

Legislative Investments in Behavioral Health, Public Health, Primary Care, and Reproductive Health Workforce Development

The Legislature’s budget invests \$532.5 million over five years at the Department of Health Care Access and Information (HCAI) for workforce development programs to support providers of public health, behavioral health, primary care, and reproductive health services. The package invests \$200 million in behavioral health programs, \$195.5 million in public health programs, \$116 million in primary care programs, and \$21 million on reproductive health programs. These investments are in addition to the Governor’s Care Economy Workforce Package (detailed at the bottom of this document). The specific allocations in the Legislature’s workforce development package are as follows:

Legislative Workforce Investments				
Proposal	General Fund (millions)			
	22-23	23-24	24-25	25-26
Addiction Psych and Addiction Med Fellowships	\$25.0	\$25.0	\$0.0	\$0.0
Univ/College Training Grants for Behavioral Health	\$26.0	\$26.0	\$0.0	\$0.0
Expand MSW Slots at Public Schools of Social Work	\$30.0	\$30.0	\$0.0	\$0.0
GME and Loan Repayment for Psychiatrists	\$19.0	\$19.0	\$0.0	\$0.0
Public Health Recruitment/Retention Stipends	\$40.0	\$40.0	\$40.0	\$0.0
Waive Public Health Nurse Certification Fees	\$3.3	\$3.3	\$3.3	\$0.0
Public Health Incumbent Upskilling	\$3.2	\$3.2	\$3.2	\$3.2
CA Public Health Pathways Training Corps	\$8.0	\$8.0	\$8.0	\$0.0
CA Microbiologist Training	\$3.2	\$3.2	\$3.2	\$0.0
Public Health Lab Aspire	\$3.2	\$3.2	\$3.2	\$0.0
CA Epidemiologic Investigation Service Training	\$3.2	\$3.2	\$3.2	\$0.0
Clinics: CA State Loan Repayment	\$10.6	\$0.0	\$0.0	\$0.0
Clinics: Allied Healthcare Loan Repayment	\$17.0	\$0.0	\$0.0	\$0.0
Clinics: Allied Healthcare Scholarship Program	\$1.7	\$0.0	\$0.0	\$0.0
Clinics: NP Postgraduate Training in Song-Brown	\$15.0	\$0.0	\$0.0	\$0.0
Clinics: PA Postgraduate Training in Song-Brown	\$1.0	\$0.0	\$0.0	\$0.0
Clinics: Teaching Health Centers slots in Song-Brown	\$5.7	\$0.0	\$0.0	\$0.0
Additional Primary Care Slots in Song-Brown	\$10	\$10.0	\$10.0	\$0.0
Clinical Dental Rotations	\$10	\$0.0	\$0.0	\$0.0
Health IT Workforce	\$15	\$0.0	\$0.0	\$0.0
Promotoras de Salud	\$10	\$0.0	\$0.0	\$0.0
California Reproductive Health Service Corps	\$20	\$0.0	\$0.0	\$0.0
Certified Nurse Midwives in Song-Brown	\$1	\$0.0	\$0.0	\$0.0
TOTALS	\$281.1	\$174.1	\$74.1	\$3.2

Behavioral Health Workforce Investments - \$200 million over three years

- Addiction Psychiatry and Addiction Medicine Fellowship Programs - \$25 million annually for two years to support additional slots for Addiction Psychiatry and Addiction Medicine Fellowship programs.
- University and College Training Grants for Behavioral Health Professionals - \$26 million annually for two years to support 4,350 licensed behavioral health professionals through grants to existing university and college training programs, including partnerships with the public sector.
- Expand Masters in Social Work (MSW) Slots at Public Schools of Social Work - \$30 million annually for two years to support grants to public schools of social work to immediately expand the number of MSW students. \$27 million would support the 18 California State University programs and \$3 million would support the two University of California programs.
- Graduate Medical Education and Loan Repayment for Psychiatrists - \$19 million annually for two years to support two training programs for psychiatrists: 1) \$7.5 million annually for two years for graduate medical education slots for psychiatrists, and 2) \$11.5 million annually for two years to support loan repayment for psychiatrists that agree to a five year service commitment at a State Hospital, with a weekly rotation to provide behavioral health interventions in local public behavioral health systems.

Public Health Workforce Investments - \$195.5 million over four years

- Public Health Recruitment and Retention Stipends - \$40 million annually for three years to support stipends for positions in local public health departments that are difficult to recruit and retain, including, but not limited to epidemiologists, laboratory directors, health officers, public health nurses, infectious disease specialists, food and disease surveillance, and information systems/data analysts.
- Waive Public Health Nurse Certification Fees - \$3.3 million annually for three years to waive public health nurse certification fees for three years to reduce barriers to registered nurses entering the field of public health.
- Public Health Incumbent Upskilling - \$3.2 million annually for four years to establish the Public Health Workforce Career Ladder Education and Development Program to provide education and training for existing employees within the public health workforce, including stipends to offset up to 12 hours per week to complete educational requirements and grants for local health departments for additional hiring.
- California Public Health Pathways Training Corps - \$8 million annually for three years to expand the California Public Health Pathways Training Corps, which provides a workforce pathway for early-career public health professionals from diverse backgrounds and disproportionately impacted communities.

