

Medical Leadership Council on Cultural Proficiency

Wednesday, November 28, 2007

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Deputy Director

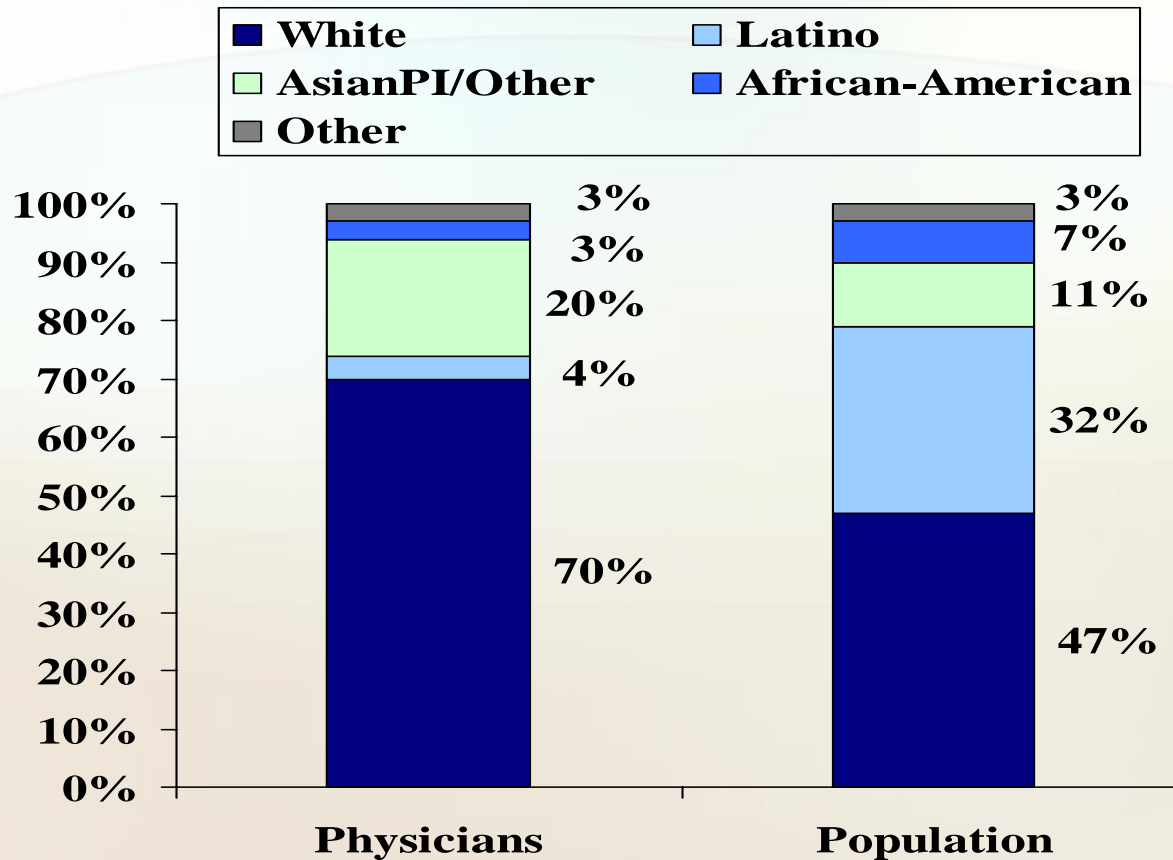
Healthcare Workforce Development Division



