

Agenda Item 6:

HCAI Workforce Programs Evaluation Update

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Agenda



Awardee review for Medi-Cal Behavioral Health Student Loan Repayment Program



Awardee review for Peer Personnel Training and Placement Program



Monitoring and Evaluation Updates

Medi-Cal Behavioral Health Student Loan Repayment Program (MBH-SLRP)

Cycle 1 Awardee Review

MBH-SLRP



The goal for the MBH-SLRP is to reduce educational debt for behavioral health professionals who commit to serving Medi-Cal members and underserved communities.



Eligible behavioral health practitioners can receive up to \$240,000 in loan repayment with a commitment to a multi-year service obligation.



This deck includes cohorts 1, 2, and 3, totaling 1,899 awarded professionals.

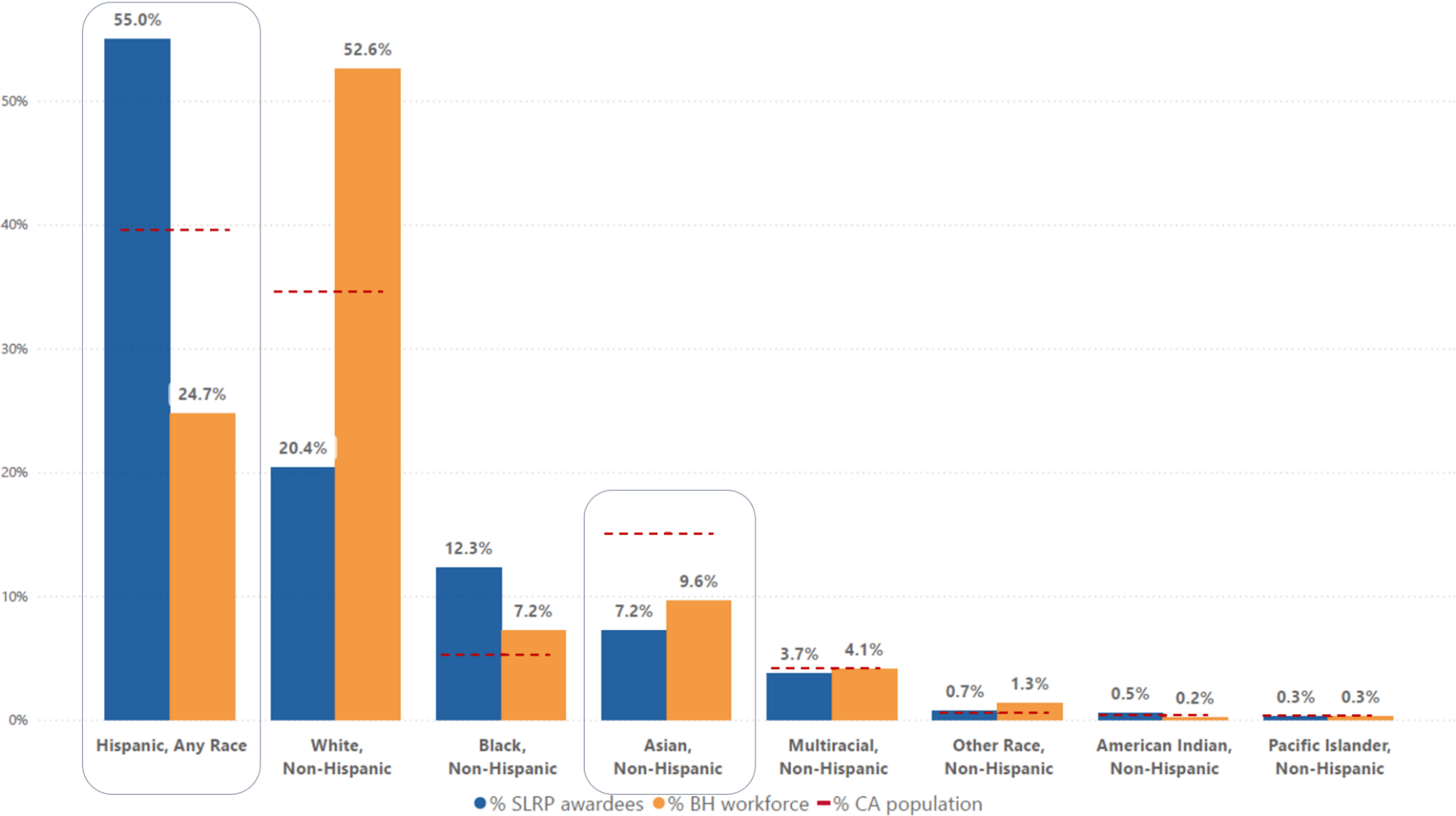
Cohort 4 awards were announced in June and are not included here.

