

OSHPD Workforce Development Program Outcomes

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(OSHPD)
Healthcare Workforce Development Division (HWDD)

Funding Sources for OSHPD Programs

Funding Source →	California Health Data Planning Fund (CHDPF)*	Mental Health Service Fund (Mental Health Services Act)	Federal Health Resources and Services Administration Grants	The California Endowment (TCE)**	California State Office of Rural Health (CalSORH)	Funds from License Renewal Surcharges	Health Professions Education Fund (HPEF)***	Physician and Surgeon Voluntary Contribution via License Renewal	Managed Care fines and Penalties Fund
OSHPD Program ↓									
Song-Brown Program	X			X				X	
Health Careers Training Program Mini-Grants	X	X		X	X				
California Student/Resident Experience and Rotations in Community Health		X		X					
California State Loan Repayment Program			X						
Mental Health Workforce Education and Training Programs		X							
Health Professions Education Foundation Scholarships and Loan Repayments		X		X		X	X		X

*CHDPF is comprised of revenue from special health facility fees.

**on January 2013 TCE committed an investment of \$52 million in OSHPD workforce programs over four years.

*** HPEF is supported entirely through grants and contributions from public and private agencies, hospitals, health plans, foundations, corporations, and individuals

State Loan Repayment Program

3

Total applicants vs applicants awarded from 2010-2014

Year	Total Applicants	Total Applicants Awarded
2010	252	121 (\$3,911,690)
2011	44	39 (\$1,141,019)
2012	54	45 (\$1,000,000)
2013	99	46 (\$949,000)
2014	135	Awards have not been made (\$1,000,000 available)

State Loan Repayment Program Awardee Information from 2010-2013

4

Provider Type		Total Awards (226)
Certified Nurse Midwife		1 (.4%)
Dentist		16 (7%)
MD		112 (49%)
	Family Physician	65
	General Internist	14
	OB/GYN	11
	Pediatrician	19
	Psychiatrist	4
DO		28 (12%)
	Family Physician	19
	General Internist	3
	OB/GYN	2
	Pediatrician	4
LCSW		2 (.8%)
Marriage Family Therapist		1 (.4%)
Nurse Practitioner		27 (11%)
Physician Assistant		38 (16%)

Race/ Ethnicity	Total (226)
American Indian or Alaska Native	1 (.4%)
Asian	44 (19%)
Black or African American	8 (3%)
Caucasian	90 (39%)
East Indian	8 (3%)
Hawaiian or other Pacific Islander	2 (.8%)
Hispanic/Latino	50 (22%)
Middle Eastern	1 (.4%)
Other	18 (7%)
Pacific Islander	4 (1.7%)

Gender	Total (226)
Female	131 (58%)
Male	95 (42%)

Rural/ Urban	Total (226)
Rural	76 (34%)
Urban	149 (66%)

State Loan Repayment Program

Multi-State NHSC Retention Collaborative Survey

Percentage of Participants in California SLRP that anticipate remaining at their service sites in years following their last service terms (total and Urban vs rural)

Years Past Service Term	California SLRP (n=60)
0 years	100.0%
1 year	75.0%
2 years	63.3%
3 years	45.0%
4 years	40.0%
5 years	36.7%
6 years	28.3%
7 years	23.3%
8 years	18.3%
9 years	18.3%
10 years	13.3%

	Number in analyses	At Least 2 Years	At Least 5 Years	At Least 10 Years
Urban	57	63%	33%	18%
Rural	3	33%	33%	0%

CA SLRP participants had greatest interest in renewal with 31% of survey responding already having or planning to apply for renewal

76% of CA SLRP participants trained in state.