Discussion Overview

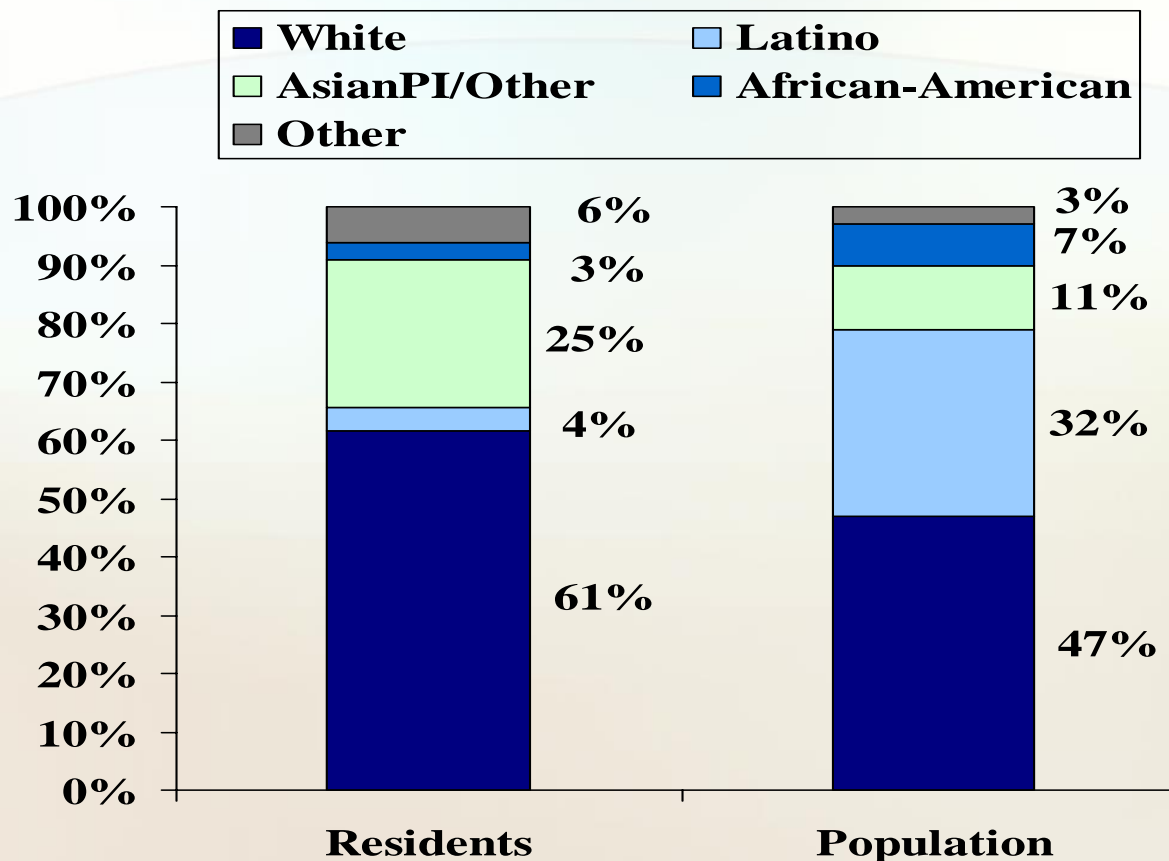
- I. Provide an overview of the current CA Physician Workforce**
- II. Forecast Future Health Workforce Needs**
- III. State's Response to Physician Workforce Shortages**

California Physicians and Population by Race/Ethnicity (2000)



Sources: AMA Masterfile, California Dept. of Finance.

California Medical Residents and Population by Race/Ethnicity (2000)

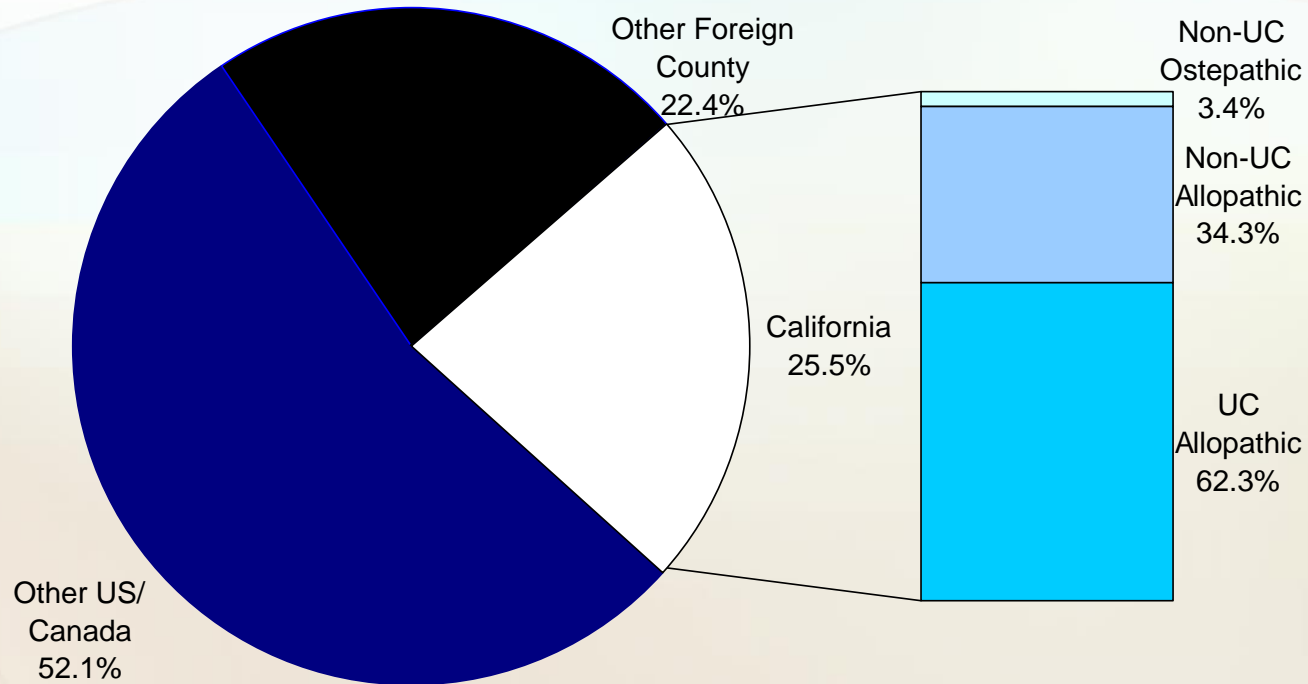


Sources: Nicholas C. Petris Center on Health Care Markets and Consumer Welfare, University of California, Berkeley (June 2004) and California Dept. of Finance.

