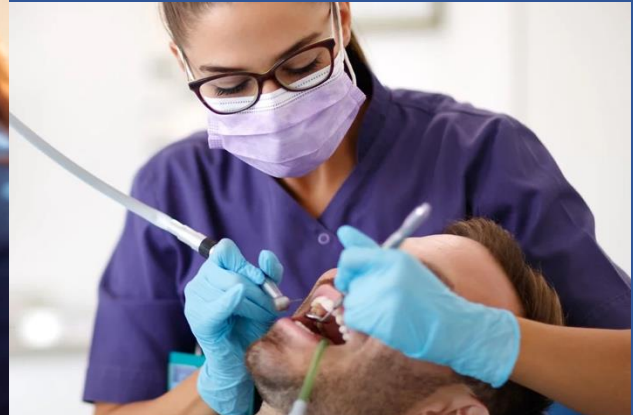


**SLO Healthcare Workforce
Partnership**

SLO Healthcare Workforce Partnership Meeting January 9, 2025

SLOHealthcareWorkforce.org
Info@SLOHealthcareWorkforce.org



Agenda

- **Meeting Schedule for 2025**
- **Website Updates**
- **Public Health Bulletin**
- **UPLIFT Grant Application**
- **Summer Internship Pilot**
- **Committee Updates**

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SLO Healthcare Career Pathway Program

Design & Launch of the Program:

In 2025/26, the Partnership will study the feasibility of creating a healthcare career pipeline, custom-designed to meet the unique needs of healthcare employers in San Luis Obispo and northern Santa Barbara counties. For this project, the Partnership will collaborate with Health Career Connection (HCC) to design and test a tiered healthcare career pathway program. The tiered pathway will be built on HCC's proven model implemented in other regions, which emphasizes recruiting students who are from disinvested communities, underrepresented backgrounds, or are first generation college students.

The HCC model includes a paid, 10-week, full-time summer healthcare internship, professional development, and mentoring for college students. This project will assess how to best adapt HCC's proven model to meet the specific needs of local healthcare employers. It will enable planning, curriculum development, and testing of the components of the tiered pathway program. In addition, this study will evaluate the effectiveness of adding coordinated linkages with other components of the pipeline. Possibilities include: 1) Expanding the internship program to offer two versions (i.e., a 10-week full-time program and a 16-week part-time program focusing on community-college students interested in nursing, pre-nursing, or high demand, high-quality technical health occupations); 2) adding career exploration fairs to expose high school students to occupations, training, and





"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



Forum Agenda



Partnership Information Sheet.



Event Flyer



A Few of the Featured Speakers



Program Materials

- [Main Healthcare Workforce Forum Program Slides - Susan McGraw](#)



A Few of the Featured Speakers



Dr. Oscar Ramos, Cuesta College



Dawn Boulanger, WDB



Yessenia Echevarria
Congressman Salud Carbajal's Office



Program Materials

- [Main Healthcare Workforce Forum Program Slides - Susan McGraw](#)
- [State Level Funding Opportunities - Jeff Oxendine](#)
- [UPLIFT Central Coast Regional Funding Opportunity - Lady Freire](#)
- [State of the Workforce in SLO County - Dawn Boulanger](#)
- [Healthcare Employee Job Burn Out 101 - Matt Briskin](#)
- [SLO County Healthcare Career Pathways Infographic/Educational Programs - Oscar Ramos](#)
- [SLO County Top 9 Critical Occupational Needs - Oscar Ramos](#)
- [SLO County Summer Paid Healthcare Internship Program Presentation Slides - Jeff Oxendine](#)
 - [SLO County Summer Paid Healthcare Internship Program for College Students - Information for Host Organizations - Jeff Oxendine](#)
 - [SLO County Summer Paid Healthcare Internship Program for College Students - Information for Students to Apply - Jeff Oxendine](#)

