

Health Workforce Council

December 5th, 2024



Agenda

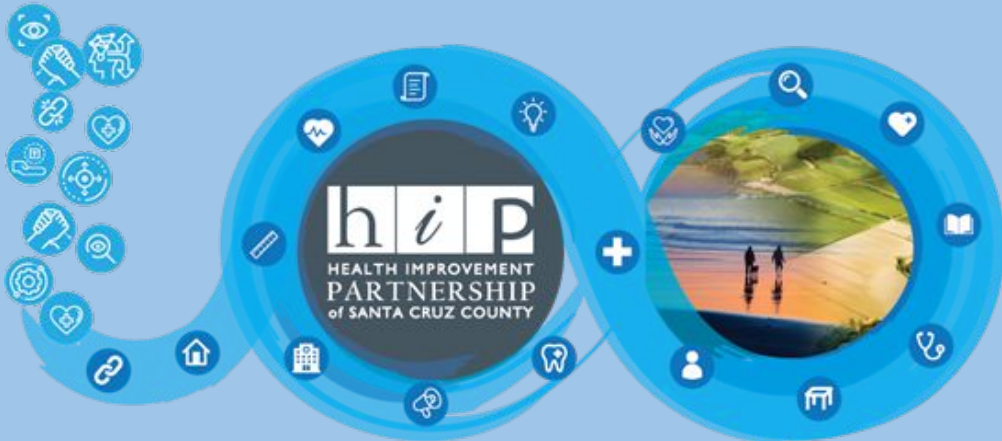
Welcome &
Introductions

UCSC Global &
Community
Health Program

Spencer
Foundation
Grant

Health Workforce
Council Updates

Networking



UC Santa Cruz efforts to address the healthcare desert on California's Central Coast

An aerial photograph of a long, narrow wooden bridge spanning a deep, forested canyon. The bridge is made of dark wood and has several people walking across it. The surrounding area is densely wooded with various types of trees, including tall evergreens and smaller deciduous trees. The lighting suggests a bright day, with shadows cast on the bridge and the forest floor.

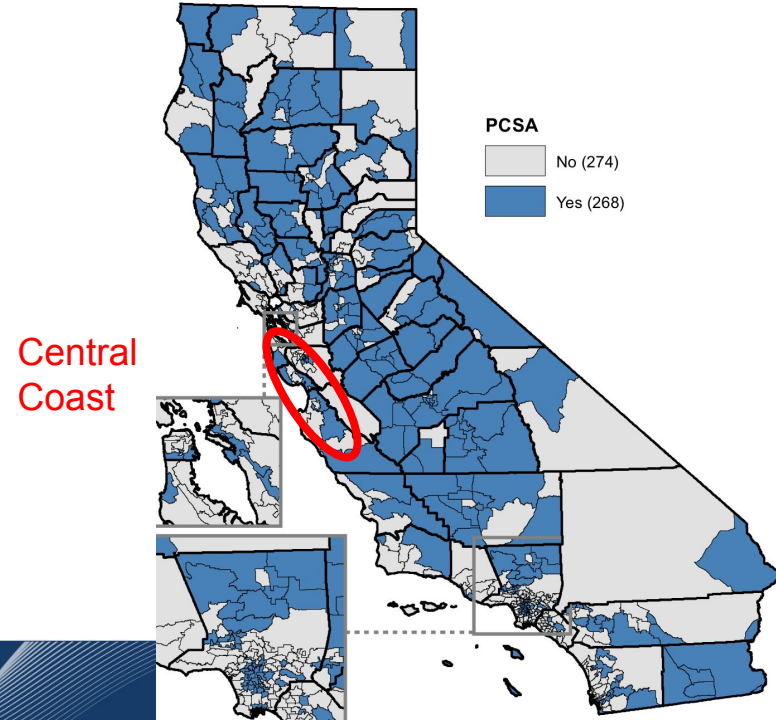
Grant Hartzog & Matt Sparke

UCSC | Global & Community
Health

California's Healthcare Workforce Shortage

- Shortages of providers across the health professions
- Most acute in rural and farming communities
- In 2018, 5.5% of CA MDs were Hispanic/Latinx vs 39.4% of Californians . Similarly, 2.8% of CA MDs were Black vs 5.6% of Californians
- California does not train its fair share of physicians
- >40% of CA MDs are 55 or older

Primary Care Physician Shortage Areas



Addressing the Healthcare Worker Shortage

Central Coast K-16 Collaborative

- Science teacher training
- Introduction to health professions and e-Portfolios

Global and Community Health at UC Santa Cruz

- BA and BS degrees
- Internships
- Improved pre-health career advising

Community College Transfer Outreach

- Student Ambassadors
- Campus visits
- Course articulation

Postbacc program

- Target students from medically underserved central coast communities
- Mentorship, test prep, application prep, coursework



Spencer & K16 Support for Education research

≡ MENU Q SEARCH

SPENCER FOUNDATION



Vision Grants

About CCRC

The Central Coast K-16 Regional Collaborative is a collective impact initiative of K-12, Community College, California State University, University of California, and industry partners who are coming together to address long-standing educational and economic inequities in the region.

