

Healthcare Pathways

An oshpd Publication for Students



Valley High School Health TECH Academy students (from left to right) Johanna Olivas, Preeya Sharma, and Yesica Lopez are interested in and exploring healthcare career paths.

CAREER EXPLORATION: DISCOVER YOUR PATH

Whether you are a young student who hasn't yet thought much about your future career, or a working professional looking for a change, the concept of career exploration and the processes involved can prove both helpful and insightful in making prudent education and job choices. Career exploration essentially involves three steps: evaluating yourself, including your skills and talents, likes and dislikes, dreams, and life goals; identifying and learning about the careers that interest you, including the education and capabilities required, personal rewards, challenges, and lifestyle; and mapping out a strategy to meet the goals required to enter the profession of your choice. The Health Careers Training Program resources webpage, <http://oshpd.ca.gov/HWDD/HCTP.html>, offers a number of resources in career exploration, including links to quizzes, statistics, wages, search tools, etc. Visit the webpage and keep reading this newsletter for more information. We can help you get started on a path today!

Inside Issue 25

- Career Exploration: Discover Your Path **1**
- 2** The Need for Culturally Competent Nurses
- Clearinghouse Fact Sheets: Explore Healthcare Occupations **3**
- 4** Career Exploration Resources
- Student Resources Poster **5**
- 6** Valley High School Health TECH Academy Launches First-of-its-Kind Community Health Worker Training Program
- Community Health Worker: the Window to Healthcare Careers **7**

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THE NEED FOR CULTURALLY COMPETENT NURSES

Written by Amy Thompson

*Amy Thompson was one of ten high school seniors awarded a \$1,000 CalHealth Workforce Scholarship in 2013 to attend college and pursue their dreams of becoming nurses. The students submitted winning essays on the assigned topic, "California is the most populous and diverse state in the nation. Discuss why cultivating culturally competent nurses is integral to the success of the California healthcare system and what you would say to inspire someone to become a nurse." Read Amy's essay below. *This scholarship was made possible by the Health Professions Education Foundation and Healthcare Workforce Development Division, and funded by a grant from The California Wellness Foundation.*

I believe that California needs to cultivate culturally competent nurses. According to NurseTogether LLC, "Cultural competence is the ability to provide effective care for patients who come from different cultures. It requires sensitivity and effective communication in nursing, both verbally and non-verbally."¹ In a state as culturally diverse as California, having a healthcare system that is not itself culturally competent, is untenable and irresponsible. Culturally competent healthcare systems that provide culturally and linguistically appropriate services reduce racial and health disparities. Nurses are often the first to evaluate and provide healthcare to incoming patients of all backgrounds. For that reason nurses must be equipped with cultural and linguistic sensitivity and linguistic capabilities.

Over the past few years, I have been fortunate to volunteer with many people from different cultures and economic backgrounds. I have completed more than 350 hours of community service during high school, including several mission trips to inner city communities in Los Angeles, Santa Barbara, Laguna Beach, and San Diego. Many of the people I met on these trips did not believe they were able to access health care due to their ethnic background or economic status. Many of these people also experienced the intimidating obstacle of a language barrier. According to research, "The surge of immigrants into the United States over the past 3 decades has brought a proliferation of foreign languages and cultures. Residents of the United States speak no less than 329 languages, with 32 million people speaking a language other than English at home.



Amy Thompson, a senior at Clear Lake High School, earned a \$1,000 CalHealth Workforce Scholarship award to pursue her dream of becoming a nurse.

In response to this expanding cultural diversity, healthcare systems are paying increased attention to the need for culturally and linguistically appropriate services."² We need to ensure that all Californians have access to quality health care.

Over the last few months, I have had several appointments as an outpatient at Children's Hospital Orange County. I could not help noticing how easily the nurses and staff were able to transition from English to Spanish depending on the needs of their patients. I saw the way that the stress level dramatically decreased when a patient was able to communicate their need and concerns in their preferred language. "When clients do not understand what their healthcare providers are telling them, and providers either do not speak the client's language or are insensitive to cultural differences, the quality of health care can be compromised."³ We need to ensure that all Californians are able to communicate their needs and concerns to their healthcare provider.

I have been privileged to travel to Europe with my family. These trips inspired a curiosity to learn as much as I can about the different languages and cultures of the world. I have taken 5 years of French language courses at my high school.