Video Recordings of Forum Segments



Video Recordings of Forum Segments



Jeff Oxendine, Health Career Connection



Healthcare Employee Job Burnout 101
Matt Briskin, Healthcare Strategy Consultant
The Chartis Group



Lady Freire, UPLIFT Central Coast



Healthcare Career Pathway Program
Oscar Ramos, Cuesta College
Aydin Nazmi, Cal Poly
Eric Sauers, A.T. Still University
Jennifer Clayton, SLO Partners/SLOCOE
Jeff Oxendine, Health Career Connection



Aydin Nazmi, Cal Poly

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Physical Health



Behavioral Health



Oral Health

[Partnership Mtgs. 2025](#)
[Partnership Mtgs. 2024](#)
[Partnership Mtgs. 2023](#)

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.





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Physical Health



Behavioral Health



Oral Health

- [Recruitment & Retention](#)
- [Healthcare Career Pathways](#)
- [Funding & Advocacy](#)

SLO Healthcare Workforce Partnership

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<https://www.slohealthcareworkforce.org/committees>



The Goal



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Committee #1: Recruitment & Retention

The Recruitment & Retention Committee focuses on developing strategies to support employers to recruit new and retain existing healthcare professionals in physical, behavioral, and oral health.

Goals:

1. Based on an annual evaluation, design and implement recruitment strategies to meet the local healthcare workforce demand.
2. Based on an annual evaluation, implement retention strategies to ensure an optimum level of staff in the local healthcare workforce.

About this Committee:

- **Meets monthly on zoom on the last Thursday of each month, 9:00am to 10:00am PST.**
- **Strategic Action Plan (2024 to 2026).**
- **Committee Membership Agreement.**
- **Members of the Committee:** Madisyn Masatani (CHC), Angel Lopez (Promotores), Tony Girolo (WDB), Patty Herrera (Dignity Health, Community Health), Barb Morrow (PH Oral Health), Magdalena Serrano (CHC, Behavioral Health), Frank Warren (SLO County Behavioral Health), **Gisela Taboada** (CenCal Health), Jeannie Keeling Fantasia (Adelade), Jessica Rojas-Kalian (CHC), Matt Briskin (The Chartis Group), Gary Obreque (Adventist Health), Sara Diaz (Compass Health)

For more information or to join this Committee, please contact:

Susan McGraw





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For more information or to join this Committee, please contact:

Susan McGraw

SLO Healthcare Workforce Partnership

Info@SLOHealthcareWorkforce.org

For Committee Members: Meeting Information & Documents

- **Meeting Zoom Link:**
 - Meeting ID: 894 2053 4159
 - Passcode: 626039
- **Shared folder with working documents**
- **2025 Recruitment & Retention Meeting Materials**
- **2024 Recruitment & Retention Meeting Materials**

SLO Healthcare Workforce Partnership

info@SLOHealthcareWorkforce.org

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**SLO Healthcare Workforce
Partnership**

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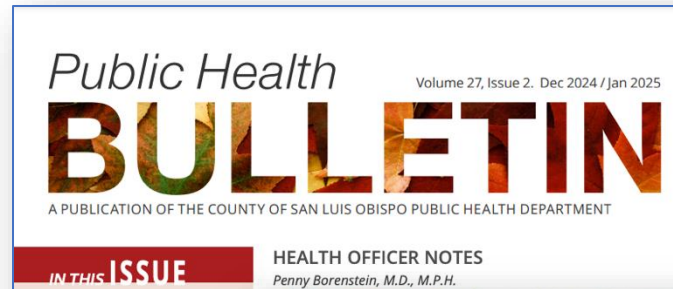
Committee #1: Recruitment & Retention

2025 Meeting Information & Documents

- **Meeting Zoom Link:**
 - Meeting ID: 894 2053 4159
 - Passcode: 626039
- **Shared folder with working documents**
- **January 30, 2025 (9:00 to 10:00am)**
- **February 27, 2025 (9:00 to 10:00am)**
- **March 27, 2025 (9:00 to 10:00am)**
- **April 24, 2025 (9:00 to 10:00am)**
- **May 29, 2025 (9:00 to 10:00am)**
- **June 26, 2025 (9:00 to 10:00am)**
- **July 31, 2025 (9:00 to 10:00am)**
- **August 28, 2025 (9:00 to 10:00am)**
- **September 25, 2025 (9:00 to 10:00am)**
- **October 30, 2025 (9:00 to 10:00am)**



The Partnership was featured in the last two editions of the Public Health BULLETIN.



