CALIFORNIA HEALTH PROFESSIONS CONSORTIUM (CHPC)

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EXPERIENCED PIPELINE MEETING
-Virtual-
March 21, 2024
10:00 AM – 12:00 PM

CHAT

10:05:54 From Paz Delsid to Everyone: AGENDA

1. Welcome and Introductions

2. Update on new California Endowment Funded Initiative to support regional health pathways and collaboratives.

   -Role of CHPC and this subcommittee.

   -Opportunities for regional pathways and collaboratives

3. Review of findings from the Oct 19 Convening of Leading Health Pathway Programs.

   -Facilitated feedback to address key identified priorities in alignment with the TCE project.

   -feedback regarding best way to support programs now and going forward

4. Facilitated discussion of how pathway programs can best "make the business case" for investment and sustainability

5. Update on pathway program inventory and next steps.

6. Next steps re new ecosystem development across programs

10:32:07 From Greenwood, Seira to Everyone: Congratulations!!! Funding wise, what are some potential opportunities to partner?

10:33:38 From Greenwood, Seira to Everyone: MEDPEP Co-host a pre-health conference at Bakersfield College which will take place this weekend. It has a waitlist and has over 600 registered guests, speakers, volunteers. Is this an opportunity to work with you all?

10:35:16 From Mark A. Grobner to Everyone: We have an upcoming Health Career conference in May at Stan State specifically for participants in the Delhi Medical Academy of Science. We are also developing a Medical Biotechnology course to be taught at Delhi HS as part of a recent grant award.

10:43:59 From Stephanie Huerta Alvarez to Everyone: Hi Dr. Grobner, pleasure to see you in this space. Can you forward the info to me? Within UCSF Fresno we have some outreach initiatives valley wide within our K-16 programming and we want to increase our reach for some program efforts in the north valley. Stephanie.huerta@ucsf.edu

10:46:16 From Marcella Anthony, ODME to Everyone: Wonderful, thank you!

10:47:59 From Mark A. Grobner to Everyone: Hi Stephanie, we are still early in the planning process and I am still waiting for the grant to be formalized on campus. Our plans are to bring in speakers from various health careers in a program similar to the big event at Davis, but specifically for students in the DMAS program. I can get you more details as we confirm the event. I am reaching out early to try and find speakers while waiting for our campus to formalize the grant and release funding. I am going to have to leave shortly to lecture, but will be in touch.

10:48:40 From Mark A. Grobner to Everyone: Dr. Flores connected me with Delhi since they are just 15 minutes down the road from us.

110:50:53 From Amy Kaufman - OneFuture Coachella Valley to Everyone: For business it's not just philanthropic

10:51:21 From Amy Kaufman - OneFuture Coachella Valley to Everyone: It's a line item in a budget for talent development

10:51:56 From Mark A. Grobner to Everyone: I have to run to get to lecture, great meeting.

10:53:49 From Alivia Shorter-Donnell (she/her) to Everyone: Yes! Jeff and I are the project leads.

10:55:30 From Marcella Anthony, ODME to Everyone: Similarly, we need program coordinator level roles to help

10:57:40 From CAROLINA SAN JUAN to Everyone: Perhaps we could start with a space to post various positions that we are recruiting.

10:58:20 From Marcella Anthony, ODME to Everyone: Infrastructure for coordination among our programs - leveraging statewide opportunities for our students, Evaluation and tracking regionally and statewide

10:58:29 From Amy Kaufman - OneFuture Coachella Valley to Everyone:Jeff - I'm good. Someone else made the same point

10:58:53 From Diana Fox - Reach Out (she/her) to Everyone: Further developing the business model so that the employers are more engaged and contributing funding for the work that is directly tied to their needed workforce .

10:59:17 From Marcella Anthony, ODME to Everyone: Regional demographic shifts are a concern - post pandemic our applicants look different, I don't know if that's true for others.

10:59:46 From Jacqui Tricco to Everyone: Evaluation and tracking also

10:59:57 From Hayley Mears to Everyone: Ditto on the funding comment!

11:00:06 From CAROLINA SAN JUAN to Everyone: Thank you for a great meeting. Looking forward to notes and continuing to work together.

11:00:15 From Marcella Anthony, ODME to Everyone: And I have to bounce, but thank you friends! Many thanks Jeff, Dr. Flores for continuing to champion this work!

11:00:21 From Missy Soto to Everyone: Thank you, I look forward to follow up communications.

11:03:34 From Stephanie Huerta Alvarez to Everyone: We are finding that more and more candidates want remote/hybrid work or misunderstand what hybrid means within our department/university. We have had a higher interest from out of area candidates but the cost of relocation has been a barrier at times. I am sure that is an issue all over California.

11:08:36 From Brooke Briggance to Everyone: Hi Paz - there are lots of great trainings out there. I think it also moves past trainings for staff and has to be an institutionalized approach at all levels that is also examining policies, practices and procedures. So it feels like it's training AND systems work. If that makes sense?

