Lessons Learned from Implementation of Regional Health Workforce/Pathway Initiatives
Benefits of Health Workforce and Pathway Development

• Individuals get jobs, rewarding career opportunity
• Health employers meet priority workforce needs and have a stronger more diverse workforce
• Educational institutions have greater excellence, efficiency and outcomes
• Communities are:
  - Stronger economically
  - Better educated
  - Healthier
  - More civically engaged
Additional health pathway benefits

- Hope
- Opportunity
- Control of destiny and agency
- Resilience
- Leadership and professionals in underserved communities
Health Pathway Program:

• Provides youth in grades K-16, recent graduates or opportunity youth with:
  – academic preparation and support
  – psychosocial support
  – college and career readiness
  – health career exposure and experience
  – work-based learning
  – parental engagement
  – mentorship
  – advocacy and leadership development
Health Pathway System:

• A coordinated, inter-connected set of pathway programs aligned to:
  – provide area youth with support to succeed academically and gain entry into health careers
  – meet area health employer demand for a well prepared workforce in emerging priority professions

• Offers linked, sequential and continuous support across all educational levels and towards a broad range of health careers.
Coordinating Coalition:

• A formal coalition of employer, education and community stakeholders focused on coordinating actions to:
  – support local youth to achieve educational and health career goals
  – meet area health workforce and diversity needs
  – support and align individual health pathway programs
  – strengthen employer and education linkages
  – efficiently utilize resources and promote best practices
  – build the vision, plan and network for a health pathway system
Intermediary (backbone organization):

• An entity with dedicated staff and systems to plan, manage, and support a health career pathway program or system.

• Sufficient **capacity, expertise and credibility** to convene, develop shared vision and metrics, execute plans, strengthen linkages, secure funding and achieve measurable results.

• Intermediary services include:
  – Planning and process facilitation
  – Technology and communications support
  – Data collection and reporting
  – Logistical and administrative coordination
  – Evaluation and student tracking
  – Grant writing and administration; including from TCE
  – Program and project management
OUR MISSION

TO NURTURE THE DEVELOPMENT OF FUTURE DOCTORS AND ALLIED HEALTH PROFESSIONALS WHO CAN DELIVER CULTURALLY SENSITIVE AND APPROPRIATE HEALTH SERVICES TO THE ETHNICALLY DIVERSE POPULATION OF FRESNO COUNTY BY . . .

providing a supportive and academically rigorous education pipeline program for students from disadvantaged and underrepresented backgrounds.
Junior Doctors Academy Students

**Step 1**
**Jr. Doctors Academy**
- Math and Science Courses
- Summer Enrichment Programs
- Study Trips
- Saturday Study Academy
- AVID Classes
- Parent Empowerment Workshops

**Step 2**
**Doctors Academy**
- AP College Prep Courses
- Enrichment Activities
- Saturday Study Academy
- Study Trips
- Community Service Mentorship
- SAT prep courses
- AVID Classes
- Summer Programs Cultural Competency Curriculum
- Parent Empowerment Workshops

**Step 3**
**CSUF – HCOP/DA Alumni**
- Summer Enrichment Programs
- Leadership Seminars
- Pre-health Conferences
- MCAT, DAT, & GRE prep
- Clinical Placements
- Physician Mentorship
- Personal Statement/mock interviews

**Step 4**
**Health Professions Schools**
- Ongoing Alumni Support
- Summer Clinical Placements
- Research Experience
- Internship Opportunities
- HPS Application Assistance

**Step 5**
**UCSF – Fresno**
- Faculty Development
- Minority Faculty Fellowship
- Health Disparities Research
- Fellowships

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Nathan Singh, MD & Cynthia Vuittonet

Jacinto Camarena, MD & Rene Ramirez, MD
DEVELOPING A DIVERSE WORKFORCE REQUIRES A COMMUNITY OF PARTNERS

1. UCSF Health Professions Schools
2. UCSF Fresno
3. School Districts/Superintendents
4. School Administration/Teachers/Counselors
5. Community Colleges & 4 Year Universities
   1. Leadership & faculty
6. Hospitals – Leadership & staff
7. Community Health Centers
8. Public Health Departments
9. Community Organizations
10. Health Professional Community
11. Parents
12. Students
13. Other Community Members
14. Funders
OUR MISSION:

