

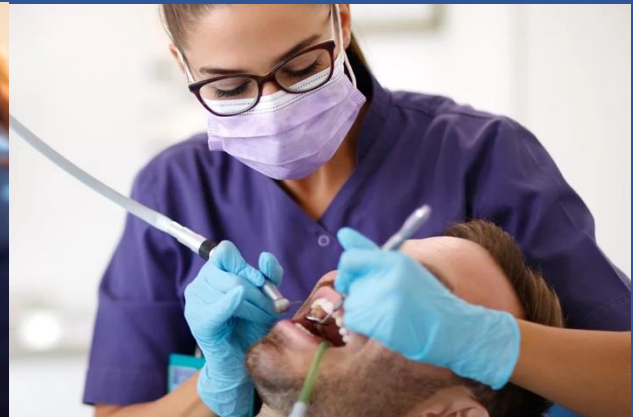
**SLO Healthcare Workforce  
Partnership**

# **SLO County Healthcare Workforce Forum October 30, 2024**

[SLOHealthcareWorkforce.org](https://SLOHealthcareWorkforce.org)

[Info@SLOHealthcareWorkforce.org](mailto:Info@SLOHealthcareWorkforce.org)

[SLOHealthcareWorkforce.org/materialshealthcareforum](https://SLOHealthcareWorkforce.org/materialshealthcareforum)



# Agenda

[SLOHealthcareWorkforce.org/materialshealthcareforum](http://SLOHealthcareWorkforce.org/materialshealthcareforum)

- 11:00am - 12:00pm Registration, Lunch, & Networking
- 12:00pm - 12:45pm Welcome & Introductions & Partnership Overview
- 12:45pm - 1:30pm Funding & Advocacy Program: Panel and Q&A
- 1:30pm - 1:45pm Break
- 1:45pm - 2:30pm Recruitment & Retention Program Challenges & Strategies
- 2:30pm - 2:45pm Break
- 2:45pm - 3:15pm Healthcare Career Pathways Program
- 3:15pm - 3:30pm Closing

**4:00 to 6:00pm**  
**“SLO County**  
**Career & College Night”**



# 41 Partnership Members

Specialty Area	Name	Organization
Public Health	Dr. Penny Borenstein	County of SLO, Dept. of Public Health
	Michelle Shoresman	County of SLO, Dept. of Public Health
Physical Health	Julie Fogelson	Dignity Health, Common Spirit
	Marie Avila	Dignity Health, Common Spirit
	Sarah Clair	Adventist Health
	Gary Obrique	Adventist Health
	Brad Groh	Adventist Health
	Jessica Rojas Kalian	Community Health Centers of Central Coast (CHCCC)
	Madisyn Masatani	Community Health Centers of Central Coast (CHCCC)
	Patrick Woolbert	Compass Health
	Jessica Peckham	Nurse Practitioner, North County
	Jordan Turetsky	CenCal Health
	Gilesa Taboada	CenCal Health
	Adam Butler	CenCal Health
	Behavioral Health	Frank Warren
Kristen Alexander		Transitions Mental Health Association (TMHA)
Thomas Buckley		Aspire Counseling Services
Magdalena Serrano		Community Health Centers of Central Coast (CHCCC)
Oral Health	Barb Morrow	County of SLO, Dept. of Public Health/Oral Health
	Alexandra Chamberlain	Tolosa Children's Dental Center
	Carolyn Deily	Dental Business Consultant
Community Health Workers/ Promotores	Lisa Fraser	Center for Community Strengthening (CFS)
	Angel Lopez	Promotores Collaborative of SLO
	Fernanda Lucas	Promotores Collaborative of SLO
	Patty Herrera	Dignity Health-Central Coast, CHW Prog.

