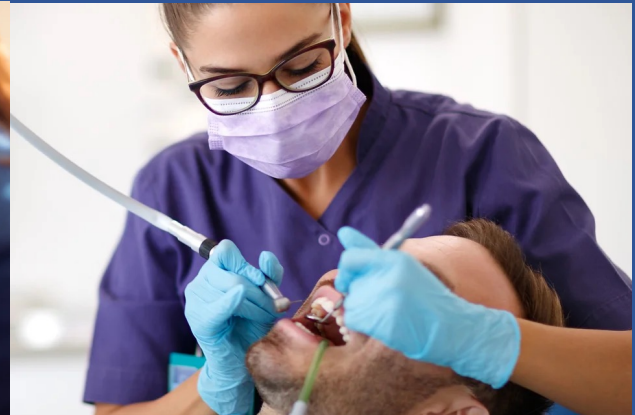


**SLO Healthcare Workforce
Partnership**

SLO County Healthcare Workforce Partnership

September 12, 2024

Meeting Slides



HCAI Career Exploration Grant Opportunity

- **Grant Details:**

- Open/Close Date: August 16 to October 16, 2024
- Total amount of available funding: \$200,000
- Total amount to be granted / awarded:
 - Career Exploration Fair/Workshop: \$12,000 to \$20,000 (min. 100 participants)
 - Hands-On Healthcare Experience: \$15,000 to \$25,000 (min. 50 participants)
- Approximate number of potential awardees: 10 to 15 organizations

- **Subcommittee Concerns:**

- Amount of funding to be awarded for each project is low.
- Competition for small number of grants likely to be high.
- Complex requirements related to Healthcare Professional Shortage Areas and educationally and economically underserved youth may make it difficult to compete.
- No funding to support use of existing staff.

- **Recommendation:** Focus on building a successful Career Fair for Oct. 30th and pilot of the HCC summer internship for 2024/25. Long-term: Determine the type of program that the Partnership wants to develop and seek funding for that.



Community Forum & Career Fair Planning

Date: Wednesday, October 30, 2024

Times: Forum (11:00am to 3:30pm); Career Fair (4:00pm to 6:00pm)

Location: Family Care Network, 1255 Kendall Road, San Luis Obispo

Invitees could include (target = 100 attendees?):

- HR representatives & other employees from healthcare organizations
- Healthcare practitioners (physical, behavioral, oral health)
- Chambers of Commerce (SLO Business & Economic Development Council)
- First 5, SLOCAP, and other community-based non-profits
- Legislative Leaders (local and state-level)
- General public



Community Forum Planning

Forum Overall Objectives:

- Share information on what the Partnership has learned since Fall 2023
- Engage the audience in interactive discussion about critical topics
- Solicit feedback/input to gain more clarity on the needs & potential solutions



Community Forum Planning

Opening Networking Lunch:

An interactive opportunity for attendees to meet multiple people and begin thinking about and discussing the healthcare workforce topics. ***Suggestions from last meeting:***

- Two options:
 - Mixed-industry groups (assigned in advance) to break down silos with 2 to 3 questions for discussion at each table OR...
 - Table topics (one topic per table with 2 to 3 questions on that topic and people select topic/table of interest)
- Background info sent in advance to help “define” the problem?
- Industry-specific groups for afternoon segments (action-oriented “working” sessions)

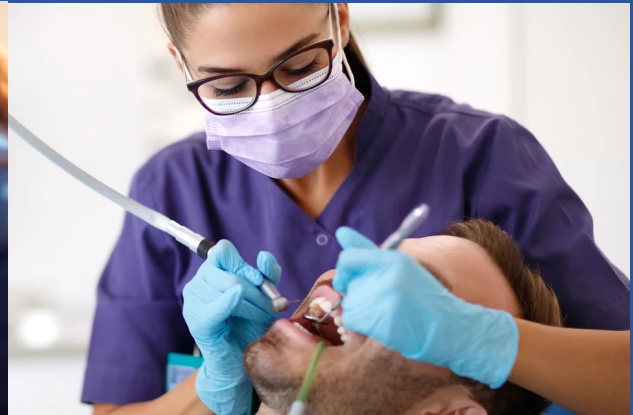


**SLO Healthcare Workforce
Partnership**

SLO County Healthcare Workforce Forum

October 30, 2024

SLOHealthcareWorkforce.org
Info@SLOHealthcareWorkforce.org



Community Forum Agenda – UPDATED 9/9/24

- 11:00am to 12:00pm Registration, Lunch, Networking Activity
- 12:00 to 12:10pm Welcome & Intros (Meet your Table colleagues)
- 12:10 to 12:45pm Overview of the Partnership & the “Problem”:
Highlights of the data and research including 10-year occupational trends, survey results, HPSA designations, etc.
- 12:45 to 1:30pm Funding & Advocacy Program: Panel with 2 to 3 panelists (federal, state, regional advocacy opportunities) and Q&A
- 1:30 to 1:45pm Break
- 1:45 to 2:30pm Recruitment & Retention Program (2 speakers & small group discussions; collect table responses)
- 2:30 to 2:45pm Break
- 2:45 to 3:15pm Healthcare Career Pathways Program
(SLO Healthcare Career Pathway infographic & discussion)
- 3:15 to 3:30pm Closing & Call to Action Forms

