

Appendix A
Selected Ongoing State Health Care Workforce Development Programs

Office of Statewide Health Planning and Development (OSHPD)

OSHPD’s Healthcare Workforce Development Division (HWDD) supports health care accessibility through the promotion of a diverse and competent workforce, while providing analysis of California’s health care infrastructure and coordinating health care workforce issues. HWDD programs are:

Song-Brown Health Care Workforce Training Act provides financial assistance for family practice physicians, family nurse practitioners, physician assistants, and registered nurses training programs.

	2010–11 Actual	2011–12 Budgeted	2012–13 Proposed
General Fund	-	-	-
CA Health Data and Planning Fund (CHDPF)	\$6,552,000	\$7,128,000	\$7,133,000
Mental Health Services Fund	\$500,000	\$500,000	\$500,000
Reimbursements	\$198,000	\$400,000	\$400,000
Total	\$7,250,000	\$8,028,000	\$8,033,000

National Health Services Corps / State Loan Repayment Program (SLRP) assists with the repayment of educational loans for select primary health care providers who agree to practice in Health Professional Shortage Areas for a minimum of two years. SLRP is funded through a federal grant, which averages about \$1 million per year.

	2010–11 Actual	2011–12 Budgeted	2012–13 Proposed
Federal Fund	\$523,000	\$3,477,000	\$1,000,000
CHDPF	\$105,000	\$146,000	\$147,000
Total	\$1,628,000	\$3,623,000	\$1,147,000

Health Workforce Pilot Project Program tests and evaluates new or expanded demonstration projects to help inform the Legislature when considering changes to existing licensing legislation in the Business and Professions Code. Examples of Health Workforce Pilot Projects are as follows:

Dental Auxiliaries: Dental Hygiene Access To Care, which amended the Business and Professions Code Sections 1725, 1741, 1750, 1751, and 1764, and added Sections 1765, 1768, and 1770 to extend the scope of practice for dental hygienists to practice independently.

Registered Nurses: Access Through Primary Care Project—Demonstrating the Role of Advanced Practice Clinicians In Expanding Early Pregnancy Care.

	2010–11 Actual	2011–12 Budgeted	2012–13 Proposed
CHDPF	\$117,000	\$150,000	\$151,000

The National Health Service Corps (NHSC) Scholarship Program (a federal program) is designed for students committed to providing primary health care in communities of "greatest need." The program offers to pay tuition and fees, 12 monthly stipends, and other reasonable educational expenses, for up to four years of education, for scholarship recipients who serve in targeted communities. Maximum award amount during the required initial two-year contract is \$25,000 each year. After the initial two years is completed, awardees may be provided additional awards for a maximum of \$35,000 per year. The NHSC Scholarship Program supports students enrolled in the following:

- Allopathic or osteopathic medical school; family nurse practitioner program (master degree in nursing, post-master or post-baccalaureate certificate)
- Nurse-midwifery program (master degree in nursing, post-master or post-baccalaureate certificate)
- Physician assistant program (certificate, associate, baccalaureate, or master program)
- Dental school

The Health Professions Education Foundation targets medically underserved areas of California through increasing the number of providers who practice in these areas. The foundation offers scholarships and loan repayments to students and health professionals who agree to provide direct patient care in a medically underserved area of California for a period of one to three years. The foundation offers the following programs:

- Registered Nursing Scholarship and Loan Repayment Program
- Health Professions Scholarship and Loan Repayment Program
- Allied Healthcare Scholarship
- Steven M. Thompson Physician Corps Loan Repayment Program
- Vocational Nurse Scholarship and Loan Repayment Program
- Licensed Mental Health Service Provider Loan Repayment Program (in development)

	2010–11 Actual	2011–12 Budgeted	2012–13 Proposed
General Fund	\$43,000	-	\$74,000
Health Professions Education Fund	\$427,000	\$1,060,000	\$1,058,000
Registered Nurse Education Fund	\$2,010,000	\$2,219,000	\$2,420,000
Mental Health Practitioner Education Fund	\$502,000	\$551,000	\$595,000
Mental Health Services Fund	\$5,070,000	\$6,362,000	\$17,820,000
Vocational Nurse Education Fund	\$222,000	\$232,000	\$250,000
Medically Underserved Account	\$2,836,000	\$2,300,000	\$2,311,000

for Physicians			
Total	\$11,116,000	\$12,725,000	\$24,528,000

The Department of Education (K–12)

The Department of Education’s Health Careers Education (HCE) program serves students at both the high school and adult levels through an integration of core academics in a health career context.

