



Supporting a Thriving Healthcare Workforce through State Funding

Association of Clinicians for the Underserved
Tuesday, July 25, 2023

RELEVANT FINANCIAL DISCLOSURES



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The presenters have no relevant financial relationships to disclose

SETTING THE STAGE: WHY STATE FUNDING?

State of the Health Center Workforce, 2022 NACHC Survey:

High rates of workforce attrition:

- 68% of health centers report losing 5-25% of their workforce in the last six months,
- 15% of health centers report losing 25-50%.

Competition from other employers and pandemic stress are the most common reasons for staff departure

- 65% of respondents believe employees that left for better financial opportunities
- 92% of health centers say they would have experienced additional turnover without funding and other benefits from the American Rescue Plan.

Source: [Current State of the Health Center Workforce: Pandemic Challenges and Policy Solutions to Strengthen the Workforce of the Future](#)

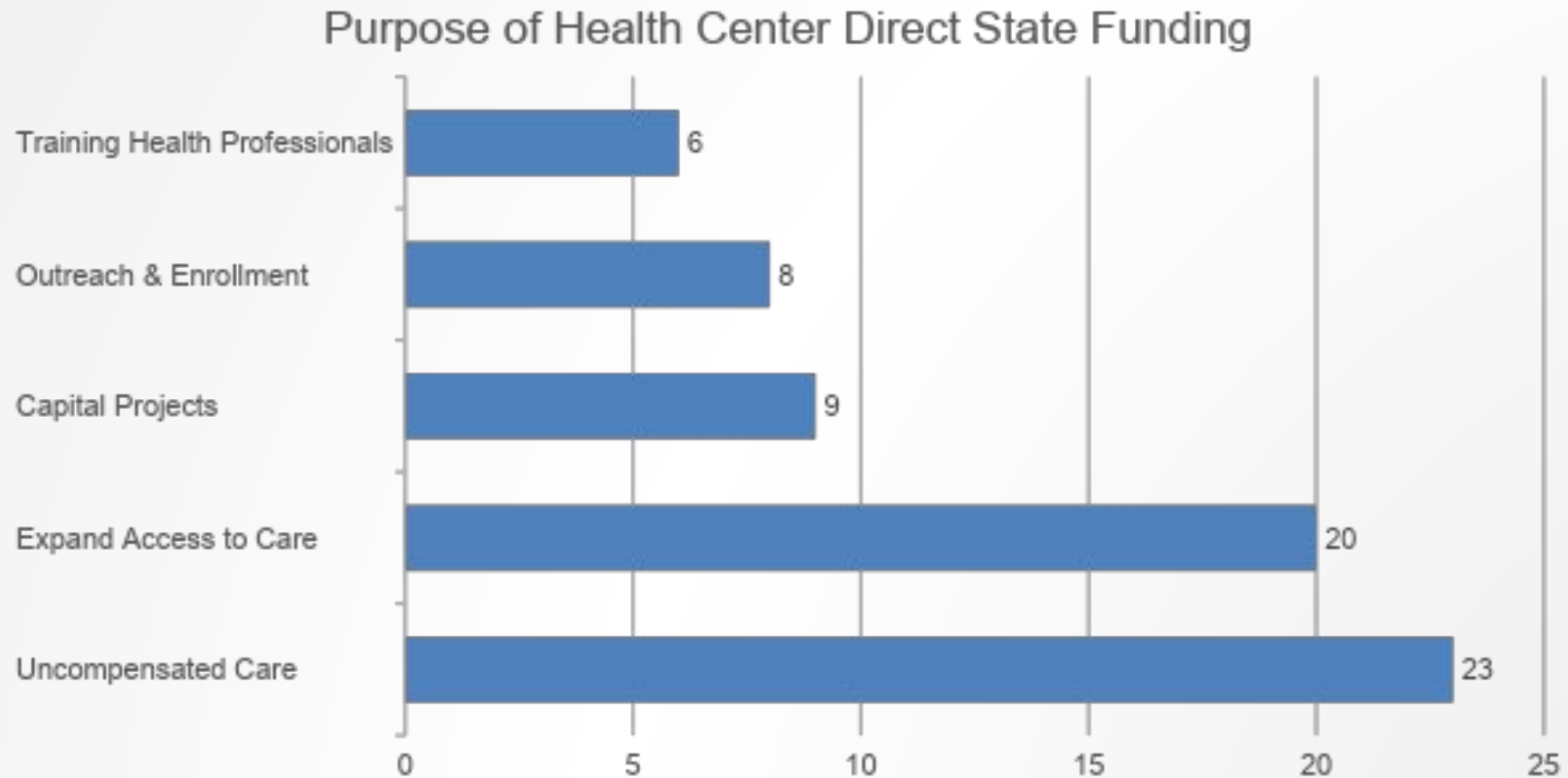
WHY STATE FUNDING?

