

California's Health Workforce Challenges: Focus on Primary Care and Behavioral Health

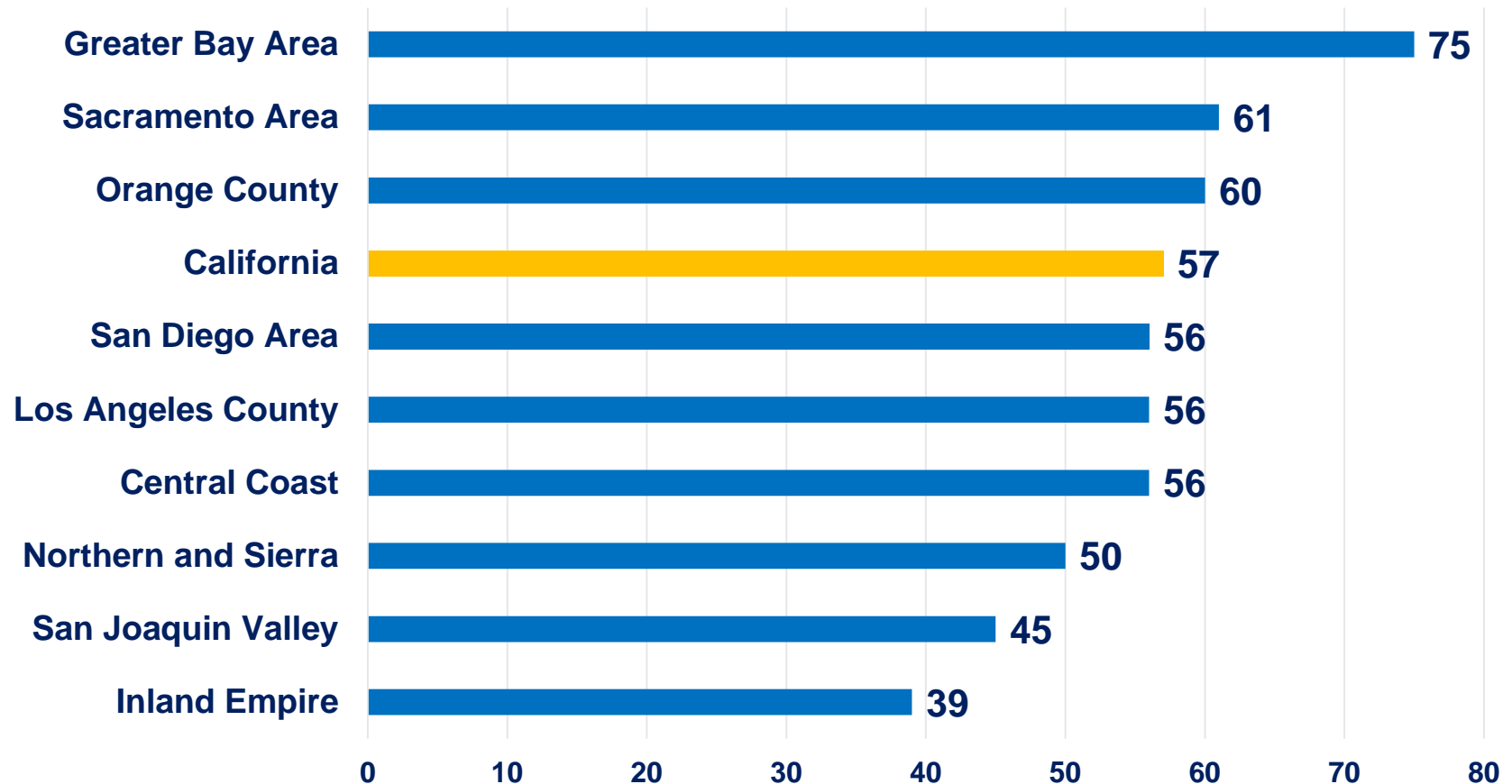