# 41 Partnership Members

Specialty Area	Name	Organization
<b>Education &amp; Training</b>	Terrance Leshae Harris	California Polytechnic State Univ., SLO
	Tina Hadaway-Mellis	California Polytechnic State Univ., SLO
	Aydin Nazmi	California Polytechnic State Univ., SLO
	Eric Sauers	A.T. Still University
	Oscar Ramos, Ed.D.	Cuesta College
	Beth Johnson, RN, MSN	Cuesta College
	Heather Tucker	Cuesta College
	Cherie Moore	Cuesta College
	Michael Specchierla	Innovations of SLO County Office of Education
	Jennifer Clayton	SLO Cty. Office of Education & SLO Partners
	Paul Piette	SLO Cty. Office of Education & SLO Partners
	Jeff Oxendine	Health Career Connections (HCC)
<b>Workforce Development &amp; Economic Development</b>	Dawn Boulanger	Workforce Development Board (WDB)
	Jeannie Keeling Fantasia	Aledade
	Matt Briskin	The Chartis Group
	Bob Redlo	Bay Area Healthcare Workforce Development
<b>Partnership Coordinator</b>	Susan McGraw	Consultant



# Partnership Background

- **2019:** Community Forum with 100+ attendees
- **Spring/Summer 2023:** Key stakeholder interviews, labor market trends, and national best practices.
- **September 28, 2023:** Partnership Launched.
  - **Members:** 28 individuals from 18 organizations
  - **Focus:** Physical, behavioral, and oral healthcare; education and training; workforce development; economic development.
  - **Lead Agency:** San Luis Obispo Public Health
- **Fall 2023:** Planning Phase
- **Jan. 2024 to Dec. 2026:** Strategic Action Plan Implementation



# Purpose & Goals of the Partnership

- **Purpose:** To strengthen and diversify the workforce in physical, behavioral, and oral health in San Luis Obispo County.
- **Goals:**
  - Mitigate the critical shortage of health care workers.
  - Develop provider incentive/retention programs.
  - Create new healthcare career and educational pathways.
  - Identify funding opportunities.
  - Engage individuals underrepresented in healthcare education programs and professions.





# 3 Working Committees



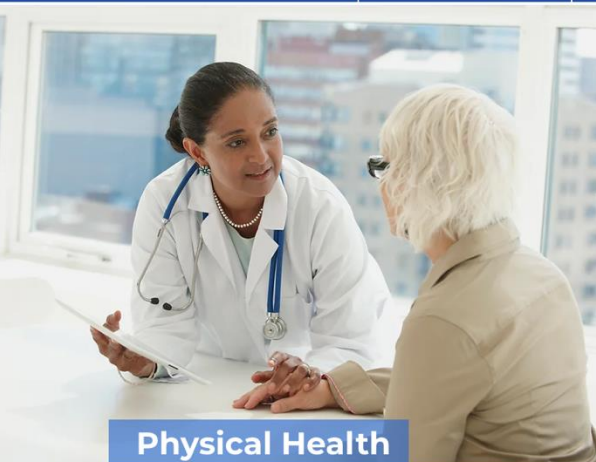
Recruitment &  
Retention



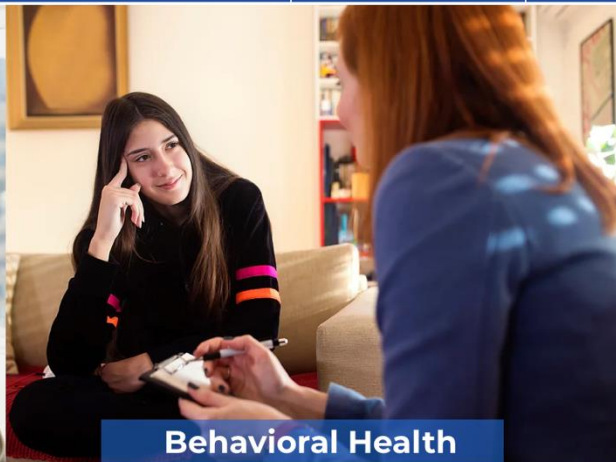
Healthcare Career  
Pathways



Funding &  
Advocacy



Physical Health



Behavioral Health



Oral Health

## 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 Workforce Outlook for SLO County**

# Access to care is a theme in the 2023 Community Health Survey.

**What health issues do you think must be addressed to improve the quality of life in your community?**

Top 6 SLO County Survey Responses	Response rate
Access to health care	56%
Mental health	46%
Access to affordable housing	45%
Access to dental care	30%
Caregiving support for the elderly	29%
Access to childcare	25%

**What do you think are important qualities of healthy community?**

Top 6 SLO County Survey Responses	Response rate
Clean and safe environment	43%
Access to health care (e.g., family doctor)	42%
Affordable housing	40%
Safe neighborhoods	31%
Good jobs and healthy economy	25%
Parks and nature	22%





## Due to the inability to find or access a provider\*:

- **40%** of respondents delayed or went *without needed medical care* (including routine checkups).
- **32%** of respondents delayed or went *without needed mental health care*.
- **33%** of respondents delayed or went *without needed dental care* (including routine checkups).

