WELCOME

California Health Professions Consortium

Quarterly Meeting
February 27, 2020
Oakland, CA
• Welcome
• Introductions
• Updates
CSU: PREPARING CALIFORNIA’S HEALTHCARE WORKFORCE

Rehman Attar, MPH
Director of Healthcare Workforce Development

Alison Wrynn, PhD
Associate Vice Chancellor
Academic Programs, Innovations and Faculty Development
Preparing California’s Healthcare Workforce

CHPC Quarterly Meeting
February 27, 2020

Alison Wrynn, PhD
Associate Vice Chancellor, Academic Programs, Innovations and Faculty Development

Rehman Attar, MPH
Director, Healthcare Workforce Development
The CSU

• Most ethnically, economically and academically diverse student body
• Renowned for the quality of its teaching and preparing job-ready graduates
• One in 10 employees in California is a CSU graduate
California’s Health Workforce

- Nurse Practitioners (14 campuses)
- Physician Assistants (1 campus)
- Physical Therapist (6 campuses)
- Nurse Anesthetists (1 campus)
- Marriage & Family Therapists (4 campuses)
- Healthcare Social Workers (14 campuses)
- Dietitians and Nutritionists (11 campuses)
- Health Educators (14 campuses)
Meeting Workforce Needs

- A large producer of healthcare graduates
  - 19 Schools of Nursing
  - 14 Schools of Social Work
  - 14 Schools for Allied Health

- Adapting to emerging fields
  - 3 Doctoral Programs
  - Mental and Social Wellness

- Innovative Partnerships
  - CCC-CSU Nursing Partnership Pilot
Doctoral Programs

- Doctor of Nursing Practice
- Doctor of Audiology
- Doctor of Physical Therapy
- Occupational Therapy Doctorate
Nursing Collaborative

• A partnerships between CSU Fullerton, CSU San Bernardino and Riverside City College

• Collaborative to reduce time from ADN to BSN
ADN to BSN Challenge

• Healthcare systems increasingly seeking qualified BSN nurses
• 59% of RN’s will be BSN
• ADN to BSN time of completion
Model

- Concurrent admissions
- Streamlined curriculum
- Coordinated financial aid
Addressing Challenges

• Clinical settings
• Accrediting bodies and entry-level degrees
• Workforce Needs
• Pipeline for advanced degrees
The CSU and Healthcare Workforce Development

• Vision
  • Prepare California’s future healthcare workforce

• Mission
  • Strategic leadership, guidance, policy advocacy and innovative models
1. Engage and align with industry stakeholders and government regulators to address current and emerging labor market demands.

2. Develop innovative and responsive academic models to meet evolving sector needs and foster diversity.

3. Evaluate current and future market intelligence to inform educational policies and respond to current instructional practices.
Strategies

• Intelligence
• Pipeline Development
• Academic Programs
• Policy Advocacy
Intelligence

• Economic development trends
• Workforce demands
• Factors affecting educational and employment
Pipeline Development

- Coordinating with EDD and WDB
- Engage with regulatory boards and stakeholders
- Career pipelines for advanced degree
Academic Support

• Coordinate with CCC and the UC
• Develop and consult system policy
• Identify emerging workforce degree programs
Policy Advocacy

- Identification advocacy initiatives
- Legislative evaluation
- Policy development
In the Works

• Academic Master Plan
• Standardization of Nursing On-boarding
• Behavioral Health Integration/ Interprofessional Collaborative Academic Programs
• Peer Support Certificate Traineeship
• Credit for Prior Learning
Questions?

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p. 562-951-4124
Katherine Flores and Jeff Oxendine
CHPC Co-Directors

Isaias Iniguez
Senior Program Coordinator of Workforce Development
California Primary Care Association
Partner in Primary Care Workforce Efforts

2/27/20
Isaias Iniguez - iiniguez@c pca.org
Senior Program Coordinator of Workforce Development
CPCA's Mission

The mission of CPCA is to lead and position community clinics, health centers, and networks through advocacy, education and services as key players in the health care delivery system to improve the health status of our communities.

**Advocate**
- Research & Analysis
- Media & Public Relations
- Branding & Communications

**Strengthen**
- Education & Training
- Technical Assistance
- Health Center Careers

**Transform**
- RCM, PCMH, + Programs
- CP3/APM/VBP
- Quality Improvement & Data
California's Community Health Centers

Clinic Types
1,334 total licensed CHCs
- Federally Qualified Health Center Sites (FQHCs)
- Community Clinics & Free Sites
- Other

Clinical Services
- Medical: 62%
- Mental Health: 13%
- Dental: 14%
- Other: 11%

California
1 out of 6 Californians served by community health centers

2018/2019 Profiles

Encounters:
- 22.5 million
- 6.9 million patients
Strategic Plan 2020

CULTIVATE A ROBUST COMMUNITY HEALTH CENTER WORKFORCE

1. Promote the visibility of primary care.
2. Advance provider and staff training support and resources.
3. Expand community member support.
4. Position health centers as employers of choice.
5. Diversity health professions
6. Reduce barriers with provider recruitment.