Survey respondents advocated for:

- 97%: additional federal funding to allow the provision of salaries commensurate with those of competing employers is a top policy priority
- 46%: more generous loan repayment terms
- 38% redesign and expansion of education and training opportunities to support all members of the interprofessional primary care team.

Source: [Current State of the Health Center Workforce: Pandemic Challenges and Policy Solutions to Strengthen the Workforce of the Future](#)

HOW IS STATE FUNDING USED?



Source: [2015 State Funding for Community Health Centers \(Fiscal Year 2016\)](#)

*Leveraging state funding
to support Career paths*

Beth Wrobel, CEO



We Create Healthy Communities



HEALTHLINCCHC.ORG

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YOUR COMMUNITY HEALTH CENTER®

2022 Organizational/DEI Assessment

Building on a strong foundation and continued growth, we are committed to achieving and reflecting diversity, equity and inclusion in all our actions and throughout the organization.

CHANGE IS COMING!

To be strong, resilient, responsive, responsible and continue to thrive, we must be prepared to continually evaluate what, why and how....and change again!



Organizational and DEI Assessment

Identified areas of focus:

Component I: Patients

Component II: Purpose and Priorities

Component III: Culture

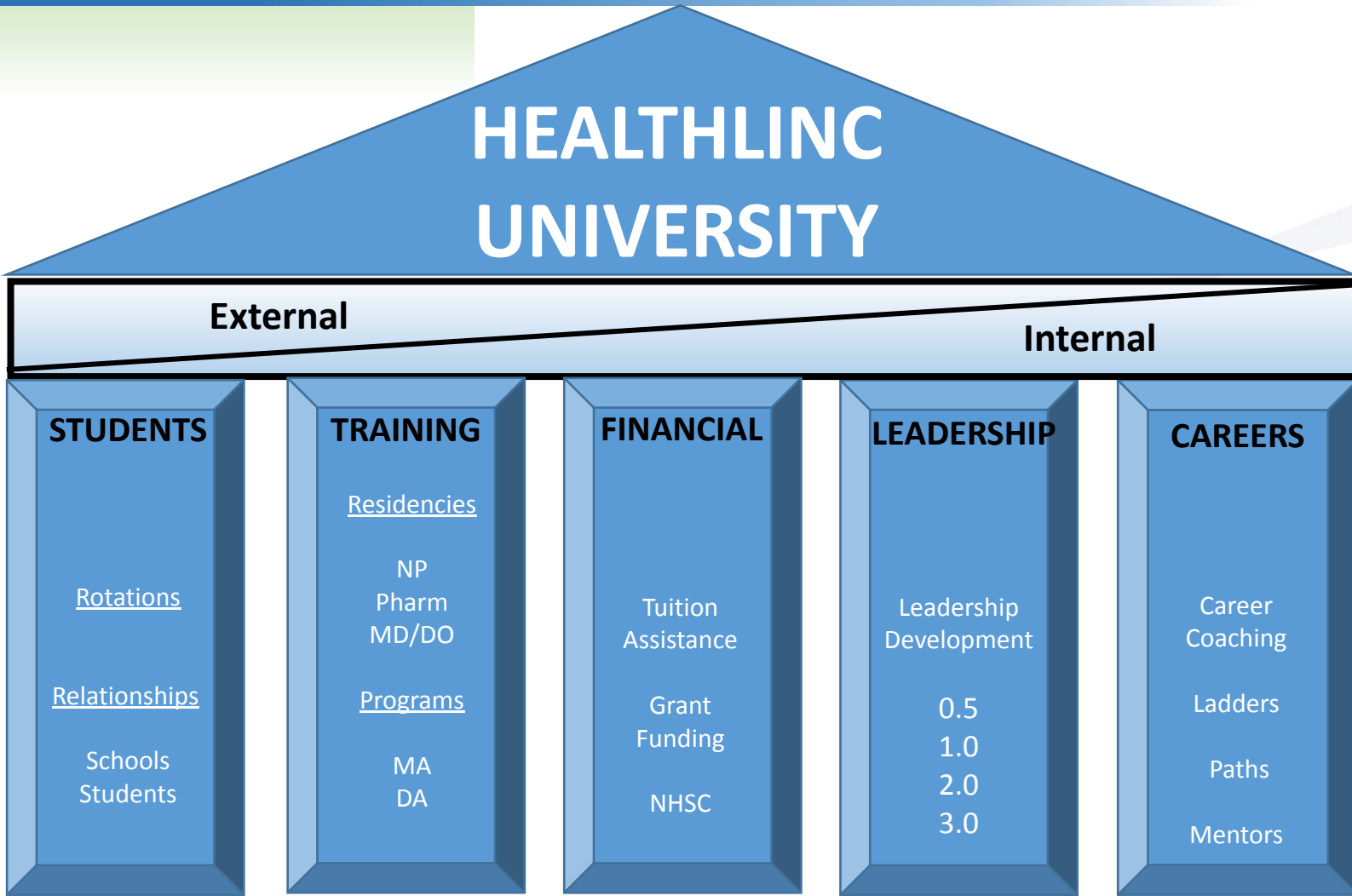
Component IV: Structure

Component V: Methodologies and Work Processes

Component VI: Skills and Competencies - HealthLinc University



HEALTHLINC UNIVERSITY PILLARS



Partnership with CWI and Next Level Jobs

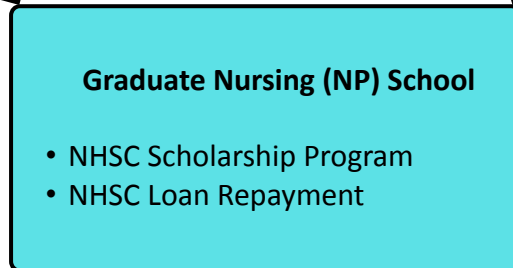
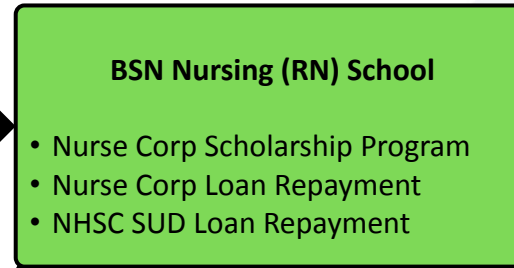
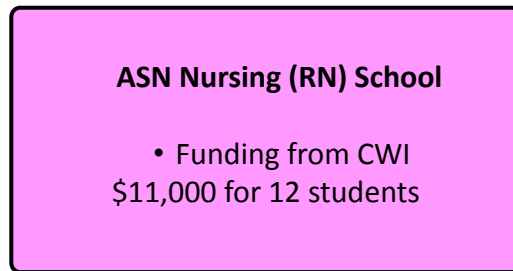
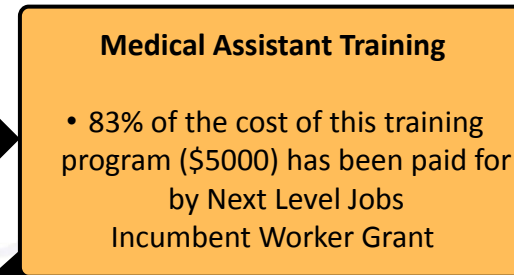
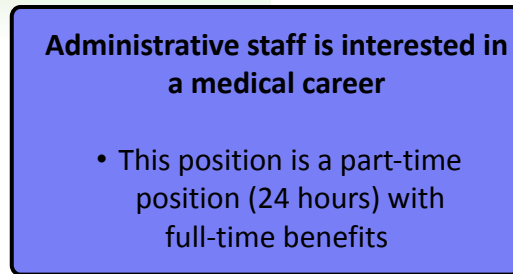
Center of Workforce Innovations is a multi-management nonprofit workforce development organization with its finger on the pulse of employment, education, and economic development. They are a catalyst for community and business investment in workforce, education, and economic development building and enhancing collective capacity to succeed in a new global economy.

Next Level Jobs is part of Governor Holcomb's Next Level Indiana agenda to continue the positive momentum of our state. Under his leadership, with support from the General Assembly, Indiana is taking the state's workforce to the next level with a focus on the high-priority industries and in-demand, high-paying jobs driving Indiana's 21st Century economy forward.



