



L.A. Health Care Talent Pipeline Impact Report

ABOUT THE L.A. HEALTH CARE TALENT PIPELINE



UNITE-LA is dedicated to addressing critical health care workforce shortages to ensure a thriving regional economy and advance economic inclusion. Home to 28 percent of healthcare firms in California with about 370,000 employees, it is projected that L.A.'s health care systems will have a workforce gap of 150,000 workers over the next five years and a job growth rate of 23 percent over the coming decade.

Our L.A. Health Care Talent Pipeline works with L.A.'s top health care employers to build pathways to high-demand, living wage careers within the industry. To build a skilled workforce pipeline that is inclusive and representative of local, diverse underserved communities, we develop and sustain strong partnerships with L.A.'s high schools, community colleges and community-based organizations.

The L.A. Health Care Talent Pipeline brings industry leaders and educational institutions together to equip young people with the necessary skills to pursue a successful career in health and provide transformative experiences that enable students to shape future career and education aspirations. Through our work, employers have access to the diverse, local talent they need and underserved young adults are able to launch the health career they aspire to attain.

In 2018-19

we served
993
Youth

We Engaged
115 Employer
Partners

We placed
138 students into paid
internships and job
opportunities

*Data in the report is from 2018-2019 academic year.

We take great pride in our impact because:



100%
of employers are likely to
recommend UNITE-LA's summer
health care internship



100%
of employers are likely
to participate again

MEETING THE NEEDS OF THE REGION'S HEALTH CARE EMPLOYERS

In partnering with the L.A. Health Care Talent Pipeline, L.A.'s health care employers not only have an opportunity to shape tomorrow's future workforce, but also benefit from having access to a skilled applicant pool, lower recruitment costs, higher employee morale and increased visibility in the community.

Employers who engaged with 11th grade interns reported positive experiences:

90%

of employers reported that the intern performed as well as other interns at their company

82%

of employers thought the intern was adequately prepared



“ The Health Care Talent Pipeline program is invaluable to the region's health care sector. The students from South L.A. who interned with us this summer were wonderful additions to our work and our overall environment. Charles Drew University would gladly work with UNITE-LA again to host interns with health care career aspirations in future years. ”

Karen Jackson

Chief Enrollment Management Officer
Charles R. Drew University of Medicine and Science

“ We're creating a more successful workforce. We're creating a more positive youth population. We're creating not short-term change, but long-term change. And it's letting the youth of today know there are people who care about them... that there are people who are willing to walk alongside them and ensure their success. ”

Kathleen McIntyre

Director, Volunteer & Chaplain Services
Kaiser Permanente Los Angeles Medical Center

“ Hopefully, we have helped them decide whether health care is for them or broadened their knowledge of what health care is really about. ”

Andrea Perry

Program Manager
Cedars-Sinai Medical Center

“ This year, the intern program was amazing and all our expectations were met. As a result of their work with UNITE-LA, the students were well prepared and professional. Every single one of them had a great attitude and always followed instructions. They all were wonderful to work with. St. Francis staff was grateful for the students and the program as they helped multiple departments in our facility with many special projects. It was a pleasure working with UNITE-LA. ”

Maria Caines

Program Coordinator, Volunteer Services
St. Francis Medical Center



We ensure youth are:



Prepared to step into their first internship



Confident to interview and apply for internships and jobs



Equipped with the foundation to build a long, successful career



HOW WE DO OUR WORK

Career Awareness and Exploration

Definition: *Exposure to and engagement with career options and professionals*

- **Awareness:** Broaden student options and understanding of the variety of careers available as well as the role of post-secondary education
- **Exploration:** Share career and related post-secondary education options to motivate students and inform their decision making through their education

14

Career awareness & exploration events, including panel discussions, career fairs, worksite tours and job shadows

Career Readiness

Definition: *Preparation to obtain work experience*

- Learn practical skills, knowledge and experience necessary for success in obtaining work experiences

9

Career readiness events, including Job Skills Workshops and Work Readiness Certification sessions

