

# CCHS Health Career Pathways: An Employment Equity Strategy

Presented to the  
Developmental Disabilities Council  
of Contra Costa County

Shannon Ladner-Beasley, MPH  
Manager, Career Pathways  
Contra Costa Health Services





Equity  
as  
shared  
power



# Who Are We?

- 4,400 employees
- Coverage and care of 200,000 people
- \$1.8 billion budget
- Health care delivery in a variety of settings – hospital, clinics, schools, detention facilities and homes
- Special attention on the most vulnerable



**Public Health**



**Contra Costa Health Plan**



**Behavioral Health**



**Emergency Medical Services**



**Health, Housing & Homeless**



**Hazardous Materials & Environmental Health**



**Regional Medical Center, Health Centers & Detention Health**



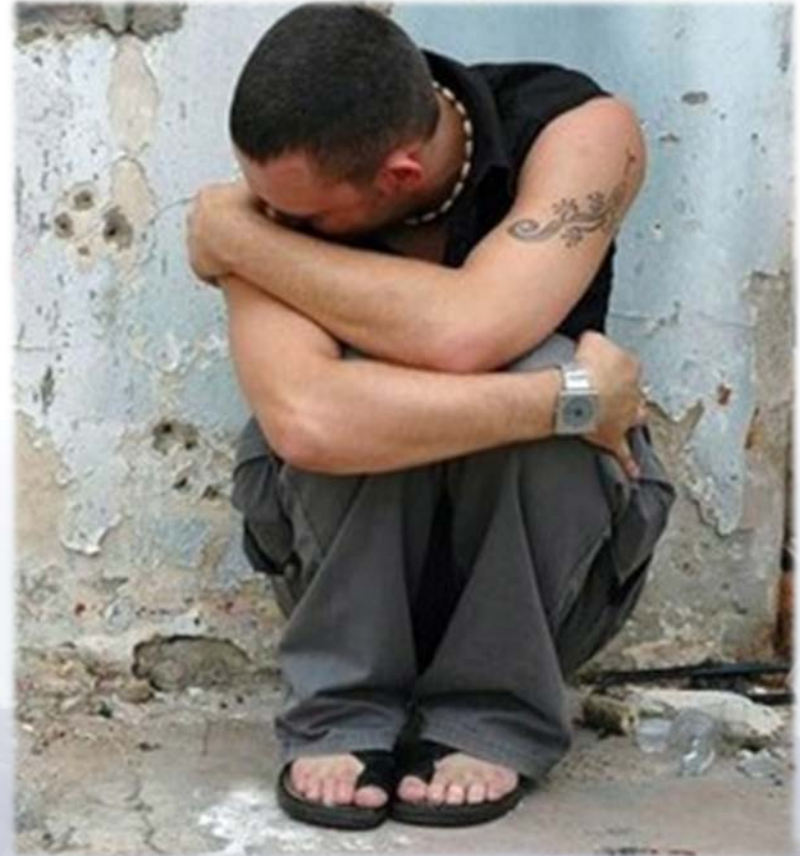


- Statutory obligation to protect the health of Contra Costa residents
- Special commitment to supporting our most vulnerable populations



# Addressing Our Most Vulnerable

Integration of  
health services  
focused on  
overcoming health  
obstacles of our  
most vulnerable  
populations





# Impact on People

Millions living with, disabled by, or dying  
from diseases we know how to prevent



Impact on  
Businesses  
>\$100  
billion

Lower productivity and lost work days for people with chronic disease and their caregivers cost California businesses well over \$100 billion each year

Source: DeVol, R., Bedroussian, A. (2007). An Unhealthy American: The Economic Burden of Chronic Disease, Charting a New Course to Save Lives and Increase Productivity and Economic Growth. Retrieved from <http://www.chronicdiseaseimpact.com/ebcd.taf?cat=state&state=CA>