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HEALTH OFFICER NOTES
Penny Borenstein, MD, MPH

SUSTAINING OUR HEALTHCARE WORKFORCE

Nationally and here in SLO County, we are facing a critical shortage of healthcare professionals in the workforce. Staffing shortages and projected needs have been concerns for many years and, as with so many issues, the COVID-19 pandemic has exacerbated these long-standing problems.

Many of us have seen the statistics about workforce shortages and have also keenly felt these shortages personally, either as employers seeking to hire and retain qualified staff or as patients seeking care. My team and I have spent hours strategizing how to continue meeting community needs while seeking to fill empty positions. I also remember being startled when I moved to SLO County 15 years ago and couldn't find a primary care provider.

These concerns reverberate across the fields of physical health, behavioral health, and oral health. Their impact is especially acute for patients who already face challenges to attaining care, such as difficulty with the cost, transportation, scheduling, or language access.

While our local Public Health Department does not regulate or manage our health care workforce, we do play a role as a convener, bringing together



UPLIFT Grant Opportunity

Proposed Project:

- Study the feasibility of implementing a custom-designed “**SLO Healthcare Career Pathway Program,**” by adapting and expanding the successful Health Career Connection (HCC) summer internship program:
 - Pilot 2 Career Fairs (targeted to high school students): 1 Fall 2025 and Spring 2026.
 - Pilot 2 customized HCC paid summer internship and professional development programs (one in summer of 2025 and 2026).
 - Provide linkages to mentoring, supportive services, and job placement
- Contracted Program Manager to build, launch, and support the local programs.
- Funding for 21 student interns (for organizations willing to host an intern but unable to cover the \$8,500/intern cost; 10 students in 2025; 11 in 2026).
- Marketing, outreach, and operational expenses.



UPLIFT Grant Opportunity

Fiscal Agent & Employer: Health Career Connection (HCC) will be the fiscal agent and hire and manage the contracted Program Manager. HCC will submit the grant application on behalf of the Partnership, with an MOU with County Public Health, a letter of support signed by Partnership members, and a letter of support from Workforce Development Board.

Funding Amount & Length of Grant: \$250,000 (grant program would start in April 2025 and end August 2026).

Focus of the Grant: Economic Development to address job creation, particularly in the precision manufacturing and advanced research/business services industries in 6 counties in the Central Coast. Funding from \$50,000 to \$1,000,000/grant with a total pool of \$9,000,000 and 180 applicants.

Awards to be announced at the end of January.



2025 SLO Healthcare Career Pathway Program

Immediate Needs:

1. Organizations to host intern(s): Goal is 25 internships
2. College students/ recent grads to apply for & be selected for 25 internships



HEALTH CAREER CONNECTION

PAID HEALTHCARE AND PUBLIC HEALTH INTERNSHIP

Deadline to Apply: December 9th, 2024

Advance your health career, gain practical skills & experience, contribute to the community, and gain hands-on experience in health careers, secure jobs, enter health professions training and serve their communities through the Central Coast Internship program.

PROGRAM FEATURES

GAIN EXPOSURE & EXPERIENCE

10-week full-time, hands-on internship placement in a local health organization with **competitive paid, educational stipends**. In-person, hybrid & virtual available

Duration: June - August 2025

MENTORSHIP

Receive one-on-one mentorship support through our preceptor apprenticeship model from HCC staff, and from your peers. Join our HCC alumni community of over 5,400 health professionals

PROFESSIONAL DEVELOPMENT

- Advance your career directly
- Build practice
- Become a more competitive applicant for graduate health professions training
- Strengthen your health career network

Internship Placements include: hospitals, health systems, community health centers, health plans, public health departments, behavioral health agencies, and more.

