

**SLO Healthcare Workforce Partnership**  
**May 9, 2024 Meeting via Zoom**  
**Discussion Results**

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**Attendees:** Maria Garcia (CHC), Tom Buckley (Aspire Counseling), Alexandra Chamberlain (Tolosa Dental), Tony Girolo (WDB), Dawn Boulanger (WDB), Barb Morrow (Oral Health), Fernanda Lucas (Promotores), Heather Tucker (Cuesta College), Michelle Shoresman (Public Health), Madisyn Masantani (CHC), Aydin Nazmi (Cal Poly), Jennifer Clayton (SLO Partners, SLO COE), Jeannie Fantasia (Aledade), Frank Warren (Behavioral Health), Angel Lopez (Promotores), Jessica Rojas (CHC)

**Coordinator:** Susan McGraw

**Discussion Results:**

- ***Final Healthcare Organization Questionnaire*** ([see handout](#)):
  - No additional suggestions.
- ***Health Professional Shortage Areas (HPSAs)*** ([see meeting slides](#)):
  - The presentation slides from the spring statewide conference have been uploaded to the “Research” page on SLOHealthcareWorkforce.org.
  - A meeting is being scheduled with a state expert from HCAI to clarify the healthcare shortage concerns for SLO County.
- ***Fall Community Engagement Forum Planning:***
  - [See agenda](#) for the previous Forum that was held in October 2019.
  - Who should be invited?
    - Who attended last time? Open to the public. Invitations were tailored to the groups that are represented in the current partnership, plus Heal SLO Coalition (now SLO Health Counts), First 5, Chamber Business & Finance, Community Foundation
    - Include more healthcare providers? Smaller organizations?
  - Agenda:
    - Combine topics of interest to the partnership members and the community as well.
    - Local doctors to attend to speak to the challenges they are experiencing day in and day out. Opportunity for them to attend.....that would drive the date/time.
    - CCMA: good mailing list of all the physicians around.
    - Share information on the committees....recruitment strategies they can use.
    - Panelists (from the area or outside the areas....best practices that are evidence-based) and some members of the Partnership present information and the work being done.
    - Data: people seem to be interested in the data being collected.
    - Networking reception.
  - Food/Refreshments: We have a small budget to pay for food/refreshments. Could we find sponsors for a reception, which was the format used in 2019?

- Potential Topics:
  - Health Professional Shortage Areas (HPSA)
  - Committee report outs/data; panel....creating an integrated healthcare workforce ecosystem. Understand everyone's role. No one can do this individually. Balance between presenting explicit items plus wholistic picture that everyone is involved and can participate. Adds momentum to "call to action" or "call to commitment".
  - Exhibit work that the partnership is doing.
  - Workforce focus.
  - Local politicians to help understand policy decisions.
  - Recruiters present from various healthcare organizations.
  - Employer success stories? Learn better from our peers? Hiring, upskilling successes.
  - Student success story: local student who is working in healthcare now who went through local pipeline.
- Physicians:
  - Plan further out as much as possible. Do it in the afternoon? Lunch time/extend lunch break. Jeannie just came back from conference and heard stories about the shortages they face and challenges.
- Ideas for speakers or success stories? Send them to me.
  - Friday afternoons good for clinicians?

**Committee Work:**

- #1 Recruitment & Retention: EDD salary information (public information). IQ site (WDB). Will post links on SLOHealthcareWorkforce.org.
- #2 Healthcare Career Pathways:
  - 4 action steps:
    - 1 best practices for workforce development (training and education)
    - Survey on employer needs
    - Sustainable approach to recruit and retain for current employees/professional development.
    - Implementing collaborative and sustainable pipelines (K-career). October conference (high school/trade schools).
  - Career Exploration program.
- #3 Funding & Advocacy:
  - No meeting in April.

**PARTNERSHIP ACTIONS:**

- Susan: Send out Healthcare Organization Questionnaire and analyze results.
- Susan: Continue researching Healthcare Professional Shortage Areas (HPSAs) and Medical Service Study Areas (MSSAs)
- Partnership & Committees: continue to plan for the Fall Community Engagement Forum