Career Preparation

Definition: *Work experience*

- Apply learning through practical experience and train for employment and/or post-secondary education in a specific range of occupations

138

Jobs and internships

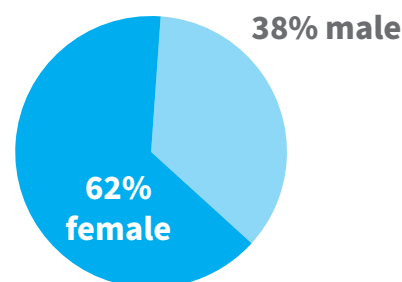
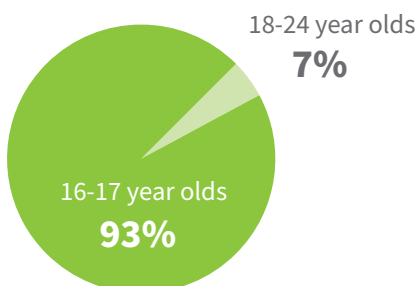
The value of an internship and/or a first job cannot be underestimated. It is the very first step that has a lasting effect on a young person – from being able to assess various career fields to being a confidence booster. Employers who provide first-time work experiences play a significant role in developing the future health care workforce.

STUDENTS SERVED

Students see possibilities that become reality when they engage in experiential learning, projects and internship opportunities. The guidance and inspiration that professionals offer students are key to making school work relevant to the real world and inspiring youth to succeed.

87% Economically Disadvantaged

57% First Gen College



L.A. HAS TALENT!

WIN-WIN: JUMPSTARTING STUDENTS' CAREERS AND MEETING THE NEEDS OF THE REGION'S HEALTH CARE EMPLOYERS

A Start Like No Other

A paid internship experience is at the heart of our programming – as it provides crucial early work experience. Internships help students jump start their careers, giving them access to real world experiences in real time. Students can determine if an occupation is a good fit and are better informed to develop their career plans. These experiences are a starting place for young adults to build their network of industry professionals and mentors. Internships also provide the needed experience for strong cover letters and resumes as students launch their professional journey. In all, internships are the start to building a career and the confidence that comes along with it.



What did high school students like best about internships?

“ Being allowed to expand our network. Many nurses appreciated my help and they offered to help me later on with recommendations. ”

11th Grade Intern

“ I gained knowledge and feedback on many different career choices and received lots of advice on school and my future. ”

11th Grade Intern

Former interns credit the kickstart they received through the internship

“ I was able to get employment at Kaiser Permanente and started as a Nutrition Ambassador. Currently, I am a Support Coordinator for Kaiser's Diabetes Prevention Program, which ultimately is part of their outreach department. Thanks to UNITE-LA's summer internship program, I was placed at St. John's outreach program, a past experience I was able to refer back to in order to get my current position. ”

Diana Lorenzo

Former Intern/Current Employee
Kaiser Permanente Medical Center

“ It opened me to be more outgoing and more confident in myself. ”

Ashley Mendoza

Former Intern/Current Employee
Cedars- Sinai Medical Center



The L.A. Health Care Talent Pipeline internships effectively build students' work experience and increase their college and career aspirations:

100%

felt that it prepared them to succeed at their next internship or job

98%

of interns agreed or strongly agreed that the internship increased their understanding of what is expected at work and what it's like to participate in the workplace

In alignment with the goals of the Health Care Talent Pipeline, the internships sparked students' interest both in:

100%

completing a college certificate or degree

92%

pursuing healthcare-related careers

OUR IMPACT

We create opportunities for students to soar while meeting employer demand for diverse, local talent.

“ I am much more likely to consider a health care or health care related career since I’ve always been interested in it **but never really experienced stuff like this making me much more involved with it.** ”

11th Grade Student



Increased motivation for education and readiness for college and career

The program increased students’ motivation for education and preparedness for their future careers. As a result of the Health Care Talent Pipeline program’s career awareness events, students said:

“I look forward to attending my high school.” **89%**

“I am more interested in attending college or technical school.” **88%**

“I feel more prepared to succeed in college.” **82%**

“I feel more prepared to succeed in my future career.” **88%**

Increased work readiness

The biggest impact: work readiness, especially preparation for and knowledge regarding job applications, interviews and resumes. About nine in ten students felt prepared to succeed in the job attainment process, and virtually all understood the elements.

