

Health Careers Pathway Committee

Meeting 2/15/24

Meeting recorded (available in the Committee shared folder).

Attendees:

- **Co-Leads:** Aydin Nazmi (Cal Poly), Oscar Ramos (Cuesta)
- **Members:** Heather Tucker (Cuesta), Maria Garcia (CHC), Jenn Clayton (SLO Partners/SLO COE), Beth Johnson (Cuesta), Bridgette Bateman (Tenet Health), Marcia Scott (CSU MB)
- **New Members:**
 - Alexandra Chamberlain (Development Director, Tolosa Children's Dental Clinic): They serve 5,000 children/year, who are mostly Medi-Cal eligible. They just hired new dentists (going from 1 to 4).
 - Cherie Moore (Chair of Applied Behavioral Sciences, Cuesta College): Oversees 7 depts including Allied Health.
 - Jeff Oxendine (Founder & CEO, Health Career Connections): This is a non-profit providing service for over 34 years. Jeff was a health executive for 20 years prior to founding HCC. In addition, he is a Faculty member and Assoc. Dean at UC Berkeley in Public Health and Co-leads the CA Health Professions Consortium. HCC is partnering with the Consortium to implement a new grant to support healthcare workforce initiatives throughout the state of CA.
- SLO Healthcare Workforce Partnership Coordinator: Susan McGraw

Discussion Results:

- **Committee Agreement:** Reviewed at the last meeting and updated the Committee member list.
- **Committee Strategic Action Plan:**
 - Comments from the last meeting are included on the side panel in the shared document online.
 - Updates to the last discussion:
 - Alexandra Chamberlain will be meeting with AT Still (Physician Assistant program in Santa Maria) and will invite them to join the Committee.
 - Susan McGraw and Dawn Boulanger are meeting to explore the employer data available through WDB and will be determining the best approach to survey healthcare employers to assess recruitment and retention challenges, along with specific occupations that reflect critical unmet needs in SLO.
 - First 5 has established an ad hoc Task Force to assess pediatric needs and will provide that data to the Partnership as soon as it is ready.
 - Jennifer Clayton: SLO Partners provides boot camp retraining and apprenticeship programs for transitioning career people, who also have additional barriers (cost of living, children, time of day/cost of program, commitment level differences for 35 to 40 year old students). They are

piloting a new dental asst. program now, which is their first healthcare/ patient care program. Previously focused on manufacturing and technology occupations. The students complete a 3-week boot camp and then participate in a registered apprenticeship, so they partner with local employers to hire the participants from the boot camp. This is a state-recognized apprenticeship program, funded by the state. There are 27 participants now and 100 on wait list for second boot camp. There are no base-line requirements for students (anyone looking to upskill and find a new career). SLO Partners is open to exploring training for other patient-care careers.

- Maria Garcia: CHC sponsors the AT Still PA program in Santa Maria. They had over 200 applicants the first year and graduated 90 students. They participate in the National Health Services Corp loan program (student loan forgiven over a couple of years). They do their training in the 2,600 community health centers around the country. After completing training, they hired 11 of them (most bilingual, from international backgrounds). AT Stills is considering a dental and nursing program as well.
- Oscar Ramos: In order to create a sustainable program, we need to address the entire eco-system, recognizing the challenges of housing, child care, etc. and how the local government can assist in this area. How do we create a sustainable approach so people will stay after training or for someone to come in from the outside and stay?
- Question: Will public health, nutrition, addiction counselors be covered in this plan? Response: Behavioral Health is a focus of this work, which could include substance abuse service providers. The main focus is the clinical workforce, so public health and community health are tangential. SLO Health Counts is looking at community health more broadly and currently developing the Community Health Improvement Plan (CHIP). Some of the Partnership goals, objectives, and data will be included in the updated CHIP.
- Jeff Oxendine shared information on some of the work that he has been involved in that is relevant to the Partnership:
 - He can share a tool that they developed, which was used by the State and foundations to map out the elements of a healthcare career pathway eco-system for specific professions, which illustrates what needs to be done at each step of the pathway development process. It supports a collaborative, shared ownership approach to develop specific professions.
 - At a statewide level, he served as the co-director of the CA Future Healthcare Vision and can bring that work and the relationships/ connections, including potential sources of funding.
 - Health Career Connections (HCC) just received a 5-year grant to support regional health workforce collaboratives around the state, which could provide opportunities for funding, technical assistance, etc.
 - Health Career Connections has an immediate opportunity for new collaboratives to support the development of pipeline programs. They have a

turn-key program, focused on college students (community college or 4-year college students or recent graduates) to provide paid summer internships at healthcare organizations. The 10-week paid internships can be with public health, physical health, behavioral health, or oral health. They create a cohort of students and provide an educational curriculum around health career options and how to pursue them (DEI, skill building, preparing for grad. Programs, etc.). The students reflect the diversity of the population and often come from low-income backgrounds. This program could provide some funding for this summer to start a pilot program in SLO County. HCC does the student recruitment, screening, training and has some funding available to pay for the internships. This could be considered for this summer or a future year and could provide immediate, tangible value while you develop longer-term programs. They need willing organizations to host interns (whether they fund the internships or HCC funds them). Students receive a stipend of \$4,000 to \$6,000 for the 10-week program, which includes training/professional development.

- Creating subcommittees and assigning responsible parties:
 - The group concluded that 4 Subcommittees should be formed to address 1 of the 4 Tactics in the Strategic Action Plan. The monthly Committee meetings on zoom will use the breakout feature to allow the subcommittees to meet concurrently during the regular monthly Committee meeting.
 - Individuals volunteered for one of the 4 Subcommittees. (See updated Strategic Action Plan in the shared folder online).
 - In addition: Susan McGraw volunteered to update the list of educational offerings in the community that was provided during the key partner interviews. Susan McGraw and Dawn Boulanger will report back at the next meeting on the employer information that is available and suggestions for creating and administering an employer survey.