

# Board of Registered Nursing: HCAI Workforce Initiatives

Caryn Rizell

Deputy Director, Health Workforce Development

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# Our Mission



**HCAI expands equitable access to quality, affordable health care for all Californians through resilient facilities, actionable information, and the health workforce each community needs.**

# Our Vision



**A healthier California where all receive equitable, affordable, and quality health care.**

# HCAI Program Areas

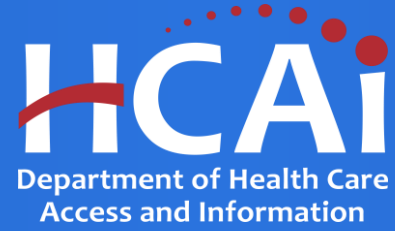
- **Facilities:** monitor the construction, renovation, and seismic safety of California's hospitals and skilled nursing facilities
- **Financing:** provide loan insurance for non-profit healthcare facilities to develop or expand services
- **Workforce:** promote a culturally competent and diverse healthcare workforce.
- **Data:** collect, manage, analyze and report information about California's healthcare infrastructure and patient outcomes
- **Affordability:** analyze health care cost trends and drivers of spending, enforce health care cost targets, and conduct cost and market impact reviews of proposed health care consolidations

# Health Workforce Development Overview

- Support and increase a health workforce that:
  - Serves medically underserved areas.
  - Represents the California it serves through racial and language diversity
  - Serves Medi-Cal members.
- Offer programs that provide financial support for:
  - Organizations expanding educational capacity
  - Individuals to pursue health careers (scholarship and loan repayment)
  - Organizations to build the workforce pipeline



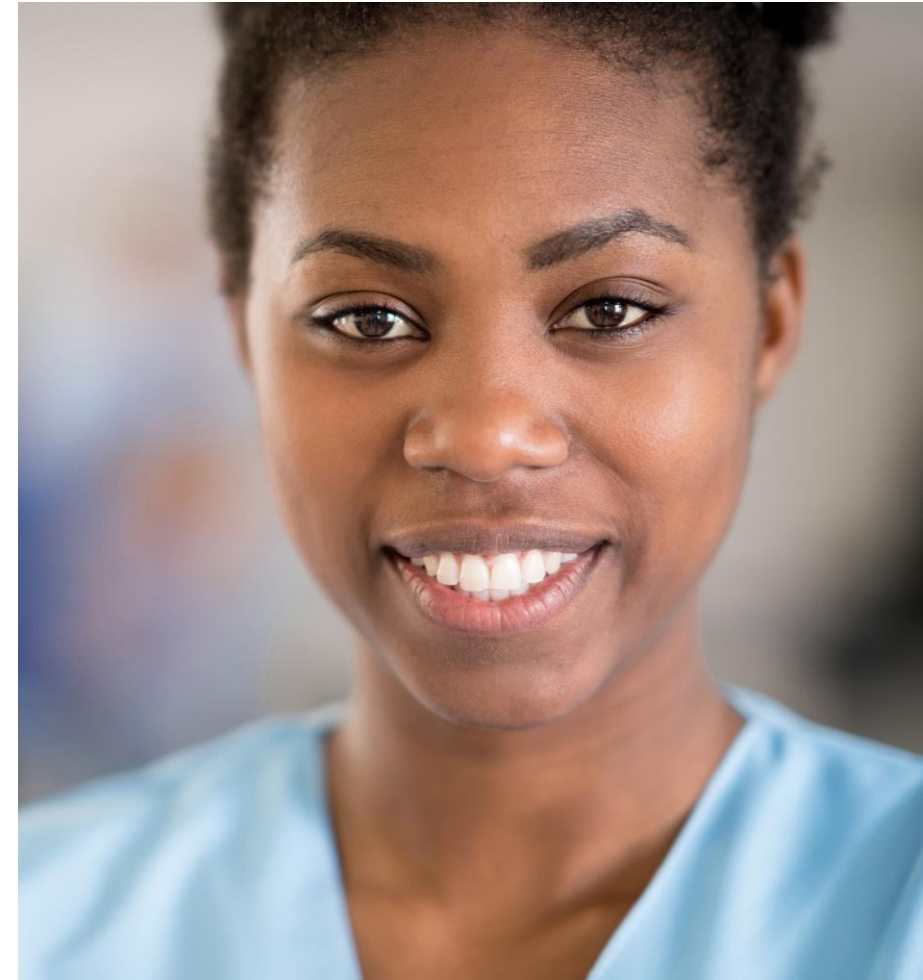
<https://hcai.ca.gov/loans-scholarships-grants/>