- California Microbiologist Training - \$3.2 million annually for three years to increase the number of Public Health Microbiologist Trainee spots, which is a requirement to become certified in California as a public health microbiologist.
- Public Health Lab Aspire - \$3.2 million annually for three years to restore funding for the Lab Aspire Program, to address the severe shortage of trained and qualified public health laboratory directors.
- California Epidemiologic Investigation Service (Cal-EIS) Training - \$3.2 million annually for three years to increase the number of Cal-EIS fellows, which trains epidemiologists for public health leadership positions.

Clinic Workforce Investments - \$51 million one-time

- California State Loan Repayment - \$10.6 million one-time to increase the number of awards granted to primary care and behavioral health providers in the California State Loan Repayment Program.
- Allied Healthcare Loan Repayment - \$17 million one-time to enhance private investment and provide 1,060 new loan repayment awards in the Allied Healthcare Loan Repayment Program.
- Allied Healthcare Scholarship Program - \$1.7 million one-time to build on private investment and increase program awards by 125 scholarships in the Allied Healthcare Scholarship Program.
- Nurse Practitioner Postgraduate Training - \$15 million one-time to support 150 Nurse Practitioner postgraduate training slots in primary care within underserved communities through the Song-Brown Healthcare Workforce Training Program.
- Physician Assistant Postgraduate Training - \$1 million one-time to support 10 or more Physician Assistant postgraduate training slots in primary care within underserved communities through the Song-Brown Healthcare Workforce Training Program.
- Teaching Health Centers - \$5.7 million one-time to support an additional 33 program awards for graduate medical education at teaching health centers through the Song-Brown Primary Care Residency Program.

Primary Care Workforce Investments - \$65 million over three years

- Additional Primary Care Residency Slots in Song-Brown - \$10 million annually for three years to support additional primary care residency slots in the Song-Brown Primary Care Residency Program.
- Clinical Dental Rotations - \$10 million one-time to support new and enhanced community based clinical education rotations for dental students to improve the oral health of underserved populations.
- Health Information Technology (IT) Workforce - \$15 million one-time to support health IT workforce recruitment and training for health clinics and other providers in underserved communities.

- Promotoras de Salud - \$10 million one-time to support the Latino Coalition for a Healthy California Health Ambassadors (Promotoras de Salus) Leadership Institute, Health Justice Youth Initiative, and Community Listening Tour, which will educate, train, and activate at least 213 promotores and 120 youth across the state.

Reproductive Health Care Workforce Investments - \$21 million one-time

- California Reproductive Health Service Corps - \$20 million one-time to support targeted recruitment and retention resources, and training programs to ensure a range of clinicians and other health workers can receive abortion training.
- Certified Nurse Midwives Training - \$1 million one-time to allow certified nurse-midwives to participate in the Song-Brown program, consistent with the Midwifery Workforce Training Act authorized by SB 65 (Skinner), Chapter 449, Statutes of 2021.

GOVERNOR'S CARE ECONOMY WORKFORCE PACKAGE

The Legislature also approved the Governor's Care Economy Workforce Package, which includes \$1.7 billion over three years for the following programs:

- Community Health Workers - \$350 million to recruit, train, and certify 25,000 new community health workers by 2025, with specialty certifications in areas that include climate health, homelessness, and dementia.
- High Road Training Partnerships - \$340 million for training and career advancement programs for people with barriers to employment to build partnerships and pathways into family-sustaining healthcare jobs.
- Comprehensive Nursing Initiative - \$270 million to increase the number of registered nurses, licensed vocational nurses, certified nursing assistants, certified nurse midwives, certified medical assistants, family nurse practitioners, and other health professions.
- Expanding Social Workers - \$210 million to support social work training programs and provide stipends and scholarships to create a new pipeline for diverse social workers.
- English Language Learners Health Careers - \$130 million through the Adult Education program to support, healthcare-focused vocational pathways for English language learners at multiple levels of English proficiency, to increase language and cultural diversity in these settings.
- Psychiatric Resident Program - \$120 million to create training positions for psychiatric residents, psychiatric mental health nurse practitioners, psychology interns/fellows, and psychiatric nurses.
- Healthcare Workforce Advancement Fund - \$90 million to support job entry and career advancement for entry-level and other workers in health and human service settings, with \$40 million set aside for social worker training.

- Multilingual Health Initiatives - \$60 million to expand scholarships and loan repayment programs in healthcare and social work for multilingual applicants.
- Emergency Medical Services Corps - \$60 million to expand Emergency Medical Technicians in partnership with local public health systems and their contracted emergency medical providers.
- Opioid Treatment - \$26 million to train providers to build out the substance use disorder workforce with a focus on opioid treatment.
- Clinical Infrastructure: Reproductive Health - \$20 million to support clinical infrastructure for reproductive health care services by providing scholarships and loan repayments to a variety of health care providers who commit to providing reproductive health care services.
- Indian Health Program Grant Restoration - \$12 million one-time proposed by the Governor, with ongoing funding proposed by the Legislature's budget, to promote the retention of the health care workforce that serves Indian Health Programs.
- Workforce Council for Healthcare Training - \$3 million for the HCAI Health Workforce Education and Training Council to research healthcare shortages and support research on best practices and strategies to build a diverse, culturally competent healthcare workforce.