STRENGTHENING THE PIPELINE:

Increasing Health Career Pathways in Sacramento City Unified School District

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CONTEXT

Health career pathways serve as a foundation of academic support and professional development opportunities that expose, train, and empower students as future members of the health workforce. The Sacramento City Unified School District (SCUSD) has two health pathway programs: Health Professions High School (HPHS) and and the Health and Medical Sciences Academy at Hiram W. Johnson High School (HJHS). SCUSD, through the funding from The California Endowment, would like to determine how to increase enrollment of students at these two sites. This includes the goal of enrolling students that are diverse and representative of the larger population, especially young men of color. Nurturing diverse health pathways at SCUSD and in other areas is not only imperative for preparing students for collegelevel work, but also for providing them with the resources they need to pursue and be successful in their careers and contribute to their communities. Overall, our project articulates best practices and factors that influence students' decisions to enroll in a pathway and identify how pathways could further support students' experiences.

METHODS

LITERATURE REVIEW

INTERVIEWS WITH SCHOOL STAFF + EXPERTS IN THE FIELD

STUDENT FOCUS GROUPS

STUDENT ONLINE SURVEY

FINDINGS

The partnerships and ability to apply hands-on activities in the overall academic experience is a significant asset.

- In the survey and focus groups, students reported that participating in WBL opportunities was one of the greatest benefits of being in a pathway.
- Students reported having had field trips and/or site visits that have helped them explore future careers (82% at HPHS and 81% at HJHS).
- "They expose you to how people in those fields work and expand your knowledge

pathways.

• An interest in a health career was the most common reason that motivated

Preparation and people matter in the decision to enroll in

students' decisions to enroll (63% in HPHS, 84% in HJHS). · HPHS students most commonly indicated that parents were the most

Data source: California Department of Education

influential people that guided their decision (69%), while HJHS students most often reported teachers as influential (54%). • Siblings were also important in the decision-making process (28% for HPHS,

teractive recruitment events are the most engaging ways to showcase athway programs, but are time- and resource-intensive.

• HPHS staff and focus group participants noted that they often encounter lack of awareness of their school and need to explain what the school is about. • Lack of awareness about the school location and program make it challenging to host middle school students at the high schools.

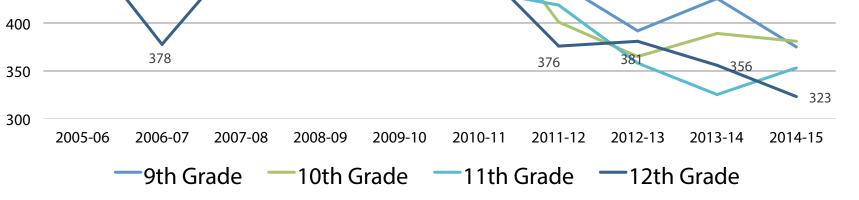
•Teachers spent a significant amount of time planning and engaging in recruitment events. This mainly takes place after school hours. This is not a only an additional time burden but teachers must also be compensated through grant funding.

Staff and students acknowledged that broadening students' knowledge of nealth careers has been one of the biggest accomplishments of the health pathways.

- Engage in partnerships with community-based organizations that address social determinants of health as a way to diversify WBL opportunities and concurrently amplify TCE's BHC work in prevention.
- Student quote: "The experiences that I have undergone have helped me see all sides of the health profession, not only nursing and general doctor but other careers that are not very well known but are incredibly interesting."

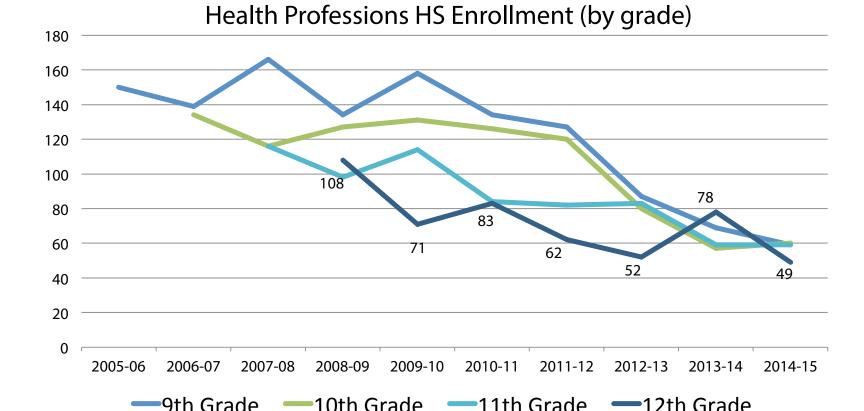
RECOMMENDATIONS

Health Professions HS Enrollment (by grade)



