




Workforce Readiness through the Pipeline:

A Community-Led Partnership to
Address Social Determinants of Health



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Disclosures

Erin Manalo-Pedro

The following personal financial relationships with commercial interests relevant to this presentation existed during the past 12 months:

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Learning Objectives

1. List at least three characteristics of strong academic/community partnerships.
2. Identify the Health Career Opportunity Program's approaches to address social determinants of health.
3. Describe short-term outcomes of identity-based workforce development programs.

Agenda

Background *Social determinants of health & developing a community-academic partnership*

Purpose *The North Orange County Allied and other Health Careers Opportunity Program*

Methods *NOCA HCOP model and approach; evaluation*

Results *Mixed method results*

Conclusion *Workforce readiness takeaways*

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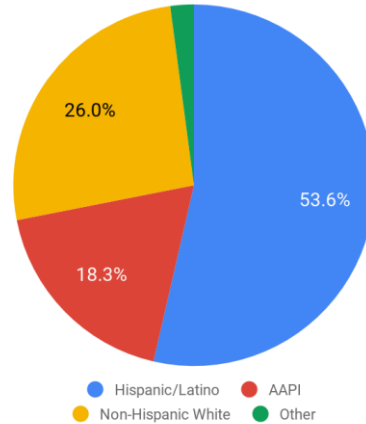
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Background



