

**SLO Healthcare Workforce Partnership**  
**Healthcare Career Pathways**  
**March 21, 2024**

---

**Attendees:**

**Co-Leaders:** Aydin Nazmi (Cal Poly), Oscar Ramos (Cuesta)

**Members:** Jennifer Clayton (SLO Partners/SLO COE), Heather Tucker (Cuesta), Maria Garcia (CHC), Eric Sauers (AT Still), Beth Johnson (Cuesta), Alexandra Chamberlain (Tolosa Children's Dental Center), Dawn Boulanger (WDB), Jeff Oxendine (HCC), Terrance Harris (Cal Poly), Cherie Moore (Cuesta)

**Partnership Coordinator:** Susan McGraw

**Discussion Results:**

- **New Member Introduction:** Eric Sauers, Dean, AT Still. It has been a non-profit for 130 years (founding school of osteopathic medicine). They are currently exploring developing new career pathways for dentistry, DPT, social work. Wanting to create more healthcare pathways based on local and regional needs.
- **Workforce Development Board Data Reports:**
  - Dawn Boulanger introduced 4 reports that provide various ways of looking at more detailed data about high demand jobs, local healthcare employers, etc. (4 attachments sent to participants). LMIB is public data, but it can't be narrowed down by zip code, so SLO WDB purchases subscriptions to Lightcast (one of the largest used in the country, which pulls data from a variety of sources, and is the most robust of the three; <https://lightcast.io/>), Jobs EQ, and Econoview (Dun and Bradstreet data which shows which employer is posting job ads for specific positions). In addition, LinkedIn (Talent Insights, which only includes data on job activity for people who are members of LinkedIn, to provide trends in healthcare, talent migration, and job postings in SLO County). All provide different types of data. These are just examples of the type of information that they pull for the Partnership and do NOT reflect the top occupations in SLO that are most difficult to fill. Questions about the databases:
    - Cal Poly would be interested in digging deeper into the database to understand some of the nuances to support the work of the committee.
    - **ACTION:** Dawn will look into software licensing possibilities
  - Dawn asked for feedback on some of the specific information that people would like to see:
    - CNA, LVN (licensure requirements?), RN
    - Medical assistants (MA)
    - Oral health: dentists, dental hygiene, RDA/dental assistants
    - Mental health: Social work (BS and MSW); Psychiatric tech
    - Physical therapy (DPT)
    - EMT, Paramedic
    - Phlebotomy
    - High-need healthcare degrees or certifications (e.g., MPH, MSW, MSN, BSN, RD/RDN, MFT, LMFT, Associate Degrees, certificates, etc.); the actual degree most in demand or shortest supply (job title not always indicative of degree)
    - **ACTION:** Dawn will provide more specific information on this occupations for the next meeting.
- **Employer-driven Training:** Consider adding to the local healthcare employer outreach process (survey or interviews) questions related to employer provided on the job training. Examples:
  - Dignity Health doing apprenticeship programs at French Hospital for RN/BSN (upskilling).
  - Compass Health has been doing their own CNA (on the job paid training) for years.
  - Employers: entry level training plus upskilling.
  - **ACTION:** Add to survey/interviews: What employer-training is being provided onsite?

- **Health Career Connections:** Jeff Oxendine provided more information on the summer paid internship program for this summer or next. Health Career Connection runs a 10-week, full-time summer internship program for college students (sophomores, juniors, or recent graduates). Healthcare areas could include: health education, policy, quality improvement, etc. Typical local organizations that often participate: CHC, public health, hospitals, CBOs, health plans, mental health/behavioral health, pre-med/pre-health, nursing, public health majors, ethnic health studies (not clinical work).
  - There is funding available to cover the cost of internships if the organization is unable to do so. HCC provides the educational program and oversight of student work. A pilot program could be offered this summer with 6 to 10 students and then would be built it out next year and beyond.
    - Interested organizations:
      - Maria Garcia (CHC)
      - Terrance Harris (Cal Poly, if the program is available for the fall). It is a cohort-based model, with students going through it together, which could be a mix of Cal Poly and Cuesta students, and could be done in the fall.
      - Cherie Moore (Cuesta): This would be a good opportunity for our Public Health Science ADT-bound students. We have had interns in the past with grant money in this program.
      - Alexandra Chamberlain (Tolosa Children's Dental Center)