4:00 to 6:00pm
Career Exploration Program for Youth/Young Adults

38 Partnership Members

Specialty Area	Name	Organization
Public Health	Dr. Penny Borenstein	County of SLO, Dept. of Public Health
	Michelle Shoresman	County of SLO, Dept. of Public Health
Physical Health	Julie Fogelson	Dignity Health, Common Spirit
	Jordan Turetsky	CenCal Health
	Gilesa Taboada	CenCal Health
	Adam Butler	CenCal Health
	Maria Garcia	Community Health Centers of Central Coast (CHCCC)
	Jessica Rojas Kalian	Community Health Centers of Central Coast (CHCCC)
	Madisyn Masatani	Community Health Centers of Central Coast (CHCCC)
	Patrick Woolpert	Compass Health
	Jessica Peckham	Nurse Practitioner, North County
Behavioral Health	Frank Warren	County of SLO, Dept. of Behavioral Health
	Kristen Alexander	Transitions Mental Health Association (TMHA)
	Thomas Buckley	Aspire Counseling Services
	Magdalena Serrano	Community Health Centers of Central Coast (CHCCC)
Oral Health	Barb Morrow	County of SLO, Dept. of Public Health/Oral Health
	Alexandra Chamberlain	Tolosa Children's Dental Center
	Carolyn Deily	Dental Business Consultant
Community Health Workers/ Promotores	Lisa Fraser	Center for Community Strengthening (CFS)
	Angel Lopez	Promotores Collaborative of SLO
	Fernanda Lucas	Promotores Collaborative of SLO
	Patty Herrera	Dignity Health-Central Coast, CHW Prog.



38 Partnership Members

Specialty Area	Name	Organization
Education & Training	Terrance Leshae Harris	California Polytechnic State Univ., SLO
	Tina Hadaway-Mellis	California Polytechnic State Univ., SLO
	Aydin Nazmi	California Polytechnic State Univ., SLO
	Oscar Ramos, Ed.D	Cuesta College
	Beth Johnson, RN, MSN	Cuesta College
	Heather Tucker	Cuesta College
	Cherie Moore	Cuesta College
	Michael Specchierla	Innovations of SLO County Office of Education
	Jennifer Clayton	SLO Cty. Office of Education & SLO Partners
	Paul Piette	SLO Cty. Office of Education & SLOS Partners
	Jeff Oxendine	Health Career Connections (HCC)
Eric Sauers	A.T. Still University	
Workforce Development & Economic Development	Dawn Boulanger	Workforce Development Board (WDB)
	Jeannie Keeling Fantasia	Aledade
	Matt Briskin	The Chartis Group
	Bob Redlo	Bay Area Healthcare Workforce Development
Partnership Coordinator	Susan McGraw	Consultant



Partnership Background

- **2019:** Community Forum with 100+ attendees
- **Spring/Summer 2023:** Key stakeholder interviews, labor market trends, and national best practices.
- **September 28, 2023:** Partnership Launched.
 - **Members:** 28 individuals from 18 organizations
 - **Focus:** Physical, behavioral, and oral healthcare; education and training; workforce development; economic development.
 - **Lead Agency:** San Luis Obispo Public Health
- **Fall 2023:** Planning Phase
- **Jan. 2024 to Dec. 2026:** Strategic Action Plan Implementation



Purpose & Goals of the Partnership

- **Purpose:** To strengthen and diversify the workforce in physical, behavioral, and oral health in San Luis Obispo County.
- **Goals:**
 - Mitigate the critical shortage of health care workers.
 - Develop provider incentive/retention programs.
 - Create new healthcare career and educational pathways.
 - Identify funding opportunities.
 - Engage individuals underrepresented in healthcare education programs and professions.



3 Working Committees



Recruitment &
Retention



Healthcare
Career Pathways



Funding &
Advocacy



[Home](#)

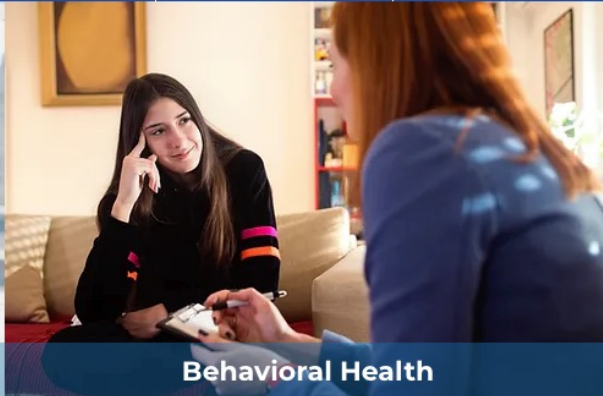
[Research](#)

[For Members](#)

[Contact](#)



Physical Health



Behavioral Health



Oral Health

SLO Healthcare Workforce Partnership

The SLO Healthcare Workforce Partnership was launched in September 2023 to address the critical shortage of healthcare professionals in physical, behavioral, and oral health in San Luis Obispo County. This collaborative Partnership is composed of 18 organizations representing healthcare, education, and workforce development. The County of San Luis Obispo, Department of Public Health, is serving as the lead agency to support the launch of the Partnership, with funding provided by the American Rescue Plan Act (ARPA) through 2026.

SLOHealthcareWorkforce.org

The logo for the SLO Healthcare Workforce Partnership is an oval shape with a blue border and a green shadow. Inside the oval, the text "SLO Healthcare Workforce Partnership" is written in blue.

**SLO Healthcare Workforce
Partnership**

Healthcare Workforce Outlook for SLO County

Access to care is a theme in the 2023 Community Health Survey.

What health issues do you think must be addressed to improve the quality of life in your community?

Top 6 SLO County Survey Responses	Response rate
Access to health care	56%
Mental health	46%
Access to affordable housing	45%
Access to dental care	30%
Caregiving support for the elderly	29%
Access to childcare	25%

What do you think are important qualities of healthy community?

