



SLO County Healthcare Overview Talent Pool Report

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by Tony Girolo, Workforce Development Board of SLO County



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Report Filters

Location

INCLUDES

San Luis Obispo County, California, United States

Industry

INCLUDES

Hospitals and Health Care

Health and Human Services

Public Health

12,984

Professionals

▼ -4%

1,060

Changed jobs

714

Job posts

--

Engaged talent

PROFESSIONALS

The number of professionals on LinkedIn within this talent pool.

1 YEAR GROWTH

The percentage change in the total number of professionals in this talent pool compared to one year ago.

CHANGED JOBS

The number of these professionals who changed companies during the past year.

JOB POSTS

The number of open job posts that match the search criteria. Job posts are aggregated from more than 40K+ sources globally.

ENGAGED TALENT

The unique number of professionals who engaged with your updates, visited your company page, viewed your jobs, or started following your company over the past 12 months.

HIRING DEMAND

The average number of Recruiter InMails sent to these professionals over the past 12 months, compared to the average number of InMails sent to other professionals in all other talent pools on LinkedIn.

GENDER DATA COVERAGE

There is 95% coverage of this talent pool based on our inferred gender data for LinkedIn members in this talent pool. Less than 1% could be identified as another gender identity, so we have shown gender composition using only male and female data points.

COMPENSATION DATA

Data is inferred for 3% of this talent pool. Data is inferred using LinkedIn Salary data collected from LinkedIn members and estimated based on similar roles, companies, and regions.

TOP LOCATIONS

The top locations of professionals in this talent pool who have a location listed on their LinkedIn profile.

TOP COMPANIES

The top companies of professionals in this talent pool who have company associated with an active position on their profile.

Key Insights about this talent

Hiring demand

Moderate This talent is moderately easy to hire

Gender diversity

● 30% Male

● 70% Female

Compensation

\$77,624 Average total compensation

Where is this talent located?



Top locations

Greater San Luis Obispo Area

Professionals

12,984

Who is employing this talent?

Top companies	Professionals	1y growth	Job posts
Lucia Mar Unified School District	501	▲ 5%	30
Dignity Health	498	▲ 5%	56
Paso Robles Joint Unified School District	347	▲ 3%	0
California Department of State Hospitals	331	▲ 2%	34
Tenet Healthcare	210	▲ 7%	77

What schools are producing this talent?

Top schools	Professionals	Top fields of study	Professionals
California Polytechnic State University-San Luis Obispo	1,536	Psychology	811
Cuesta College	747	Registered Nursing/Registered Nurse	533
Allan Hancock College	170	Business Administration and Management, General	289
UC Santa Barbara	148	Liberal Arts and Sciences/Liberal Studies	261
California State University, Fresno	148	Kinesiology and Exercise Science	224

TOP SCHOOLS

The top schools of professionals in this talent pool who have a school listed in the education section of their LinkedIn profile.

TOP FIELDS OF STUDY

The top fields of study of professionals in this talent pool who have a field of study listed in the education section of their LinkedIn profile.

TOP SKILLS

The top skills of professionals in this talent pool who have a skill listed in the skills section of their LinkedIn profile.

TOP TITLES

The top titles of professionals in this talent pool who have a job title associated with an active position on their profile.

What are related skills and titles for this talent?

Top skills	Professionals	Top titles	Professionals
Health Sciences	4,107	Registered Nurse	812
Allied Health	3,632	Owner	701
Microsoft Applications	2,747	Teacher	636
Patient Care	2,558	Caregiver	198
Healthcare	2,458	Medical Assistant	180

What are the top locations for this talent?

This module summarizes the talent located in each region.



Location (1)	Professionals	1y growth	Job posts	Hiring demand	Female	Male	Gender gap	Compensation	Top Employer
Greater San Luis Obispo Area	12,984	▼ -4%	714	Moderate	70%	30%	40%	N/A	Lucia Mar Unified School District

LOCATION

Location is determined by the current location a member has selected on their LinkedIn profile.

PROFESSIONALS

The number of professionals at each location. A professional's location is determined by the current location they have selected on their LinkedIn profile.

1Y GROWTH

The percentage change in number of professionals in this location compared to the number who were in this location one year ago. Growth rates are not provided if there were no professionals in this location in the prior year.

JOB POSTS

The daily average number of open jobs during the past 30 days matching the search criteria.

HIRING DEMAND

Provides a measure of demand for this talent relative to supply in the location, compared to other locations listed in this table. Hiring demand by location is based on the average number of recruiter inMails sent to professionals in this location over the past 12 months, compared to the average number of inMails sent to professionals in this talent pool who are in the other locations.

COMPENSATION

The compensation report is not available due to the low coverage.

TOP EMPLOYER

Company with the largest number of professionals in this location.

FEMALE VS. MALE

The estimated percentage of employees within this talent pool who identify as Female or Male.

GENDER GAP

The difference between the estimated

percentage of employees within this talent pool who identify as Female and those who identify as Male. Those with a lower gender gap are closer to 50/50 gender split.

Where has Greater San Luis Obispo Area gained and lost talent over the last 12 months?

This module summarizes the number of professionals who have moved between the selected location* and other locations over the past 12 months. Included are professionals who match the titles, skills and industries specified in your search.