MBH-SLRP Awardees

Race/Ethnicity

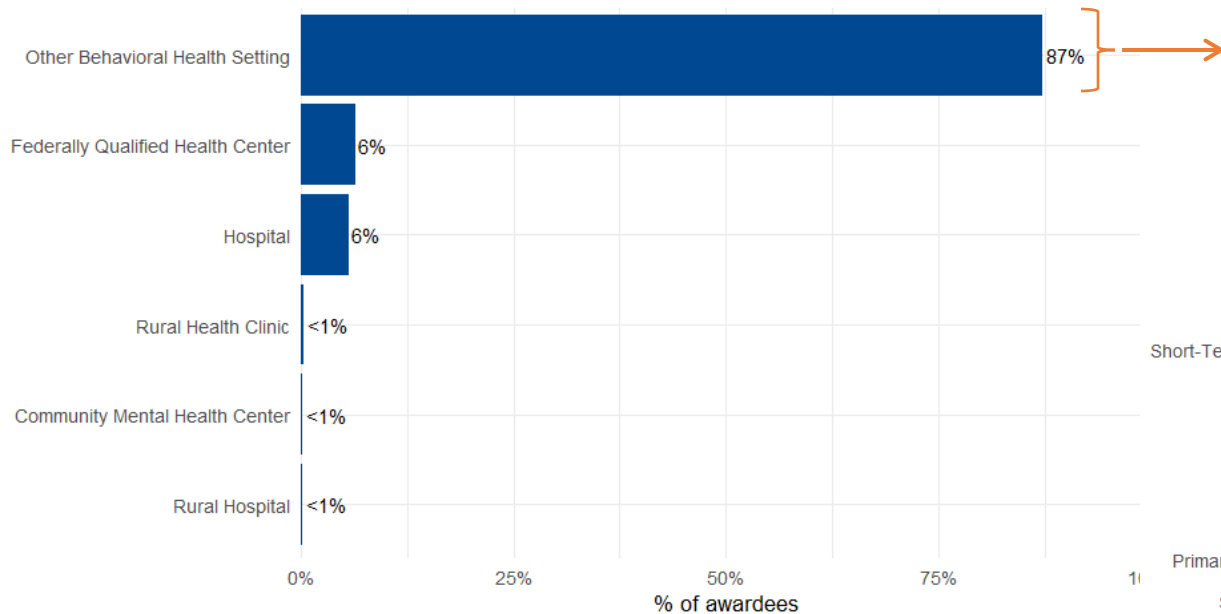
- Three cohorts—1,899 awarded professionals
- Hispanic and Asian groups—awards made are closing the gap between the share of the population and the existing behavioral health (BH) workforce

Note: Cohort 4 awards were announced in June; not included here.