CA Physician Workforce Gender and Age Variation

- **Under 35: 46%female & 54% male**
- **35-44: 36% female & 64% male**
- **45-54: 26% female and 74% male**
- **55-64: 15% female and 85% male**
- **65 or older: 92% male and 8% female**

Location of Medical School of Graduation for Active Patient Care Physicians in California, 2002



Source: AMA Physician Masterfile, 12/2002

Physician Distribution Patterns

- **Alpine and Sierra counties have no physician in residence.**
- **Los Angeles has the largest percentage of active physicians 29%**
- **The Central Valley and Northern CA regions have the least number of active physicians with 2% each.**
- **The Inland Empire, South Valley, and Central Valley have the lowest ratio of physicians per capita 120-131:100,000;**
- **Bay Area has the highest active physicians per capita at 247:100,000.**
- **37% of California physicians are generalists; and 63% specialists.**

Active Primary Care Physician Practice Locations



- Primary Care Physicians
- Counties

Source: INFOUSA 2005

Forecast Future Physician Workforce

- **CA will face a shortage of between 5,000-17,000 physicians by 2015**

Source: University of California Advisory Council on Future Growth in the Health Professions, January 2007 Report

What's Fueling the Shortage

- **Demand Factors**
 - **Growth, aging and diversity of California's population**
 - **Rising incidences of chronic diseases**
 - **Need for culturally and linguistically competent physicians to serve diverse groups and communities**
 - **Need to increase access to health services for underserved populations**
 - **Emphasis on screening, prevention, wellness**

What's Fueling the Shortage cont'd

- **Supply Factors**
 - **Aging of the current physician workforce**
 - **Lack of growth in medical education programs in CA for nearly three decades**
 - **Increasing shortages of physicians nationally**

State's Response to Addressing Physician Shortages

- **April 2007: CA Health and Human Services Agency hosts a Physician Workforce Roundtable**
- **July 2007: The Healthcare Workforce Diversity Advisory Council is established and convened.**
- **2006-2007: OSHPD entered a partnership with UCSF to work on the survey process and analysis of survey data from the Medical Board of California (AB 1586 Negret-McLeod)**
- **1994-2002 OSHPD had an MOU with the University of California to increase the number of generalists.**
- **OSHPD administers several programs—the Song Brown Healthcare Workforce Training Act; the NHSC/State Loan Repayment Program; Shortage Designation Program**

Physician Workforce Roundtable

- **The California Health and Human Services Agency (CHHS) convened a workgroup to examine California's physician workforce needs related to supply and demand through the 21st century and identify short- and long-term strategies that both the public and private sector should consider for addressing California's physician workforce needs.**
- **Workgroup attendees represented the education and training, research, policy and advocacy, health facilities, and provider sectors.**
- **Recommendations centered around five major themes: Capacity, Distribution, Primary Care Physicians and Specialists, Participation in the Medi-Cal Program and Data**

Healthcare Workforce Diversity Advisory Council

- **OSHPD received a grant from The California Wellness Foundation to establish and convene the Healthcare Workforce Diversity Advisory Council (Council).**
- **The Council serves in an advisory capacity to Governor Arnold Schwarzenegger's Administration and to the OSHPD Director.**
- **The Council is a group of eighteen leaders representing health policy/advocacy, health employer, health professions pipeline, workforce investment, professional, research, labor and ethnic health organizations and associations.**
- **The Council was charged with developing and recommending policy solutions to address California's health professional shortages especially among populations that are underrepresented in the health professions.**

