



Agenda Item 7

Council Impact Proposal

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Overview

- Recall: previous Council impact discussions
- Process since last council meeting
- Updated staff proposal: annual Council policy report
- Council content calendar
- Identify next steps



Recall: previous Council Impact discussions

- In March 2024, Kathryn Phillips from California Health Care Foundation facilitated a discussion on how the Council can support HCAI and what the Council can do as a collective to further the impact of the Council.
- At the February 2025 Council meeting, HCAI introduced the idea of the Council taking a more active role in shaping policy by sending an annual letter to the Legislature. HCAI provided three examples of potential letters that ranged from describing challenges, making recommendations, and advocating for funding.

Examples of potential letters to the Legislature

	Example	Background	Focus of Council Letter
Describe Challenges	1. Midwifery Training and Education	Previous Council discussions have identified that there aren't enough midwifery training programs (Certified Nurse Midwifery or Licensed Midwifery) in California to meet the needs of the population.	- Share supply and demand findings - Describe access and equity challenges
Make Recommendations	2. Health Care Career Pathways/Pipeline Opportunities	- Health Professions Career Opportunity Program (HPCOP) was designed to increase underrepresented individuals in health professions training and practicing in underserved areas - HCAI implemented two successful cycles of the Health Professions Pathways Program, awarding \$53M to 31 organizations - FY 2024-25 budget negotiations, HPCOP funding was reverted - As a result, HCAI no longer has dedicated funding to support career pathway development	- Describe challenges with access to education opportunities - Make specific recommendations: - UCs, State Schools and Community Colleges should expand education capacity in existing programs - UCs, State Schools and Community Colleges should open new programs in areas of greatest need
Advocate for Funding	3. Nursing Retention and Recruitment Programs	- The FY 2023-24 Governor's Budget designated a \$70 million investment - An additional \$70 million was allocated for FY 2024-25. - During FY 2024-25 budget negotiations, the investments in nursing were reverted. - As a result, HCAI's dedicated nursing funding is limited to Song-Brown organizational grants and scholarship/loan repayment programs	- Share supply and demand findings from model output data and notable variation in supply of nurses across regions of California - Describe need to address RN placement and retention - Advocate for funding from state institutions to allocate \$X million to support nursing recruitment and retention in California

Process since May 2025 Council meeting

HCAI undertook a process to conduct individual meetings with Council members. This process became a serial meeting. Ultimately, the outcomes of the discussions were inconclusive.

The purpose of the individual meetings was to:

- Understand the Council's potential limitations in its capacity to advocate for health workforce priorities and funding as a single body (including any limitations from organizational policies concerning incompatible activities) in light of the three examples presented at the February meeting.
- Review the three examples of letters presented at the February 2025 meeting.
- Ask each Council member the same set of questions (see next slide).

Discussion questions asked during individual meetings

1. Would you be able to endorse any or all of the letters outlined in the 3 examples above?
2. Are you aware of and understand the scope your organization's incompatible activities policies? What potential conflicts, if any, do you anticipate?
3. If a deliverable is developed by the Council, will your organization permit you to endorse it (provided that the content is not contrary its mission, values, business agreements, legal/compliance requirements and/or political leanings)?
4. Does your organization have an internal approval process? What is the approximate timeline for approvals?
5. Do you have any restrictions on your ability to advocate for specific content areas or funding requests? If yes, can you share those with HCAI?
6. Do you have any restrictions on your ability to advocate to/with specific entities (e.g., government agencies, private businesses, public businesses)?

Conclusion and updated staff proposal

- We received a wide range of responses from Council members.
- The outcome of the discussions didn't lead to a clear process for implementing an annual letter.
- As a result, HCAI staff performed internal research and identified that other public bodies release annual reports. Staff developed a new proposal.

At the October 2025 Council meeting, HCAI staff is proposing an annual policy report that will summarize the Council's discussions about priority workforce topics over the previous year.

Operationalizing staff proposal

- The Council's discussions will be guided by the topics prepared by OHWD at Council meetings and informed by data and research presented by HCAI.
- The Council team will add a "Reflections" agenda item at the end of each meeting day. "Reflections" time will summarize key takeaways from presentations of priority topics and pose questions to elicit the Council's insight.
- The Council team will capture and summarize the Council's discussion to inform development of the annual policy report.

Operationalizing staff proposal: Timeline

- **Fall meeting:** begins annual report cycle
- **Fall/Winter/Spring/Summer meetings:** Council team collects Council reflections at each meeting
- **Fall meeting of the next year:** Council team will present draft report to Council
- **By end of year:** Council team will publish Council's Annual Policy Report on website

October Council meeting outline

The following topics have been identified:

- Updates on Behavioral Health Workforce initiatives
- Updates on Rural Health Transformation
- **Caring for the aging population in behavioral health**
 - **Guest presentation landscape analysis by UCSF faculty**
 - **Panel discussion on workforce needs**
- Proposal of annual Council Policy Report
- Workforce Policy agenda priorities



* The **bold** topics in blue represent priority topics where OHWD is seeking the Council's input and subject matter expertise to advance the OHWD Policy Agenda.

Topics for upcoming Council meetings



HCAI will bring forward the following topics to the Council for further discussions, recommendations, and influencing:

- Maternal Health Workforce Strategy
- Primary Care Workforce Strategy
- Elevating Equity in HCAI's Health Workforce Funding Processes
- Expanded Behavioral Health Priorities

Council meeting content calendar

The following topics have been identified for upcoming meetings.*

March 2026

- Song-Brown program policy changes
- BH-CONNECT update
- Oral health model
- Annual supply/demand model updates
- Wellness Coach program spotlight
- **Maternal health modeling and strategy preview**
- Optimizing the primary care team workforce
- **Elevating equity in funding processes**

July 2026

- Primary care model and strategy preview
- Graduate medical education
- **Collaborative care models**
- Oral health strategy
- **Maternal health strategy update and deep dive**
- Rural Health Transformation Plan

November 2026

- **Primary care strategy update**
- Behavioral health strategy update
- Behavioral health deep dive: pathways in social work education
- Behavioral health deep dive: expanding training opportunities for associate level BH providers
- Review draft of Annual Council Policy report

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Discussion

Would the Council like to discuss and move forward with an annual policy report?



Questions?