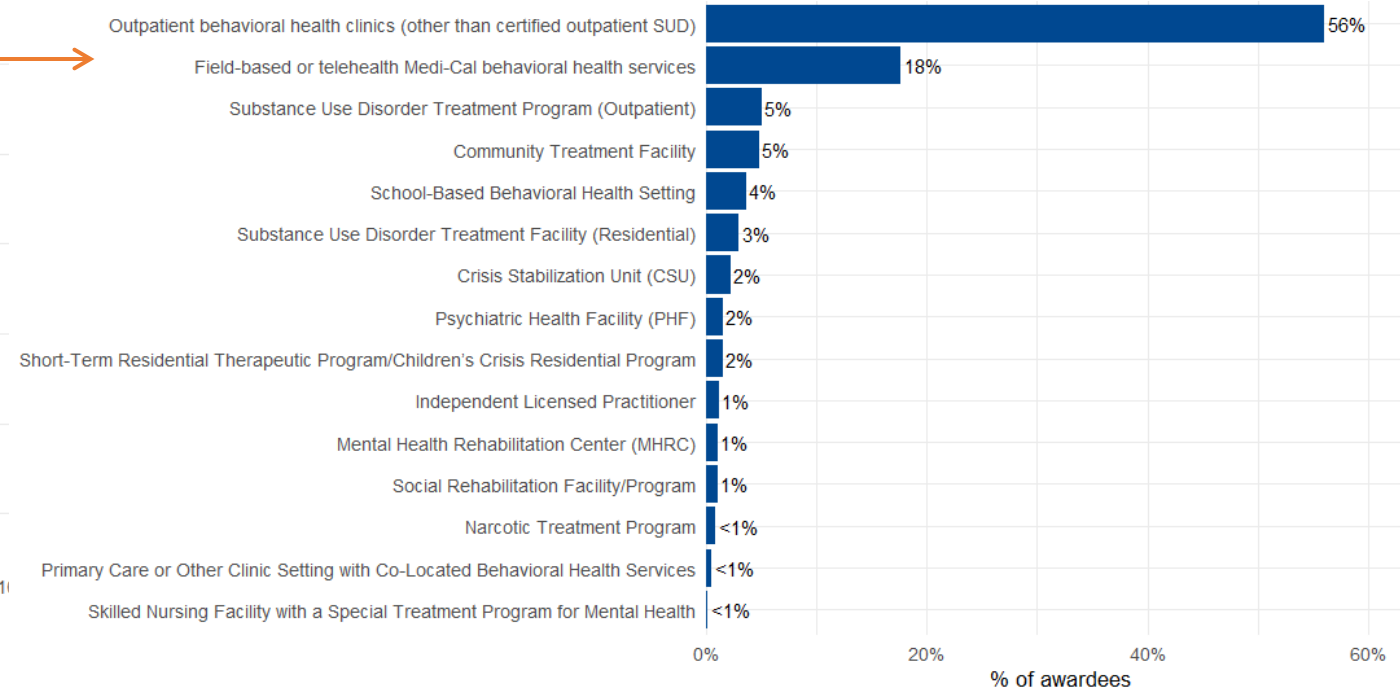


Source:
Awardee data: MBH-SLRP cohorts 1,2,3
Number of respondents: 1,879
BH workforce data: HCAI Health Workforce License Renewal Survey, December 2024
Population data: US Census Bureau, 2023

