



Dental Board of California Board Meeting

February 5, 2025

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HCAi Health Workforce Development

Agenda

- HCAI Overview
- HCAI Grant Programs for Eligible Dental Professions
 - CMSP – Loan Repayment Program
 - CMSP – Allied Health Loan Repayment Program
 - Advanced Practice Scholarship Program
 - California State Loan Repayment Program

HCAI's Vision and Mission



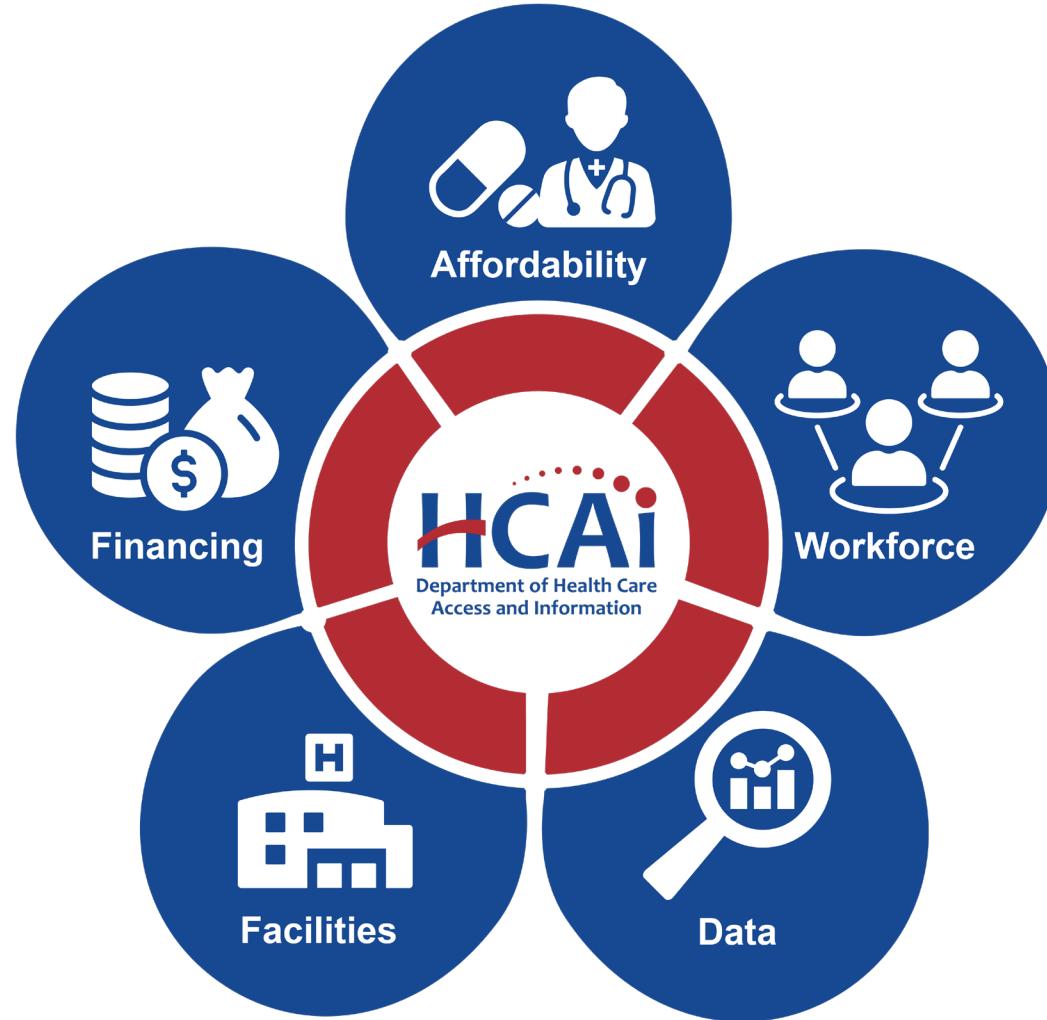
Vision

A healthier California where all receive equitable, affordable, and quality health care.