Central Coast K16 Educational Collaborative
University California Santa Cruz
Oakes Academic College
1156 High Street
Santa Cruz, CA 95064



[About](#)
[Funding](#)

Farmworker Community Education Pathways for Equity and Climate Resilience

Regional Education Agency Partners



SANTA CRUZ
COUNTY OFFICE OF
EDUCATION
DR. PABLO SARRABY - SUPERINTENDENT OF SCHOOLS

Dr. Cristine Chopra



Dr. Ralph Porras



Dean Debra Kaczmar



Dr. Alyssa Steiner



Dean Miguel Tirado

Employer Community Partners



DeAndre James

Salud Para La Gente

Working Together for a Healthy Community
Donna Young



Maritza Lara &
Hayley Mears



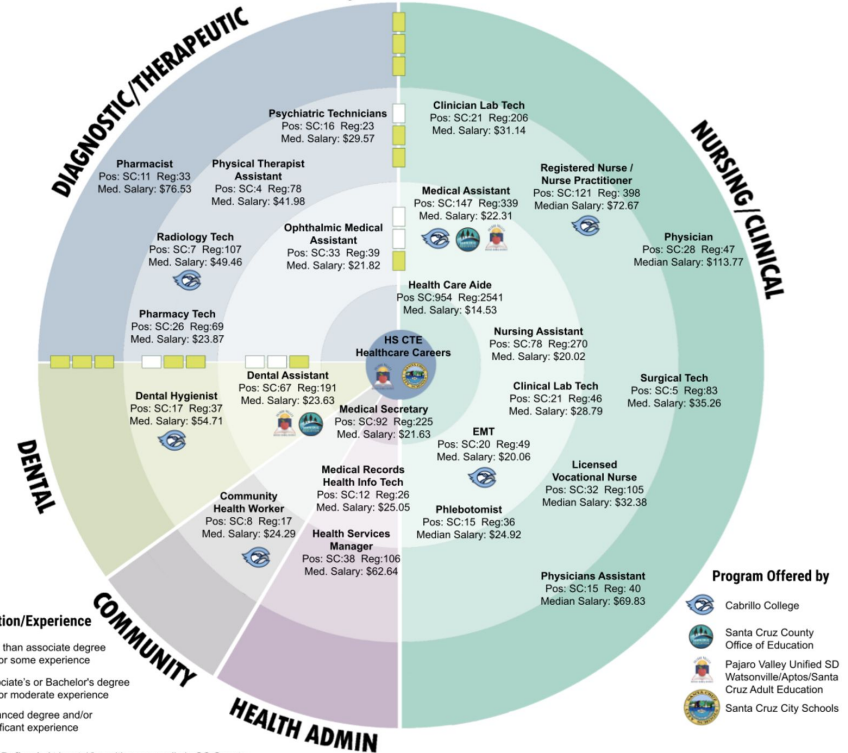
Chris Brown



Karen Aceves

K16 Pathway Mapping Tool

Healthcare Career Opportunities with high local demand



<https://healthcareerpathway.org/careers-in-health/>

High Local Demand Defined: At least 10 positions annually in SC County
 Pos: SC: Annual job openings in Santa Cruz
 Pos: Reg: Annual job openings in the Northern Region (Santa Cruz, San Benito, & Monterey)
 Median Salary: Median Salary in the Region in 2022

LMI Source: Centers of Excellence for Labor Market Research
 Created by Santa Cruz COE
 Updated 7/15/2024

Jordan Sitea's Learning Journey



"For as long as I can remember, hearing stories about my mother's escape from the Khmer Rouge and her perilous trek from Cambodia to Thailand inspired me. Her journey highlighted the pivotal role of chance - encountering a GI doctor was the difference between completing her journey and being left behind with countless others. These experiences have cemented my conviction that healthcare is a fundamental human right, one that I am committed to advocating for and enhancing in all my endeavors."