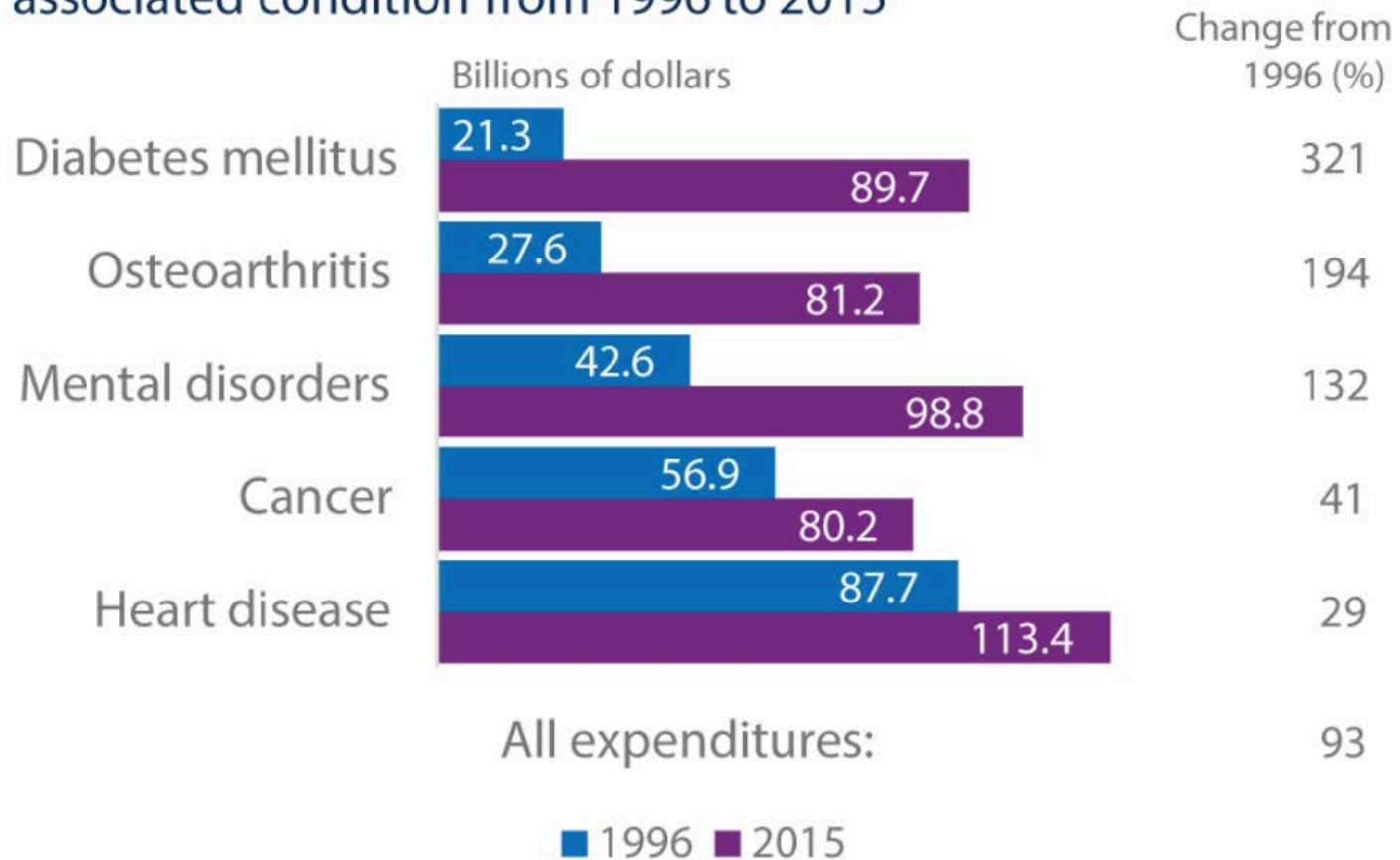


# Impact on health care costs

- Six leading chronic diseases cost \$98 billion in 2010 in California
- Or \$2,450 per Californian
- The majority of these illnesses can be prevented or delayed

## Spending Associated With Diabetes, Osteoarthritis, and Mental Disorders Has More Than Doubled Since 1996

Percent change in total direct health expenditure by associated condition from 1996 to 2015



# A Demand for Diverse Health Professionals

- **By 2020, nearly 2/3 of U.S. jobs will require post-secondary education & training**
- **California is projected to need nearly 450,000 new health workers by 2020**
- **Hospitals and health systems suffer high turnover in many essential entry-level positions**
- **Aging, ethnic, and ability diverse populations require culturally responsive and inclusive care**



