HCAi
Department of Health Care Access and Information

Agenda Item 7:

Draft Annual Council Report Review

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

Voting Procedures for Action Item

- The Council may take action on this item, if they wish
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  - Please hold until the Chair calls for Council comments or discussion
- This session will include:
  - Presentation (high-level overview of the report without offering discussion questions)
  - Voting procedures (motion/second)
  - Council comments (about the vote)
  - Public comment
  - Council vote
  - Council discussion (opportunity for questions and comments about the report)
  - Public comment

HCAI's Vision for California's Health Workforce

Purpose Statement

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.

Desired Outcomes

A California with…

A **sufficient supply of health workers**, ensuring all Californians have access to **equitable, affordable, and quality healthcare.**

A **health workforce that reflects the diversity of California**, increasing **economic opportunities** for providers from underserved communities.

Improved patient outcomes and quality of life for communities.

Health Workforce Education and Training Council

- 18-member public body advising HCAI on workforce initiatives, including:
  - Development of statewide education and workforce training priorities and recommendations
  - Strategies to increase workforce diversity and improve access to care for underserved and Medi-Cal populations
- Council structure:
  - Three meetings per year
  - Public participation is encouraged
  - Materials are available on the HCAI Council webpage



Annual Report: Overview

- Includes October 2025, March 2026 and July 2026 Council meetings
- Provides a formal structure for synthesizing the previous year of Council discussions, insights, and priorities
- Does not issue formal recommendations or positions on behalf of Council members or the organizations they represent

Target dates to post report on Council webpage:

- First annual report: by the end of 2026
- Beginning in 2027: by the end of November each year

Annual Report: Review

- Focus on three priority workforce areas examined this year:
  - Behavioral health for older adults
  - Maternal health
  - Primary care team workforce
- Each workforce area includes:
  - Landscape overview
  - Key themes that emerged from Council discussion



Annual Report: Behavioral Health for Older Adults

Landscape Overview

- By 2040, one in four Californians will be 65+; needs rising with growing diversity.
- ~70,000 older adults experienced serious mental illness in 2021.
- Workforce gaps: provider shortages, uneven geographic distribution of providers, limited geriatric training, cultural and linguistic diversity doesn't meet population needs.

Council Insights

- Upskill and retain workforce through interdisciplinary training and team-based care models.
- Expand peer and wellness coach roles to build behavioral health capacity.
- Strengthen workforce diversity and culturally responsive care.
- Collect additional workforce data to inform planning and resource allocation.

Annual Report: Maternal Health Workforce

Landscape Overview

- California accounts for ~10% of U.S. births. Racial disparities persist particularly for Black groups.
- Workforce gaps: Midwives remain underutilized despite evidence of improved outcomes. 40% of birth centers closed since 2020; 46+ Labor and Delivery unit closures at hospitals; nine counties with no OB-GYNs. Facility closures disproportionately affect rural and Latino communities.

Council Insights

- Expand community-based education pathways and increase clinical placement capacity.
- Strengthen workforce diversity and culturally responsive care.
- Explore coordination across maternal health professions through integrated training and strengthening team-based maternal health care.
- Use HCAI's 2027 maternal health supply/demand modeling to target investments.

Annual Report: Primary Care Team Workforce

Landscape Overview

- Over 25% of Californians live in primary care shortage areas.
- Team-based primary care is cost-effective and improves staff experience.
- Workforce gaps: Aging workforce does not reflect California's cultural and linguistic diversity; uneven geographic distribution of providers; younger clinicians are less likely to enter primary care; lack of interprofessional training opportunities.

Council Insights

- Plan for full range of professionals on primary care teams, including behavioral and oral health.
- Strengthen team-based primary care within nursing education, residency programs, and training programs for social workers and other behavioral health professionals.
- Connect investments to outcomes data about placement, retention, and access to care.
- Use workforce data to target primary care investments by geographic area.

Annual Report: 2027 Focus Areas and Examples of Topics to Explore

March: Primary Care Clinical Workforce

- Share supply and demand model outputs to identify gaps
- Review and discuss graduate medical education and undergraduate medical education priorities and objectives
- Share progress on Song-Brown program updates
- Discuss actions and investments needed to identify gaps

July: Behavioral Health Workforce

- Report on Behavioral Health Services Act (BHSA)/BH-CONNECT Year 1 progress, update about total funds awarded and numbers of awardees, and share findings from key exercises
- Preview BHSA evaluation approach
- Explore how collaborative care models benefit behavioral health consumers and support primary care providers

November: Maternal Health Workforce

- Share strategy and proposed approaches to target identified gaps
- Share overview of HCAI's planned midwifery study and explore how to best support midwifery workforce
- Discuss actions and investments needed to target gaps

Action for the Council

Would the Council like to approve the 2026 Draft Annual Report and direct HCAI to publish it on the Council webpage?



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