

**SLO Healthcare Workforce Partnership
Partnership Meeting
September 12, 2024**

Attendees: Marie Avila (Dignity/Common Spirit), Bob Redlo (Bay Area Workforce Development), Michelle Shoreman (PH), Jeff Oxendine (HCC), Alexandra Chamberlain (Tolosa Dental Center), Dawn Boulanger (WDB), Oscar Ramos (Cuesta), Aydin Nazmi (Cal Poly), Matt Briskin (The Chartis Group), Jennifer Clayton (SLO Partners), Lisa Fraser (CFS), Adam Butler (CenCal Health), Angel Lopez (Promotores), Beth Johnson (Cuesta), Jessica Peckham (NP-North County), Barb Morrow (Oral Health), Heather Tucker (Cuesta), Madisyn Masatani (CHC), Susan McGraw (Partnership Coordinator)

Guests: Joyce Tseng (PH), Sarahi Garcia (PH), Betsy Umhofer

Discussion Results:

- **HCAI grant:**
 - Chat: 5 agree with the recommendation. Others, no response.
 - **ACTION:** The consensus is to not proceed with applying for the HCAI grant at this time. Instead, focus on building a successful Career Fair on October 30th and a successful pilot of the HCC summer paid internship program. Then, consider the program design for a longer-term career exploration/pathway program and find the required funders.
 - **ACTION:** Notify Partnership members that we are not going to apply at this time and encourage them to apply as an individual agency if it is applicable to them.
- **Health Care Careers (HCC):**
 - **ACTION:** Jeff Oxendine to provide the requirements for the paid summer internship program for 2025. Applications for college student participants will be open from October to December.
 - **ACTION:** CFS would like to host a paid intern.
- **Planning for October 30th Event: (see meeting slides at SLOHealthcareWorkforce.org, "Partnership Meetings 2024," September 12, 2024)**
 - Intro and overview: slide review
 - Funding & Advocacy: Michelle Shoresman facilitated.
 - Federal: Contacted Congressman Carbajal's office, who will be speaking at the event.
 - State: Dawn Addis's office: she implied that there wasn't much legislation in the works at the state level, so they are not participating.
 - State: Jeff Oxendine will be presenting information about healthcare workforce initiatives at the state level.
 - Regional: We have been in contact with Lady Freire, UPLIFT, to determine if she can present on the final version of the healthcare workforce recommendations in their strategic plan and any potential funding opportunities.
 - **ACTION:** Susan and Michelle to follow up with potential speakers.
 - Recruitment & Retention:
 - **ACTION:** Research and include information on national or CA practices related to health plans providing bonuses to providers to support recruitment and retention efforts and other practices related to cost of living/housing being done for healthcare employees in other areas.
 - **ACTION:** Susan to meet with Dawn Boulanger about the segment on tools to research salary competitiveness.
 - **ACTION:** Matt Briskin will have info ready for next meeting on national best practices to address healthcare worker job burnout.

- Healthcare Career Pathway:
 - **ACTION:** Creating infographic about different pathways (Susan & Beth Johnson).
 - **ACTION:** Any training providers should send information on their healthcare training programs to Susan for inclusion in the infographic.
 - The Committee will facilitate a short discussion on pathways based on infographic.
 - Transition into this fair.
- Career & College Night:
 - FCN partnership: up to 40 students; 10 tables for other non-healthcare organizations.
 - **ACTION:** Share flyer/sign-up info with K-12 partners: Jennifer Clayton
 - **ACTION:** A Partnership member responsibilities is to get the word out (share flyer/website link to information and registration page) via their social media sites.
 - **ACTION:** SLO Partners (dental boot camp) wants to reserve a table
- Website & registration process
 - Jennifer Clayton wants to send info on the Career Fair to K-12 contacts who may be interested in bringing a group. How should they register?
 - For this event, we don't need the contact info on each participant because we can have a sign in sheet at the event. So, what we really need is a general idea of how many may be coming.
 - **ACTION:** Create sign in sheet for attendees at the event.
 - **ACTION:** Put main contact/chaperone name, location, email address, # of students coming to the form or send Susan an email?
- Sponsorships?
 - How does an organization become a sponsor? County can't take money in for sponsorship. Could have an organization pay for lunch (or other event expenses) directly and we feature their logo on our materials. Get invoice, send to the organization to pay.
 - **ACTION:** Any Partnership member organization interested in being a sponsor should contact Susan for more details.
- Call to Action form:
 - **ACTION:** Susan to add a QR code to scan and fill out a form, so we don't have to key in the information. Put on tables and around the room. Have some paper forms available as well?
- Action Plans:
 - **ACTION:** Susan will create a map of the organizations by table #1 at the Career Fair.
 - **ACTION:** Susan will research how to record the content segments of the event
- Additional Item:
 - Bob Redlo has been researching the \$200 million additional grants coming from the state between now and January. Not all aimed at health (one of the 4 main pillars for state funding); 25% to 30% dedicated to health programs. Our LMI data suggests that SLO County is not large enough to warrant developing certain career pathway programs, but the data is more compelling when we add data on Santa Maria/SB County. When think about applying for grants/pathway program development, look at the regional area; make applications with partners in northern SB County.
 - **ACTION:** Encourage the Healthcare Career Pathway Committee to cultivate relationships with SB County to prepare for potential collaborative funding opportunities.