

**SLO Healthcare Workforce Partnership
Committee #1: Recruitment & Retention
February 29, 2024 Meeting**

Attendees:

Committee Members: Tony Girolo (WDB), Madisyn Masatani (CHC), Barb Morrow (Public Health/Oral Health, Jessica Rojas-Kalian (CHC, Psychiatry Nurse Coordinator, focuses on retainment of staff), Dona Lopez (CenCal Health, managing the network/seeing gaps with specialties and ensuring providers), Frank Warren (SLO Behavioral Health), Angel Lopez (Promotores), Clara Ramirez (HR, French Hospital/Dignity/Common Spirit; recruit and retain staff)

SLO Healthcare Workforce Partnership Coordinator: Susan McGraw

Discussion Results:

• **Action Plan Update:**

- Contacting HR Representatives of healthcare organizations (via Survey or Interviews):
 - Need to contact individual dental offices, because no HR person in small practices. Medi-Cal dental is primary focus.
 - Contacts for HR for County of SLO:
 - Health Agency HR: Katie Youngdale, kyoungdale@co.slo.ca.us;
 - Frank Stapleton, Behavioral Health, fstapleton@co.slo.ca.us
- Each tactic seems to be a really big commitment for example Goal #1, Tactic #2: Who will implement this? What is a realistic next step?
 - We should focus more on how to make recommendations to employers on ways they could implement these tactics. For example, a plan could be a recommendation based on best practices that have been researched and identified to support organizations in implementing financial incentives into their structure.
 - Need to break them down to specific steps for implementation.

• **More detail for the Action Plan:**

- Goal 1, Tactic 1: Gap analysis on positions needed/critical: Conduct a market assessment of local healthcare positions (number and type of positions needed).
 - French Hospital needs: radiology techs, ultrasound stenographers, nursing
 - Assess the gap between providers/support staff vs. population
- Goal 1, Tactic 2: Identify strategies to ensure salaries are competitive with comparable positions in the Central Coast region (to provide the data to support step #3).
 - Fund someone with a grant?
 - WDB: has some access to this type of info.
 - How to assess whether salaries are increased to support the increases in cost of living in SLO County?
- Goal 1, Tactic 3: Create a plan to offer larger scale financial incentives to support new hires in making a long-term commitment to local healthcare employers.
 - Research what other counties have done to implement this (local or national best practices). Data-based evidence of success (recruitment & retention after implemented).
 - Develop recommendations to provide to local providers to encourage them to implement the strategies.

- Set up presentations for providers or individually target organizations. (dental more individual practices; primarily salaries are the focus; Tolosa 85% to 90% competitive salaries to private practices, along with benefits)
- Are we looking creatively at other strategies for both recruitment & retention (i.e., flex scheduling to offset childcare? benefits? signing package? housing? employee engagement? behavioral health, licensing/supervision? what employee wants, needs?
 - Interview employees who recently relocated to assess their experience?
 - For private practices/smaller practices, salary alone isn't enough.
- There are local jobs available, but not affordable housing for prospective employees. Someone can come on board but the reality of the cost of living hits and they leave. Need other affordable housing for people coming into the market and staying.
 - Kaiser in LA is building housing for staff moving to the area.
- Will this be helpful to orgs? It will likely validate what they suspect.