Anaheim Race/Ethnicity

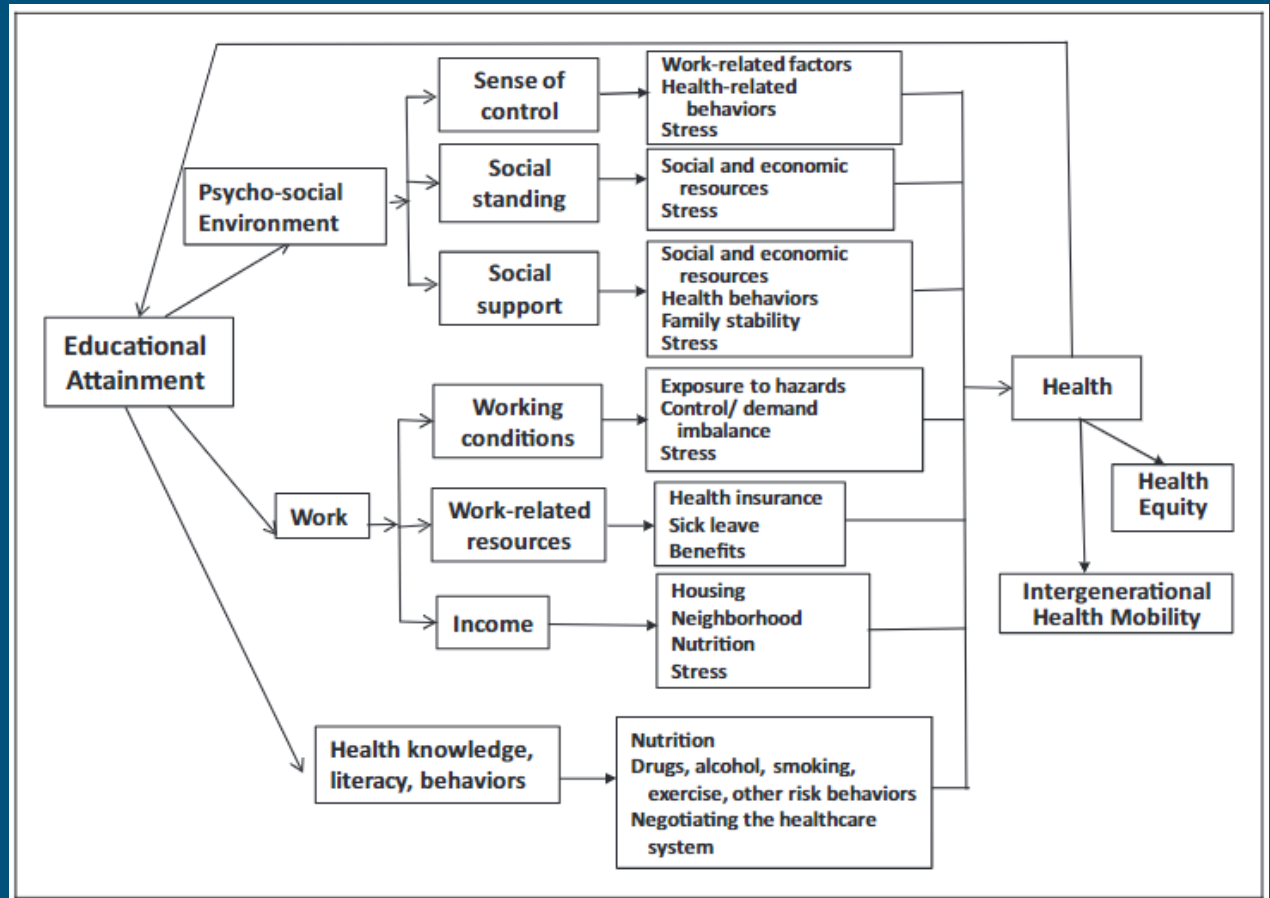


Anaheim, CA:

- Education: highest dropout rate (6.4% vs. 0.8%), lowest rate college ready graduates (40% vs. 76%)
- Health: 732.1 deaths/100,000 vs. 616.6 deaths/100,000 in OC

Orange County Health Care Agency. 2011-2013. Orange County Master Death Files. Age-Adjusted Death Rate City: Anaheim. <http://www.ochealthiertogether.org/indicators/index/view?indicatorId=5283&localeId=133781>. Accessed October 31, 2018.

Education promotes health equity.



Hahn, R. A., & Truman, B. I. (2015). Education Improves Public Health and Promotes Health Equity. *International Journal of Health Services*, 45(4), 657-678. doi:10.1177/0020731415585986

Educate the workforce to address SDOH.