\* Inability to find or access a provider includes:

- Couldn't find a provider who accepted new patients, took my insurance, or speaks my language.
- Couldn't get an appointment or it was too long to wait.

SLO County 2023 Community Health Survey

# Significant demand projected within 10 years for the *Physical Health* Workforce.

Occupation	2022 Current Employment	Positions to be Filled by 2032	% of New & Replacements
Primary Care Doctor (MD)	103	28	27%
Specialty Care Doctor (MD/DO)	173	53	31%
Physician Assistant (PA)	95	82	86%
Nurse Practitioner (NP)	139	142	102%
Registered Nurse (RN)	1,820	1,066	59%
Licensed Vocational/Practical Nurse (LVN/LPN)	496	407	82%
Certified Nursing Assistant	634	961	152%
Medical Assistant	624	989	158%
Personal Care Aide	2,525	4,511	179%
Community Health Worker (CHW)	49	63	129%
<b>Totals:</b>	<b>6,658</b>	<b>8,302</b>	<b>125%</b>

Positions to be filled by 2032 includes replacing exiting providers due to retirement & workers transferring to new occupations, as well as new positions created in the sector.



# Greatest demand will be for entry level employees.

Occupation	2022 Current Employment	Positions to be Filled by 2032	% of New & Replacements
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Specialty Care Doctor (MD/DO)	173	53	31%
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Positions to be filled by 2032 includes replacing exiting providers due to retirement & workers transferring to new occupations, as well as new positions created in the sector.





# Significant demand projected within 10 years for *Physical Health* Workforce.

Occupation:	2022 Current Employment	Positions to be Filled by 2032	% of New & Replacements
Pharmacists (RPH)	216	68	31%
Respiratory Care (RCP)	71	50	70%
Occupational Therapist (OT)	103	70	68%
Physical Therapist (PT)	174	106	61%
Optometrists (OPT)	51	15	29%
Podiatrist (DPM)	10	2	20%
<b>Totals:</b>	<b>625</b>	<b>311</b>	<b>50%</b>

**Positions to be filled by 2032** includes replacing exiting providers due to retirement & workers transferring to new occupations, as well as new positions created in the sector.



# Significant demand projected within 10 years for *Behavioral Health* Workforce.

Occupation:	2022 Current Employment	Positions to be Filled by 2032	% of New & Replacements
Psychiatrist (MD)	71	16	23%
Psychologist (PsyD)	266	181	68%
Marriage, Family Therapist (MFT)	200	193	97%
Clinical Social Work (CSW)	87	89	102%
Professional Clinical Counselors (PCC)	123	77	63%
Psychiatric Technicians	248	186	75%
Totals:	995	742	75%

**Positions to be filled by 2032** includes replacing exiting providers due to retirement & workers transferring to new occupations, as well as new positions created in the sector.



# Significant demand projected within 10 years for *Oral Health* Workforce.

Occupation	2022 Current Employment	Positions to be Filled by 2032	% of New & Replacements
Dentists	157	49	31%
Registered Dental Asst. (RDA)	383	579	151%
Registered Dental Hygienist (RDH)	217	155	71%
<b>Totals:</b>	<b>757</b>	<b>783</b>	<b>103%</b>

**Positions to be filled by 2032** includes replacing exiting providers due to retirement & workers transferring to new occupations, as well as new positions created in the sector.



# Lack of Equity in SLO County Healthcare Workforce

**5-8%**

Physicians,  
Psychiatrists, Psychologists,  
Dentists, Physician Assistants,  
Nurse Practitioners, Pharmacists,  
Physical Therapists,  
Occupational Therapists

**9-10%**

Podiatrists, Optometrists, Registered Nurses

**12-15%**

Marriage/Family Therapists, Clinical Social Workers, Licensed  
Vocational Nurses/Licensed Practical Nurses, Nursing  
Assistants/CNAs, Registered Dental Hygienists, Respiratory Care  
Practitioners

**17-20%**

Psychiatric Technicians, Personal Care Aides, Community Health Workers

**24-27%**

Medical Assistants, Registered Dental Assistants

The **Hispanic/  
Latinx** community  
makes up **23%** of the  
SLO County  
population but only a  
small percentage of  
top-level positions.

