

The logo for the SLO Healthcare Workforce Partnership is an oval shape with a blue border and a green shadow. The text "SLO Healthcare Workforce Partnership" is centered inside the oval in a blue, sans-serif font.

**SLO Healthcare Workforce  
Partnership**

# **State Funding for Healthcare Workforce Development**

# “\$1.52 billion for healthcare workforce in 2023 state budget.”

- Funding to **address workforce shortages and increase diversity** and linguistic and cultural competency in the healthcare workforce.
- Created a new position, **Assistant Deputy Secretary of Healthcare Workforce**, to support state healthcare workforce development in the **Labor & Workforce Development Agency (LWDA)**. Tasked with building partnerships and strategic alignment across state agencies, healthcare systems, community organizations, and philanthropic groups for the state’s healthcare workforce initiative.
- Established in 2022, the **California Health Workforce Education and Training Council** is tasked with planning education and training programs to support the healthcare workforce to meet the state’s needs.
- Created **CA Healthcare Access and Information (HCAI)**, formerly the Office of Statewide Health Planning and Development, with a mission to expand equitable access to quality, affordable health care for all Californians through resilient facilities, actionable information, and the health workforce each community needs.

# Potential Funding Sources

## ***CA HCAI (Health Care Access & Information):***

- **Healthcare Professions Pathway Program:** Pipeline programs, paid summer internships, fellowships
- **Health Careers Exploration Program:** Conferences, workshops, hands-on experience activities
- **Physical Health:**
  - Primary Care training and residency programs
  - Training for PAs, NPs, RNs, LVNs, CNAs, home health aides, Certified Nurse Midwives/Licensed Midwives
- **Behavioral Health:** Psychiatry residency, psychiatric mental health nurse practitioner training, social work education, substance use disorder (SUD) certification, peer personnel training & placement programs
- **Community Health Worker/Promotora/Representatives (CHW/P/R):** Training and certification (to bill through Medi-Cal)
- **Reproductive Health Access Initiative**
- **Wellness Coach** workforce for children and youth
- **Scholarship Programs:** Nursing, Vocational Nursing, Advanced Practice, Allied Healthcare, Behavioral Health
- **Loan Repayment Programs:** State Loan Repayment, Physician Corp, Nursing, Vocational Nursing, Allied Healthcare, Mental Health, County Medical Services
- **Online Training:** Electronic Health Record Support Analysts, Health Information Management Specialists, or Medical Billers and Coders.

# HCAI: Health Professions Careers Opportunity Program

The Health Professions Careers Opportunity Program (HPCOP) supports a variety of programs designed to increase the number of under-represented individuals in health professions training and working in health careers.

- **Health Professions Pathways Program (HPPP):** HPPP is competitive grant opportunity to award organizations that will develop and implement health professions pathways programs that can include *pipeline programs, summer internships, post undergraduate fellowships, and post-baccalaureate scholarships*. It is designed to recruit and support students from underrepresented regions and backgrounds to pursue health careers.
  - **Application opened August 15, 2023; closed on October 31, 2023.**

# Health Professions Pathway Program Awards, September 2022

Organization	Category	Final Score (Maximum 122 points)	Award
Alliance in Mentorship	B and C	104	\$1,124,200.00
AltaMed Health Services Corporation	B and C	100	\$1,124,999.98
Asian Americans for Community Involvement (AACI)	C	108	\$610,937.50
California State University Fresno	A and B	112	\$2,904,304.30
California State University, Dominguez Hills (CSUDH)	A, B, and C	97	\$3,320,212.45
Chabot-Las Positas Community College District	A	110	\$2,496,312.94
Charles R. Drew University of Medicine and Science	A, B, and C	102	\$3,484,787.50
Healthy Rural California	B	107	\$ 494,500.00
Humboldt State University Sponsored Programs Foundation	B	116	\$498,615.04
Kern Medical Center Internal Medicine Residency Program	A, B, and C	104	\$2,915,162.60
San Diego State University	A	114	\$2,497,938.00
Sumaj Foundation	B	102	\$495,000.00
The Chicago School - California, Inc.	A	104	\$2,488,312.50
UC San Diego Health	A	97	\$2,288,787.53
University of California, Riverside	A and B	106	\$2,932,500.00
University of California, Irvine	A, B, and C	110	\$3,623,501.65
University of California, San Diego - Community Psychiatry Program	A	106	\$2,489,750.00
University of California, San Francisco, California Area Health Education Center	A, B, and C	106	\$1,981,987.05
University of the Pacific, School of Health Sciences	A	118	\$2,499,973.50
West Contra Costa Unified School District	B	108	\$495,000.00
	<b>TOTAL</b>		<b>\$40,766,782.54</b>