Hiram W. Johnson HS Enrollment (by grade)

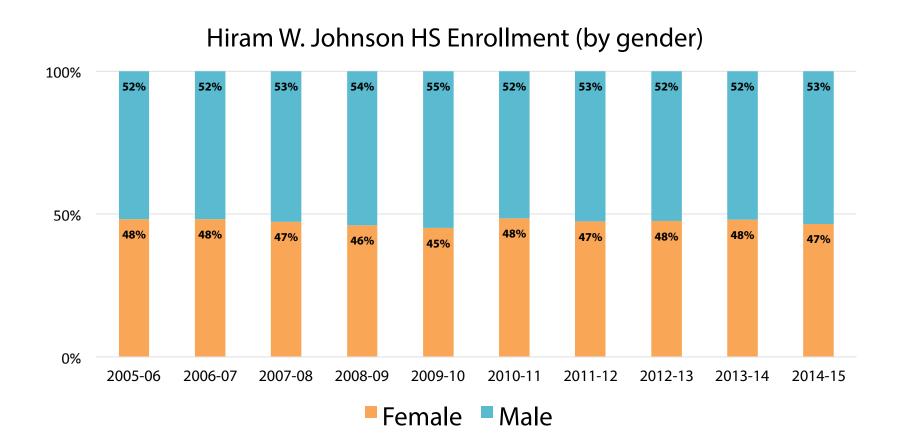
HIGH SCHOOL TRENDS

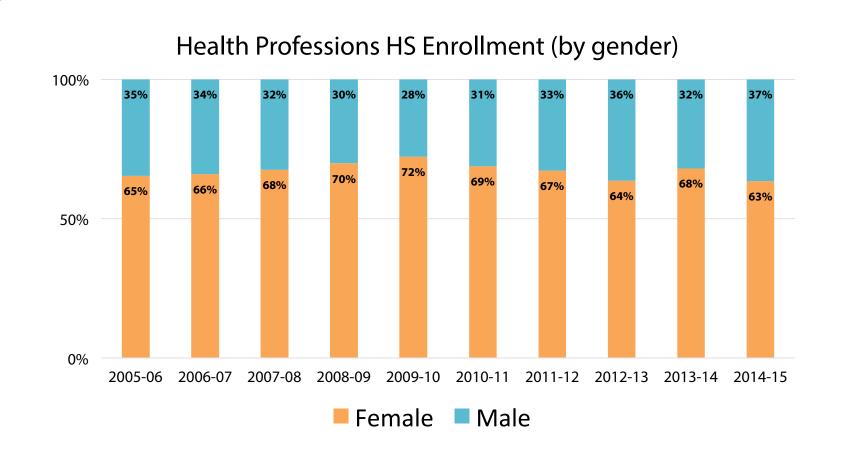


37% for HJHS).