BOLD STEP 1
BE A LEADER IN ADVOCATING FOR HEALTH ACCESS AND COVERAGE
Lead a state-wide advocacy agenda that supports a robust system of health for the communities we serve.

GOALS
1. In partnership with the Regional Associations of California, build advocacy strategies that are executed with clear and effective messaging.
2. Lead, build, strengthen, and expand coalitions and partnerships that advance health center advocacy agendas.
3. Facilitate the development of a culture of advocacy in community based health centers.
4. Partner with the California Health Advocates to strengthen their capacity and influence to effectively advocate for policies that enable community health centers to make their communities healthier.
5. Lead state-wide dialogue and initiatives that promote continued outreach, enrollment and eligibility activities that ensure coverage and care for all.

BOLD STEP 2
TRANSFORM THE HEALTH SYSTEM
Advance health system transformation at the national, state, and local levels to promote health equity for all.

GOALS
1. Identify and facilitate learning around innovative approaches to delivering highly effective and efficient care.
2. Build and strengthen integrated delivery networks and bridge gaps across siloed delivery systems to advance the health outcomes of communities.
3. Increase advocacy around issues related to social determinants of health that affect the health outcomes of community health center patients.

BOLD STEP 3
CULTIVATE A ROBUST COMMUNITY HEALTH CENTER WORKFORCE
Support the development of a strong healthcare workforce that is responsive to and reflective of California’s diverse communities.

GOALS
1. Promote the visibility of community based primary care workforce.
2. Advance resources and support for primary care provider/staff training.
3. Expand opportunities to support community members entering the health care workforce.
4. Position community health centers as employers of choice.
5. Grow and diversify health professions to better reflect California’s diverse communities.
6. Reduce the barriers associated with hiring primary care providers.

BOLD STEP 4
PROMOTE THE VALUE OF COMMUNITY HEALTH CENTERS
Identify and articulate a shared vision promoting the value of community health centers to California communities and the health system as a whole.

GOALS
1. Support community health centers ability to enhance internal cultures of quality and make strategic, data-informed decisions regarding operations and care delivery.
2. Create a shared community health centers ‘value vision’ that underscores the important role of community health centers in affecting population health and social determinants of health.
3. Community health centers have the necessary skills and resources to influence and forge partnerships that impact community health.

CALIFORNIA PRIMARY CARE ASSOCIATION
Legislative, Budget, & Programmatic Workforce Efforts 2020

Legislative/ Administrative Advocacy
- Licensing/Credentialing Improvements
- Prop 56 Allocations
- Song-Brown Allocations

Programmatic
- CHC Residency Development
- Leadership Development
- Care Team Innovations, including utilization of community health workers
- Recruitment/Retention
- Area Health Education Centers

2020 Budget Ask
- Physician Residency Investments
- NP and PA Fellowship/ Residency Investments
- Additional Debt Relief Investments
- PRIME Funding
- CORE PC Funding.
## Shared Legislative & Program Efforts Related to Pipeline

<table>
<thead>
<tr>
<th>1.1 Expand/Scale Pipeline Programs (K-12 Inclusive)</th>
<th>1.2 Increase College Support</th>
<th>1.3 Fund Scholarship Programs</th>
<th>2.3 Scale Hometown Scholars Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>CA Area Health Education Center</td>
<td>CA Area Health Education Center</td>
<td>CA Area Health Education Center</td>
<td>UC Davis</td>
</tr>
<tr>
<td>UCSF Latinx Center of Excellence</td>
<td>California Medicine Coalition</td>
<td></td>
<td>California Primary Care Association</td>
</tr>
<tr>
<td>Community Health Councils</td>
<td>UCSF Latinx Center of Excellence</td>
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</tbody>
</table>
State Advocacy Recipe for Success

Legislative Engagement + Strong Coalitions + Sharing Story = Legislative Success
Next Steps

Workforce Policy Coalition Meeting

March 24
12:30 PM
Webinar Call

Talk Data to Us

Gathering critical data & research to make a strong case for investments

Connect

Engage with us & legislators to strengthen efforts

California Primary Care Association
The Campaign for College Opportunity

Audrey Dow
California Health Professions Consortium
February 27, 2020 | 9 am – 2pm
Budget Highlights

- $36 billion for higher education
- $110 million increase over last year's budget with historic focus on closing racial equity gaps in college access, success, and faculty representation.
- Over $15 million in new funding to better support undocumented students at the California Community Colleges.
- $17 million Fresno Integrated K-16 Education Collaborative
• **Apprenticeships**: $15 million CA apprenticeship initiative. $48.2 million in apprenticeship reimbursable hours.