Placements available in the SLO Region and HCC's other California and national locations.

- 98% of HCC interns gain more health career knowledge and confidence
- 88% of interns strengthen their professional skills and networks
- 71% of HCC interns receive a job offer or extended internship
- 82% complete graduate education training in the health professions

ELIGIBILITY

Open to undergraduates and recent college graduates (within 3 years of graduation). Underrepresented, first-generation college students and those from low to middle income backgrounds are strongly encouraged to apply.

➔ Apply at www.healthcareers.org

✉ Email us at info@healthcareers.org

HEALTH CAREER CONNECTION

Partner with us to advance your goals & build a robust, diverse area health workforce

For over 34 years HCC has helped organizations meet their workforce, diversity, capacity, and health equity goals while providing opportunity for local college students

Host HCC interns and provide learning and project opportunities in areas such as:

- Public Health & Community Health
- Health Care Management
- Health Policy
- Data Analysis
- Biotechnology
- Behavioral Health
- Workforce Development
- Diversity, Equity & Inclusion
- Communications
- Advocacy
- COVID-19 response
- Finance and Quality Improvement
- And more emerging needs

Our Impact

- 98% of HCC interns are from communities of color
- 96% of host organizations reported that HCC interns were a good return on investment
- 71% HCC interns received job offers or extended internships with their host organizations
- 300+ organizations partner with HCC across 12 U.S. regions

Benefits of Hosting SLO Health Workforce/HCC Interns

Advance your diversity, equity and inclusion initiatives
HCC's proven program is a tangible, immediate and cost-effective way to meet DEI goals by hosting interns from underrepresented backgrounds

Strengthen your health workforce and access competitive talent
HCC's talented and skilled interns add value to priority projects during the internship and are ready to become part of your talent pipeline

The powerful experience of being a mentor
You and your organization have the rewarding experience of mentoring students at key stages in their education and careers, as others did for you

Turn-key program with structured support
HCC sources, screens, places and manages interns, along with high-quality educational programming, to make it easy and cost-effective for you to host interns

Advance your local health & community benefit initiatives
Enhance economic development, equity and opportunity for interns and the communities they serve

Priority Deadline to Commit for Summer 2025 Interns: December 15, 2024

To commit email Jeff Oxendine, Founder & CEO, at joxendine@healthcareers.org

New SLO Regional Program

SLO Health Workforce Partnership and HCC are partnering to provide health career exposure and opportunities for area college students and to build a more robust, diverse area health workforce.

Please join us by hosting our interns in your organizations this summer or funding interns in underserved communities.

Committee Updates



Successful Recruitment Strategies: Table Discussions from Forum

- **Financial Incentives & Benefits:**
 - Scholarships for higher education with commitment to program; well-defined and well-funded education reimbursement program; pay for professional CEUs
 - Loan repayment programs (clinicians)/student loan forgiveness programs/HPSA loan repayment
 - Relocation bonus, housing subsidy
 - Tiered sign-on bonuses for harder to recruit positions
 - Enhanced benefit package
 - Tax credit for health employees
 - Referral bonuses for current employees who help recruit new employees
- **Internship / Fellowships / “Grow Your Own” Programs:**
 - Paid internship pathway to possible jobs; use Cal Poly Interns
 - “Grow your own” (e.g., Head Start parents as childcare providers)
 - Health Career Connection (HCC) recruits promising local college students for paid internships in healthcare. Students discover the health career that best suits them and employers may hire them after the internship (71% of the time).
 - Using fellowships (CDPH assigns paid fellowships)
 - Per diem jobs that support working students with flexibility
- **Healthcare Workforce Housing:**
 - COE considering trailers for teachers.
 - Get developers to invest funds for affordable housing for health professionals as part of getting a permit
- **Advertising:**
 - Bilingual recruitment ads
 - Different recruitment channels (e.g., social media)
 - Employee spotlights on LinkedIn & websites stating why org. is great to work for to highlight the org. culture
- **Other:**
 - Grant seeking with workforce projects as the focus (physician recruitment funding, dental workforce training programs)
 - Untapped opportunities: high schools/community colleges

