

2025

Impact Report



HealthForce Partners
CALIFORNIA

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Expanding Healthcare Workforce Solutions For California

OUR MISSION

HealthForce Partners California creates sustainable solutions that drive economic mobility, expand career pathways, and strengthen the healthcare sector. Through innovative partnerships and workforce solutions, we catalyze the growth of a skilled and diverse healthcare workforce.



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Letter from our CEO

Dear HealthForce Partners Community,

When HealthForce Partners was founded in 2018 by local healthcare leaders, the vision was clear: to address the critical shortages in healthcare by creating sustainable career pathways that empower individuals and strengthen communities. What started as a regional effort in San Joaquin County has now expanded across multiple regions of California, reaching new communities, forging deeper partnerships, and making a tangible impact on both healthcare professionals and the patients they serve.

Through strategic collaboration with employers, educational institutions, and workforce development agencies, we have built a model that doesn't just train workers but ensures they thrive in meaningful, well-paying careers. With the support of our funding partners, including the California Department of Health Care Access and Information (HCAI), we've expanded initiatives like the Health Professions Pathway Program (HPPP), the HOPE Program for Nursing, and our Behavioral Health Workforce Partnership—all designed to meet the growing demand for skilled professionals while increasing diversity and equity in healthcare.

Our work doesn't stop here. As we expand across the state, we remain committed to closing workforce gaps, driving economic mobility, and ensuring access to quality care in the communities we serve.

Thank you to our partners, funders, and community members who make this impact possible. Together, we are shaping the future of healthcare in California.

With gratitude,



Paul Lanning
CEO, HealthForce Partners California

Our Programs

BEHAVIORAL HEALTH WORKFORCE PARTNERSHIP

Addressing critical shortages in behavioral health professionals while creating career opportunities for local residents.

Achievements

- > **80+ paid internships** placed and supervised—far exceeding the initial goal of 40
- > **\$1 million+ in scholarships** awarded to San Joaquin and Stanislaus County residents
- > **New investments** in Peer Support Specialists, Substance Use Disorder Counselors, and Psychiatric Technicians
- > **MSW training** opportunities expanded through Stanislaus State's return to Stockton and more slots at University of the Pacific

Key Programs

- > **Paid Internships** in county and Medi-Cal certified facilities
- > **Tuition Assistance** and Student Loan Forgiveness
- > **Master's Degree Scholarships** for county workers

Growth

- > **Expansion into Stanislaus County** with a \$500,000 investment from the Modesto City Council
- > **Supervision** of Associate Clinical Social Workers completing hours for licensure

“Investing in the **HealthForce Partners' Behavioral Health Workforce Partnership** Project in our region will be critical in addressing the mental health needs of our community. This initiative not only supports our residents in gaining valuable education and career opportunities, but it also ensures that Modesto has the skilled professionals necessary to provide essential services. We are proud to support this collaboration and look forward to the positive impact it will have on our city.”

—Sue Zwahlen,
Mayor of Modesto

HOPE PROGRAM FOR NURSING

A multifaceted approach to addressing the nursing shortage through education and employer collaboration.

Achievements

- > **Over 160** healthcare professionals enrolled in six cohorts
- > **Strong workforce retention** in San Joaquin County
- > **92% graduation rate**
- > **100% NCLEX-RN exam pass rate**
- > **95% of graduates still employed** as RNs in San Joaquin County one year later
- > **Now piloting** in Stanislaus County

Program Highlights

- > **High School Fast Track:** Dual enrollment program for early nursing career development
- > **Accelerated Career Advancement:** A 17-month ADN program for existing healthcare workers
- > **Financial Support:** Stipends and employer-sponsored education

Expansion

- > **Expansion into Stanislaus County** The HOPE Program has been showcased in Nurse Leader and at regional and statewide conferences
- > **Pilot projects** are developing in new locations modeled after the success of the original program in San Joaquin County

“ The **HOPE program** was honestly such a blessing. I had always wanted to be a nurse but as mom of two at the time I didn't think it would be possible to continue the education I needed plus still work in the ED as a tech. During my time in the program, I learned so much and I feel like I was prepared for my nursing career. Now as a nurse for almost 3 years I love working as an ED RN. I love being able to help others when they're in need and the HOPE program was a big reason for being where I am today. ”



2024 HOPE program cohort from San Joaquin General Hospital

–Nina Victoria Honea, RN
Emergency Department,
Adventist Health Lodi Memorial

Health Professions Pathways Program (HPPP)

Supporting underrepresented students in pursuing healthcare careers through a \$1.7 million grant from HCAI.



Key Objectives

- > **Increase** diversity in the healthcare workforce
- > **Provide** academic enrichment, career development, and internships
- > **Support** students from disadvantaged backgrounds



“**This program** has been life-changing. The knowledge, support, and guidance I received not only prepared me for a career in healthcare but gave me confidence in my abilities. I would wholeheartedly recommend this program to anyone aspiring to work in healthcare or behavioral health. It provides a solid foundation and opens doors to a fulfilling career.”

—Brittany Cortez,
Healthcare Professions Pathways Program Participant

NextGen MedPros

Expanding awareness and access for high school students in Modesto City Schools to diverse healthcare careers.

Key Focus Areas

- > **Enhancing** Career Technical Education (CTE) Pathways
- > **Developing** a Career Pathways Guide for students
- > **Promoting** education and career exploration beyond traditional roles

ALLIED HEALTH PROGRAMS

Developing and expanding fast-track training programs and incentives for aspiring healthcare professionals.