HCE is funded largely through three programs (discussed below), as well as with federal monies from the Carl D. Perkins Career and Technical Education Improvement Fund.

The California Health Science Capacity Building Project provides incentive grants to prepare qualified workers to meet the critical worker shortages in the health care industry by preparing students for jobs or for postsecondary options. Participating students (beginning in grade seven) explore a variety of careers in health care and develop knowledge and skills that will prepared them for the transition to postsecondary education and specific careers in health care. The grants total \$2.5 million a year and continue until 2012.

Regional Occupational Centers and Programs (ROC/Ps) provide high school students, 16 years-of-age or older, and adult students with career and technical education.

There are currently 74 ROC/Ps with 834 health career courses related to the health care industry. Students receive training in regular classrooms as well as in actual business and industry facilities. ROC/Ps work in partnership with local business and industry to design and provide programs for industry-based, transferable, and portable certification programs based upon job market demand.

ROC/Ps received \$384,677 in 2009–10, reflecting a 20 percent cut from previous years. However, ROC/P funding is flexible and can be used for other programs.

The Partnership Academy model is a three-year program, grades 10 through 12, structured as a school-within-a-school. There are currently over 75 health career academies (about 12,000 students). Key components include:

- Curriculum focused on a career theme and coordinated with related academic courses
- Activities with private sector involvement to encourage academic and occupational preparation, such as an integrated and project-based curriculum, a mentor program, classroom speakers, field trips, and exploration of postsecondary and career options
- Workplace learning opportunities, such as job shadowing, student internships, and work experience

Partnership academies require a three-way match for funding from the participating school district, the private sector, and the state. At full implementation, the state contribution for the health career academies is \$5,509,260.

Department of Consumer Affairs (DCA)

The regulatory boards within DCA have taken a wide variety of action in response to the state's workforce needs in health care. All of the health care boards are working with OSHPD to provide data regarding health care workforce issues. Additionally, the health care boards are in the process of creating a side-by-side comparison of education and experience requirements for licensure.

The Dental Board of California. The Dental Board offers the California Dental Corps Loan Repayment Program to support dentists who agree to practice in a dentally underserved area for a minimum of three years. The program provided up to \$105,000 in loan repayment. This program will terminate on July 1, 2012. (Business and Professions Code Section 1973(f)). SB 540 (Price) would extend the program until funds are expended.

The Dental Board of California is in the process of conducting a mandatory dental health care workforce survey that will document the cultural background and language proficiency of its licensees. Additionally, the board is participating in Phase One of OSHPD's Clearinghouse Database Design.

The Dental Board of California is also in the process of adopting streamlined and integrated education and licensure process that will incorporate license examination into the education program. This will theoretically reduce the time it takes to get graduates from dental school into the communities and practicing dentistry. The board is in the process of adopting the regulations necessary to implement the program.

The California Student Aid Commission

The California Student Aid Commission (CSAC) provides financial aid to students through a variety of grant and loan programs. The State Nursing Assumption Program of Loans for Education for Nursing Faculty (SNAPLE NF) encourages students to complete a baccalaureate or graduate degree and teach in a nursing program at an accredited college or university in California. The program pays up to \$25,000 in financial assistance. For 2008–09, there were 99 SNAPLE NF agreements, in 2009–10 there were 48 agreements, and no data is yet available for 2010–11. (This program is funded by the General Fund.)

The State Nursing Assumption Program of Loans for Education for Nurses in State Facilities (SNAPLE NSF) encourages registered nurses and students who will become registered nurses to seek employment in state-operated 24-hour facilities with an RN vacancy rate of greater than 10 percent. The program pays up to \$20,000 in financial assistance. During 2008–09 there were two SNAPLE-NSF agreements, there were six agreements in 2009–10, and no data is yet available for 2010–11. (This program is funded by the General Fund.)

