

**SLO Healthcare Workforce Partnership  
Healthcare Career Pathway Committee  
May 16, 2024**

**Attendees:**

**Co-Team Leads:** Aydin Nazmi (Cal Poly), Oscar Ramos (Cuesta)

**Members:** Heather Tucker (Cuesta), Jennifer Clayton (SLO Partners/SLO COE), Eric Sauers (AT Still), Maria Garcia (CHC), Tom Buckley (Aspire Counseling Services), Jeff Oxendine (Health Career Connection), Carolyn Deily (Dental Consultant)

**SLO Healthcare Workforce Coordinator:** Susan McGraw (Consultant)

**Discussion Results:**

- **Existing Healthcare Education / Training Programs in SLO County:**
  - High School Patient Care: Dual enrollment and Career Tech Ed (each school tailors it to the credentials of the teachers for the dual enrollment pathways)
    - 3 courses: Intro, concentration, capstone course
      - Paso Robles: Intro to Healthcare, Medical Assisting, Practicum Capstone (working onsite at healthcare organization)
      - Dual Enrolled with Cuesta (medical terminology, 911 certified, etc.)
      - Emergency Medical Responder Curriculum (being developed with Cuesta and HS Partner) to put them on the pathway to EMT or ultimately paramedic.
    - Carolyn Deily, RDA at Pediatric Dental Office and Exec. Coach for Dental Offices:
      - Just hired a staff person at the pediatric dental office who is a Cuesta student that went through the Dental Assistant Boot Camp through SLO Partners. The Boot Camp was great. The employee is not certified, but ready to be hired. Elegant communication with patients and skills outside the tech. skills.
  - Potential Pathways with Cal Poly: Aydin Nazmi and Eric Sauers met with Terrance Harris to discuss pathways from HS to Community College, Community College to undergraduate training, undergrad educ to postgrad educ at AT Still and others in the area.
    - AT Still: Trying to increase access for students from Monterey to SLO to Ventura County. Small group from SB Foundation trying to increase relationships and develop MOUs for preferred interview status for graduates from Cal Poly, Cal State Channel Islands, USB, etc. to help students upskill to PA program. Only 9% of applicants get an interview. Goal: If an applicant meets criteria, they are guaranteed an interview to try to get more local students to stay in the area. Build the pathway for locals to get preferred admissions to the program. This would not guarantee seats, but it offers the opportunity for a guaranteed interview if they meet the admissions criteria.
    - We need to develop this spectrum of career pathways to flesh out the pipelines and build programs that are aligned.

- **Health Career Connections:** It was ambitious to try to start the summer paid healthcare internship program in SLO this summer. But we will start with some internships in mental health (Cal Poly students), but not enough time to get full cohort from SLO. Will start planning now for robust cohort program for next year. These are paid internship programs, so need to work to get enough funding for the paid internships and solicit students. We do have students on the Central Coast for this year, but not a specific SLO County group until next year.
- **Career Exploration Discussion Continued from Last Meeting:**
  - **Problem Statement:** By the time students get to the age that they are making decisions (late High School), it is too late to influence them toward healthcare. We need to start earlier, at a younger age, to increase exposure.
  - **Objective:** Early exposure; be aware of health career options and how to prepare for them.
  - **Engagement Options:** How we can start to engage with individuals/students in the region (elementary, middle school, high schools in the area). When students think medical, they think doctor and nurse. We need to focus on other occupations such as phlebotomist, EMT, dental assistant, mental health counselors, and professions outside the traditional MD/nursing roles, particularly helpful for younger ages.
    - Fair, expo?
    - Summer Expo (not suggesting an overnight camp), but potentially a day camp?
    - Campus visits at each institution to learn about programs, the pathways that currently exist (quick, easy win that could be accomplished in the fall).
    - Extracurricular program?
    - In the summer?
    - Infused into existing programs?
    - High school health academies? HS network clubs? During the year, tied to clubs or preexisting events?
    - Cuesta: College for a Day.
    - Slew of programs that happen independently. How to link together? Shared calendar?
    - Capture the students that are interested and connect them to opportunities.
  - **CA Health Professions Consortium:** Should we consider bringing in other peer organizations that are doing similar programs so we don't reinvent the wheel? Jeff Oxendine can invite speakers from other programs in the state to share what they are doing regarding exposure for students at all levels.
  - **HCAI:** May have a \$25,000 mini-grant possibility in August.
  - **Next Steps:**
    - **Mapping / Inventory / Asset List of what is currently available & where are the gaps:**
      - What are the educational/training organizations and what they are offering?
        - Cal Poly
        - Cuesta