Location (102)	Lost talent	Gained talent	Ratio	Net change
San Francisco Bay Area	64	56	-1.1	-8
Los Angeles Metropolitan Area	47	57	+1.2	+10
Santa Barbara-Santa Maria Area	21	27	+1.3	+6
San Diego Metropolitan Area	29	15	-1.9	-14
Greater Sacramento	14	17	+1.2	+3
Greater Seattle Area	13	6	-2.2	-7
Greater Bakersfield Area	8	9	+1.1	+1
Metropolitan Fresno	9	8	-1.1	-1
Denver Metropolitan Area	12	5	-2.4	-7
Las Vegas Metropolitan Area	9	6	-1.5	-3

LOCATION

Location is determined by the location a member has selected on their LinkedIn profile. Geographic migration data is based on members changing the location on their LinkedIn profile.

LOST TALENT

The number of professionals who moved from the selected location* to each of the locations listed in this table over the past 12 months.

GAINED TALENT

The number of professionals who moved to the selected location* from each of the locations listed in this table over the past 12 months.

RATIO

A ratio comparing the number of professionals gained compared to professionals lost by location within the defined talent pool.

NET CHANGE

The difference between the number of professionals who moved from the selected location* to each of the locations listed in this table compared to the number of professionals who moved to the location selected above from each of the locations listed in this table over the past 12 months.

* SELECTED LOCATION

Greater San Luis Obispo Area

What companies are employing this talent?

This module summarizes the companies where these professionals are currently employed.

Company (100)	Professionals	1y growth	Job posts	Compensation	Attrition
Lucia Mar Unified School District	501	▲ 5%	30	N/A	■ 3%
Dignity Health	498	▲ 5%	56	\$101,400	■ 6%
Paso Robles Joint Unified School District	347	▲ 3%	0	N/A	■ 4%
California Department of State Hospitals	331	▲ 2%	34	N/A	■ 2%
Tenet Healthcare	210	▲ 7%	77	N/A	■ 4%
Sierra Vista Regional Medical Center	172	▲ 9%	40	N/A	■ 4%
Transitions-Mental Health Association	128	▲ 12%	0	N/A	■ 7%
French Hospital Medical Center	111	▲ 7%	0	N/A	0%
Community Health Centers of the Central Coast, Inc.	107	▲ 1%	0	N/A	■ 3%
San Luis Obispo County Office of Education	103	▲ 7%	0	N/A	■ 4%

COMPANY

Company is determined by the current active position(s) a member has listed on their LinkedIn profile.

PROFESSIONALS

The number of professionals with an active position at this company listed on their LinkedIn profile.

1Y GROWTH

The percentage change in the number of professionals working at this company at the end of last month, compared to the number working at this company one year prior. Growth rates are not provided if there were no professionals at this company in the prior year.

JOB POSTS

The daily average number of open jobs during the past 30 days matching the search criteria.

COMPENSATION

The average total compensation for these professionals. (Currency: USD)

ATTRITION

The number of professionals who departed this company in the past 12 months divided by the average number of employees during this period. A professional is considered to have departed their previous company if they have added a position with a new company on their LinkedIn profile and provided an end date for the position at their previous company. Contractors and other non-FTEs are excluded and attrition is only displayed if the average number of employees in the past 12 full months is at least 15. Attrition estimates may be below actual attrition due to the time lag between when a professional departs and when they update their LinkedIn profile.

What are the most common titles among this talent?

This module summarizes the most common titles among these professionals.

Titles (96)	Professionals	% of total	Job posts	Female	Male	Gender gap	Your talent
Registered Nurse	812	6%	72	87%	13%	74%	--
Owner	701	5%	0	59%	41%	18%	--
Teacher	636	5%	3	73%	27%	46%	--
Caregiver	198	2%	18	84%	16%	68%	--
Medical Assistant	180	1%	20	89%	11%	78%	--
Psychiatric Technician	154	1%	16	51%	49%	2%	--
Medical Doctor	148	1%	8	31%	69%	38%	--
Office Manager	144	1%	0	95%+	05%	90%+	--
Chief Executive Officer	122	1%	0	42%	58%	16%	--
Certified Nursing Assistant	120	1%	19	89%	11%	78%	--

PROFESSIONALS

The number of professionals who have this job title listed on a currently active position on their LinkedIn profile. We convert the title a member enters into one of approximately 25,000 standardized titles on LinkedIn.

% OF TOTAL

The percentage of professionals who have this job title listed on a currently active position on their LinkedIn profile, divided by the total number of professionals in this talent pool.

JOB POSTS

The number of job posts that match the search criteria and have this title in the job post. Job posts are aggregated from more than 40,000 sources globally.

YOUR TALENT

The number of your employees have this job title listed on a currently active position on their LinkedIn profile.

FEMALE VS. MALE

The estimated percentage of employees within this talent pool who identify as Female or Male.

GENDER GAP

The difference between the estimated percentage of employees within this talent pool who identify as Female and those who identify as Male. Those with a lower gender gap are closer to 50/50 gender split.

What are the fastest growing titles among this talent?

This module summarizes the fastest growing titles among these professionals.

