



Alameda County
Health Care Services Agency



Alameda County HCSA Career Exploration Program

SUMMER 2019

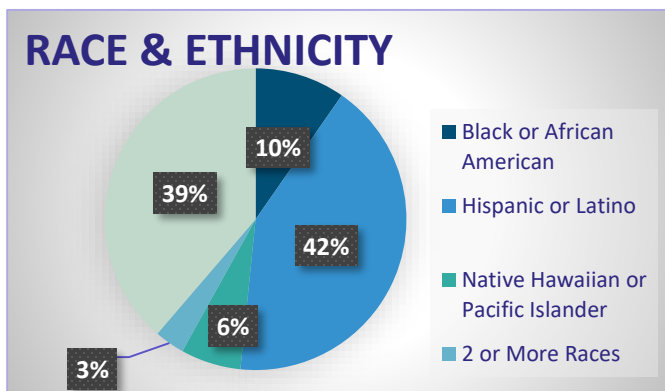
Authored by:
Alameda County Health Pathway
Partnership (ACHPP)



BACKGROUND

In 2014, The Atlantic Philanthropies awarded \$21 million in grant funds to the Oakland Unified School District (OUSD), Alameda County Health Care Services Agency (HCSA), and Alameda Health System to support and expand health career pathways in Oakland. The agencies formed the Oakland Health Pathways Partnership to promote cross-systems integration with the goal of strengthening OUSD health pathways and increasing the number and quality of healthcare internships and other work-based learning (WBL) experiences for OUSD students.

Today, HCSA continues to support high school age youth through the Career Exploration Program funded by the City of Oakland's Oakland Fund for Children and Youth. Over the next 3-years, HCSA will provide up **200 high school students** work experience within one of HCSA's four departments. 20 ethnically diverse youth per summer, fall, and spring will be provided a PAID-internship that includes county professional development training facilitated by Human Resources and then interns are matched with a HCSA professional or team to complete a project or work assigned by staff.

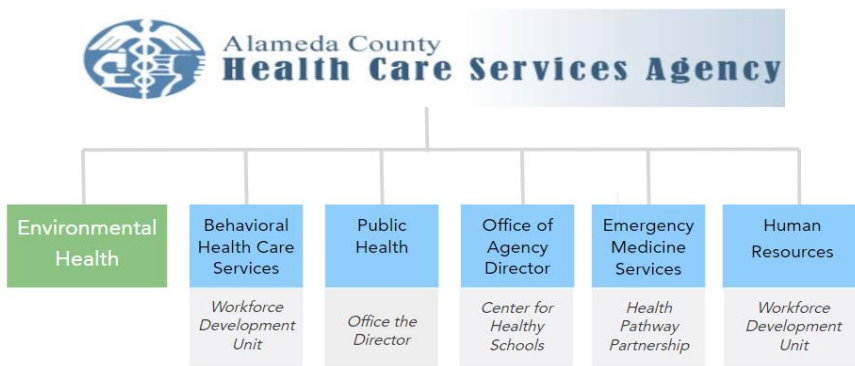


The goal of the HCSA Career Exploration Program is to provide high school students with what they need to obtain a viable career in the health sector. HCSA is committed to breaking down these barriers for ethnically diverse student populations. In our experience, the impact of internships for students of color builds confidence and encourages the students to be dedicated to reaching their full potential and thrive in their communities. [Explore our Videos.](#)

“This internship impacted me by showing me different stuff and skills that you need in the health career. Also, I didn’t know you can help someone by just being an administrator, and it made me more confident in talking to people...” Jennifer G., OUSD high school student

The Healthcare Agency Pathway Partnership for Youth

Leadership and staff of many departments within HCSA came together to develop an internal collective impact framework. The group is known as the Healthcare Agency Pathway Partnership for Youth (HAPPY) Committee. The main focus was to allow professionals from different departments and divisions to identify a common agenda to increase diversity in the Alameda County health workforce. The top priority was to expose ethnically diverse youth to career opportunities within HCSA and its partners through an internship, the HCSA Career Exploration Program.



Health Care Services Agency Pathway Partnership for Youth and Young Adults (HAPPY) Committee Reps

The HCSA Summer Internship Objectives:

1. Exposure to Non-clinical health careers and public service
2. Delivers knowledge of social determinants of health to build awareness of health disparities
3. Provides quality mentorship and access to professionals in health careers
4. Trainings on civic engagement, job search, CPR and triage, mental health first aid, etc.
5. Support the growth and development of leadership and professional skills

Participating Departments

Human Resources Department

Emergency Medical Services

Human Resources Department

Public Health Department

Behavioral Health Care Services

Nutrition Health

Family Health Services

Disease Control

"As soon as we expose young people to mentors and careers, their trajectory immediately changes."

—Dr. Jocelyn Garrick
Director, Alameda County Health
Pathways Partnership

Core Outcomes

- **Students learn about HCSA and its departments**
- **Students build awareness of mental and behavioral health**
- **Students increase knowledge of health inequities**
- **Students increase knowledge of social determinants of health**
- **Students have a better understanding of the barriers patients face in accessing healthcare and mental healthcare**
- **Students are able to identify at least 5 careers in the non-clinical health field**

Key Partners

Oakland Unified School District*

Alameda Health System*

Dewey Academy**

Environmental Health Department**

Mentoring in Medicine and Science

Stanford University***

Community Health Center Network**

Roots Community Health Center

UC Berkeley, School of Public Health***

Community

Generation Citizen **

Health Coach Program**

Alameda County Public Health Lab***

EMS Corps Program**

HEAL Program**

Paramedics Plus***

CSU, East Bay - School of Nursing**

*Stipends **Training, Workshops, and presentations ***Field Trips

HCSA Summer Internship 3-year Data Summary

Participating Oakland high schools

- Castlemont High School (Community Health Academy)
- Coliseum College Prep Academy
- Dewey Academy (Sports Medicine Academy)
- Fremont High School
- Life Academy of Health Bioscience
- Madison Park Academy
- McClymonds High School
- MetWest High School
- Oakland High School (Public Academy)
- Oakland Technical High School
- Skyline High School