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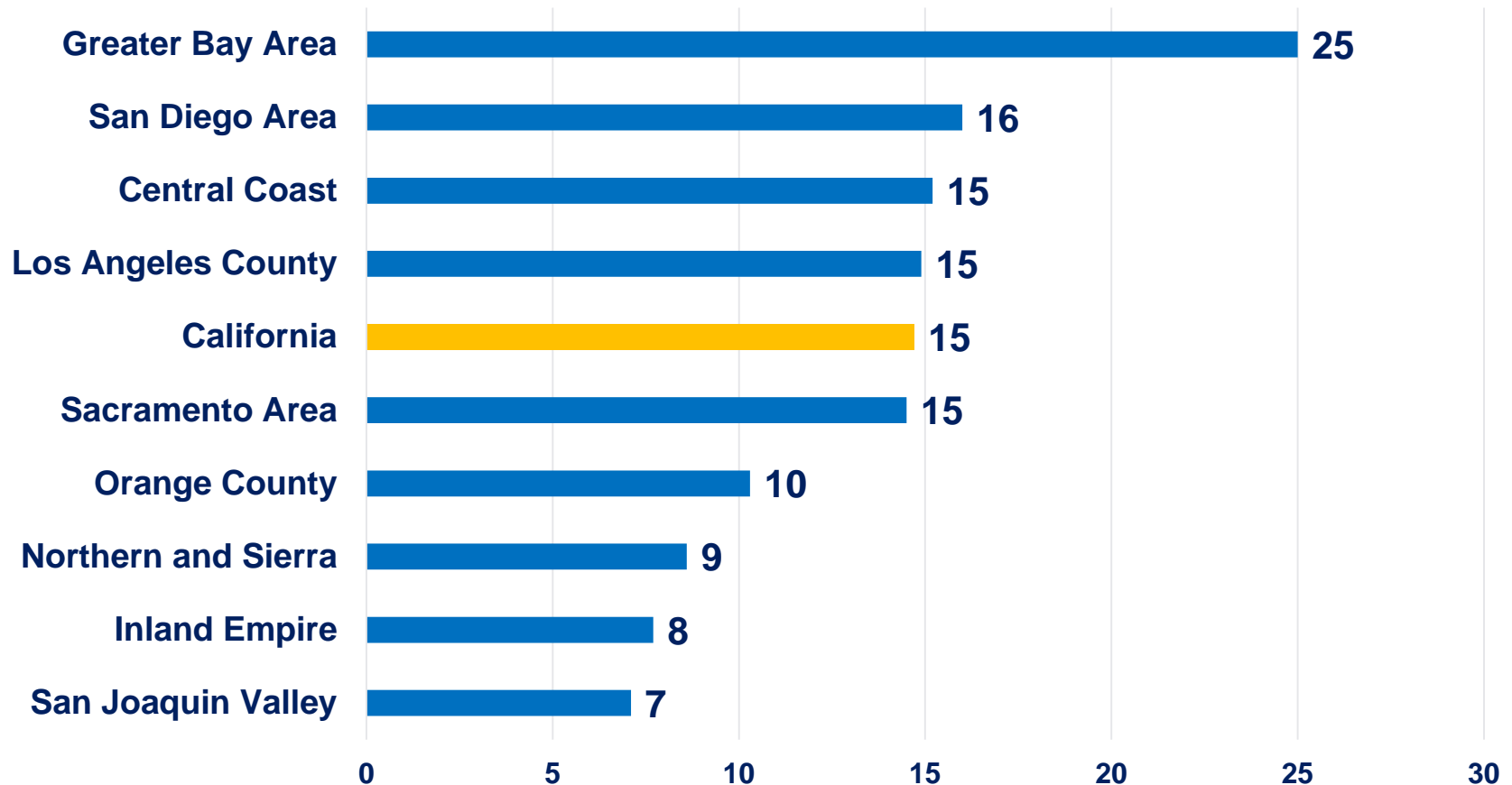
California's Health Workforce Challenges