Top 6 SLO County Survey Responses	Response rate
Clean and safe environment	43%
Access to health care (e.g., family doctor)	42%
Affordable housing	40%
Safe neighborhoods	31%
Good jobs and healthy economy	25%
Parks and nature	22%





Due to the inability to find or access a provider*:

- **40%** of respondents delayed or went *without needed medical care* (including routine checkups).
- **32%** of respondents delayed or went *without needed mental health care*.
- **33%** of respondents delayed or went *without needed dental care* (including routine checkups).

* Inability to find or access a provider includes:

- Couldn't find a provider who accepted new patients, took my insurance, or speaks my language.
- Couldn't get an appointment or it was too long to wait.

SLO County 2023 Community Health Survey



Healthcare Workforce 10-year Projections

Significant demand projected within 10 years for *Physical Health* Workforce.

Occupation	Median Annual Wages	2022 Current Employment	Positions to be Filled by 2032	% of New & Replacements
Primary Care Doctor (MD)	\$230,000	103	28	27%
Specialty Care Doctor (MD/DO)	\$264,100	173	53	31%
Physician Assistant (PA)	\$138,600	95	82	86%
Nurse Practitioner (NP)	\$169,400	139	142	102%
Registered Nurse (RN)	\$131,900	1,820	1,066	59%
Licensed Vocational/Practical Nurse (LVN/LPN)	\$69,300	496	407	82%
Certified Nursing Assistant	\$38,700	634	961	152%
Medical Assistant	\$40,500	624	989	158%
Personal Care Aide	\$31,600	2,525	4,511	179%
Community Health Worker (CHW)	\$48,800	49	63	129%
Totals:		6,658	8,302	125%

Positions to be filled by 2032 includes replacing exiting providers due to retirement & workers transferring to new occupations, as well as new positions created in the sector.



Data provided by SLO County Workforce Development Board, August 2023, Jobs EQ, Q4 2022

Significant demand projected within 10 years for *Physical Health* Workforce.

Occupation:	Median Annual Wages	2022 Current Employment	Positions to be Filled by 2032	% of New & Replacements
Pharmacists (RPH)	\$171,900	216	68	31%
Respiratory Care (RCP)	\$103,100	71	50	70%
Occupational Therapist (OT)	\$104,400	103	70	68%
Physical Therapist (PT)	\$105,000	174	106	61%
Optometrists (OPT)	\$112,200	51	15	29%
Podiatrist (DPM)	\$166,400	10	2	20%
Totals:		625	311	50%

Positions to be filled by 2032 includes replacing exiting providers due to retirement & workers transferring to new occupations, as well as new positions created in the sector.



Significant demand projected within 10 years for *Behavioral Health* Workforce.

Occupation:	Median Annual Wages	2022 Current Employment	Positions to be Filled by 2032	% of New & Replacements
Psychiatrist (MD)	\$235,200	71	16	23%
Psychologist (PsyD)	\$122,000	266	181	68%
Marriage, Family Therapist (MFT)	\$42,300	200	193	97%
Clinical Social Work (CSW)	\$81,600	87	89	102%
Professional Clinical Counselors (PCC)	\$130,000	123	77	63%
Psychiatric Technicians	\$81,200	248	186	75%
Totals:		995	742	75%

Positions to be filled by 2032 includes replacing exiting providers due to retirement & workers transferring to new occupations, as well as new positions created in the sector.



Significant demand projected within 10 years for *Oral Health* Workforce.

Occupation	Median Annual Wages	2022 Current Employment	Positions to be Filled by 2032	% of New & Replacements
Dentists	\$182,000	157	49	31%
Registered Dental Asst. (RDA)	\$50,600	383	579	151%
Registered Dental Hygienist (RDH)	\$106,600	217	155	71%
Totals:		757	783	103%

Positions to be filled by 2032 includes replacing exiting providers due to retirement & workers transferring to new occupations, as well as new positions created in the sector.



Lack of Equity in SLO County Healthcare Workforce

5-8%

Physicians,
Psychiatrists, Psychologists,
Dentists, Physician Assistants,
Nurse Practitioners, Pharmacists,
Physical Therapists,
Occupational Therapists

9-10%

Podiatrists, Optometrists, Registered Nurses

12-15%

Marriage/Family Therapists, Clinical Social Workers, Licensed
Vocational Nurses/Licensed Practical Nurses, Nursing
Assistants/CNAs, Registered Dental Hygienists, Respiratory Care
Practitioners

17-20%

Psychiatric Technicians, Personal Care Aides, Community Health Workers

24-27%

Medical Assistants, Registered Dental Assistants

The **Hispanic/Latinx** community makes up **23%** of the SLO County population but only a small percentage of top-level positions.

The logo for the SLO Healthcare Workforce Partnership is an oval shape with a blue border and a green shadow. The text "SLO Healthcare Workforce Partnership" is centered inside the oval in a blue, sans-serif font.

**SLO Healthcare Workforce
Partnership**

Top 9 Critical Occupational Needs (2025 to 2030)

Based on the Partnership's
Healthcare Organization Survey
Spring, 2024

DRAFT: Top 9 Critical Occupational Needs (2025 to 2030)

Occupation	Estimated # of positions needed annually by respondents
Physical Health	
Primary Care M.D.	21-27
Nursing: <ul style="list-style-type: none"> • Registered Nurse (RN) • Licensed Vocational Nurse (LVN) • Certified Nursing Assistant (CNA) • Nursing Assistant (NA; not certified) 	22-26 21-26 26-30 41-50
Physical Therapist (PT)	22-27
Radiology Technician (Dignity & Adventist)	???
Medical Assistant (MA)	21-26
Behavioral Health	
Marriage & Family Therapist (MFT)	12-14
Oral Health	
Registered Dental Assistant (RDA)	17-21
Multiple Healthcare Areas	
Community Health Worker (CHW)	21-25
Emergency Services: <ul style="list-style-type: none"> • Emergency Medical Technician (EMT) • Paramedic 	17-22 8-10



Health Professional Shortage Areas (HPSAs)

Health Professional Shortage Areas (HPSAs)

- Designated by Health Resources & Services Administration (HRSA) as having shortages of primary care, dental care, or mental health providers:
 - **Geographic:** A county or Medical Service Study Area
 - **Population:** Low income, Medicaid eligible, etc.
 - **Facilities:** Federally Qualified Health Centers, state or federal prisons, etc.
- Scores are updated every 3 years.



