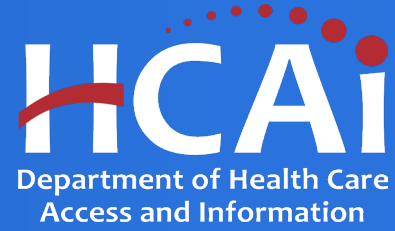


Agenda Item 9:

Allied Health Recommendations

Facilitator: Jalaunda Granville, Policy Section Chief, Health Workforce Development, HCAI and
Chris Perry, State Policy Unit Manager, Health Workforce Development, HCAI



December 2023 Re-Cap

December 2023

Agenda Item 11- Allied Health Workforce

- **Presenter:** Dr. Susan Chapman, Professor, UCSF School of Nursing
- Dr. Chapman presented on the Allied Health Workforce. She highlighted the diversity and roles of allied health professionals, emphasizing the challenges in obtaining comprehensive workforce data. She discussed opportunities for growth, such as expanding programs in public educational institutions, supporting internships, and addressing the need for career development within these professions. She also touched on specific allied health occupations in California, pointing out critical shortages in areas like clinical laboratory science and the importance of partnerships with employers and regional workforce development.
- Following Dr. Chapman's presentation on the Allied Health Workforce, the Council engaged in a group discussion on how HCAI can expand the capacity to train and increase the diversity and equity of allied health providers in the primary care workforce over the next one to two years.

Discussion Questions

- What can HCAI and the state do to expand the capacity to train Allied Health providers over the next one to three years?
- How can HCAI leverage existing partnerships?
- What gaps are there in the current scope of Allied Health workforce initiatives that HCAI can address?
- How can HCAI fund team-based care?
- How can HCAI use funding to support Community Health Centers?
- What strategies can the Council identify that can lead to an increase in Allied Health workforce diversity and equity?

Allied Health Recommendations

Identify allied health career advancement lattices or pathways

- Define and standardize training requirements for existing allied health roles
- Develop stackable credentials to promote career advancement
- Develop non-traditional pathways for nontraditional students by ensuring transferability and portability of education and skills (lived experience?)
- Create a systematic pay ladder based on skill development
- Incorporate lived and/or work experience into credentialing process
- Analyze the scope of work for allied health professionals and identify whether they are working at the top of their scope

Identify target allied health professions of critical need and explore grant opportunities

- Explore earn & learn programs for allied health professionals to get trained up
 - Apprenticeships
 - Paid clinical hours and/or on-the-job training experience
- Explore grant funds for organizations who would like to up train their allied health professionals
- Analyze support for part time students as a part of allied health grant program

Allied Health Recommendations

Support the development of new training sites to produce critical but limited allied health professionals

- Understand where training is most needed and coordinate to adequately produce “critical but limited” professionals (e.g., surgical techs)
- Establish public allied health programs (Community Colleges, etc.)
- For-Profit schools are an obstacle for allied health credentials (e.g., medical assistants)
- Establish a program like PECE/SWECE* program for allied health – limit to public universities; preference for medical assistant programs

Explore alternative payment models that support the allied health workforce

- Coordinate with Office of Health Care Affordability

Scope of Recommendations



Partially



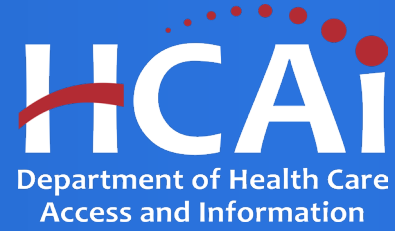
Fully

Council Recommendations	Current HCAI Activities	Within HCAI Scope	Outside of HCAI Scope
Identify target professions of critical need and explore grant opportunities to address needs			
Explore earn & learn programs for allied health professional to get up trained (e.g., apprenticeships, paid clinical hours and/or on the job experience)			
Explore grant funds for organizations who would like to up train their allied health professionals			
Establish a program like PECE/SWECE program for allied health - limit to public universities; preference for medical assistant programs			
Analyze support for part-time students as a part of allied health programs			
Analyze the scope of work for allied health professionals and identify whether they are working at the top of their scope			
Define and standardize job roles			
Create a systematic pay ladder based on skill development			
Develop stackable credentials to promote advancement			
Incorporate lived and/or work experience into credentialing process			
Develop non-traditional pathways for nontraditional students by ensuring transferability/portability of education and skills			
Understand where training is most needed and coordinate to adequately produce “critical but limited” professionals (e.g., surgical techs)			

Outside of Scope

- Create a systematic pay ladder based on skill development
- Incorporate lived and/or work experience into the credential process
- Develop nontraditional pathways for nontraditional students by ensuring transferability/portability of education and skills
- Understand where training is most needed and coordinate to adequately produce “critical but limited” professionals (e.g., surgical techs)

*The reflection discussion tomorrow will cover what HCAI/Council can do for topics outside of HCAI's scope