- Primary care and behavioral health workforces are poorly distributed across the state
- Some primary care and behavioral health professionals do not accept Medi-Cal patients
- Many primary care and behavioral health professionals are at or near retirement age
- Primary care and behavioral health providers are not as racially/ethnically and linguistically diverse as California's population
- Forecasts suggest that insufficient numbers of primary care and behavioral health professionals will enter the workforce to replace those who retire

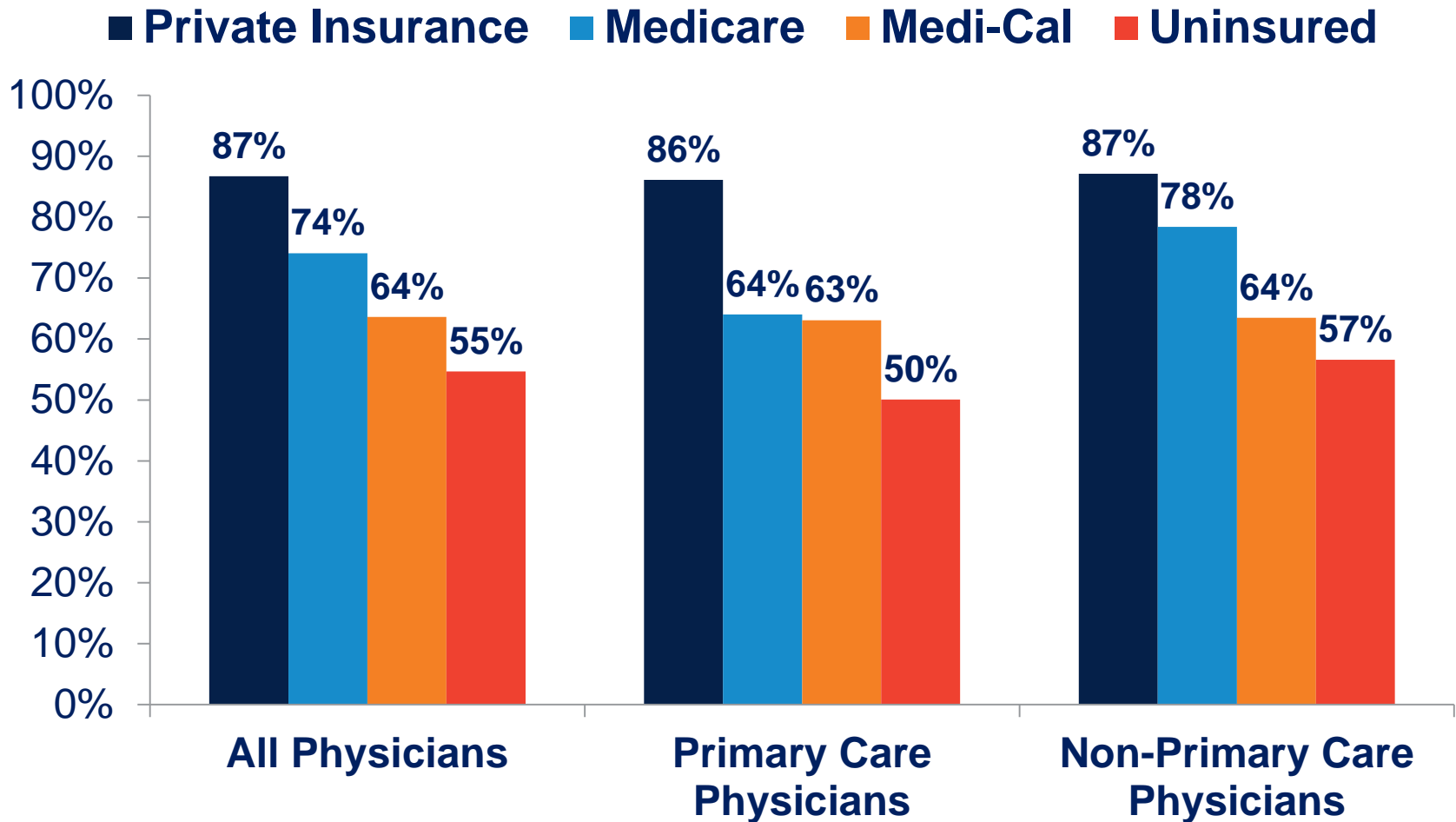
Active Patient Care Primary Care Physicians per 100,000 Population, by Region of California, 2015



