

Strategic Action Plan for Committee #2:

Healthcare Career Pathways



Strategic Action Plan 2024 to 2026

Strategic Priority #2: Healthcare Career Pathways

Responsible Work Group:
Healthcare Career Pathway Committee

Success Metrics:

- Increase the number of pipeline programs for the most needed program areas by 10% by 2033.
- Increase the pipeline of potential health care professionals in the most needed employment areas by 10% by 2033.
- Structure and connect education programs and support services that enable students to advance over time to better jobs and higher levels of education and training
- NOTE: Creating a talent pipeline through career pathway programs of qualified individuals ready to fill needed health care jobs is a longer-term strategy to address or mitigate workforce shortages.

Goal #1 - Develop local pipelines & training programs for physical, behavioral, and oral health.

Tactics/Action Steps	Responsible Parties	Timeline		
		2024	2025	2026
<p>1. Utilize best practices as a guide for developing a healthcare workforce development framework with training and education opportunities.</p> <p>a. Gather/review evidence from other groups that align with our needs and goals.</p> <p>b. Increase community awareness (dispel myths) about careers in healthcare, higher education and vocational programs, and employment opportunities- for all people.</p>	Oscar Ramos, Beth Johnson,, Maria Garcia	X	X	
<p>2. Gather current data from businesses regarding their staffing challenges in physical, behavioral, and oral health (conduct gap analysis), identify occupational positions to prioritize, set realistic goals that can be met locally, and provide local training programs to support those roles, if appropriate.</p> <p>a. Decide how the Partnership can address all domains/levels of the healthcare workforce and target a smaller/particular group of professions through a triage model.</p> <p>b. Determine how creative incentives and training models may fill gaps.</p>	Dawn Boulanger, Susan M., Bridgette,	X triage	X	X

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Strategic Priority #2: Healthcare Career Pathways

Responsible Work Group:
Healthcare Career Pathway
Committee

Goal #1 - Develop local pipelines & training programs for physical, behavioral, and oral health (continued).

Tactics/Action Steps	Responsible Parties	Timeline		
		2024	2025	2026
<p>3. Create a sustainable approach to recruit and (re-)train local healthcare workforce employees by connecting them to professional development, training, and educational programs.</p> <p>a. Identify educational/training/professional development opportunities to build the capacity of support staff, including community support (CHW/P) and Enhanced Care Management roles.</p> <p>b. Explore innovative training partnerships to be offered in neighborhood locations, such as libraries and schools after hours.</p>	Alexandra Chamberlain, Susan McGraw,	X	X	X
<p>4. Build and implement collaborative, sustainable pipelines from K-career for healthcare pathways, with guaranteed training/employment options and livable wages for the prioritized occupational areas.</p> <p>a. Define what we mean by “healthcare pathway/pipeline.” Funnel approach starting among young people. Big picture outreach →directed recruitment.</p> <p>b. Develop a local “ecosystem” approach to foster local training, facilitate placements/internships, and identify employment opportunities that keep graduates employed in the community.</p> <p>c. Partner with Cal Poly, Cuesta, Allan Hancock, AT Still, and/or other educational organizations to expand existing and build new (guaranteed?) pathways for career development.</p> <p>d. Create summer bridge programs (between high school and community college) to enhance skill development in preparation for healthcare professions.</p>	Bridgette Bateman, Heather Tucker, Marcia Scott	X	X	X