# HCAI Nursing Workforce Programs

# Associate Degree Nursing Scholarship Program (ADN)

- Funded through a \$10 surcharge for renewal and licensure fees of Registered Nurses (RNs) in California.
- Eligible applicants accepted and/or enrolled in an accredited degree program pursuing an ADN may receive up to \$8,000 in exchange for a 12-month service obligation practicing and providing direct patient care in an underserved community upon graduating.
- **Purpose:** increase the number of appropriately trained nurses providing direct patient care in an underserved area or qualified facility within California.
- 20 awards totaling \$111,851.00 (FY 2021-22)



# Bachelor of Science Nursing (BSN) Scholarship Program

- Funded through a \$10 surcharge for renewal and licensure fees of RNs in California.
- Eligible applicants accepted and/or enrolled in an accredited degree program pursuing a Baccalaureate as a Registered Nurse may receive up to \$10,000 in exchange for a 12-month service obligation practicing and providing direct patient care in an underserved community upon graduating.
- **Purpose:** increase the number of appropriately trained Registered Nurses providing direct patient care in an underserved area
- 12 awards totaling \$114,919.00 (FY 2021-22)





# Licensed Vocational Nurse to Associate Degree Nursing Scholarship (LVN to ADN)

- Funded through a \$10 surcharge for renewal and licensure fees of RNs in California.
- Eligible applicants accepted and/or enrolled in an accredited bridge program pursuing licensure as a Registered Nurse may receive up to \$8,000 in exchange for a 12-month service obligation practicing and providing direct patient care in an underserved community upon graduating.
- **Purpose:** increase the number of appropriately trained Registered Nurses providing direct patient care in an underserved area or qualified facility within California.
- 3 awards totaling \$20,473.00 (FY 2021-22)



# BSN Loan Repayment Program

- Funded through a \$10 surcharge for renewal and licensure fees of RNs in California.
- Eligible applicants may receive loan repayments of up to \$15,000 in exchange for a 12-month service obligation practicing and providing direct patient care in a qualified facility.
- **Purpose:** increase the number of appropriately trained RNs providing direct patient care throughout California's underserved communities.
- 361 awards totaling \$5,235,292.00 (FY 2022-23)



# California State Loan Repayment Program (SLRP)

- Nurse Practitioners, Certified Mid-wives, and Psychiatric Nurse Specialists eligible under this program.
- Eligible applicants may receive loan repayments of up to \$50,000 in exchange for a 24-month service obligation practicing and providing direct patient care in an approved federally designated shortage area.
- **Purpose:** increase the number of primary care healthcare professionals who provide healthcare services at an approved site located in a federally designated California Health Professional Shortage Areas (HPSA).
- In FY 21-22 there were 115 awards, totaling \$1,797,259.00



# County Medical Services Program (CMSP) Loan Repayment Program

- Funded by grant from CMSP.
- Eligible applicants may receive loan repayments of up to \$50,000 in exchange for a 24-month service obligation practicing and providing direct patient care in an approved CMSP-contracted site.
- Nurse Practitioners eligible under this program
- increase the number of primary care healthcare professionals who provide healthcare services at an approved site located in the 35 CMSP counties
- 47 awards totaling \$1,504,989.00 (FY 2021-22).
  - Of the 47 awards, 14 were for Primary Care Nurse Practitioner.