Mission

HCAI expands equitable access to quality, affordable health care for all Californians through resilient facilities, actionable information, and the health workforce each community needs.

HCAI Program Areas



HCAI Health Workforce Approach

Develop, support and expand a health workforce that:

- Serves medically underserved areas
- Serves Medi-Cal members
- Reflects and responds to the needs of California's population



HCAI Workforce Supply & Demand Models

Enables a better understanding of California's health workforce supply/demand gap

Supply

Geographic distribution

Diversity

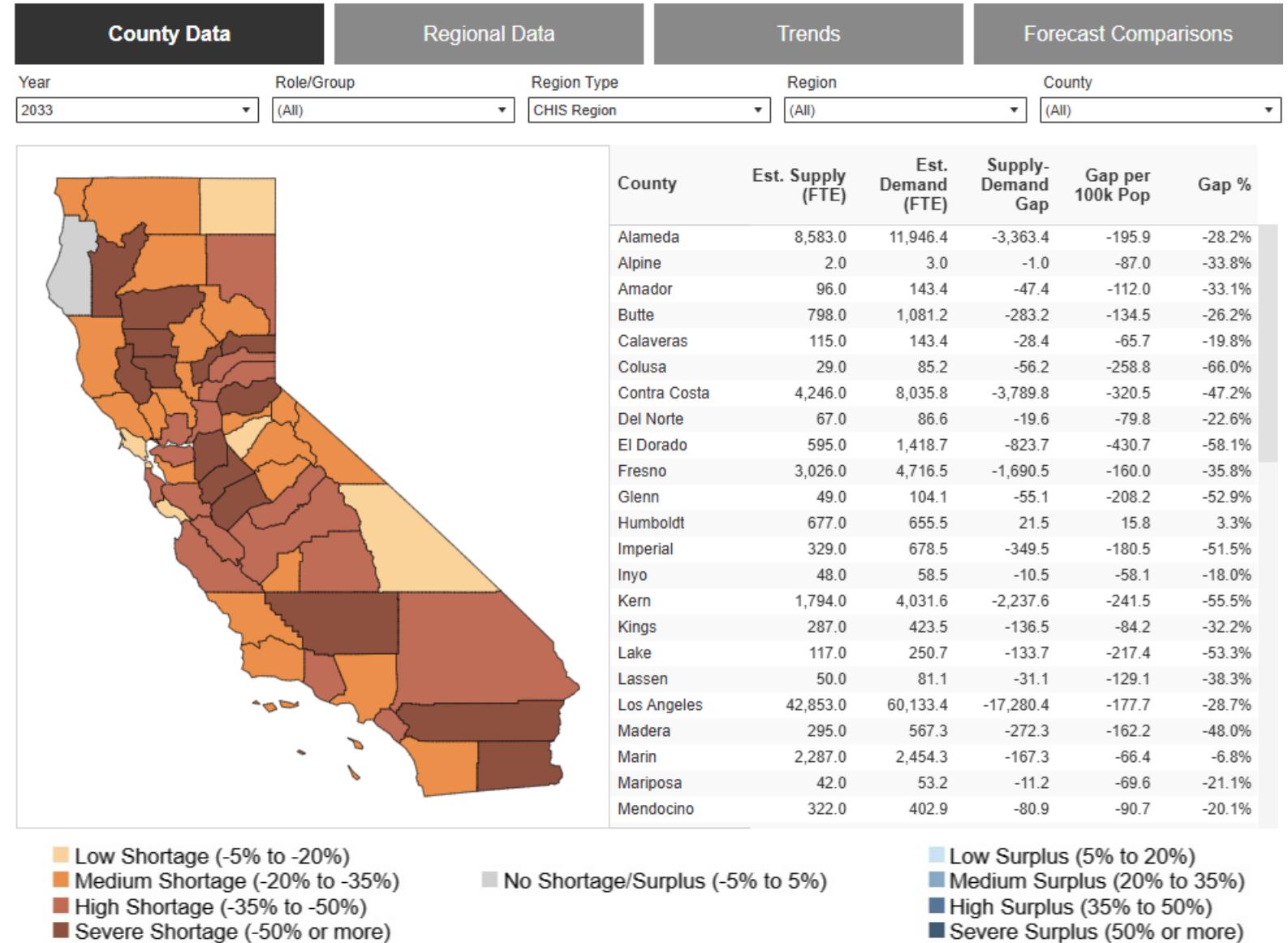
Current and
forecasted
demand

Capacity of
educational
programs

Learn more: HCAI's [Health Workforce Supply and Demand Modeling Webpage](#)

Dashboards & Datasets

Supply & Demand Modeling



Supply and Demand dashboards have been launched for behavioral health and nursing workforce.



