

**SLO Healthcare Workforce Partnership
Health Career Pathways Committee
April 18, 2024**

Attendees:

- **Co-Leads:** Aydin Nazmi (Cal Poly), Oscar Ramos (Cuesta)
- **Members:** Eric Sauers (AT Still), Heather Tucker (Cuesta), Jennifer Clayton (SLO Partners/SLO COE), Beth Johnson (Cuesta), Terrance Harris (Cal Poly), Jeff Oxendine (HCC)
- **SLO Healthcare Workforce Coordinator:** Susan McGraw (Consultant)

Discussion Results:

- Aydin Nazmi is working to identify a representative from Sierra Vista who might be interested in joining the Partnership/Committee to replace Bridgette Bateman. Ideally, this would be the individual for us to ask to complete the Healthcare Organization Questionnaire. The person who is replacing Bridgette on an interim basis is Heather White.
- Susan McGraw provided a review of the updated information to be included in the Questionnaire and received suggestions on continued enhancements, which included:
 - Adding the title of respondent at the beginning.
 - Ensuring that respondents can check all that apply on relevant questions.
 - On the Critical Occupational Needs questions, consider ways to organize the occupations on the drop down menus.
 - Ensure that the Questionnaire will allow more than one person per institution to fill it out.
 - Be careful to ensure that the estimated time to complete the questionnaire does not go much beyond 10 to 15 minutes or people will be reluctant to fill it out.
 - Set it to be open to anyone with the link.
- Discussion on the healthcare employment data shared by REACH/Uplift at the recent healthcare roundtable:
 - Can we get more information on the source of the data?
 - Can they provide data from all 6 counties?
 - Can we select specific, relevant occupations from this data and add to the drop-down menus on the Critical Occupational Needs questions in the Questionnaire?
- Updates to the Strategic Action Plan:
 - Tactic 1:
 - A. The survey is being developed to address this item.
 - B. K-12 education to help counselors understand how to help students; provide information on career paths for phlebotomist, psych tech, etc. There are employers (for example, Compass Health) that have received grants to educate people for specific jobs in the county that do not require previous education or training (such as for CNA jobs).
 - Learn more about SLO Partner's county-wide educational/training initiative.

- There could be a couple of initiatives to explore career pathways in elementary, middle schools, high schools, higher education to careers. How are we building out the different levels to allocate resources to the different areas and the importance for each level? How do we pull together a centralized approach to encompass all of the elements?
- CA Health Professions Consortium (CHPC): The Partnership is now a member of this organization, which can provide best practices on other approaches being used by collaborative partnerships around the state.
- We also have information from other initiatives included were included the planning process for ecosystem approaches to the framework.
- The Partnership needs to focus on a few small, fast wins.
 - HCAI: \$25,000 grant available in August for a career exploration program.
 - Have something ready for fall?
 - Other grant funding?
- Cal Poly: Offers career exploration programs that are not specific to healthcare.
 - Currently exploring opportunities and a pathway for Cal Poly to be more engaged in allied health to meet campus needs and community. Don't have something specific right now for healthcare, but do have a framework for how to engage in career exploration activities. Could potentially use a similar framework for healthcare.
 - Eric Sauers has reached out to Cal Poly to explore how AT Still could build a healthcare pipeline with them. AT Still's Dreamline Pathways came out of their Diversity and Inclusion program. Started in high schools, but are going to younger ages over time, to reach students in underrepresented groups. Have it on 2 other campuses and are just launching it locally. Received Community Foundation funding to support it.
- Oscar Ramos suggested that we consider doing something that is larger and more collaborative, since each educational institution and some healthcare organizations are doing individual programmatic things, but not necessarily focused specifically on healthcare career pathways. We could create a county-wide initiative to get young people about a healthcare career or a certain pathway. A fair? Expo?
- Terrance Harris shared that Cal Poly has outreach programs, which are a different strategy than direct pathway recruitment.
 - If there is interest in a summer bridge exploration camp, they have facilities in the summer that can be utilized.
 - Cal Poly would be interested in a partnership.

- A Central Coast initiative should be the focus since Santa Maria engagement is important and beneficial.
- Discussion/Ideas/Suggestion for Consideration from the Group:
 - As a starting point, we have to let people know about what is available to them now for in the fall.
 - Summer bridge exploration camp? Could we cultivate a partnership with local schools and Cal Poly (use dorms and classrooms?) to do mini-classes? Students just don't know what is available to them. Pathways for tech education, higher education and what it means long-term.
 - Cuesta College: This summer, they are offering First Aid, CPR training. 6-week sessions, 2 concurrently.
 - Poll the resources to find out what is already going on and look for available funding to start a program now.
 - Dental, veterinary science, healthcare pathways that are not yet defined. So many resources, just need to organize them.
 - Campus visits. Cuesta, AT Still, Southern Monterey County. Pull in educational partners that want to be involved.
 - What does a potential program look like?
 - One-time event? Overnight? Week-long? A cohort approach with a group of students visiting a different location each month for 2 to 3 hours?
 - What organizations want to be involved?
 - Start time: Plans for summer 2025 with intermediate events between now and then?
 - The Santa Maria Valley Leadership program provides a group tour to multiple healthcare entities over the course of one year for underrepresented HS students interested in healthcare. Could we incubate something on a smaller scale to avoid overnights at dorms and the liability associated with that? Instead bus the group around to get exposure to different things. For the interested organizations, one time per year, we will come visit your site and it is your opportunity to showcase and healthcare careers a couple of hours. How will you reach out to these students and get interested in these pathways?
- Next Steps: We need to follow up with potential partners to start the conversation about developing this.