11:15:32 From Teresa Cofield to Everyone: My earlier comments were on staffing, ensuring advising staff, technology staff support,

11:16:30 From Greenwood, Seira to Everyone: Alumni Engagement and continuing to support them to gaining the professional skills to support the programs

11:16:56 From Hayley Mears to Everyone: I have to jump off, however feel free to use any resources on our webpage that may be helpful (e.g. reports): https://www.hipscc.org/workforce

11:22:40 From Alivia Shorter-Donnell (she/her) to Everyone:

Who are the key audiences you need to make the case to?

Who are the key decision makers?

Who are your champions, advocates, protectors?

Who do they listen to?

11:22:46 From Alivia Shorter-Donnell (she/her) to Everyone:

What are the priorities, constraints, pressures and political issues?

What are the outcomes that would be most compelling for them?

Within what time frames?

Level of investment?

How do they measure it?

11:23:18 From Alivia Shorter-Donnell (she/her) to Everyone:

What is the value proposition that your program offers to meet their desired outcomes?

What measures would best align with their strategies and priorities?

What data and stories would best make the case?

How can you make it practical and easy for them?

11:25:04 From Amy Kaufman - OneFuture Coachella Valley to Everyone: Jeff and Alivia - Apologies but I need to leave for an 11:30 meeting. From a business case (employer lens) two areas of emphasis are 1) in order for a region to attract talent a strong healthcare workforce is key 2) A healthy physical/mental/emotional workforce is a retained workforce. Workforce investment as a line item in a talent budget could institutionalize funding - verses a philanthropic contribution.

11:26:38 From Helen Musharbash to Everyone: Thank you all for such an informative meeting. I look forward to collectively work with everyone to continue building the healthcare workforce, unfortunately, I also have to log off for another meeting at 11:30. I hope to continue the discussion, thank you Jeff and Alivia!!

11:28:07 From Shermineh Davari (PhD) (she/her) | IHPC to Everyone: Thank you and look forward to engage in this collaboration further. I need to step out for another meeting as well. Have a great Thursday!

11:34:08 From Alivia Shorter-Donnell (she/her) to Everyone:

Who are the best spokespeople to make the case? In what forum?

What and who are you competing with for resources?

What is your ask? What best supports that ask?

What data and stories do you have?

11:35:52 From Greenwood, Seira to Everyone: Once the students make it into the health careers, they advocate within to get connected with us to strengthen collaborations and find ways to reach more via the outreach events we host

11:36:07 From Teresa Cofield to Everyone: We improved our ability to report how many pathway alumni are enrolled at UCR SOM. As Taylor said, we share alumni testimonials

11:36:59 From Brook Yu to Everyone: https://bsp.berkeley.edu/node/194

11:37:01 From Teresa Cofield to Everyone: Brook Yu best summarized the rewards and challenges of alumni tracking

11:37:33 From Brooke Briggance to Everyone: Some of our most effective metrics are:

11:37:54 From Paz Delsid to Everyone: When asking for funding, is limiting jargon and tweaking language a practice you do?

11:38:14 From Brooke Briggance to Everyone: tracking reasons for absence - to give context for the environmental stressors students are dealing with that helps put our 100% grad rate in context

11:38:32 From Brooke Briggance to Everyone: We compare our zip codes to SVI for the Feds

11:38:37 From Victoria Rondan (she/her) to Everyone: this isn't always feasible- but this year we were able to offer giftcards as an incentive to filling out our alumni survey. It is so important to collect data on where our alumni are, but so many of them continue to talk about the financial difficulties they experience. While a $25 gift card isn't going to pay off their student loans, it might buy them a dinner or two, and feel heard and compensated for sharing their story with us.

11:39:08 From Brooke Briggance to Everyone: We also track primary languages and cross reference those across health system utilizers

11:39:10 From Teresa Cofield to Everyone: It would be great to have a meeting on tracking!

11:39:57 From Brooke Briggance to Everyone: We activate high school youth to be active leaders now - not waiting until they are further up the pipeline - so during COVID - we could connect their activities with increases in COVID vaccine in high need pops

11:40:20 From Miguel.Olaez Reach Out to Everyone: Thank you for today meeting it was very insightful. I apologize I need to head to a in-person meeting.

11:40:20 From Jacqui Tricco to Everyone: NSC data will tell us if they graduated in a healthcare major or even a doctoral degree

11:40:39 From Paz Delsid to Everyone: We also did a giveaway for giftcards to track alumni. Also using non traditional means to search for alumni such as social media.

11:41:41 From Brook Yu to Everyone: I'd love to hear more about NSC as well - this is something we've considered using but aren't sure if we need to go through UC Berkeley to get access to the UC Berkeley institutional account, or if this is something we can do ourselves. We don't keep SS# - housed in UC Berkeley data.

11:42:23 From Brook Yu to Everyone: Interesting - would love to learn more.

11:44:27 From Teresa Cofield to Everyone: perhaps we could learn from McNair? I think they track for a long period of time

111:56:28 From Teresa Cofield to Everyone: which compendium?

11:57:07 From Taylor Pope, LLU (she/her) to Everyone: This was very helpful and it was a pleasure meeting everyone!