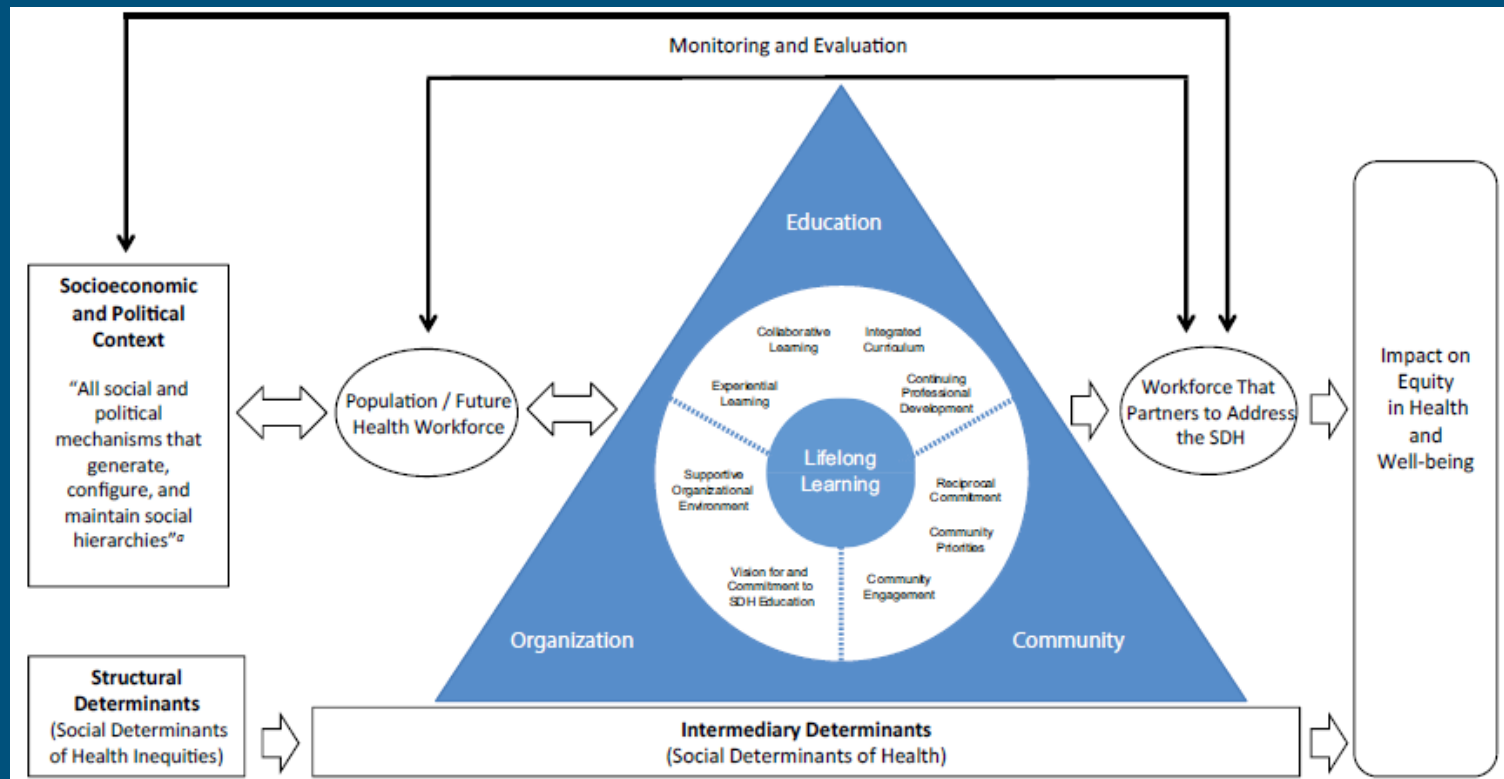


FIGURE S-2 Conceptual model for strengthening health professional education in the social determinants of health.

NOTE: SDH = social determinants of health.

^a Solar and Irwin, 2010, p. 5.

National Academies of Sciences, Engineering, and Medicine. 2016. *A Framework for Educating Health Professionals to Address the Social Determinants of Health*. Washington, DC: The National Academies Press. <https://doi.org/10.17226/21923>.

Purpose

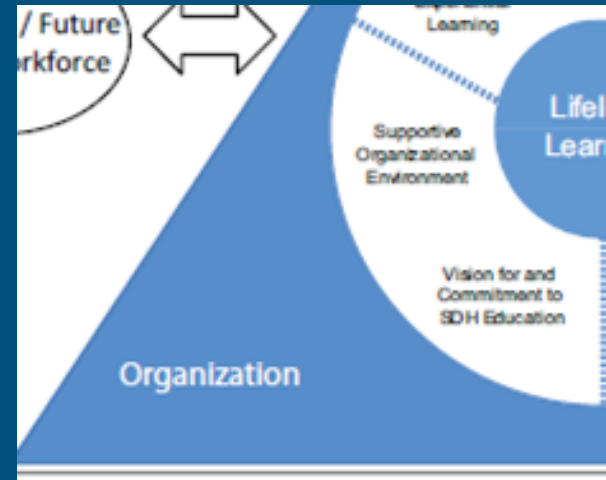
Leveraging a robust academic/community partnership that began in 2007, the North Orange County Allied and other Health Careers Opportunity Program (NOCA HCOP) began in 2015 as a federally funded health workforce program that addresses short-term and long-term SDOH like education, work, income, and social context.



Methods: NOCA HCOP Model

STRONG PARTNERSHIPS

- **OCAPICA** (Orange County Asian & Pacific Islander Community Alliance)
- **Anaheim Union High School District**
 - Regional Occupational Program
- **Cypress and Fullerton College**
- **California State University, Fullerton**
- **TRIO Programs**
- **Graduate Programs**
 - California State University, Dominguez Hills
 - University of California, Irvine
 - Western University of Health Science
 - California State University, Fullerton



HCOP's Approach



	Education	Work	Income	Social Context
Short-term strategy	tutoring, college readiness / grad school advising, graduation, and matriculation	career exploration, summer internships	stipends, funding workshops	identity development, support system of peers and mentors, and learning community health disparities
Long-term strategy	pathways to higher education	local, diversified workforce for in-demand careers	higher salaries for pipeline graduates in lucrative health careers	development of community leaders

Methods

Mixed Methods Evaluation		
	Quantitative	Qualitative
Programs and Events	<ul style="list-style-type: none">•Application•Pre-Post Surveys•Self-reported responses	<ul style="list-style-type: none">•Open-ended items•Essay responses•Focus Groups•Interviews

