Agenda Item 7:

HCAI's Nursing Funding Portfolio and Nursing Strategies

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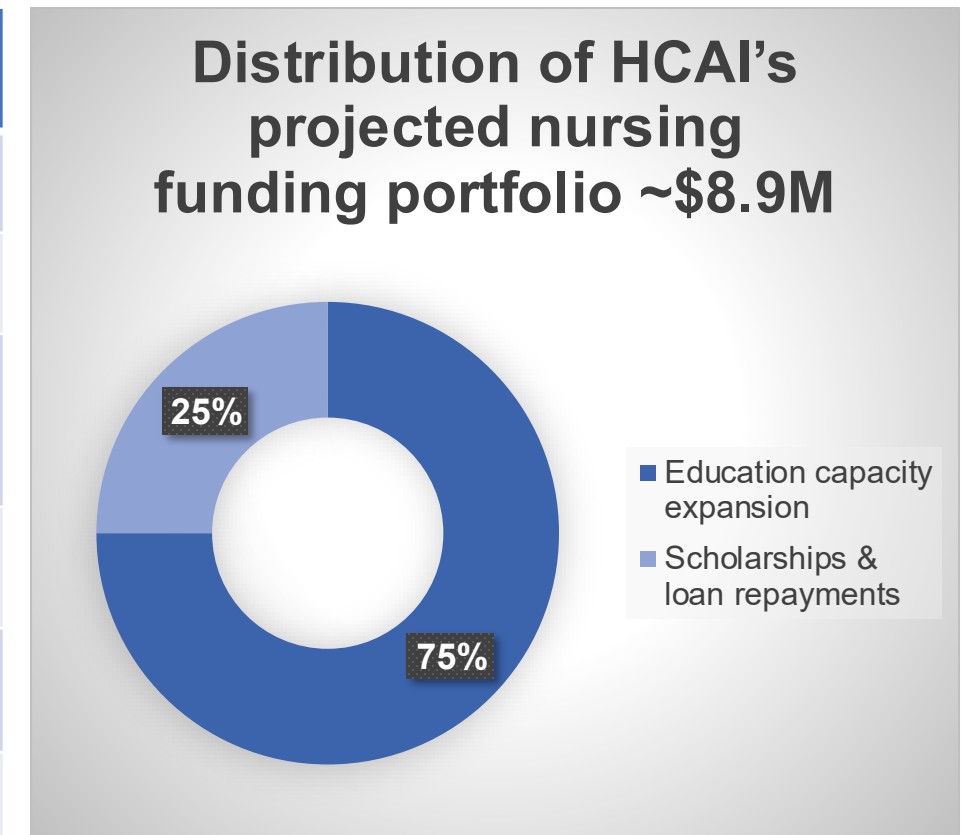
Health Workforce Development, HCAI

Objectives

- Overview of HCAI's nursing funding portfolio

- Review nursing strategies and progress to date

HCAI's current nursing funding portfolio

- Available funding for nursing workforce in FY 25-26 is approximately $8.9M.[1]

Program Name	FY 25-26 Funding	Eligible roles	Intervention
Song-Brown RN	$2,725,000	RN	Education capacity
Song-Brown FNP/PA[2]	$3,931,000	NP, PA	Education capacity
RN Scholarship & Loan Repayment	$2,007,000	RN (ADN, BSN)	Scholarship & loan repayment
LVN to ADN Scholarship	$40,000	LVN	Scholarship
LVN Scholarship & Loan Repayment	$236,150	LVN	Scholarship & loan repayment
Total	**$8,939,150**		

Distribution of HCAI's projected nursing funding portfolio ~$8.9M

25%
75%

- Education capacity expansion
- Scholarships & loan repayments

HCAi
Department of Health Care
Access and Information

Recall: Four strategic interventions needed to advance nursing workforce development

1) **Develop career pathways** to create opportunities for upskilling

2) **Enable education partners to fund nursing education expansion** based on need (e.g. workforce shortages)

3) **Expand and optimize** clinical placement opportunities

4) **Standardize pre-requisites** across schools

Strategy 1 Example: California Community Colleges (CCC) developed career advancement guides

- Career advancement maps show:

  - Key steps to begin or move up in a specific career

  - Education and certifications needed for specific jobs/roles

  - Expected wages by region

- Career guides can be used to:

  - Explore potential careers and learn more about jobs of interest

  - Understand the education requirements, time, and effort necessary to start or advance in a chosen career

  - Inform further research and/or discussions with a counselor on choosing a college program'

- Example on next slide

HCAi
Department of Health Care
Access and Information

Nursing career advancement

Note: *Program completion times assume Full-Time student status; additionally, career progression is not linear (e.g., it's possible to become RN without having previously been CNA, LVN)*
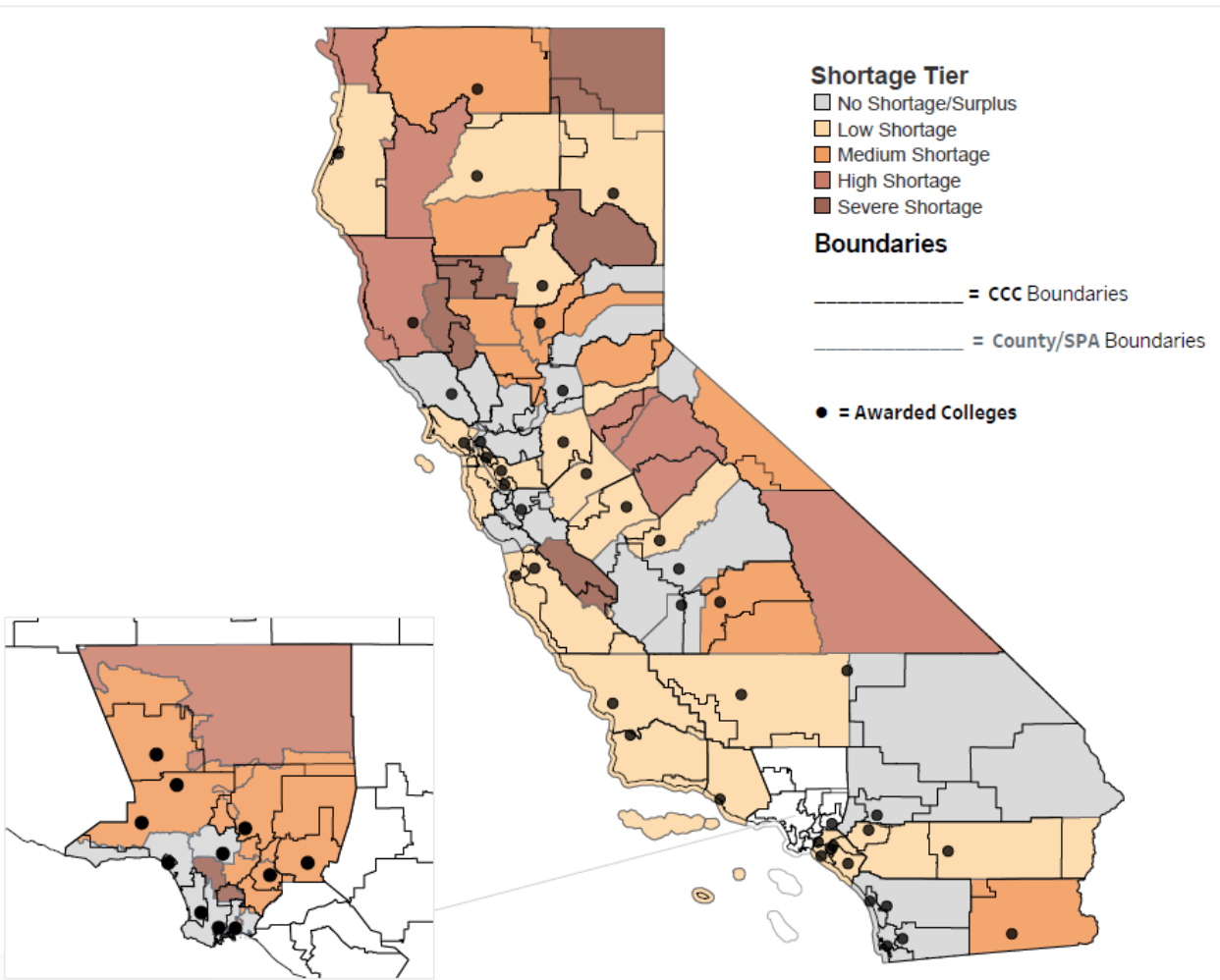
Additional yrs. of education req.