Titles (96)	1y growth	Professionals	Job posts	Your talent
Professor	▲ 43%	■ 30	0	0
Behavioral Health Technician	▲ 35%	■ 31	10	0
Operations Manager	▲ 33%	■ 32	1	0
Vice President	▲ 18%	■ 26	0	0
Pharmacist	▲ 13%	■ 43	3	0
Pharmacy Technician	▲ 11%	■ 30	6	0
Therapist	▲ 9%	■ 62	1	0
Phlebotomist	▲ 8%	■ 28	2	0
Emergency Medical Technician	▲ 7%	■ 47	4	0
Consultant	▲ 7%	■ 64	0	0

PROFESSIONALS

The number of professionals who have this job title listed on a currently active position on their LinkedIn profile. We convert the title a member enters into one of approximately 25,000 standardized titles on LinkedIn.

1Y GROWTH

The percentage change in the number of professionals who have this job title listed on a currently active position on their LinkedIn profile, compared to the number of professionals one year prior. Growth rates are not provided if there were no professionals with this title in the prior year.

JOB POSTS

The number of job posts that match the search criteria and have this title in the job post. Job posts are aggregated from more than 40,000 sources globally.

YOUR TALENT

The number of your employees have this job title listed on a currently active position on their LinkedIn profile.

What are the most common skills among this talent?

This module summarizes the most common skills among these professionals.

Skills (100)	Professionals	% of total	Job posts	Female	Male	Gender gap	Your talent
Health Sciences	4,107	32%	1	71%	29%	42%	--
Allied Health	3,632	28%	4	72%	28%	44%	--
Microsoft Applications	2,747	21%	0	73%	27%	46%	--
Patient Care	2,558	20%	230	76%	24%	52%	--
Healthcare	2,458	19%	271	73%	27%	46%	--
Nursing	2,379	18%	269	78%	22%	56%	--
Customer Service Management	2,297	18%	0	71%	29%	42%	--
Academic Research	2,223	17%	0	66%	34%	32%	--
Customer Service Operations	2,220	17%	0	70%	30%	40%	--
University Teaching	2,094	16%	0	68%	32%	36%	--

PROFESSIONALS

The number of professionals who have this skill listed in the skills section of their LinkedIn profile.

% OF TOTAL

The percentage of professionals who have this skill listed in the skills section of their LinkedIn profile, divided by the total number of professionals with at least one skill listed on their LinkedIn profile.

JOB POSTS

The number of job posts that match the search criteria and have this skill in the job post. Job posts are aggregated from more than 40,000 sources globally.

YOUR TALENT

The number of your employees who have this skill listed on their LinkedIn profile.

FEMALE VS. MALE











The estimated percentage of employees within this talent pool who identify as Female or Male.

GENDER GAP

The difference between the estimated percentage of employees within this talent pool who identify as Female and those who identify as Male. Those with a lower gender gap are closer to 50/50 gender split.

What are the fastest growing skills among this talent?

This module summarizes the fastest growing skills among these professionals.

Skills (100)	1y growth	Professionals	Job posts	Your talent
Microsoft Applications	--	 2,747	0	0
Marketing Research	--	 1,617	0	0
Business Data Management	--	 1,484	0	0
School Systems	--	 1,300	0	0
Life Support	--	 1,218	0	0
Investing	--	 1,188	2	0
Civil Society	--	 1,174	0	0
Procedural Programming	--	 1,155	0	0
Community Organizations	--	 1,118	0	0
Family Development	--	 1,039	0	0

PROFESSIONALS

The number of professionals who have this skill listed in the skills section of their LinkedIn profile.

1Y GROWTH

The percentage change in the number of professionals with this skill, compared to the number of professionals one year prior.

JOB POSTS

The number of job posts that match the search criteria and have this skill in the job post. Job posts are aggregated from more than 40,000 sources globally.

YOUR TALENT

The number of your employees who have this skill listed on their LinkedIn profile.

What industries are employing this talent?

This module summarizes the industries where these professionals are currently employed.

Industry (8)	Professionals	1y growth	Job posts	Hiring demand	Female	Male	Gender gap	Compensation	Top Employer
Medical Practices	6,072	▲ 4%	387	High	70%	30%	40%	N/A	Dignity Health
Hospitals and Health Care	2,738	▲ 3%	208	High	68%	32%	36%	N/A	California Department of State Hospitals
Individual and Family Services	1,125	▼ -14%	21	Low	70%	30%	40%	N/A	Family Care Network, Inc.
Hospitals	249	▼ -64%	8	Very high	69%	31%	38%	N/A	Mee Memorial Healthcare System
Community Services	241	▼ -29%	29	High	78%	22%	56%	N/A	Kindred at Home
Health and Human Services	84	▲ 15%	5	Low	76%	24%	52%	N/A	PathPoint
Public Health	25	▼ -14%	--	Moderate	--	--	--	N/A	Santa Barbara County Public Health Department
Nursing Homes and Residential Care	24	▼ -4%	--	Moderate	--	--	--	N/A	Pegasus

INDUSTRY

Industry is based on the the industry of the company a member has listed in active position(s) on their LinkedIn profile. If the company's industry is unknown, the industry listed on the member's profile is used.

PROFESSIONALS

The number of professionals currently employed by a company in this industry.

1Y GROWTH

The percentage change in the number of professionals working at a company in the industry at the end of last month, compared to the number working at a company in the industry one year prior. Growth rates are not provided if there were no professionals within an industry in the prior year.

JOB POSTS

The daily average number of open jobs during the past 30 days matching the search criteria.