About Me

My name is Jordan Sitea, and I am an undergraduate at the University of California, Santa Cruz, studying to earn a B.S. in Global and Community Health with a concentration in the biomedical sciences. My education allows me to explore the complex factors influencing health, including the biological, social, economic, and political elements. Additionally, I'm involved in research at the Lee Lab, where we investigate the mechanisms of Alzheimer's disease using *Drosophila* models.

As an Emergency Medical Technician (EMT), I've learned first-hand that to be a more compassionate, culturally sensitive health worker, it is imperative to view the patient as a whole in the environment they live in. Furthermore, my exposure to high-intensity environments has enhanced my ability to work under pressure and communicate effectively.

In 2023 with UC Education Abroad, I researched Chagas Disease and Dengue Fever in Cuaajiniquil, Costa Rica, focusing on disease vector prevalence and susceptibility in this rural community. This experience has furthered my passion for promoting equitable healthcare access and addressing health disparities.

Looking ahead, I aim to combine my passion for public health, research, and medicine by pursuing a Ph.D in the biomedical sciences. I hope to continue conducting research on human diseases -- such as cancer, diabetes, or neurodegenerative diseases -- in a Ph.D. program, with a concentration on how ones genes influence their disease susceptibility.

**Figure 3. Draft Sightlines and Integrated Logic Model for Vision Grant:
Farmworker Community Education Pathways for Equity and Climate Resilience**

Mission: Integrating student and institutional education pathways for equitable access to health and ag tech careers

Equity Challenges and Opportunities	Activities	Short-Term Equity Indicators	Intermediate Equity Indicators	Long-Term Equity Impacts
<p>Equity Challenges</p> <ul style="list-style-type: none"> Disproportionately impacted farmwork families and their children Poor health and access to health care <ul style="list-style-type: none"> High cost of living Low HS graduation and postsecondary degrees Limited living wage jobs Economic disadvantage <p>Equity Opportunities</p> <p>CBOs, K-12 districts, COEs, CCCs, CSUs, and UCs with histories of collaboration</p> <ul style="list-style-type: none"> Engaged employers Pending successful application, funds to streamline education-to-workforce pathways 	<p>Healthcare and Ag Tech Pathways</p> <p>High-touch advising</p> <ul style="list-style-type: none"> Professional learning Personalized guidance <ul style="list-style-type: none"> Family engagement Pathway maps <p>Other Activities</p> <ul style="list-style-type: none"> Develop e-portfolio tool with supporting materials for integrative K-16 use by students, families, schools, CBOs, and employers Data analysis to monitor and identify improvements 	<p>Increased # or %</p> <ul style="list-style-type: none"> Adult Education, K-12, CCC, university students using advising tools or services Students with active e-portfolios, including education and career plans Students in internships, work-based, and other experiential learning aligned to health or ag tech pathways Students succeeding in pathway-aligned courses in HS, community college, and university 	<p>Increased # or % Adult Education and K-12</p> <ul style="list-style-type: none"> Enrolled in health or ag tech CTE pathways <ul style="list-style-type: none"> Completing health or ag tech pathways <p>Postsecondary</p> <ul style="list-style-type: none"> Enrolled in health or ag tech pathways Earning units toward pathway degree Earning healthcare or ag tech credentials 	<p>Increased # or % Adult Education and K-12</p> <ul style="list-style-type: none"> Completing courses required for university admission <ul style="list-style-type: none"> Resilience HS graduation <p>Postsecondary</p> <ul style="list-style-type: none"> Completing credentials in health and ag tech pathways <ul style="list-style-type: none"> Wage gains Job security NACE (National Association of Colleges and Universities) career competencies <p>Systemic Equity Transformations</p> <p>Streamlining education and career pathways and ladders, including stackable credentials</p>



MESA (Mathematics, Engineering, Science, Achievement)

- State funded program
- Supports educationally disadvantaged students who are interested in or intend to follow a STEM pathways
- UCSC's MESA day typically includes the participation of local physicians who have held suturing workshops

Global and Community Health at UCSC

Vision Statement:

Global and Community Health at UCSC aims at improving health and reducing health inequalities both locally and globally.

We are an interdisciplinary program that bridges the sciences, social sciences, engineering, humanities and arts with shared commitments to health justice and the development of community partnerships.

