

**SLO Healthcare Workforce Partnership
Recruitment & Retention Committee Meeting
May 30, 2024**

Attendees: Tony Girolo (WDB), Dona Lopez (CenCal Health), Barb Morrow (Oral Health), Madisyn Masatani (CHC), Angel Lopez (Promotores), Frank Warren (Behavioral Health), Susan McGraw (Facilitator)

Discussion Results:

- ***Review the Status of the 6 Tactics on the Strategic Action Plan & Determine Next Step Actions to be Taken:***
 - ***Tactic #1: Assess Employer Needs***
 - The Healthcare Organization Critical Needs Questionnaire will provide information on recruitment and retention challenges, successful strategies, and performance metrics being tracked. Susan provided an update on the actions being taken to address the low response rate.
 - ***Tactic #2: Competitive Salary Information***
 - Tony Girolo provided a sample staffing report using LightCast (most typically used tool) for Nurse Practitioner, Registered Nurse, LVN, as another example of the type of information available for competitive salaries, industries, top companies posting positions, staffing competitors, top posted job titles, occupations, advertised salary, education requirements. The tool allows you to choose timeframes to look at patterns over time.
 - ***Tactic #3: Develop Recruitment and Retention Recommendations***
 - Interview employees: This would be helpful, but we would have to go through employers (likely the same people who responded to the Healthcare Organization Questionnaire. We could start with Partnership members and partner with other SLO employers, as well, to identify new staff who have relocated and have the employers offer a survey to their employees who have relocated to SLO County.
 - ***Tactic #4: Sharing Recruitment and Retention Strategies/Best Practices with the Community***
 - Members of the Partnership represent program operations leadership more than HR staff. In some organizations, HR should “own” this information and should be included in the invitations to the fall Community Forum.
 - We can use the forum to solicit/gather more information in addition to sharing what we have already learned. In essence, force them to do the survey on the spot.
 - Yes, this should be a component of the fall community forum.
 - ***Tactic #5: Cultivate Local Partnerships to Support Recruitment & Retention***
 - There is a potential HCAI career exploration grant (\$25,000; grant open in August?) that the Career Pathway Committee is discussing.

- This is a great opportunity to get some funding to build a Career Exploration Program for SLO County.
 - So many ways to do this, but it might be valuable to see if there are best practice or award-winning programs already created by other counties to encourage people to enroll in the field of health to populate the workforce. An existing program we can emulate?
 - A \$25,000 grant won't get us a robust apprenticeship program, but could support the develop of this type of program.
 - There was a great "Cuesta for Kids" summer program to light their fires. Could we consider a health version of this?
 - We would also support the idea that the Career Pathway Committee is discussing related to selecting a cohort that has exposure to various healthcare and educational settings with health programs on a monthly basis (like Leadership SLO). Can't think of an organization who would not want to participate.
- **Tactic #6: Marketing and Economic Development Activities**
 - Susan provided an update on the UPLIFT development of potential strategies that may be funded related to healthcare.
- **Next Steps:**
 - Review the Healthcare Questionnaire when we have enough responses.
 - Select specific critical need occupations to conduct competitive salary research.
 - Include a segment on Recruitment & Retention in the planning for the Fall Community Forum.
 - Support the Career Pathway Committee (or form a subset ad hoc committee of interested members) in developing a Career Exploration Program for SLO County.