

CALIFORNIA HEALTH PROFESSIONS CONSORTIUM (CHPC)

Katherine Flores, MD & Jeff Oxendine, MBA, MPH, Co-Directors, CHPC

EXPERIENCED PIPELINE MEETING

-Virtual-

June 26, 2024

1:30 PM – 3:30 PM

CHAT

13:36:53 From Angel-Max Guerrero to Everyone: Hello! Angel-Max Guerrero, UCSF (main campus), Pathway Programs Manager. Currently hiring a new Pathway Programs Manager to recruit for Imaging, PC, and MA pathways

13:37:24 From Mark A. Grobner to Everyone: Professor of Biology and Pre-Health Advisor at CSU Stanislaus and working with the Delhi Medical Academy of Sciences through a We Will! grant to develop a pathway program and a medical biotechnology course at Delhi HS

13:37:31 From Brook Yu to Everyone: Administrative Officer - Biology Scholars Program. We've created an informal alumni group of students applying to medical school this cycle. So far, they've connected on and offline. We hope that this is one more layer of support for our students that helps them continue on the pathway, especially after graduation.

13:37:37 From CAROLINA SAN JUAN to Everyone: Hello, I'm Carolina San Juan, Director, UCLA AAP Graduate & Professional School Exploration Services, We recently celebrated several of our students' graduations and recruited our newest cohort. #14!

13:38:02 From Hayley Mears to Everyone: Good afternoon, Hayley Mears, Sr. WFD Program Manager at the Health Improvement Partnership (HIP), looking forward to some time off this July and HIP's community forum event in September!

13:38:02 From Suzette Reuschel-DiVirgilio (she/they) to Everyone: Suzette Reuschel-DiVirgilio, Programs Director, Health Improvement Partnership. Recent success is bringing on an amazing new Intern provided by HCC!

13:38:03 From Bob Redlo to Everyone: Bob Redlo, Director of the Bay area Health Workofrcce Partnership and coordinator for Health training programs for the East bay WDB's.

13:38:06 From Taylor Pope to Everyone: Hello everyone! Taylor Pope, CAPS Director, Loma Linda University. We have 75 local high school students joining us for 2 weeks in July to learn about health professions and prepare for college!

13:38:09 From Charles Alexander to Everyone: Associate Vice Provost/Director, Academic Advancement Program.- UCLA, Recent success---High AIMS students getting admitted to medical school and graduating from medical school as well. Looking forward to completing the study of High AIMS alums.

13:38:10 From Missy Soto to Everyone: Deputy Director, Biology Scholars Program, UC Berkeley, yes to our alumni group!

13:38:17 From Amanda Berry (she/her) | HCP SoCal to Everyone: Amanda Berry, Government Affairs Manager, Health Center Partners of Southern California. Had a really successful workforce summit this past spring and planning a mixer for our health centers and training programs later this year. Looking forward to summer beach time!

13:38:25 From melissatorres-montoya to Everyone: Hi! Melissa Torres-Montoya, HCC, Sr Director of Strategy, Policy and Stakeholder Engagement, a success at HCC is important steps forward on the grant Jeff is going to discuss today! I'm looking forward to an NYC July 4th for my first time

13:38:28 From Angel-Max Guerrero to Everyone: HS Bridge Program Manager posting:
https://sjobs.brassring.com/TGNewUI/Search/Home/HomeWithPreLoad?partnerid=6495&siteid=5861&jobid=3546811&PageType=jobdetails#jobDetails=3546811_5861

13:38:32 From Stephanie Huerta Alvarez to Everyone: Stephanie Huerta Alvarez, UCSF Fresno, Manager of the Office of Health Career Pathways - We recently launched a new paid summer program called SJV Mentoring to Medicine that targets college and gap year students in the SJV. Funding for this is currently supported by Cal Wellness and CA Med Scholars Program. My oldest is going to college, so preparing for her move.

13:38:32 From Hayley Mears to Everyone: Our HCC intern just started this week and is attending this meeting :-)

13:38:50 From Chad Seamon to Everyone: Hi all - Chad Seamon, Program Manager at FACES for the Future, a program of the Public Health Institute. We've been focusing on substance misuse prevention education in our program and have gotten almost 150 of our California students trained in Narcan / opioid overdose intervention.

13:39:04 From Ramon Hernandez (he/him/el) to Everyone: Ramon Hernandez, UC San Diego School of Medicine, Director of Pathways. Three of my Latino male pathway students are starting medical school this August. So happy for them and their families.