Practice Setting Type

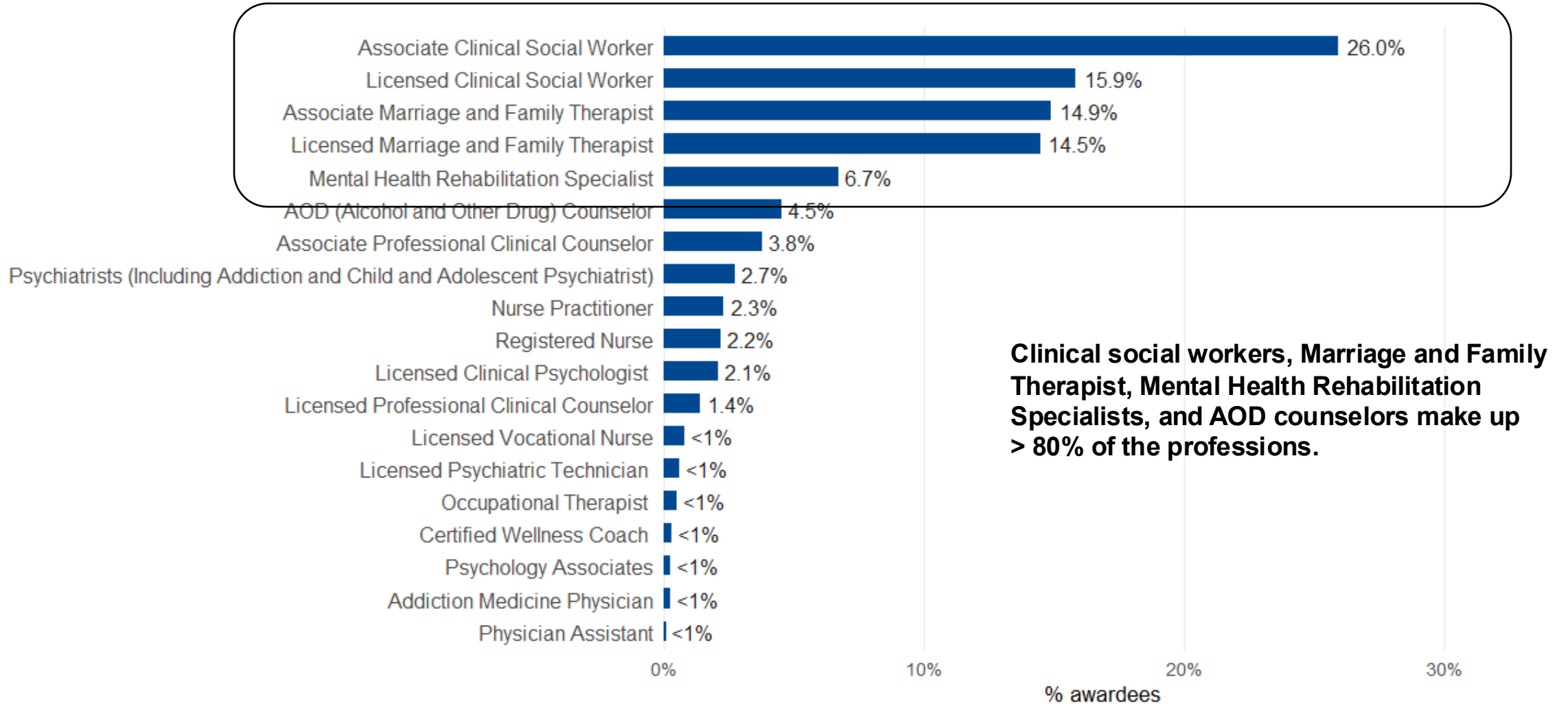


Other Behavioral Health Settings

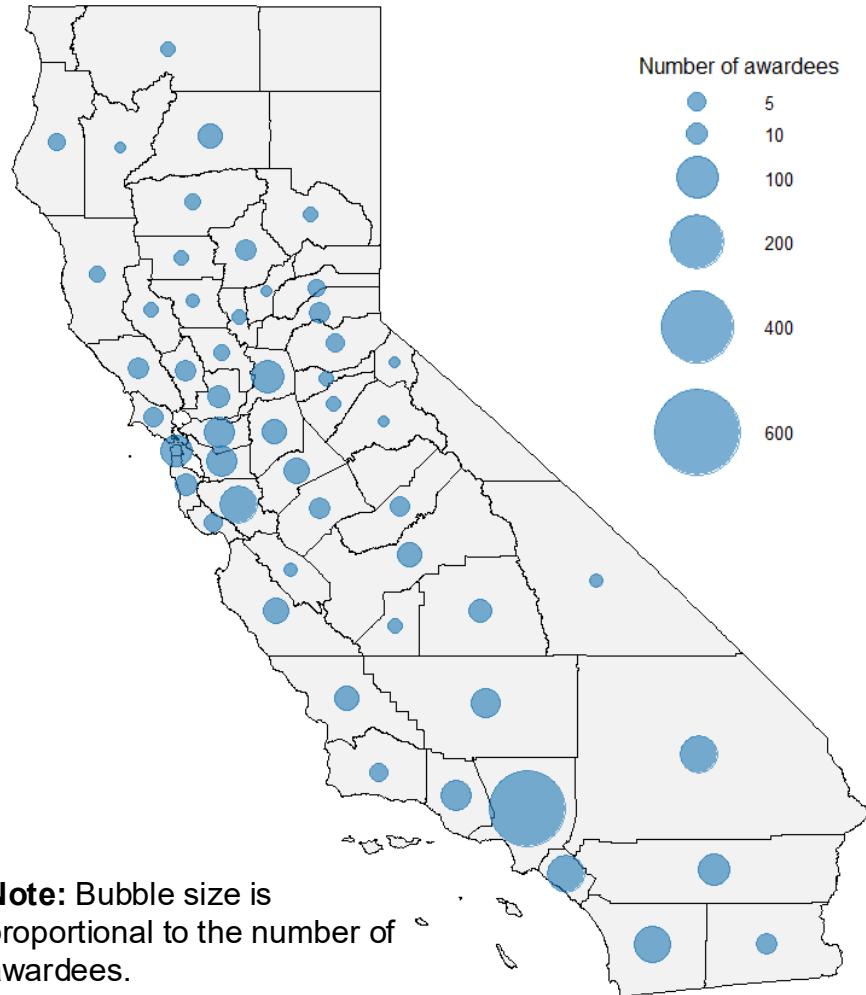


87% of awardees' employment was categorized as "Other Behavioral Health Setting." Outpatient BH clinics, telehealth BH