# Song-Brown RN Program

- Support training programs that:
  - Graduate individuals who practice in medically underserved areas
  - Enroll members of underrepresented groups in medicine
  - Main training site is in a medically underserved area
  - Operate a main training site at which most patients are Medi-Cal recipients
- Support pre-licensure RN programs:
  - Associate Degree of Nursing (ADN)
  - Bachelor of Science (BSN)
  - Entry-level Master's (ELM)
- Maximum award of \$900,000 per eligible RN program
- Awarded \$9,104,000 to 23 programs in 2022



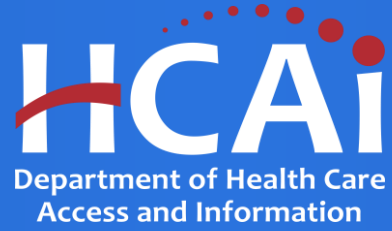
# Psychiatric Education Capacity Expansion (PECE) Psychiatric Mental Health Nurse Practitioner (PMHNP) Program

- Purpose: fund increased numbers of PMHNPs trained in California
- \$37.6 million in grant awards have been provided to 15 institutions to support psychiatric mental health nurse mental practitioner training programs and psychiatry residency programs.
  - These grants support the training of 703 psychiatric PMHNP students in 27 counties and 45 psychiatry residents/fellows in 12 counties.



# Health Professions Career Opportunity Program (HPCOP)

- Designed to recruit and support students from underrepresented regions and backgrounds to pursue health careers. These programs support all primary care and/or behavioral health careers
- **Health Professions Pathway Program**
  - Awards organizations that will develop and implement health professions pathways programs that can include pipeline programs, summer internships, post undergraduate fellowships, and post-baccalaureate scholarships.
    - Awarded \$40.8 million to 20 organizations. These grants will support nearly 32,000 students in 30 counties.
- **Health Careers Exploration Program**
  - Awards institutions to support conferences, workshops, or career exploration activities, exposing students to health careers.
  - In FY 21-22 there were 34 awards totaling \$600,184.00



# Health Workforce Research Data Center



# Health Workforce Research Data Center

Assembly Bill 133 created the Health Workforce Research Data Center within HCAI.

- Central source of health care workforce and education data.

Health and Safety Code §128051 directs HCAI to collect the following data:

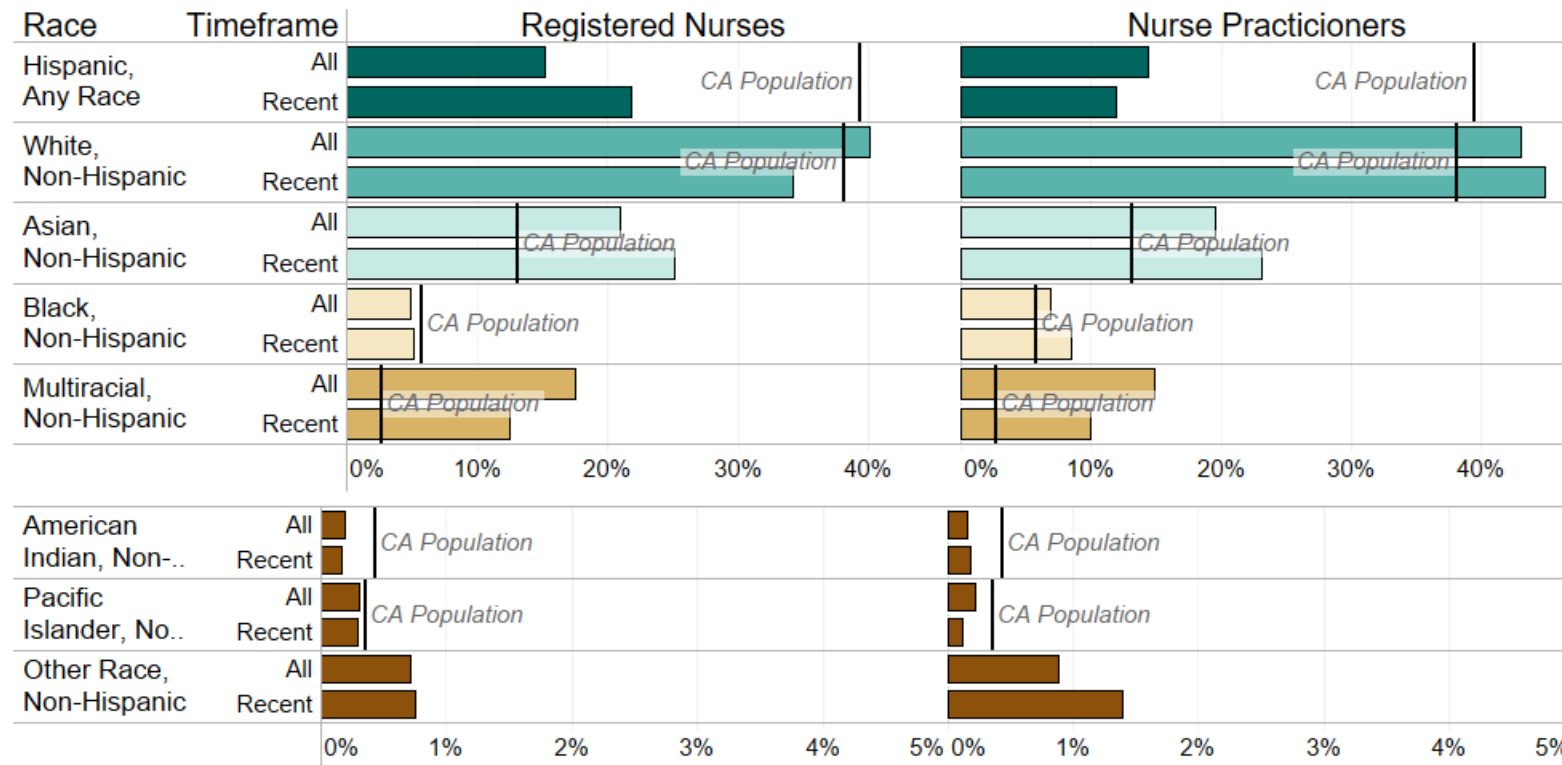
- Supply
- Geographical distribution
- Diversity
- Demand
- Educational capacity