HCAi's Grant Programs for Eligible Dental Professions

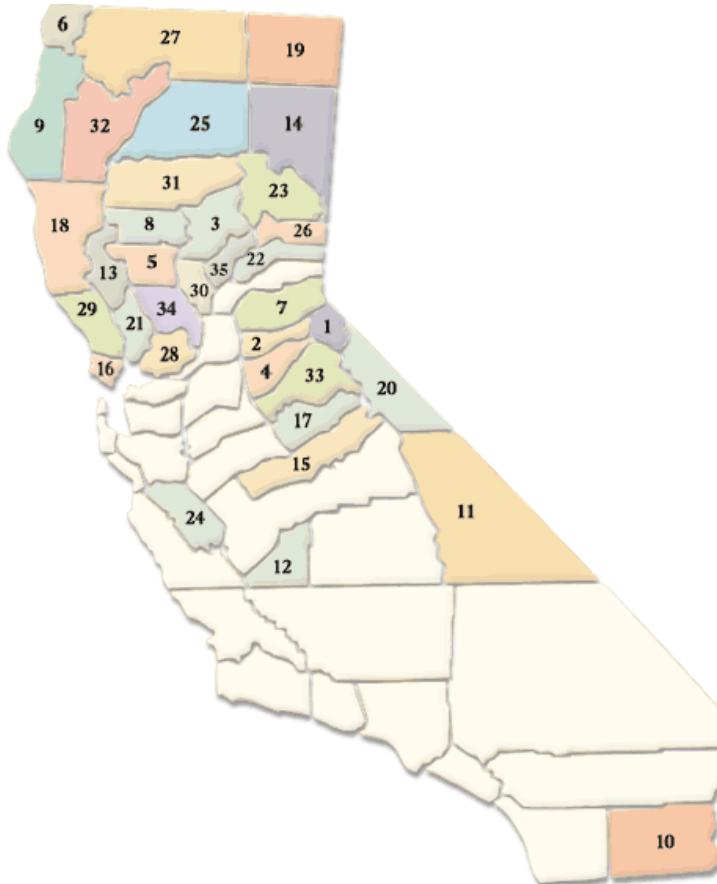
County Medical Services Program (CMSP) Overview

The County Medical Services Program Loan Repayment Program was established in 2016. The Program aims to increase the number of appropriately trained allied healthcare professionals in California by encouraging those professionals to provide direct patient care in an approved CMSP site.

CMSP Site Requirements

Practice sites must meet the following requirements:

- Have a fully executed contract with the CMSP Governing Board.
- Be on the CMSP approved list. (CMSP LRP may update the list throughout the application cycle).
- Be located in one of the 35 participating CMSP counties.



1. Alpine	15. Madera	29. Sonoma
2. Amador	16. Marin	30. Sutter
3. Butte	17. Mariposa	31. Tehama
4. Calaveras	18. Mendocino	32. Trinity
5. Colusa	19. Modoc	33. Tuolumne
6. Del Norte	20. Mono	34. Yolo
7. El Dorado	21. Napa	35. Yuba
8. Glenn	22. Nevada	
9. Humboldt	23. Plumas	
10. Imperial	24. San Benito	
11. Inyo	25. Shasta	
12. Kings	26. Sierra	
13. Lake	27. Siskiyou	
14. Lassen	28. Solano	

CMSP Loan Repayment Program

- The CMSP LRP assists with the repayment of qualified educational loans for healthcare professionals who provide primary care, behavioral health or dental services at an approved site located in one of the 35 CMSP designated counties.
- Participants are awarded up to \$50,000 in loan repayment grants in exchange for serving one- or two-year service obligations at eligible practice sites.
- Participants can continue with CMSP as long as they are eligible.

