

**1115 Waiver Workforce Development Workgroup
Summary of Matrix Options - January 7, 2015**

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| TARGETED FINANCIAL INCENTIVES | |
| Attract new providers and/or encourage existing providers to increase provision of services to Medi-Cal patients. | Options include both direct and indirect financial incentives such as supplemental payments for PCPs, Specialists and BH Providers serving in targeted regions or with targeted populations (new Medi-Cal providers or increased percent of Medi-Cal patients), scholarships, loan repayment programs, CalSEARCH grants, malpractice subsidies, funding for new residency slots, and incentives for teaching health centers. |
| ALTERNATE METHODS OF DELIVERING CARE | |
| Identify innovative methods of providing care and addressing whole person care that may assist with creating primary care service capacity within the system. | Options include the use of new categories of health workers: Community health workers, Peer support counselors (peer providers), greater utilization of AOD/certified SUD counselors, Team-based care and Care Coordinators. Align with health homes. Consider sponsoring a Health Workforce Pilot Project to test, demonstrate, and evaluate new health workers or expanded roles for healthcare professionals, or new healthcare delivery alternatives. |
| TRAINING INCENTIVES | |
| Develop training programs or payment incentives to encourage participation in specific training programs to enhance a provider's ability to practice more effectively. | Options include training programs for IHSS workers to improve communication and coordination of patient care, as well as providing financial incentives to health care providers to complete training in MH/SUD treatment, such as SBIRT, office based treatment of opioid dependence. Create incentive programs for training and reimbursement for costs associated with professional certification to increase capacity for SUD practitioners. |
| TECHNOLOGY AS A WORKFORCE TOOL | |
| Use technology to increase access to specialists as well as to increase general access in rural areas. Focus on incentive payments to providers, instead of infrastructure. | Options include allocation of supplemental funds for incentive payments to providers to expand utilization of services via telehealth. Assist with creating an organized Telehealth system, as well as using supplemental funding to incentivize provider participation to expand access to care as well as specialty care through electronic (eConsult) or telephonic referrals. |