



VISION

2030

Pathways to Equity and Economic Mobility in Healthcare

November 7, 2023



California Community Colleges



El Camino College



Welcome!



Trisha Murakawa

Interim Board President

El Camino Community College District



California Community Colleges

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2030

Pathways to Equity and Economic Mobility in Healthcare



Brenda Thames, Ph.D.
President/CEO
El Camino College



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Hildegarde B. Aguinaldo

Vice President, Board of Governors
California Community Colleges



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Pathways to Equity and Economic Mobility in Healthcare

Economic Impact of the Healthcare Industry



Jermaine Hampton

Vice President, Workforce Development
and Special Projects

LA County Economic Development Corp.



LOS ANGELES COUNTY
ECONOMIC DEVELOPMENT CORPORATION

Collaboratively Advancing Growth and Prosperity for All

Economic Impact of Healthcare

Jermaine Hampton Vice President of Workforce Development &
Special Projects

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LOS ANGELES COUNTY
ECONOMIC DEVELOPMENT CORPORATION
Collaboratively Advancing Growth and Prosperity for All

Our Vision

A reimagined Los Angeles regional economy – growing, equitable, sustainable, and resilient – that provides a healthy and high standard of living for all.

Our Mission

Reinventing our economy to collaboratively advance growth and prosperity for all.



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Who We Are

The non-profit Los Angeles County Economic Development Corporation champions equitable economic growth across the LA region.

Collaborating with community, government, business and education partners to inform and advance our data-driven and evidence-based approach, we endeavor to achieve a reimagined regional economy – growing, equitable, sustainable, and resilient -that provides a healthy and high standard of living for all.

LAEDC staff and members represent the diversity of Los Angeles County and act as trusted conveners, thought partners, valued service providers, regional stewards, and catalysts for transformational change.



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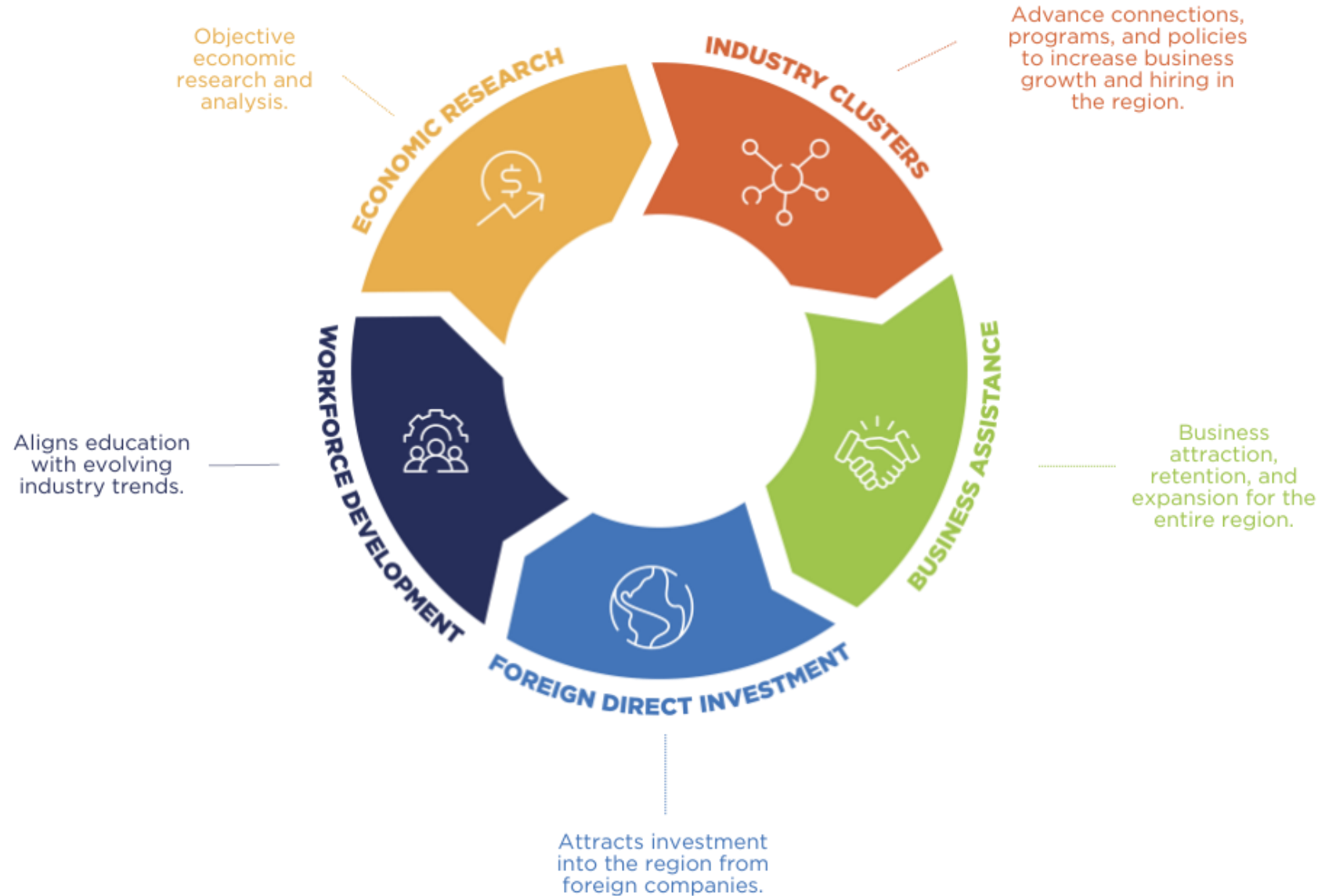
Our vision for economic development?

LAEDC is committed to an intentional regional economic development approach focused on improving economic well-being and quality of life to build a more equitable and inclusive economy.

At LAEDC, economic development starts when research and data are used to understand and identify opportunities, provide technical assistance for businesses, prepare and champion sustainable growth, and train our workforce so everyone who wants to can participate, compete and thrive within a dynamic economy.



LAEDC's 5 Pillar Strategy For Economic Development





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Healthcare Impact on LA County



Job Creation: The healthcare sector is one of the largest employers in LA County, providing numerous jobs and acting as a pillar of the local economy.



Economic Multiplier Effect: The spending by healthcare institutions and their employees leads to additional economic activity, further fueling the County's economy.



Access to Care: The presence of numerous healthcare facilities ensures residents have access to necessary medical care, contributing to their quality of life.



Public Health Investment: The healthcare industry is vital for tackling public health challenges, thus maintaining the health and productivity of the county's workforce.



Innovation and Research: LA's healthcare industry is a leader in medical research and innovation, attracting talent and further investment.



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Healthcare Impact on LA County Continued.



Pathway to Middle Class: With a broad range of jobs - from entry-level to highly specialized - the healthcare sector provides opportunities for social and economic mobility.



Skill Development: It offers ample professional development and training opportunities, allowing individuals to enhance their skills and improve their economic circumstances.



Essential Services: Even in economic downturns, healthcare provision is an essential service, providing a stabilizing effect on the local economy.



Diverse Employment Opportunities: The industry offers a broad range of job roles, appealing to different skills, interest, and education levels, making it a viable employment sector for a diverse population.



Regional Competitiveness: Having a robust healthcare sector makes LA County an attractive place to live and do business, strengthening its competitive advantage.