services, Substance Use Disorder Treatment programs, and community treatment facilities make up > 80% of the Other Behavioral Health Settings

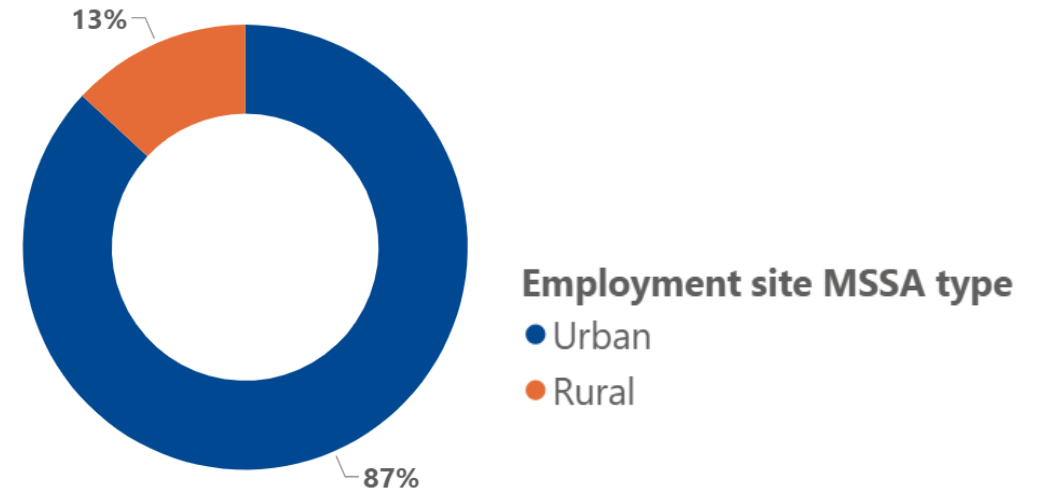
Profession Type



Geography



Percent awards to rural employment sites (by MSSA)