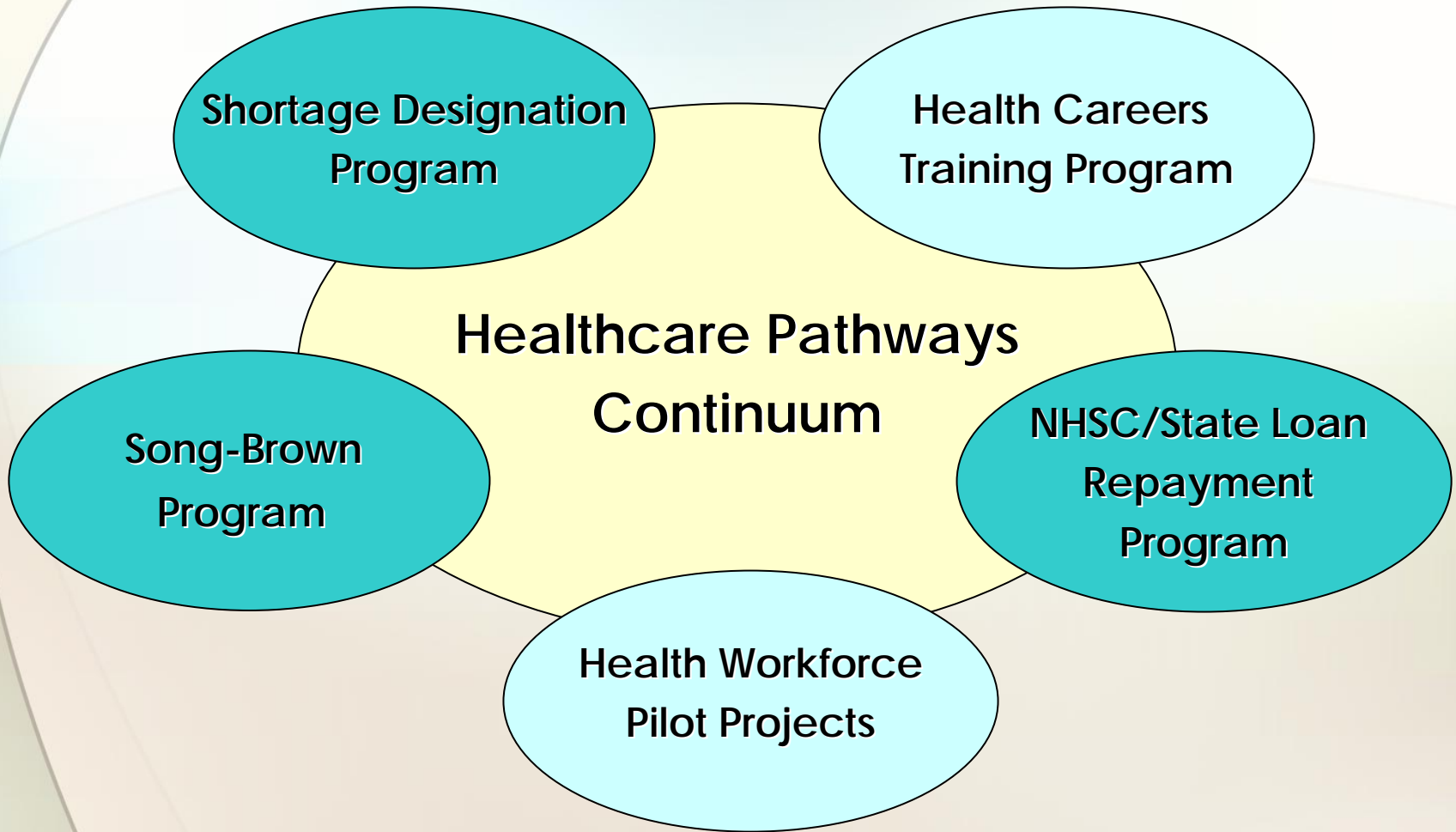
OSHPD-UCSF Partnership

- **AB 1586 (Negrete—McLeod) sponsored by CMA and the CA Psychiatric Association**
- **Required Medical Board to issue physician survey linked to relicensure.**
- **Partnership formed with UCSF, CMA, CMAF and OSHPD to work on survey process and analysis**
- **Required survey items: weekly hours in patient care, research, etc.; practice zip code; training status; self-designated specialties; and board certification;**
- **Not so required: Ethnic background, and foreign language**
- **Preliminary results indicate 83% response rate; report to be issued late December**

OSHPD-UC Memorandum of Understanding

- **May 1994: UC signed a MOU with OSHPD to provide annual updates regarding its efforts to increase family medicine (primary care) residents and decrease non-family medicine residents in the UC;**
- **UC made remarkable progress for increasing training of generalists, expanding family medicine training and decreasing the number of specialists in its postgraduate residency programs**
- **UC missed its target to increase the training of generalists to 55.3% from 44.6% by 1.6%; and missed reductions for training specialists from 55.4% to 48.1% by 1.6%.**

Healthcare Workforce Development Division



HEALTHCARE WORKFORCE DEVELOPMENT DIVISION (HWDD)

Purpose:

To support healthcare accessibility through the promotion of a diverse and competent workforce while providing an analysis of California's healthcare infrastructure.

Song-Brown Program

Goals:

- Increase the **number** of primary care providers especially in California's medically underserved areas.
- Improve **access** to care in California's medically underserved and multicultural communities.

Song-Brown Program Results

- **In contrast to the approximately 12.5 % of California physicians who practice in medically underserved areas:**
 - **54% of family medicine physicians,**
 - **63% of physician assistants and family nurse practitioners,**
and
 - **42% of registered nurses**

that attend Song-Brown funded programs choose to practice in underserved communities.

Shortage Designation Program (SDP)

- SDP has a Cooperative Agreement with the U.S. Health Resources and Services Administration (HRSA) to review and recommend Health Professional Shortage Area (HPSA) and Medically Underserved Area/Medically Underserved Population (MUA/MUP) applications to HRSA's Shortage Designation Branch.
- SDP acts as a liaison between the stakeholders and the HRSA.
- HPSA, MUA/MUP designations afford health facilities increased recruitment, retention, and funding opportunities available in these areas.

Shortage Designation Program (Cont.)