The California Workforce Investment Board (CWIB), The Employment Training Panel, and Programs at the Chancellor's Office of the Community Colleges

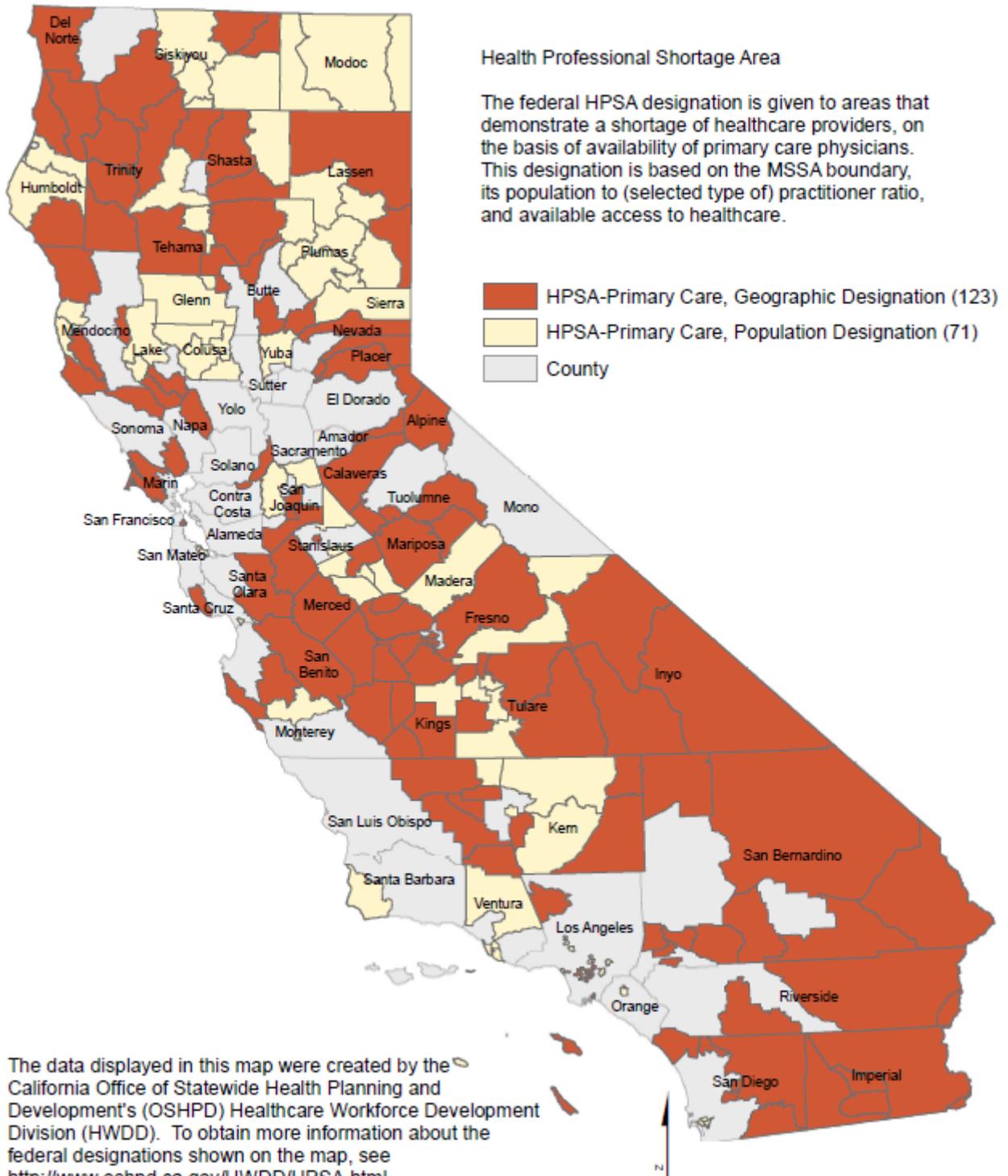
CWIB and the Employment Development Department assist the Governor in setting and guiding policy in the area of workforce development. Since the implementation of the federal Workforce Investment Act (WIA), the Governor has used discretionary funds (15 percent of the federal WIA allocation) for statewide activities to provide incentives for system building, with a focus on the Governor's and national priorities. CWIB and each sitting Governor have fashioned initiatives, such as the Caregiver Training Initiative, that encourage new local and regional partnerships to address a statewide shortage of health care workers, and at least two nurse workforce initiatives, which includes the Nurse Education Initiative described above, that rely on regional partnerships to address statewide shortages of professional nurses.

The Employment Training Panel (ETP) provides training grants for employers who need to train incumbent workers and is funded largely by an unemployment insurance fee assessed to relevant employers, but at times, the ETP also receives funding from other sources, including the Workforce Investment Act.

