



Health Career Pathway Development: How do we take it to the next level?

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Presentation Overview

- Health pathway programs and systems
- 5 stages of pathway system development
- Common issues in regional pathway systems
- Practical steps to advance

Definitions

- Health Pathway Program
- Health Pathway System
- Coordinating Coalition
- Coordinating Intermediary

Health Pathway Program:

- A program that provides youth in grades K-16, recent graduates or opportunity youth with:
 - academic preparation and support
 - psychosocial support
 - college and career readiness
 - health career exposure and experience
 - work-based learning (internships, shadowing, projects etc)
 - preparation for and connections to health training programs
 - opportunities to work on health issues in the community
 - parental engagement
 - mentorship and guidance
 - empowerment, advocacy and leadership development
 - scholarship support

Health Pathway Program Objectives

- Student support for educational achievement and health career advancement
- Training & connections for high growth, high wage jobs
- Meet priority employer and community needs for a qualified, diverse health workforce
- Contribute to regional economic development
- Increase hope, agency and opportunity
- Strengthen health for youth, families and communities

Health Pathway System:

- A coordinated, inter-connected set of pathway programs aligned to:
 - provide area youth with support and opportunities to succeed academically and prepare for and gain entry into health careers
 - meet area health employer demand for a well prepared workforce in emerging priority professions
 - Provide role models and mentors for students in the pipeline
- Health pathway systems have multiple “on-ramps” and “off ramps” across educational levels and towards a broad range of health careers.

Health Pathway System

- A comprehensive pathway system includes:
 - a vision and plan to meet priority workforce needs
 - linked, sequential and continuous support across all educational levels
 - K-16 through health professions training and into health career employment
 - return to service in the area
 - measurable results
 - leadership from key stakeholders in a coordinating coalition
 - a coordinating intermediary

Coordinating Coalition:

- A formal coalition of key cross-sector stakeholders focused on coordinating actions:
 - support local youth to achieve educational/health career goals
 - meet area health workforce and diversity needs
 - support individual and collective health career pathway programs and links with key education and employer partners
- A coalition may provide the vision, plan and coordination to develop a health career pathway system.

Key Stakeholders

- K-12 teachers and administrators
- Community colleges
- 4 year colleges and universities
- Health employers
- Health professions schools
- Workforce investment boards
- Advocates

- Career Pathways Trust partnerships
- Economic Development
- Community based organizations
- Youth
- Parents
- Foundations
- Government officials and agencies

Intermediary (backbone organization):

- An entity with dedicated staff and systems to plan, manage, and support a health career pathway program or system.
- Sufficient capacity, expertise and credibility to convene, develop shared vision and metrics, execute plans, strengthen linkages, secure funding and achieve measurable results.
- Intermediary services include:
 - Planning and process facilitation
 - Technology and communications support
 - Data collection and reporting
 - Logistical and administrative coordination
 - Evaluation and student tracking
 - Grant writing and administration
 - Program and project management
 - Employer engagement
 - Technical assistance/consultation



Coordinated Health Pathways



11,000
Healthcare
Jobs

CSUSB

UCR – Med
School

College of
the Desert

5 H.S. Health Academies
Private Schools
Industry Work-based learning

Middle School Health Career Programs
Indio K-8 Pre Med Magnet

Opportunities for 2500+ students



PATHWAY ASSESSMENT TOOL AND CLASSIFICATION

Pathway System Classification Continuum: Key Assessment Factors

1. Health pathway perceptions, priorities and readiness
2. Strength of champions and key drivers for pathway success
3. Presence/strength of existing pathway programs & systems
4. Opportunities for pathway expansion or new programs
5. Coordinating coalitions and infrastructure
6. Key stakeholder commitment and engagement
7. Resources and sustainability
8. Expertise
9. Results
10. Policy and systems change

Pathway System Classification Continuum:

1. Low readiness for pathway development
2. Pathway interest and potential
3. Strong programs and leaders to anchor pathway development
4. Maturing multi-level pathway programs and system, increasing coordination
5. Comprehensive, sustainable pathway system producing results and systems change

Pathway Program Assessment Factors

1. Assessed student and community needs and circumstances
2. Providing needed support: academic, career, psychosocial
3. Curriculum aligned with employer and next education level
4. Linkages with key employer, educational, community, funder and economic stakeholders
5. Evaluation, tracking and able to make the case
6. Parental engagement
7. Support from key leaders and champions
8. Resources and sustainability
9. Results produced.



**YOU ARE EXACTLY WHERE YOU
ARE SUPPOSED TO BE!**

Common Health Pathway System Issues

- Parallel efforts
- Differences in language, definitions and culture
- Ability to make the business case to key stakeholders and align with priorities
- Individual project deliverables, time lines and stakeholders
- Funder requirements
- Unclear or different definitions of success and metrics
- Focus on specific populations, professions and educational levels
- Time and capacity
- Sufficient process and content expertise

Common Health Pathway System Issues

- Efficient use of resources, non duplication of efforts
- Misalignment of production with demand
- Employer Engagement
- Benefits of collaboration v. individual relationships
- Trust/History, Territoriality
- Leadership transitions
- Competing priorities
- Organizational barriers
- Resources



 **HOW CAN WE ADVANCE?**