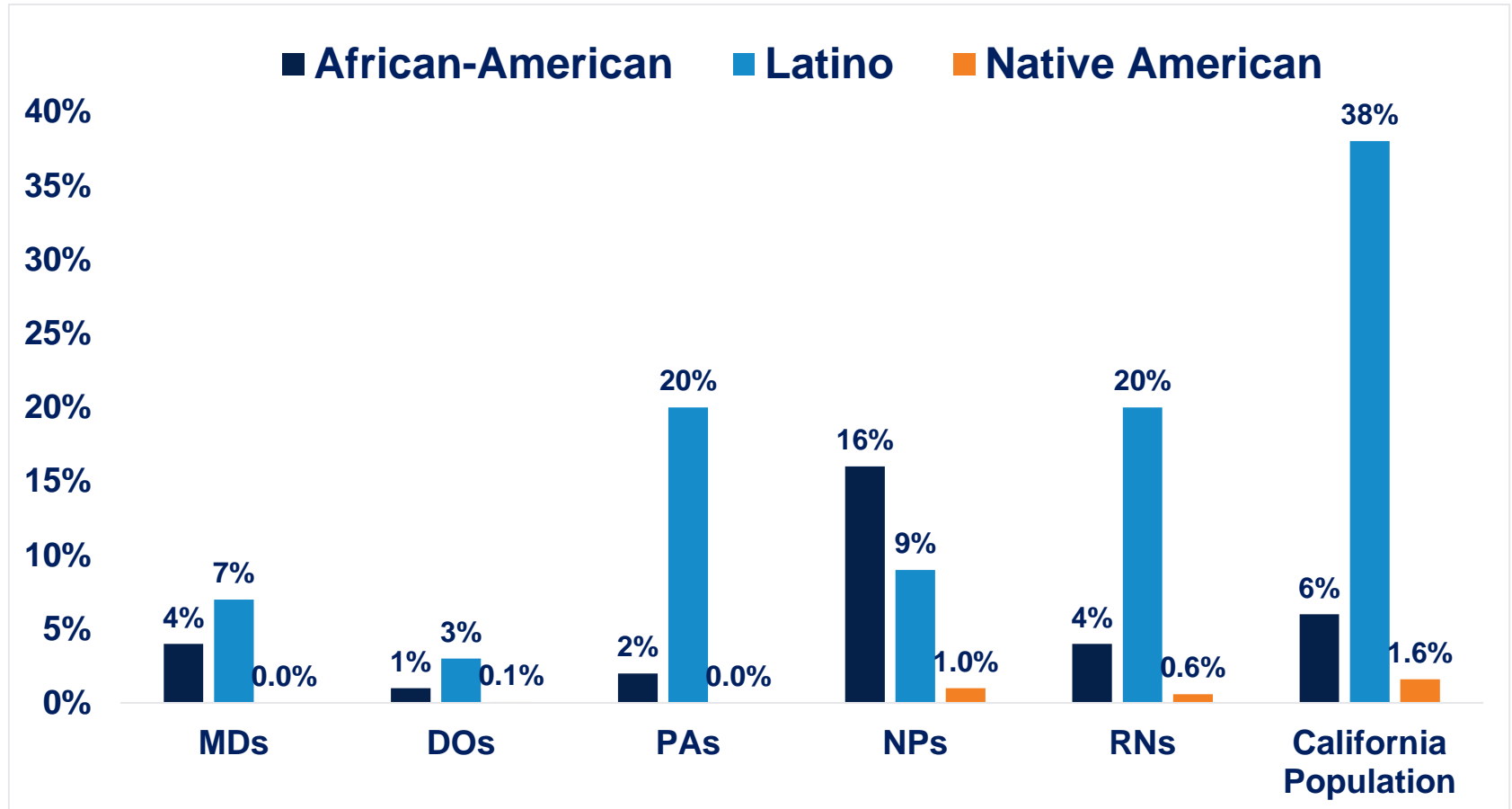
Active Patient Care Psychiatrist MDs per 100,000 Population, by Region of California, 2015