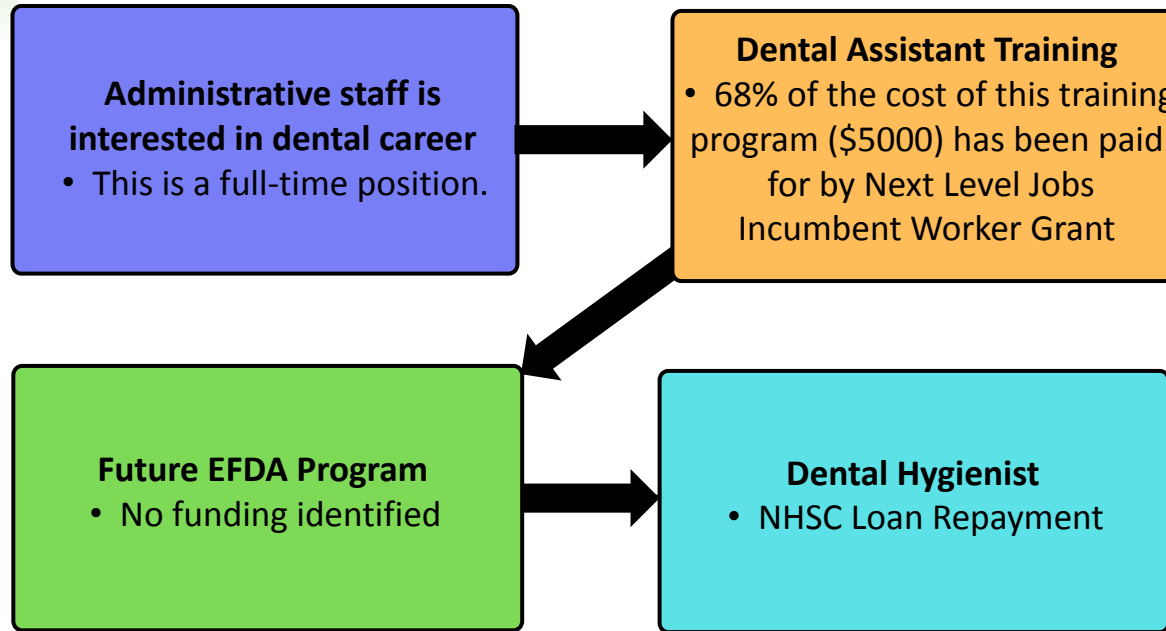
MEDICAL CAREER PATH

Two Pillars



DENTAL CAREER PATH

Two Pillars



Results- 2 classes completed – **100%** Pass rate
Next class started!



MA to RN results

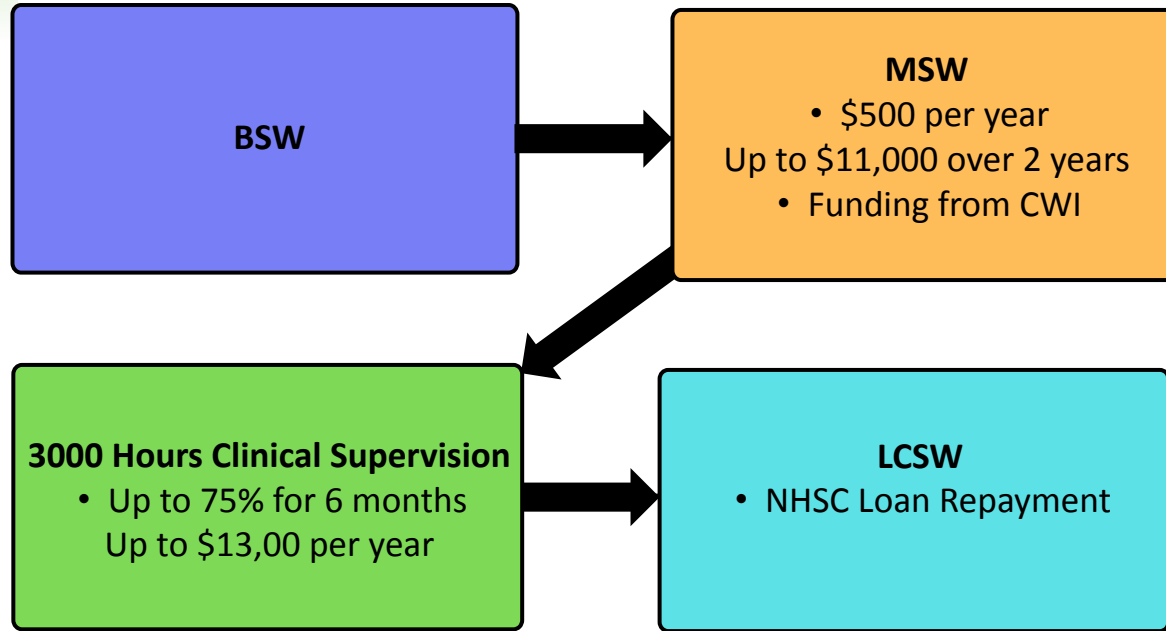
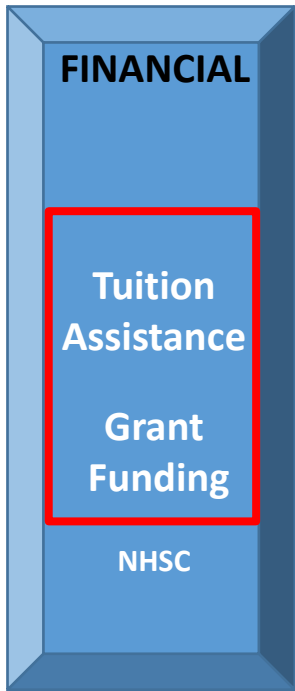
CWI is paying for a career coach to work with our employees