***Healthcare directly contributes over \$48.2 B to the LA County GDP, that's 5.8% of the total.**



LA County Employment by Industry

- **Health care and social assistance shows continued growth.**
- **The WGA and SAG-AFTRA strikes are negatively impacting jobs in the information sector.**
- **Summer break is responsible for declines in private education and government (seasonal pattern)**

Monthly Change in Jobs by Industry, July 2023 (NSA)

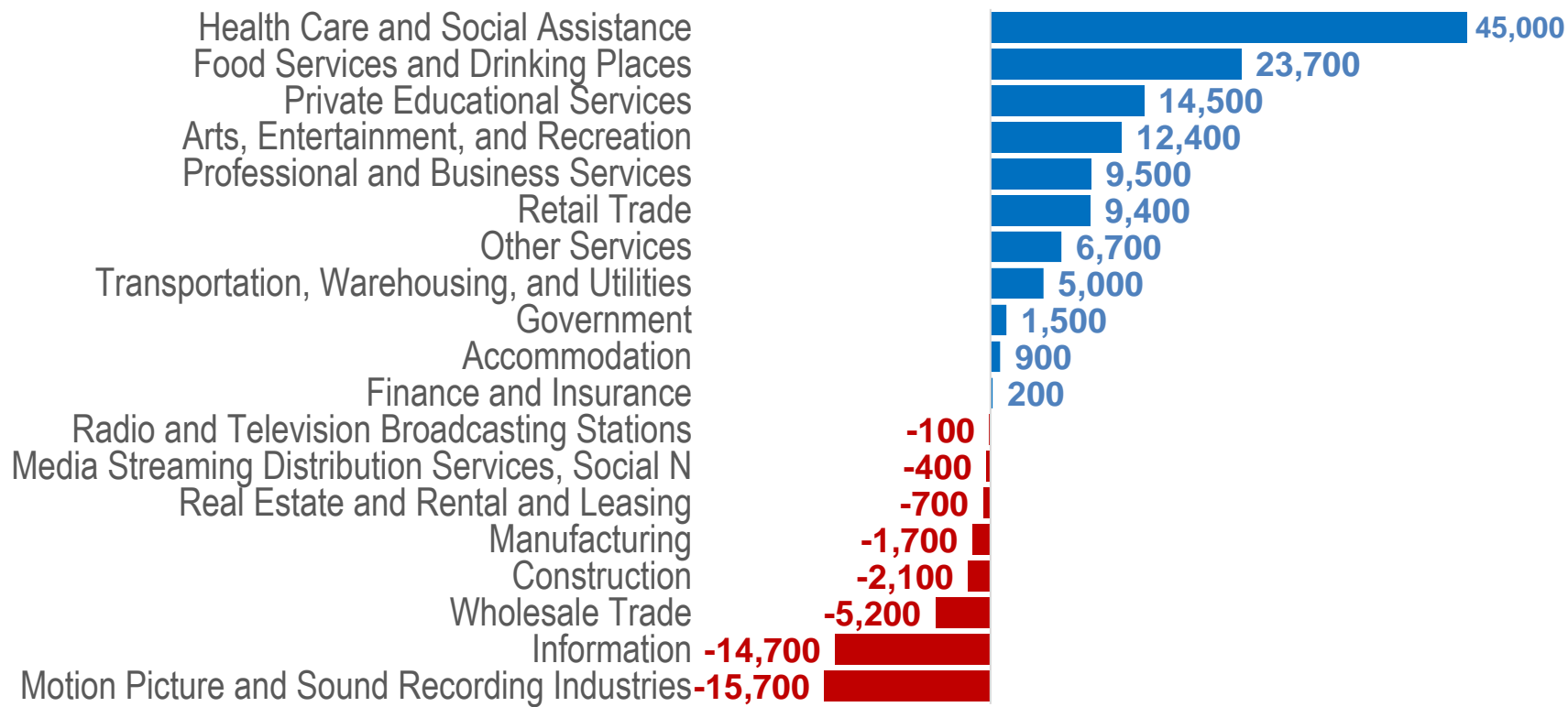




LA County Employment by Industry

- Many industries have added jobs over the year led by Health Care & Social Assistance and Food Services & Drinking Places
- Information has lost a significant number of payroll jobs with the dual WGA and SAG-AFTRA strike
- Manufacturing, Construction and Wholesale Trade suggest a slowing economy

Year-Over-Year Change in Jobs by Industry, July 2023 (NSA)

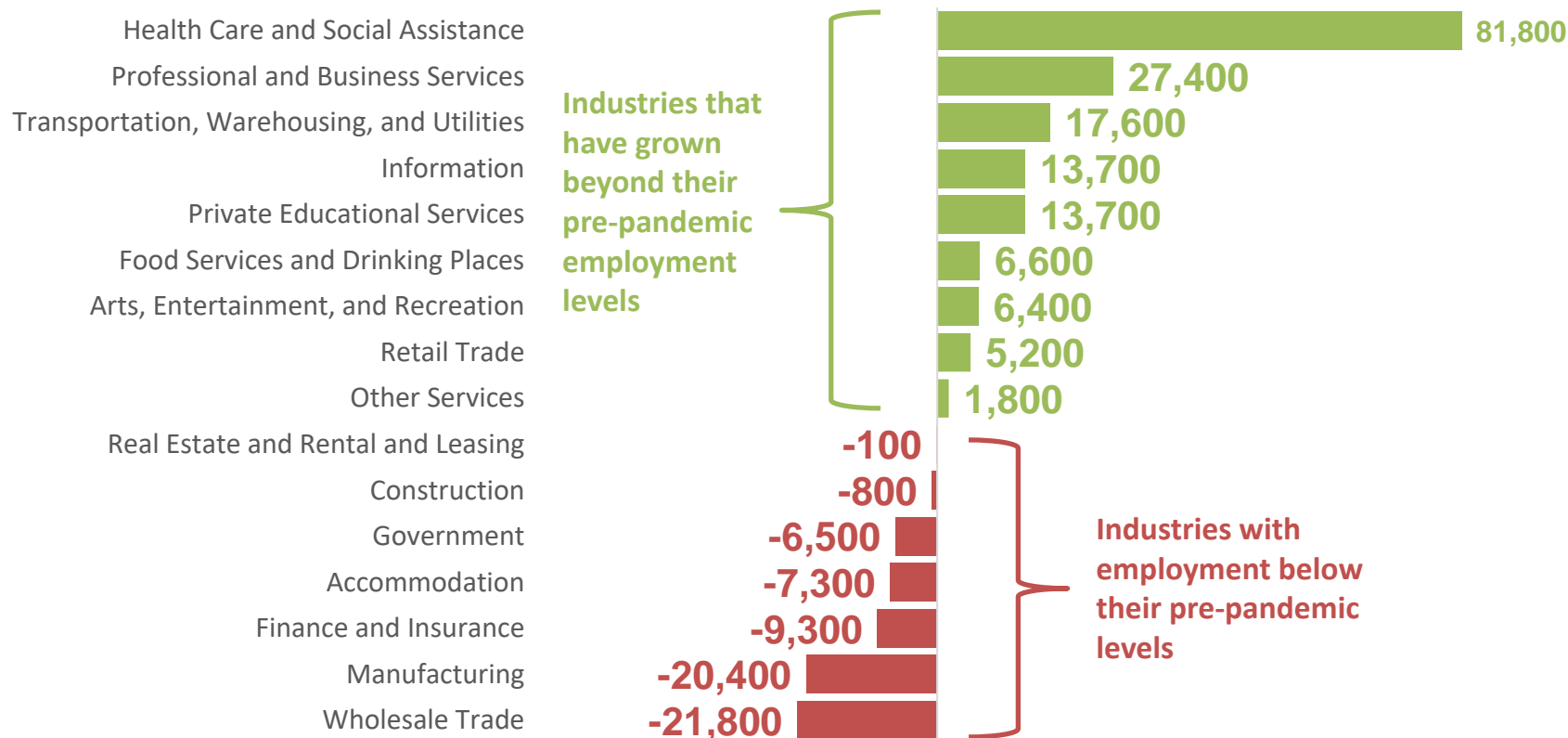




Pre-Pandemic Comparison by Industry

- **Health Care and Social Assistance has grown throughout the pandemic.**
- **Payroll jobs in Food Services and Drinking Places have been exceeding pre-pandemic levels since May 2023.**
- **The Accommodation industry (hotels, etc.) has never recovered to pre-pandemic levels (2019).**

Change in Jobs by Industry, July 2019 to July 2023 (NSA)