# Licensure Data Collection

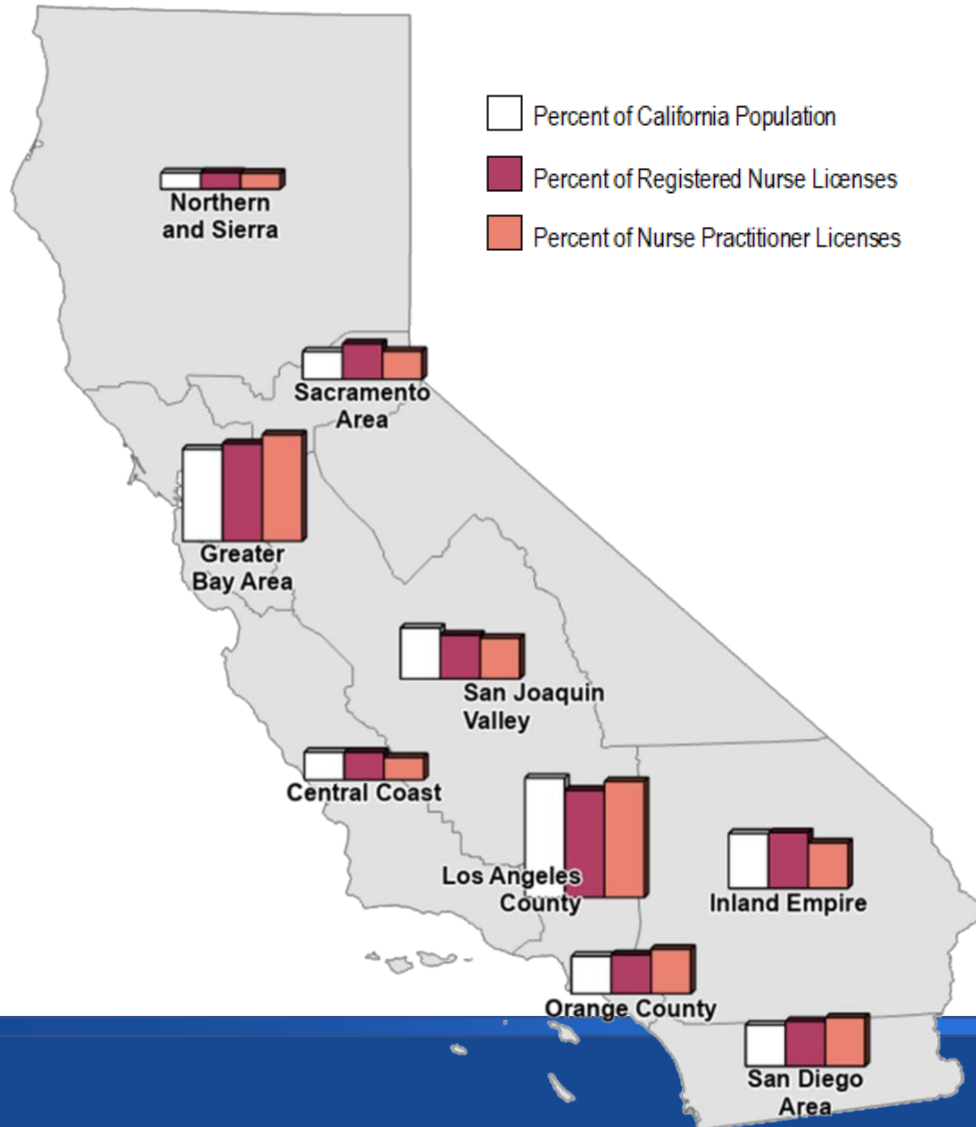
- Collaboration with Department of Consumer Affairs to modernize the data collected from all licensing boards.
- Business and Professions Code §502 outlines the information to request from licensees, including:
  - Practice location
  - Hours spent in direct patient care
  - Specialty
  - Race/Ethnicity
  - Languages spoken
  - Retirement plans
  - Education background
- More than 123,000 RNs have taken the survey since the July 2022 launch. The response rate for most questions is near 90%.
- Responses are required but every question provides a “decline to state” option.