# Top 9 Critical Occupational Needs:

## 2025 to 2030

(Partnership's Healthcare Organization Survey, Spring 2024)

<b>Physical Health</b>	<b>Primary Care M.D.</b>
	<b>Nursing:</b> <ul style="list-style-type: none"><li>• Registered Nurse (RN)</li><li>• Licensed Vocational Nurse (LVN)</li><li>• Certified Nursing Assistant (CNA)</li><li>• Nursing Assistant (NA; not certified)</li></ul>
	<b>Physical Therapist (PT)</b>
	<b>Radiology Technician</b>
	<b>Medical Assistant (MA)</b>
<b>Behavioral Health</b>	<b>Marriage &amp; Family Therapist (MFT)</b>
<b>Oral Health</b>	<b>Registered Dental Assistant (RDA)</b>
<b>Multiple Healthcare Areas</b>	<b>Community Health Worker (CHW)</b>
	<b>Emergency Services:</b> <ul style="list-style-type: none"><li>• Emergency Medical Technician (EMT)</li><li>• Paramedic</li></ul>





# Health Professional Shortage Areas (HPSAs)

# Health Professional Shortage Areas (HPSAs)

- Designated by Health Resources & Services Administration (HRSA) as having shortages of primary care, dental care, or mental health providers:
  - **Geographic:** A county or Medical Service Study Area
  - **Population:** Low income, Medicaid eligible, etc.
  - **Facilities:** Federally Qualified Health Centers, state or federal prisons, etc.
- Scores are updated every 3 years.



# Benefits of Designation as a HPSA

- ***Recruitment & Retention Benefits:***
  - **Loan Repayment & Scholarships**
    - NHSC Loan Repayment and Scholar Placement
    - State Loan Repayment Program (SLRP)
    - Nurse Corps Loan Repayment and Scholar Placement
    - Office of Health Workforce Development Loan Repayment Scholarship Programs
  - **J-1 Visa Waiver Program**
  - **Expedited Medical Licensure - Medical Board of CA**



# Benefits of Designation as a HPSA

- ***Financial Benefits:***

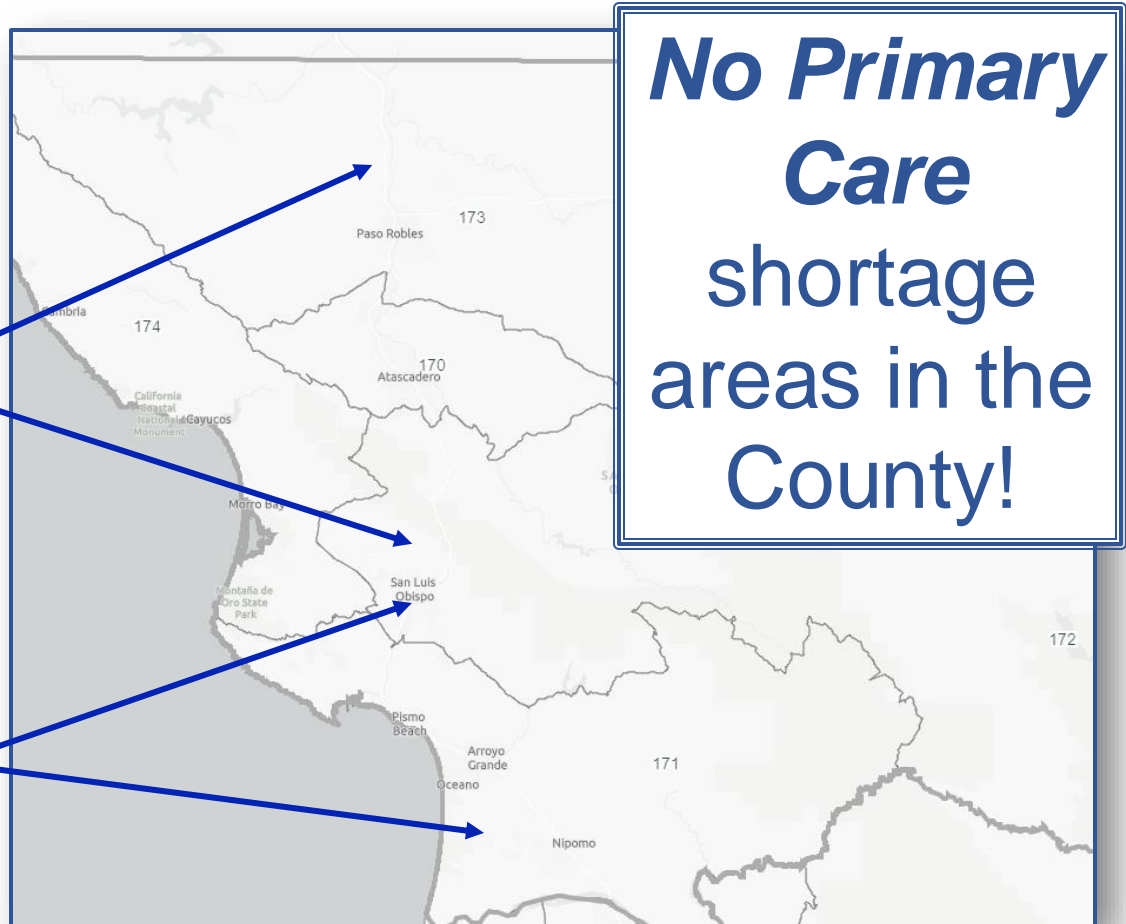
- Rural Health Clinic (RHC) Certification
- 10% Medicare Bonus Payment for geographic HPSAs only (does not apply to FQHCs or RHCs)
- Registered Dental Hygienist in Alternative Practice (RDHAP) – Dental Board of CA