CA Physicians with Any Patients by Payer, 2015

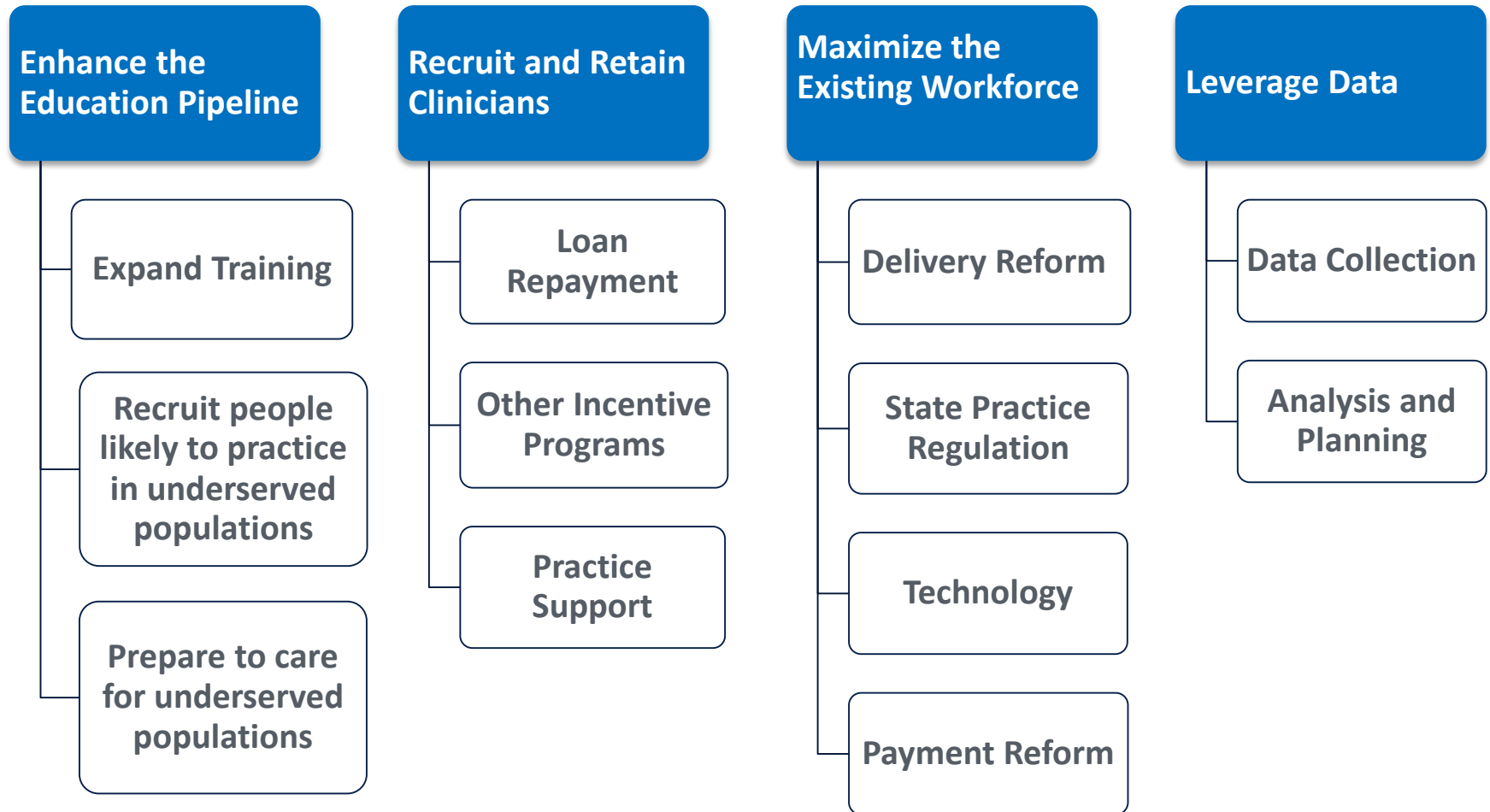


Graduates of MD, DO, PA, NP, and RN Training Programs by Race/Ethnicity, California, 2015



Source: Association of American Medical Colleges, American Association of Colleges of Osteopathic Medicine, Integrated Post-secondary Education Data System, American Association of Colleges of Nursing, California Board of Registered Nursing, U.S. Census Bureau.

Typology of Strategies for Expanding Health Workforce Capacity



State Budget Items, 2019

- \$120 million for physician and dentist loan repayment
- \$33 million for the the Song-Brown program
- \$2 million for pediatric residency programs
- \$50 million for existing mental health workforce programs
- \$60 million for the new Mental Health Workforce Education and Training Five-Year Plan

Recommendations

- Provide nurse practitioners with full practice authority
- Increase funding for psychiatry residency programs and psychiatric nurse practitioner education programs
- Provide funds for targeted increases in enrollment at University of California medical schools
- Invest in health professions education pipeline programs underrepresented and low-income persons, especially at college and post-baccalaureate levels

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