Top 9 Critical Occupational Needs: 2025 to 2030

(Partnership's Healthcare Organization Survey, Spring 2024)

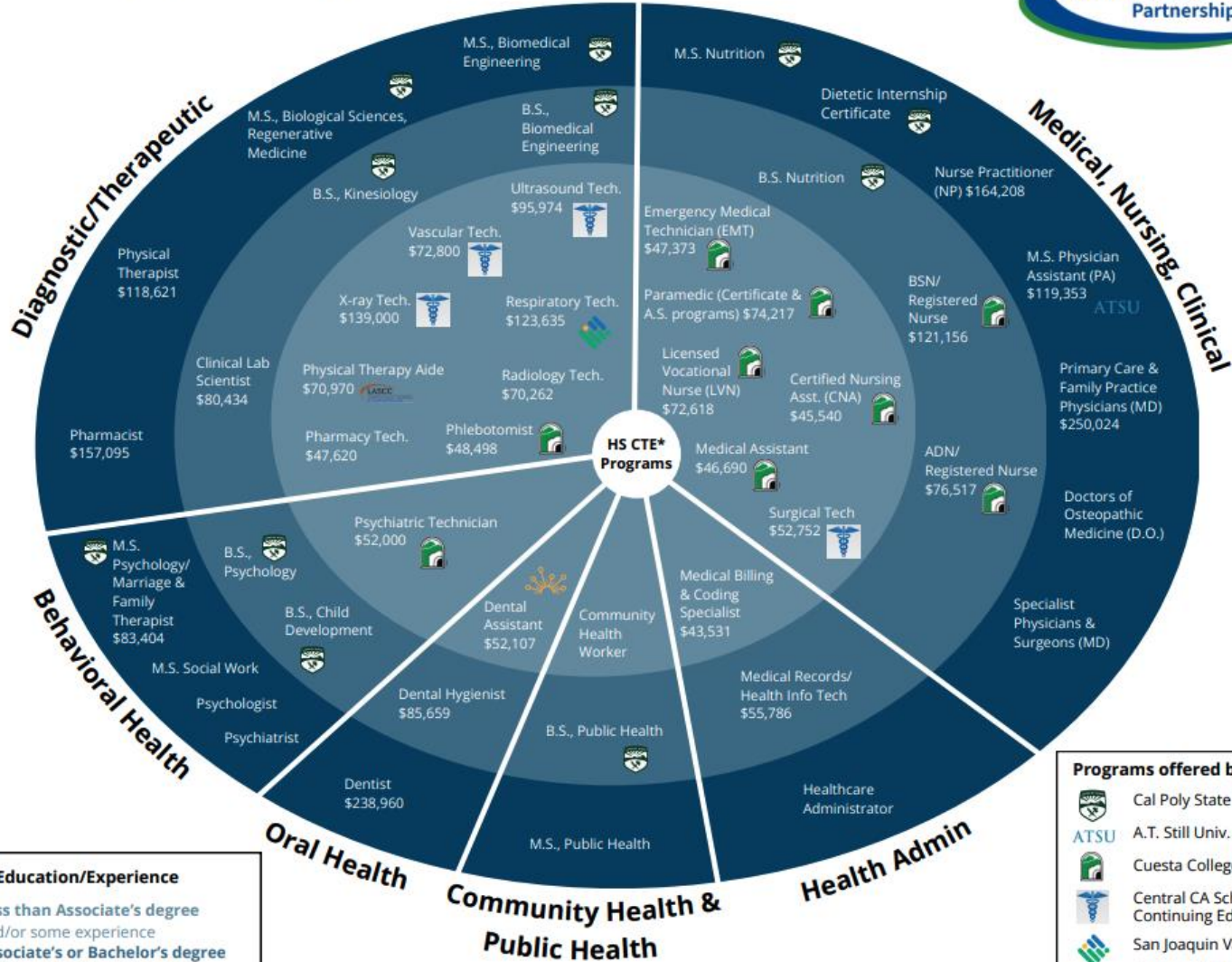
		Forum Ranking*
Physical Health	Primary Care M.D.	#1
	Nursing: <ul style="list-style-type: none"> • Registered Nurse (RN) • Licensed Vocational Nurse (LVN) • Certified Nursing Assistant (CNA) • Nursing Assistant (NA; not certified) 	#1
	Physical Therapist (PT)	#6
	Radiology Technician	#7
	Medical Assistant (MA)	#5
	Behavioral Health	Marriage & Family Therapist (MFT)
Oral Health	Registered Dental Assistant (RDA)	#4
Multiple Healthcare Areas	Community Health Worker (CHW)	#2
	Emergency Services: <ul style="list-style-type: none"> • Emergency Medical Technician (EMT) • Paramedic 	#8

