

SLO Healthcare Workforce Partnership Partnership Meeting, January 25, 2024 Discussion Results

Attendees:

- Public Health: Michelle Shoresman
- CHC: Madisyn Masatini
- Promotores/CFS: Fernanda Lucas, Lisa Fraser
- Tolosa Children's Dental: Alexandra Chamberlain
- SLO County Office of Education/SLO Partners: Jennifer Clayton
- Cuesta College: Beth Johnson, Heather Tucker
- Cal Poly: Aydin Nazmi, Terrance Harris
- Workforce Development Board: Dawn Boulanger
- UPLIFT Central Coast: Lady Freire
- SLO Healthcare Workforce Partnership: Susan McGraw (Coordinator), Becca Carsel (Program Evaluator)

Discussion Results:

- **Hayley Mears (Santa Cruz County Health Workforce Council): Guest Speaker**
 - **Funding:**
 - Initially funded by County Workforce Development Board (contracted 2021 to 2023); then received funding from the CA Workforce Development Board High Road Training Partnerships, Resilient Workforce Program (2023 to 2026) which funds her FT position in Workforce Development and 0.25 FTE Program Coordinator to convene the Council and manage program deliverables.
 - The SLO Healthcare Workforce Partnership may want to explore potential funding through the High Road Training Partnership, which has a healthcare focus.
 - Golden State Pathways Program: County Office of Education received funding through CA Community Economic Resilience Fund (CERF; now called CA Jobs First. They support programs from Santa Cruz to Ventura and have identified 3 industry sectors including healthcare. REACH/Uplift Central Coast is the local CERF/CA Jobs First organization.
 - CA Community Colleges has an apprenticeship initiative and some of their workgroups received funding from this group.
 - **Organizational Structure of the Council:** Santa Cruz formed 7 work groups, one for each healthcare pathway determined to be in high demand (e.g., behavioral health, health social workers, nurses, medical assistants, primary care, pediatric physicians, surgical techs.). The work groups meet monthly.
 - **Pipeline Development Success Stories:**
 - CA Apprenticeship Planning grant: County Office of Education & Dientes Community Dental Care were awarded a planning grant to apply for a Registered Dental Assistant (RDA) apprenticeship. They applied for an implementation grant (will know if awarded in Feb). If so, award supports a 9-month Dental Assistant Apprenticeship Program. The Workforce Development Board (WDB) will subsidize wages during the apprenticeship program. They began the process in 2022 and already have the program ready to go.
 - **Training Programs:**
 - Cabrillo College CHW registered apprenticeship: Received planning grant for apprenticeship program. Also applying for implementation grant (Feb award?)
 - WASC Adult Education Home Health Aide Program: Collaborated with Adult Education and Hospice of SC County who worked together to identify instructor and curriculum (launched last fall).
 - Morehouse School of Medicine Dominican Hospital: Supported the establishment of a Family Medicine Residency program