• **Work-Based Learning**: $20 million expansion

• **Faculty Diversity**: $15 million for a pilot fellowship to improve faculty diversity

• **Undocumented Student Legal Support**: $15.8 million to support legal services for immigrant students, faculty, and staff at California Community Colleges and create liaisons on campuses.

• **Student-Centered Funding Formula**: Continues support for full implementation and indicates increase funding support for first-generation students once data is reliably collected.

• **Food Pantries**: $11.4 million
California State University (CSU)

- Adds **$199 million in additional funding** to CSU to support operations, enrollment growth, and improving graduation rates.

- **Adult Learner Support:** Provides $6 million to support Californians with some college credit, but no degree to complete degree & certificate programs.
• Adds $217.7 million in additional funding over 2019-20 levels, with an expectation that the UC will use a portion to enroll more California students

• Adult Learner Support: $4 million to support Californians with some college credit, but no degree to complete degree & certificate programs.

• UC Riverside School of Medicine: $25 million for expanding enrollment and operational support

• UCSF School of Medicine, Fresno Campus: $15 million for expansion

• Graduate Medical Education: $2.3 million to expand graduate medical residency slots
## UC and CSU Funding

<table>
<thead>
<tr>
<th></th>
<th>2019-20 Enacted</th>
<th>2020-21 Requested</th>
<th>2020-21 Proposed</th>
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<tr>
<td><strong>CSU</strong></td>
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<tr>
<td>Additional Funding</td>
<td>$676.6M</td>
<td>$648M</td>
<td>$199M</td>
</tr>
<tr>
<td>(overall)</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Additional Funding</td>
<td>$85M</td>
<td>$248.6M</td>
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</tr>
<tr>
<td>(enrollment)</td>
<td></td>
<td>18,000 students</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>No specific set-aside, expects the CSU to use proposed investments to support additional enrollment at most impacted campuses</td>
</tr>
<tr>
<td><strong>UC</strong></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Additional Funding</td>
<td>$462.5M</td>
<td>$865.1M</td>
<td>$217.7M</td>
</tr>
<tr>
<td>(overall)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Additional Funding</td>
<td>$49.9M</td>
<td>$22.5M</td>
<td></td>
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<tr>
<td>(enrollment)</td>
<td></td>
<td></td>
<td>No specific set-aside, expects the UC to use portion of flexible funding for enrollment</td>
</tr>
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</table>
Financial Aid

• **Aid for Student Parents**: Increase of $21.6 million in Cal Grant awards for student parents.

• **Summer Financial Aid**: Extends UC and CSU Summer Financial Aid Programs from December 2021 to June 2023.

• **Student Loan and Debt Service Outreach**: Proposes $5 million in one-time funding to convene a workgroup.
Where We Need to Go

- Statewide Plan for Higher Education
- Coordinating Council
- Increased Capacity
- Financial Aid Reform
Cal Grant Distribution

- **California Community Colleges**: 65%
- **University of California**: 36%
- **California State University**: 21%
- **Non-profit colleges & universities**: 9%
- **For-profit colleges & universities**: 9%

Source: The Institute for College Access & Success (TICAS)
New Leadership
Steven M. Thompson Physician Corps Loan Repayment Program

• Recently licensed physicians and surgeons
• A commitment to practice in Health Professional Shortage Areas (HPSA-PC) and Primary Care Shortage Areas (PCSA) in California.
• The program repays **up to $105,000** in educational loans in exchange for full-time service for a **minimum of three (3) years**.
• **Deadline** to apply is March 6, 2020
• **More information** - [https://oshpd.ca.gov/loans-scholarships-grants/loan-repayment/stlrp/](https://oshpd.ca.gov/loans-scholarships-grants/loan-repayment/stlrp/)
FEDERAL BUDGET UPDATE

FY 2021 budget for DHHS

(relevant information begins on page 28)

LUNCH

PLEASE RETURN BY 12:45 PM
California is Facing a Physician Shortage

“One-third of physicians in California are over the age of 55, which suggest that California will face a severe shortage of primary care physicians in the coming decade” (Coffman, 2017)

“UCSF report shows potential shortfall of 4,700 clinicians as soon as 2025” (Maier, 2017)