Benefits of Designation as a HPSA

- ***Recruitment & Retention Benefits:***

- **NHSC Loan Repayment and Scholar Placement**
- **State Loan Repayment Program (SLRP)**
- **Nurse Corps Loan Repayment and Scholar Placement**
- **Office of Health Workforce Development Loan Repayment Scholarship Programs**
- **J-1 Visa Waiver Program**
- **Expedited Medical Licensure - Medical Board of CA**



Benefits of Designation as a HPSA

- ***Financial Benefits:***

- **Rural Health Clinic (RHC) Certification**
- **10% Medicare Bonus Payment for geographic HPSAs only (does not apply to FQHCs or RHCs)**
- **Registered Dental Hygienist in Alternative Practice (RDHAP) – Dental Board of CA**



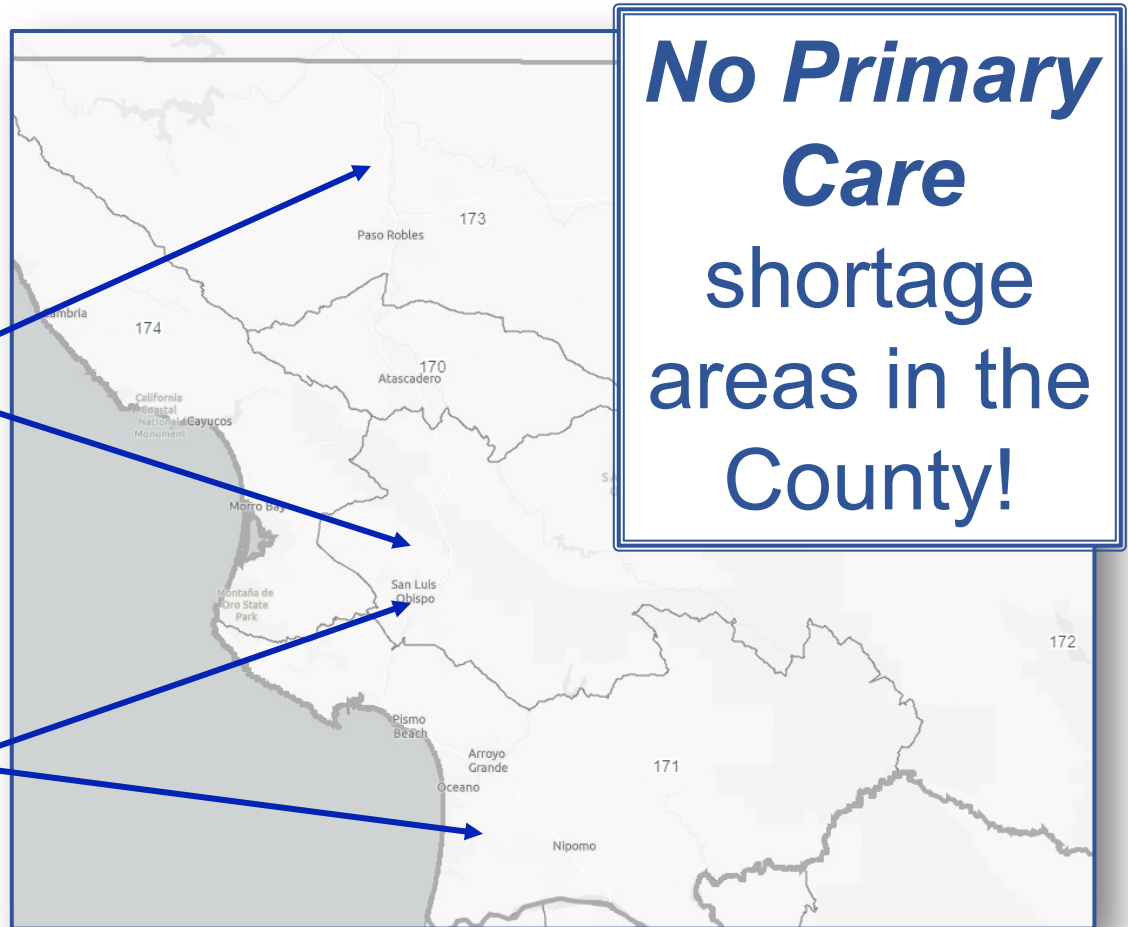
Designated Shortage Areas - March 2023

Dental Care Provider shortage areas

(MSSA 172/173:
SLO, Paso Robles, Lake
Nacimiento, San Miguel).

Mental Health Provider shortage areas

(MSSA 171/172:
SLO, Arroyo Grande).



*MSSA: “Medical Service Study Area” defines geographic analysis units for the State of CA’s Office of Statewide Health Planning and Development (OSHPD).