HIRING DEMAND

Provides a measure of demand for this talent relative to supply in the industry, compared to other industries listed in this table. Hiring demand by industry is based on the average number of recruiter inMails sent to professionals in this industry over the past 12 months, compared to the average number of inMails sent to professionals in this talent pool who are in the other industries.

COMPENSATION

The compensation report is not available due to the low coverage.

TOP EMPLOYER

Company with the largest number of professionals in this industry.

FEMALE VS. MALE

The estimated percentage of employees within this talent pool who identify as Female or Male.











GENDER GAP

Industry (8)	Professionals	1y growth	Job posts	Hiring demand	Female	Male	Gender gap	Compensation	Top Employer
Facilities									Senior Living

The difference between the estimated percentage of employees within this talent pool who identify as Female and those who identify as Male. Those with a lower gender gap are closer to 50/50 gender split.

Where is talent flowing to and from the Medical Practices industry over the last 12 months?

This module summarizes the number of professionals who have moved between the selected industry and other industries over the past 12 months. Included are professionals who match the titles, skills and locations specified in your search.

Industry (66)	From selected industry* To selected industry*	Ratio	Net change
Higher Education	18  35	+1.9	+17
Hospitals and Health Care	9  20	+2.2	+11
Hospitals	6  12	+2	+6
Restaurants	1  11	+11	+10
Wellness and Fitness Services	4  7	+1.8	+3
Non-profit Organizations	4  6	+1.5	+2
Retail Apparel and Fashion	4  6	+1.5	+2
Government Administration	5  5	+1	0
Education Administration Programs	3  6	+2	+3
Individual and Family Services	3  6	+2	+3

INDUSTRY

Industry is based on the the industry of the company a member has listed in active position(s) on their LinkedIn profile. If the company's industry is unknown, the industry listed on the member's profile is used. Industry changes are identified when a member ends a position at one company, and begins a position at a company in a new industry.

FROM SELECTED INDUSTRY*

The number of professionals who moved out of the selected industry into each of the industries listed in this table over the past 12 months.

TO SELECTED INDUSTRY*

Total number of professionals who moved into the selected industry from each of the industries listed in this table over the past 12 months.

RATIO

A ratio comparing the number of professionals gained compared to professionals lost by a location with the defined talent pool.

NET CHANGE

The difference between the number of professionals who moved from the selected industry to each of the industries listed in this table compared to the number of professionals who moved to the industry selected above from each of the industries listed in this table over the past 12 months.

* SELECTED INDUSTRY
Medical Practices

What schools are producing this talent?

This module summarizes the top schools that have produced this talent.

Schools (99)	Professionals	Recent grads	Your 1y hires	Female	Male	Gender gap
California Polytechnic State University-San Luis Obispo	1,536	298	--	71%	29%	42%
Cuesta College	747	147	--	75%	25%	50%
Allan Hancock College	170	19	--	71%	29%	42%
UC Santa Barbara	148	9	--	66%	34%	32%
California State University, Fresno	148	8	--	66%	34%	32%
University of California, Davis	108	9	--	66%	34%	32%
UCLA	108	4	--	54%	46%	8%
University of Southern California	95	6	--	55%	45%	10%
California State University, Chico	88	18	--	76%	24%	52%
San Jose State University	87	4	--	74%	26%	48%

SCHOOLS

The school(s) a member has attended is listed in the education section of their LinkedIn profile.

PROFESSIONALS

The number of professionals who attended this school. The schools a member has attended are listed in the education section of their LinkedIn profile.

RECENT GRADS

The number of recent graduates who attended this school. Recent graduates are professionals who have listed a degree end date on their LinkedIn profile that is within the past 12 months.

YOUR 1Y HIRES

The number of professionals you hired in this past 12 months who attended this school.

FEMALE VS. MALE

The estimated percentage of employees within this talent pool who identify as Female or Male.

GENDER GAP

The difference between the estimated percentage of employees within this talent pool who identify as Female and those who identify as Male. Those with a lower gender gap are closer to 50/50 gender split.

What degrees does this talent have?

This module summarizes the highest education level these professionals have attained.

	Total professionals	New grads
Master of Business Administration	3%	4%
Master's Degree	26%	29%
Associate's Degree	11%	11%
Bachelor's Degree	48%	49%
Doctor of Philosophy	12%	7%

What are the fields of study for this talent?

This module summarizes the most common fields of study for these professionals.

Fields of study (100)	Professionals	Recent grads	Your 1y hires
Psychology	811	94	--
Registered Nursing/Registered Nurse	533	76	--
Business Administration and Management, General	289	31	--
Liberal Arts and Sciences/Liberal Studies	261	32	--
Kinesiology and Exercise Science	224	17	--
Biology, General	217	22	--
Nursing	210	15	--
Clinical Psychology	180	19	--
General Studies	156	7	--
Medicine	151	3	--

FIELDS OF STUDY

The field(s) of study a member has listed in the education section of their LinkedIn profile.

PROFESSIONALS

The number of professionals who studied this field of study. A member's field of study is listed in the education section of their LinkedIn profile.

RECENT GRADS

The number of recent graduates with this field of study. Recent graduates are professionals who have listed a degree end date on their LinkedIn profile that is within the past 12 months.

YOUR 1Y HIRES

The number of professionals you hired in this past 12 months with this field of study.

Sample Profiles

This module displays sample profiles for professionals.