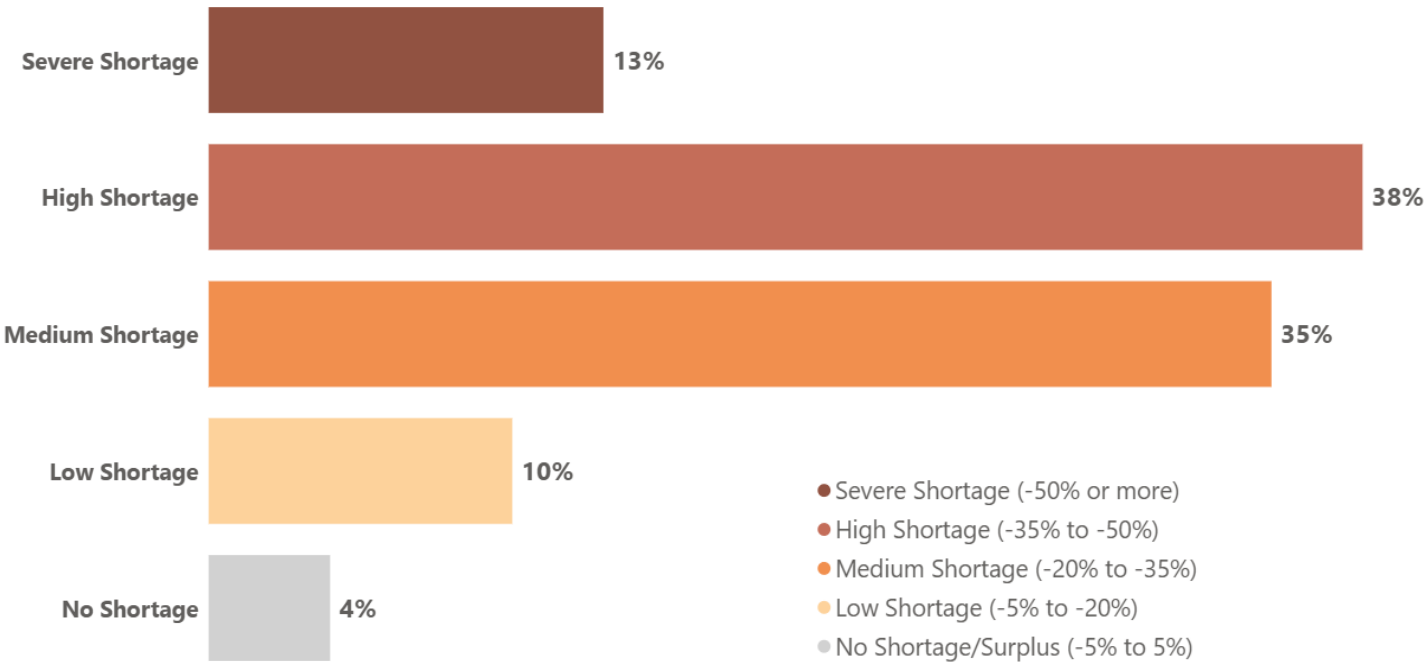


Award amount to rural employment sites (by MSSA)



Geography

Percent of awardees employed in shortage areas based on HCAI's Supply and Demand Model of Behavioral Health Workforce



51% of awardees are working in high and severe shortage areas.

Counties that make up > 53% of awardees

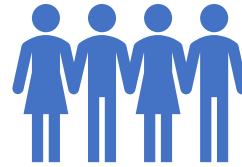
County	Number of professionals awarded
Los Angeles	609 (32%)
San Bernardino	108 (6%)
Santa Clara	105 (5%)
Orange	102 (5%)
San Diego	99 (5%)

Peer Personnel Training and Placement Program

Peer Personnel Program Overview



Funds organizations that recruit, train, and place individuals in designated peer positions.