* CalHHS Open Data Portal. <https://data.chhs.ca.gov/dataset/health-professional-shortage-areas-in-california>



Designated Shortage Facility: Primary Care, Mental Health, Dental Health

Community Health Centers of the Central Coast, Inc. (Federally Qualified Health Center)	
16 Sites:	
North County	2 in Paso Robles
	2 in Templeton
	1 in Atascadero
	1 in San Miguel
Coastal	1 in Cambria
City of San Luis Obispo	4 in San Luis Obispo
South County	3 in Arroyo Grande
	1 in Nipomo
	1 in Oceano





Recruitment & Retention Challenges & Strategies

Based on the Partnership's
Healthcare Organization Survey
Spring, 2024

RECRUITMENT:

Top 4 Most Significant Challenges

1. High Cost of Living & Housing
2. Lack of Local Training Opportunities
3. Lack of Diversity in the Applicant Pool
4. Lack of Adequate Salaries/Benefits

RECRUITMENT:

Local Recruitment Strategies

- Training for New or Existing Employees
- Advertising, Recruiters, Job Fairs
- Local Collaborations
- Financial Incentives & Enhanced Benefits
- Enhancing the Organizational Culture & Reputation

RETENTION:

Top 3 Reasons Employees Left

1. Lack of Adequate Salary/Benefits
2. Cost of Living/Housing
3. Job Burn Out or Stress



RETENTION:

Local Retention Strategies

- Salary & Benefits Packages
- Financial Incentives
- Training & Professional Development
- Local Partnerships
- Enhancing the Organizational Environment
- Out of State Transfers



Funding & Advocacy Opportunities

Advocacy Panel

Federal Level:

- **Panelist:** Congressman Salud Carbajal
- **Topic:** Pending federal legislation related to healthcare funding or workforce (i.e., Medicare rates, etc.)

State Level:

- **Panelist:** Jeff Oxendine
- **Topic:** Changes in state funding, HCAI workforce development initiatives, CA Health Professions Consortium grant, HCC summer paid internship in SLO County

Regional Level:

- **Panelist:** Lady Freire, UPLIFT?
- **Topic:** Healthcare Recommendations for Potential Funding?



The logo for the SLO Healthcare Workforce Partnership is an oval shape with a blue border and a green shadow. Inside the oval, the text "SLO Healthcare Workforce Partnership" is written in blue.

SLO Healthcare Workforce
Partnership

UPLIFT Regional Plan:

DRAFT Healthcare Strategy Recommendations Fall 2024

**To be updated to include final strategies;
To be included in Funding & Advocacy Program**

DRAFT

UPLIFT Healthcare Strategies & Tactics

1. Pathways for Certified Nursing Assistants (CNAs):

- Develop clear and detailed ***career pathway maps*** for CNAs, outlining the steps and requirements to advance to positions like nurses, physical therapists, and physician assistants.
- Collaborate with local community colleges and universities to create ***bridge programs*** that allow CNAs to earn credits towards advanced degrees and certifications.
- Offer ***employer-sponsored flexible training schedules***, including online courses, evening classes, and weekend workshops, to accommodate working CNAs.
- Provide ***scholarships, grants, and financial aid*** options specifically for CNAs pursuing further education and training for higher positions such as nursing, physical therapy, and physician assistant.
- Establish ***mentorship programs*** for professionals from disinvested communities in which experienced healthcare professionals guide and support them through their career progression.
- Offer ***continuing education credits*** for CNAs to keep their skills up-to-date and prepare them for advanced roles.



UPLIFT Healthcare Strategies & Tactics

2. Workforce Pipeline Between Educational Institutions and Healthcare Institutions:

- Form **partnership agreements** between high schools, community colleges, universities, and healthcare providers to create a seamless pipeline.
- Develop accessible **externship programs** that allow students to gain practical experience in healthcare settings, including hospitals, clinics, and long-term care facilities.
- Integrate **healthcare career training into the school curriculum**, providing students with foundational knowledge and skills related to healthcare professions.
- Organize healthcare **career fairs, workshops**, and informational sessions to expose students to different healthcare careers and the required educational pathways.
- Establish **advisory boards** comprising educators, healthcare professionals, community representatives, and industry experts to ensure the training programs meet the needs of the healthcare sector.
- Create **dual enrollment programs** that enable high school students to take college-level courses in healthcare, earning credits towards their future degrees.

UPLIFT Healthcare Strategies & Tactics

3. Training and Awareness on Healthcare Career Paths:

- Develop programs that ***introduce students to various healthcare careers*** through interactive activities, guest speakers, and field trips to healthcare facilities.
- Establish ***healthcare clubs and student organizations*** in schools that focus on exploring healthcare careers and related topics.
- Create and distribute educational materials, including brochures, videos, and online resources, that provide ***information on healthcare career pathways and requirements.***
- Organize ***healthcare-focused summer camps and workshops*** where students can engage in hands-on activities and learn from healthcare professionals.
- Involve community parents, community members, and Community Based Organizations (CBOs), in ***promoting healthcare careers*** by hosting informational sessions and community events.
- Provide ***information on scholarships, financial aid, and government programs (e.g., Pell Grant), internships,*** and other opportunities that support students interested in pursuing healthcare careers.



Recruitment & Retention Challenges & Strategies

Based on the Partnership's
Healthcare Organization Survey
Spring, 2024

Recruitment & Retention Committee

Format – 1:45 to 2:30

UPDATED 9/9/24

- 1:45-1:47 pm **Frank Warren:** Introduce theme (what can be influenced most vs. least) & emcee all segments
- 1:47-2:08pm **Recruitment Challenges and Strategies:**
 - Survey data: Frank (2 min.)
 - Dawn Boulanger: Research available on competitive salaries (10 min)
 - Table Discussions #1: 1 question and template to capture responses (8-9 min.)
- 2:08pm-2:29pm **Retention Challenges & Strategies:**
 - Survey data: Frank (2 min)
 - Matt Briskin: National best practices to address job burnout/stress (10 min)
 - Table Discussions #2: 1 question and template to capture responses (8-9 min.)