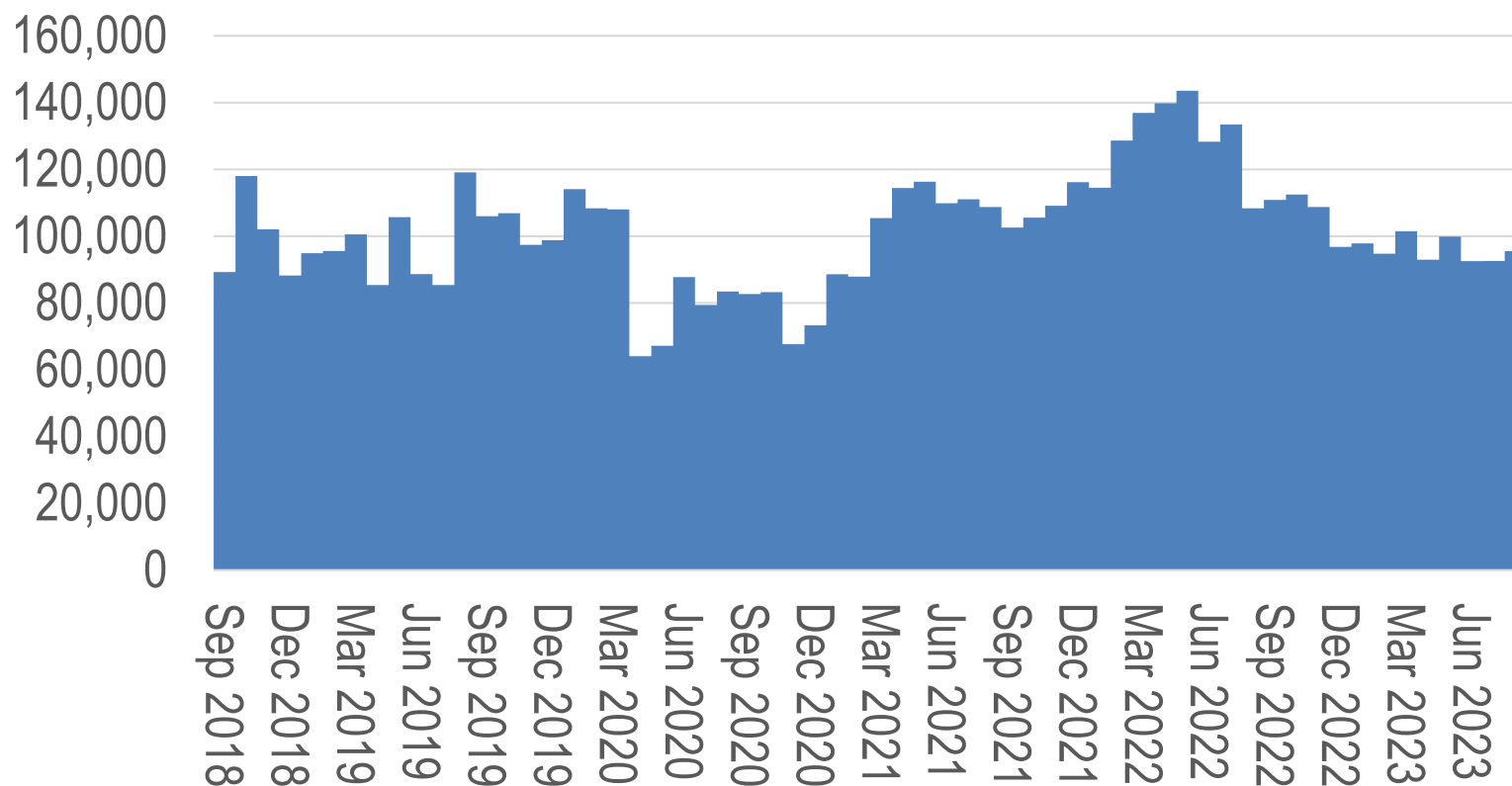




Job Postings

- **Monthly job postings in LA County have fallen below 100,000 since April 2023.**
- **Industries with the most unique job postings in July and August:**
 - *Professional Business Services (50,556)*
 - *Health Care and Social Assistance (32,695)*
 - *Manufacturing (18,475)*
 - *Retail (17,783)*

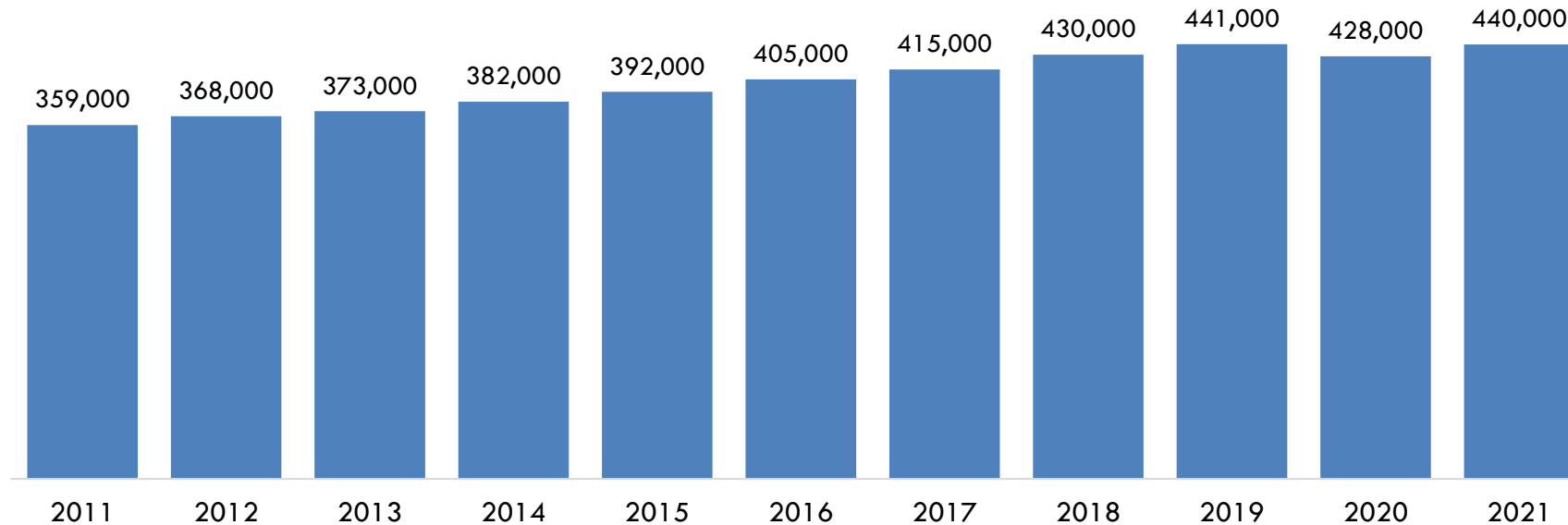
Total Unique Job Postings in LA County, Jun 2018– August 2023



For healthcare, industrial employment is measured using 3 main NAICS codes, though healthcare occupations are present in many other industries

- Nursing and Residential Care Facilities
- Hospitals
- Ambulatory Health Care Services

Healthcare Employment in Los Angeles County, 2011 - 2021

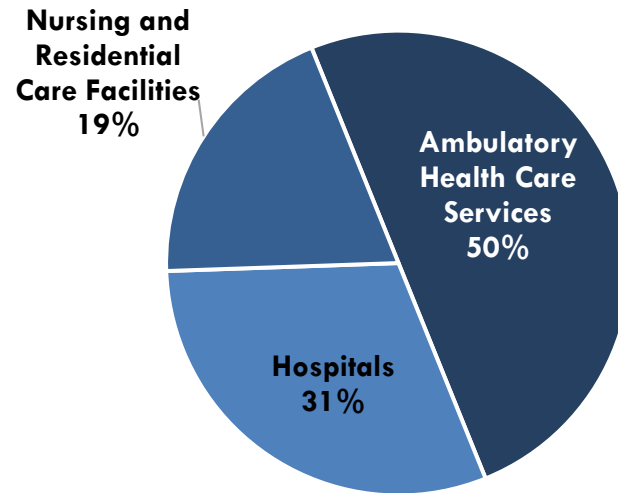


Source: CA EDD

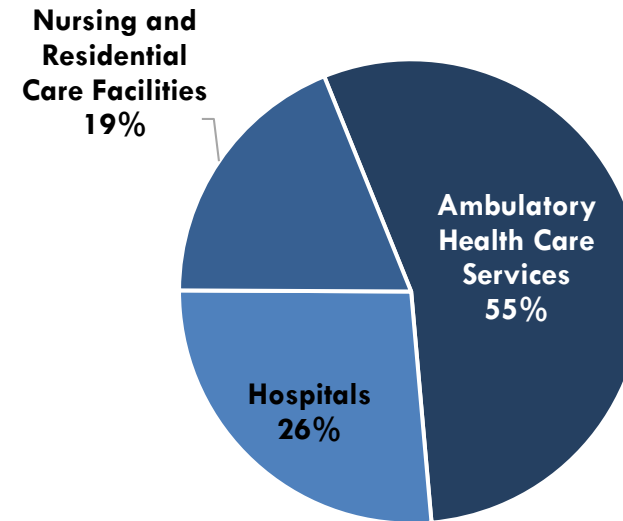
Total Healthcare employment grew by 23 percent from 2011 to 2021, as did employment in each subsector, with Ambulatory Health Care Services responsible for more than 75 percent of the growth.

