Northwest Health Career Path Summit

Growing a Diverse Healthcare Workforce

(Formerly the "Pipeline Mapping Project")

Mapping Project
Collaborative Partners

Service Learning Students in UW Health Science and Medical programs

UWSOM Service Learning and Advocacy

UW Informatics program students

UW Family Medicine Interest Group (FMIG)

UW Center for Health Equity, Diversity and Inclusion (CEDI)

AHEC for Western Washington (AHECWW)

Eastern Washington AHEC (EWAHEC)

Allied Health Center for Excellence

UW Institute for Translational Health Sciences

Seattle Data for Good/Democracy Lab

Thank You to our Committee!

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Cori Garcia Hansen & Deborah Elliott, Area Health Education Center for W. WA

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.***

Source: CDC Health Disparities and Inequalities Report– U.S. 2013 Fact Sheet; https://www.cdc.gov/minorityhealth/chdireport.html
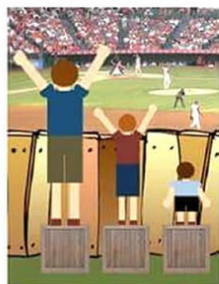
Charting a Path Forward

➤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?
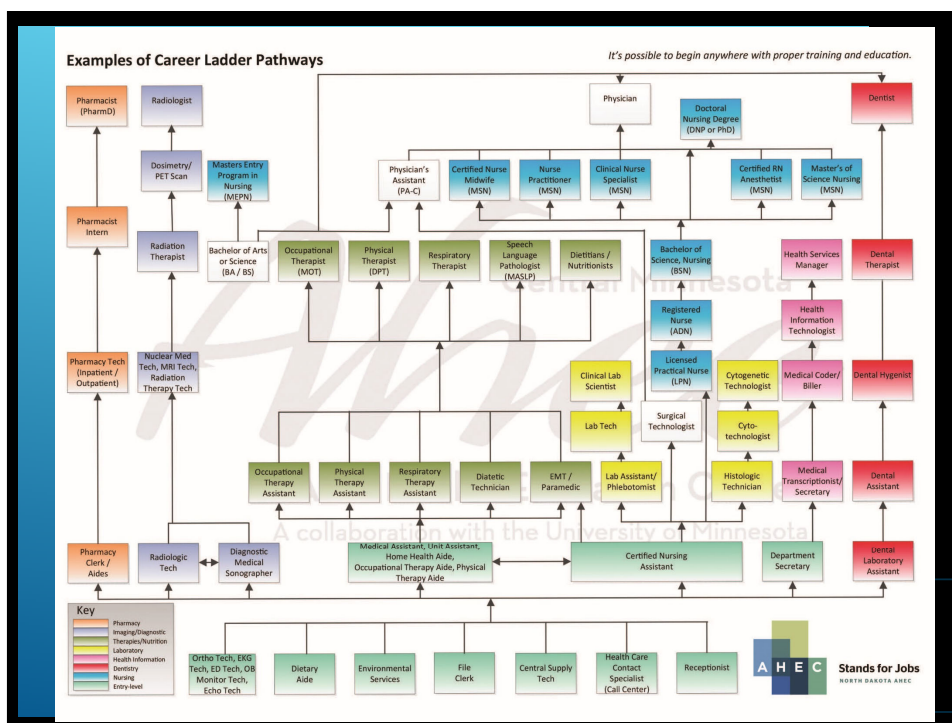
The Journey

➢ **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

NW HEALTH CAREER PATH

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

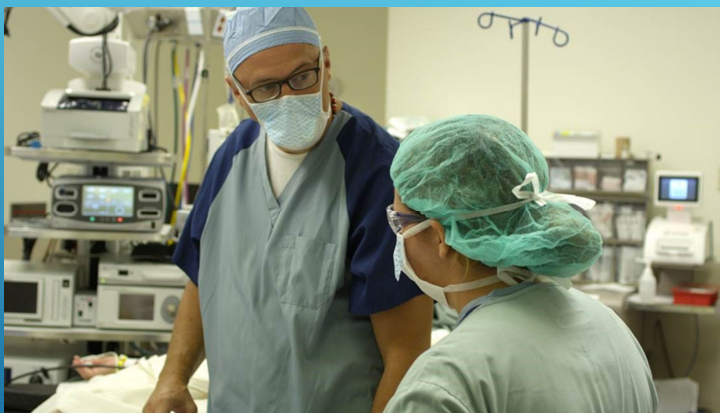◦ **Research** methods to track student outcomes

Solutions

We need a global view!

o Compilation of data

o Creation of an accessible platform for that data

o 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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