RECRUITMENT:

Top 4 Most Significant Challenges

<p>1. Cost of Living:</p> <ul style="list-style-type: none"> • Candidates from outside the county are reluctant to move here due to the high cost of living and housing. 	83.33%
<p>2. Lack of Training:</p> <ul style="list-style-type: none"> • It is difficult to find local candidates that meet the education, training, licensing, and/or experience requirements. 83.33% • There are no local organizations that provide the required training or education to meet the requirements. 66.67% • Internal candidates do not meet the requirements for education, training, licensing, or professional development. 58.33% 	
<p>3. Lack of Diversity:</p> <ul style="list-style-type: none"> • It is difficult to find an applicant pool, reflective of the diversity of SLO County, to meet our needs. 58.33% 	
<p>4. Lack of Adequate Salaries/Benefits:</p> <ul style="list-style-type: none"> • Can't compete with other local or out-of-county organizations. 50.00% 	

RECRUITMENT:

Local Recruitment Strategies

- **Training:** In-house training for young employees.
- **Advertising, Recruiters, Job Fairs:**
 - Targeted, specialized job posting, advertising, and active/passive marketing strategies
 - Use of recruiting agencies for difficult-to-fill positions (like physicians).
 - In person job fairs
- **Collaborations:**
 - Partnerships and affiliation agreements with local colleges and educational institutions
 - Preceptorships, clinical rotations with students
 - Networking in various community spaces
- **Financial Incentives:**
 - Sign-on and employee referral bonus plans
 - Benefits (e.g., up to 100% of employee health/dental/life premiums)
- **Organizational Culture & Reputation:** Cultivating a positive work environment to foster great local reputation



RECRUITMENT

Presentation: Dawn Boulanger, WDB

Tools to research competitive salary ranges



RECRUITMENT

Small Group Discussion Question:

What successful strategies has your organization used to **RECRUIT** healthcare-related employees that you would recommend to other organizations?

RETENTION:

Top 3 Reasons Employees Left

<p>1. Lack of Adequate Salary/Benefits:</p> <ul style="list-style-type: none"> • Not adequate compared to local cost of living and housing • Not comparable to out-of-county employers • Not comparable to other local employers 	<p style="text-align: right;">83%</p> <p style="text-align: right;">50%</p> <p style="text-align: right;">42%</p>
<p>2. Cost of Living/Housing:</p> <ul style="list-style-type: none"> • Relocated to a different geographical location outside of the County due to local cost of living and housing 	<p style="text-align: right;">58%</p>
<p>3. Burn Out:</p> <ul style="list-style-type: none"> • Job "burn out" or stress 	<p style="text-align: right;">50%</p>



RETENTION:

Local Retention Strategies

- **Salary & Benefits Packages:**
 - **Salaries:** Created competitive, transparent wage structure; conducted market surveys to address gaps in competitive wages
 - **Benefits:** IRA contributions, employer-paid long-term disability plans, wellness programs, increased vacation/personal days
- **Financial Incentives:**
 - Sign-on and retention bonus plans
 - Employee student loan repayment programs
- **Organizational Environment:**
 - Flexible, autonomous work schedules, remote options, purposeful work
 - Enhanced, positive work environment.
 - Employee recognition programs.
 - Annual retention surveys to assess why people stay with action planning based on results
- **Training:**
 - Leveraging career pathways, increasing training and education opportunities
- **Partnerships to Determine Where Opportunities Lie:**
 - SLO Healthcare Workforce Partnership, Workforce Development Board, Central Coast Workforce Collaborative
 - Local colleges
- **Out of State Transfers:**
 - Moved staff (or promoted them) to other offices out of state (same compensation but better cost of living).

Based on the Partnership's Healthcare Organization Survey, Spring, 2024

RETENTION

Presentation: Matt Briskin, The Chartis Group

**National Best Practices to Address
Healthcare Employee Burnout & Stress**



RETENTION

Small Group Discussion Question:

What successful strategies has your organization used to *RETAIN* healthcare-related employees that you would recommend to other organizations?



Healthcare Career Pathways

Healthcare Career Pathways Infographic & Table Discussions





Career Fair Planning

Career & College Night

(4:00 to 6:00pm)

- *Career exploration* focus.
- **Collaboration with Family Care Network:**
 - Estimated 40+ youth/young adults could participate from their programs.
 - Potentially, 10 organizations representing:
 - **Government** (fire services, forestry, transportation, public safety & crime prevention, library services, etc.)
 - **Construction/Trades** (building trades & construction, electrical, plumbing, engineering, etc.)



Career & College Night

(4:00 to 6:00pm)

- **SLO Healthcare Workforce Partnership:**
 - 17 potential tables
 - 9 to 11 tables (2 tentative):
 - **Healthcare:** Public Health/Behavioral Health/Oral Health, CHC, Tolosa Dental Center, CenCal Health, Cal Poly Student Health & Wellbeing
 - **Education:** Health Care Connections (summer internship program), Cuesta, A.T. Still, Cal Poly (?), SLO Partners (Dental Boot Camp?)
 - **Workforce Development:** CalCareers
 - **6 for follow up:** Dignity/Common Spirit, Adventist Health, Compass Health, Promotores, Aspire Counseling Services, Transitions Mental Health Associates



Website Update



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Event #1: "SLO County Healthcare Workforce Forum"

Date: October 30, 2024, 11:00am to 3:30pm

Location: Family Care Network, 1255 Kendall Road, San Luis Obispo, CA 93401

Free Event. Registrations Required!



This event will be of interest to anyone concerned about the critical shortage of healthcare employees in the County including:

- 1) Individuals who represent organizations that deliver physical, behavioral, and oral health services;
- 2) education and training providers;
- 3) community-based, non-profit agencies;
- 4) workforce development organizations; or...
- 5) other community stakeholders.

