How to Host a CDIP Summer Intern, 2019

Welcome to the Webcast!
HASC Workforce Development leads a multi-pronged effort to support workforce needs across the region — especially in areas with a shortage of trained and qualified employees.
Webinar is designed to learn about the mechanics of the College to Career Diversity Internship Program (CDIP) and to share perspectives from an alum, host and a preceptor.
How to Participate in Today’s Webcast

• Enter your unique audio pin located in your webinar audio pane.

• All lines are “muted”.

• We will have time for Q&A at the end of the presentation.
Presenters

Jeff Oxendine
- Health Career Connection, President, Co-Founder

Joi Torrence-Hill
- HCC Alumni & City of Hope, Sr. Director

Carolyn Dallas
- Kaiser Permanente, Workforce Development

Brendan Mull, MD
- HCC Preceptor & Healthcare Leader

Lisa Mitchell
- Workforce Development Manager
Jeff Oxendine
Co-Founder and President of Health Career Connection
Health Career Connection

- Mission
- Collaboration
- Hospital Partner ROI
- Introduction of HCC Alumni & HASC/CDIP Champion
  Joi Torrence-Hill

Desert Oasis Healthcare HCC Intern & Dept.
Joi Torrence-Hill
City of Hope

Health Career Connection Alumni

Senior Director, Transaction and Integration Management
HCC Alumni Perspective

HCC Experience & Career Impact
City of Hope Diversity & Inclusion
Hosting HCC, HASC CDIP Intern in 2019
Patricia Etem
Health Career Connection

Director of Southern California & Coachella Valley

Serving Preceptor & Host Agency Partnerships Matching & Regional Operations

310-795-5638
Petem@healthcareers.org
2019 Candidate Snapshot

- **Total**
  - 512 Southern CA applicants

- **Average Major GPA**
  - 3.4

- **Gender**
  - 75% Female
  - 25% Male

- **Majors**
  - Public Health
  - Biology
  - Psychology
  - Biochemistry
  - Sociology
  - Chemistry

- **College/University**
  - UCLA, UC Berkeley
  - UC Riverside
  - UC Irvine, UC Merced
  - UC San Diego
  - USC
  - CSUN, CSUDH,
  - Cal State LA, LMU

- **Career Interests**
  - Public Health/ Administration/Policy
  - Nursing & Nurse Practitioner
  - MD/MPH
  - Research/Analysis
  - Mental Health
2019 Candidate Snapshot: Ethnicity

**Early Application; Invite to Interview SoCal (n=103)**

- African American: 12%
- Asian Pacific Islander: 4%
- Bi-Racial: 18%
- Caucasian: 29%
- LatinX: 17%

**General Applications SoCal (n=329)**

- African American: 12%
- Asian Pacific Islander: 4%
- Bi-Racial: 12%
- Chinese: 8%
- LatinX: 36%
- South Asian: 7%
- Caucasian: 12%
- Other: 11%
2017 HCC Cohort
“We all benefit from greater equity, inclusion and diversity in our industry, our communities, and the world, so we embrace opportunities to share what we’ve learned with others,”

-Ronald L. Copeland, MD, FACS, Senior VP & chief equity, inclusion and diversity officer, KP
Diversity and inclusion at KP
Internship management process:
- Onboarding: Temporary Hire
- Background Screening
- Orientation: Time System
- Terms & Conclusion
- Forms

Sharing descriptions with HCC for optimal preceptor/intern matching
### Health Career Connection (HCC) Internship Program