Continued on page 8

Clearinghouse Fact Sheets: Explore Healthcare Occupations

The California Healthcare Workforce Clearinghouse within the Office of Statewide Health Planning and Development, Healthcare Workforce Development Division serves as the central source of healthcare workforce and educational data in the state. Fact sheets, reports and survey snapshots provide students a quick, efficient glimpse into the statistics of healthcare professions. The Healthcare Workforce

Clearinghouse occupational fact sheets feature the current supply of providers, specialties, gender, race/ethnicity, languages spoken, age, occupational employment projections, average annual job openings, first quarter wages, top industries employing the occupation, degrees awarded from colleges and universities, and education programs in California. The new survey snapshot for physician assistants highlights education, demographics, and provider and patient information. View all of the fact sheets (registered dental hygienists, registered dental assistants, dentists, doctors of osteopathy, physician assistants, physicians and surgeons, registered and vocational nurses, respiratory care practitioners, and psychiatric technicians), the survey snapshot, and other valuable reports and information at <http://oshpd.ca.gov/HWDD/HWC/index.html>.

Example of content provided in the Healthcare Workforce Clearinghouse Vocational Nurse Fact Sheet



The following data are based on the Employment Development Department's Labor Market Information Division's Statewide 2010-2020 Occupational Employment Projections.*

As displayed in the "Average Annual Job Openings" table below, the average annual job openings is an estimate of jobs created, resulting from economic growth and jobs created when workers retire or permanently leave an occupation and need to be replaced.

As displayed in the "2012 – 1st Quarter Wages" table below, the 2010 first quarter wages are the most recent wage estimates available for the 2010-2020 statewide projections.

Average Annual Job Openings	
New Jobs	1,450
Replacement Needs	1,720
Total	3,170
2012 – 1st Quarter Wages	
Median Hourly	\$24.88
Median Annual	\$51,760

Top Industries Which Employ This Occupation
1. Nursing Care Facilities
2. General Medical and Surgical Hospitals
3. Home Health Care Services
4. Employment Services
5. Offices of Physicians

Source of Data: California Department of Consumer Affairs, Board of Vocational Nurses and Psychiatric Technicians Master File, August 2013.
*Employment Development Department, Labor Market Information Division, Statewide 2010-2020 Occupational Employment Projections, July 2012.
For purposes of this Fact Sheet, currently licensed vocational nurses with active licenses are those defined by the BVNPT as "clear."
12/9/13



CAREER EXPLORATION RESOURCES

Have you ever taken a quiz that asked you how you feel about “blood and guts”? Have you looked up salaries and education requirements for certain health professions? Did you know there are tools to help match health career programs to colleges and universities throughout

California? The web is full of tools to help you explore careers, and the Health Careers Training Program has put together a list of some that may prove valuable to you in your search. Check out the organizations we’ve found with tools to get you started on a career path!

Health Career Exploration Resources

- **CareerOneStop** (<http://www.careeronestop.org/>) lists job descriptions, industry employment trends, and wages for health careers in California. There’s also a career guide.
- **Desert Regional Consortium** (<http://desertcolleges.org/alliedhealth/>) has career descriptions and information, estimated education completion times, and approximate costs for several health professions.
- **Employment Development Department** (<http://www.labormarketinfo.edd.ca.gov/>) provides labor market information relative to dozens of health careers. Explore careers and the work world!
- **Explore Health Careers** (<http://explorehealthcareers.org/en/home>) is a free, multi-disciplinary, interactive health careers website designed to explain the array of health professions and provide easy access to students seeking information about health careers.
- **Health Jobs Start Here** (<http://www.healthjobsstarthere.com/>) provides career descriptions, minimum training required, and wages for health careers in California.
- **Health Workforce Initiative Health Occupations Directory** (<http://ca-hwi.org/>) helps prospective students explore career opportunities that exist through health occupation programs in local schools. The Directory is searchable by both program and college name.
- **My Next Move** (<http://www.mynextmove.org/>) is an easy-to-use online career search tool. The user can search by key words, industry, or by answering a few simple questions.

- **The American College of Healthcare Executives** (<http://www.ache.org/career.cfm/>) posts assessments, workshops, and other tools to help you advance your career.

General Career Exploration Resources

- **Bureau of Labor Statistics** (<http://www.bls.gov/audience/jobseekers.htm/>) publishes the *Occupational Outlook Handbook*, *Career Guide to Industries*, and occupational projected growth and wages. Explore careers or search jobs.
- **California Career Café** (<http://www.cacareercafe.com/>) is a virtual career center for California Community College students.
- **California Career Center** (<https://www.calcareercenter.org/>) has tools to help students map their futures, whether looking ahead to college, an apprenticeship, the military, etc. There are also resources for teachers, counselors, organizations, and parents.
- **California Career Planning Guide** (<http://www.californiacareers.info/ccpg.html>) takes students through a process for developing a personal career action plan. There are free online graphic and text versions in English and Spanish.
- **California Career Resource Network** (<http://www.californiacareers.info/>) provides resources to develop the career self-management skills necessary in today’s employment environment.
- **California Career Zone** (<http://www.californiacareers.info/careerzone.html>) offers a career exploration system providing four easy-to-use career assessment tools and information on over 900 occupations.