Change in Healthcare Subsector Employment in Los Angeles County, 2011 - 2021

Los Angeles County 2011



Los Angeles County 2021

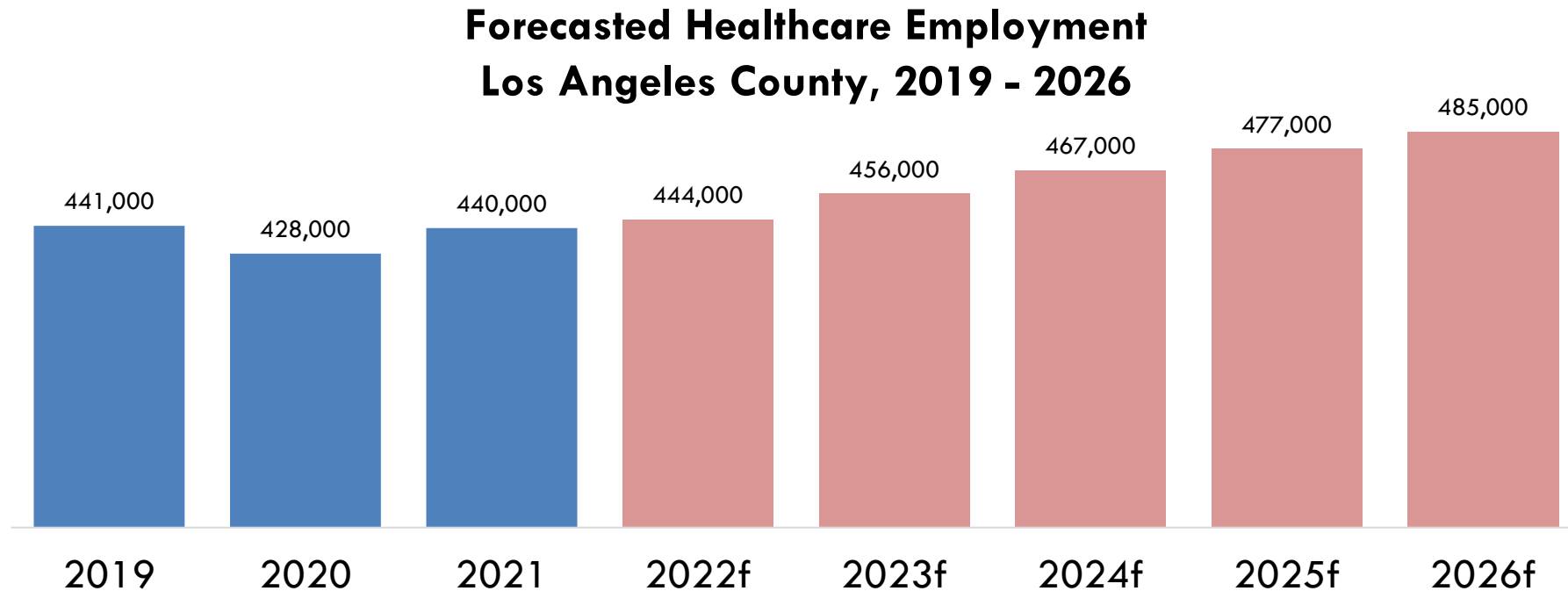


Source: CA EDD

While Nursing and Residential Care Facilities grew at the same rate as the industry at-large, Hospitals grew at a slower rate, resulting in a smaller share of the industrial employment in 2021 versus 2011.

Looking Forward

Forecasts predict that Healthcare employment in the county exceeded pre-pandemic levels in 2022, as the industry moves beyond the recovery from the COVID-19 pandemic and into a new economic paradigm.



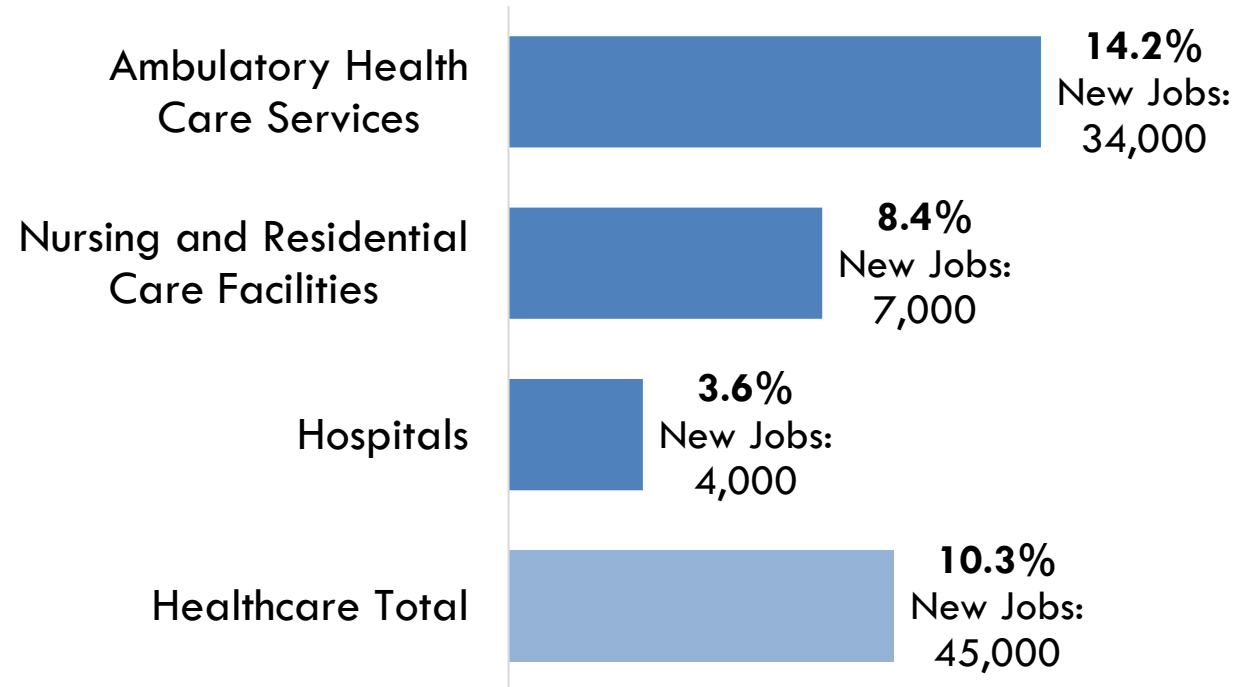
Source: EMSI Lightcast

Looking Forward

Forecasted Employment Growth by Healthcare Subsectors in Los Angeles County, 2021 - 2026

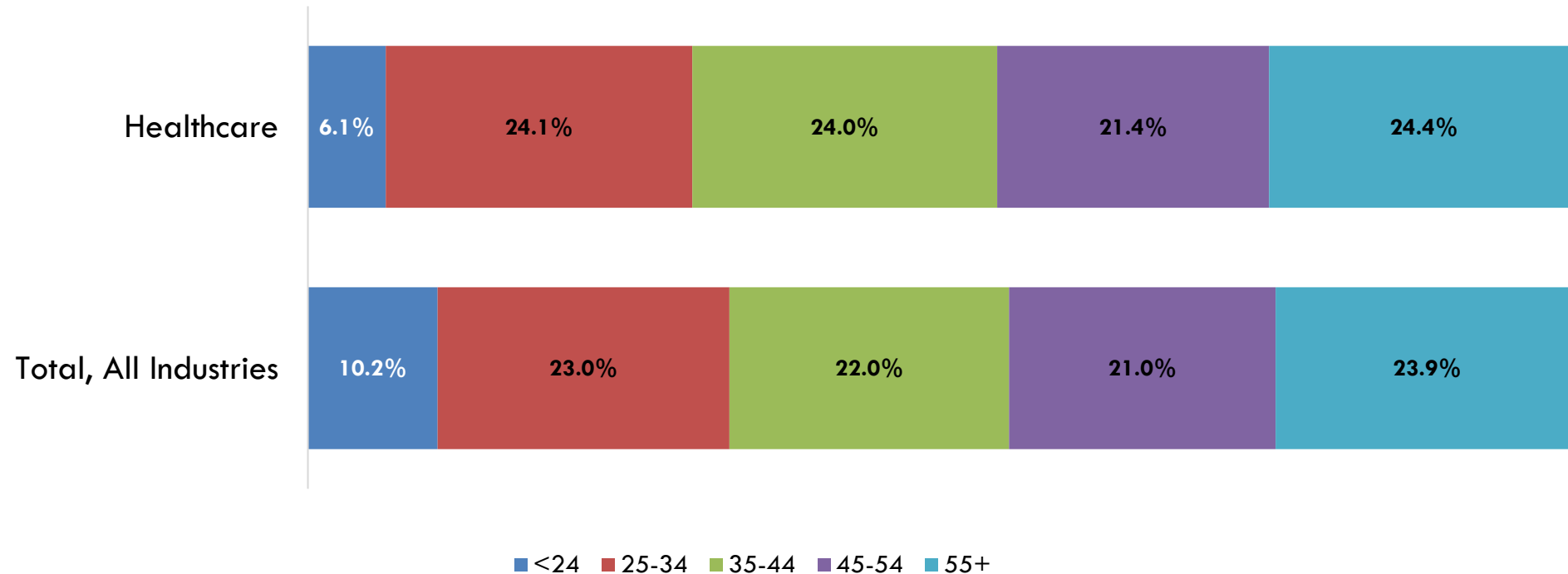
Each Healthcare subsector is expected to add jobs between 2021 and 2026, with Ambulatory Health Care Services expected to represent about 75 percent of the increase.