- AT Still
- SLO Partners (HS / middle school programs): Clubs and pathways available grades 6 to 12 in the county. Jennifer can research and provide this.
- Teachers/guidance counselors for local schools: what are the things they are doing/not doing? How to supplement what they do? How do we get access to students to help them participate? Educate providers on what is available?
- Hospitals: Some of the hospitals have HS volunteers (rotate with PT, OT to get experience with ancillary staff). what programs do the hospitals have and who are they affiliated with?
- Pipelines, networks with HS / college students: is there any value in creating peer to peer networks between students? Get grant funding for this? College students who are pre-health professions with HS students interested in that track? Need to have some incentive for the college student (stipend, mileage, etc.).
  - Consider events rather than 1 on 1 program (due to potential safety/liability issues).
- Resident programs (PA, primary care): some require them to work with the HS/college students.
- What inventory items to be included:
  - Aydin Nazmi: At Cal Poly, they are working on making health professions/allied health more robust. He is currently making an inventory (list of majors, minors, grad programs, and other programs relevant to the conversation).
    - Compiling a list of student run organizations
    - Can provide a table of curriculum options
  - Jennifer Clayton/SLO COE:
    - Innovations in education (SLO Partners) knows what high schools are doing, what pathways are offered (e.g., patient care). Most pathways have a club attached to it.
    - Middle schools: We would have to go to each middle school to see what they are doing club wise/path wise. Jennifer will put together a list of what each district has (many districts, many schools).
  - Jeff Oxendine: He created an inventory of health pathway programs in CA by region that he will share. Health pathway programs that are non-degree granting programs are mapped. Will provide a copy to us. He could ask the Foundation to see if there is any funding available to support this?

- Should we confine ourselves to SLO County vs. region?
  - Regional Approach could be better. We can't sustain education programs or sustain a workforce for only one county.
    - SB County & SLO County: A lot of students reside here and attend Cal Poly. Look at demographics on which counties students come from.
    - Majority of Cal Poly students come from N. CA/Bay Area and Southern CA?
    - Focusing on SLO and SB County also aligns with other Central Coast focused funding entities such as REACH.
- Education:
  - AT still: graduate programs
  - Cal Poly programs
  - Community colleges in SLO / SB
  - K-12
- Use Jeff's spreadsheet as a template; create shared google sheet with a tab for each person to input:
  - Health professions:
    - Many Cal Poly undergrads go on to clinical sciences, but many of the foundational science programs are not specific to health.
    - Pre-health track (could be biology majors): how to figure out right audience.
    - Consider focusing on the shortage areas first and explore the other pathways later?
    - Heather Tucker (Cuesta): 36 of 90 EMT students are dual enrollment with Cal Poly (Fire Services, paramedic); 4 of 36 are wanting to go on to med schools (bio majors); others are kinesthesiology degree; others PT/nursing. Other group that has been increasing is psych tech going on to other mental health positions at TMHA.
    - For developing the pipelines, provide info to younger students; focus on the area's greatest needs.
    - Aydin Nazmi: Shortages in all professions, so in the context of the database, how broad should we be? Typical pre-health routes for healthcare track students....shouldn't they be included?
    - Look at the data....registered dieticians real shortages in hospitals and outplacement settings.

- **ACTION:**
  - Begin with priority areas for SLO and SB Counties: On the curricular side, there are not a huge number of options (few dozen, perhaps). On the non-curricular side, it could take more digging to research the K-12 level.
  - For June 20<sup>th</sup> meeting, Aydin can come with template with Cal Poly options as a start.
  - Susan will provide a copy of the Salinas Valley ecosystem one-page diagram.
  - HCAI application for August: Susan will provide a sample from last year.
  - Eric Sauers is working with the CTE Director for Santa Maria Joint Union High School District (pre-health programs, “Dreamline” pipeline program). Will be hosting 2 more of these in the next year. Looking for more schools to partner with. If there are other health professions programs out there. This CTE Director can connect us with other CTE Directors at other school systems in the area. Who should he be directed to contact?
  - This group could support the creation of clubs, events at the schools by identifying the gaps and helping to fill them.
  - Explore A local healthcare education foundation funding opportunity for students on the Central Coast:  
<https://compasseducationfoundation.org/#home>