# Designated Shortage Areas - March 2023

**Dental Care  
Provider shortage  
areas** (MSSA 172/173:  
SLO, Paso Robles, Lake  
Nacimiento, San Miguel).

**Mental Health  
Provider shortage  
areas** (MSSA 171/172:  
SLO, Arroyo Grande).



\*MSSA: "Medical Service Study Area" defines geographic analysis units for the State of CA's Office of Statewide Health Planning and Development (OSHPD).

\* CalHHS Open Data Portal. <https://data.chhs.ca.gov/dataset/health-professional-shortage-areas-in-california>





# Designated Shortage Facility: Primary Care, Mental Health, Dental Health

<b>Community Health Centers of the Central Coast, Inc. (Federally Qualified Health Center)</b>	
<b>16 Sites:</b>	
<b>North County</b>	2 in Paso Robles
	2 in Templeton
	1 in Atascadero
	1 in San Miguel
<b>Coastal</b>	1 in Cambria
<b>City of San Luis Obispo</b>	4 in San Luis Obispo
<b>South County</b>	3 in Arroyo Grande
	1 in Nipomo
	1 in Oceano





# Recruitment & Retention Challenges & Strategies

Based on the Partnership's  
Healthcare Organization Survey  
Spring, 2024



## **Top 4 Most Significant Recruitment Challenges**

High Cost of Living & Housing

Lack of Local Training Opportunities

Lack of Diversity in the Applicant Pool

Lack of Adequate Salaries/Benefits

Based on the Partnership's Healthcare Organization Survey, Spring, 2024, (17 organizations responded)



# Local Recruitment Strategies

Training for New or  
Existing Employees

Financial Incentives &  
Enhanced Benefits

Improving the Organizational  
Culture & Reputation

Advertising, Recruiters, Job Fairs

Local Collaborations

Based on the Partnership's Healthcare Organization Survey, Spring, 2024, (17 organizations responded)



## Top 3 Reasons Employees Left

Lack of Adequate Salary/Benefits

Cost of Living/Housing

Job Burn Out or Stress

Based on the Partnership's Healthcare Organization Survey, Spring, 2024, (17 organizations responded)





# Local Retention Strategies

Salary & Benefits Packages

Financial Incentives

Training &  
Professional Development

Local Partnerships

Enhancing the Organizational  
Environment

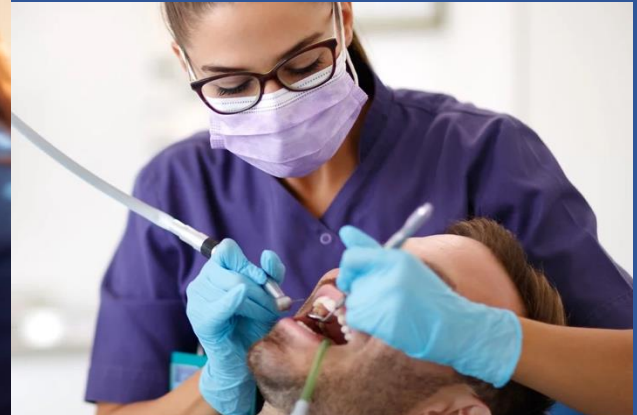
Based on the Partnership's Healthcare Organization Survey, Spring, 2024, (17 organizations responded)