<https://gch.ucsc.edu/>



Global and Community Health at UCSC

Shared Learning Objectives

Students who successfully complete the GCH BA or GCH BS will be able to:

1. describe the **biological and environmental contexts** of global and community health;
2. describe the **social and cultural contexts** of global and community health;
3. describe the **institutional and policy contexts** of global and community health;
4. apply **methods, skills and humanities-informed analysis** of global & community health; and,
5. demonstrate an **interdisciplinary understanding** of global and community health in practice.



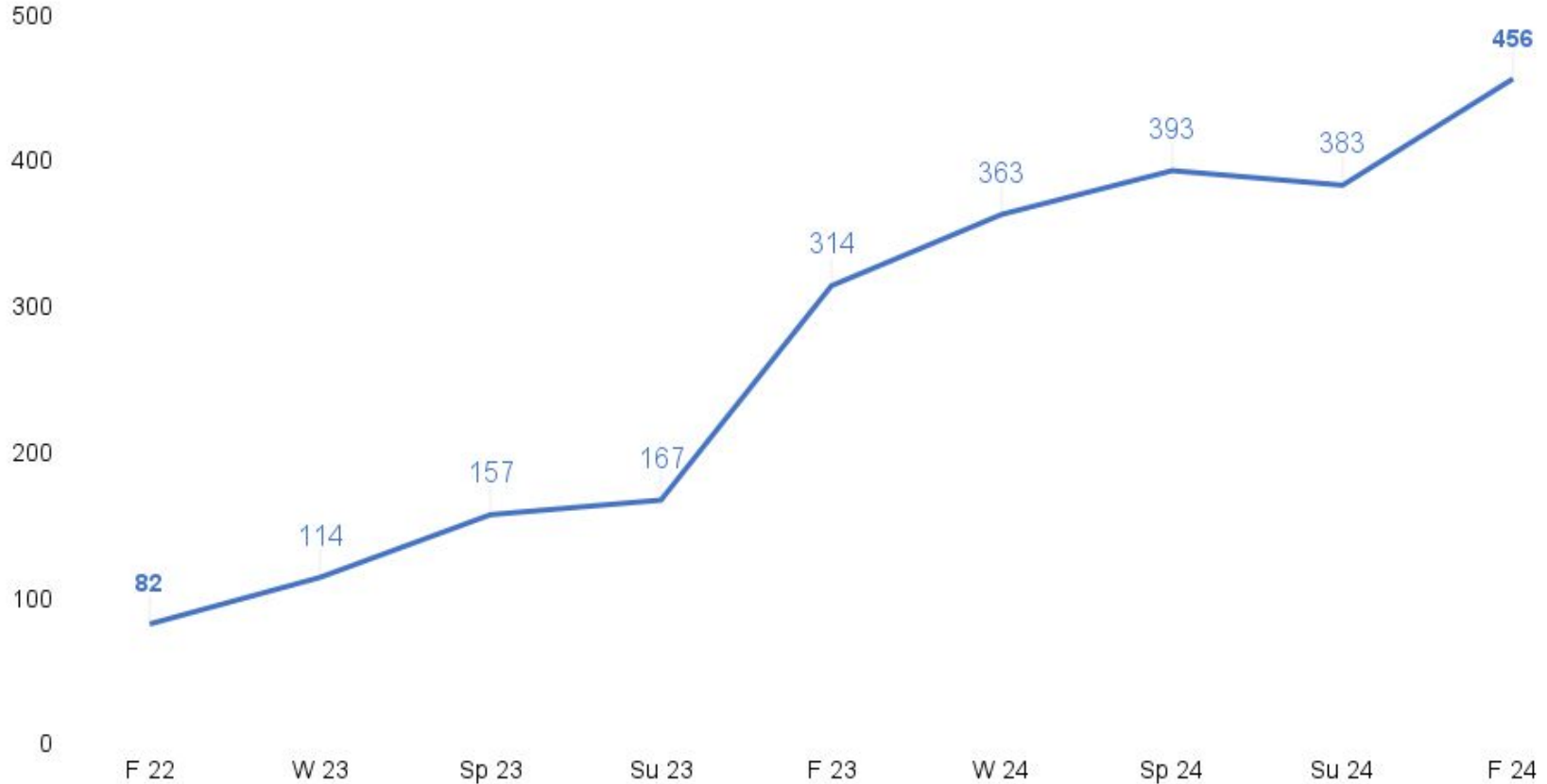
GCH Internship Program

80 Hour, 10 Week Internship

- Required for BS students, optional for BA students
- Typically unpaid, but can lead to job offers later
- Students placed at sites that match their career interests
- Internship coordinator, Beth Magyar (bmagyar@ucsc.edu)
 - Arranges placements, handles onboarding, monitors student performance

