



Agenda Item 6:

HCAI Workforce Policy Agenda

Presenter: Hovik Khosrovian, Senior Policy Advisor
Health Workforce Development, HCAI

Overview

- Purpose of Policy Agenda
- Users of the Policy Agenda
- HCAI Health Workforce Program Goals & Objectives
- Policy Agenda Priorities



Purpose of Policy Agenda

- Establish priorities and anticipate needs to support preparation of a sustainable workforce
- Outline priorities by content area
- Identify actionable steps for each priority
- Allow flexibility to shift priorities based on research or departmental priorities

With the underlying focus of equity, the goal of the policy agenda is to ensure:

- **Historically underserved populations gain access to high-quality health services**
- **Individuals from disadvantaged backgrounds have equitable opportunities to pursue health careers**

Users of the Policy Agenda

- HCAI's Health Workforce team and initiatives
- Health Workforce Education and Training Council (Council)
- HCAI Workforce Research Agenda (currently under development)



Health Workforce approach & strategy



HCAI enables the expansion and development of a **health workforce that reflects California's diversity while addressing supply shortages and inequities**. We do this by administering programs and funding and publishing actionable data about California's health workforce and training.



HCAI aims to develop, support, and expand a health workforce that:

- Serves medically underserved areas
- Serves Medi-Cal members
- Represents the California it serves through cultural and linguistic diversity

Policy Agenda: workforce priorities

- Behavioral Health
- Primary Care
- Maternal Health
- Advancing equity and diversity in health workforce (cross-cutting priorities supported by the [Mullan Institute Equity Report](#))
- Shortage Area Identification and Support



Behavioral Health: primary priorities

Description	Practical opportunities for Workforce Development
Explore opportunities to support Behavioral Health (BH) for the aging population.* • Gain understanding of BH delivery through Medicare, Medicaid, and private insurance, and workforce implications. • Develop policies or strategies for HCAI's existing programs or concepts for new programs, such as embedding geriatric training requirements.	• Behavioral Health Services Act (BHSA) programming • Other BH programs • Council strategy • Research Agenda
Explore supporting Collaborative Care Models integrating BH with primary care teams. • Determine opportunities for HCAI programs to support the expansion of collaborative care models in underserved communities.	• Potential to support through workforce program development • BHSA/Workforce Education and Training (WET) planning • Council strategy

* According to the [California Master Plan for Aging](#), by 2030, 1 in 4 Californians will be over 60.

Behavioral Health: secondary priorities

Description	Practical opportunities for Workforce Development
Understand and strengthen pathways for Social Work students advancing through the educational ladder. • Perform landscape analysis to understand and articulate challenges, roles of organizations involved, and impact to HCAI. Explore opportunities for HCAI to support.	• BHSA funding • WET planning
Expand opportunities for BH providers to gain licensure hours. • Conduct background research to determine HCAI's role, and other organizations' roles, in pursuing changes.	• Potential to raise awareness through Council influence model • Research Agenda
Explore opportunities to support the Behavioral Health Workforce within Developmental Services. • Determine the potential intersection of HCAI's BH workforce efforts and populations served by Department of Developmental Services. Identify potential opportunities for engagement and support.	• BHSA programming • BH-Connect • Existing BH programs • Council strategy

Primary Care: primary priority supply/demand model & strategy



Develop a primary care workforce strategy in connection with the supply/demand model for primary care

- Use the model to explore strategies to fill primary care gaps.
- Explore the role the Undergraduate Medical Education system plays in promoting a diverse physician workforce.
- Explore strategies to integrate team-based care requirements to existing programs.
- Explore opportunities to implement within existing programs. Use the model to make policy and programmatic improvements in programs like Song-Brown to address needs.

Maternal Health: primary priority supply/demand model & strategy

Description	Practical opportunities for OHWD
Develop Supply/Demand Model • Incorporate team-based care including doulas, midwives, other support roles • Develop strategy and interventions to target efforts in expanding maternal health in communities and with populations with inequitable health outcomes	• Song-Brown Midwifery programming • Song-Brown Primary Care Residency programming • Individual grant programs • Research Agenda • Council strategy • Rural Health Transformation Program



Maternal Health: secondary priority



Description	Practical opportunities for OHWD
Explore birthing center support and expansion as a potential strategy to expand access. • Understand the current landscape of birthing centers in California • Add birthing centers as eligible sites within HCAI's workforce loan repayment and scholarship programs • Explore strategies for other existing HCAI programs (e.g. Song-Brown)	• Song-Brown Midwifery programming • Song-Brown Primary Care Residency programming • Individual grant programs • Research Agenda • Council strategy

Cross-cutting priority: elevating equity in HCAI's Health Workforce funding processes



- The [Mullan Institute Equity Report](#) underscores the necessity of supporting underrepresented individuals pursuing health careers and addressing systemic disparities by prioritizing funding and support for educational institutions and organizations that serve underrepresented and disadvantaged populations.
- The following slide lists priorities for aligning programs and funding processes with equity objectives.

Elevating equity: primary priorities

Description	Examples	Practical opportunities for OHWD
Align OHWD programs to provide continuous support to students and individuals across the health professions pathways.	<i>Incorporate policies into HCAI programs so participants of an HCAI-funded organizational program (e.g. Song-Brown) would receive priority when applying for HCAI scholarships, stipends, or loan repayment.</i>	- All individual and organizational/ educational grant programs - Research Agenda
Prioritize, within OHWD programs, community colleges and institutions that disproportionately serve underrepresented and disadvantaged communities.	<i>Standardize scoring criteria that preference these institutions for educational capacity expansion grants.</i>	All organizational/ educational grant programs

Elevating equity: secondary and tertiary priorities

Description	Practical opportunities for OHWD
Secondary Priority: Use supply and demand models to identify grant program priorities such as geographic areas and professional roles with the highest needs.	• All individual and organizational/educational grant programs • Research Agenda
Tertiary Priority: Develop clear, standardized guidelines on organizational strategies for equity for OHWD workforce grantees to follow.	• Organizational/educational grant programs • Council strategy

Shortage area development and refinement

Description	Practical opportunities for OHWD
Develop data-driven definitions for Behavioral Health, Primary Care, Maternal Health, and Oral Health shortage areas overlaying outcomes from supply/demand models with communities' access to services	• Integrate into organizational/individual grant programs • Research agenda



Questions?