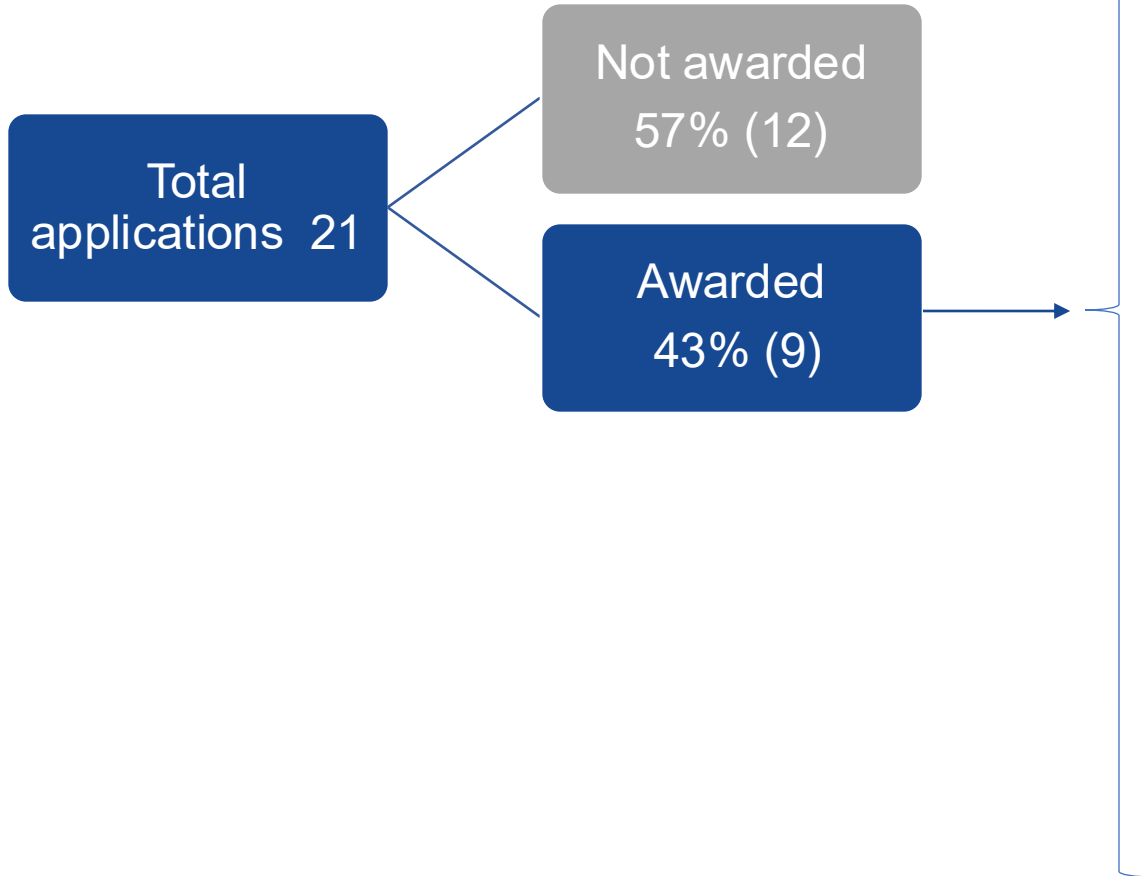


Focuses on individuals with lived experience as a mental/behavioral health services consumer, family member, and/or parent/caregiver