- 140 Mental Health HPSAs
- 5,442,653 people
- 15.4% of CA's population
- 98 Dental HPSAs
- 3,282,369 people
- 9.3% of CA's population
- 171 Primary Care HPSAs
- 7,758,763 people
- 21.9% of CA's population



Health Careers Training Program cont.

Healthcare Pathways Newsletter!

- ✓ Created for students by students
- ✓ Highlights health occupational information
- ✓ Identifies scholarships & grant opportunities
- ✓ Features education & employer partnerships
- ✓ Provides tips for surviving college
- ✓ Shares best practices developed by government, education, industry and funding to address health profession shortages, cultural diversity and linguistic competency

California
Healthcare Pathways
osdpd

August 2007 Vol. 3 Issue 3
created for students, by students

SHP-PEP! Early Intervention for CSUN Freshman

Many students cite the same excuses to avoid entering a medical or health professions education program: the programs take too long to complete, I'm not smart enough, or I do not know where to begin! Eighty percent of students entering college with a medical or health professional career goal will generally drop out of the health professions pathway during their freshman year due to misinformation or a lack of motivation.

Healthcare is one of the fastest growing industries in America, if you ever had any interest in healthcare, but changed your mind, reconsider this invaluable opportunity by looking into the Student Health Professional Pre-Entry Program (SHP-PEP) at California State University, Northridge (CSUN). The program has demonstrated success in acclimating disadvantaged pre-health professional students to meet the challenges of college life. Students in SHP-PEP Week receive free room and a \$350 stipend upon completing the summer program.

Through early intervention, SHP-PEP encourages pre-health professional students towards pursuing their dreams in health careers by providing:

- Career awareness on their desired health profession.
- College survival skills to prepare for rigorous college life and its curriculum.
- Mentoring, motivation and counseling to provide support, guidance and assistance needed to face the challenges that come with being a pre-health professional student and help them figure out who they are and what they are capable of achieving.
- School choice opportunities to help increase their chance of getting into the health professions school of their choice and meet specific program training requirements.
- Networking opportunities with other students who share similar goals, interests or insecurities.
- Facilitated study sessions, workshops and other classes to learn test taking tips, secure financial aid, manage stress, and maximize academic success.



SHP-PEP CLASS 2006

SHP-PEP students will visit hospitals and intensive care units, see patients, and chat with doctors to discover what life is really like as a health professional. You will not see Dr. 90250 here! This will be the first year SHP-PEP students will have the opportunity to work with math and chemistry specialists. The student will receive direct exposure to health facility environments, along with learning early how to map out training curriculums for their desired career goals, help students eliminate misconceptions concerning the length of time and difficulty of becoming a health professional.

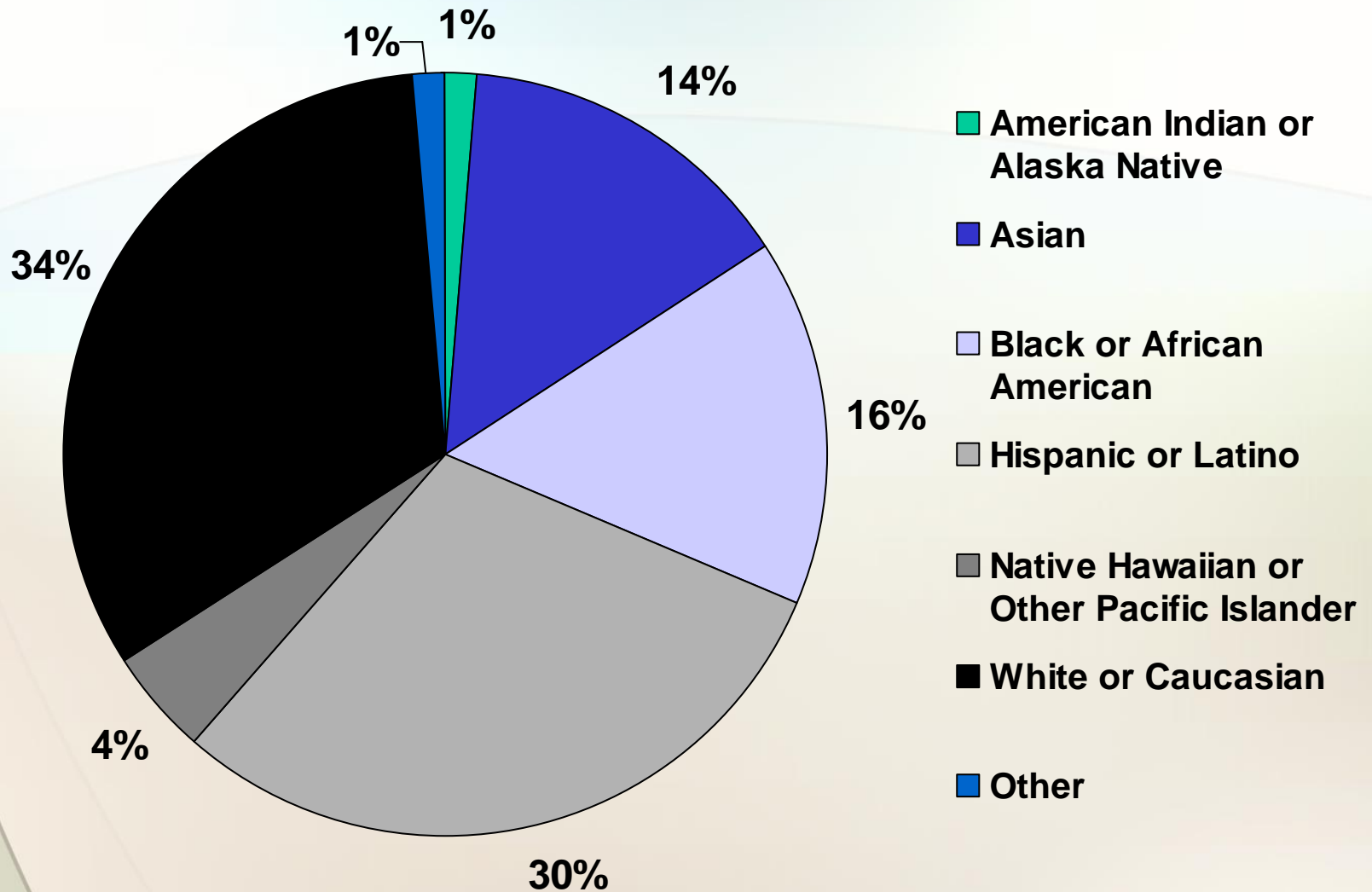
For eligibility and application process, contact Frankie Augustin, Director, at (818) 677-4668, or by e-mail at: Frankie.Augustin@csun.edu