STUDENT HEALTHCARE RESOURCES POSTER

Visit the Health Careers Training Program website at www.oshpd.ca.gov/HWDD/HCTP.html to access all of these links and more career exploration resources!

- **California Reality Check** (<http://www.californiarealitycheck.com/>) provides users with an occupational salary check and future salary projections.
- **Find and Get the Right Job student guide** (http://www.californiacareers.info/downloads/Find_Get_Right_job.pdf) provides the basic steps to discover and detail skills, prepare a job search portfolio, create a job search plan, make contact with potential employers, and get through an interview.
- **PublicServiceCareers.org** (<http://publicservicecareers.org/>) offers career advice/articles, profiles of accomplished public servants, information on graduate degrees, and some of the many career paths recipients pursue.
- **Succeed at Work student guide** (http://www.californiacareers.info/downloads/Succeed_at_Work.pdf) takes users through the first few days at a new job as well as providing tips for keeping that job.
- **Who Do You Want 2B?** (<http://www.whodouwant2b.com/student/pathways>) provides resources for anyone interested in researching career choices.

**OSHPD is in no way affiliated with nor endorses the websites listed and is not responsible for the content they publish. This list is provided for informational purposes only.*

Thanks to OSHPD's first-ever high school intern, Diana Barrera-Gutierrez from the Health Professions High School, and HCTP Program Coordinator Wendy Namisnik, OSHPD has a new student poster for teachers, counselors, non-profit organizations, and others working with students and those searching for the right career to display in key traffic areas. Designed with bright colors, helpful information, and QR codes for quick mobile access, this 24x24 inch poster spotlights the many tools and resources available. Download the poster at <http://oshpd.ca.gov/HWDD/HCTP.html>. Once there, you'll also find useful information on health careers exploration, education opportunities, pipeline programs and student enrichment, scholarships and loan repayment, program funding information, internships and volunteering, job placement, and student/professional organizations.



Health TECH student Johanna Olivas role-plays with Health TECH teacher Valerie Richard.

Valley High School Health TECH Academy Launches First-of-its-Kind Community Health Worker Training Program

Written by Rodney Black, Valley High School Health TECH Academy

The Valley High School Health TECH Academy is launching a first-of-its-kind community health worker (CHW) training and certification program. Health TECH students who complete this four-year curriculum, fulfill community service requirements, and pass a comprehensive exam will earn a certificate through Elk Grove Unified School District. The academy has broad experience providing health information to the community through health fairs and other community events. The implementation of the CHW training/certification program is a logical next step.

“The academy is excited about being on the cutting edge of healthcare delivery, enabling healthcare providers to better meet the needs of patients,” said Rodney Black, Health TECH Special Projects Coordinator.

“The implementation of the Affordable Care Act (ACA) will create enormous demands on healthcare services in California. Healthcare providers will need to deploy an army of community health workers (CHW), capable of improving healthcare access, quality, and outcomes while implementing prevention strategies in the communities they serve,” he added.

Community health workers are front-line public health employees who bridge the gap between healthcare and the community. Since CHWs are from the communities in which they serve, they are the trusted eyes and ears of the healthcare establishment. Their intimate knowledge of the community allows healthcare professionals to provide culturally competent care to the community, meeting the needs of our diverse communities.

CHWs perform a variety of important tasks, which revolve around health education and patient and community advocacy. CHWs work at health fairs, conduct workshops, provide counseling to individuals, navigate patients through the healthcare system, advocate for their communities, etc. CHWs work in county health departments, Federally Qualified Health Centers, and various nonprofits, such as the Health Education Council.

The implementation of ACA directs healthcare providers such as doctors, nurses, and other professionals to promote prevention strategies to improve health outcomes, especially in medically

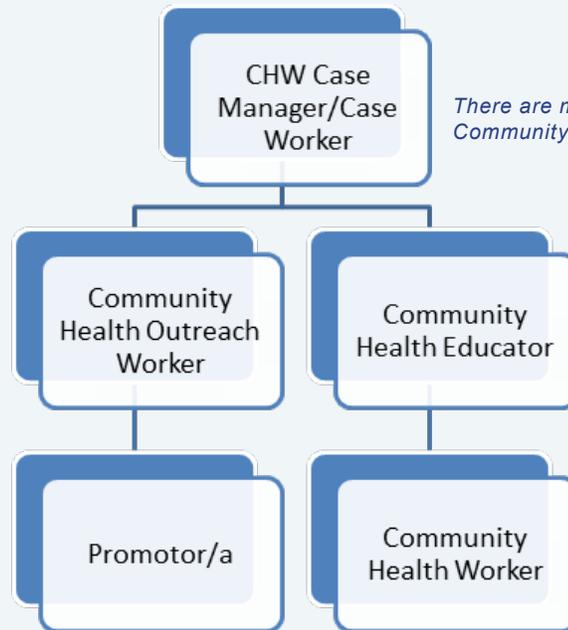
underserved populations and communities. The CHW training will provide Health TECH students valuable knowledge and transferrable skills, providing students a solid foundation, which will better serve them if they choose to seek higher level careers in healthcare. For example, Health TECH students learn how to perform motivational interviewing, a client-centered approach designed to provide practitioners the skills to inspire patients to change their own health behaviors. This valuable training is useful to anyone who aspires to become a physician, nurse, or any other healthcare professional. Health TECH students also learn interpersonal skills, presentation skills, asset mapping skills, and a variety of other skills.