“By 2030 California is projected to demand between 39,331 and 44,188 primary care clinician FTEs, an increase of 12% to 17% above the current demand” (Cal Matters, 2019)
Top 5 County Shortages

**Primary Care Physician**
- Modoc
- Trinity
- Calaveras
- San Benito
- Imperial

**Physician Specialist**
- Trinity
- Tehama
- Glenn
- Sierra
- Mariposa

Per 100,000 | Data from chf.org.
PHC’s Focus

- Undergraduate
- Medical School
- Practice
- Residency Program

CalHealthCares

CalMedForce
Proposition 56

• In 2016, the California Medical Association, California Hospital Association, and Service International Employees Union-United Healthcare Workers West sponsored Proposition 56

• Proposition 56 was approved by voters and supports physician workforce development:
  • Allocates $40 million of funding towards Graduate Medical Education (GME) to sustain, retain, and expand California residency positions in primary care and emergency medicine
  • Funds the Medi-Cal Physicians and Dentists Loan Repayment Program to recruit and retain providers in Medi-Cal providing up to $300,000 in loan repayments in exchange for a five-year service obligation
Award Criteria

Eligible residency programs:

✓ Located in California

✓ Allopathic or Osteopathic

✓ Primary care (family medicine, internal medicine, obstetrics/gynecology, and/or pediatrics) or emergency medicine

✓ Accredited by Accreditation Council for Graduate Medical Education (ACGME)

✓ Serving medically underserved populations and areas
## FY 2019-20 Cycle

### # of Residency Training Programs

<table>
<thead>
<tr>
<th></th>
<th>REQUESTED</th>
<th>AWARDED</th>
</tr>
</thead>
<tbody>
<tr>
<td># of Residents Awarded</td>
<td>116</td>
<td>89</td>
</tr>
<tr>
<td># of Residents Awarded</td>
<td>528</td>
<td>198</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$93,180,000</strong></td>
<td><strong>$38,085,000</strong></td>
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</table>

### Residents Funded

<table>
<thead>
<tr>
<th>Residency</th>
<th>Funded</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family</td>
<td>51</td>
</tr>
<tr>
<td>Internal</td>
<td>38</td>
</tr>
<tr>
<td>OB/GYN</td>
<td>32</td>
</tr>
<tr>
<td>Pediatrics</td>
<td>43</td>
</tr>
<tr>
<td>Emergency</td>
<td>34</td>
</tr>
</tbody>
</table>

### # Funded Positions

<table>
<thead>
<tr>
<th>Category</th>
<th>Funded</th>
</tr>
</thead>
<tbody>
<tr>
<td>New</td>
<td>58</td>
</tr>
<tr>
<td>Existing</td>
<td>89</td>
</tr>
<tr>
<td>Expanding</td>
<td>51</td>
</tr>
</tbody>
</table>
CalMedForce – Successes

• **161** total residency programs awarded up to date

• **354** total residency positions awarded up to date

• 2019-20 grant cycle awarded **17** more residency programs to support **42** more residency positions compared to the 2018-19 cycle

• 2019-20 grant cycle awarded **30** more new and expanding positions compared to the 2018-19 cycle

<table>
<thead>
<tr>
<th>CalMedForce Grant Cycle Successes</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2018-19</td>
</tr>
<tr>
<td>Residency Programs Awarded</td>
</tr>
<tr>
<td>Residency Positions Awarded</td>
</tr>
</tbody>
</table>
# Underserved Populations

Awardees Serving Medically Underserved Populations  
*(Medi-Cal, Dual Eligible, Indigent and Uninsured)*

<table>
<thead>
<tr>
<th></th>
<th>FY 2019-20 AVERAGE</th>
<th>79%</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Highest</td>
<td>99%</td>
</tr>
<tr>
<td></td>
<td>Lowest</td>
<td>16%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>FY 2018-19 AVERAGE</th>
<th>88%</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Highest</td>
<td>97%</td>
</tr>
<tr>
<td></td>
<td>Lowest</td>
<td>75%</td>
</tr>
</tbody>
</table>
## Funding

<table>
<thead>
<tr>
<th>Physicians</th>
<th>Dentists</th>
</tr>
</thead>
<tbody>
<tr>
<td>$290 million</td>
<td>$50 million</td>
</tr>
<tr>
<td>Annually $58.6 million</td>
<td>Annually $10.7 million</td>
</tr>
<tr>
<td>195 Physicians each year</td>
<td>36 Dentists each year</td>
</tr>
</tbody>
</table>

* Assumes $300,000 in loan repayments
## Loan Repayment and/or Practice Support Grant

