

SLO Healthcare Workforce Partnership
Committee #1: Recruitment & Retention
March 28, 2024

Attendees: Tony Girolo (WDB), Patty Herrera (Dignity Health/Common Spirit), Barb Morrow (Oral Health/PH), Clara Ramirez (Dignity Health/Common Spirit), Frank Warren (Behavioral Health), Dona Lopez (CenCal Health), Angel, Susan McGraw (SLO Healthcare Workforce Coordinator)

- Feedback on Questionnaire for Partnership Healthcare Organizations:
 - Recruitment Question 6:
 - Be more specific.
 - Consider splitting this into more than 1 question.
 - The 5 to 10 year projection vs. annual requirements might be confusing (i.e., “How many of x title?”)
 - Q6, 2). “Will the projected number of needed positions change over the next 5 to 10 years for your organization?” What an organization might have projected for 2025 might look different for 2026.
 - We don’t know what healthcare will be like in 5 to 10 years because everything is always changing. Focus on what is needed in the moment.
 - Consider breaking #6 up between clinical and non-clinical occupations/job titles.
 - Note: Physician’s are part of a physician group (hospitalists), so they don’t hire them individually.
 - Consider 3 categories: Clinical, Non-clinical, Physician group
 - Retention questions:
 - Question 10: Be more specific...Are we asking any questions about why people are leaving/why employees do not stay? Non-profits having quick turn over? Poaching each other’s employees.
 - Add a question: Do they have a plan to address those specific issues they identified? Root cause analysis and solutions.
 - Ordering of the questions:
 - Put retention first. If there are some issues in the organization causing people to leave, creates the foundation for improving recruitment.
 - Recruitment strategy is result of the retention issues.
 - Senior leadership team: Are leadership staff bouncing from organization to organization? If so, who will address these issues?
 - Add question on size of organization at the beginning.
 - One organization: CEO has been with CHC for 40 years, but there will be a change in leadership over next 5 to 10 years which will have a significant impact.
 - Referral Questions: No changes needed.
 - Funding Opportunities Online Database Feedback:
 - Appreciate the work, which gives us a start. No changes needed.
 - When we reconvene next, highlight what is new (2-minute overview).
- Should we consider reaching out to the local vocation schools that provide training in health-related fields (i.e., San Joaquin Valley, CET in Santa Maria, etc.)?