversity, which does not reflect the population of California. This is a major concern as it affects the quality of care and cultural competency within the workforce.
- **Economic Barriers:** The financial impact of nursing shortages on healthcare institutions is profound, influencing patient care and labor costs. Behavioral health professionals also face economic challenges due to low reimbursement rates and the financial viability of accepting insurance, particularly Medi-Cal.
- **Education and Training:** The path to entering the healthcare workforce, especially in nursing and behavioral health, is fraught with difficulties, including the high cost of education, limited access to nursing schools, and challenges in obtaining licensure.

Panel and BCG Comments:

- **Anna Stofle (Recent MSW Graduate)** represented the student perspective, highlighting the importance of educational institutions in shaping the future workforce.
- **Szoa Geng (BCG Managing Partner)** stressed the importance of HCAI in enabling the workforce by transferring knowledge and skills to ensure the long-term sustainability of healthcare strategies.
- **Oscar Stephenson (Certified Substance Abuse Counselor)** illustrated the role of peer support specialists in addressing substance abuse, underscoring the need for diverse roles within the healthcare system.
- **Jacqueline DePasse (BCG Partner)** emphasized the need for a broad approach to understanding the ecosystem of stakeholders.

Public Comments:



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- **Arielle Hernandez (California Nurses Association)** advocated for restoring funding to the Song-Brown Grant Program for Registered Nurses, highlighting its impact on training nurses to provide healthcare in medically underserved areas statewide.

Lunch Break

5. Agenda Item 5 - Supply & Demand Modelling

Facilitator: Boston Consulting Group

BCG provided a detailed overview of the scope and goals of the supply and demand modeling project:

- Initial focus on Behavioral Health and Nursing, acknowledging workforce shortages and the need for diversity within the California healthcare workforce.
- The committee discussed the challenges faced in their respective fields, particularly around access to education, job placement, and the emotional toll of their work.
- The discussion also touched on the lack of diversity within the healthcare workforce and the efforts needed to ensure the workforce reflects California's diverse population.
- Continue engagement with diverse stakeholders to refine supply and demand models.
- Focus on strategies to address diversity and distribution issues within the nursing and behavioral health workforce.
- Emphasized the importance of ongoing communication and knowledge transfer to HCAI for sustainable progress.

BCG emphasized the importance of continued input from the Council and stakeholders to refine the modeling work. BCG concluded the session with a commitment to incorporating the insights shared by the committee into the ongoing strategic development.

Council Comments:



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- **Roger Liu** mentioned that his organization is exploring Alternative Payment Models (APMs) and the potential impact on their workforce, stressing the importance of being of these ongoing challenges.
- **Rebecca Raun-O'Shaughnessy** the challenges of in healthcare workforce training, noting that hospital closures or consolidations in vulnerable areas like the Central Valley create demand without available employers to supply healthcare workers.
- **Katherine Flores** added that in addition to closures and mergers, certain services, like women's healthcare, are being shut down, further affecting the workforce.
- **Van Ton-Quinlivan** pointed out the complexities of modeling supply and demand, emphasizing HCAI's role in providing subsidies to help grow and distribute the workforce to underserved areas.

6. Agenda Item 6 - General Public Comment

Facilitator: Van Ton-Quinlivan, Chair

Public Comments:

- **Helen Roth Dowden (Teachers for Healthy Kids)** highlighted the barrier high deductibles pose for accessing behavioral health services.
- **Garrett Chen (HealthImpact)** pointed out the gap between academic nursing education and practical needs, stressing the importance of differentiating between direct care shortages and the number of licensed nurses. He suggested evaluating the capacity of nursing programs to better identify these gaps.
- **Selena Liu Raphael (California Alliance of Child and Family Services)** noted the challenges of surveying debt data related to behavioral health services and emphasized the issue of denied claims for individuals with mild to moderate behavioral health needs.

7. Agenda Item 7 - Adjourn Day Two Meeting

Facilitator: Van Ton-Quinlivan, Chair

- The meeting was adjourned.

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