Mark Teague • 2nd

Talent Acquisition Manager | Movement For Life Physical Therapy
San Luis Obispo, California, United States

Current Talent Acquisition Manager at Movement for Life Physical Therapy • *April 2019 - Present*

Past Executive Recruiter at Produce Careers Inc. • *January 2014 - April 2019 (5 yrs 3 mos)*
Senior Recruiter/ Business Development at Maxim Healthcare Services • *May 2011 - January 2014 (2 yrs 8 mos)*
Pitching Coach at College of the Siskiyous • *January 2010 - May 2011 (1 yr 4 mos)*

Tricia Parido • 2nd

Elevate Your Life with Emotional Intelligence Mastery ▯ | Replace Outdated Coping with Empowered, Graceful, and Intuitive Living | Intl. Credentialed Mental Health Professional & Master Addictions Specialist
Arroyo Grande, California, United States

Current CEO | Director | BS Psych | NCPLC | IMAC | CATCIII at Turning Leaves Recovery, Life, and Wellness Coaching • *January 2016 - Present*

Past Patient Care Director CATCI at Ken Starr MD Addiction Medicine Group • *August 2015 - August 2017 (2 yrs)*
CAADE / CATCI Counselor Intern at Pat Moore Foundation • *August 2014 - May 2015 (9 mos)*
insurance specialist at Farmers Insurance • *December 2009 - December 2011 (2 yrs)*
Realtor at Carlson GMAC Real Estate • *2003 - December 2011*

Kim Dankner, SPHR, PHRca, SHRM-SCP, ODCP • 3rd

Human Resources Executive with Generalist Expertise | Innovative and Strategic Thinker
San Luis Obispo, California, United States

Current HR Director at Family Care Network, Inc. • *December 2023 - Present*

Past Director of People and Workplace at ShadowMachine • *July 2020 - November 2023 (3 yrs 4 mos)*
Human Resources Director/Consultant at Guin Records, LLC • *February 2020 - June 2022 (2 yrs 4 mos)*
Senior Talent Acquisition Specialist at WarnerMedia and ICM Partners • *September 2019 - July 2020 (10 mos)*
Director of Human Resources at Raines Feldman LLP • *February 2019 - July 2019 (5 mos)*
Executive Director of Human Resources and Business Administration at LA - Lindeman & Associates • *June 2016 - February 2019 (2 yrs 8 mos)*
Senior Human Resources Manager at CoAdvantage • *August 2011 - June 2016 (4 yrs 10 mos)*
Director of Human Resources at Cordoba Corporation • *July 2010 - March 2011 (8 mos)*

Thor Treadwell • 3rd

COO
Avila Beach, California, United States

Current COO at Matrix Medical Network • *September 2022 - Present*

Past Chief Operating Officer - Sodexo Healthcare North America at Sodexo • *December 2020 - March 2022 (1 yr 3 mos)*
President - West & Great Lakes Region - Healthcare at Sodexo • *March 2020 - December 2020 (9 mos)*
President - South Region - Healthcare at Sodexo • *December 2019 - March 2020 (3 mos)*

VP Supply Chain Operations and Logistics at Southeastern Grocers • *August 2017 - October 2018 (1 yr 2 mos)*
Senior Director Supply Chain Operations and Quality Assurance at Southeastern Grocers • *October 2016 - August 2017 (10 mos)*
Director Supply Chain Operations at Southeastern Grocers • *April 2016 - October 2016 (6 mos)*
Director Logistics North America at Starbucks • *December 2014 - January 2016 (1 yr 1 mo)*
Operations Manager II - Global Distribution- U.S. RDC/Store Dev./ 3pl. Management and field operation at Starbucks • *September 2013 - December 2014 (1 yr 3 mos)*
Operations Manager II UK, Ireland at Starbucks • *October 2012 - August 2013 (10 mos)*
Senior Manager II, Global Logistics - Distribuiton at Starbucks • *July 2012 - December 2012 (5 mos)*
Senior Project Manager - Network Optimization - DC Transitions - UK and ROI at starbucks • *July 2011 - August 2012 (1 yr 1 mo)*
Manager Distribution OPS II at Starbucks Coffee Company • *April 2010 - June 2011 (1 yr 2 mos)*
SGL - Distribution at Target • *January 2000 - April 2010 (10 yrs 3 mos)*
Adjunct at CSUB School of Business • *2006 - 2008*

Meagan McDonald, PHR, SHRM-CP • 2nd

Strategic HR Leader | Elevating Performance and Employee Engagement
Greater San Luis Obispo Area

Current Vice President People Operations at Bay Area Clinical Associates, P.C. • *April 2022 - Present*

Past Human Resources Director at Trelleborg Healthcare & Medical Paso Robles • *June 2016 - April 2022 (5 yrs 10 mos)*
Human Resources Manager at Specialty Silicone Fabricators • *February 2009 - June 2016 (7 yrs 4 mos)*
Human Resources Supervisor at Specialty Silicone Fabricators • *May 2005 - February 2009 (3 yrs 9 mos)*

Grace Whitt • 3rd

B.S. in psychology
San Luis Obispo, California, United States

Current Family Support Counselor at Seneca Family of Agencies • *August 2023 - Present*