## Budget maximums for 2024:

- **Pipeline Programs - Category A:** \$500,000 annually for Pipeline Programs (minimum 240 students per year)
- **Paid Summer Internships - Category B:** \$100,000 annually for paid summer internships (\$5,000 per internship; 20 internships per academic year)
- **One-Year Post Undergraduate Fellowships - Category C:** \$125,000 annually for fellowship (\$25,000 per fellowship; 5 fellowships per academic year)
- **Post-Baccalaureate Scholarships - Category D** (for 2023/2024): \$75,000 annually for post-baccalaureate scholarship (\$15,000 per scholarship; 5 scholarships per academic year)

**Current funding is for 2024 to 2028.**

# HCAI: Health Professions Careers Opportunity Program

- **Justice-System Involvement Youth: Behavioral Health Pipeline (JSIY BH Pipeline):** JSIY BH Pipeline is a grant opportunity for organizations to support and encourages underrepresented and disadvantaged individuals to pursue behavioral health careers to develop a more culturally and linguistically competent behavioral healthcare workforce, including providing comprehensive wrap-around supports. These 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.
  - *Applications opened August 15, 2023; Closed October 31, 2023*
- **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.*
  - *Applications open: TBD, 2024*

# “California Announced \$400+ Million in Grants to Invest in Health Care Workforce & Infrastructure”

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- **Health Care Access and Information:**
  - \$61 Million through 2,230 awards across 53 counties to support behavioral health students and professionals in ***advanced practice, nursing, behavioral health, and allied health*** professions.
  - \$59.4 Million to 23 schools to support ***social work*** education.
  - \$49.6 Million to 54 organizations to support 17 new and expanded programs and create 87 new ***residency positions*** across California.
- **Department of Health Care Services:**
  - \$119 Million to 98 organizations to help local organizations build capacity and infrastructure in ***Medi-Cal’s delivery system (CalAIM)***.
  - \$18 Million available to help students ages 18 and older gain practical on-the-job experience in ***behavioral health*** careers.
- **Department of Aging:** \$89 Million to 78 organizations to further the state’s commitment to growing a ***resilient caregiver workforce***.
- **Department of Developmental Services:** \$22 Million to 75 community-based organizations and regional centers to ***improve equity, diversity, and service access to all Californians with developmental disabilities***.

# CA Dept of Health Care Services (DHCS)

- **Behavioral Health Workforce Development Initiative:**
  - The California DHCS is expanding California's behavioral health workforce to improve consumer access to, and productive participation in, behavioral health services throughout the state. DHCS contracted with Advocates for Human Potential, Inc. (AHP), to implement the Behavioral Health Workforce Development (BHWD) initiative.
  - Efforts to fund equity and growth in the BH workforce are progressing through ***four grant-funded projects***:
    - Peer Workforce Investment (PWI)
    - Expanding Peer Organization Capacity (EPOC)
    - Mentored Internship Program (MIP)
    - Behavioral Health Recruitment and Retention (BHRR)

**As of July 2023, 286** grantees have been awarded funds that support the expansion of their behavioral health operations.