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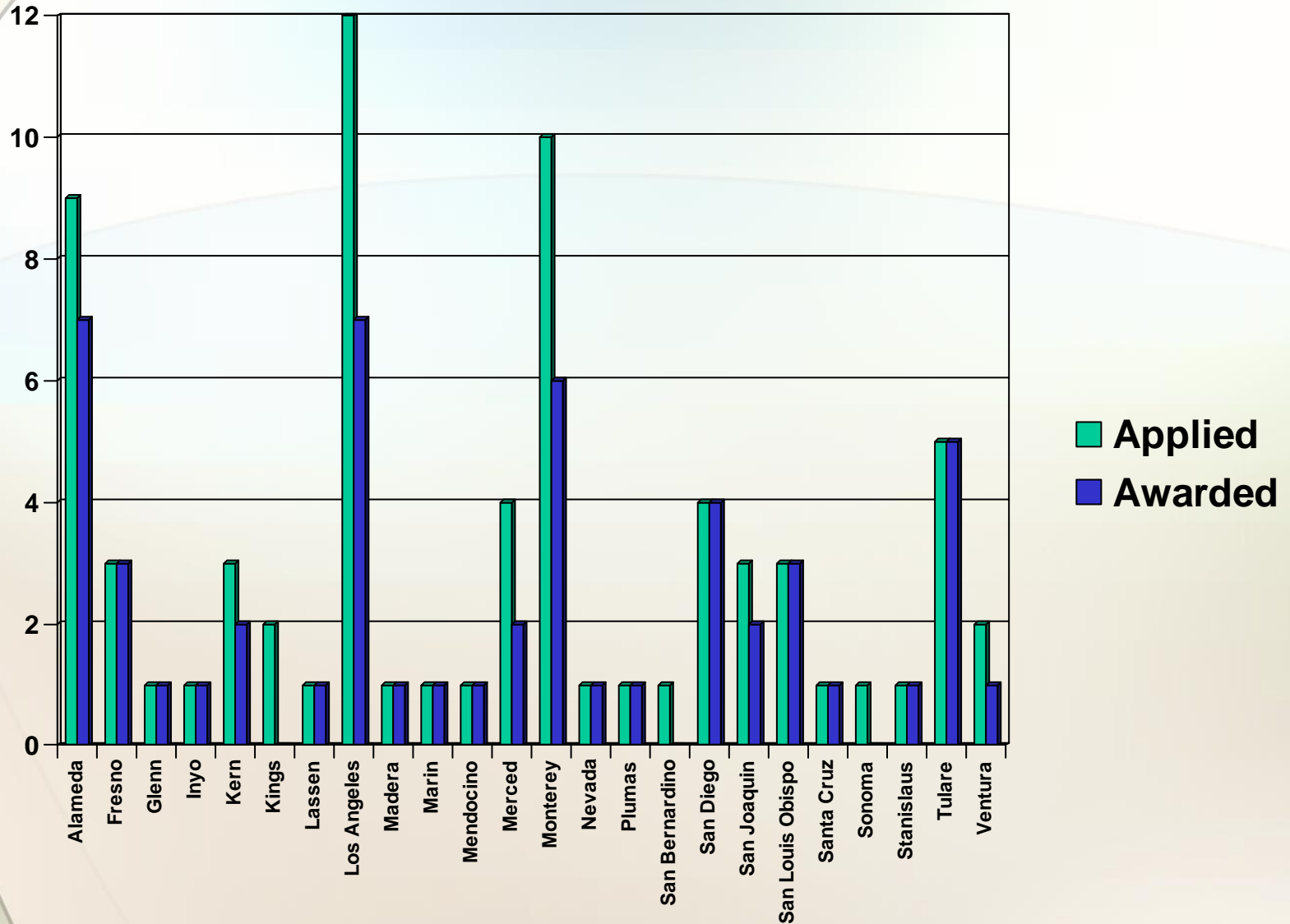
NHSC/State Loan Repayment Program

