

**SLO Healthcare Workforce Partnership  
Committee #1: Recruitment & Retention  
April 25, 2024 Meeting**

**Attendees:** Madisyn Masatani (CHC), Patty Herrera (Dignity/Common Spirit), Jeannie Fantasia (Aledade), Tony Girolo (WDB), Dona Lopez (CenCal Health), Barb Morrow (Oral Health), Frank Warren (Behavioral Health), Angel Lopez (Promotores), Matt Briskin (The Chartis Group), Jessica Rojas (CHC), Susan McGraw (SLO Healthcare Workforce Partnership)

**Discussion Results:**

- Revised Action Plan (combined 2 Goals into 1 “Recruitment & Retention Goal”):
  - Flows nicely now with more clarity on what we are doing and how we will approach it. Likes the linkage to the HS career exploration strategies.
  - Dona: link to Santa Cruz wellness program.
- Healthcare Organization Questionnaire Revisions:
  - Occupational needs:
    - Getting as specific as possible regarding the job title and occupations is important to get a clear understanding of the needs.
      - This is a good start. We will get a better understanding of how to move forward as we collect data and go deeper into the key stakeholder interviews.
    - Make the fields narrower for occupation needs so the respondent does not have to scroll from side to side.
    - Now it will be much easier with the multiple-choice answers and drop down menus.
    - More than one person could be responding from each agency. We need to be careful about how we review the responses.
    - Add state level licensing as a barrier for people moving into the state and needing a license.
- Data on salary comparisons for various occupations: Tony Girolo provided an overview and demonstration of 3 different approaches to easily search for comparative salary information on a specific occupation.
  - One is a public site through the EDD:  
<https://labormarketinfo.edd.ca.gov/cgi/dataanalysis/AreaSelection.asp?tableName=oeswage>
  - The second is a subscription-based site used by the WDB.
  - The Committee was pleased to see that we can easily compare salary information for a specific occupation to other regions in CA.
  - Due to the large number of potential occupations of interest to the Committees, it was determined that we should wait until we receive the information from the Healthcare Questionnaire indicated the top 5 critically needed occupations and then research the competitive salary information for those.
- Next steps:
  - Review the responses to the Healthcare Questionnaire.
  - Research the competitive salary information for the top critical occupational needs that are identified.
  - Determine how the best practice research can address the issues identified in the Questionnaire.
  - Determine the format of how this information can best be provided to the healthcare organizations in the community.