

Strategic Action Plan for Committee #2:

Healthcare Career Pathways

Updated 2/22/25





Strategic Action Plan 2024 to 2026 Updated 2/22/25

Strategic Priority #2: Healthcare Career Pathways

Responsible Work Group:

Healthcare Career Pathway Committee

Success Metrics:

- Increase the number of pipeline programs for the most needed program areas by 10% by 2033.
- Increase the pipeline of potential health care professionals in the most needed employment areas by 10% by 2033.
- Structure and connect education programs and support services that enable students to advance over time to better jobs and higher levels of education and training
- NOTE: Creating a talent pipeline through career pathway programs of qualified individuals ready to fill needed health care jobs is a longer-term strategy to address or mitigate workforce shortages.

Goal #1 - Develop local pipelines & training programs for physical, behavioral, and oral health.

Tactics/Action Steps	Responsible Parties	Timeline			Status
		2024	2025	2026	
<p>1. Career Exploration Programs: Utilize best practices as a guide for developing a healthcare workforce development framework for career exploration and pathway development. Increase community awareness about careers in healthcare, higher education/vocational programs, and employment opportunities.</p> <p>a. Develop Materials: Create materials for other organizations to share information on health career paths/occupations/training to reach younger students, Spanish-speaking individuals, and school counselors.</p> <p>b. High Schools: Research the existing high school healthcare programs and pathways (different for each school).</p> <p>c. High Schools: Cal Poly SCM 101 Intro to Health Professions course could be adopted with speakers & pre-health students to educate K-12 (resource: WAHP, Western Association of Health Advisors, waahp.org).</p> <p>d. High School Career Exploration Fairs: Implement 3 career exploration fairs (2 in Fall 2025 & 1 in Winter 2026) to expose students to a diversity of careers in physical, behavioral, and oral health.</p> <p>e. High Schools or Colleges: Explore how the Public Health Career Exploration Curriculum could be provided to students.</p> <p>f. Community Colleges: Cal Poly Health Advisors could collaborate with Hancock & Cuesta and provide education on career options to advisors or students.</p>	Committee	X	X	X	<p>1. Joined CA Health Professionals Consortium (CHPC) and Regional Health Workforce Initiative Network (WIN)</p> <p>1a: Initial best practice research utilized to develop SLO career pathway map. HCC summer internship program, utilized successfully in other regions, to be piloted 6/25.</p> <p>1b. Career Fair held 10/30/24. Three fairs anticipated for Fall 2025 and Winter 2026. Summer paid internship program to be piloted in 6/25.</p>



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Strategic Priority #2: Healthcare Career Pathways		Responsible Work Group: Healthcare Career Pathway Committee			
Goal #1 - Develop local pipelines & training programs for physical, behavioral, and oral health (continued).					
Tactics/Action Steps	Responsible Parties	Timeline			Status
		2024	2025	2026	
<p>2. Community Needs Assessment & Prioritization of Critical Occupational Needs: Gather current data from employers regarding their staffing challenges in physical, behavioral, and oral health, identify occupational positions to prioritize, set realistic goals that can be met locally, and provide local training programs to support those roles, if appropriate.</p> <p>a. Determine how the Partnership can address the training/career pathway needs of the top 9 targeted occupations.</p> <p>b. If funding is available, Investigate state-wide tactics to recruit/retain primary care and behavioral health providers to assess applicability to SLO County (to be led by the Recruitment & Retention Committee)</p> <p>c. Since no local training exists, identify other training options to fill the need at the 2 hospital systems for Radiology Technicians.</p> <p>d. Address the need for tri-lingual language skills to support the Mixteco population.</p>	<p>Committee</p> <p>Recruitment & Retention Committee</p> <p>Committee</p> <p>Committee</p>	X	X	X	2. Healthcare provider member survey completed 5/24. Top 9 occupations prioritized 10/24.
<p>3. Career Pathway and Education/Training Development: Build and implement collaborative, sustainable pipelines from K-career for healthcare pathways, with guaranteed training/employment options and livable wages for the prioritized occupational areas.</p> <p>a. Develop a local “ecosystem” approach to foster local training, facilitate placements/internships, and identify employment opportunities that keep graduates employed in the community.</p> <p>b. Bring together the top leadership of the educational and training providers (Presidents/Provosts of associate degree & higher programs) to work collaboratively to support a more strategic cohort alignment of programs between schools.</p>	Committee				3. Career exploration fair piloted in 10/24. SLO Healthcare Career Pathway Program will be launched in 2025 with career fairs for HS students & paid summer internships for college students with mentoring and links to job placement.



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3. Career Pathway and Education/Training Development: Build and implement collaborative, sustainable pipelines from K-career for healthcare pathways, with guaranteed training/employment options and livable wages for the prioritized occupational areas. (continued) c. Conduct analysis to support the creation of sustainable pipelines for high demand jobs, such as nursing (examples: Cuesta/Hancock has the facility requirements in place, but lack faculty/placement sites; possibility of a 4-year BSN, Accelerated BSN in 5 th year at Cal Poly, or a Masters in Nursing to close the primary care gaps?). d. Explore how to create linkages between existing programs offered by Cal Poly, Cuesta, Hancock, A.T. Still, and develop programs to fill the gaps (example: Hancock 2 yr. + Cal Poly 2 yr. sociology program). e. Create summer bridge programs (between high school and community college) to enhance skill development in preparation for healthcare professions.	Committee	X	X	X	4. Career exploration fair piloted in 10/24. SLO Healthcare Career Pathway Program will be launched in 2025 with career fairs for HS students & paid summer internships for college students with mentoring and links to job placement.
4. Ongoing Professional Development to Retain Existing Healthcare Employees: Create a sustainable approach to train and retain local healthcare workforce employees by connecting them to professional development, training, and educational programs.	Committee	X	X	X	