



Overarching Strategy Recommendations Draft for Commissioner Discussion on 10/2

The Commission recommends **ten overarching aligned strategies** to achieve the North Star.

1. Increase opportunity and invest in Californians from all communities to pursue health professions education, secure health jobs and serve in priority professions and regions.
 - a. Replicate, expand and fund model health pipeline programs.
 - b. **Create a California Health Corps to attract and support a new and more diverse wave of health workforce talent.**
 - c. Implement a robust California Health Career Opportunity Program for college students.
 - d. Increase paid internship and employment opportunities for college students and graduates in primary care, public health, behavioral health and aging.
2. Expand and transform health professions education to prepare enough people with the rights skills in the right places to meet priority health workforce needs.
 - a. **Fund an additional 100 annual public and private postbaccalaureate program training slots for California students from underserved communities.**
 - b. Increase enrollment in California medical schools by 20% through:
 - **Funding and expanding the PRIME program across UC Campuses**
 - **Sustaining and expanding the UC Riverside Medical School**
 - **Planning a four-year medical education program at Charles R. Drew University**
 - **Establishing a San Joaquin Valley Branch Campus of UCSF Fresno**
 - **Expanding and scaling accelerated 3-year medical school programs focused on preparing primary care and behavioral health providers for underserved areas**
 - **Developing new “Hometown Programs” to recruit and train students from rural areas to practice in community health centers in their home region**
 - c. Partner with the California Community College system Online Community College degree programs and health workforce initiatives to strengthen outreach, training and pathways to priority health careers for students and incumbent workers from all communities.
 - d. **Integrate training on social determinants so that students in all health professions training programs can effectively improve health all for all patients and communities.**
 - e. **Expand primary care, NP, PA and psychiatric residencies by 25%**
 - **Secure, expand and sustain Prop 56**
 - **Secure, expand and sustain previously committed state funds**
 - **Increase public and private funding for residencies in outpatient settings and underserved communities including teaching health centers**
 - f. Increase access to online MPH and skills-based training for people in rural and urban underserved areas and governmental settings.

- g. Develop Academic Public Health Department partnerships between schools and programs in public health and area governmental agencies.

3. Provide incentives and systems that increase the supply of students and health professionals practicing in underserved communities.

- a. Fund reduced-cost health professions education for California residents who commit to practice primary care, behavioral health, aging/geriatrics or public health in designated shortage areas and community or public settings.
- b. Expand public-private loan repayment for workers in priority professions practicing in priority professions, safety net settings and underserved communities.

4. Optimize the roles and impact of all health workers in new care delivery and prevention models.

- a. Establish primary care spend targets to increase investment in primary care and workforce.
- b. **Expand the number and capacity of NPs to increase access to quality primary care, behavioral health and geriatric services.**
 - Increase production of NPs with a focus on underserved areas and pursue changes in policy, training and experience to enable full NP practice authority to expand access care and meet the needs of underserved communities.
- c. **Scale the engagement of community health workers through appropriate training.**

5. Increase public-private co-investment in the workforce and initiatives to advance prevention, population health improvement and health equity.

- a. **Establish a State fund and regional matching funds to invest in staffing and training to advance cross-sector collaborations for health improvement and equity.**
- b. Establish a California Best in Class Health Sector Institutions Award for hospitals, health systems, and health professions education institutions that advance health improvement and equity as part of their social mission and that make meaningful investments in building the future health workforce and pipeline.
- c. **Develop a plan for local health plans to match statewide funds and implement regional workforce partnerships and initiatives to meet network access requirements.**

6. Promote behavioral health and increase prevention and access to care through strengthening workforce capacity and leveraging technology.

- a. **Invest in large scale K-16 promotion of mental health and behavioral health careers:**
 - **Develop statewide and regional consortia to assess, treat and improve college student mental health and promote behavioral health careers as part of proven World Health Organization College Mental Health Project.**
 - **Implement a statewide California HOSA Prevention and Early Intervention Mental Health and Workforce Development Model for K-12 students**
- b. Expand and scale training of primary care providers on behavioral health and wellness, leveraging proven fellowship programs.

- c. **Develop a new UC statewide 12-month psychiatric mental health NP program (online didactic and on-ground clinical), targeted at recruiting and training providers for underserved rural and urban communities.**
 - d. Sustain and expand funding for stipends, residencies, scholarships and educational capacity to strengthen the size, distribution and diversity of the behavioral health workforce.
- 7.** Promote and incentivize adoption of large-scale programs, resources and support to strengthen worker wellness, resilience, joy in work, retention and to combat burnout.
- a. Establish “Great Place to Work” and/or “Joy in Work and Wellness” statewide recognition awards for California health employers and their workers.
- 8.** Launch a California Aging Healthy at Home workforce initiative.
- a. **Establish and scale a new universal home care worker family of jobs with career ladders and associated training.**
- 9.** Build and advance technological systems, training and workers to accelerate health improvement, self-care and efficient delivery of services.
- a. **Establish and grow new California Health Technology Center, including support for large-scale development and use of telehealth to provide access to quality care for patients in all communities.**
- 10.** Develop robust statewide and regional implementation and monitoring infrastructure to ensure the master plan is achieved effectively and to respond continuously to changing health workforce needs.
- a. **Invest in statewide infrastructure to lead and be accountable for effective plan implementation and develop robust data systems for tracking and reporting on changing workforce supply and demand.**
 - b. **Develop regional infrastructure to support master plan implementation, coordinate efforts to meet priority area workforce needs and strengthen health pathways for local residents.**