13:39:09 From Mercedes to Everyone: Hello, Mercedes Piedra, Director, UC Davis Health Prep Medico Pathway program. Awarded small grant UCOP HBCU pathway partnership for research.

13:39:39 From Kim McNulty to Everyone: Kim McNulty, Vice President Regional Strategy, OneFuture Coachella Valley. We've just launched a new program where 210 high school juniors/seniors will earn 12 Dual Enrollment credits by graduation, completing 4 pre-LVN nursing program prerequisites. I'm looking forward to becoming a grandma in July - first grand baby! :) Great to see everyone!

13:39:42 From Jasmine Nakagawa to Everyone: Brooke Briggance, Director, Cypress Resilience Project, Public Health Institute, harvesting fruits/veggies from the garden! Hi everyone!

13:40:39 From Madison Rodriguez to Everyone: Madison Rodriguez, UC San Francisco Latinx Center of Excellence, managing pre-med undergraduate pathway programs for UIM students. Looking forward to hiking this summer

13:41:26 From Kathy Flores to Everyone: Kathy Flores. Co-Director CHPC. Success with UCSF Fresno State LCOE students getting into medical school. Celebrating 50th wedding anniversary.

13:42:38 From Charles Alexander to Everyone: Congratulations Kathy..50 years!

113:53:28 From melissatorres-montoya to Everyone: This is the survey to complete via google docs

13:53:29 From melissatorres-montoya to Everyone: <https://forms.gle/d8Kjs71brB2nhg1R9>

13:55:30 From melissatorres-montoya to Everyone: Please feel free to email us directly too if there are any points of guidance that go beyond this survey or if email works better for you

13:55:43 From melissatorres-montoya to Everyone: mtorresmontoya@healthcareers.org

14:01:54 From Paz Delsid to Everyone: Forming a new group of Pathway Program Alumni

14:04:02 From Brooke Briggance (she/her) to Everyone: Will stipends be offered?

14:04:04 From Charles Alexander to Everyone: How large will the alumni committee be?

14:04:27 From Paz Delsid to Everyone: Nominate 1-3 people. Criteria:

- Been in a pathway program

- In health professional school or recent graduate of 3-5 years
- Represent what it was like to be in a pathway program in various regions
- Served in other capacities to give back to the program (mentor, etc)
- Potential future leader

14:04:31 From Paz Delsid to Everyone: Stipends?

14:05:03 From Taylor Pope to Everyone: What time commitment should they be prepared for?

14:05:12 From Charles Alexander to Everyone: What will the time commitment; once a month, quarterly, bi-annually?

14:05:34 From Missy Soto to Everyone: the factors above will influence who we nominate

14:05:48 From Paz Delsid to Everyone: Per Jeff: 3-4 times a year for about an hour

14:06:09 From Charles Alexander to Everyone: Do you have a list of duties or expectations for the group?

14:06:55 From Paz Delsid to Everyone: Not at this time. Main intention is to provide advice about their experience and how to best support people from their region pursuing health professions.

14:07:02 From Kim McNulty to Everyone: Could be great to create a webpage that lists these young adults with a short bio on the page that describes this group

14:07:10 From Missy Soto to Everyone: once you receive our nominations, will you communicate with us who you plan to outreach to from our submitted list? this may help with our monitoring and communications on our end with them as well

14:07:13 From Brooke Briggance (she/her) to Everyone: Related to criteria - aside from geography and participation in pathways - are you interested in linguistic diversity, lived experience - any other criteria we should keep in mind when nominating?

14:08:02 From Taylor Pope to Everyone: Are you looking for pathways alumni that are undergraduate students or strictly those in health professions school?

14:08:12 From Paz Delsid to Everyone: Per Dr Flores: This alumni group may evolve to schedule their own meetings and be self-directed.

14:09:16 From Paz Delsid to Everyone: Jeff: Main goal is to get feedback for the HCC workforce initiative grant

14:09:59 From Paz Delsid to Everyone: Looking for a variety of professions

14:11:14 From Taylor Pope to Everyone: We have a pipelines alumni group at LLU

14:12:22 From Kim McNulty to Everyone: Might be good to start this group as a short-term advisory group for the grant and then they could see if they'd like to establish a more formal, ongoing alumni group.

14:25:59 From Stephanie Huerta Alvarez to Everyone: I will be on for just a few more minutes but will need to log out for another meeting.

14:43:30 From Paz Delsid to Everyone: Please add your group comments and priorities in the chat

14:47:37 From Zuleyka Hernandez to Everyone: Outreach and Community Building:

Improve outreach to students across Californias pathway programs.

Create a centralized committee to monitor student participation and progress.

Inform students about available support and build community connections.