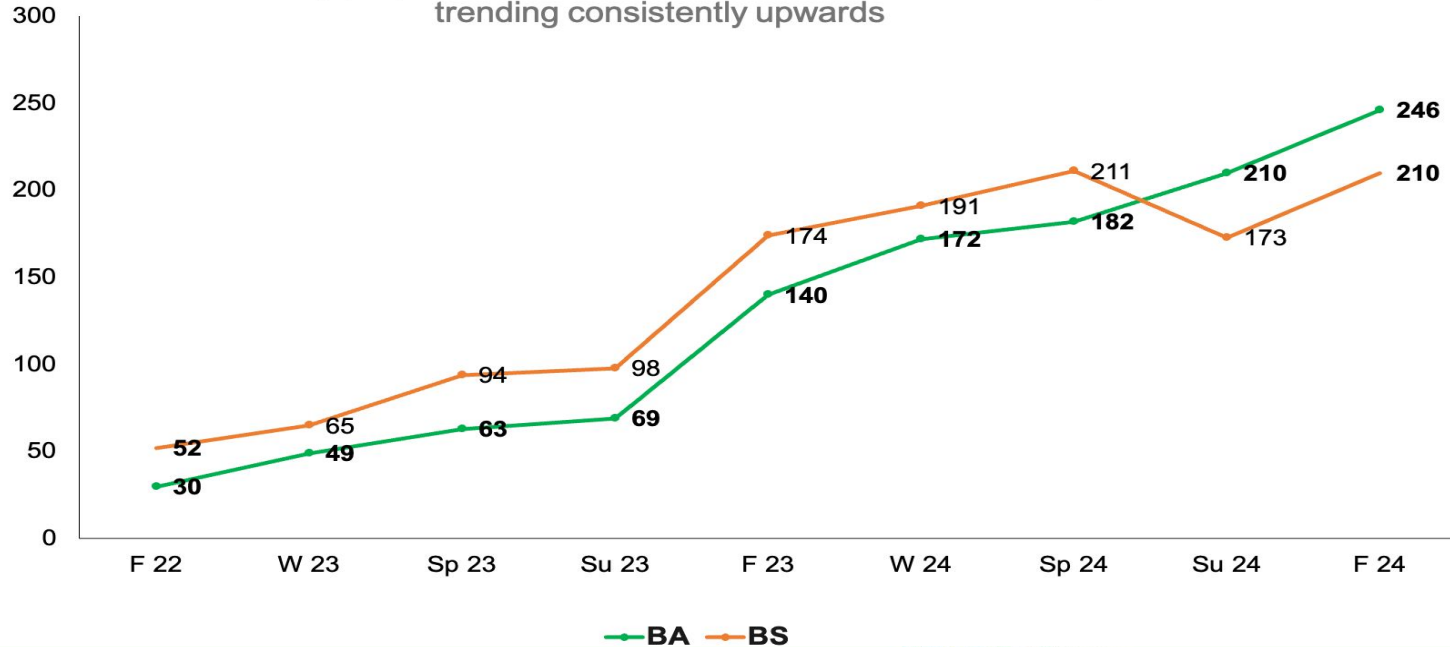


Steady Increase in GCH Major Numbers



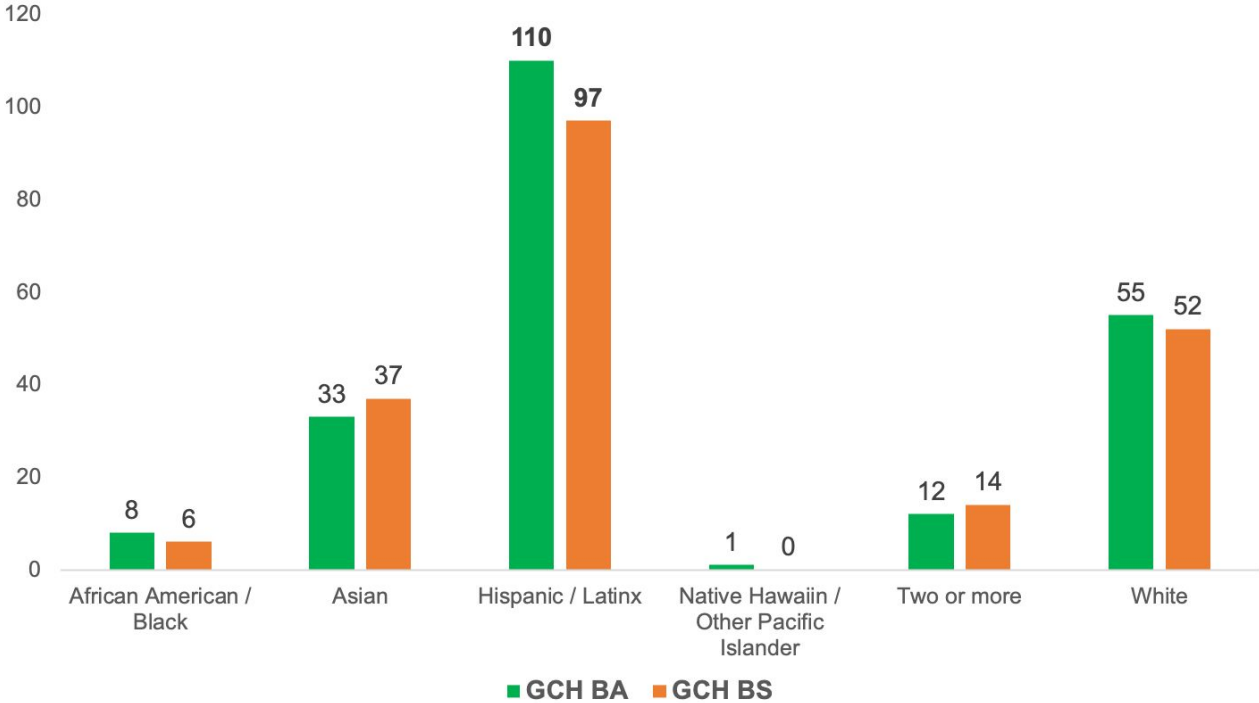
Equal Interest in the GCH BA and BS Degrees

Growth among proposed and declared GCH BA and GCH BS majors are trending consistently upwards



Hispanic/Latino Students Show Exceptional Interest in the GCH Program

Among all proposed and declared Fall 2024 GCH students, Hispanic / Latinx students were most represented (GCH BA = 110, GCH BS = 97)



Community College Outreach

Recently funded grant from the Department of Education will support **outreach to community college students interested in health care careers.**

Community college students form a:

- a more diverse population than frosh admits
- and are more likely to be drawn from areas with shortages of healthcare workers

Outreach activities:

- student ambassadors to visit community colleges
- student visits to UCSC
- Course articulation summits with UCSC faculty to identify barriers to transfer

UCSC Silicon Valley Extension Premed Postbacc



- A partnership between the UCSC Silicon Valley Extension and Global and Community Health Program
- Committed to supporting career aspirations of premed students who come medically underserved populations and regions in California

UCSC Silicon Valley Extension Premed Postbacc



Goal:

Increase healthcare workforce providing culturally appropriate care to medically underserved populations in California

Hypothesis:

People who come from these populations and region are more likely to return to serve them

UCSC Silicon Valley Extension Premed Postbacc

Opportunity and need:

- Existing UC postbaccalaureate programs are oversubscribed