	<1 Year	**+1-2 Years**	**+2-4 Years[1]**	**+2-3 Years[2]**
No Certification Necessary	**Early Certificate**	**Advanced Certificate / Associate**	**Associate / Bachelor's Required**	**Postgraduate Degree Required**

Possible roles

No Certification Necessary

Self-Employed Care Worker
~$15-18/hr
- If IHSS provider, must attend orientation on program rules

Personal Care Aide (PCA)
~$15.63/hr
- Up to 8 hrs of training, varying by type of worker or program
- IHSS providers must attend orientation on program rules

Other Occupation

Early Certificate

Home Health Aide (HHA)
~$15.63/hr
- 120 hrs of supervised clinical training and classroom instruction

OR

- 40-hr HHA-specific training program for CNAs

Certified Nursing Assistant (CNA)
~$20.12/hr
- 160 hrs of supervised clinical training and classroom instruction
- Must pass CNA examination

Advanced Certificate / Associate

Medical Assistant
~$22.43/hr
- Complete a Medical Assisting training program to earn either a certificate (~1-2 yrs) or Associate degree (~1.5-2 yrs); typically includes training on both administrative & clinical duties
- Pass a Medical Assisting credentialing exam (several options available; see backup pages for additional detail); note that a certifying credential is <u>not</u> required to work as a Medical Assistant, though majority of employers prefer it

Licensed Vocational Nurse (LVN)
~$33.00/hr
- Complete a Vocational Nursing program (~3 semesters of clinical and classroom training)
- Some programs may require CNA certification
- Must pass NCLEX-PN examination

Associate / Bachelor's Required

Registered Nurse - ADN (RN - ADN)
~$66.23/hr[3]
- Earn Associate Degree in Nursing (ADN) in ~2 yrs
- ADNs may pursue accelerated path to BSN; most MSN programs require BSN for admission
- Must pass NCLEX-RN examination

Registered Nurse - BSN (RN - BSN)
~$66.23/hr[3]
- Earn Bachelor of Science in Nursing (BSN) in 4 yrs[4]
- Healthcare facilities may prefer BSN applicants to ADN (many RN positions require BSN)
- Must pass NCLEX-RN examination

Postgraduate Degree Required

Certified Nurse Practitioner (CNP)
~$78.46/hr
- Graduate with a Master of Science in Nursing (MSN) in ~2 yrs (clinical and classroom training)
- Must pass National NP Certification Board Exam

Certified Nurse-Midwife (CNM)
~$88.77/hr
- Graduate with a Master of Science in Nursing (MSN) in ~2 yrs (clinical and classroom training)
- Must pass AMCB examination

Certified Nurse Anesthetist (CRNA)
~$117.38/hr
- Graduate with a Master of Science in Nursing (MSN) in ~2 yrs (clinical and classroom training)
- Must pass NCE examination

