Engaging Health Employers in Health Pathways Initiatives

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Panel Agenda

I. Brief background and summary of findings from CHA/James Irvine funded work-based learning roadmap

II. Hear from employers engaged in this work, how they’ve overcome barriers, the students they serve, and successful outcomes

III. The role of the intermediary

IV. Q/A with Panelists
Background & Purpose of the Project

- James Irvine Foundation Funded
- Crowded landscape of activities in California focused on career technical education (Linked Learning, Strong Workforce Taskforce, Partnership Academies, CCPT grants)

**Problem:** Not an adequate number of work-based learning experiences for secondary students

**Recommendation:** Employers need more information and tools; educators need effective talking points and a business case for industry
Over 30 experts representing employers, education, community based orgs, and intermediaries met regularly over the course of a year.

The advisory group determined that three main areas needed to be addressed in order to significantly increase WBL capacity:

- Funding for a **backbone intermediary**
- Creation of a **roadmap or toolkit for employers**
- Development and implementation of a **communication strategy** aimed at employers
What is work-based learning?

For this work: Definition is Broad

Career Exploration
Volunteering
Job Shadowing
Internships (paid & unpaid)
Externships
Employment
What to know:

- For hospitals, WBL is not a top priority
- Secondary students will compete with the needs of post-secondary students who need clinical training and who are closer to joining the workforce
- Some hospitals have by-laws that don’t allow for minors in the work environment
- Hospital resources vary widely and many just will not be able to offer WBL opportunities
Improving Employer Engagement

- Have a **solid business case**, even if the ROI is long-term,
- Provide data and evidence that indicates how a WBL program can **improve** the culture of **the organization**, aid in innovation or improve the patient experience
- Explain how a WBL **program aligns with the mission** of the hospital
- Provide data from a **third-party evaluation** to demonstrate the value of the program and it’s impact on students and the community
- **Connect the program** to other various activities in the region
- **Recognize employers** for their investments and contributions
What Can Education do to Enhance the Student Experience?

- Education should **prepare the students** and manage expectations. This may include pre-HIPAA training, interviewing skills, workforce etiquette, etc.

- Develop **teacher externships** in partnership with employers

- **Connect workplace experience to classroom** instruction in an occupationally relevant way

- Supplement WBL by **bringing professionals into the classroom**

- **Be cognizant of the demand on employers**. Minimize last minute requests to accommodate students, minimize the demand on their time, prepare, prepare, prepare your students.
Panelist Discussion
Questions for Panelists