# Health Equity

## **Achieving health equity =**

- Acknowledging institutional racism as a root cause of generational poverty
- Creating fair opportunities for ALL to experience and maintain optimal health
- Collaborating with internal and external partners to improve the societal sectors that influence health and self-sufficiency (e.g. employment, education)

# Education: The Equalizer

College-and-Career Preparedness → a multi-sectoral approach to address inequities in the health care system



## Education Is A Key Social Determinant of Health

- College eligibility AND readiness
- Career options and mobility
- Earning potential and access to health insurance
- Health literacy skills
- Individual/family lifestyle choices
- Quality of life and life expectancy

# West Contra Costa Unified School District Racial Inequity and Achievement Gap Data

- AA students experienced the lowest outcomes in both English (24% on-level) and math (6% on-level) compared to peers from other ethnic backgrounds
- By 3<sup>rd</sup> grade, Latino and AA were the only students performing below the overall average in meeting English standards for both low-income and non-low income groups
- AA students make up only 18 percent of students but consist of nearly one-half of all suspensions
- Fewer than half of WCCUSD HS graduates were University of CA / CA State University eligible, less were college-ready





# *Careers*

# *Equity*

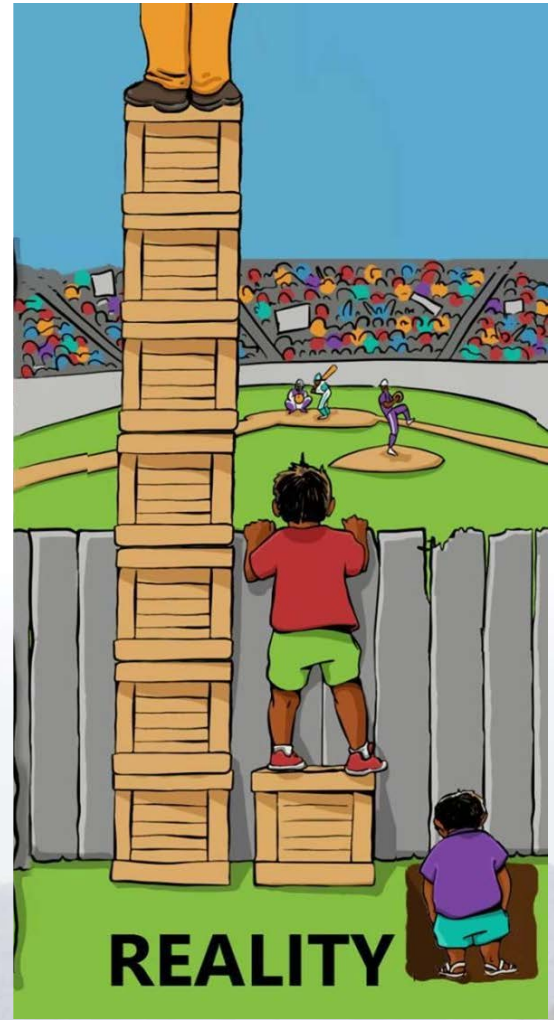
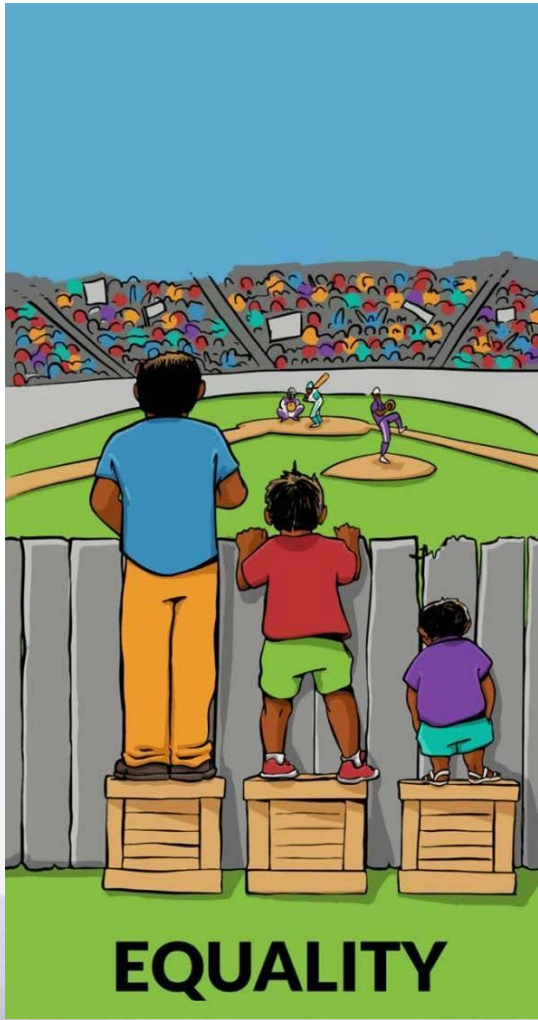
# *Social Justice*