- 19 Candidates Identified
- 17 Responses
- Application due at end of Month



BEHAVIORAL HEALTH CAREER PATH

Two Pillars



Waiting on funding thru Indiana DMHA Innovation Grant



Thank You!

Questions?

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**Ohio Primary Care Workforce Initiative
 ACU Conference
 Marie L. Grady
 Workforce Development Manager
 July 25, 2023**



- DENTAL
- MEDICAL
- BEHAVIORAL HEALTH
- PHYSICIAN ASSISTANT
- ADVANCED NURSE PRACTITIONER



Ohio Association of Community Health Centers (OACHC)

Professional organization representing Ohio's Federally Qualified Health Center (FQHC) & Look-Alike (FQHC-LA) health centers

Also referred to as Community Health Centers

- ▶ 58 Community Health Centers in Ohio
- ▶ 509 locations statewide
- ▶ 106 School-based Health Center Sites
- ▶ 100+ Dental Sites
- ▶ 76 of Ohio's 88 counties
- ▶ Healthcare home and family doctor for more than 890, 000+ patients Ohioans in 2021
- ▶ Nearly 3.8 million total visits



Ohio Primary Care Workforce Initiative (OPCWI)

► History

- ❖ 1990's-Ohio's Community Health Centers-GRF Funds for Uncompensated Care to Uninsured
- ❖ 2014-Ohio Expanded its Medicaid Program
- ❖ Repurposing of GRF dollars - \$5.4M (2015-17)
- ❖ Kasich Administration
- ❖ General Assembly
- ❖ Primary Care Workforce Shortage
- ❖ Coverage for healthcare increased in Ohio, but not PCP access
- ❖ Fewer Medical school graduates are choosing primary care
- ❖ Community Health Centers
 - ❖ Teach, Inspire, and train our next generation of primary care providers
- ❖ 191 CHC delivery sites in Ohio have achieved PCMH recognition



Ohio Primary Care Workforce Initiative (OPCWI)

► Goals

- ❖ Expose students to working in community-based settings
- ❖ Experience interprofessional team care in practice
- ❖ High-quality educational experience in advanced primary care
- ❖ Outcome - increased primary care capacity



Program Measures

Process Measures

- ▶ Student Demographics
 - ❖ Age, ethnicity, race, gender.
 - ❖ Childhood community type, birthplace, & state of legal residence.
 - ❖ Health professions school & discipline.
 - ❖ Undergraduate school & degree.
- ▶ FQHC: Number of students precepted, by discipline and health profession school



Program Measures

Outcome Measures

- ▶ Did the precepted student stay in Ohio for residency training?
- ▶ Did the precepted student enter primary care practice ?
 - ❖ In Ohio? In an FQHC?
 - ❖ If not primary care, then what discipline?
- ▶ Does the precepted student accept Medicaid & uninsured patients in their practice?



O PC WI

Participation Requirements



Health Center Participation

- PCMH Recognition - Currently recognized OR submitting an application
- Obtain Teaching Faculty Appointments
- Participate in Preceptor Training Activities
- Provide positive student experiences
- Reporting - Reporting - Reporting



Student Participation

The Ohio Connection-Ohio school, OR Out of state school & Ohio student (state of legal residence)

- Submit student clinical rotation form
- Submit evaluation of their experience



Reimbursement

- Earn up to a soft annual cap of 50,000
- FQHCs with teaching volume >\$50,000 at year end are eligible for the over soft cap earnings of remaining funds
- Quarterly Reimbursement-50% of student evaluations completed to receive quarterly reimbursements
- Final student evaluation of clinical rotation experience-Based on the student's experience in their FQHC rotation. FQHC must receive 4/5 or better and a minimum of 75% yearly response rate to be eligible for the over-soft cap earnings fund disbursement at the end of the year