Results: Participants

Total number of new members by race/ethnicity

Level	Hispanic/ Latino/a (<i>n</i>)	Asian American & Pacific Islander (<i>n</i>)	Non-Hispanic Whites (<i>n</i>)	Other (<i>n</i>)	Total (<i>N</i>)
4-year College	84	42	6	11	143
Community College	31	10	8	5	54
High School	85	58	8	5	156
Total	200	110	22	21	353

Results: Student feedback

	Education	Work	Income	Social Context
Qualitative feedback	“This program helped me be an active member of my community, become a more effective student, and become a competitive applicant for graduate school.”	“I learned about an extensive amount of allied health career pathways. There were a lot of going to school/applying tips and following your passion.”	“I learned about funding opportunities for graduate school and how to plan for the application process.”	“I was able to get to know other members. I feel more encouraged to reach out to staff.”
Workshop effectiveness	100% (n = 24)	99% (n = 73)	99% (n = 93)	99% (n = 129)

**Percent that Agree and Strongly Agree to the statement based on a Likert-type scale: Overall, found workshop helpful.*

Workforce Context

National Center for Education Statistics Graduation Rates: Only 60% of first-time, full-time undergraduate students who began seeking a bachelor's degree at a 4-year degree-granting institution in Fall 2010 graduated

U.S. Bureau of Labor Statistics (BLS): Nearly 50% of all jobs in the US will require some form of postsecondary education (e.g. Associate Degree or Certificate), while under 1/3 will demand at least a bachelor's degree by 2026

Recommendations

Education	Work	Income
<p>Prioritizing learning: Help students receive academic credit for knowledge gained both inside and outside the classroom</p> <p>Advising: Academic and career advising can help students plan their path from education to career</p>	<p>Programs to align student skills with workforce needs: Career pathways and internships, give students the opportunity to simultaneously complete a degree, develop in-demand skills, and gain hands-on work experience</p> <p>Data on labor market needs: Data in this area is key to informing workforce alignment strategies and adjusting to the changing economy</p>	<p>Improving affordability: Providing financial assistance and flexible options that fit the lives of working students can help prevent students from dropping out due to economic burden</p>

Conclusion

Social Context: sense of community

Advancing health equity by addressing SDOH

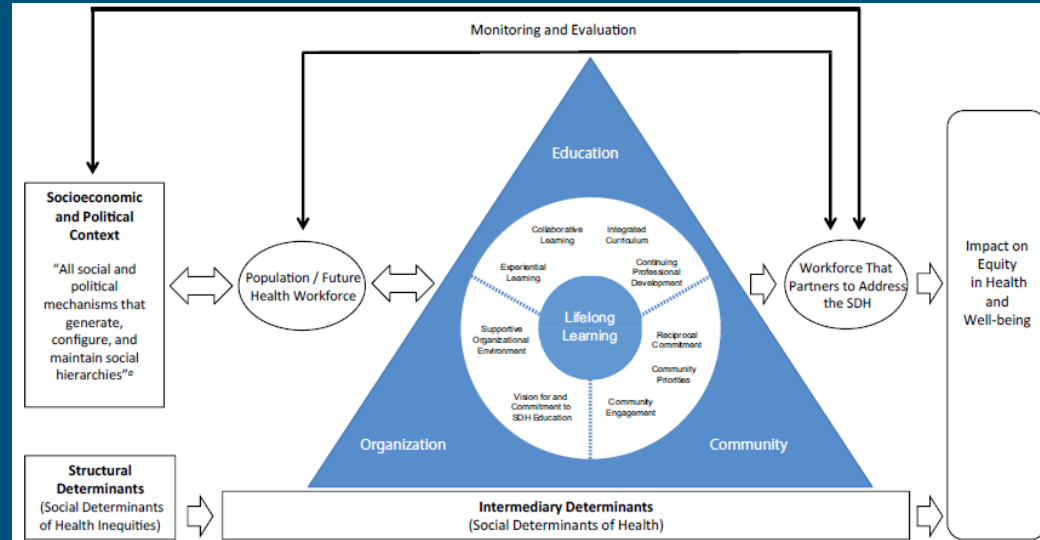


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Thank You

- Health Resources & Services Administration (Grant D18HP29033)
- California State University, Fullerton
- Center for Research on Educational Access and Leadership
- Orange County Asian & Pacific Islander Community Alliance
- Anaheim Union High School District
- Fullerton College
- Cypress College