The program will include:

- Up-to-date information on the 5 and 10-year local labor market projections and trends for

Website Update

→ ↻ slohealthcareworkforce.org/upcoming-events

☆ S New Chrome available ⋮



Free Event. Registrations Required!



This event will be of interest to anyone concerned about the critical shortage of healthcare employees in the County including:

- 1) Individuals who represent organizations that deliver physical, behavioral, and oral health services;
- 2) education and training providers;
- 3) community-based, non-profit agencies;
- 4) workforce development organizations; or...
- 5) other community stakeholders.

The program will include:

- Up-to-date information on the 5 and 10-year local labor market projections and trends for healthcare occupations in physical, behavioral, and oral health.
- Strategies to enhance healthcare employee recruitment and retention.
- Potential funding opportunities for workforce development initiatives.
- Pending federal and state legislation that could be influenced through local advocacy efforts.
- Plans for local training and career pathway development programs.

You will have the opportunity to network with Partnership members and attendees, participate in small group discussions on various program topics, and provide your opinion on the strategies that the Partnership will be undertaking to collaboratively address these healthcare shortage challenges.

Lunch will be provided.

[Registration Required! Reserve your seat for the Forum here.](#)

Website Update

← → ↻ 🌐 slohealthcareworkforce.org/upcoming-events

☆ S New Chrome available ⋮

Event #2:

"SLO County Career & College Night"

Career Exploration Fair Co-sponsored by:
SLO Healthcare Workforce Partnership &
Family Care Network

Date: October 30, 2024, 4:00 to 6:00pm

Location: Family Care Network, 1255 Kendall Road, San Luis Obispo, CA 93401

[Open to the public. No charge.](#)



Learn about and explore local high demand jobs and career opportunities, training and education programs, scholarships and financial assistance, internships and work experiences, career coaching, and other supportive services.

Meet with representatives from various industries and local colleges including:

- **Healthcare** (medical, emergency services, mental health, dental, etc.)
- **Government** (fire services, forestry, transportation, public safety & crime prevention, library services, etc.)
- **Construction/Trades** (building trades & construction, electrical, plumbing, engineering, etc.)
- **Education** (Health Care Careers, SLO Partners, Cuesta College, California Polytechnic University, A.T. Still)
- **And More!**

[Sign Up to Attend Here.](#)



Website Update

→ surveymonkey.com/r/Healthcare-Workforce-Forum ☆ S New Chrome available



"SLO County Healthcare Workforce Forum"
October 30, 2024, 11:00am to 3:30pm
Location: Family Care Network
1255 Kendall Road, San Luis Obispo, CA 93401
Lunch included. Free Event.
Registration Required.

Hosted by the SLO Healthcare Workforce Partnership, this event is open to the public, free of charge. It will be of interest to anyone concerned about the critical shortage of healthcare employees in the County including: 1) Individuals who represent organizations that deliver physical, behavioral, and oral health services; 2) education and training providers; 3) community-based, non-profit agencies; 4) workforce development organizations; or 5) other community stakeholders.

The program will include:

- Up-to-date information on the 5 and 10-year local labor market projections and trends for healthcare occupations in physical, behavioral, and oral health.
- Strategies to enhance healthcare employee recruitment and retention.
- Potential funding opportunities for workforce development initiatives.
- Pending federal and state legislation that could be influenced through local advocacy efforts.

Website Update

The program will include:

- Up-to-date information on the 5 and 10-year local labor market projections and trends for healthcare occupations in physical, behavioral, and oral health.
- Strategies to enhance healthcare employee recruitment and retention.
- Potential funding opportunities for workforce development initiatives.
- Pending federal and state legislation that could be influenced through local advocacy efforts.
- Plans for local training and career pathway development programs.

You will have the opportunity to network with Partnership members and attendees, participate in small group discussions on various program topics, and provide your opinion on the strategies that the Partnership will be undertaking to collaboratively address these healthcare shortage challenges. **Lunch will be provided.**

Please reserve your seat at the Forum below.

Your Information

* 1. Your Name:

* 2. Your Title:

Website Update

surveymonkey.com/r/Healthcare-Career-Fair



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New Chrome available

"SLO County Career & College Night"
October 30, 2024, 4:00 to 6:00pm
Location: Family Care Network
1255 Kendall Road, San Luis Obispo, CA 93401
Open to the public. No charge.

Co-hosted by the SLO Healthcare Workforce Partnership and Family Care Network, this career exploration event will provide the opportunity for you to learn about:

- Local jobs and careers that are in high demand in SLO County.
- Training and education programs to prepare for those jobs and careers.
- Available funding options and financial aid.

Meet with representatives from various industries and local colleges including:

- **Healthcare** (medical, emergency services, mental health, dental, etc.)
- **Government** (fire services, forestry, transportation, public safety & crime prevention, library services, etc.)
- **Construction/Trades** (building trades & construction, electrical, plumbing, engineering, etc.)
- **Education** (SLO Partners, Cuesta College, California Polytechnic University, A.T. Still)
- **And More!**

Sign up below to attend the "SLO County Career & College Night."

Your Information

* 1. Your Name:

Website Update

← → ↻ 🏠 surveymonkey.com/r/Healthcare-Career-Fair ☆ S New Chrome available ⋮

SERVICES, ETC.)

- **Construction/Trades** (building trades & construction, electrical, plumbing, engineering, etc.)
- **Education** (SLO Partners, Cuesta College, California Polytechnic University, A.T. Still)
- **And More!**

Sign up below to attend the "SLO County Career & College Night."