# SLO Healthcare Workforce Partnership

Susan McGraw, Partnership Coordinator  
SLOHealthcareWorkforce.org  
Info@SLOHealthcareWorkforce.org







# **Funding & Advocacy Opportunities**

# Funding & Advocacy Panel

## Federal Level:

- **Panelist:** Yessenia Echevarria  
Congressman Salud Carbajal's Office

## State Level:

- **Panelist:** Jeff Oxendine, Health Career Connection

## Regional Level:

- **Panelist:** [Lady Freire, UPLIFT Central Coast](#)







# Recruitment & Retention Challenges & Strategies

Based on the Partnership's  
Healthcare Organization Survey  
Spring, 2024



# RECRUITMENT:

## Top 4 Most Significant Challenges

<p><b>1. Cost of Living:</b></p> <ul style="list-style-type: none"> <li>• Candidates from outside the county are reluctant to move here due to the high cost of living and housing.</li> </ul>	83.33%
<p><b>2. Lack of Training:</b></p> <ul style="list-style-type: none"> <li>• It is difficult to find local candidates that meet the education, training, licensing, and/or experience requirements. 83.33%</li> <li>• There are no local organizations that provide the required training or education to meet the requirements. 66.67%</li> <li>• Internal candidates do not meet the requirements for education, training, licensing, or professional development. 58.33%</li> </ul>	
<p><b>3. Lack of Diversity:</b></p> <ul style="list-style-type: none"> <li>• It is difficult to find an applicant pool, reflective of the diversity of SLO County, to meet our needs. 58.33%</li> </ul>	
<p><b>4. Lack of Adequate Salaries/Benefits:</b></p> <ul style="list-style-type: none"> <li>• Can't compete with other local or out-of-county organizations. 50.00%</li> </ul>	

Based on the Partnership's Healthcare Organization Survey, Spring, 2024

# RECRUITMENT:

## Local Recruitment Strategies

- **Training:** In-house training for early career employees.
- **Advertising, Recruiters, Job Fairs:**
  - Targeted job posting, advertising, and active/passive marketing strategies
  - Use recruiting agencies for difficult-to-fill positions (like physicians).
  - In-person job fairs
- **Collaborations:**
  - Partnerships and affiliation agreements with local educational institutions
  - Preceptorships, clinical rotations with students
  - Networking in various community spaces
- **Financial Incentives:**
  - Sign-on and employee referral bonus plans
  - Benefits (e.g., up to 100% of employee health/dental/life premiums)
- **Organizational Culture & Reputation:** Cultivating a positive work environment to foster great local reputation





**Dawn Boulanger  
Workforce Development  
Board (WDB)**

**The State of the Workforce  
in SLO County and the  
Impact on Recruitment &  
Retention for Healthcare  
Organizations**

# RECRUITMENT

**Small Group Discussion Question:**

**What successful strategies has your organization used to *RECRUIT* healthcare-related employees that you would recommend to other organizations?**



# RETENTION:

## Top 3 Reasons Employees Left

<p><b>1. Lack of Adequate Salary/Benefits:</b></p> <ul style="list-style-type: none"> <li>• Not adequate compared to local cost of living and housing</li> <li>• Not comparable to out-of-county employers</li> <li>• Not comparable to other local employers</li> </ul>	<p style="text-align: right;">83%</p> <p style="text-align: right;">50%</p> <p style="text-align: right;">42%</p>
<p><b>2. Cost of Living/Housing:</b></p> <ul style="list-style-type: none"> <li>• Relocated to a different geographical location outside of the County due to local cost of living and housing</li> </ul>	<p style="text-align: right;">58%</p>
<p><b>3. Burn Out:</b></p> <ul style="list-style-type: none"> <li>• Job "burn out" or stress</li> </ul>	<p style="text-align: right;">50%</p>



