



California Health Professions Consortium

May 27, 2021

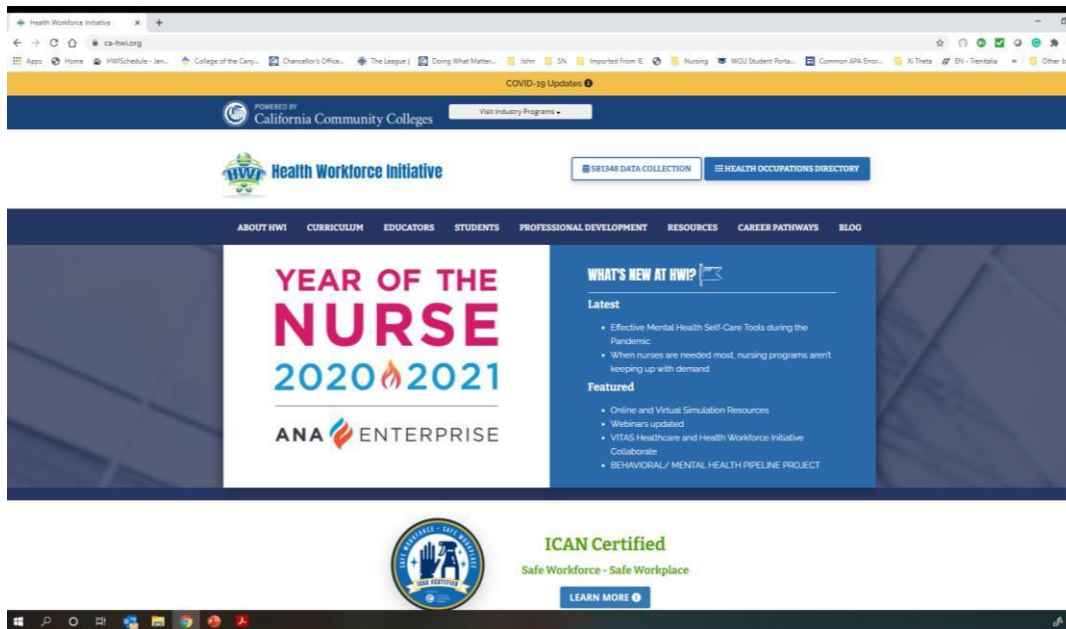
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Representing Health Workforce Initiative

Health Workforce Initiative

- The Health Workforce Initiative (HWI) is a program of the Workforce and Economic Development division of the California Community Colleges Chancellor's Office.





CCCCO – Workforce and Economic Development

Student Centered Workforce Strategy



CCCCO – WED

Equity

Diversity

Inclusion

Student Centered Workforce Strategy

- ***Employer Engagement***

- Partnerships
- Social justice
- Community Based Organizations

- ***Integrated models***

- Earn and learn
- Work based learning
 - Increase pre apprenticeship and apprenticeship opportunities
 - Work experience
- Credit for prior learning

- ***Skills focused***

- Reskilling/ upskilling and retraining
- Increase middle skills jobs
- Increase the intrapreneurial and entrepreneurial mindset
- Stackable credentials

Focusing not only on the traditional student but non-traditional students who wants to attain their professional goals.

The Five Economies

- Logistics (Supply chain management, analytics)
- Green (renewable energy, environmental)
- Remote (Cybersecurity, telecommunications, network systems)
- Automated (Healthcare, AT, Robotics, BioTech)
- Readiness (Healthcare/ Allied Health, BioTech, Public health)

Burning Glass – After the Storm report – Feb 2021

Workforce Development Evolving & May Budget Revision Budget 2021-22

- The Community College Chancellor's office is planning a restructure of workforce development with an emphasis on regional/local economic needs to improve regional alignment. Plan is to have this new structure in place by January of 2022.
- New plan includes:
 - \$45 million for apprenticeship
 - \$12 million investment from the Economic and Workforce Development Program to support the regional employer engagement model and activities
 - \$1 million of employer engagement funding to regions, more for double regions

