

SLO Healthcare Workforce Partnership
February 8, 2024 Meeting via Zoom
Meeting Discussion Results

Attendees:

- Committee #1: Recruitment & Retention - Barb Morrow (Oral Health), Madisyn Masatani (CHC),
- Committee #2: Healthcare Career Pathways - Alexandra Chamberlain (Toloso Children’s Dental), Angel Lopez (Promotores), Aydin Nazmi (Cal Poly), Beth Johnson (Cuesta), Bridgette Bateman (Tenet), Fernanda Lucas (Promotores), Heather Tucker (Cuesta), Jennifer Clayton (SLO Partners/SLOCOE), Jordan Turetsky (CenCal Health), Marcia Scott (CSUMB), Terrance Harris (Cal Poly)
- Committee #3: Funding and Advocacy – Jessica Peckham (NP, North County), Lisa Fraser (CFS), Michelle Shoresman (Public Health)
- Susan McGraw (SLO Healthcare Workforce Partnership)

Discussion Results:

- The Workforce Development Board (WDB) recently completed two research studies: SLO County State of the Workforce report and a Local Hiring Initiatives report. Both reports and key finding summaries/infographics related to each can be found on the Resources tab of our WDB website under Labor Market Reports Here:
 - <https://www.slocounty.ca.gov/Departments/Social-Services/Workforce-Development-Board/Resources.aspx>
 - State of the Workforce full report can be found here:
 - <https://www.slocounty.ca.gov/Departments/Social-Services/Workforce-Development-Board/Forms-Documents/2023-San-Luis-Obispo-County-State-of-the-Workforce.pdf>
- Formation of Committees and Review/Update of Strategic Action Plans:
 - #1 – Recruitment & Retention:
 - Madisyn (CHCCC): CHC requires dental assistants to be certified (can only accept the graduates from the Allan Hancock program); nothing available in North County (Templeton); hire DA1, DA2 (RDAs), but struggle to hire due to the requirements. Can they change the requirements and take people working toward RDA? Learning about what other FQHCs have implemented and what they are doing (creating their own internal training program?).
 - See updated Strategic Action Plan.
 - #2: Healthcare Career Pathways:
 - Worked on their plan.
 - Marcia Scott: Currently we have a local pathway from LVN to BSN. Need a master’s level program in nursing, doctorate pathway, and a connection to a Nurse Practitioner (NP) program.
 - Aydin Nazmi: Cal Poly is interested in developing healthcare portfolio. Currently offering undergrad nutrition, psychology, biomedical engineering, etc. CSU can now offer Doctorate in Public Health, in addition to OT, PT.
 - Oscar Ramos: We have to prepare instructors to teach in the programs because it is difficult to flesh out the programs without instructors. Need to think about the entire ecosystem of how we build and train individuals for all of these programs.

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Meeting Discussion Results (continued)

- Terrance Harris: The challenge is the infrastructure that it takes to meet the clear need with a sustainable program. The campus would have a hard time building this on its own. Cal Poly is interested in being part of the solution. Difference between a nursing program vs a public health program (cost of instruction, cost of delivery, staff available to teach it) and starting up new programs that don't exist...physical space, lab space, cost of delivering that program....this is the challenge in doing something more grand than being engaged in allied health programs.
 - Dawn Boulanger: When talking to Cuesta, we need to look at the numbers of people needed. When looking at workforce data, need to consider the longevity tied to the demand in each occupation. If we are talking about creating a program for 50 people/year, but the industry need is met within 2 years, the program is not sustainable for the cost of development.
- #3: Funding & Advocacy:
 - See updated Strategic Action Plan.