- The only post-baccalaureate program in the South Bay, Santa Cruz, and Monterey Counties



UCSC Silicon Valley Extension Premed Postbacc

Program design:

- Target academic enhancers from underserved populations and regions
- Scholarship support for student with limited means
- Based on UCSF and UC Davis postbacc programs that share our goals
- Program located at UCSC-MBEST Center in Marina to make it more accessible to student population we aim to serve and to relevant clinical opportunities



Postbacc Program Structure

- **Cohort based program, launched in October**
 - 14 students, 10 supported by scholarships
- **Science courses** through UCLA Extension. (*Online*)
- **MCAT prep course** via Kaplan (*Online*)
- **Career advising**
- **Workshops**
 - Careers in Medicine
 - Application and interview workshops
- **Clinical experiences**
 - shadowing (Kaiser) , scribing
 - Clinical and community health research (Dominican, Natividad, Salinas Valley)



Future Goals

- 2 cohorts with a total of 30-40 students per year
- Scholarships for students drawn from medically underserved communities
- Silicon Valley program for career changers
- Expand to include other health professions
 - PA
 - NP
 - Pharmacy
 - Dentistry



Outstanding Challenges

Increased Demand for Clinical Experiences/Health Professional Mentorship

- Santa Cruz is geographically isolated with a small medical community
- Traffic and poor public transportation limit the distances students can travel for internships
- Expectation of increased demand for number and variety of clinical opportunities for student (e.g., K-12, postbacc, growing number of GCH students)
- Staffing needed to assist with placements