# RETENTION:

## Local Retention Strategies

- **Salary & Benefits Packages:**
  - **Salaries:** Competitive, transparent wage structure; market surveys to address wage gaps
  - **Benefits:** IRA contributions, employer-paid long-term disability plans, wellness programs, increased vacation/personal days
- **Financial Incentives:**
  - Sign-on and retention bonus plans
  - Employee student loan repayment programs
- **Organizational Environment:**
  - Flexible, autonomous work schedules, remote options, purposeful work
  - Enhanced, positive work environment.
  - Employee recognition programs.
  - Annual retention surveys to assess why people stay and action planning
- **Training:**
  - Leveraging career pathways, increasing training and education opportunities
- **Partnerships to Determine Where Opportunities Lie:**
  - SLO Healthcare Workforce Partnership, Workforce Development Board, Central Coast Workforce Collaborative, Local Colleges





**Matt Briskin**  
**The Chartis Group**

**Healthcare Employee**  
**Burnout 101**

**SLO Healthcare Workforce  
Partnership**

# RETENTION

**Small Group Discussion Question:**

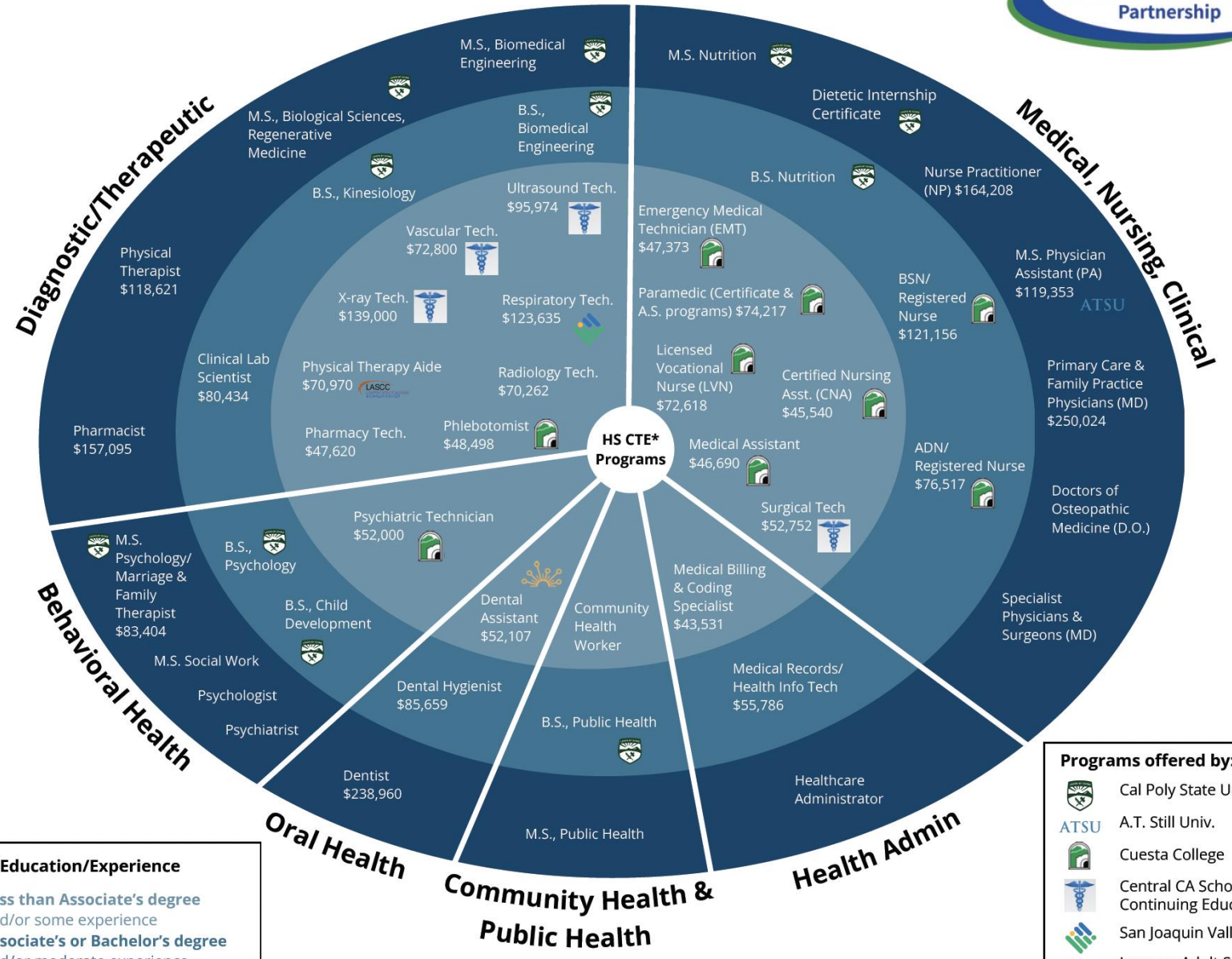
**What successful strategies has your organization used to *RETAIN* healthcare-related employees that you would recommend to other organizations?**