Hospitals is the only subsector where the annual growth rate for the next five years is forecasted to be greater than the growth rate between 2011 and 2021.



Source: EMSI Lightcast

Age Distribution of Healthcare Workers, 2021



The distribution of workers by age in Healthcare is very similar to the Los Angeles County economy at-large. The most notable difference is the relatively small percentage of workers under 25 years old.

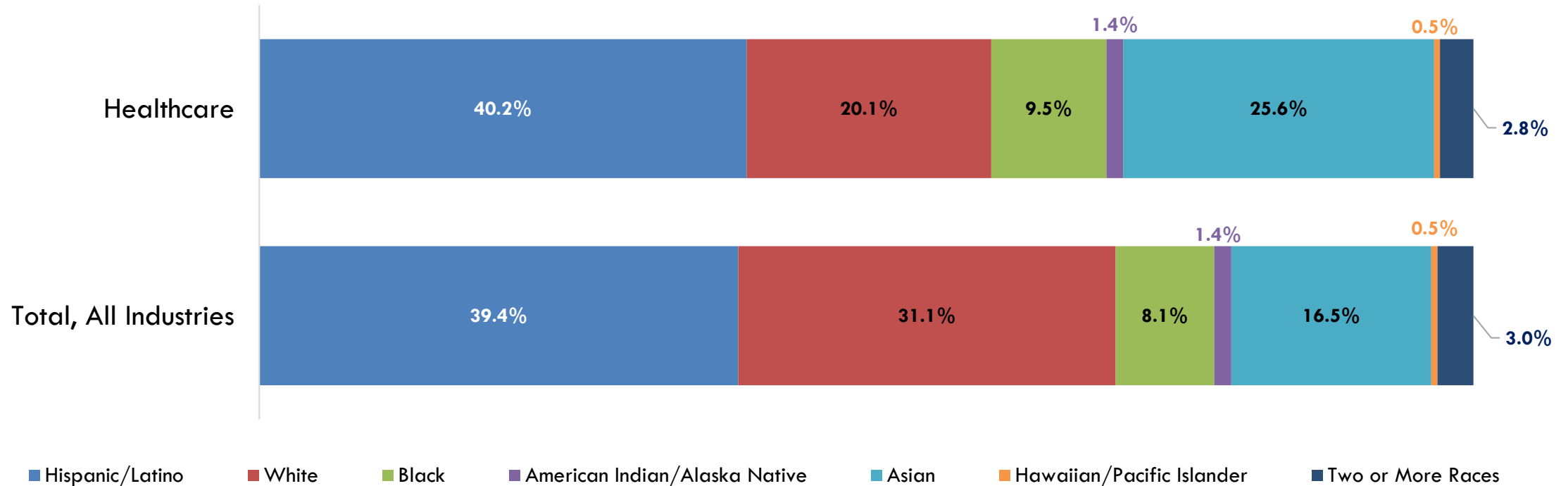
Educational Attainment Distribution of Healthcare Workers, 2021



The distribution of educational attainment within the Healthcare industry is slightly more top-heavy than the LA County total, with 58.8 percent of workers having some college experience.

Industry Demographics

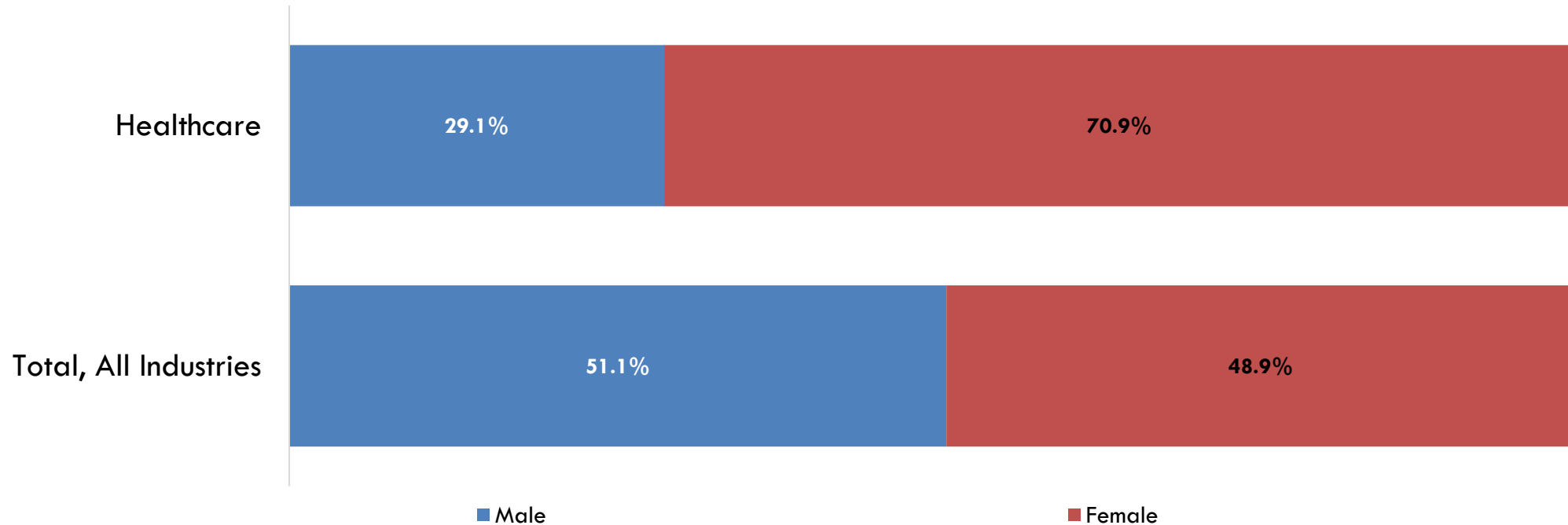
Racial/Ethnic Distribution of Healthcare Workers, 2021



The distribution of Healthcare workers by race/ethnicity largely tracks with worker demographics across the county, however there are 11 percent fewer white workers and 9 percent more Asian workers.

Industry Demographics

Gender Distribution of Healthcare Workers, 2021



The Healthcare industry employs a far greater share of female workers than most industries in the county; female workers make up 71 percent of Healthcare roles compared to 49 percent for the county overall.

Occupational Profiles

Metric		Home Health and Personal Care Aides	Medical Secretaries and Administrative Assistants	Pharmacy Technicians	Pharmacy Aides
Sex	Male	28%	4%	26%	4%
	Female	72%	96%	74%	96%
Education	Less than HS	15%	0%	1%	7%
	High School	29%	9%	28%	20%
	Some College/Associates	43%	25%	55%	34%
	Bachelors	9%	61%	13%	14%
	Masters or Higher	5%	5%	3%	25%
Age	<25	9%	0%	2%	20%
	25-39	22%	40%	57%	63%
	40-54	22%	16%	28%	14%
	>54	47%	44%	13%	4%
Race	Hispanic	33%	19%	53%	24%
	White	29%	40%	19%	12%
	Asian	16%	13%	13%	57%
	Black	14%	13%	11%	5%

These occupations are overwhelmingly female, however there is more diversity in terms of the other demographics measured here. These roles only require a high school education or equivalent.