Inventory of Training Opportunities and Pathways

- Tools/Assets
 - [Northern Subregion K-16 Collaborative Student Journey Maps](#)
 - <https://healthcareerpathway.org/>
 - ePortfolios
- Educational Pathways
 - Vocational Training
 - Center for Employment Training
 - Mission Trails ROP
 - Central Coast College
 - Community College (Hartnell, MPC, Cabrillo)
- Needs
 - Affordable pathways (cost compared to economic/financial gain)
 - State funding for students regardless of full-time academic status
- Barriers
 - Impacted programs (e.g., Nursing)
 - Sustainability (funding)
 - Child care and housing
 - Language development - Just in time support for language learning adults in health professions
 - Training to work (employment permits)
- Opportunities
 - Availability of noncredit CTE/HealthCare programs (cheaper but do not transfer to 4-year universities)
 - Entrepreneurship and/or 1099 Private Contractor

Partners: Health Improvement Partnership

Santa Cruz County Health Workforce Council Workgroups

- Surgical Technicians
- Community Health Workers
- Medical Assistants
- Nurses
- Integrated Behavioral Health
- Primary Care Physicians and Nurse Practitioners



Goals: identify workforce needs, physician leaders to champion programs

Partners: **TPMG Represent**

REPRESENT was created for Pre-Medical undergraduate students that are traditionally underrepresented in medicine. Serves students from or who are in school in Santa Clara, Santa Cruz or Monterey Counties.

PROGRAMS

- **Outreach**: meet physicians at regional recruitment events
- **Doctor Chats**: talk to a physician over the phone or meet for coffee
- **College Seminars**: take a college seminar taught by a Permanente Medicine physician at one of our partner academic institutions
- **Clinical Experiences**: volunteer at health education events with Permanente Medicine physicians, participate in clinical shadowing
- **Research Internship**: participate in an intensive 1:1 literature research project with an assigned physician mentor (recommended for advanced students)

Final Thought

We can shift the mix of students going into healthcare careers, but more professional school and residency slots are needed to increase the number of practitioners.

Health Workforce Council Updates



Hayley Mears, MA
Sr. Program Manager
Health Improvement
Partnership



Maria Estela Jerezano
Program Coordinator
Health Improvement
Partnership

MB CHW Collaborative



WePair Health

Hosting online info session for employers
Jan. 9th from 2-3PM

CHW Registered Apprenticeships

13 apprentices began fall 2024 with 4
employers: Salud Para La Gente,
Encompass Community Services, People
First, PVPSA, Raíces y Cariño

Cabrillo College Advisory Committee

Career Technical Education
Advisory Committee Nov. 21st



WePair and the Health Improvement Partnership invite you to a virtual

Information Session for Employers

About WePair

WePair Health is the first AI-enabled career marketplace, built by and for Community Health Workers and Doulas to support recruitment of:

- Community Health Workers / Promotores / Representatives
- Medicaid (Medi-Cal) Doulas
- Peer Support Specialists
- Wellness Coaches

January 9th, 2025

2:00 - 3:00 PM PST

[Zoom Link](#)

Medical Assistants

In-person meetings bringing employers and training programs together:

Cabrillo College
Aug. 23rd

Santa Cruz County Office of Education
Nov. 13th

Watsonville/Aptos/Santa Cruz
Adult Education
Dec. 6th 11am-1pm
294 Green Valley Road, Watsonville, CA 95076

Cabrillo College Mock Interviews
Dec. 9th





Watsonville/Aptos/Santa Cruz Adult Education



OPEN HOUSE

FOR HEALTH CAREER PATHWAY COURSES

Are you ready to kickstart your healthcare career? Join us at our Open House for Health Career Pathway Courses and discover the exciting educational pathways awaiting you! Explore top-notch programs and meet experts who can guide you toward a rewarding future in healthcare. We can't wait to welcome you. Don't miss out on this incredible opportunity—your future in healthcare starts here!



Friday
December 6, 2024



Time
11:00 a.m. - 1:00 p.m

Light refreshments will be provided



RSVP NOW



ELIZABETH_BATES@PVUSD.NET



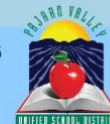
294 GREEN VALLEY RD., WATSONVILLE, CA 95076



CONNIE_WILLIAMS@PVUSD.NET



(831) 786-2160





WATSONVILLE/APTOS/SANTA CRUZ
ADULT EDUCATION



HEALTH CARE CAREER FAIR

Join us at one of our "Meet Up" sessions to learn more about our Health Career Pathway courses being offered this Spring 2025!

