

**SLO Healthcare Workforce Partnership  
Partnership Meeting  
April 11, 2024**

Recorded meeting via zoom. 21 participants

**Attendees:** Beth Johnson (Cuesta), Heather Tucker (Cuesta), Tony Girolo (WDB), Matt Briskin (The Chartis Group), Madisyn Masatani (CHC), Eric Sauers (AT Still), Alexandra Chamberlain (Tolosa), Terrance Harris (Cal Poly), Lady Freire (Uplift), Jeannie Fantasia (Adelade), Frank Warren (Behavioral Health), Aydin Nazmi (Cal Poly), Dawn Boulanger (WDB), Jeff Oxendine (HCC), Angel Lopez (Promotores), Carolyn Deily (Dental Business Coach), Jessica Peckham (NP)

**Speakers & Facilitator:** Elizabeth Merson (PH), Claire Hermann (PH), Sophie Glazebrook (PH), Becca Carsel (The Carsel Group, Program Evaluator), Susan McGraw (Partnership Coordinator)

**Discussion Results:**

- **Partnership Evaluation Survey Results:** Speaker #1 - Becca Carsel (see SLOHealthcareWorkforce.org, Partnership Meetings 2024, 4/11/24 for slides)
  - Q&A: none
- **Community Health Improvement Plan (CHIP):** Speakers #2 #3 - Elizabeth Merson & Claire Hermann, Public Health (See SLOHealthcareWorkforce.org, Partnership Meetings 2024, 4/11/24 for slides)
  - SLO Health Counts: Collaborative with many organizations representing various disciplines. SLOHealthCounts.org.
  - Shared Community Health Improvement Plan (CHIP) overlaps with the work of this Partnership. The Plan is completed every 5 years, prioritizes the health issues of the community, and relies on the work of multiple organizations in various disciplines.
  - 3 Priorities: Healthy Neighborhoods, Access to Care, Mental Health & Substance Abuse (<https://www.slohealthcounts.org/who-we-are>)
  - The Community Health Assessment can be found here: <https://www.slohealthcounts.org/introduction>
  - Access to Care Plan:
    - Goal 1: Recruit and retain providers to the Central Coast (the Partnership will be responsible for implementing the plans to address this goal).
      - Objective 1: Develop local pipelines and training programs for physical, behavioral, and oral health.
    - Goal 2: Expand services in remote areas and hard to reach populations (not directly related to the work of the Partnership).
  - Q&A: Susan provided history on the background of the Partnership's operational funding from ARPA, which was provided in order for the Partnership to address "Access to Care" tactics outlined in the CHIP. In addition to linking the health workforce and pipeline work to access to care, it could also be linked to the behavioral health and building healthy community goals.
  - **ACTION:** There was consensus from the Partnership members that the Partnership should be listed in the CHIP as the responsible party for the workforce development "Access to Care" tactics.

**SLO Healthcare Workforce Partnership  
Partnership Meeting, April 11, 2024 (continued)**

- **Healthcare Organization Critical Occupational Needs Questionnaire Revisions:**
  - Changes to Retention Q8:
    - Add: cost of living and housing as a factor...
    - Lack of advancement within the organization (delete outside of the county)
    - 2 questions: Are you leaving because of employer related issues vs. leaving because cost of living?
      - Ability to move up
      - Better salaries
      - Job issues
      - Burn out
      - Level of pay vs. cost of living
  - Changes to Recruitment Q11:
    - No place to get the education locally.
    - Add: All of the above
    - Pay ratio to cost of living
    - Asking whether local organizations can't compete with other local organizations (pouching each others' employees?); competition
    - Add benefits, retirement, matching salary from out of county or other facilities within the county.
    - Add facilities/infrastructure (can't get employees due to facility limitations).
  - Changes to Critical Occupational Needs Q15 & 16:
    - Different language on job titles
    - The more detail the better (i.e., years of experience, degrees required, etc.)
    - Add a field with drop down on the number of positions required
    - Address diversity....can't get an applicant pool with a diverse representation.
  - Outreach to local healthcare organizations: Reach out to representative from Adventist Health who can complete the survey. They are proactive about education and residencies.
    - **ACTION:** Aydin Nazmi is on the Governing Board of Sierra Vista, which is now Adventist. He will provide Susan with a name to direct the survey to and to request that someone join the Partnership.
- **Funding Opportunities Searchable Database on SLOHealthcareWorkforce.org:**
  - Should we limit the opportunities to specifically workforce development vs. broader opportunities? We should definitely include facilities because that has been the limiting factor in some instances in increasing the workforce (i.e., infrastructure can facilitate getting actual workers into that structure).
  - **ACTION:** Go broad now and we can narrow the focus later, if needed.
- **Committee Reports:**
  - **Committee #1 - Recruitment & Retention:** Provided an overview of their revised Action Plan. No other suggestions from the Partnership members.
  - **Committee #2 - Healthcare Career Pathways:** Broken into subcommittees with 4 specific objectives. Working on explicit short and middle term items.
  - **Committee #3 - Funding & Advocacy:** Added a couple of new members, Citlaly Santos (CenCal Health), Tom Buckley (Aspire Counseling Services)