The Economic and Workforce Development Program and the Nursing and Allied Health Education programs at the Chancellor's Office provide funding for workforce training programs at the Community Colleges throughout the state. These programs are largely supported by Proposition 98 funds, but also, at times, have received funding from other sources, including the Workforce Investment Act and the American Recovery and Reinvestment Act of 2009.

From 2004-5, these programs have spent over \$200 million to support health industry training. In 2012-13, they are expected to spend around \$15 million. Investments in health care workforce training would likely have been higher if not for congressional reductions in funding allocated to the state through the Workforce Investment Act.

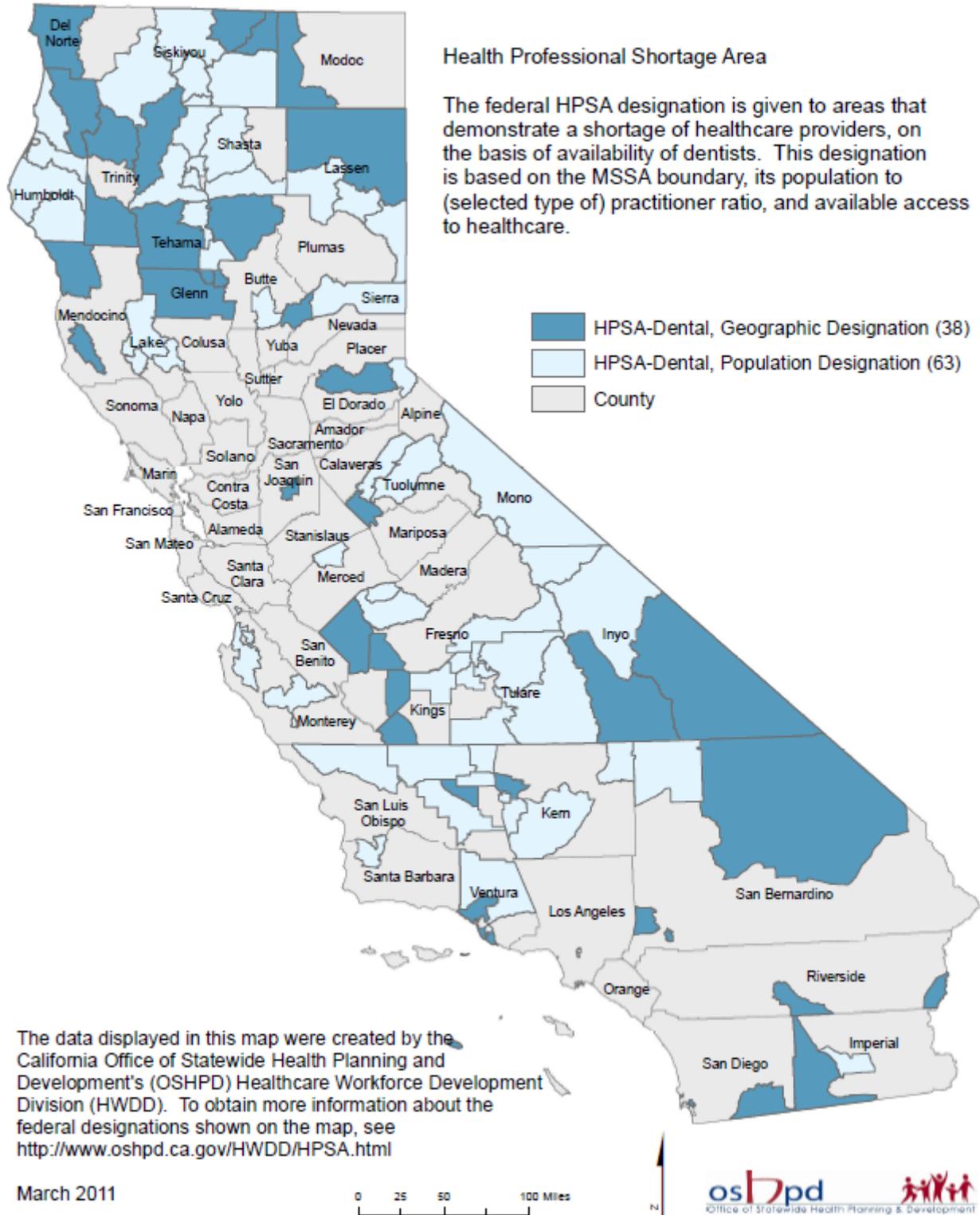
Appendix B Primary Care Health Professional Shortage Areas