To grow a local, culturally relevant workforce with East Salinas youth in the healthcare industry for high wage, high skill and high demand careers while serving their community.
The Coachella Valley Regional Plan for College and Career Success

Preparing All Students for College, Career and Life
Linking Education with Business: Healthcare

WORK-BASED LEARNING (WBL): FACULTY EXTERNSHIPS | JOB SHADOWING | CLASSROOM SPEAKERS | STUDENT INTERNSHIPS

COLLEGE SCHOLARSHIPS & STUDENT SUPPORT

BUSINESS & ENTREPRENEUR DEVELOPMENT
- Desert Healthcare District Medical Innovation hub
- CVEP Business Development
- RC EDA/WIB

HIGHER EDUCATION
- College of the Desert
- UCR School of Medicine
- Future Physician Leaders Program
- Health Career Connection Internships
- CSUSB

HIGH SCHOOL
- 8 Health Academies
- Skills USA National Program
- Career Explorations
- Junior Upcoming Medical Professionals National Program (JUMP)

MIDDLE SCHOOL
- Medical Magnet Schools

*JOHN E. HUSING, PH.D. | ECONOMIC REPORT, 2014
DHCD Involvement in Student Outcomes

**SCHOLARSHIPS**
- 139 scholarships for students studying healthcare professions
- DHCD Health Scholars workshops
- Paid HCC Internships

**HEALTHCARE INDUSTRY COUNCIL**
- 260% growth in health career academies
- 250+ Industry Partners
- Word-Based Learning Activities:
  - Career Explorations
  - Internships
  - Job Shadows
  - Faculty Externships
  - EHP Career Showcase

**FUNDING**
- Directly to students:
  - $839,943 Scholarships
  - $111,500 HCC Internships
- Operational dollars:
  - $1,058,528 Healthcare Industry Council
  - $15,786 Career Explorations
Inland Coalition & The Convergence

Health Professions Pipeline Structure

**Inland Coalition**
Established 2007 – **FOCUSING ON PROGRAMS, EDUCATION, AND CONNECTIONS**

**NEXUS GROUPS**
High-impact, nimble, sub-regional working groups comprised of K-12 districts, high school health academies, and healthcare industry partners. Members bring their challenges to the monthly meetings and work side-by-side with committed experts and peers to solve their most challenging issues. Each Nexus Group has its own strategic action plan with goals and objectives.

- SB Metro Nexus Group
- West East HP Nexus Group
- SW Riverside Nexus Group
- Riverside Reg. Nexus Group

**Initiatives & Events**
- High School Health Professions Conference
- Inland Empire Student Health Ambassadors
- Youth Advocates for Health Access
- Professional Externships
- Internships
- Work-based Learning
- On-site Learning Experience
- San Bernardino Nurse Pipeline
- Health Academy Resource Day
- Health Career Corner
- Presentations by experts on key health workforce topics
- Promote region’s Health Career Education and Pipeline Best Practices

**Inland Coalition Membership**
- Leadership from Higher Education, K-12 System, Health Industry Professionals
- Quarterly Meetings
- Pilot programs
- Review health workforce data and emerging industry needs
- Strategic plan updates, evaluation of activities, goals and objectives

**The Convergence**
Established 2012
**FOCUSING ON POLICY & SYSTEMS-LEVEL ACTION**

Convergence is a collaboration amongst health industry executives, higher education presidents and CEO’s of health-focused entities to overcome the institutional and environmental barriers in our region that are impeding much-needed pipeline of health professionals for Inland Southern California. Convergence is focused on policy and systems-level work that can be most expeditiously driven by executive level action.

**The 5 Goals of The Convergence**

1. Build a health workforce intelligence system that provides the foundation for gap/shortage/overage tracking, as well as 5-year forecasting. System will also include monitoring of emerging and future health professions.
2. Adopt internal policies among employers to recruit locally, and to provide priority hiring of qualified regionally-sourced applicants.
3. Develop articulation agreements among K-20 institutions to share courses and human capital.
4. Develop a “Homegrown Workforce” campaign that encourages students/residents to train and practice in the region.
5. Focus on diversity and linguistically and culturally proficient students.
• Sub-regional groups
Technical Assistance

- Gather workforce intelligence
- Advisory board members
- Work-based learning
  - Speakers
  - Health site visits
  - Job shadowing
  - Internships
  - Externships
  - Mock interviews

- Provide resources