# CA Dept of Health Care Services (DHCS)

- **Behavioral Health Recruitment and Retention (BHRR) project:**

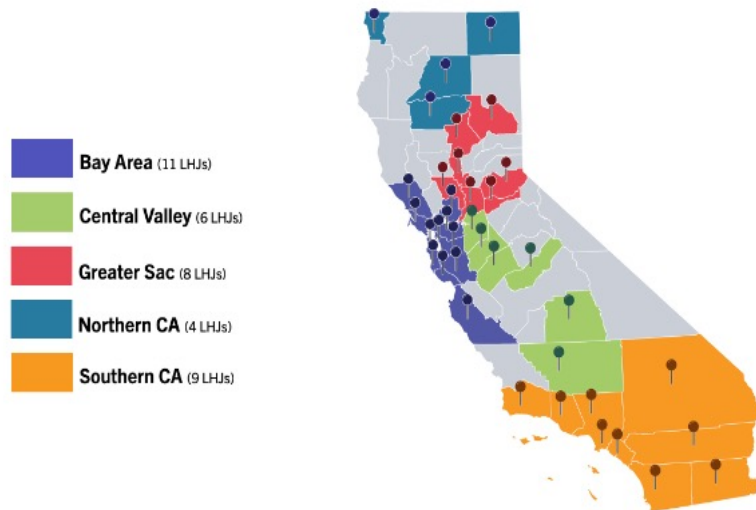
The BHRR project provides an opportunity for nonprofit, tribal, and county-operated behavioral health (BH) providers to plan, develop, and implement comprehensive strategies to recruit, onboard, engage, and retain staff and create and establish inclusive workplace cultures. Organizations will receive training and technical assistance to identify areas of need and related evidence-based strategies and approaches to create a sustainable BH workforce.

  - Grantees are awarded \$50,000 for a three-month Planning Phase to develop and refine their 16-month Implementation Phase plans funded with up to an additional \$300,000 to achieve their project goals.
  - The BHRR project runs from July 1, 2023, to January 31, 2025.
  - ***Grant Awardee:*** Transitions Mental Health Association, SLO County

# Public Health Funding

- **UCSF Center for Pandemic Preparedness and Response:**
  - **California Pathways into Public Health Initiative (Cal-PPH)** provides paid training, hands-on work experience, and job placement program for early-career **public health** professionals to gain experience working at 37 local health jurisdiction host sites. **Launched in summer 2021.**

## Local Health Jurisdiction (LHJ) Host Sites for the Pilot Cohort



Cal-PPH has partnered with 37 Local Health Jurisdiction (LHJ) Host Sites throughout California, representing the geographic and demographic diversity of the state. Some fellows are assigned to work with CDPH Branches or Programs for short-term rotations during their time in the program.

The pilot cohort has 45 Fellows placed at 37 Local Health Jurisdictions (LHJs) host sites.

**Counties of LHJ Host Sites:** Alameda, Amador, Berkeley, Butte, Contra Costa, Del Norte, El Dorado, Imperial, Kern, Long Beach, Los Angeles, Marin, Madera, Merced, Modoc, Monterey, Orange, Plumas, Riverside, Sacramento, San Bernardino, San Diego, San Francisco, San Joaquin, San Mateo, Santa Barbara, Santa Clara, Santa Cruz, Shasta, Solano, Sonoma, Stanislaus, Sutter, Tehama, Tulare, Ventura, Yolo.

# Public Health Funding

- **California Department of Public Health (CDPH):**
  - ***California Public Health Workforce Career Ladder Education and Development Program***
    - ***Total funding:*** \$12.8 million (\$3.2 million per year for 4 years through 2026) to support worker upskilling to meet future public health demands and ***improve retention.***
    - ***Eligible use of funding:*** Employee stipends to offset loss of compensation for up to 12 hours/work week for education for a total of 48 weeks; hiring additional employees to support program; reimbursing tuition, registration & licensing fees, etc.
    - ***Jan. 2023 submission deadline***

# Oral Health Funding

- **California 2022-23 State Budget:**
  - **Scholarships, loans, grants:** A wide range of provider scholarships, loan and grant programs that many dentists and dental team members are eligible for.
  - **Clinical Rotations:** \$10 million for grants to develop community-based dental student clinical rotations.
  - **The High Road Training Partnerships (\$75 million 2022 and \$45 million 2023):** A public-private partnership initiative of the California Workforce Development Board to provide training and career-ladder opportunities, including in dental assisting.
  - **The Apprentice Innovation Program (\$60 million for 2023 to 2025):** Provides grants, reimbursements, or other funding to support an apprenticeship program or train apprentices. Training funds could be used for course development, classroom instruction, and other eligible activities. CDA establishing dental assisting apprenticeships.
  - **California's Dental Clinic Grant Program (\$50 million):** Dentists, dental schools and other eligible providers and entities in California can apply for grants up to \$5 million to expand or adapt specialty clinics or to construct new clinics that serve individuals with special health care needs (applications open until 4/1/24).
  - **Medi-Cal Dental Program:** Improvements including expanded benefits, supplemental provider payments, and continuation of the CalHealthCares student loan repayment and practice support grant.