OPCWI Eligible Student Rotations

Medical 1st year

Medical 2nd year

Medical 3rd year

Medical 4th year

Dental

Advanced Practice Registered Nurse

Physician Assistant

Behavioral Health

LISW

LPCC

LSW

LPC



Ohio Primary Care Workforce Initiative (OPCWI)

Data Summary | July 1, 2015 - June 30, 2022

6,669 Student Rotations Precepted

2,719 | Medical | 40%

2,470 | Advanced Practice Nursing | 37%

778 | Dental | 12%

406 | Physician Assisting | 5%

302 | Behavioral Health | 4%



773,465 Student Clinical Hours

49 Community Health Centers

Federally Qualified Health Centers recognized as Patient Centered Medical Homes (PCMH) hosted students and were eligible for reimbursement

\$12,268,014 Reimbursement to FQHCs

Formula-based reimbursements to FQHCs for serving as clinical host sites

129 Health Professional Programs

98 Schools/Universities

The Ohio Connection | School must be in Ohio or the student's state of legal residence must be Ohio if enrolled in an out-of-state school

4.5/5 Student Experience Evaluation Score



New to OPCWI

Behavioral Health Graduate Internships

OACHC recognizes that behavioral health issues can lead to many things: exclusivity, depression, obesity, anger, and suicide.

This internship will:

- ▶ Help build behavioral health literacy
- ▶ Recognize behavioral health challenges and seek appropriate help.

The goal of the internship:

- ▶ Provide support to teachers, students, and families in the community school-based health centers.
- ▶ Expose to and gain experience with various FQHC models of integrated behavioral health care in primary and school-based settings.
- ▶ Experience models of integrated behavioral health care that provides a strong foundation for lifelong behavioral health support.
 - ◆ **In School Based Health Centers in urban, rural or Appalachia Ohio**
 - ◆ **240 Hours/1 year**
 - ◆ **Reports submitted quarterly**
 - ◆ **Quarterly stipend-Preceptor and Student**



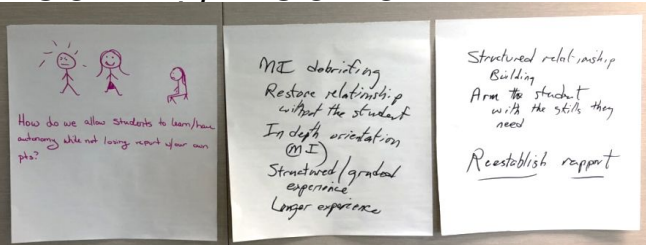
Public health videos developed for OPCWI students

- ▶ Recruiting Next Gen Clinicians
https://youtu.be/mAG8TaR_iDM
- ▶ Community Health Centers Address Social Determinants
<https://youtu.be/vAF0LOm6cbk>
- ▶ Community Health Centers Embrace Interprofessional Care
<https://youtu.be/laxPHMWfyUc>
 - ▶ Cultural Humility
<https://youtu.be/iTbRQJMdccY>
 - ▶ Behavioral Health Integration
<https://youtu.be/Ybbpwd1LPxA>



OPCWI Preceptor Development Webinar/Trainings

- ▶ Motivational Interviewing
- ▶ PeArLS Workshop (Personally Arranged Learning Session)
- ▶ Best Practices in Electronic Health Records Charting
- ▶ SNAPPS Training
- ▶ Human Trafficking Training
- ▶ Time Management in Teaching and Integrated Learning Webinar
- ▶ Staying Resilient and Whole: How to Provide Patient-Centered Care
- ▶ Mindfulness in Motion
- ▶ Creating a Culture of Empathy
- ▶ Teaching During COVID-19 Part 1 & 2



Health



Theodore E. Wymyslo, MD, OPCWI Preceptor of the Year Award

In recognition of the important role preceptors play in mentoring and training the next generation of health care providers, OACHC initiated the Annual OPCWI Preceptor of the Year Award in 2021. This year we have re-named the award the **Theodore E. Wymyslo, MD, OPCWI Preceptor of the Year Award**. This award is named after Dr. Wymyslo in recognition of his leadership in creating and developing the Ohio Primary Care Workforce Initiative (OPCWI) program, as well as his dedication to mentoring and encouraging Health Center clinicians and leaders across the state.

- ▶ Each year an outstanding preceptor is recognized for their dedication to and exemplary qualities for teaching.
- ▶ This award recognizes a preceptor who exemplifies clinical reasoning, critical thinking, problem solving, effective communication (sets clear goals and expectations), interpersonal skills and demonstrated student and patient satisfaction.
- ▶ The recipient of the OPCWI Preceptor of the Year Award will be presented with a plaque and their name will be engraved on a perpetual plaque which will be displayed at the offices of the OACHC. In addition, the recipient will be recognized at the OACHC Fall Conference.



