

## **SLO Healthcare Workforce Partnership**

### **Monthly Meeting**

**January 9, 2025**

#### **Attendees:**

**Members:** Heather Tucker (Cuesta College), Alexandra Chamberlain (Tolosa Children's Dental Center), Jean Raymond (SLO Health Counts), Bob Redlo (Healthcare Workforce Consultant), Jessica Rojas (CHC), Adam Butler (CenCal Health), Lisa Fraser (CFS/Promotores), Michelle Shoresman (Public Health), Sally Rogow (CAPSLO), Madisyn Masatani (CHC), Jennifer Clayton (SLO Partnership/SLOCOE), Patty Herrera (Dignity Health), Frank Warren (Behavioral Health), Gisela Taboada (CHC), Aydin Nazmi (Cal Poly & SLO Health Counts), Hugo Castenada (Behavioral Health Agency), Matt Briskin (The Chartis Group), Gary Obreque (Adventist Health), Elias Guzman (CHC), Angel Lopez (Promotores), Dawn Boulanger (WDB), Jeff Oxendine (HCC), Kristi Weddige (Cal Poly), Marie Avila (Dignity Health), Susan McGraw (Partnership Coordinator)

**Guests:** Sophie Glazebrook (Public Health), Joyce Tseng (Public Health), Sarahi Garcia (Public Health), Jana Hiraga (HCC)

#### **Discussion Results:**

- **Introductions:** New and returning members
- **Meeting Schedule for 2025:** Continue the same schedule as 2024 with monthly Partnership and Committee meetings.
- **UPLIFT Grant Submission overview:** See meeting slides for more detail.
- **Summer Internship Pilot Status** (Jeff Oxendine and Jana Hiraga from HCC):
  - **Student Applicants:**
    - There have been 47 applicants so far (30 from Cal Poly; none from Cuesta or Hancock).
    - The goal is to have 25 interns for the summer 2025 program. This will be a cohort of local students that will go through a planned curriculum with community building, professional leadership development, health equity, along with the healthcare onsite internship.
    - Interest/educational focus for college students: pre-med, pre-nursing, pre-Physician Assistant, public health, health administration, behavioral health, etc.
    - To strengthen the applicant pool, HCC will provide a link to the open application online form to share with college students and recent graduates (primarily students from underrepresented backgrounds).

- **Organizational Hosts:** Jeff and Jana are talking with Partnership member organizations to gain commitment on hosting interns. We definitely need more organizations to meet our goal of 25 student interns for 2025. Any interested healthcare organizations should contact Jeff right away.
- **Funding:** Some organizations cannot afford to pay the stipends for the students. HCC has some money from the Cal Health Foundation to provide stipends. In addition, they are talking to CenCal Health, since health plans in other areas often provide funding support. Other organizations can also provide funding even if they don't have a healthcare internship opportunity available.
- **Deadline:** We need have commitments from healthcare employers confirmed over the next month to have a robust program.
- **Committee Update:**
  - **Recruitment & Retention:** The Committee will be refreshing their Strategic Action Plan for 2025/26. They will be reviewing the information related to recruitment and retention challenges and local best practices that was received from the Healthcare Organization Survey (done in spring 2024) and the feedback from the participants at the SLO Healthcare Workforce Forum (held on October 30, 2024) to determine how to support local healthcare employers addressing these challenges.
  - **Healthcare Career Pathway:**
    - To refresh their Strategic Plan, the Committee will be supporting the implementation of the summer internship program and implementing a career exploration fair in 2025. In addition, the Committee will be using the Top 9 Critical Occupational Needs Information and the Career Pathway Map to determine which occupations to target for training program or career pathway development.
    - The Committee should consider adding Allan Hancock to the Healthcare Career Pathway map (Dawn Boulanger can provide this information).
  - **Funding & Advocacy:**
    - New members: Sara Clair (Adventist Health), Elias Guzman (CHC)
    - Continuing members: Adam Butler (CenCal Health), Lisa Fraser (CFS/Promotores), Jessica Peckham (DNP, North County), Michelle Shoresman (PH, Committee Leader)
    - At their November meeting, the Committee discussed: 1) the impact of potential funding changes at the federal and state level (i.e., reductions in healthcare workforce initiatives, such as loan forgiveness, scholarship programs, occupational/career pathway development, etc.). 2) Potential areas for advocacy such as housing development/opportunities, tax credits for healthcare employees, etc.