- Link to full report: <http://oshpd.ca.gov/hwdd/pdfs/REAREports.pdf>

Loan Repayment and Scholarships 2011/12-2012/13

Health Professions Education Foundation

6

Applications Received	Applications Awarded
5,257	2,355

Race/Ethnicity	Percent of Awards
Latino	41%
Caucasian	28%
Asian American/ Pacific Islander	12%
African American	9%
Other	10%

Provider Type	Awards
Scholarships	
Registered Nurse	251
Vocational Nurse	28
Other	9
Mental Health	2
Loan Repayment	
Mental Health Providers	1,675
Registered Nurse	148
Allopathic or Osteopathic Physician	141
Other	89
Vocational Nurse	12

Loan Repayment and Scholarships 2013/14

Health Professions Education Foundation

7

Program	Applications Received	Applications Awarded
Loan Repayments	3,582 (\$54,906,982)	1,812 (\$27,997,877)
Scholarships	612 (\$8,318,000)	267 (\$3,833,000)
Total	4,194 (\$63,224,982)	2,079 (\$31,830,877)

Gender	Total
Male	432 (21%)
Female	1,632 (78%)
Other	15 (1%)

Race/Ethnicity	Total
Hispanic/Latino	735 (35%)
Caucasian	631 (30%)
Asian/Pacific Islander	261 (13%)
African American	186 (8%)
Other	120 (6%)
Mixed Race/Ethnicity	112 (5%)
Decline to State	34 (2%)

Loan Repayment and Scholarships Awardees 2013/14

Health Professions Education Foundation

8

Occupation	#	Occupation	#	Occupation	#
Administrative/Support Staff	15	Licensed Vocational Nurse	11	Physical Therapy	2
Certified Nurse Midwife	2	Marriage and Family Therapist	682	Physician Assistant	20
Clinical Laboratory Science	2	Medical Assistant	2	Postdoctoral Psychological Assistant/Trainee	2
Clinical Nurse Specialist	2	Nurse Practitioner	35	Professional Clinical Counselor- Intern	9
Clinical social worker	521	Obstetrician/Gynecologist	11	Psychiatric Nurse Practitioner	7
Dentist	5	Other	48	Psychiatrist	36
Executive/Managerial Staff	9	Other Allied Health	10	Psychologists	110
Family Practice	54	Pediatrician	22	Registered Nurse	118
Internist	12	Peer Counselors/Specialist	22	Rehabilitation Counselor	12
Internist and Pediatrics	2	Pharmacy	6	Social Work	23

Song-Brown Program

- Song-Brown incentivizes health professions education institutions to increase the number of underrepresented minorities (URM) in primary care, encourage providers to practice primary care in areas of unmet need (UMN), and incorporate curricula and training modalities to meet the needs of California's diverse and dynamic population.

Profession	Applied 2011	Awarded 2011	Applied 2012	Awarded 2012	Applied 2013	Awarded 2013
Family Practice	30 programs \$4M	26 programs \$2.2M	29 programs \$4.3M	29 programs \$2.8M	35 programs \$8.6M	35 programs \$7.7M
Family Nurse Practitioner/ Physician Assistant	12 programs \$1.51M	12 programs \$1.47M	12 programs \$1.51M	12 programs \$1.46M	14 programs \$3.43M	14 programs \$3.43M
Registered Nurse	26 programs \$5.5M	16 programs \$2.24M	27 programs \$5.7M	14 programs \$1.8M	17 programs \$3.7M	15 programs \$1.7M

Song Brown-Program

Family Practice Residency Programs

10

Underrepresented Minorities (URM) Students

	Number of Residents Enrolled	Number of URM Residents Enrolled	Percent of URM Residents Enrolled
2010	687	207	31%
2011	750	237	32%
2012	734	247	34%
2013	814	218	27%

Graduates Practicing in areas of unmet need (UMN) and URM graduates

	Total graduates	Number of graduates in areas of UMN	Not located in areas of UMN	Out of State	Percent of graduates in areas of UMN
Reports 3 years of graduates each year					
2010	876	502	241	107	58%
2011	949	465	326	125	49%
2012	865	630	93	105	73%
2013	757	553	80	99	73%

Number of Graduates Reported	Number of URM Graduates	Percent of URM Graduates
664	188	28%
713	196	27%
658	189	29%
815	208	26%

Song-Brown Program

Family Nurse Practitioner/Physician Assistant Programs

11

	Number of Students Enrolled	Number of URM Students Enrolled	Percent of URM Students Enrolled
2010	476	276	58%
2011	481	158	33%
2012	476	162	34%
2013	1,376	375	27%