LRP Eligible Disciplines and Specialties

- General Dentist
- Primary Care Nurse Practitioner
- Primary Care Physician Assistant
- Medicine
 - Family Medicine
 - General Internal Medicine
 - General Psychiatry
 - Obstetrics/Gynecology (OB/GYN)



Allied Healthcare Loan Repayment Program (AHLRP)

- Eligible applicants may receive loan repayments of up to \$16,000 in exchange for a 12-month service obligation practicing and providing direct patient care at one of the CMSP contracted provider sites in any of the 35 CMSP-designated counties.
- Participants can continue with the AHRLP as long as they remain eligible.

Allied Healthcare Scholarship Program (AHSP)

- Eligible applicants may receive loan repayments of up to \$25,000 in exchange for a 12-month service obligation practicing and providing direct patient care at one of the CMSP contracted provider sites in any of the 35 CMSP-designated counties.
- Participants can continue with the AHSP as long as they remain eligible.

Allied Healthcare Eligible Disciplines and Specialties

- Anesthesia Technician
- Medical Assistant
- Anesthesiologist Assistant
- Medical Interpreter
- Associate Clinical Social Worker
- Medical Laboratory Scientist
- Associate Marriage and Family Therapist
- Medical Radiation Scientist
- Associate Professional Clinical Counselor
- Neurophysiologist
- Audiologist
- Occupational Therapist
- Auto-Transfusionist
- Occupational Therapy Assistant
- Cardiovascular Technologist
- Orthoptist
- Certified AOD Counselor
- Orthotist/Prosthetist
- Chiropractor
- Paramedic
- Clinical Laboratory Scientist
- Perfusionist
- Community Health Worker
- Pharmacist
- **Dental Assistant**
- Phlebotomist
- **Dental Hygienist**
- Physical Therapist
- Diagnostic Sonographer/Radiographer (including Mammographer, etc.)
- Physical Therapy Assistant
- Dietitian/Nutritionist
- Podiatrist
- Electrocardiogram Technician
- Psychological Associate
- Emergency Medical Technician
- Psychologist
- Health Educator
- Radiotherapist/Radiation Therapist/ Medical Dosimetrist
- Licensed Clinical Social Worker
- Respiratory Therapist
- Licensed Marriage and Family Therapist
- Speech Therapist
- Licensed Professional Clinical Counselor
- Surgical Technologist

CMSP Clinician Requirements



To apply and be considered for a CMSP award, a clinician must:

- Possess a valid and unrestricted license to practice in California.
- Have no existing service commitment or obligation to another entity.
- Be current on all child support payments.
- Have unpaid educational loans.
- Be employed at an eligible CMSP site.
- Commit to providing a service obligation.

2026 Application Cycle Dates

2026 Program Application Cycles are being scheduled. For up-to-date information, please sign up to receive our Workforce Programs Update Newsletter.

California State Loan Repayment Program

- The California State Loan Repayment Program (SLRP) assists with the repayment of educational loans for healthcare professionals who commit to serving in federally designated Health Professional Shortage Areas (HPSA) or Federally Qualified Health Centers (FQHC).
- The goal is to increase the number of appropriately trained health professionals providing direct care and encourage them to provide healthcare in California's health professional shortage areas.
- The SLRP awards eligible healthcare providers up to \$50,000 in educational loan repayment grants in exchange for a two-year service obligation (one-year, for continuing Grantees).