Students who complete the program have an advantage in their career planning efforts. By completing the program, students have exposure to various healthcare careers and will know more about specific healthcare careers and which career path may ultimately be right for them.

Post-secondary healthcare pipeline program admissions counselors can expect graduates from the Health TECH Academy's CHW training program to possess broad, in-depth knowledge on a variety of public health issues and a wide range of skills, better preparing them for higher level careers in health care.

For more information on the Valley High School Health TECH Academy, please visit <https://valleyhs.schoolloop.com/healthtech>.

Community Health Worker: the Window to Healthcare Careers



There are many types of Community Health Workers.

While Community Health Workers (CHW) serve their communities, they partner with other healthcare providers and thus establish close relationships with various healthcare professionals. These interactions often provide inspiration and interest into other career paths. Initially, a CHW may be exclusively interested in serving the community through outreach, but through continued exposure to the various healthcare fields could develop an interest in, for example, a nursing career. Perhaps the CHW will want to continue working with the community but as a dietitian or nutritionist. Some may even be motivated to go on to medical school! Working or volunteering as a CHW is both a good career pathway and window into other healthcare careers. Learn more about CHWs by checking out these resources:

The National Association of Community Health Representatives (NACHR) is an association representing 264 Community Health Representative programs with over 1,700 CHRs from all over the United States. – <http://www.nachr.net/>

Urban League, in partnership with Morehouse School of Medicine, implemented a CHW program to promote healthy lifestyles among African Americans, improve health outcomes and access to healthcare and other community assets, and influence CHW public policy. – <http://www.iamempowered.com/programs/community-health-workers-program>

Visión y Compromiso is a leading organization in California providing training, leadership, and ongoing advocacy and support to Promotores and Community Health Workers. – <http://www.visionycompromiso.org/>

The California Community Colleges Statewide Health Occupations Directory has information on CHWs, including links to more resources. – http://ca-hwi.org/ccchealth/program_detail.cfm?pk=218. Colleges with CHW programs and training include:

- City College of San Francisco <http://www.ccsf.edu/NEW/>
- East Los Angeles College <http://www.elac.edu/>
- Mission College <http://www.missioncollege.org/>
- Santa Rosa Junior College <http://www.santarosa.edu/index.shtml>
- Berkeley City College <http://www.berkeleycitycollege.edu/wp/>

I have been a part of exchange programs with French students, I have learned to speak French fluently, and I am hoping to be able to use this language in my nursing career. It is my goal to be able to use my second language to communicate effectively with patients.

My goal in college is to become a registered nurse. I have been inspired to choose nursing as my career because not only will I then be able to care for others, but I will also learn so much through my exposure to the people in this culturally diverse state.

If I could inspire others to a career in nursing I would tell them about the joy of caring for others. As a nurse, I will be in a position to care for others. It is my goal to provide this care while maintaining the dignity of the most vulnerable people in our society. I would be able to be empathetic and to make sure that every patient is understood and heard in their time of need. I would also like to inspire others to a career in nursing because of the opportunity to learn about the many wonderful and diverse cultures of California.

I will be in constant contact with people of all different cultures. Through this contact, I will be able to learn much more about the unique cultures of the world and the people that populate it. According to HubPages Inc., "There are five core values in nursing. They are human dignity, integrity, autonomy, altruism, and social justice. Every nurse should strive to maintain these core values. All patients and their families trust the nurse to uphold these values and when one does not then it causes the public to lose faith in the healthcare system."⁴ I will strive to be the kind of nurse who respects the unique culture and value of every patient. I hope these reasons would provide the inspiration for others to pursue the career of nursing.

It is a difficult task to cultivate culturally competent nurses in a state as populous and diverse as California. However, it is vital if healthcare is to succeed in providing the best possible care for all patients. I believe that a state that cannot meet the healthcare needs of every culture and every patient is failing. I know that we can do better than this in California. I hope to be a part of the solution.

¹ "Cultural Competence in the Nursing Practice." www.nursetogether.com. 2008-2013

²⁻³ Anderson, et.al. "Culturally Competent Healthcare Systems: A Systematic Review." *American Journal Preventive Medicine*. 2003

⁴ "Why become a nurse?" www.hubpages.com. 2013.



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