Past Student Intern at County of San Luis Obispo • *January 2023 - June 2023 (5 mos)*
Member at Psi Chi The International Honor Society in Psychology • *January 2022 - June 2023 (1 yr 5 mos)*
Behavior Tech at KIDS CONNECTIONS DEVELOPMENTAL THERAPY CENTER • *February 2021 - December 2022 (1 yr 10 mos)*
Summer Internship at Child Development Resource Center • *June 2022 - September 2022 (3 mos)*

Ron Torres, MA, SHRM-SCP • 2nd

Keeping families intact through in-home senior care
Greater San Luis Obispo Area

Current Franchise Partner at Seniors Helping Seniors® • *March 2022 - Present*

Past Director of Human Resources at Community Action Partnership of San Luis Obispo County • *January 2018 - March 2022 (4 yrs 2 mos)*
Director of Human Resources at Kings Community Action Organization • *February 2012 - January 2018 (5 yrs 11 mos)*
Director, Business Division / Business Instructor at Institute of Technology • *2010 - 2011*
Outsource HR Director at Human Resources Consortium, Inc. • *2009 - 2009*
Director of Human Resources at Krazan & Associates, Inc. • *2004 - 2009*
Human Resources Consultant at Human Resources Consortium, Inc. • *2002 - 2004*
Special Projects - Administration / Program Manager / Outreach Manager / Outreach Coordinator at California Health Collaborative • *2000 - 2002*

Phillip Koziel • 2nd

Public Information Officer at Atascadero State Hospital
Atascadero, California, United States

Current Public Information Officer at Atascadero State Hospital • *September 2015 - Present*

Past Bank Manager / Business Banking San Luis Obispo at CoastHills Credit Union • *February 2008 - September 2015 (7 yrs 7 mos)*
Regional Project Manager and General Store Manager, Ross Stores, Inc. Fortune 500 at Ross Stores • *August 1999 - February 2008 (8 yrs 6 mos)*
Sales Manager at Staples • *May 1998 - August 1999 (1 yr 3 mos)*
Operations Manager and Regional Projects Manager at Kmart Corporation • *June 1993 - May 1998 (4 yrs 11 mos)*

Frank Scicchitano • 3rd

People Operations, Sales Planning, Strategy, Revenue Management, FP&A, and S&OP
San Luis Obispo County, California, United States

Current Director of People Operations at Wellpointe Inc. • *August 2023 - Present*

Past Sr. Director Sales Strategy & Planning at Square Roots • *May 2023 - August 2023 (3 mos)*
Sr. Director, Sales Planning and FP&A at Custom Made Meals • *March 2022 - May 2023 (1 yr 2 mos)*
Director Sales Finance at Curation Foods • *October 2021 - March 2022 (5 mos)*
Director Sales Planning and Revenue Management at Curation Foods • *March 2020 - October 2021 (1 yr 7 mos)*
Sr. Manager, Sales Planning and Revenue Management at Curation Foods • *October 2016 - March 2020 (3 yrs 5 mos)*
National Account Manager at Altria (PM USA, USSTC, JMC, NuMark) • *May 2014 - March 2016 (1 yr 10 mos)*
Trade Marketing Manager, National Retail Merchandising & Promotions (Marlboro, Copenhagen, Skoal) at Altria • *March 2012 - May 2014 (2 yrs 2 mos)*
Trade Marketing Manager, National Sales & Merchandising PM USA at Altria • *April 2011 - March 2012 (11 mos)*
Unit Sales Manager at Altria • *April 2008 - April 2011 (3 yrs)*
Territory Sales Manager at Altria • *December 2005 - April 2008 (2 yrs 4 mos)*
Two year Undergraduate Intern / Student Ambassador at Altria • *June 2004 - December 2005 (1 yr 6 mos)*

Asa Gardner Jr • 3rd

Biomedical/Clinical Science Professional looking to use my experience and knowledge to streamline protocols, increase productivity, and help to complete the goals of your establishment.
Paso Robles, California, United States

Current Adjunct Laboratory Professor & Researcher at Hartnell College • *August 2020 - Present*

Past Adjunct Faculty at Allan Hancock College • *January 2019 - May 2022 (3 yrs 4 mos)*
Intern Pharmacist at RITE AID • *July 2021 - January 2022 (6 mos)*
Sr. Research Associate at UC Merced • *February 2014 - December 2018 (4 yrs 10 mos)*
Sr. Research Associate at The Ohio State University • *September 2010 - March 2013 (2 yrs 6 mos)*
Research Assistant II at Salk Institute for Biological Studies • *December 2008 - August 2010 (1 yr 8 mos)*
Lab/Research Assistant II at UC San Diego • *August 2005 - December 2008 (3 yrs 4 mos)*
Laboratory Technician at Santa Cruz Biotechnology (SCBT) • *August 2004 - August 2005 (1 yr)*

Scott Bauhofer • 3rd

IMPACT Melanoma, Chairman
Templeton, California, United States

Current Board Member at IMPACT Melanoma • *January 2021 - Present*

Past Chairman of the Board at IMPACT Melanoma • *January 2018 - January 2021 (3 yrs)*
Sr. VP - eServices (Motoshop Technology Tools) at Advance Auto Parts • *October 2015 - December 2017 (2 yrs 2 mos)*
Member Board of Directors at Automile • *June 2015 - June 2016 (1 yr)*
SVP - eBusiness (B2B - B2C) at Advance Auto Parts • *April 2009 - September 2015 (6 yrs 5 mos)*