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- **Youth outreach:** “Grow your own”
 - Partnered with “Your Future is Our Business,” which creates career panels/fairs for local high schools. Hosted Health Career Expo, November 2023 at Cabrillo College with 25 healthcare employers and 125 students.
 - Looking for funding to support the development of a Behavioral Health Course within the High School Career Technical Education (CTE) Program. Identified the school and curriculum.
 - Received an HCAI Health Professions Pathway Program grant and partnered with Cal State to fund 15 summer intern stipends for 5 years in healthcare internships. Employers have committed to hosting interns.
 - Surgical Tech: The closest program is in San Francisco, which is too far for students to commute. Working on ways to develop pipelines and are partnering with “Future of Health” and 4 Community Colleges in Santa Cruz/Monterey Bay region.
 - **Recruitment and retention:**
 - Currently launching a Medical Assistant survey and plan to use the results to approach local leaders about barriers to employment.
 - Nurses: Their research supported the fact that the focus needs to be on retention. They worked with “1440 Multiversity Health” to sponsor a 3-day retreat for nurses, “Our Healthcare Heroes Retreat,” (50 nurses funded by Kaiser Foundation), offered in August 2023.
 - Recognition: Public proclamations for National Nurses and CHW weeks at BOS meetings
 - Retain: Implementing Schwartz Rounds at Dominican Hospital (healing process for staff in the hospital setting).
 - **Next steps:** There may be opportunities to collaborate on strategies that support healthcare workforce development through the Central Coast.
 - **Audience Comments:**
 - Lady Freire: Local Central Coast CERF funding (now CA Job First) is provided by REACH. They are currently doing research and planning to fund Central Coast projects (Santa Cruz to Ventura). The focus is primarily on jobs creation. Now looking at strategies to fund projects. Funds will be available in August. They are not sure what types of projects will be funded. Healthcare is one of the issues that they see is more affected by the CA economy.
 - Jennifer Clayton: SLOCOE is hosting the first Dental Assistant Bootcamp beginning 2/1 with 35 participants. After completion of the bootcamp, participants will be placed in apprenticeships across the county.
 - **Reference Information:** See below for links to reference information provided by Hayley Mears
- **Partnership Survey:** A short survey was provided to all attendees to provide feedback to support ongoing evaluation of the Partnership. Here is the link for those who were unable to join us for this meeting: <https://www.surveymonkey.com/r/SLOHealthWorkforce>
 - **Formation of Committees:**
 - **Committee Agreement:** An overview of the Committee Agreement was provided (see documents linked to the “For Members” page of SLOHealthcareWorkforce.org for the 1/25/24 meeting).
 - **Committee Break Out Sessions:**
 - #1 Recruitment and Retention
 - #2 Healthcare Career Pathways
 - #3 Funding & Advocacy
 - **Debrief of Committee Break Out Sessions:**
 - **#1 Recruitment & Retention:** Didn’t make any changes or identify team leader yet because the group was small. Created a list of people who should be invited to this Committee.

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- **#2 Healthcare Career Pathways:** It was suggested that Aydin Nazmi and Oscar Ramos could serve as Co-Leads for this Committee. They created a list of potential new members who should be invited to the Committee. In addition to broad-based representation from institutions, it was suggested that traditional and non-traditional students be invited to have their voice in the pathway discussions.
- **#3 Funding & Advocacy:** Didn't select a leader yet due to small group size. Created a robust list of people that should be invited to participate including: First 5, Central Coast Medical Association, the Community Foundation, CHC. Made a few updates to the Strategic Action Plan by adding timelines on the advocacy tactics. The first priority is to do research on funding source, create a central repository of grant opportunities (name of source, summary, deadlines/important dates, etc.).

Reference Information Provided by Hayley Mears, Santa Cruz County Health Workforce Council:

- Hayley Mears: hmears@hipscc.org
- CA Workforce Development Board High Road Training Program RWP: <https://cwdb.ca.gov/hrtp-rwp/>
- Healthcare Overview: https://cwdb.ca.gov/wp-content/uploads/sites/43/2023/01/HRTP-Healthcare-Overview-Final_ACCESSIBLE.pdf
- Golden State Pathways Program: <https://www.cde.ca.gov/ci/gc/hs/gspg.asp>
- California's Community Economic Resilience Fund (CERF): <https://santacruzcoe.org/k-16-education-collaborative-awarded-18-1-million-grant/>
- California Community Colleges California Apprenticeship Initiative (CAI) New & Innovative Pre-Apprenticeship and Apprenticeship Grant Programs (N&I): <https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/Workforce-and-Economic-Development/apprenticeship/ca-apprenticeship-initiative>
- Cabrillo College: <https://www.cabrillo.edu/community-health-worker/>
- WASC Adult Education: <https://www.wascae.edu/Programs/HEALTH-CARE/index.html>
- MSOM: <https://www.dignityhealth.org/bayarea/locations/dominican/about-us/family-medicine-residency-program>
- YFIOB: <https://yfiob.org/>
- Developing pipeline with Futuro Health: <https://futurohealth.org/BACCC>
- Sub-Regional Director Santa Cruz-Monterey: <https://baccc.net/>
- Healing Our Healthcare Heroes: <https://www.1440.org/experience-1440/philanthropic-programs/healing-our-healthcare-heroes>
- Schwartz-rounds: <https://www.theschwartzcenter.org/programs/schwartz-rounds/>
- This is the latest press release from our county on CEFF: California's Community Economic Resilience Fund (CERF): <https://santacruzcoe.org/k-16-education-collaborative-awarded-18-1-million-grant/California-Community-Colleges>