---

1. No prior certifications necessary to earn Associate or Bachelor's Degree, but prior experience (e.g., as CNA, LVN) may boost a candidate's application for ADN or BSN programs 2. Most MSN programs require BSN for admission (some online programs may accept ADN, but uncommon) 3. RN wage data combines RN-ADN and RN-BSN wages; wages may vary by education level 4. ADNs may earn a BSN on an accelerated track
Note: Wages reflected are 2023 median hourly in California (entry-level wages may differ); Program completion time listed assumes Full-Time student status (at least 12 credits per term at a California Community College; may vary for Bachelors & Masters programs)
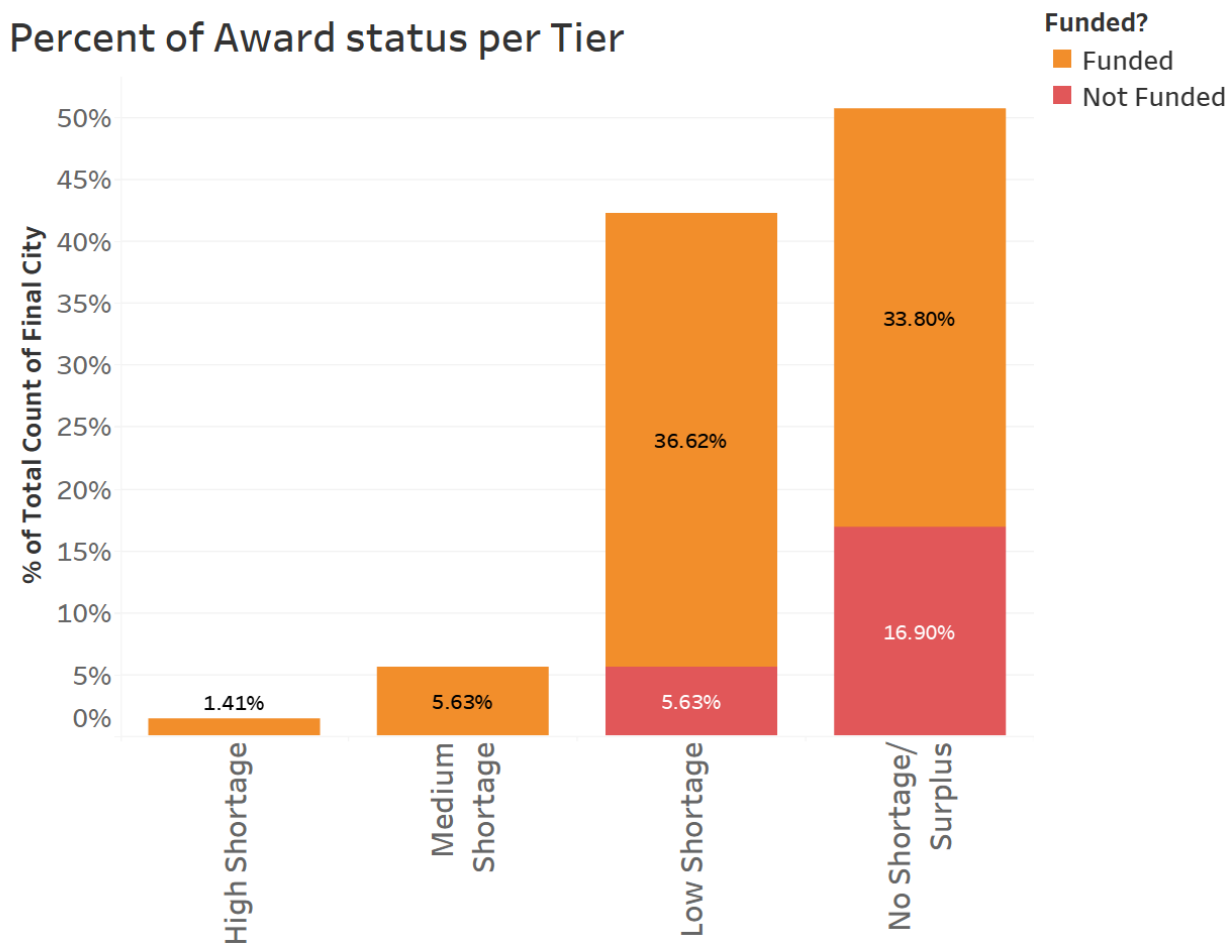Source: California Department of Public Health; California Community Colleges; American Nurses Association; National Board of Certification & Recertification for Nurse Anesthetists; California Health Care Foundation; 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Strategy 2 Example: CCC Rebuilding Nursing Infrastructure Grant Program Example

- In November 2024, CCC released a competitive grant opportunity (up to $2M per community college)

  - Purpose: To expand educational pathways for nursing degrees in California community colleges, and to develop innovative nursing programs, partnerships, and infrastructure.

  - HCAI's supply and demand data were used to help identify grant applicants located in a nursing shortage areas.

  - Applicants in shortage areas received four additional priority points.

  - HCAI's team collaborated with FoundationCCC to produce a web map to support funding applicants.

- The following slide shows a map of the grant awardees approved by the CCC Board of Governors.

HCAi
Department of Health Care
Access and Information

Percent of Award status per Tier

Funded?
- Funded
- Not Funded

Shortage Tier
- No Shortage/Surplus
- Low Shortage
- Medium Shortage
- High Shortage
- Severe Shortage

Boundaries
- _____ = CCC Boundaries
- _____ = County/SPA Boundaries
- ● = Awarded Colleges

Note: An applicant's location in a shortage area was only one of several criteria used to determine awards.

HCAi
Department of Health Care
Access and Information

Council Discussion

We shared examples of work related to strategies 1 and 2, and will dive into strategy 3 in a subsequent presentation.

Is there other work you want to share on strategies 1, 2 or 4, or any comments on additional actions needed in these areas?

Questions?