A 10 week Internship Program – Public Health Administration Interns

#### 2018 Department Profile for Intern Selection

<table>
<thead>
<tr>
<th>MEDICAL CENTER / KP SITE NAME:</th>
<th>LAMC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct Supervisor’s Name (Person that will provide daily assignments):</td>
<td>Marie F. Mao</td>
</tr>
<tr>
<td>Telephone Numbers:</td>
<td></td>
</tr>
<tr>
<td>Tie-line 8 - 363 - 6611 / Outside line (323) 783 - 6611 / Fax: (323) 783 - 6717</td>
<td></td>
</tr>
<tr>
<td>Title:</td>
<td>Department Administrator</td>
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<tr>
<td>Department:</td>
<td></td>
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<tr>
<td>E-mail:</td>
<td></td>
</tr>
<tr>
<td>Location / Facility Name:</td>
<td>4950 Floor: Atrium Level</td>
</tr>
<tr>
<td>Address:</td>
<td>4950 Sunset Blvd</td>
</tr>
<tr>
<td>City:</td>
<td>LA Zip Code:</td>
</tr>
<tr>
<td>TIME Keeping Contact: Please enter name and phone number:</td>
<td>Valerie Burton 323-783-3718</td>
</tr>
<tr>
<td>Telephone Number of Administrative Support Representative:</td>
<td></td>
</tr>
<tr>
<td>Tie-line 8 - - / Outside line ( ) - / Fax: ( ) -</td>
<td></td>
</tr>
<tr>
<td>Entity, Location, Cost Center Codes (For Pre-Authorized Recharges ONLY):</td>
<td>08 - 06 - 1321</td>
</tr>
<tr>
<td>Expected Work Shift: (i.e. 8:30 AM - 5:30 PM) 8:00AM – 4:30pm</td>
<td></td>
</tr>
<tr>
<td>Is the Intern’s location the same as Supervisor’s above? If no, please identify intern’s assigned location.</td>
<td>Yes</td>
</tr>
</tbody>
</table>
KP Intern Project Description - pg 2

| Are there specific qualities/characteristics preferred? | Yes |
| If so, please explain? | Computer skills, competent with Word, Excel. Mature, professional, comfortable in talking with members, physicians and staff. |

| Indicate school preference(s), if any, for intern: |
| 1st Preference: NONE |
| 2nd Preference: |

<table>
<thead>
<tr>
<th>Desired Major: (Please check desired major(s) below and include a specific concentration for each category.)</th>
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<tbody>
<tr>
<td>Business</td>
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<tr>
<td>Business</td>
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<tr>
<td>Computer Science</td>
</tr>
<tr>
<td>English</td>
</tr>
<tr>
<td>Social Sciences</td>
</tr>
<tr>
<td>Other:</td>
</tr>
</tbody>
</table>

| Desired Course Work: |
| GPA Requirement (If require over 3.0) – Overall GPA: | Major GPA: |

<p>| Department Profile | Number of Staff in Department: |</p>
<table>
<thead>
<tr>
<th>Computer Skills: (Please indicate needed proficiency level (A=Advanced, I=Intermediate, B=Beginner) Do not check box if proficiency is not required)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
</tr>
<tr>
<td>Other (specify):</td>
</tr>
</tbody>
</table>

| List Specific Qualities and Characteristics the Department is Looking for in an Intern | i.e. Skills / Interests |
| Computer skills, competent with Word, Excel. Mature, professional, comfortable in talking with members, physicians and staff. |
Preceptor Roles

Provides guidance, direction & supervision

Creates opportunities to learn about the agency

Reviews deliverables & facilitates skill development
Experience as a Preceptor

Presenting HCC Participation to Organizational Leadership

Facilitating Contracting

Interviewing Candidates & Matching to a Project
Experience as a Preceptor

Preceptor Experience: Guiding & expecting Excellence; the independence and training of interns.
Lisa Mitchell
Hospital Association of Southern California

Workforce Development Program Manager

lmitchell@hasc.org

213-538-0722
HASC & HCC

HASC regions & outreach efforts
Hospital leadership communications about CDIP
Hired an intern in a full-time position
HASC CDIP participation goals:
- Agency ROI (Projects)
- Participation of 18-25 member sites

Link to HASC: Workforce Development
Aileen Babadjianians
National Placement Manager
Serving placement outreach, communication & technology
ababadjianians@healthcareers.org
Questions?
To indicate your interest in hosting, please click HERE.