Networking and Communication Tools:

Enhance networking opportunities, especially for underrepresented professionals.

Create a listserv or other platform with interest-based channels.

Enhance student guidance through mentorship across programs.

Funding and Staff Support:

Secure funding and staff to expand programs to support more students.

Collaborate with other schools and develop tracking systems for student support.

Provide administrative support to facilitate networking and communication.

14:47:56 From Missy Soto to Everyone: group 5: evaluation and tracking, infrastructure, succession planning

14:50:39 From Kathy Flores to Everyone: My apologies that I need to leave for another meeting. Great breakout session; thank you!

14:52:19 From Susan McGraw to Everyone: A couple of key themes from group 5: 1) Infrastructure (in particular staffing to support the work of a regional collaborative and to address succession planning due to the retirement of people in various roles throughout the healthcare ecosystem and pathway programs); 2) Data (both data to assess the needs of healthcare organizations to determine critical occupational priorities and longitudinal data to track ROI of programs based on student outcomes); 3) evaluation/tracking; 4) Scalability;

114:56:13 From Suzette Reuschel-DiVirgilio (she/they) to Everyone: I think attrition (rates and causes) are key data pieces as well

14:58:00 From Ramon Hernandez (he/him/el) to Everyone: Apologies. Have to attend 3:00 meeting. Look forward to working with you all on this effort.

14:59:12 From Taylor Pope to Everyone: My apologies, I also have to leave for a 3pm meeting. I look forward to meeting again soon and working with you all.

15:00:01 From Paz Delsid to Missy Soto (Direct Message): Missy, I am so sorry. I have not gotten the go ahead to post the video. The hesitation is with permissions. As for the slides, I do ask for slides and post them online when I receive them. Not everyone shares. They would be posted here --> <https://chpc.ucsf.edu/member-meetings>

15:05:13 From Brook Yu to Everyone: A directory of publicly available data sources, and commentary from people in this group about how they use these data, would be useful. There is both too much (and sometimes not enough) data out there, and it's hard to comb through, so to find out 1) what is available and 2) how others use these data would be really useful.

15:05:17 From Amanda Berry (she/her) | HCP SoCal to Everyone: Exactly, how can the data then become actionable and by whom? Some ideas-- For policymakers-- training programs for budget investments.

For students-- what training programs might be a good ROI for your time based on interest (I was looking for something like this --see picture-- before and couldn't find it)

For employers-- what things are associated with higher retention rates?

Formation of Health Pathway and Regional Collaborative Alumni Advisory Committee



- Recent alumni in health professions school or having graduated within the past 3-5 years
- Ability to talk about the needs of students in pathway programs within and across regions and can connect how that relates to systems, policies and programs.
- Involvement in health pathway program and student support and potential for future health pathway leadership
- Representative of a diversity of health professions paths and schools
- Alumni from a range of different programs and regions

Breakout Group Activity



- What do you consider to be the top 3 elements that your regional collaborative and/or health pathway program would benefit most from over the next 1-3 years? Are there other priority elements?
- Which would be most beneficial to support you with these elements, please explain:
 - Technical assistance
 - Sharing best practices and being in a learning community
 - Developments of tool kits and central resources
 - Other?
- Which would be your top priority for funding support?

Strengthening Pathway Program and Regional Collaborative Sustainability and Impact: Key Elements



Emerging regional health employer workforce needs



Which Medical Certification is Right for You?

Career	Avg. Salary	Length of Program	Avg. Cost	Job Growth
CCS-P (Certified Coding Specialist Physician-Based)	\$58,236	4-12 months	\$2,500-\$4,000	7%
CPCT (Certified Patient Care Technician)	\$31,400	3-6 months	\$1,000-\$3,000	5%
CET (Certified EKG Technician)	\$60,570	3-6 months	\$1,000-\$2,500	17%
CPT (Certified Phlebotomy Technician)	\$37,380	2-6 months	\$1,000-\$3,000	10%
CCMA (Certified Clinical Medical Assistant)	\$37,190	6-12 months	\$2,000-\$4,000	16%
CMA (Certified Medical Assistant)	\$37,190	9-12 months	\$2,500-\$5,000	16%
CNA (Certified Nursing Assistant)	\$30,290	4-12 weeks	\$1,000-\$2,000	5%
RBT (Registered Behavior Technician)	\$36,230	40-hour training course	\$300-\$600	9%
CPC (Certified Professional Coder)	\$46,660	4-9 months	\$2,000-\$3,500	7%
CPhT (Certified Pharmacy Technician)	\$36,740	4-8 months	\$1,000-\$3,000	4%