Student Evaluation Comments

When I left, some clients told me that I had helped them and made a difference in their lives.

The best part of the experience was having Dr. Peterson-Schempp as not only my clinical preceptor, but as my mentor. She fostered a learning environment that strengthened my fundamental knowledge, skills, competence, and confidence when caring for pediatric patients. Not only did her dedication and compassion personify remarkable patient experiences, but she was exemplary model for providing care beyond the standard.

An integral learning experience which provided opportunities to learn how primary care physicians provide care for their patients at the community level, help patients overcome barriers to accessing healthcare, and how healthcare professionals collaborate and working effectively as a team.

Connecting with patients and being able to be a small part of the care team and discuss the patient's care plan.





OACHC
Ohio Association of Community Health Centers

Thank You!

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www.ohiochc.org/opcwi



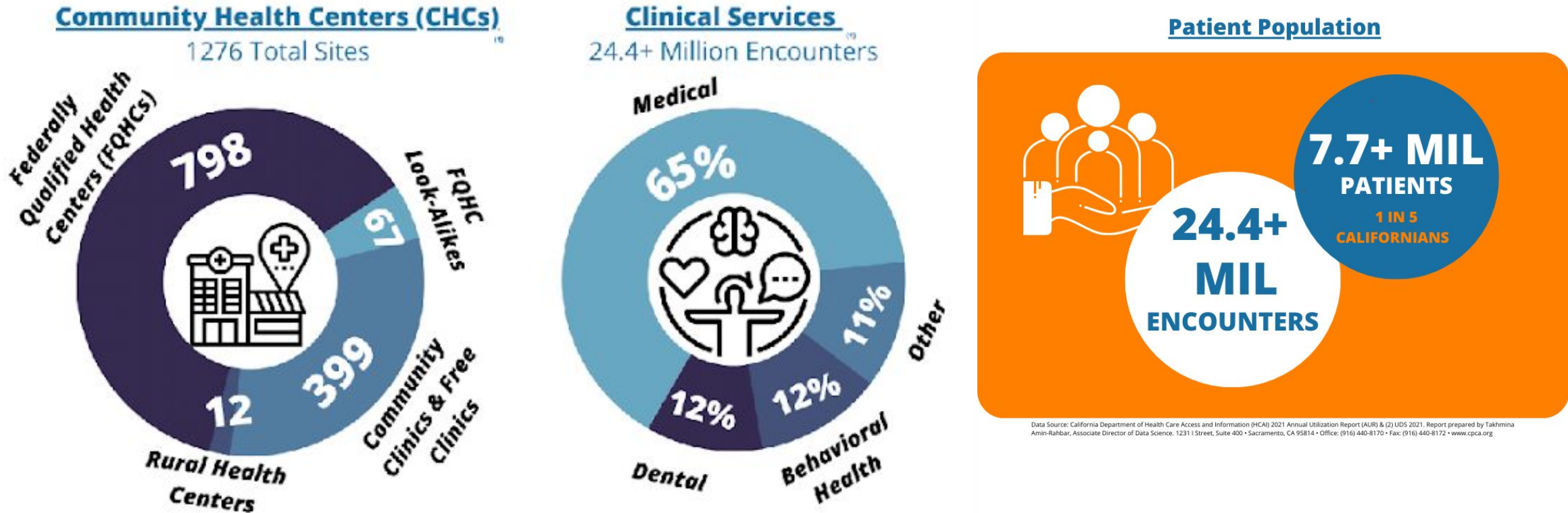
FY22-23 California Workforce Investments

Nataly Diaz, Director of Health Center Operations



California Primary Care Association

California Community Health Center Profile



2023-2025 CPCA Strategic Plan

5 Bold Steps



CPCA Strategic Plan Bold Step: Strengthen Workforce & Diversity

Bold Step Goal

Establish community health centers as employers of choice, robust training entities, and innovative economic drivers in developing a workforce that reflects the diversity of the California communities they serve.

3 Micro-Strategies

1. Create a **CPCA Workforce Institute/Center** of Excellence over the next three years that builds the capacity of community health centers to offer career pathways that train diverse and inclusive health center staff and leaders.
2. Over the next three years, proactively engage federal and state agencies and coalition partners in **driving policy that expands workforce diversity**.
3. Develop a **community health center employer-of-choice campaign and training program** over the next three years that highlights CHCs' commitment to an inclusive and equitable work environment for diverse employees at all levels.