	Total graduates	Number of graduates in areas of UMN	Not located in areas of UMN	Out of State	Percent of graduates in areas of UMN	Number of URM Graduates	Number of Graduates Reported	Percent of URM Graduates
Reports 2 years of graduates each year								
2010	1,088	657	233	82	60%	1,122	351	31%
2011	1,800	1,056	494	148	58%	925	304	33%
2012	855	648	86	65	75%	889	300	34%
2013	1,040	528	76	89	50%	1,059	256	24%

Song-Brown Program

Registered Nurse Programs

12

Underrepresented Minorities (URM) Students

	Number of Students Enrolled	Number of URM Students Enrolled	Percent of URM Students Enrolled
2010	4,702	1,967	42%
2011	7,289	3,280	45%
2012	2,838	1,141	40%
2013	2,321	1,032	44%

Graduates practicing in areas of unmet need (UMN) and URM graduates

	Total graduates	Number of graduates in areas of UMN	Not located in areas of UMN	Out of State	Percent of graduates in areas of UMN
Reports 2 years of graduates each year					
2010	3,319	1,969	146	15	59%
2011	3,950	2,290	314	81	57%
2012	4,883	2,862	404	135	58%
2013	4,378	3,170	94	110	72%

Number of Graduates Reported	Number of URM Graduates	Percent of URM Graduates
3,570	1,432	40%
5,017	2,028	40%
4,786	1,937	40%
4,053	1,700	41%

Health Careers Training Program (HCTP) Mini-Grants

13

Provides direct and indirect support to programs that encourage economically/educationally disadvantaged and/or underrepresented groups to pursue health careers. To date HCTP has awarded over \$1.6M and engaged 38,989 individuals in career awareness/exploration activities.

Year	Applications	Awarded	Number of Participants Served
2011-2012	75 \$992,478	15 \$200,235	4,613
2012-2013	55 \$731,194	26 \$346,741	5,626
2013-2014	70 \$927,000	25 \$332,008	4,262

Racial/Ethnic Demographics of 2012-2013 Participants

African American	Asian	Latino/Hispanic	Native American	Pacific Islander	Unknown	White/Caucasian
486 (8%)	1042 (18%)	2858 (50%)	28 (.3%)	87 (1.5%)	649 (11%)	476 (8%)

Mental Health Workforce Education and Training (WET) Programs

Mental Health Workforce Education and Training

Psychiatric Residency Program

15

- The psychiatric residency programs ensure that the psychiatric residents receive training in the County public mental health system, working with the populations prioritized by that community. Further, the psychiatric residents are encouraged to continue working in the California public mental health system after their rotations end
- From FY 2008/09 to FY 2012/13, there were two psychiatric programs that supported 25 psychiatric residency rotations at the University of California, Davis and the University of California, Los Angeles-Kern
- The Psychiatric Residency programs revised the curricula to include the values and principles of the MHSA:
 - Community collaboration
 - Cultural competence
 - Client/Family-driven mental health system
 - Wellness/Recovery and Resilience focus and
 - Integrated service experience for clients and their families.
- The Psychiatric Residency programs partnered with County Departments of Mental Health and Community-Based Organizations to ensure that residents perform their rotations in the County Public Mental Health System. Among them: Sacramento County Mental Health Services; Kern County Mental Health Services; UC Davis Medical Center; and West Kern Clinic (Wasco)

Mental Health Workforce Education and Training Mental Health Loan Assumption Program (MHLAP)

16

- Provides those working or volunteering in hard-to-fill/hard-to-retain positions in the public mental health system with up to \$10,000 in educational loan repayments in exchange for 12 month service in the community public mental health system