# Healthcare Career Pathways

# 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.
- ATSU 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



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

# Top 9 Critical Occupational Needs: 2025 to 2030

(Partnership's Healthcare Organization Survey, Spring 2024)

<b>Physical Health</b>	<b>Primary Care M.D.</b>
	<b>Nursing:</b> <ul style="list-style-type: none"> <li>• Registered Nurse (RN)</li> <li>• Licensed Vocational Nurse (LVN)</li> <li>• Certified Nursing Assistant (CNA)</li> <li>• Nursing Assistant (NA; not certified)</li> </ul>
	<b>Physical Therapist (PT)</b>
	<b>Radiology Technician</b>
	<b>Medical Assistant (MA)</b>
<b>Behavioral Health</b>	<b>Marriage &amp; Family Therapist (MFT)</b>
<b>Oral Health</b>	<b>Registered Dental Assistant (RDA)</b>
<b>Multiple Healthcare Areas</b>	<b>Community Health Worker (CHW)</b>
	<b>Emergency Services:</b> <ul style="list-style-type: none"> <li>• Emergency Medical Technician (EMT)</li> <li>• Paramedic</li> </ul>



# “SLO Healthcare Career Pathways”

## Health Career Connection (summer paid internship program)



**HEALTH CAREER CONNECTION**

**PAID HEALTHCARE AND PUBLIC HEALTH INTERNSHIP PROGRAM**

**Deadline to Apply: December 9th, 2024**

Advance your health career, gain practical skills & experience, contribute to the community, and receive a stipend. For over 34 years Health Career Connection (HCC) has inspired and empowered underserved communities 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 practical skills
- Become a more competitive applicant for graduate health professions training
- Strengthen your health career network

**Internship Placements include:** hospitals, health systems, community health plans, public health departments, behavioral health agencies, and more. Placements available in the SLO Region and HCC's other California and national sites.

- 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

➔ Apply at [www.healthcareers.org](http://www.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](mailto:joxendine@healthcareers.org)

**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.

➔ Email us at [info@healthcareers.org](mailto:info@healthcareers.org)



# SLO County Career & College Night

SLO Healthcare Workforce  
Partnership

# Career & College Night

(4:00 to 6:00pm)

- **SLO Healthcare Workforce Partnership:**
  - **16 organizations:**
    - **Healthcare:** Adventist Health, County Health Agency, Compass Health, CHC, Aspire Counseling Services, Sierra Mental Wellness, Tolosa Children's Dental Center, Cal Poly Campus Health & Wellness, CenCal Health, Promotores/CHW
    - **Education:** Cal Poly Pre-Health Advising, A.T. Still University, Cuesta College, SLO Partners (Dental Boot Camp), Health Care Connections (summer internship program)
    - **Workforce Development:** SLO Cal Careers



# Career & College Night

(4:00 to 6:00pm)

- **Collaboration with Family Care Network:**

- **7 organizations:**

- California Conservation Corps
- Cal Trans District 5
- California Youth Connection (CYC)
- Department of Rehabilitation
- SCI Construction
- SLO Cal Careers (various occupational fields)
- Cal Poly (various occupational fields)



**SLO Healthcare Workforce  
Partnership**

# **SLO County Healthcare Workforce Forum October 30, 2024**

Susan McGraw, Partnership Coordinator  
[SLOHealthcareWorkforce.org](https://SLOHealthcareWorkforce.org)  
[Info@SLOHealthcareWorkforce.org](mailto:Info@SLOHealthcareWorkforce.org)