Eligible Professions

- Medical Doctors and Doctors of Osteopathic Medicine (MD & DO)
- Primary Care Physician Assistant (PA)
- Primary Care Nurse Practitioner (NP)
- Pharmacist (PharmD)
- Certified Nurse Midwife (CNM)
- Psychiatric Nurse Specialist (PNS)
- Health Service Psychologist (HSP)
- Licensed Clinical Social Worker (LCSW)
- Licensed Professional Counselor (LPC)
- Licensed Marriage and Family Therapist (LMFT)
- Doctors of Dental Surgery (DDS) and Doctors of Dental Medicine (DMD)
- Registered Dental Hygienists (RDH)
- Substance Use Disorder (SUD) Counselor



Applicant Requirements

- Be a US citizen (born or naturalized).
- Posses a valid and unrestricted license or certification to practice 1 of 21 eligible disciplines and/or specialties in primary care, dental care, or mental health care.
- Have no existing commitment or service obligation to any other program.
- Be free of judgements arising from federal debt.
- Not be in breach of any other healthcare professional service obligation.
- Have government and commercial loans obtained from qualifying lenders for undergraduate and graduate health profession degrees.
 - Qualified lenders are those federally-backed lenders subject to examination and supervision by an agency of the United States, or the state in which the institution has their place of business.

Service Obligation Requirements

Full-Time

- Grantee must work a minimum of 40 hours per week.
- Grantee must work a minimum of 32 hours per week in direct patient care.
 - OB/GYNs, pediatric dentists, geriatric servicers, and mental and behavioral healthcare providers must work a minimum of 21 hours per week in direct patient care.
- No more than eight (8) hours per week can be spent in an administrative capacity or spent performing practice-related activities, such as precepting and teaching.
- Grantee may not count time spent “on-call” toward these work requirements.

Half-Time

- Grantee must work a minimum of 20 hours per week.
- Grantee must work a minimum of 16 hours per week in direct patient care.
 - OB/GYNs, pediatric dentists, geriatric servicers, and mental and behavioral healthcare providers must work a minimum of 11 hours per week in direct patient care.
- No more than four (4) hours per week can be spent in an administrative capacity or be spent performing practice-related activities, such as precepting and teaching.
- Grantee may not count time spent “on-call” toward these work requirements.

2026 Application Cycle Dates

- Application Opens: July 15, 2026
- Application Closes: September 15, 2026
- Award Decision Notification: January 2027
- Anticipated Grant Start Date: March 1, 2027

Funding Information

This grant cycle, the SLRP is limited to \$333,000 in state funding. Federal funding may be available again in future cycles.

New for this Grant Cycle:

- The SLRP carries a federally-mandated match requirement, where all awards made to Grantees are to be matched dollar-for-dollar by non-federal funds by participating Organizations and Practice Sites.
 - For example, a Grantee awarded \$50,000 will receive:
 - \$25,000 in award funds from HCAI.
 - \$25,000 in matching funds from the Grantee's employer.
- Participation in the SLRP is optional for Organizations/Practice Sites; therefore, if a site chooses not to participate or is unable to do so, applicants from that site will not be eligible for the SLRP.

Practice Site Eligibility Requirements

- Be located in a HPSA or designated as a FQHC.
- Confirm their participation in the program, including their willingness and ability to provide matching award funds.
 - Interested practice sites can reach out to SLRP staff to inform us of their interest.
 - SLP staff will review the site information to confirm its eligibility for the program.
 - The site designates a point of contact, the Site Administrator, who is ultimately responsible for providing site profile information, confirming matching funds are paid to participants, and confirming participants are completing their service obligations.
- Be a public or private not for-profit out-patient facility.

Note: Schools, school districts, correctional facilities, prisons, and the like, and providers employed directly by the State of California are not qualified for the SLP.

SLRP Award Amounts

Full-time Awards

- 2-Year Commitment
 - Up to \$50,000
- 1st Year (Optional Extension)
 - Up to \$20,000
- 2nd Year (Optional Extension)
 - Up to \$20,000
- 3rd Year (Optional Extension)
 - Up to \$10,000
- 4th Year (Optional Extension)
 - Up to \$10,000

Half-time Awards

- 2-Year Commitment
 - Up to \$25,000
- 1st Year (Optional Extension)
 - Up to \$10,000
- 2nd Year (Optional Extension)
 - Up to \$10,000
- 3rd Year (Optional Extension)
 - Up to \$5,000
- 4th Year (Optional Extension)
 - Up to \$5,000



Please review our grant guides on our website for additional details on our grant programs

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