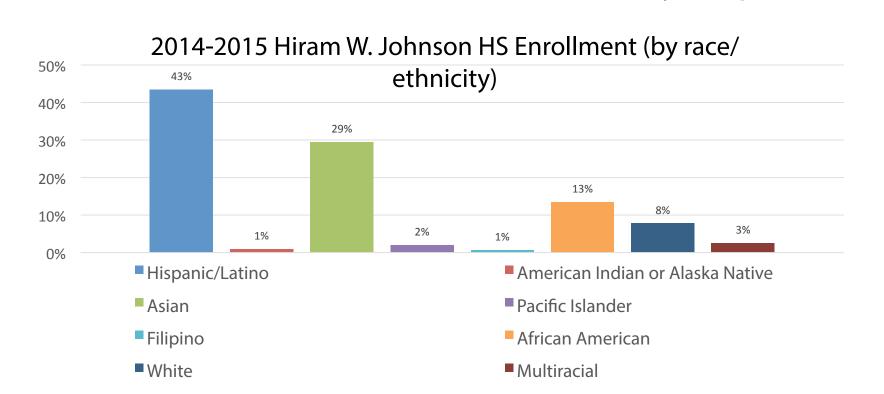
Need to consider gender balance

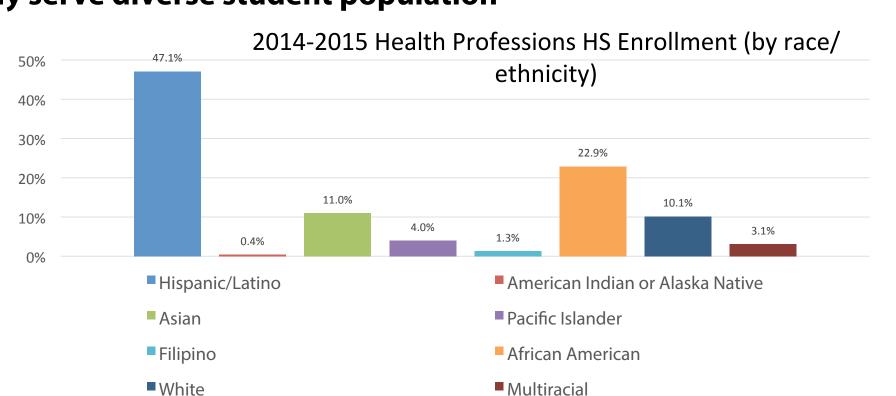
Need to strengthen enrollment





Health career pathway programs primarily serve diverse student population





PATHWAY VISIBILITY

- **Distributing flyers** to middle school parents after school
- **Selling school merchandise** and community areas other than schools (e.g., stores)

DATA AND EVALUATION CAPACITY

- Asking parents/students to **fill out feedback forms** at info sessions and events
- Using Facebook and LinkedIn to create alumni pages/build out the **alumni** network
- Hosting **alumni panels**

STRATEGY AND TARGETED MESSAGING

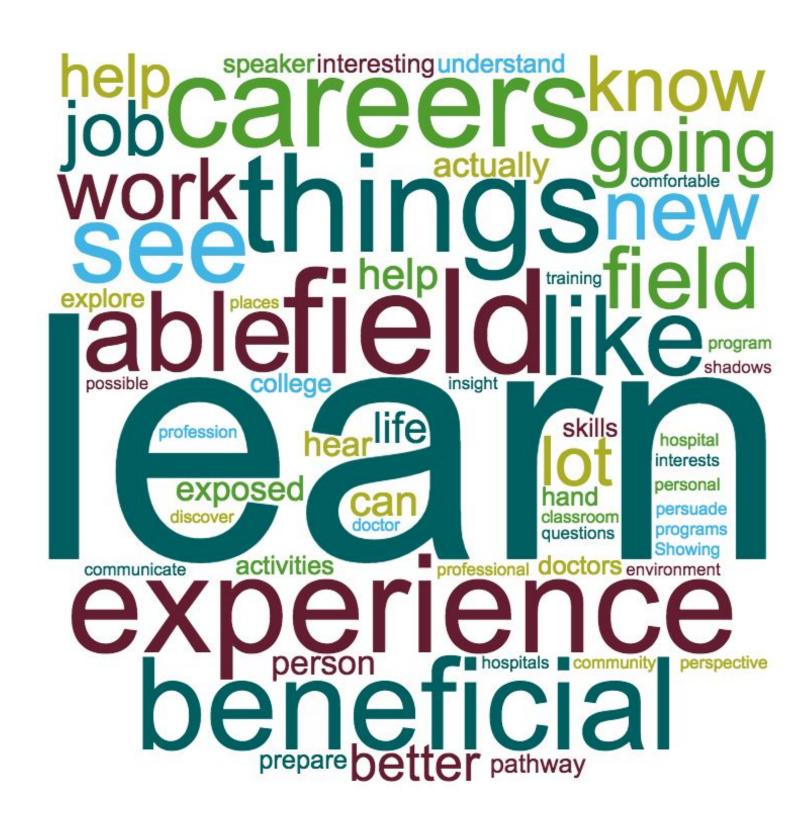
- Convening teachers to discuss diversity in pathways and health workforce
- Deepening WBL opportunities in areas of health where students, and especially men, can exercise **leadership and management** (e.g., planning, quality improvement)
- Broadening extracurricular activities that allow men to feel connected to the school (e.g., sports)

PEER AND PROFESSIONAL MENTORING

- Establishing formal mentorship programs with working professionals and/ or college students studying health
- Building peer mentor model between freshmen/sophomores and juniors/ seniors

STUDENT SURVEY DATA

Student perspective on benefits of participating in health pathway:



Top 3 most influential individuals in guiding health pathway enrollment₁:

Health Professions HS Hiram W. Johnson HS

1.Teachers (54%)

2.Siblings (37%)

3.Friends (35%)

3. Teachers (22%)

Top 3 factors that influenced student decision to attend health pathway₁:

Hiram W. Johnson HS

- 1. Interested in health career/wanted to be better prepared (84%)
- 2. Wanted health pathway to help prepare for college (40%)
- 3. Wanted to work with health pathway teachers (32%)

Health Professions HS

1. Parents (69%)

2. Siblings (28%)

- 1. Interested in health career/wanted to be better prepared (63%)
- 2. Parents wanted student to attend this high school (52%)
- 3. Wanted health pathway to help prepare for college (31%)

Hiram W. Johnson HS: N=57

Note: 1 Student survey respondents had the option to select more than one option