Occupational Profiles

Metric		Nursing Assistants	Medical Assistants	Licensed Practical and Licensed Vocational Nurses	Medical Transcriptionists	Medical Records Specialists
Sex	Male	18%	10%	20%	19%	32%
	Female	82%	90%	80%	81%	68%
Education	Less than HS	8%	5%	1%	0%	3%
	High School	23%	23%	20%	2%	16%
	Some College/Associates	55%	52%	67%	32%	53%
	Bachelors	13%	17%	10%	28%	12%
	Masters or Higher	1%	3%	1%	37%	15%
Age	<25	10%	7%	4%	31%	4%
	25-39	32%	59%	48%	46%	23%
	40-54	29%	18%	29%	0%	32%
	>54	29%	15%	20%	24%	41%
Race	Hispanic	57%	65%	52%	16%	27%
	White	5%	10%	9%	42%	12%
	Asian	23%	11%	22%	38%	39%
	Black	14%	12%	14%	0%	18%

BLS reports that these roles require a postsecondary nondegree award. Aside from being overwhelmingly female, there is a mix in these roles educational attainment, age, and demographic distributions.

Occupational Profiles

Metric		Radiologic Technologists and Technicians	Respiratory Therapists	Health Information Technologists and Medical Registrars	Registered Nurses
Sex	Male	61%	57%	43%	17%
	Female	39%	43%	57%	83%
Education	Less than HS	0%	0%	2%	0%
	High School	6%	9%	20%	1%
	Some College/Associates	58%	80%	21%	22%
	Bachelors	29%	8%	38%	57%
	Masters or Higher	7%	3%	19%	20%
Age	<25	0%	0%	4%	2%
	25-39	44%	40%	39%	39%
	40-54	27%	25%	39%	31%
	>54	29%	35%	18%	27%
Race	Hispanic	33%	28%	39%	20%
	White	18%	24%	20%	24%
	Asian	46%	37%	35%	43%
	Black	1%	11%	6%	8%

These target occupations are listed as requiring at least an Associates degree. In these roles, the gender breakdown is more even, while the educational attainment and age breakdowns are more top-heavy.

Employer Job Postings

From hospital systems to human resources consulting agencies, healthcare workers are desired by a wide variety of employers; the businesses that most frequently hire for the target occupations shown below:



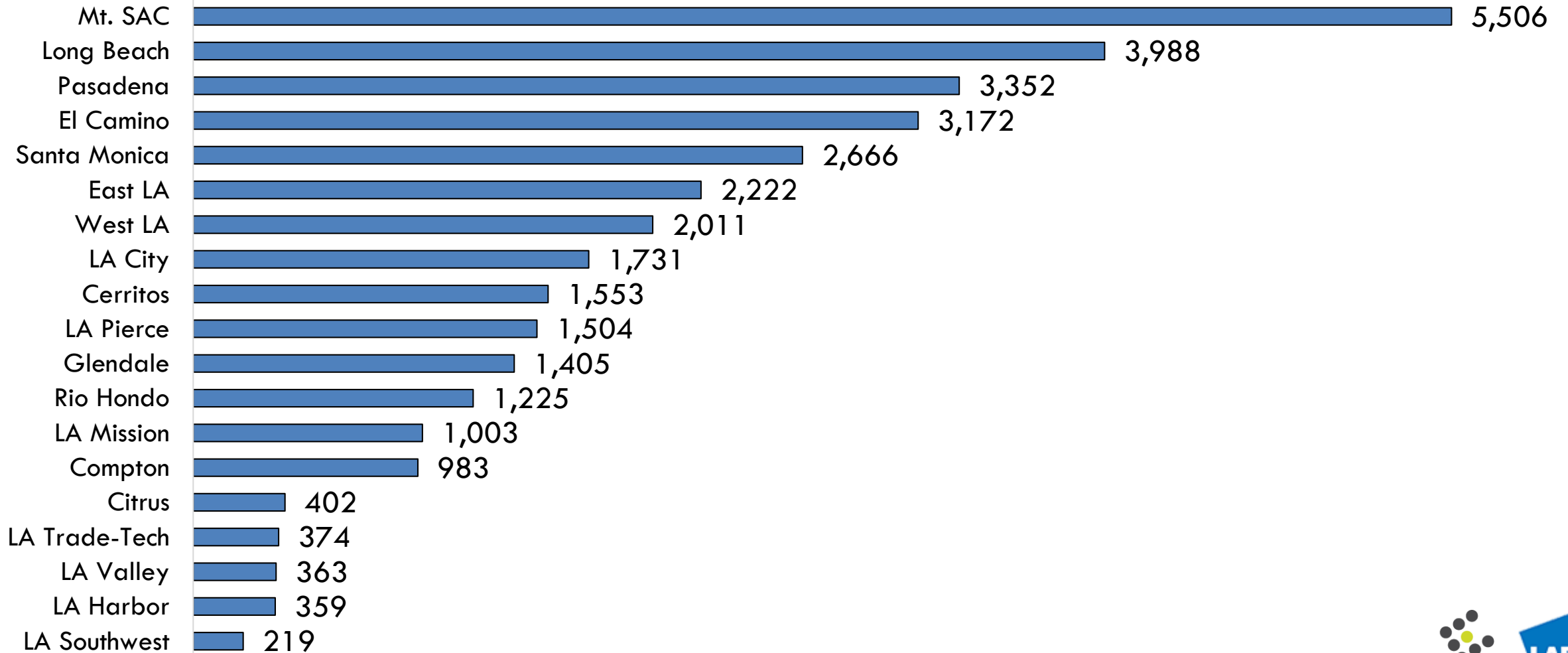
Based on regional employer feedback, validated with traditional labor market information, the areas that are most in-demand that employers are simultaneously having difficulty hiring are the following:

- Nursing – Specifically Registered Nurses
- Medical Assistants – Both clinical and administrative roles, from taking vitals, drawing blood, to scheduling appointments, as well as billing and coding roles
- Respiratory Therapists
- Pharmacy Technicians • Radiologic Technicians and other imaging technologists

*The 19 community colleges in the Los Angeles region have several existing programs that consistently prepare and train students in each of these areas.