Your Information

* 1. Your Name:

* 2. Your Email Address

3. Your telephone number (optional):

4. I would like to attend the **"SLO County Career & College Night" (4:00pm to 6:00pm)**.

2024 SLO County Healthcare Workforce Forum



Draft: Forum Flyer



***Concerned about the
critical shortage of local
healthcare professionals?***

Join us to learn about:

- Labor market projections for physical, behavioral, and oral health.
- Strategies to enhance employee recruitment and retention.
- Legislation that could be influenced through local advocacy efforts.
- Local healthcare training and career pathway development.

**Free Event. Lunch Provided.
Reservations Required!**

For more information, visit:
[SLOHealthcareWorkForce.org/
upcoming-events](https://SLOHealthcareWorkForce.org/upcoming-events)

Wednesday, October 30, 2024

11:00am to 3:30pm

**Family Care Network
1255 Kendall Road
San Luis Obispo, CA**

Draft: Career Fair Flyer



***Chart Your
Course for the
Future!***

SLO County Career and College Night

Learn about:

- Local high demand jobs and careers (healthcare, emergency services, forestry, transportation, public safety, construction, engineering, and more!)
- Training and education programs
- Scholarships and financial assistance
- Internships and work experiences

Free Event.

For more information, visit:
[SLOHealthcareWorkForce.org/
upcoming-events](https://SLOHealthcareWorkForce.org/upcoming-events)

Wednesday, October 30, 2024

4:00 to 6:00pm

**Family Care Network
1255 Kendall Road
San Luis Obispo, CA**



Sponsors



FAMILY CARE NETWORK

Draft: Post-Program Feedback/ Call to Action



SLO County Healthcare Workforce Forum

October 30, 2024, 11:00am to 3:30pm

Post-session Feedback

- 1) How valuable was today's information to your work? (*circle one*)

Not At All ←—————→ Very Much
1 2 3 4 5

- 2) Of the topics discussed today, what information or strategies will you share with your organization?
- 3) How can we enhance next year's Forum to meet your needs related to healthcare workforce issues?

Optional:

- 1) What additional resources or expertise can you or your organization provide to the SLO Healthcare Workforce Partnership?

- 2) Are you interested in joining the Partnership? Yes No

If yes, which committee fits with your areas of expertise and/or interest?

- Recruitment & Retention
 Healthcare Career Pathways
 Funding & Advocacy

- 3) Please complete the following and Susan McGraw will reach out to you:

Name: _____

Organization: _____

Email: _____

Phone: _____

(Please feel free to use the reverse side, if needed)



2024 SLO County Healthcare Workforce Forum

Program Action Plan, page 1

What actions need to be taken to prepare for this program?	Who will do it?
<p>1. Opening Lunch/Networking and Program Overview:</p> <ul style="list-style-type: none"> • Lunch/Networking Activity: finalize plans and discussion topics/questions. • Finalize slides for "Healthcare Workforce Outlook for SLO County." 	<p>Susan & Alexandra Susan</p>
<p>2. Funding & Advocacy Segment:</p> <ul style="list-style-type: none"> • Federal: Confirm details with Congressman Carbajal's office and provide "focus points." • State: Confirm Jeff Oxendine's participation and "focus points." • Regional: Confirm Lady Freire's participation and focus points. • Appoint moderator/timekeeper. • Create table topics, handouts, or tools, if needed (i.e., one pager with definitions, legislative topics being discussed, call to action that audience can do, etc.). 	<p>Michelle</p> <p>Susan & Jeff Susan Michelle Committee</p>
<p>3. Recruitment & Retention Segment:</p> <ul style="list-style-type: none"> • Confirm Dawn Boulanger's participation and "focus points." • Create slides for Dawn and Matt Briskin. 	<p>Susan & Dawn Susan, Dawn, Matt</p>
<p>4. Healthcare Career Pathways Segment:</p> <ul style="list-style-type: none"> • Finalize "Top 9 High Demand Occupations in SLO County." • Create and print career pathway infographic with info on available training programs. • Create plans for audience engagement. 	<p>Susan Beth & Susan Committee</p>
<p>5. Career Fair (with Family Care Network):</p> <ul style="list-style-type: none"> • Confirm Partnership member tables needed via RSVP system. • Provide information to table representatives on facility logistics and expectations. 	<p>Susan Career Pathway Committee/Susan</p>



2024 SLO County Healthcare Workforce Forum

Logistics/Promotion Action Plan, page 2

What actions need to be taken to prepare for this program?	Who will do it?
<p>1. Event Promotion for Forum & Fair:</p> <ul style="list-style-type: none"> Finalize Forum Flyer, post on website, & distribute to local stakeholders (email to 2019 forum attendees and Partnership members distribute to their networks). Finalize Fair Flyer, post on website, & distribute to local youth-serving organizations (email to organizations provided by Career Pathway Committee). Distribute links to the webpage and flyer to Partnership members to share on their social media sites. 	<p>Susan & Partnership Susan & Committee Susan & Partnership</p>
<p>2. Facility Set Up & Food:</p> <ul style="list-style-type: none"> Complete event contract with FCN; confirm A/V availability, # of tables/chairs needed, etc. Interface with FCN on logistical issues for both events. Select caterer, determine purchasing requirements, and order boxed lunches/drinks for delivery. 	<p>Michelle Susan Susan & Michelle</p>
<p>3. Registrations:</p> <ul style="list-style-type: none"> Confirm registrations via the RSVP system for the Forum. Determine if sign ups are required for the Career Fair. If so, confirm registrations via RSVP system. Print registration sign in sheets, post-session feedback forms, and other materials, as needed. Provide blank name tags. 	<p>Susan Career Pathway Committee Susan Susan</p>
<p>4. Other things.....</p>	