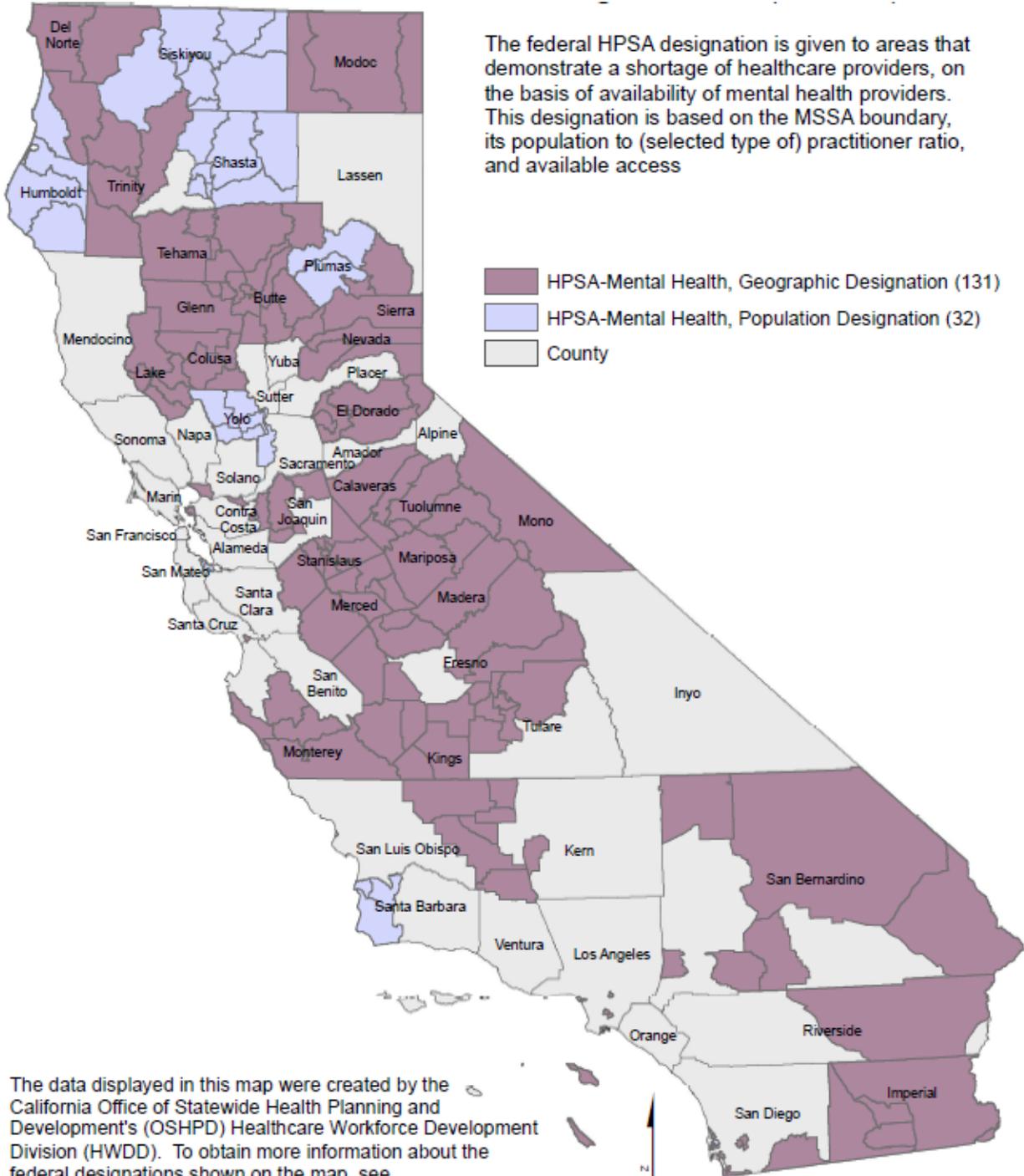
March 2011

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Appendix C Dental Health Professional Shortage Areas



Appendix D Mental Health Professional Shortage Areas



The data displayed in this map were created by the California Office of Statewide Health Planning and Development's (OSHPD) Healthcare Workforce Development Division (HWDD). To obtain more information about the federal designations shown on the map, see <http://www.oshpd.ca.gov/HWDD/HPSA.html>

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