VP - Consumer Sales Strategy at Symantec • February 2008 - March 2009 (1 yr 1 mo)
Managing Partner at TRC Partners, LLC • October 2007 - February 2008 (4 mos)
SVP - Direct Sales at West Marine • June 2006 - October 2007 (1 yr 4 mos)
SVP - Direct at Gateway • May 2004 - May 2006 (2 yrs)
Sr. Vice President - General Manager - Bestbuy.com at Best Buy • 1996 - 2004

Shira Simpson, MMS, PA-C • 3rd

Strategic Healthcare Leader | Value-Based Care Professional | Advanced Practice Provider
San Luis Obispo, California, United States

Current Senior Director, Clinical Care Delivery at InterWell Health • March 2021 - Present

Past Senior Director, Clinical Operations, CA Region at Cricket Health • March 2022 - August 2022 (5 mos)
Clinical Director, California at Cricket Health • March 2021 - March 2022 (1 yr)
Physician Assistant, Primary & Urgent Care at Family & Industrial Medical Center • September 2018 - February 2021 (2 yrs 5 mos)
Physician Assistant, Nephrology at Stanford Health Care • November 2014 - August 2018 (3 yrs 9 mos)
Physician Assistant Fellow, Transplant at Mayo Clinic • September 2013 - September 2014 (1 yr)
Marketing Coordinator at Vivendi Universal Games • May 2005 - August 2006 (1 yr 3 mos)

Kelly Allen • 2nd

Hospice Medical Social Worker/LCSW
San Luis Obispo County, California, United States

Current Medical Social Worker; Home Health & Hospice at Dignity Health • September 2011 - Present

Past Adoption Social Worker at Family Connections Christian Adoptions • 2008 - 2011
Forensic Interview Specialist/Social Worker at Rady Children's Hospital • 1987 - 1997

Sophia Fitzsimons • 3rd

Registered Nurse
San Luis Obispo, California, United States

Current Registered Nurse at TWIN CITIES COMMUNITY HOSPITAL • June 2023 - Present

Past Nursing Student at Cuesta College • August 2021 - June 2023 (1 yr 10 mos)
Dialysis Technician at DaVita Kidney Care • December 2020 - August 2021 (8 mos)
Caretaker at N/A • August 2019 - January 2021 (1 yr 5 mos)
Patient Care Technician at Loomis Chiropractic • June 2017 - October 2018 (1 yr 4 mos)

Daniel H. Cano • 2nd

Vocational Services Director
San Luis Obispo County, California, United States

Current Vocational Services Director at Transitions-Mental Health Association • March 2023 - Present

Past Grants & Development at Mixteco/Indigena Community Organizing Project (MICOP) • March 2022 - March 2023 (1 yr)
Experienced Executive at Self Employed • June 2019 - March 2023 (3 yrs 9 mos)
Managing Partner at Glass Brew Tile • July 2019 - July 2020 (1 yr)
Executive Director at One Cool Earth • August 2018 - 2019
Community Food Programs Manager at Food Bank Coalition of San Luis Obispo • October 2017 - July 2018 (9 mos)
Administrative Services Officer at San Luis Obispo County Public Health Department • August 2015 - May 2016 (9 mos)

Executive Director at Central Coast LINK • *August 2010 - July 2015 (4 yrs 11 mos)*
Training Coordinator at Santa Monica College • *July 2009 - July 2010 (1 yr)*
Managing Partner at Del Rey Industries , Inc • *June 2002 - May 2008 (5 yrs 11 mos)*

Lauren Duarte • 3rd

Emergency Department, House Supervision & Critical Care Float Pool Manager
Greater San Luis Obispo Area

Current Nurse manager at Sierra Vista Regional Medical Center • *May 2023 - Present*

Past House Supervisor at Sierra Vista Regional Medical Center • *August 2019 - May 2023 (3 yrs 9 mos)*
Registered Nurse at Sierra Vista Regional Medical Center • *October 2018 - August 2019 (10 mos)*
Charge Nurse at Kaweah Health • *June 2013 - October 2018 (5 yrs 4 mos)*
Registered Nurse at Kaweah Health • *February 2011 - June 2013 (2 yrs 4 mos)*

Jason Keck • 2nd

Pharmacist at CVS
San Luis Obispo County, California, United States

Current Staff Pharmacist at CVS Health • *July 2022 - Present*

Past pharmacy manager at Albertsons • *April 2002 - November 2014 (12 yrs 7 mos)*

Michael Sloan • 3rd

VP of Human Resources / CHRO at CommonSpirit Health
San Luis Obispo County, California, United States

Current VP of Human Resources / CHRO at CommonSpirit Health • *January 2020 - Present*

Past Vice President Human Resources at Dignity Health • *April 2016 - January 2020 (3 yrs 9 mos)*
Central Valley Service Area Employment and Labor Relations at Dignity Health • *April 2013 - September 2016 (3 yrs 5 mos)*
Adjunct Professor at California State University Bakersfield • *January 2015 - April 2015 (3 mos)*
Attorney at Kirk & Simas • *July 2009 - April 2013 (3 yrs 9 mos)*
Prosecutor at City of Omaha • *October 2006 - January 2009 (2 yrs 3 mos)*

Michael Keleman • 2nd

Chief Executive _ Providence _ St. Joseph Hospital and Redwood Memorial Hospital
San Luis Obispo, California, United States

