

L.A. Health Care Talent Pipeline Impact Report

EXECUTIVE SUMMARY

Addressing critical health care workforce shortages to ensure a thriving regional economy and advance economic inclusion

ABOUT THE L.A. HEALTH CARE TALENT PIPELINE

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.

The 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. Through our work, employers have access to the diverse, local talent they need, underserved young adults are able to launch the health career they aspire to attain, and the region's health care workforce development systems are strengthened.

2018 – 2019 PROGRAM HIGHLIGHTS

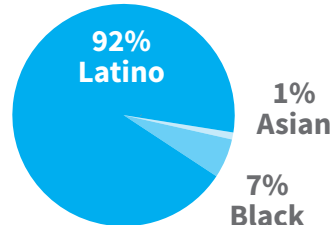
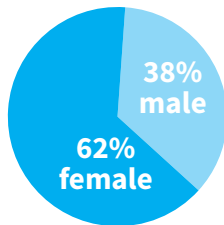
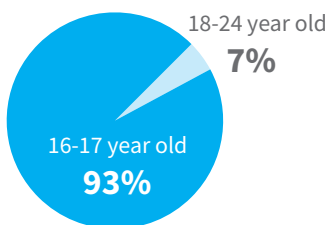
WE SERVED
993 Youth

WE ENGAGED
115 Employer Partners

WE PLACED
138 students into paid internships and job opportunities

87% Economically Disadvantaged

57% First Gen College



14

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

9

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

WE TAKE GREAT PRIDE IN THE IMPACT OF OUR WORK BECAUSE:

Youth participants reported:

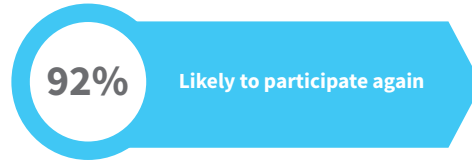
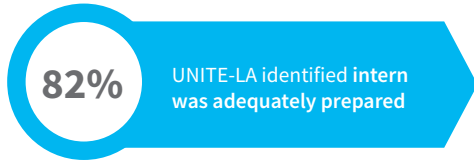
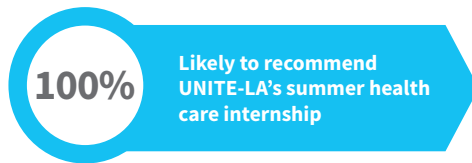
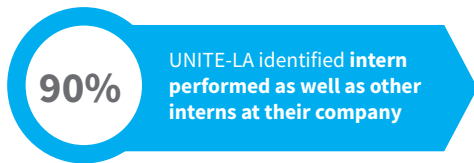
- **Increased understanding and knowledge of healthcare careers** (over 84%).
- **Enhanced motivation to complete high school and enroll in higher education** (over 80% of students reported being excited to attend classes and more prepared to succeed in college).
- **Increased confidence and preparation for the workplace**, including improved communication skills and a clear understanding of elements required of a job interview and resume (over 90%).

“ 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

IMPACT ON EMPLOYERS



64%
of participating companies return year-after-year to host UNITE-LA health care internships.

“ 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 Cainas
Program Coordinator,
Volunteer Services
St. Francis Medical Center

STRENGTHENING HEALTH CARE CAREER PATHWAYS IN THE REGION

In addition to supporting individual students and employers with career and talent needs, UNITE-LA works to strengthen health care pathways in the region. To accomplish this, we facilitate alignment and coordination across industry employers and education & training institutions to develop and implement strategic workforce solutions that provide equitable pathways for the region's talent.

Working with our industry and education & workforce partners, we:

- Published **industry-validated competency models for high-demand, middle-skill occupations** to support health care training programs align to the latest industry need for talent.
- Supported the launch of the California Community Colleges' Health Workforce Initiative's project to create a **concurrent Associate Degree for Nursing (ADN) to Bachelor of Science in Nursing (BSN) regional pathway**.
- Coordinated a new regional partnership across L.A. Unified School District, California Community Colleges Health Workforce Initiative and the Office of L.A. Mayor Eric Garcetti to **recruit school nurses to meet new demand, resulting in 54 of 73 hires since July 2019**.

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

OUR FUNDERS



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ABOUT UNITE-LA



Over the past 20 years, UNITE-LA has been a trusted business intermediary, dedicated to supporting the development of an effective local public education system, so that all children and youth succeed in college, career and beyond. Through the intersection of programming, policy, and systems change efforts, UNITE-LA works to increase access to high-quality early childhood education, develop career pathways in high-growth industries, improve college access and success, and ensure workforce readiness, especially for individuals with high barriers into the workforce.