Because of the jobs skills training and mock interviews provided:

98%

“I know the elements required of a job application”

97%

“I know the elements required of a professional resume”

97%

“I know the elements required of a job interview”

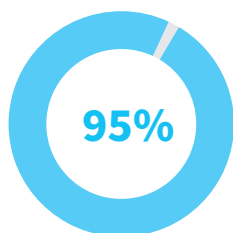
89%

“I have improved my communication skills necessary to succeed in a job interview”

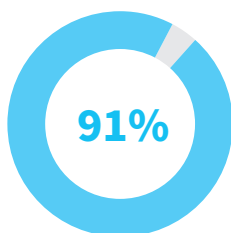
87%

“I am more comfortable representing myself and my abilities/skills in a job interview”

Because of their participation in the program, more than nine in ten 11th grade students felt confident and prepared for internships:



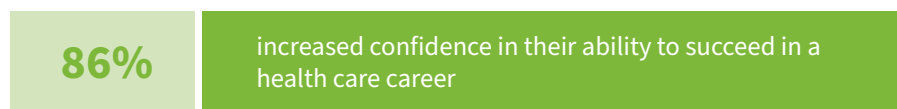
"I am aware of the skills and time commitment required to pursue a paid internship."



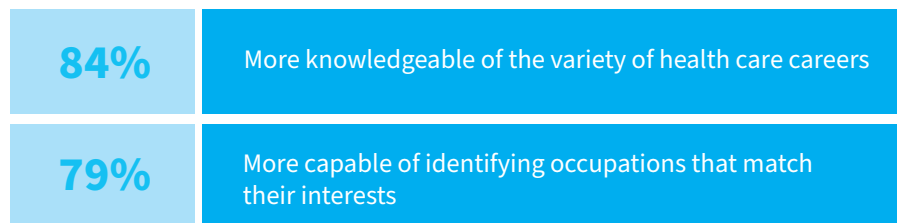
"I am confident that I could be successful in a paid internship."

Increased interest and confidence for health care careers

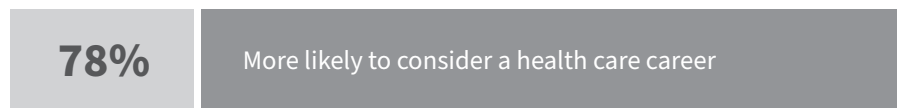
Because of the program, almost nine in ten students report:



The program improved student knowledge and capacity for choosing careers. Nearly four in five participants became:



Finally, the program increased student interest. Because of their program participation, four in five students are:



Increased knowledge and understanding of health care careers

The program's multiple elements increased students' knowledge and understanding of health care careers. Students report that their knowledge and understanding of healthcare careers improved by:



“The most valuable thing I learned was that [there] are various types of jobs in the health care pathway that [are] not related to just being a doctor.”

11th Grade Student

“I have learned how to talk, contact and interact with professionals. I also have learned how to complete different types of forms like the resume, W-2 and many others.”

11th Grade Student

“The most valuable thing I've learned was to be confident. People who came to talk to us provided me with faith to believe in myself and encouraged me to be part of the medical field.”

11th Grade Student



STRENGTHENING HEALTH CARE CAREER PATHWAYS IN THE REGION

In addition to supporting individual students and employers with career and talent needs, UNITE-LA also works to strengthen health care career pathways in the region at a systems-level by facilitating:

- alignment across employers and education & training institutions around workforce development efforts; and
- coordination across education & training institutions in the region to support the development and implementation of strategic health care workforce solutions.