Watsonville Community Hospital
Map

DATES / LOCATIONS:

Watsonville Community Hospital

Meeting Room: Redwood Room (Senior Circle)
75 Nielson Street,
Watsonville, CA 95076

- November 19, 2024
- November 21, 2024
- December 3, 2025
- December 5, 2024
- December 10, 2024
- December 12, 2024

Time: 2:00pm - 3:00pm and 3:00pm - 4:00pm

1st Floor



WHAT WE WILL BE PRESENTING

- Acute Care CNA
- Administrative Medical Assistant
- Caregiver/Personal Assistant
- Certified Home Health Aide
- Certified Nurse Assistant
- Clinical Medical Assistant
- Medical Terminology
- Palliative and Hospice Aide

WE ARE ALSO OFFERING

- Pharmacy Technician
- Dental Assistant
- EKG Technician



WHO TO CONTACT?

RSVP is requested as space is limited.
Please contact Elizabeth Bates, RN,
at either Elizabeth_Bates@owisd.net
or (805) 835-8959 to save your seat.

Enroll in any one of our Health Career courses
to begin your first steps in entering a lifetime career in healthcare.
We look forward to meeting you.

SCC Nursing Workforce Council

1440 Multiversity Healing Our
Healthcare Heroes retreat
January 13-15 2025

Committee preparing SCC BOS
educational advocacy for 2025
focused on workforce housing

Committee: Hospital Council,
HIP, Hospice of SC, CSUMB,
Dominican, WCH, join us!



Primary Care

In partnership with the Central Coast K-16 Regional Collaborative, sending a clinical placement mapping survey to local health organizations.

Presenting partnership at HIP's Clinician Resource Call Dec. 10th

Supporting development of SCCOE Career Pathways Health Industry online resource



Integrated Behavioral Health Action Coalition (IBHAC)



IBHAC Workforce Convening: October 24th

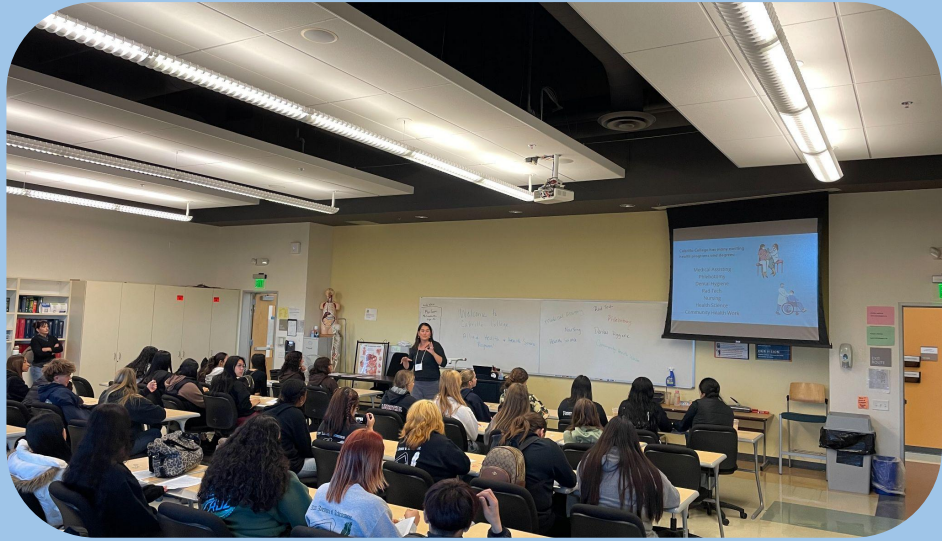
Theme: case management and lay counselor academies and
DHCS Technical Assistance Marketplace funding

- [Presentation Slides](#)
- [Recording](#)

Cabrillo College Human Services Programs Advisory Committee:
December 4th



Health Career Expo November 15th, 2024



**Q1
2025**



**1440 Multiversity
HOHH Retreat**
Jan. 13-15



**Santa Cruz County
BOS Meetings**
March 1-31

WePair Info Session
Jan. 9



**CPCA Workforce
Symposium**
Jan. 29-30



**California
Primary Care
ASSOCIATION**

**Listening Tour
Report**
March 31





THANK YOU

www.hipscc.org/workforce

Please stay and network!

Thank you to UCSC and PATH Collaborative for providing lunch!