Staff provide mentoring, guidance, and support services

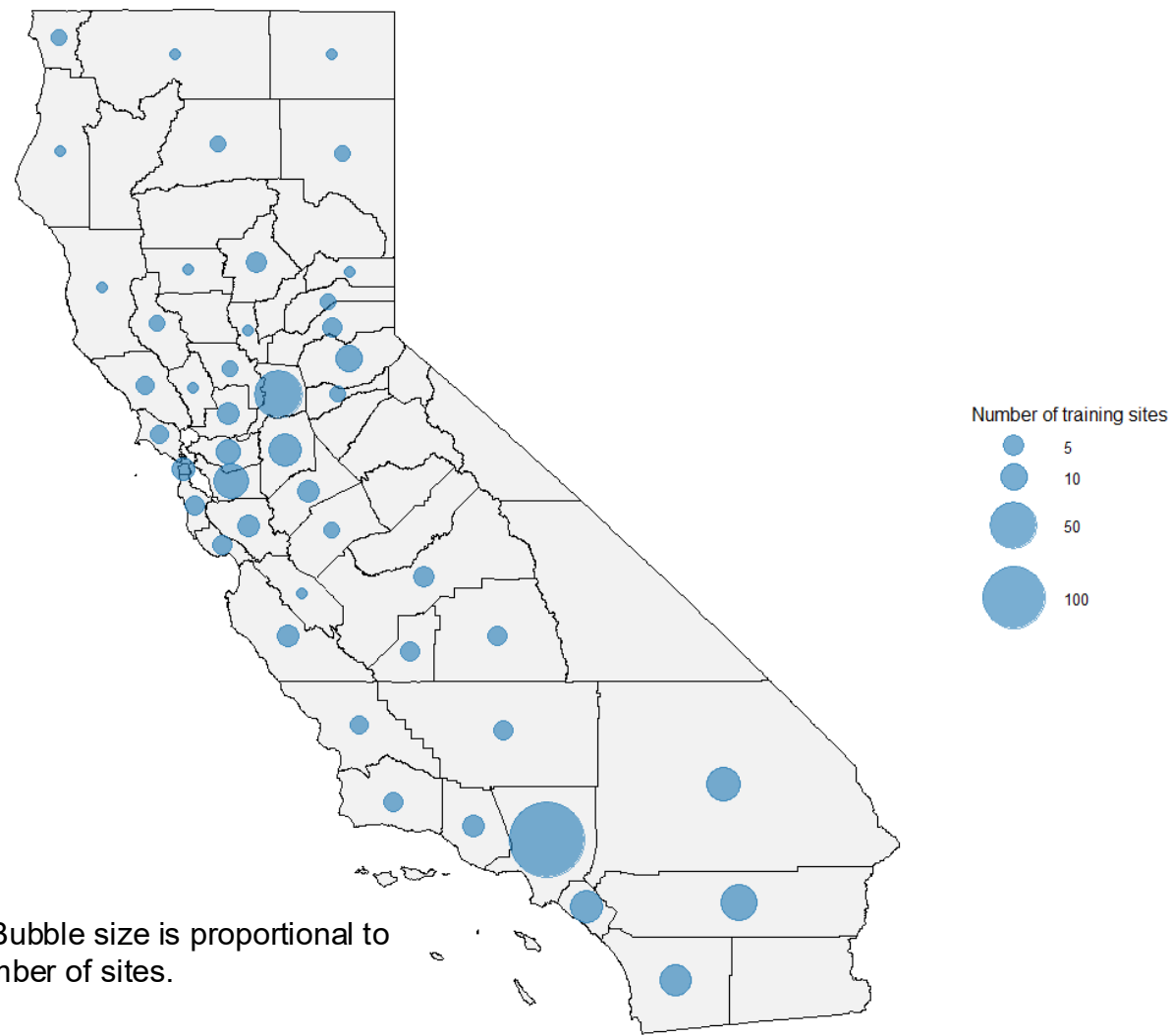
Award Status



Organization name	Total requested	Number of expected participants
Crestwood Behavioral Health, Inc.	\$1,000,000.00	300
Project Return Peer Support Network	\$1,000,000.00	300
NAMI California	\$999,743.80	265
Lutheran Social Services Southern California	\$996,600.00	250
Painted Brain	\$1,000,000.00	240
Loyola Marymount University	\$1,000,000.00	240
Parents Anonymous Inc.	\$1,000,000.00	223
Cal Voices	\$1,000,000.00	223
SHARE! the Self-Help and Recovery Exchange	\$1,000,000.00	270

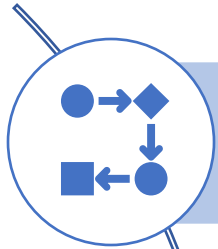
Training Sites – Awardee Organizations

- 9 training organizations (452 training sites awarded)
- 233 (51.5%) training sites are in Mental Health HPSA
- 45 counties covered
- 2,311 expected participants



Spotlight on Monitoring and Evaluation (M&E)

Ongoing



Develop a theory of change

Develop logic of what a program is trying to achieve, and how it will achieve the intended results. Linking program strategies to outcomes.



Outline monitoring and evaluation questions in an M&E Plan

How will we know if the program strategies work? What can we know along the way?



Construct specific, measurable indicators

What measures demonstrate that our goals are being met?



Establish targets for program monitoring with Policy

What is a policy goal for the measurable indicator?

We are here

Example: Monitoring Questions

What is the composition of the awardee pool?

- Does our awardee pool reflect the cultural diversity of California?
- Does our funding fill existing gaps in the healthcare workforce in terms of linguistic concordance, geographic spread, and professional shortages?

How many new professionals used HCAI funding to:

- Complete an education program leading to a certification or degree?
- Pay off student debt?
- Begin and complete a service obligation in an area of unmet need?

Example: Evaluation Questions

Workforce supply

- To what extent did HCAI programs increase workforce supply?
- To what degree did HCAI programs address workforce gaps and geographic maldistribution?

Workforce retention

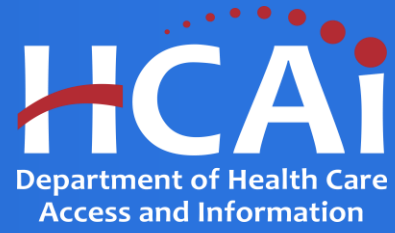
- What was the impact of program strategies on retention in safety-net settings?
- To what extent did HCAI programs increase professionals' commitment to serve in areas of unmet need?
- What factors influence professionals' choice to stay in Medi-Cal safety net settings?
- What proportion of awardees remain in safety net settings after their service obligation?

Financial strain

- What was the impact of the program on professionals' financial strain?
- To what degree do financial opportunities impact the retention of the workforce post-service obligation?

What's Coming Next





Thank you