To accomplish this, we convene health care industry and workforce development leaders to share information and partner on innovative solutions through the:



Health Sector Collaborative where employers, K-16 education & training institutions and community-based organizations collaborate to strengthen health care pathways and prepare a skilled health care workforce, representative and inclusive of local communities for high-demand/high-need occupations.

Health Care Employer Council where industry leaders from diverse sub-sectors (including hospitals, ambulatory care and long-term and residential care) provide insights into health care talent demand to guide health care workforce development efforts.

With Health Sector Collaborative and Health Care Employer Council partners, we're engaged in the following special projects:

- Industry-validated competency models for high-demand, middle-skill occupations to support health care training programs to align their programs and curricula with the latest industry needs for talent. Competency models for Registered Nurses, Licensed Vocational Nurses, Pharmacy Technicians and Radiologic Technologists are available for download at: https://www.unitela.com/hcc_competency_resources
- Working with California Community Colleges' Health Workforce Initiative, UNITE-LA is working to support the creation of concurrent Associate Degree for Nursing (ADN) to Bachelor of Science in Nursing (BSN) pathways in the L.A. region. The project aims to meet employer demand for more Baccalaureate-prepared RNs while making BSN attainment more accessible for underrepresented students pursuing nursing at L.A.'s community colleges.



ADDRESSING SCHOOL NURSE TALENT DEMAND THROUGH PARTNERSHIP

To meet the demand for school nurses to serve students at Los Angeles Unified School District (LAUSD), UNITE-LA partnered with the Office of Los Angeles Mayor Eric Garcetti, LAUSD and the California Community Colleges' Health Workforce Initiative to host two school nurse hiring events since July 2019 that have resulted in 54 of 73 hires to date. The candidates are largely graduates from local post-secondary institutions, including community colleges that LAUSD has not extensively recruited from prior to this partnership.



54 of 73
Hires since July 2019

“ The nurses recruited from these hiring events have been the most enthusiastic and longest retained employees in our school nursing workforce since the expansion of these positions in January 2019. ”

Clare Reid
Nursing Specialist
LAUSD

The demand for school nurses is growing in many school districts throughout California, and **“the L.A. region’s cross-sector partnership has created the most successful model for recruitment thus far in the state,”** said Jacob Guthrie, Assistant Director of Certificated Workforce Management at LAUSD.



UNITE-LA is committed to continuing the partnership with LAUSD, the Mayor’s Office, our community college and other training partners to close the school nursing workforce gap with a diverse, local skilled workforce that is inclusive of underrepresented communities in Los Angeles.



WHY EMPLOYER PARTNERSHIPS MATTER



From providing **internships** to **job shadowing** to sharing your experiences with a classroom full of students as their guest speaker, there are a variety of ways you can help **shape the future workforce** of the Los Angeles region.

Business education partnerships benefit educators, students, business leaders and our community. We cannot do this work without your involvement. Invest in developing a diverse health care workforce and partner with us today!

INDUSTRY/EMPLOYER PARTNERS



Education and Community Partners

Education Partners

Augustus F. Hawkins, Community Health Advocates School (CHAS)

California Community Colleges Health Workforce Initiative (HWI)

Charles R. Drew University of Medicine and Science

Huntington Park Institute of Applied Medicine (HPIAM)

James A. Foshay Learning Center

John C. Fremont High School, School of Medical Science and Agriculture (MESA)

Los Angeles City College

Los Angeles Mission College

Los Angeles Trade Technical College

Los Angeles Unified School District Office of Linked Learning

Manual Arts High School, School of Medical Science, Art, Research and Technology (SMART)

Orthopaedic Hospital Medical Magnet High School (Ortho)

UCLA David Geffen School of Medicine

University of Southern California Viterbi K-12 STEM Center

Community Partners

City of Los Angeles' Economic and Workforce Development Department

Coalition for Responsible Community Development (CRCD)

Goodwill Southern California

JVS SoCal

LA Promise Fund

Office of Los Angeles Mayor Eric Garcetti

South Los Angeles Transit Empowerment Zone (SLATE-Z)



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