Northwest Health Career Path Summit

Growing a Diverse Healthcare Workforce

(Formerly the “Pipeline Mapping Project”)

Mapping Project Collaborative Partners

<table>
<thead>
<tr>
<th>Service Learning Students in UW Health Science and Medical programs</th>
<th>AHEC for Western Washington (AHECWW)</th>
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<tbody>
<tr>
<td>UWSOM Service Learning and Advocacy</td>
<td>Eastern Washington AHEC (EWAHEC)</td>
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<td>UW Informatics program students</td>
<td>Allied Health Center for Excellence</td>
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<td>UW Family Medicine Interest Group (FMIG)</td>
<td>UW Institute for Translational Health Sciences</td>
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<td>UW Center for Health Equity, Diversity and Inclusion (CEDI)</td>
<td>Seattle Data for Good/Democracy Lab</td>
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Thank You to our Committee!

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IMPROVING EQUITY AND ACCESS TO HEALTH CAREERS
The problem

- Shortages of health care professions and mal-distribution, particularly in rural, urban-underserved, and tribal communities
- Lack of equity in access to health science outreach and STEM programs
- Siloed programs for students who are underrepresented in the healthcare professions
- Lack of diversity in health care leadership roles

Health Disparities & Inequalities

- Health disparities and inequalities are gaps in health or health determinants between segments of the population
- Health inequities are avoidable, unfair differences in health status seen within and between populations
- According to the World Health Organization, the social determinants of health— the conditions in which persons born, grow, live, work, and age—are mostly responsible for health inequities.

Charting a Path Forward

- What kinds of policies would be necessary to ensure that all students and incumbent workers have the opportunity to embark on these workforce paths?
- Once on these paths, what types of roadblocks and obstacles do workers encounter?
- What policies could help mitigate or remove barriers?
- How can we assess and strengthen the state of career pathways that we believe are especially important to national competitiveness?
- What are the roles of governments, educational institutions, and businesses in enabling pathways and strengthening the workforce for the long-term?
The Journey

- **Training a diverse workforce is a long-term process**, beginning with students in the K-12 system and continuing through college, health professions training and into community practice.

- Just as many patients have difficulty navigating the healthcare system, so do many struggle to navigate the education system.

- As a part of improving graduation rates and academic readiness, people could be better prepared to enter the healthcare workforce in **STEM and soft skills** through sharing of resources.

- It is crucial to **create clearer paths** (pipelines or lattices), to help under-represented people get the training they need to enter the healthcare workforce.
How it all Started…

- Identify the problem
- Student Stories
- Collaboration and buy-in
- Product Design
- Development of a systematic approach
Goals

- **Build** a diverse workforce that reflect community by improving access to health career pathway and STEM programs to underserved populations
- **Link** both participants and volunteers to health career pathway and STEM programs
- **Help** programs identify collaborators and encourage opportunities for linkages
- **Share** best practices and resources
Goals

- Foster mutual benefit to strengthen services and streamline paths to health careers to reduce workforce shortages and mal-distribution
- Identify both areas of overlap and where there are gaps in programming
- Improve data collection and measurement of the impact of health career pathway and STEM programs
- Research methods to track student outcomes

Solutions

We need a global view!
- Compilation of data
- Creation of an accessible platform for that data
- Organization of NW Health Career Path Summits
The Vision: A Systematic Approach

- **Convene Cross Sector Partners:** NW Health Career Path Summit
- **Put Your Program on the Map:** Annual Collaboration and Data Collection
- **Put the Data to Work:** NW Health Career Path Summit Website Tool
- **Build Hub and Spoke Model:** Health Professions Affinity Communities
- **Share Student Success:** Health Scholars Day
Annual Summit Objectives:

- Collaborate on recruitment of students from under-served, rural, and under-represented populations into health careers
- Create a workforce that reflects the communities that our healthcare systems serve.
- Discuss how career pathway programs can address health disparities, workforce shortages, and navigation through health career paths
- Provide guidance to professional and volunteer staff in STEM and health career programs
- Improve the access to STEM and health career programs
- Increase awareness of STEM and health career programs
Thank you!!

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