Current Chief Executive at Providence • *January 2024 - Present*

Past Chief Operating Officer at Tenet Healthcare • *March 2022 - January 2024 (1 yr 10 mos)*
Chief Strategy Officer - Tenet Central Coast Market at Tenet Healthcare • *September 2018 - March 2022 (3 yrs 6 mos)*
Chief Strategy Officer (CSO) - Sierra Vista Regional Medical Center at Tenet Healthcare • *March 2018 - September 2018 (6 mos)*
Director of Network Development - Joint Ventures at Tenet Healthcare • *March 2015 - March 2018 (3 yrs)*
Manager - System Strategy & Business Development at John Muir Health • *June 2013 - March 2015 (1 yr 9 mos)*
Administrative Fellow at Scripps Health • *September 2010 - June 2012 (1 yr 9 mos)*
Performance Improvement Program Manager at Stanford Hospital & Clinics • *2012 - 2012*
Administrative Resident at Kaiser Permanente • *April 2010 - September 2010 (5 mos)*
Graduate Student Intern at Sutter Health • *January 2009 - March 2010 (1 yr 2 mos)*
Co-Instructor at Davis Senior Citizens Center • *January 2007 - March 2007 (2 mos)*

Russ Arjal MD, AGAF • 3rd

Co-Founder @ Telebelly Health | Gastroenterologist | Digital Health
San Luis Obispo, California, United States

Current Co-Founder at Telebelly Health • *August 2021 - Present*

- Past Physician at CENTRAL COAST GASTROENTEROLOGY • *August 2021 - March 2022 (7 mos)*
- Physician at Gastro Health • *September 2019 - August 2021 (1 yr 11 mos)*
- Vice President of Clinical Affairs at Gastro Health • *September 2019 - June 2020 (9 mos)*
- Physician Partner & Vice President at Puget Sound Gastroenterology • *July 2008 - September 2019 (11 yrs 2 mos)*

Mary Brooks • 3rd

Manager of Risk and Quality at Planned Parenthood of California Central Coast
Arroyo Grande, California, United States

Current Manager, Risk and Quality at Planned Parenthood • *October 2012 - Present*

- Past Quality Management Coordinator at Planned Parenthood of Santa Barbara, Ventura and San Luis Obispo, Inc. • *February 2010 - September 2012 (2 yrs 7 mos)*
- Staff RN at Planned Parenthood of Santa Barbara, Ventura and San Luis Obispo • *April 1997 - February 2010 (12 yrs 10 mos)*
- OBGYN Staff Nurse at Valley Community Hospital • *1993 - 1999*
- Emergency Room Staff Nurse at Marian Medical Center • *1992 - 1993*
- Emergency Room Staff Nurse at New Milford Hospital • *1984 - 1992*
- Emergency Room Critical Care Nurse at Bristol Hospital • *1984 - 1988*
- Staff Nurse, Cardiac Surgical Unit at Los Robles Hospital and Medical Center • *January 1983 - 1984*

Megan Lewis • 3rd

Clinical Social Worker
Morro Bay, California, United States

Current Clinical Social Worker at California Department of State Hospitals • *October 2017 - Present*

- Past Social Worker II at San Bernardino County • *December 2009 - June 2015 (5 yrs 6 mos)*
- Social Worker I at San Bernardino County Department of Aging and Adult Services • *January 2009 - December 2009 (11 mos)*

Kelsea Burns • 2nd

Recruiter at Spring Health
San Luis Obispo, California, United States

Current Recruiter at Spring Health • *February 2022 - Present*

- Past Associate Recruiter at Better • *February 2021 - February 2022 (1 yr)*
- Loan Consultant Associate at Better.com • *April 2020 - February 2021 (10 mos)*
- Account Executive at Yelp • *October 2019 - March 2020 (5 mos)*
- Social Worker at County of San Luis Obispo • *September 2018 - June 2019 (9 mos)*
- Social Work Aide at County of San Luis Obispo • *January 2018 - September 2018 (8 mos)*
- Social Worker Intern at County of San Luis Obispo • *August 2016 - January 2018 (1 yr 5 mos)*

Bridgette Raney • 3rd

Supporting accessible mental health care for employees and their families
San Luis Obispo, California, United States

Current Sales Development Representative at Modern Health • *February 2023 - Present*

Past Teacher at Lucia Mar Unified School District • *August 2017 - November 2022 (5 yrs 3 mos)*

Scott Fisher • 3rd

VP, Accounting

San Luis Obispo County, California, United States

Current VP, Accounting at Headspace • *January 2023 - Present*

Past VP, Corporate Controller at Mindbody • *March 2021 - January 2023 (1 yr 10 mos)*

Assistant Controller at MINDBODY, Inc. • *March 2014 - March 2021 (7 yrs)*

Director, Internal Financial Reporting at Green Dot Corporation • *April 2013 - March 2014 (11 mos)*

Director of Accounting at Green Dot Corporation • *August 2008 - April 2013 (4 yrs 8 mos)*

Accounting Manager at Green Dot Corporation • *September 2006 - August 2008 (1 yr 11 mos)*

Senior Accountant at Green Dot Corporation • *September 2005 - August 2006 (11 mos)*

Staff Accountant at Morton Alan Haas & Co. • *August 2003 - August 2005 (2 yrs)*