MHLAP Applications FY 2008-09 to FY 2012-13

Fiscal Year	Applications Received	Individuals Awarded	Funds Requested	Educational Debt	Funds Awarded	Counties Supported
FY 2008-09	1,236	288	\$15,454,813	\$60,729,395	\$2,285,277	44
FY 2009-10	1,498	309	\$12,683,961	\$80,331,133	\$2,469,239	52
FY 2010-11	1,009	474	\$10,030,983	\$71,177,144	\$4,523,757	50
FY 2011-12	1,659	661	\$16,581,901	\$111,533,342	\$5,365,680	55
FY 2012-13	1,823	1,109	\$17,968,953	\$122,828,475	\$9,383,649	53
Total	7,225	2,841	\$72,720,611	\$446,599,489	\$24,027,602	58

- From Fiscal Year 2008-09 to 2012-13 :
 - 2,373 public mental health workers have completed the loan repayment program
 - 56% of awardees spoke at least one language in addition to English
 - 55% of awardees had a consumer/family member background

Mental Health Workforce Education and Training Stipend Program

17

Funding is awarded to educational institutions to provide Stipends for graduate students in Social Work, Marriage and Family Therapy, Clinical Psychology, and Psychiatric Mental Health Nurse Practitioner who commit to working in the public mental health system for a 12-month period upon graduation

- A total of 21 California schools participate by providing stipends and developing curricula that promotes the MHSA values of wellness, recovery and resilience

Stipend Awardees 2008/09 - 2012/13			
Discipline	Individuals Awarded	Awardees of Under-Represented Backgrounds	Awardees that Speak a Language in Addition to English
Social Workers	1486	59%	50%
Marriage and Family Therapists	367	73%	65%
Psychiatric Nurse Practitioners	63	46%	59%
Clinical Psychologist	283	58%	52%
Total	2205	61%	53%

Number of Mental Health Professionals Impacted by WET Programs from 2008-2013

Hard-to-fill/retain positions identified in 2008	MHLAP	Stipend	Psychiatric Residency	Song-Brown PA	Total Participants
Psychiatrist, General	230	--	--	--	230
Licensed Clinical Social Worker	255	1,838	--	--	2,093*
Marriage and Family Therapist	1259	474	--	--	1,733
Licensed Supervising Clinician	0	--	--	--	0
Psychiatrist, Child/Adolescent	--	--	10	--	10
Psychiatrist, Interdisciplinary Medicine Specialty	--	--	15	--	15
Registered Nurse	12	--	--	--	12
CEO or Manager above Direct Supervisor	3	--	--	--	3
Psychiatric or Family Nurse Practitioner	8	92	--	--	100
Licensed Clinical Psychologist	23	283	--	--	306
Analysts, tech support, quality assurance	0	--	--	--	0
Family Member Support Staff	0	--	--	--	Unknown
Clinical Nurse Specialist	1	--	--	--	1
Psychiatrist, Geriatric	--	--	--	--	Unknown
Consumer Support Staff	4	--	--	--	4(Unknown)
Positions not identified as hard to fill/retain in 2008					
Physician Assistant	0	--	--	1,382	1,382
Licensed Professional Clinical Counselor	14				14
Bachelors Social Worker	46				46
Associate Clinical Social Worker	629				629
Other	235				235
TOTAL SERVED:	2,719	2,687	25	1,382	6,813

WET Five-Year Plan Needs Assessment

19

During the development of the Workforce Education and Training (WET) Five-Year Plan 2014-2019, OSHPD via a contractor conducted a large-scale analysis of California's public mental health workforce needs.

The findings from this large-scale analysis offer a foundation for existing and future efforts by OSHPD and its partners to improve and build upon the public mental health workforce. The findings are presented via six distinct reports. The master executive summary identifies key highlights from each report.

- Report 1- MHSA WET Program Evaluation
- Report 2- Analysis of Stakeholder Feedback on Public Mental Health Workforce Needs
- Report 3- Analysis of County-Reported Public Mental Health Workforce Needs
- Report 4- Analysis of Mental Health Workforce Supply
- Report 5- Educational Training of Mental Health Professionals
- Report 6- Public Mental Health Services Demand/Users.

All reports can be found in the reports and resources tab of OSHPD's WET webpage: <http://www.oshpd.ca.gov/HWDD/WET.html>

Questions?

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