HWI Updates

Nursing

Concurrent Enrolment Pathway (CEP) - Seamless pathways from ADN to BSN

- Employers prefer BSN prepared RN's
- Approx. 50% of newly licensed RNs in California have an ADN – represent a more diverse and underserved population.
 - ADN graduates are at a disadvantage in obtaining most desirable jobs. Current pathways to BSN often costly and time consuming, requiring repetition of content.
- Goals of CEP:
 - Eliminate redundant content
 - Concurrent enrollment in both ADN and BSN program
 - Complete BSN within 6 months or less of earning ADN
 - Financial aid package that covers both programs.
- HWI is promoting CEP throughout the state
 - Pilot underway in Inland Empire with Riverside Community College, CSUSB and CSUF – working to expand to other CCCs
 - Project in Los Angeles with 17 ADN programs to allow seamless progression from any of the regions' CCs to CSUs.

Community College – Cal State University Collaborative - RN to BSN

- Nursing Program Directors from CSUs & CCC
- Sub-committees will be addressing issues in clinical, curriculum and policy

Apprenticeship Learning Series

- SESSION 1: THE CASE FOR HEALTHCARE APPRENTICESHIPS
- SESSION 2: LAUNCHING AN APPRENTICESHIP PROGRAM IN HEALTHCARE AT COMMUNITY COLLEGES
- SESSION 3: RUNNING A HEALTHCARE APPRENTICESHIP PROGRAM
- SESSION 4: EMERGING OPPORTUNITIES FOR HEALTHCARE APPRENTICESHIP PROGRAM AT THE COMMUNITY COLLEGE
- SESSION 5: YOUTH APPRENTICESHIP HEALTHCARE MODELS WITH THE COMMUNITY COLLEGES

Improving Health Outcomes for Diverse Patient Populations

- [Implicit Bias \(March\)](#)
 - Will help healthcare providers and educators understand and address implicit bias as a barrier to health equity and healthcare effectiveness.
- [Cultural Proficiency \(June & July\)](#)
 - Follow-up to the Implicit Bias
 - The focus is on CARE: Cultural Competence Awareness, Respect, and Equity. CARE was developed based on the Institute of Medicine's groundbreaking book, *Unequal Treatment: Confronting Racial and Ethnic Disparities in Health Care*.
http://bit.ly/HWI_Cultural_Proficiency
- [Language Justice \(July\)](#)
 - This **3-hour workshop** is designed to help health care providers that work with interpreters and translators.
 - Language barriers between patients and health care providers can also contribute to disparities in health access and outcomes.
 - Many health care providers have integrated interpreters and translators into their practices; however, interpreters and translators are only one part of creating a linguistically inclusive health care agency.
 - <http://bit.ly/HWI-Language-Justice-Access>

HWI Kaiser Grant Behavioral- Mental Health Pipeline

- Increasing awareness to high school and community college students from our black and brown communities into behavioral-mental health and public health to grow professionals that are reflective of the communities they serve.
- Fall 2020 symposiums & spring 2021 career spotlights as well as cultural responsive training accessible to the community and educators
- Pathways (models, best practices) –Tool Kits
 - Regional Occupational Program & Comprehensive High School
 - How to develop a pathway
 - Identify courses
 - Work based/Career Exploration Activities Guide
 - Resource guide for educators
 - Infographic on related education degrees & certificates, career pathway
- Fall 2021
 - Promotion of opportunities to start a career in behavioral-mental health at local community college with certificate programs (e.g. Peer Support Specialist, Mental Health Worker)
 - In response to passing of Peer Support Bill, professional development opportunities specific to understanding the role of the Peer Support Specialist and the recovery model
- Open to partner with other organizations to share pathways, roles and mentors for these students
- <https://ca-hwi.org/career-pathways/behavioral-mental-health-pipeline/>

Thank you!

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