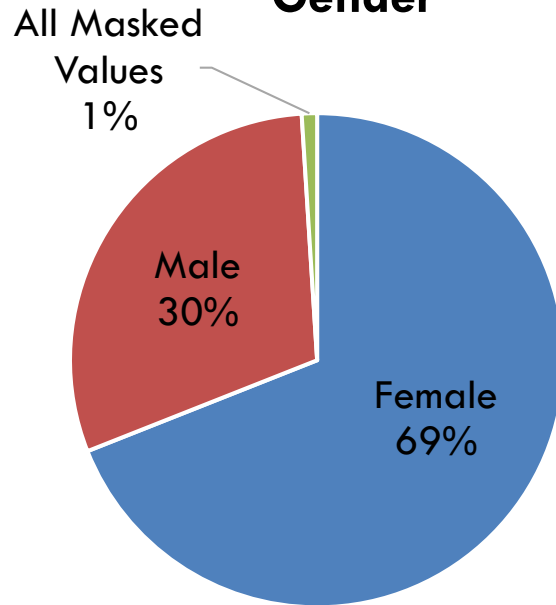
College Enrollments

LA Health Student Enrollments by College, 2020-21



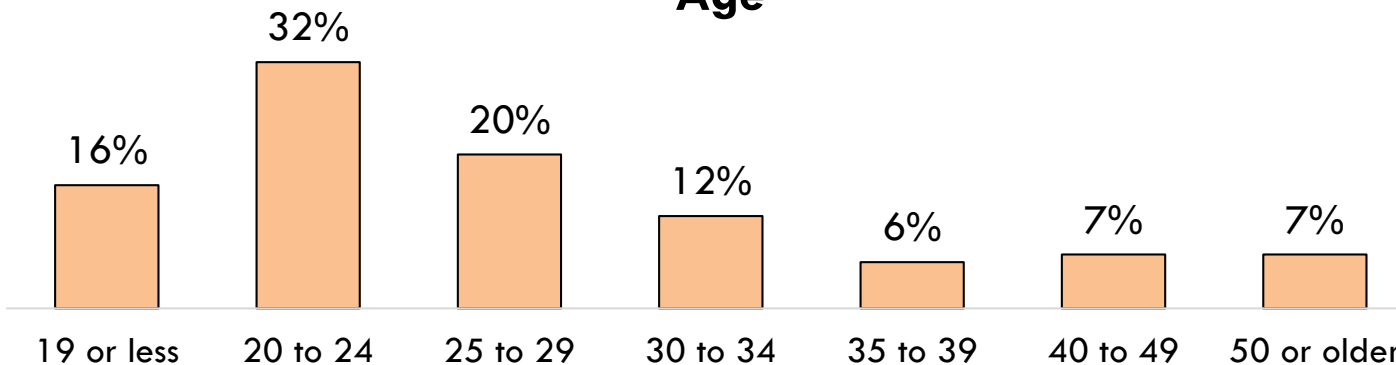
Health Student Demographics

Gender

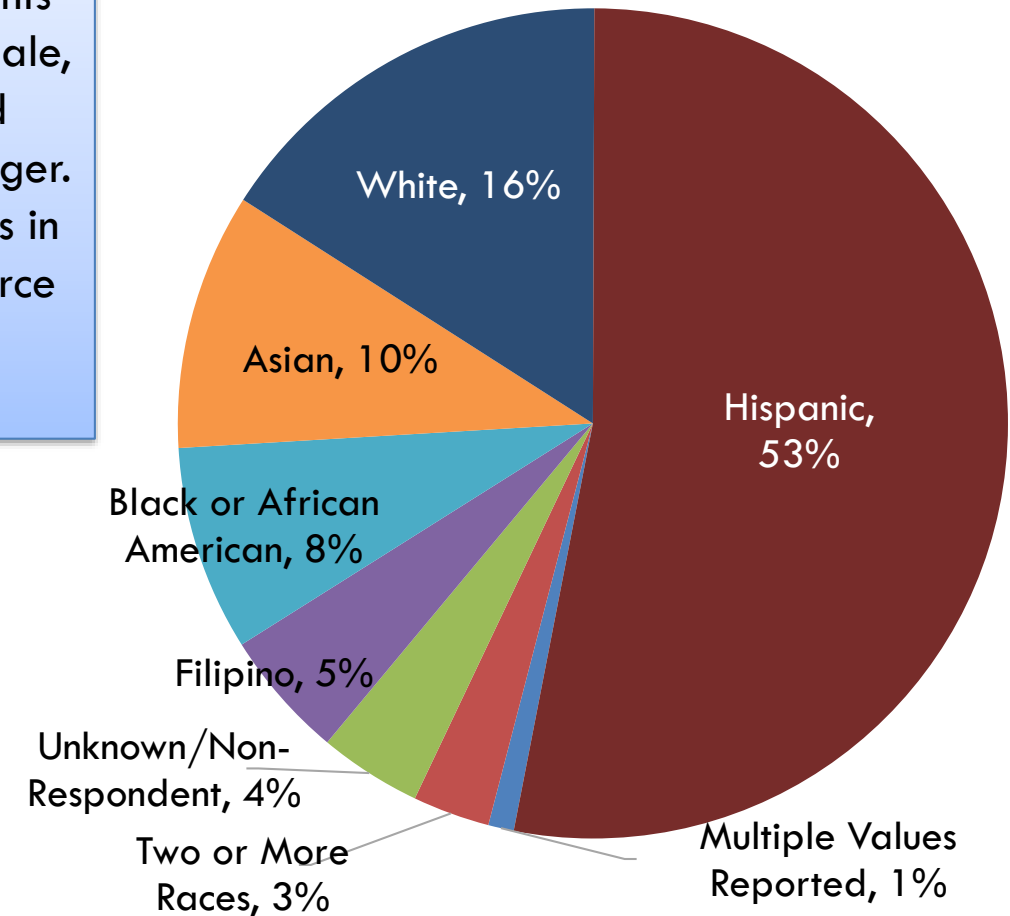


More than two-thirds of health students at the LA community colleges are female, over half identify as Hispanic, and nearly half are 24-years-old or younger. This diverse population of LA students in health pathways is burgeoning resource for regional employers seeking to diversify their workforce.

Age



Race/Ethnicity





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LAEDC's Institute for Applied Economics (IAE)

Focused on the LA region's complex economy, IAE provides the detailed, objective analysis that informs decisions. IAE couples data with multi-year outlooks on specific industries, occupations, and opportunities for the regional economy. IAE helps you consider legislation, talent development, job creation, and actions to grow equitable conditions for all.

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Thank you

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California Community Colleges

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Pathways to Equity and Economic Mobility in Healthcare

Economic Impact of the Healthcare Industry



Jessica Pitt

Assistant Deputy Secretary of
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*California Labor & Workforce
Development Agency*



**Workforce for a
Healthy California**

Vision 2030: Pathways to Equity and Economic Mobility in Healthcare

November 7, 2023

California is Facing a Health Workforce Crisis

California's workforce supply is not keeping pace with the growing demand for health care services.

The shortfalls disproportionately impact:

- Those without health care coverage
- Adults, adolescents, and children with behavioral health conditions
- Communities of color that make up more than 65% of our population and are severely underrepresented in the health workforce



California Top Five Projected Job Openings By Education Level

Source: CA Employment Development Department, Labor Market Information Division, 2023

Occupation	Projected 2022-2024 Job Openings ⁶	2023 Median Annual Wages ⁷	Job Ads in Last 60 Days ending August 8, 2023 ⁸
Requires a Bachelor's Degree or Higher			
Software Developers and Software Quality Assurance Analysts and Testers ⁹	64,330	\$170,646	8,890
General and Operations Managers	60,420	\$118,793	5,462
Project Management Specialists and Business Operations Specialists, All Other ¹⁰	55,950	\$106,177	2,166
Registered Nurses	41,340	\$137,759	16,755
Accountants and Auditors	33,940	\$85,301	2,840
Requires Some College, Postsecondary Non-Degree Award, or Associate's Degree			
Heavy and Tractor-Trailer Truck Drivers	52,680	\$54,100	5,039
Bookkeeping, Accounting, and Auditing Clerks	44,850	\$52,226	3,256
Teaching Assistants, Except Postsecondary ¹¹	31,140	\$40,271	3,209
Medical Assistants	29,640	\$46,669	3,477
Nursing Assistants	27,160	\$41,850	2,790
Requires a High School Diploma or Equivalent or Less			
Home Health and Personal Care Aides ¹²	248,760	\$32,496	5,192
Fast Food and Counter Workers	197,650	\$35,453	6,331
Cashiers	155,520	\$34,736	3,366
Laborers and Freight, Stock, and Material Movers, Hand	115,850	\$39,522	8,331
Retail Salespersons	106,410	\$35,956	15,335

Allied Health Workforce

Source: Meeting California's Demand for Allied Health Workers, California Competes, February 2021

Top 10 high-demand allied health professions	Supply Total completions (2017–18)	Demand Average annual new jobs (2017–2024)	Average annual number of unfilled jobs
Health technologists and technicians, all others	136	1,233	1,097
Home health aides	103	5,479	5,376
Licensed practical and licensed vocational nurses	5,614	6,318	704
Massage therapists	1,905	3,549	1,644
Medical assistants ⁱⁱ	13,066	11,551–25,150 ⁱⁱⁱ	-1,515–12,084
Medical and clinical laboratory technicians	250	1,561	1,311
Medical coders	1,304	1,567	263
Nursing assistants	1,705	13,796	12,901
Pharmacy technicians	1,767	2,961	1,194
Physical therapists ^{iv}	1,398	1,388	-10
Total	27,248	49,403–63,002	22,965–35,754