# *Healthy Communities*

## **2013 – CCHS Richmond Public Health Solutions**

Goal – Develop career pathway from a community disproportionately affected by health inequities, -isms, poverty, and incarceration to ensure a patient-centered health workforce that reflects the racial and lived experience of the communities served.

- High School Health career curriculum and project-based learning
- Paid CCHS, community-based summer internships & clinical shadowing
- Healing-centered youth and adult trainings
- Mentorship, Prof development, college readiness workshops/field trips
- Young Men of Color Pilot – EMS Exposure









# Institutional Challenges

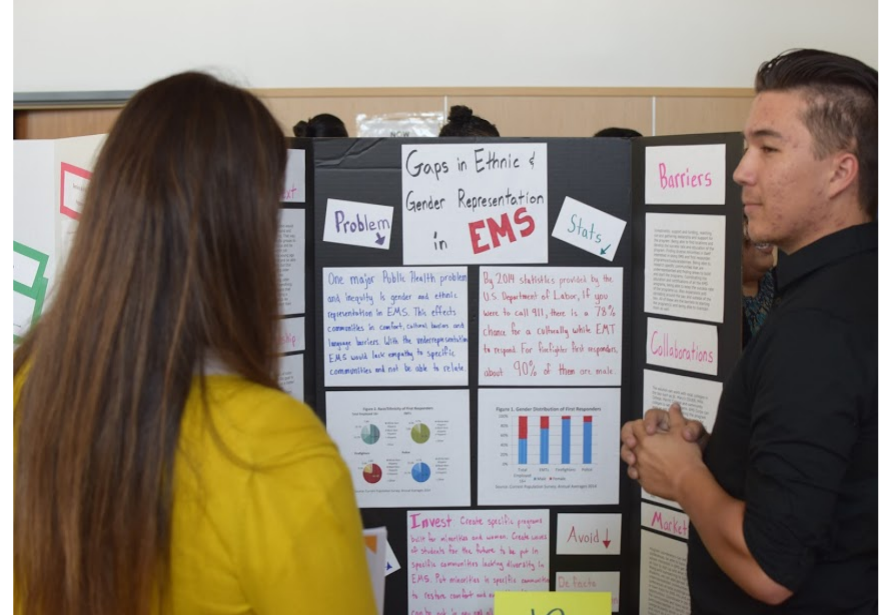
- Limited initial interest from department leaders in favor of supporting college volunteers, staff' children
- Internships threatened by unfair and inconsistent on-boarding protocols, transportation barriers, and subjective dress codes.
- Undocumented, I/DD, and formerly incarcerated students can get sidelined. Underrepresented minority students seen as “cheap labor” instead of valuable learners and contributors.
- CCRMC Equity Team – originally focused primarily on hospital service and culture, “doctor” privilege instead of system-wide impacts

# Results and Accomplishments

- 1000+ students reached, 150 placed in internships
- **Intern Demographics:** 52% Hispanic, 24% Asian American, 21% African American, and 3% Caucasian; 70% female
- 75% demonstrated increased K+ on SDOH and -isms impact on their health
- 80% reported increased interest in public health careers
- CCHS launched interdepartmental Career Pathways Workgroup
- Partnered with CC Family Medicine Residency to launch clinical shadowing program

# Education and Employment Wins

- Interns surveyed in senior year (2016): 100% planned to attend college; 11% planning AA degree; 37% planning Bachelor's degree; and 52% Graduate degree or higher
- Interns met WCCUSD math standards (32%) and English standards (66%) at double the rate of those without internships
- Twelve interns were hired at their summer placements
- 4 EMS Exposure participants complete EMS Corps and EMT cert
- PHS becomes CCHS Career Pathways
  - Endorsed by CCHS Director as an employment equity strategy addressing SDOH and school-to-prison pipeline