### Loan Repayment
- Eligible physicians and dentists
- Up to $300,000 in exchange for a **five-year** service obligation
- Graduated* within the **last five years**
- Maintain at least 30% Medi-Cal caseload and within 10% of the Medi-Cal caseload proposed within application

### Practice Support
- Eligible dentists
- Up to $300,000 in exchange for a **ten-year** service obligation
- Graduated* within the last **15 years**
- Be willing to **expand** and open a new practice, **relocate** current practice or **establish** a new practice if I receive the Practice Support Grant in one of the **target counties**
- Maintain at least 30% Medi-Cal caseload and within 10% of the Medi-Cal caseload proposed within application

---

*Graduated from a medical/dental school or residency/fellowship program*
Loan Repayment Program

**REQUIREMENTS:**

- Maintain at least 30% Medi-Cal caseload and within 10% of the Medi-Cal caseload proposed within your application
- Maintain a current and unrestricted license to practice in the state of California.
- Have graduated from dental school, physician or dental residency program and/or completed a fellowship within the last five years
- Be a Medi-Cal provider in good standing without existing suspensions, disbarments or revocations or have submitted application to DHCS
- Make payments and stay current and in good standing with educational loans
- Have existing educational debt incurred in the pursuit of medical education
- Not currently participating in another loan repayment program or practice support grant
Applicants by the Numbers

Physicians: 1,035

Total Educational Debt: $500,720,755

Physicians: 240

Total Funds Awarded: $67,464,913

Dentists: 241

APPLIED

Dentists: 38

AWARDED
Student Loan Burden

SMALLEST LOAN: $9,244

AVERAGE LOAN: $396,768

LARGEST LOAN: $900,923
# Distribution of Funds by Physician Specialty

<table>
<thead>
<tr>
<th>Specialty</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family Medicine</td>
<td>$11,523,732</td>
</tr>
<tr>
<td>Pediatrics</td>
<td>$10,654,356</td>
</tr>
<tr>
<td>Other Specialties</td>
<td>$10,255,414</td>
</tr>
<tr>
<td>Psychiatry</td>
<td>$9,286,338</td>
</tr>
<tr>
<td>General Internal Medicine</td>
<td>$4,894,610</td>
</tr>
<tr>
<td>Emergency Medicine</td>
<td>$4,316,900</td>
</tr>
<tr>
<td>OB/GYN</td>
<td>$3,468,936</td>
</tr>
<tr>
<td>Anesthesiology</td>
<td>$1,544,339</td>
</tr>
<tr>
<td>Neurology</td>
<td>$1,393,167</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$57,337,792</strong></td>
</tr>
</tbody>
</table>
Awardee Practice Settings

- **Physicians:** 240
- **Dentists:** 38
- *FQHC: Federally Qualified Health Center*

Bar chart showing the distribution of practice settings:

- **Private Solo:** 7 Physicians, 8 Dentists
- **Hospital:** 0 Physicians, 67 Dentists
- **Group Practice:** 12 Physicians, 36 Dentists
- **Government:** 0 Physicians, 10 Dentists
- **Community Clinic or FQHC:** 17 Physicians, 73 Dentists
- **Academic:** 2 Physicians, 46 Dentists

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FY 2018-19 Awardees

- **Dentists | 38**
- **Physicians | 240**
CalHealthCares: FY 2019-20 Cycle

<table>
<thead>
<tr>
<th>Category</th>
<th>Submitted</th>
<th>Funds Requested</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current physician residents or physician fellows</td>
<td>107</td>
<td>$26,517,799.59</td>
</tr>
<tr>
<td>Physicians</td>
<td>712</td>
<td>$174,519,330.92</td>
</tr>
<tr>
<td>Current dental students or dental residents</td>
<td>12</td>
<td>$3,197,888.27</td>
</tr>
<tr>
<td>Dentists applying for Loan Repayment Program</td>
<td>191</td>
<td>$50,666,134.46</td>
</tr>
<tr>
<td>Dentist applying for the Practice Support Grant</td>
<td>16</td>
<td>$4,750,000.00</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1038</strong></td>
<td><strong>$259,651,153.24</strong></td>
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Opportunities

• Participation on Advisory Councils
  • CalMedForce GME
  • CalHealthCares LRP

• Reviewing and scoring LRP applications

• Participation on planning committee for Network of Ethnic Physicians Organizations (NEPO) 18\textsuperscript{th} Annual Summit

• Reviewing and scoring medical student organization mini grant apps

• Future funding opportunities
➢ Planning for CHPC Fall Conference  
➢ Member Updates  
➢ Next Steps and Closing