*28 responses from 20 orgs

Other occupations mentioned in comments:

Psychologists, PAs for reproductive health, Pediatric ENT, Specialists (ophthalmology, neurology), Dentists

Healthcare Career Pathways in San Luis Obispo County



Level of Education/Experience

- Less than Associate's degree and/or some experience
- Associate's or Bachelor's degree and/or moderate experience
- Advanced degree and/or significant experience











Estimated average salaries are indicated, where available.
 * = High School Career Technical Education (HS CTE)

Programs offered by:

- Cal Poly State Univ.
- A.T. Still Univ.
- Cuesta College
- Central CA School of Continuing Education
- San Joaquin Valley College
- Lompoc Adult School & Career Center
- SLO Partners

Healthcare Educational Programs | San Luis Obispo County



 Cal Poly State University (CalPoly.edu)	 Cuesta College (Cuesta.edu)	Other Healthcare Educational Programs
B.S., Nutrition	Certified Nursing Assistant (1 semester)	A.T. Still University, Santa Maria Master of Science, Physician Assistant  atsu.edu/college-for-healthy-communities/prospective-students/ccpa
B.S., Public Health	Medical Assistant (1 semester)	Central California School of Continuing Ed. Vascular Technician (9 months)  ccsce.org
B.S., Kinesiology	Licensed Vocational Nurse (LVN, 3 semesters)	Central California School of Continuing Ed. Ultrasound Technician (18 months)  ccsce.org
B.S., Psychology	Registered Nurse (Accelerated program, 3 semesters)	Central California School of Continuing Ed. X-Ray Technician (10 months)  Coalinga ccsce.org
B.S., Child Development	Associate Degree in Nursing (ADN) / Registered Nurse (RN) (1.5 to 2 years)	Central California School of Continuing Ed. Surgical Technician  Coalinga ccsce.org
B.S., Biomedical Engineering	Bachelor of Science in Nursing (BSN)/ Registered Nurse (RN) (4 years) Cuesta College & Cal State Monterey Bay	Lompoc Adult School & Career Center Physical Therapy Aide (190 hours)  adulthoodeducation.lusd.org
M.S., Psychology/Marriage & Family Therapist (MFT)	Emergency Medical Technician (EMT, 1 semester)	San Joaquin Valley College Respiratory Therapist (16 months)  sjvc.edu
M.S., Nutrition	Paramedic (3 semesters)	SLO Partners Dental Assistant Bootcamp  slopartners.org/dental-assistant
Dietetic Internship Certificate (Post-Bachelor's Degree)	Phlebotomist (1 semester)	
M.S., Biomedical Engineering	Psychiatric Technician (3 semesters)	
M.S., Biological Sciences, Regenerative Medicine		