Allied Health Occupational Demand

County: Los Angeles

Occupation	Employment Estimate 2018	Projected Employment 2028	Numeric Change 2018-2028	Percentage Change 2018-2028	2022 Median Hourly Wage	2022 Median Annual Wage	Entry-Level Education
Community Health Workers	1,630	1,870	240	14.7%	\$23.61	\$49,104	HS diploma
Radiation Therapists	220	250	30	13.6%	\$65.52	\$136,277	AA degree
Respiratory Therapists	4,990	6,290	1,300	26.1%	\$40.41	\$84,067	AA degree
Dental Hygienists	4,620	5,250	630	13.6%	\$49.21	\$102,362	AA degree
Diagnostic Medical Sonographers	1,640	2,050	410	25.0%	\$49.80	\$103,578	AA degree
Radiologic Technologists	4,540	5,180	640	14.1%	\$40.52	\$84,286	AA degree
Magnetic Resonance Imaging Technologists	690	790	100	14.5%	\$50.71	\$105,474	AA degree
Emergency Medical Technicians and Paramedics	4,300	4,690	390	9.1%	\$24.35	\$50,642	Postsecondary non-degree
Pharmacy Technicians	10,360	11,860	1,500	14.5%	\$23.30	\$48,456	HS diploma
Surgical Technologists	2,410	2,700	290	12.0%	\$36.98	\$76,921	Postsecondary non-degree
Licensed Practical and Licensed Vocational Nurses	18,960	21,600	2,640	13.9%	\$30.57	\$63,586	Postsecondary non-degree
Nursing Assistants	34,730	39,530	4,800	13.8%	\$19.19	\$39,905	Postsecondary non-degree
Physical Therapist Assistants	1,330	1,700	370	27.8%	\$39.91	\$83,027	AA degree
Dental Assistants	12,600	14,370	1,770	14.0%	\$24.16	\$50,244	Postsecondary non-degree
Medical Assistants	24,200	29,980	5,780	23.9%	\$19.52	\$40,603	Postsecondary non-degree
Phlebotomists	3,220	3,920	700	21.7%	\$24.21	\$50,368	Postsecondary non-degree

Nursing Workforce Shortage

- According to the Hospital Association of Southern California, nursing vacancy rates among local hospitals exceed 30%. Prior to the pandemic the average vacancy rate was 6%.
- Estimates of the California nursing shortage range from 30,000-45,000.

Behavioral Health Workforce Shortage

- More than 90% of counties reported difficulty in recruiting Licensed Clinical Social Workers, Licensed Marriage and Family Counselors, and psychiatrists. Most counties also had difficulty recruiting substance use disorder counselors.
- By 2028, the state will have 11% fewer psychologists, clinical social workers, marriage and family therapists, and licensed professional counselors than needed to meet service demand.

Actively Licensed Behavioral Health Professionals per 100K Population by Region, 2020

Sources: Medical Board of California Mandatory Survey, 2020; Public Information Licensee List, 2020

Region	Psychiatrist	Psychologist	LMFT	LPCC	LCSW	Psych Tech
Central Coast	10.3	47.1	144.4	5.2	61.8	52.6
Greater Bay Area	16.7	72.6	135.3	6.8	82.8	17.9
Inland Empire	7.1	15.9	60.8	3.7	39.0	40.9
Los Angeles	11.3	48.7	106.2	4.0	81.1	8.8
Northern & Sierra	5.4	21.8	100.3	5.5	65.4	12.8
Orange	7.7	40.1	106.3	5.6	56.8	15.2
Sacramento Area	10.5	37.6	98.4	5.7	72.8	11.2
San Diego Area	11.8	55.0	94.1	7.3	64.8	3.1
San Joaquin Valley	5.2	16.2	48.2	2.5	35.5	58.3
California	11.0	44.2	100.8	5.0	65.9	22.7

California's Health Workforce is Not Representative of Our Population



Data consistently shows that a diverse and representative health and human services workforce improves health outcomes for patients, but right now, our workforce looks very different from the communities it serves.**



Latinos represent more than 39 percent of the California population but only 19 percent of licensed health professionals.***

Building the Health Workforce that Californians Need and Deserve

Unprecedented Investment to Expand California's Workforce

- Workforce for a Healthy California is a \$1.25 billion interagency investment that includes the California Health & Human Services Agency, the Labor & Workforce Development Agency, and the California Community Colleges System.
- Workforce for a Healthy California complements other major initiatives, including the Children and Youth Behavioral Health Initiative, CalGrows, and the Reproductive Health Care Access Initiative, that together total more than \$7.5 billion to expand the health and human services workforce.
- The goals of the investment include:
 - **Making our health and human services workforce larger**
 - **Making the workforce more culturally competent and linguistically diverse**
 - **Expanding skill sets of our workforce**
 - **Creating greater economic opportunity**

A Win-Win for Californians

By investing in recruiting and training more people, while also retaining and expanding the skills of our existing health and human services workforce, we can:

- Address provider shortages that make it difficult for people to provide care
- Create a workforce that is more diverse and culturally competent
- Improve health outcomes, particularly in low-income communities, communities of color, rural communities, and others who face the most significant barriers to care
- Create greater economic opportunity by helping more Californians access well-paying health careers that provide access to good jobs and career mobility

A Comprehensive Approach to Build California's Health Workforce

Workforce for a Healthy California focuses on five key parts of the health and human services workforce.

- Primary and Specialty Care
- Allied Health
- Nursing
- Direct Care
- Behavioral Health



Primary and Specialty Care

Our strategy to **ensure all Californians can access services in their communities to manage their day-to-day needs** includes:

- Expanding training programs and creating new pipelines for **primary care clinicians**, including physicians, nurse practitioners and physician assistants.
- Providing scholarships and loan repayments to **reproductive healthcare services** providers.
- Restoring grant funding and promoting workforce retention programs for 45 **Tribal and Urban Indian Health** clinic corporations, which play a vital role in increasing access to quality care for California's Native American communities. Investment in clinic corporations can reduce health disparities and create better health for Native Americans throughout the state.



Allied Health

Our strategy to **open up well-paying careers and ensure accessible, equitable and culturally informed care** includes:

- Recruiting, training and certifying **Community Health Workers (CHWs), promotor(a)s, and representatives.**
- Developing training programs for **Emergency Medical Technicians** in up to 10 regions across the state.
- Supporting training and career development programs in health care sectors for **individuals who typically face barriers to employment.**
- Training and upskilling **new and existing entry-level workers** in public, non-profit, and community-based health care provider settings.
- Preparing non-English speakers for health care jobs through accelerated training and expanding integrated **English Language Learner** education and vocational skills training and support.

Nursing

Our strategy to **take on California's nursing shortage and make high-quality care more accessible** includes:

- Expanding and developing innovative approaches to recruit, retain, and support a pipeline for:
 - Registered nurses
 - Licensed vocational nurses
 - Certified nursing assistants
 - Certified nurse midwives
 - Certified medical assistants
 - Family nurse practitioners



Direct Care

Our strategy to **improve working conditions for workers, including personal care aides and home health aides, and close gaps in essential in-home and community or facility-based care for older adults, people with disabilities or chronic diseases** includes:

- Supporting career advancement training for **caregivers in long-term facilities**.
- Expanding **apprenticeship** programs.
- Building the resiliency of **direct care workers** to prepare for, respond to, and recover from climate-related disasters.
- Supporting innovative ideas to offer training and incentives for the **home and community-based services workforce**.

Behavioral Health

Our strategy to **ensure Californians can live happily and healthily by accessing support for mental health and substance use needs** includes:

- Expanding **social work** training programs and providing stipends and scholarships to create a new pipeline for social workers.
- Expanding scholarships, loan repayment opportunities, training programs, and pipelines for **behavioral health professionals**.
- Increasing the number of licensed substance use disorder clinicians, with a **focus on opioid treatment and addiction**, and provide supportive employment services to people with Substance Use Disorder (SUD).

Progress is Already Underway

- Funds distributed to date have supported healthcare providers and community-based organizations, as well as provided scholarships, stipends, and loan repayment for individuals training for specific health care professions.
- Among our achievements we have:
 - Awarded \$49.6 million in grants to **54 organizations with primary care residency programs**. These grants will support 17 new and expanded programs and create 87 new residency positions.
 - Awarded \$59.4 million — \$30 million of which is funded by Workforce for a Healthy California — to support **social work education at 23 public universities and colleges** in California. The funding also supports the expansion of 16 Master of Social Work programs and will add 860 more social work student slots.
 - Awarded \$45 million to **11 Healthcare High Road Training Partnerships between community-based organizations, local workforce boards, labor unions, educational institutions, and employers** to develop regional workforce strategies for addressing income inequality, economic competitiveness, and climate change.
- These awards are building the health workforce pipeline, strengthening the health and human services workforce and making it more inclusive, so that we can meet the health needs of all Californians, now and in the future.



Thank You

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Pathways to Equity and Economic Mobility in Healthcare



Education Panel



Education Panel



Moderator: Rebecca Ruan-O'Shaughnessy, Vice Chancellor, California Community Colleges



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Mekar**

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**Mi-Sook
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Dean of College of
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Education Panel



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Healthcare Panel



Healthcare Panel



Moderator: Carlos Lopez, Vice President of Academic Affairs, El Camino College



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Healthcare Panel



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Future of Healthcare



Arthur J. Ochoa, JD
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Thank You!



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