Meeting the Demand for Health

Final Report of the California Future Health Workforce Commission

March 28, 2019
California Future Health Workforce Commission Releases Final Report

The California Future Health Workforce Commission has announced bold recommendations to eliminate the projected shortfall of primary care health providers, nearly eliminate a severe psychiatry shortage, and bolster the pipeline of students and health workers to deliver care in underserved communities — all by the year 2030.

- Read the Executive Summary or Full Report of the Commission's Recommendations.
- Learn about California's health workforce shortages.
- See who served on the Commission.
- Watch brief video testimonials from Commissioners.

www.futurehealthworkforce.org
#CAfutureworkforce
Why We Need to Act

7 million Californians live in Health Professional Shortage Areas (HPSAs)

By 2030, California is expected to have:
- A shortage of 4,100 primary care clinicians
- Only two-thirds of the psychiatrists who will be needed
- An estimated shortage of 600,000 home care workers
Behavioral Health Top Concern for Californians

Too many with mental illness don’t get treatment

62.8% - Need help, but not getting it

Treatment for Mental Illness in California (2011-2015)

- Received Mental Health Services: 37.2%
- Did Not Receive Mental Health Services: 62.8%

Behavioral Health Top Concern for Californians

KFF/CHCF poll released in January

- Nearly 9 in 10 say ensuring people get mental health treatment extremely or very important policy priority

- Half of all Californians believe their community does not have enough mental health providers
Shasta County – Brief Case Study

Location Mismatch
- 90% of physicians in Redding/along I-5 corridor
- One-third of residents live outside this region

Aging Workforce
- Over age 56:
  - 51% primary care physicians & 55% non-primary care physicians
- Plan to retire or relocate in next 5 years:
  - 20-35% physicians & specialists
Commission Values & Strategies

- **Strategy 1**: Increase opportunity for all Californians to advance in the health professions.
- **Strategy 2**: Align and expand education and training to prepare health workers to meet California's health needs.
- **Strategy 3**: Strengthen the capacity, effectiveness, well-being, and retention of the health workforce.

**Vision for California's Workforce**
Commission’s Top 10 Priorities for Action

1.1 Expand & scale pipeline programs to recruit & prepare students from underrepresented & low-income backgrounds for health careers

1.2 Recruit & support college students, including community college students, from underrepresented regions & backgrounds to pursue health careers

1.3 Support scholarships for qualified students who pursue priority health professions & serve in underserved communities

2.1 Sustain & expand the PRIME program across UC medical schools

2.2 Expand number of primary care physician & psychiatry residency positions
Commission’s Top 10 Priorities for Action

2.3 Recruit & train students from rural areas & other under-resourced communities to practice in community health centers in their home regions

3.1 Maximize role of nurse practitioners as part of care team to help fill gaps in primary care

3.2 Establish & scale a universal home care worker family of jobs with career ladders & associated training

3.3 Develop a psychiatric nurse practitioner program that recruits from & trains providers to serve in underserved rural and urban communities

3.4 Scale the engagement of community health workers, promotores & peer providers through certification, training & reimbursement
Return on Investment for Californians

- **60,000** students on health profession path
- **47,000** health workers added
- **30,000** workers from underrepresented communities
- **14,500** providers trained - physicians, nurse practitioners & physician assistants

Eliminate state’s primary care provider shortage & nearly eliminate the shortage of psychiatrists by 2030
Increase Medical Student Enrollment Growth at UC (by ~ 20%)

UC Programs in Medical Education – Provide $9.4 million annually to permanently fund and sustain PRIME at the originally planned enrollment levels of 393 medical students across all programs.

Expand the UC Riverside Medical School – Approximately $45 million in new annual operating revenues is needed to:

- Increase enrollment from 70 first-year students to 125 students per class
- Increase current enrollment of 260 medical residents to roughly 500 total

Additional capital investment of $75 million to $100 million will be needed to enable the school to grow and scale to full enrollment levels.
Medical Student Enrollment Growth at UC

San Joaquin Valley Branch Campus of UCSF in Fresno – Provide permanent state funding of $167.5 million over 10 years ($25 million annually), including $20 million for capital expenses for the development and operation of a new/expanded San Joaquin Valley branch campus of the UCSF School of Medicine, targeting students interested in practicing in the valley.

Accelerated Competency-Based Education in Primary Care – Provide $14.3 million annually to:
- Expand the ACE-PC three-year medical school program at UC Davis from 6 to 50 students per year
- Provide full-tuition scholarships to graduates of the program who agree to practice in underserved areas
- Establish two three-year medical school programs in rural areas of California for 25 students per year at each campus
Calculating the Impact

Healthforce Center and Health Management Associates conducted impartial assessments

- Analyzed the recommendation and its assumptions
- Reviewed the literature to verify likely effects
- Clearly identified and articulated our assumptions

Detailed impact report provided to the Commission

- Summarized in the final Commission report
Impact on the Number of Health Workers

New health workers: over 47,000
- 310-510 medical school graduates
- 630 UC-PRIME graduates
- 1,872 primary care residency graduates
- 5,500 additional nurse practitioners
- 25,000+ graduates from Community Colleges & Cal State health workforce programs
- Scholarships for students across all fields from underrepresented groups & rural communities
Questions?