Programs Include

- > **Program expansion:** Increasing training capacity and access to meet growing demand for entry-level roles.
- > **Medical assistant bootcamp:** preparing candidates for the state licensure exam
- > **Career Pathways Development:** Expansion of partnerships and pathways for healthcare careers.

“**HealthForce Partners’ programs** are instrumental in developing a strong healthcare workforce by bridging education with real career opportunities. These initiatives help local residents build meaningful careers, while ensuring that San Joaquin County has the skilled professionals needed to support a healthy community in San Joaquin County our community’s health. Investing in our workforce today strengthens both our economy and the well-being of future generations.”

–Paul Canepa, Supervisor and Chair,
San Joaquin County Board of Supervisors

Innovative Resources & Tools

HEALTHCARE CAPACITY HUB

A region-wide online data tool providing insights into workforce trends and employer needs.

CAREER RESOURCES

Centralized employment listings for healthcare workers through our website.

Healthcare Capacity Hub

Data that tracks

Powered by
HealthForce Partners

Looking Ahead

HealthForce Partners California continues to focus on expanding and upskilling the healthcare workforce. As we officially transition into an independent 501(c)(3) nonprofit organization, our efforts will drive job creation, professional development, and community impact. Key initiatives we'll continue working toward include:

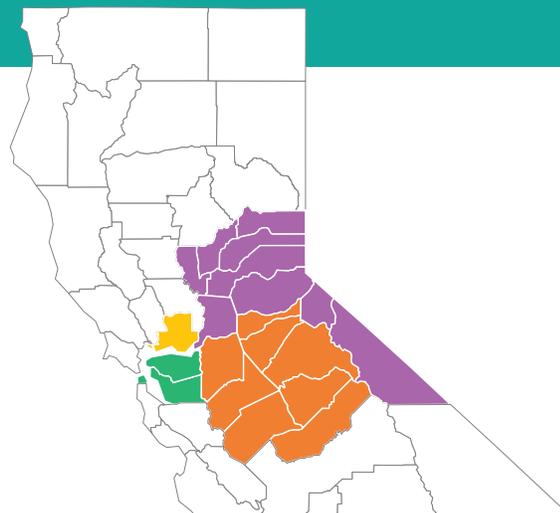
- > **Strengthening** partnerships to address regional healthcare shortages
- > **Investing** in people and programs to meet healthcare employer needs
- > **Expanding** the HOPE Program for Nursing
- > **Enhancing** behavioral health workforce development

“Developing creative pathways to nursing can significantly enhance community health and address workforce shortages by broadening access to the profession and attracting a more diverse pool of candidates. Programs such as HOPE not only fill critical gaps in the health care workforce but also ensure that the nursing workforce reflects the diversity of the population it serves, leading to a stronger, more resilient health care system that is better equipped to meet the needs of all its community members.”

—Dr. Anitra Williams, co-founder, HOPE Program for Nursing

Regions Served

- Northern San Joaquin Valley
- Sierra Region
- Contra Costa / Tri- Valley
- Solano



Our Partners

EMPLOYER PARTNERS

Adventist Health

Central Valley Doctors Health System

Community Medical Centers

Dignity Health

Golden Valley Health Centers

Hospice of San Joaquin

Kaiser Permanente

Livingston Community Health

Pacific Homecare Services

Sutter Health

San Joaquin County Health Care Services

San Joaquin General Hospital

San Joaquin Health Clinics

Stanislaus County Behavioral Health & Recovery Services

EDUCATION/TRAINING PARTNERS

San Joaquin Adult Education Consortium

San Joaquin County WorkNet

San Joaquin Delta College

Stanislaus County Workforce Development

Stanislaus State University

Touro University California

UC Davis School of Medicine

University of the Pacific

Worknet Merced County

Yosemite Community College District

FUNDING PARTNERS

California Department of Health Care Access and Information (HCAI)

City of Modesto

County of Merced

County of San Joaquin

North Valley THRIVE

Reinvent Stockton Foundation

San Joaquin Community Foundation

Stanislaus Community Foundation

WE Will! Northern San Joaquin Valley K-16 Education Collaborative

HealthForce Partners California remains dedicated to eliminating healthcare workforce shortages through systemic collaboration and innovative workforce solutions. As we continue to grow, we are committed to ensuring individuals can build fulfilling careers in healthcare while making a lasting impact in their communities.

For more information about HealthForce Partners California, please visit us at: HealthForcePartners.net or follow us on [LinkedIn](#), [Instagram](#), and [Facebook](#).

“ HealthForce’s retention bonus has given me the freedom to pursue my continued growth as a clinician by greatly lessening the financial burden felt by finishing my education. The impact HealthForce has made in my life has boosted my confidence as to what I can achieve in the field without feeling limited by financial stressors. I thank HealthForce for providing this opportunity to myself and many others in the field.”

–Luis M. Merlos, Associate Clinical Social Worker,
Mental Health Clinician I, San Joaquin County, Behavioral Health Services

“ Strengthening the behavioral health workforce is essential to expanding access to care and improving community well-being. Through our partnership with HealthForce Partners and by strategically collaborating with regional educators, we are investing in local talent, expanding access to training, and working to grow the number of mental health clinicians trained to serve our communities. These kinds of workforce strategies ensure that Stanislaus County can meet today’s needs while preparing for the challenges of tomorrow.”

–Ruben Imperial, Director,
Behavioral Health and Recovery Services, County of Stanislaus