Current HCAI Initiatives

Recruitment and Retention

- **Behavioral Health Scholarship Programs:**
 - Objective: Support students seeking or training to become behavioral health practitioners
 - Eligible Professions: Including but not limited to Applied Behavior Analysis therapists, Peer Personnel specialists, Marriage and Family Therapists, Substance Use Disorder Counselors, Psychiatric Technicians and more
 - Funding: Students receive up to \$25,000 in support
- **Certified Wellness Coach (CWC) Scholarship**
 - Objective: Support students seeking future employment as a Certified Wellness Coach
 - Funding: Up to \$169,000,000
 - Application opens April 2024
- **Allied Health Scholarship Program:**
 - Objective: Support students pursuing health professions that provide diagnostic, technical, therapeutic, and support services related to dentistry, primary care, behavioral health and pharmacy
 - Eligible Professions: Medical Assistants, Surgical Technicians, Community Health Workers, Dental Hygienists and many more
 - Funding: Students received up to \$15,000 in support
 - 71 awardees totaling \$969,937

Recruitment and Retention

- **Certified Wellness Coach Employer Support Grant:**

- Objective: Assist Certified Wellness Coach (CWC, Coaches) employers in recruiting and employing Coaches. Grant funds of \$120,000,000 will assist employers in developing the capacity to employ CWCs. Funding includes:
 - \$69,500 per CWC I and \$82,550 per CWC II.
 - Intern stipend of \$6,000 for 200-400 hours per CWC I and \$9,000 for 200-500 hours per CWC II.
 - \$6,250 per CWC for Supervision.
 - Up to \$3,000 per intern for a minimum of 2-5 hours of direct supervision during the duration of the internship period.

- **State Loan Repayment Program:**

- Objective: Provide loan repayment assistance to healthcare professionals who provide services in federally designated California Health Professional Shortage Areas (HPSA).
- Eligible Professions: Registered Dental Hygienists, Substance Use Disorder Counselors, Certified Nurse Midwife, Licensed Clinical Social Workers, Physician Assistants.

- **Caring 4 Cal Program:**

- Objective: Offer training, personal coaching and incentives for current and aspiring licensed or certified Home and Community Based Service providers. Providers can receive up to \$2,750 in incentives for milestones reached.
- Funding: \$25,000,000.
- Eligible professions: Home Health Aides (HHA), Certified Nurse Assistants (CNA), Licensed Vocational Nurses (LVN), Registered Nurses (RN), Community Health Workers (CHW), occupational therapists, and speech therapists in home settings only.

Pathways and Pipeline Programs

- **Health Professions Careers Opportunity Program (HPCOP)**

- Supports a variety of programs designed to increase the number of underrepresented individuals in health professions training and working in health careers.

- **Health Professions Pathways Program (HPPP)**

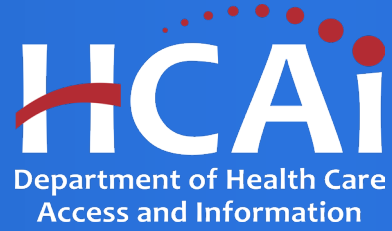
- Awards grants to organizations that will develop and implement health professions pathways programs, including pipeline programs, summer internships, and post-undergraduate fellowships. Promotes health professions related to Primary Care, Behavioral Health, caring for older adults, Oral Health, and Allied Health.

- **Justice System Involvement Youth: Behavioral Health Pipeline**

- Grant opportunity for organizations to support and encourages underrepresented and disadvantaged individuals to pursue behavioral health careers.
- Supports include but are not limited to income and rent support, academic enrichment, career development, mentorship, and advising to support currently or recently system-involved students in attaining behavioral health careers.
- Funding: \$7,500,000

- **Health Careers Exploration Program (HCEP)**

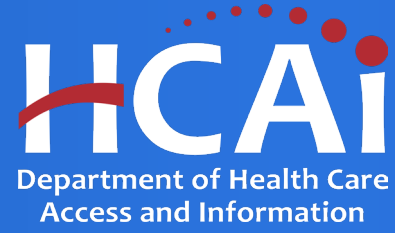
- HCEP formerly Mini-Grants Program is designed to strengthen the educational and social foundations by providing direct and indirect program support for underrepresented and/or disadvantaged individuals interested in pursuing healthcare careers.
- HCEP awards up to \$25,000 to institutions to support conferences, workshops, or career exploration activities, exposing students to health careers.



Allied Health Recommendations

Allied Health Recommendations

- Identify allied health career lattices or pathways
- Identify target allied health professions of critical need and explore grant opportunities
- Support the development of new training sites to critical but limited allied health professionals
- Explore alternative payment models that support the allied health workforce



Discussion

Round Robin Questions

- Considering these draft recommendations:
 - Which recommendations look good as is?
 - To which recommendations would you suggest refinements?
 - Do you have any additional recommendations for consideration?