Clinic Workforce Investment

AB 204: Budget Act of 2022

On September 29, 2022, California Governor Newsom signed the Budget Act of 2022, [AB 204](#), which included a one-time \$75 million state investment for the clinic workforce.

Available funding is a result of collaborative efforts with the Governor's Administration, California Legislature, Workers, Regional Clinic Associations, Community Health Centers, etc.

NEW funding made available for the following programs:

- **\$70 Million for a Clinic Workforce Stabilization Retention Payment Program**
 - Unexpended funds shall be available for expenditure through June 30, 2028 to fund workforce development programs that support primary care in clinics, which may include Teaching Health Center residency programs, State Loan Repayment Program, Allied Health Scholarship Program, the Allied Health Loan Repayment Program, etc.
- **\$5 Million for Nurse Practitioner (NP) & Physician Assistant (PA) Postgraduate Training Programs**

Clinic Workforce Stabilization & Retention Payments

Clinic Workforce Stabilization Retention Payments (CWSRP)	
Methodology	Provide funds to eligible qualified clinics to make retention payments to the clinics' eligible employees for the purposes of providing stability in the California qualified clinic workforce and retaining qualified health care workers
State Entity Distributing Funds	California Department of Health Care Services (DHCS)
Qualified Clinics	FQHCs (including Tribal FQHCs and FQHC look-alike's), Free Clinics, Indian Health Clinics, Intermittent clinics, RHCs
Payment Amounts	Up to \$1,000 per eligible employee, regardless of full or part-time status (excludes managers/supervisors and contractors)
Date of Record	December 28, 2022 (90 days from effective date of bill)
Qualifying Period	Expected that employees will remain employed by the Qualified Clinic through payment disbursement date in order to be eligible for the retention payment

Clinic Workforce Stabilization & Retention Payments

Timeline: 3-Step Process

1

November 15, 2022 – December 28, 2022: Qualified Clinic Registration Process

Qualified clinics registered with DHCS to apply on behalf of eligible employees.

2

December 29, 2022 – January 27, 2023: Qualified Clinics Application Process

All successfully registered qualified clinics submitted information on eligible employees to apply for available funds.

3

April 2023: Payments Issued to Qualified Clinics

Approved clinics receiving funding issued payments to approved employees within 60 days of receipt of funds per statute.

Clinic Workforce Stabilization & Retention Payments

CPCA Role

Collaboration with State Entities

Department of Health Care Services (DHCS)

- Held frequent meetings to gain insight and provide recommendations on program implementation

Department of Health Care Access & Information (HCAI)

- Guidance for CHCs on reporting of retention payments in Annual Utilization Reports

CHC Training, Technical Assistance, and Resources

Individual CHC technical assistance

Frequently Asked Questions (FAQs)

Communication toolkit

Webinars and office hours

Marketing via emails, social media, etc.

Legal analysis on payment classifications

Clinic Workforce Stabilization & Retention Payments

Results

273

Approved Eligible
Clinics

56,058

Approved Eligible
Employees

~\$56M

Utilized for Retention
Payments

NP & PA Postgraduate Training

NP & PA Postgraduate Training	
Methodology	Provide funds to eligible NP & PA postgraduate training programs to promote clinical training in primary care.
State Entity Distributing Funds	Department of Health Care Access & Information via the Song-Brown Healthcare Workforce Training Program
Qualifying Entities	NP & PA postgraduate training program applicants must be affiliated with a community-based ambulatory patient care center within underserved communities to receive funding Program accreditation not required
Payment Amounts	\$4M NP Postgraduate Training \$1M PA Postgraduate Training \$80,000 per slot
Application Period	August 22, 2023 - October 10, 2023

NP & PA Postgraduate Training

CPCA Role

Collaboration with State Entity

Department of Health Care Access & Information (HCAI)

- Provide recommendations on program implementation based on CHC feedback
- Support program communications and marketing initiatives

CHC Training, Technical Assistance, and Resources

CHC Advisory Group to inform HCAI recommendations

Individual CHC technical assistance

Presentations via webinars, peer network meetings, etc.

Marketing via emails, social media, etc.

What's Next?

NP & PA Postgraduate

- CHC NP & PA postgraduate training programs apply starting August 22nd.
- CPCA will market application cycle and provide technical assistance.

Unexpended Clinic Workforce Funds

- ~13.9M remain in unexpended funds and is available for other workforce programs.
- CPCA working to ensure funds continue to be available for the clinic workforce.

California Primary Care Association

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 - Weighs in on new and existing ACU programming



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