- **Funded by a \$1 million annual grant from the Health Resources and Services Administration National Health Service Corps;**
- **Repays educational loans of health providers for their commitment to serve in designated Health Professional Shortage Areas (HPSAs).**
- **Requires facilities where the provider practices to match the award 50:50.**

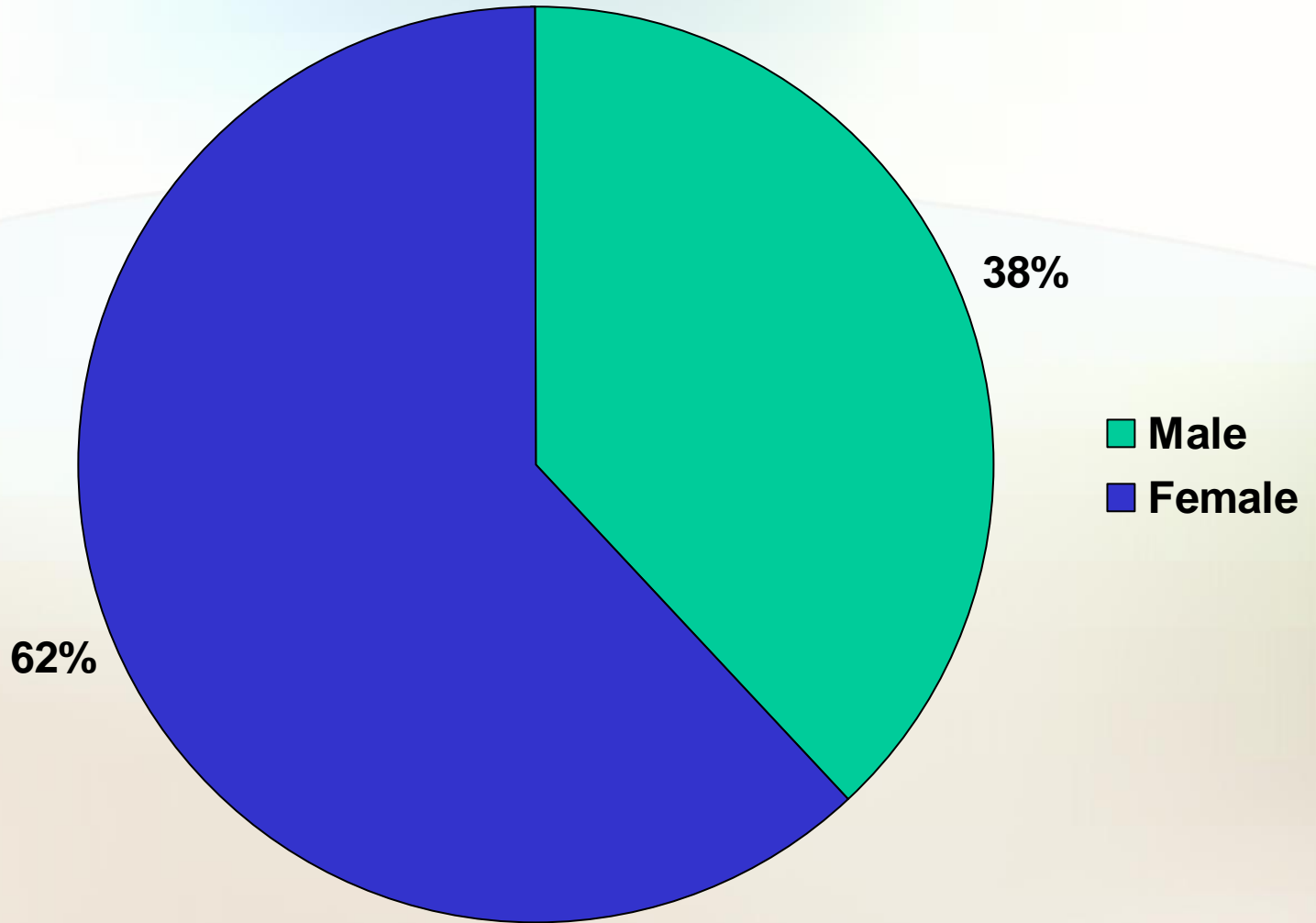
SLRP By Ethnicity, 2007



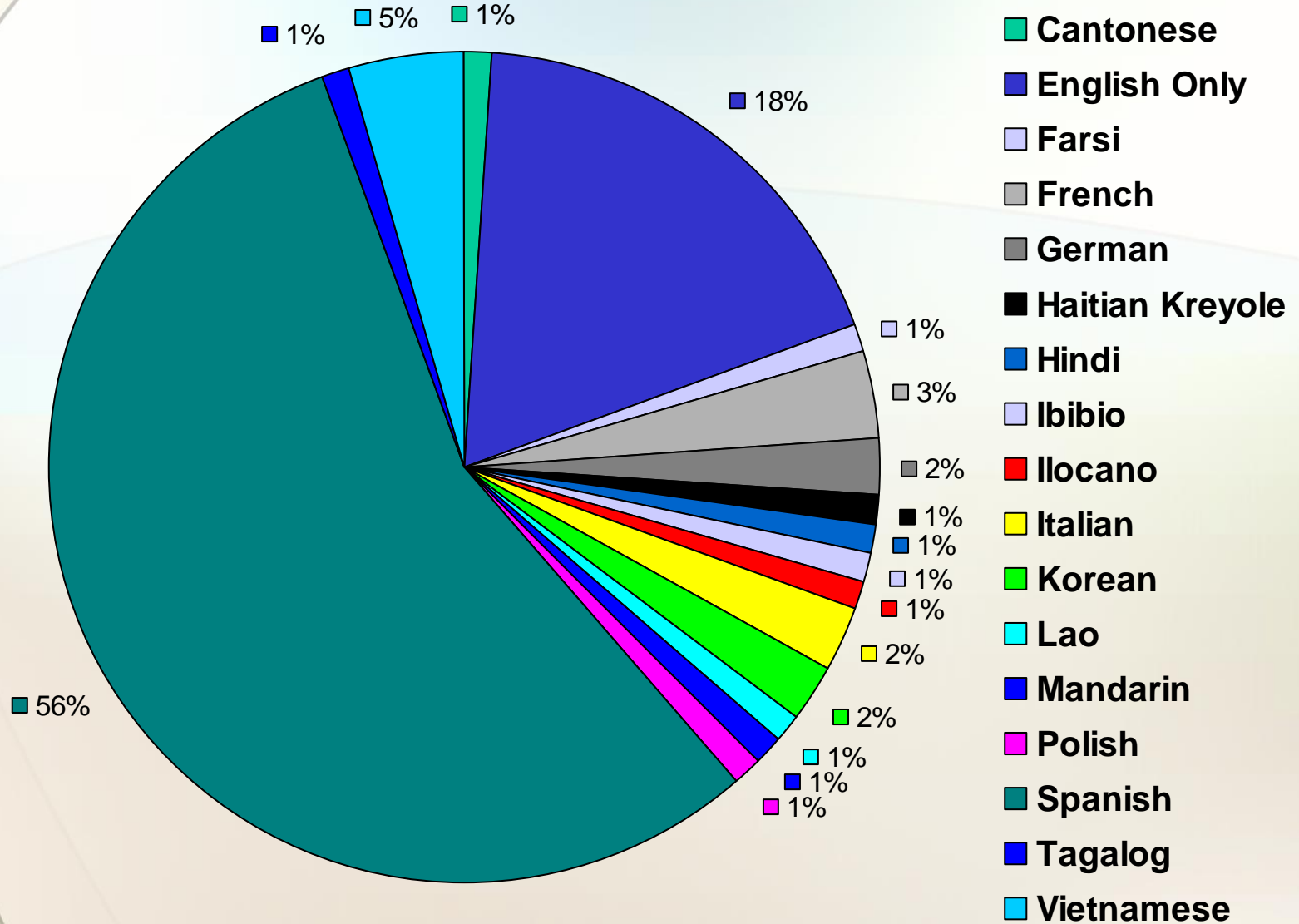
SLRP By County, 2007



SLRP By Gender, 2007



SLRP By Languages Spoken, 2007



Coming Soon-

Healthcare Workforce Data Clearinghouse

- **H&S Code Section 128050. The Office of Statewide Health Planning and Development shall establish a health care workforce clearinghouse to serve as the central source of health care workforce and educational data in the state. The clearinghouse shall be responsible for the collection, analysis, and distribution of information on the educational and employment trends for health care occupations in the state.**
- **Activities of the clearinghouse shall be funded by appropriations made from the California Health Data and Planning Fund in accordance with subdivision (h) of Section 127280.**

Health Professions Education Foundation

Loan Repayment and Scholarship Opportunities:

- Associate Degree Nursing Scholarship Program
- Bachelor of Science in Nursing Scholarship and Loan Repayment Program
- Allied Healthcare Scholarship Program
- Health Professions Education Scholarship and Loan Repayment Programs
- Licensed Mental Health Loan Repayment Program
- ***Steven M. Thompson Physician Loan Repayment Program***
- Licensed Vocational Nursing Scholarship and Loan Repayment Programs

Health Professions Education Foundation

- **Participating sites must be located in a federally designated HPSA, automatic designation, or medically underserved area of California.**
- **Application deadlines and award amounts vary per program. Contact HPEF for additional information.**
- **Telephone: 1-800-773-1669**
- **Web address:
www.healthprofessions.ca.gov**

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