# Nursing Diversity

- Preliminary results show that Hispanic populations are underrepresented, especially amongst NPs.
- Recently licensed RNs show improved representation but are still well below the California population.



# Nursing Distribution



- RNs are well distributed throughout the state.
- NPs are overrepresented in the Greater Bay Area and underrepresented in the San Joaquin Valley.
- Nurses in the Northern and Sierra region are older than the rest of the state.

Median Age (Years) by Region

Region	Registered Nurses	Nurse Practitioners
Central Coast	50	51
Greater Bay Area	48	46
Inland Empire	47	48
Los Angeles County	47	45
Northern and Sierra	50	55
Orange County	48	46
Sacramento Area	47	47
San Diego Area	46	46
San Joaquin Valley	46	49

# Next Steps

- [Annual Report to the Legislature](#)
  - Identify education and employment trends.
  - Report on supply and demand and gaps in the educational pipeline.
  - Inform state policy to address workforce issues.
  - Describe workforce program outcomes and effectiveness.
- Integrate additional data sources
- Publish data products
  - Profession-specific detailed reports
  - Minimally processed datasets
  - Interactive dashboards
  - Infographics/one-pagers
  - Available here: <https://hcai.ca.gov/workforce-capacity/workforce-data/>

# Health Workforce Education and Training Council

- Develop statewide graduate medical education (GME) and workforce training priorities.
- Advocate for additional funds and additional sources of funds to stimulate GME expansion in California.
- Provide technical assistance and support for establishing new GME and training programs in California.
- Increase workforce diversity and improve access to care for underserved and Medi-Cal populations.
- Focus on primary care, behavioral health, oral health, and allied health.
- <https://hcai.ca.gov/workforce-capacity/california-health-workforce-education-and-training-council/>

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#HealthFacilities #HealthInformation**

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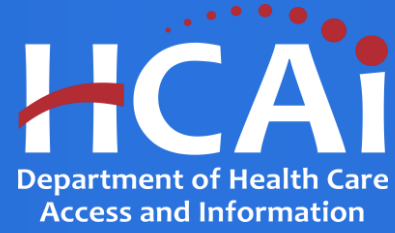


Email: [HealthWorkforce@hcai.ca.gov](mailto:HealthWorkforce@hcai.ca.gov)

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**Thank You!**