# Career Pathways: Scale and Grow

- Comm College, Adult Ed, and Univ Partnerships
- Alt Education, Re-entry, and Foster Youth
- Hiring I/DD Individuals into Internships and Jobs
- CCHS Work-Based/Experiential Learning and Clinical Shadowing + Community Medicine
- Spirit Program – CCHS Model Program
- Dept-wide Coordination & Civil Service Exam Technical Assistance
- Addressing Implicit Bias in Hiring

# Career Pathways: Listen and Learn at the DD Council

Q1:

- How do all students (HS and above) learn about the variety of career paths that work I/DD individuals and their families?

# Career Pathways: Untapped Talent

- There are **15.1 million** adults w/disabilities (working age in U.S.)
- July 2018: 75% of Americans without a disability are in the workforce, compared to only **29% of Americans w/disabilities** in the workforce
- *Research suggests that if companies embrace disability inclusion, they will gain access to a new talent pool of ~10.7 million people*
- **GDP could get a boost up to \$25 billion** if just 1% more of persons with disabilities joined the U.S. labor force.

# Career Pathways: Untapped Talent

- Why Employers Don't Act:
  - A lack of understanding of scope of talent, benefits, and Return-on-Investment (+ bias)
- What Employers Can Do: 4 Key Actions (We ALL Win!)
  - Employ – hire, encourage and advance employees
  - Enable – via tools and technology, training for ALL
  - Engage – foster inclusive culture and events
  - Empower – mentors, coaches, skilling/re-skilling



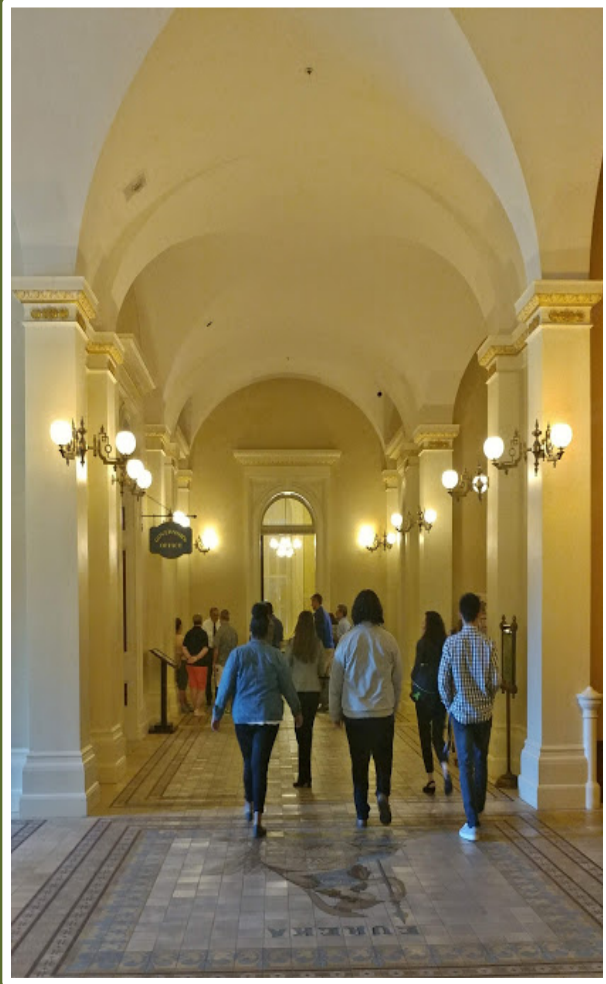
# Career Pathways: Listen and Learn at the DD Council

Q2:

- How can Career Pathways Interns be placed at your worksites and participate in work-based learning opportunities?

Q3:

- What are the big opportunities, challenges, and successful models for I/DD individuals to participate in work-based learning? (eg. Bridges to Success, Project Search, Futures Explored, Inc. etc.)



***“As we light a path for others, we naturally light our own way.”***

***-Mary Anne Radmacher***

**Thank You!**

**[Shannon.ladner-beasley@cchealth.org](mailto:Shannon.ladner-beasley@cchealth.org)**