

Healthcare Pathways

An **osHPD** Publication for Students



From left to right: OSHPD Director Bob David, HCTP Program Coordinator Wendy Namisnik, CalHealth Workforce Scholarship Winner Hannah Huerta, HCTP Manager Felicia Borges, HWDD Deputy Director Lupe Alonzo-Diaz, and Foundation Acting Executive Director Karen Isenhower

CALHEALTH WORKFORCE SCHOLARSHIP WINNERS AWARDED \$1,000

The winners of the CalHealth Workforce Scholarship were announced May 22. Ten high school seniors from throughout California were chosen out of 35 applicants. These students will be awarded \$1,000 each to attend college and pursue their dreams of becoming nurses.

The students submitted winning essays on the 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 Haley Garzoli's essay, "Competence is Key," on page two and watch for other winning essays to be featured in future *Healthcare Pathways*.

The CalHealth Workforce Scholarship was made possible by the Health Professions Education Foundation (Foundation) and Healthcare Workforce Development Division's (HWDD) Health Careers Training Program (HCTP), and funded by The California Wellness Foundation.

Learn more about other programs, tools, and resources at <http://oshpd.ca.gov/HWDD/HCTP.html>, and be sure to follow us on Facebook and Twitter to be the first to hear about future opportunities.

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CalHealth Workforce provides important program, education, and industry information on Facebook and Twitter. "Like" us at facebook.com/calhealthworkforce. Follow us @healthprofca.gov.

COMPETENCE IS KEY

Written by Haley Garzoli

California, being “the most populous and diverse state in the nation,” calls for a healthcare system that responds accordingly. With as many immigrants, and people that simply come to California to visit, it is very important, and necessary, that our healthcare system possesses nurses with sufficient ability to both understand and communicate with people of diverse cultures and customs.

Due to the fact that nurses tend to be the healthcare workers whom are most in personal patient contact, it is important that they are prepared to recognize patients of different cultures, and what non-typical restrictions they may live by. For example, certain cultures may find it objectionable for a female nurse to remove a male patient’s shirt to affix EKG leads. A “culturally competent” nurse who realizes that may ask a male nurse to perform that particular task in order to avoid unnecessary disruption of the patient assessment process in an emergency room setting. Culturally competent nurses should also be prepared to recognize and address other ethnic healthcare practices. For example, “Asian and Pacific Islander cultures, among others, use traditional therapies including acupuncture to treat illness” (Kaiser Permanente, 2003).



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

The importance of a culturally sensitive healthcare system cannot be overstated. With the “melting pot” of varied races and beliefs present in California today, the ability of healthcare professionals to recognize when potential treatment options may conflict with the patient’s cultural beliefs is paramount. A highly educated and trained nurse will be able to recognize and react to culturally diverse patients and provide the correct care in a timely manner while respecting the patient’s ethnic and cultural background.

In order to really be considered “culturally competent,” one must be open-minded. As the University of Mary’s Nursing Spirit Journal says, “Different cultures place different emphasis on issues that affect health care, such as family, independence and religion. For instance, in Asian and Hispanic cultures, family means not just mother, father and wife/husband, but grandparents, cousins, aunts and uncles. Prohibiting these extended family members from visiting in the hospital would be insensitive. A culturally competent nurse takes the time to learn about other culture values that affect his or her patients.”

Along with being open-minded, a nurse must also possess good detective skills, also stated in the Nursing Spirit Journal: “Not every patient is willing to talk about the issues that are standing between him/her and following proper health care advice. A good, culturally competent nurse is part healthcare worker and part detective. Such a nurse becomes aware of the small, non-verbal clues that indicate a patient is not being totally forthcoming. For example, one nurse reported being frustrated with a group of patients from Asia who didn’t show up for their mammogram appointments. Their non-compliance became more understandable when she stopped to realize that breast cancer is virtually unheard of in their native country.”

As California’s population continues to diversify, the importance of having a culturally competent healthcare system will become more and more important when it comes to providing quality health care to the growing population of minorities. The continuing education of healthcare professionals, specifically nurses, must be a high priority of medical facilities delivering care.

EMMA LONGRIDGE
FOOTHILL HIGH SCHOOL

“I AM INSPIRED TO BECOME A NURSE IN ORDER TO INTIMATELY TAKE CARE OF PEOPLE AND BETTER OUR SOCIETY AS A WHOLE.”

Hannah Huerta
Argonaut High School

“I want to become a nurse so I can help others by providing medical assistance while demonstrating kindness and compassion.”

ISAAC DUNN
Sanger High School

“My mother is an Oncology Nurse, and I have always been inspired by the giving and compassionate nature required by her job in order to help others.”

Isidro Perez
Atascadero High School

“I want to become a nurse because I want to help low income families that do not have the money to take their kids and loved ones to the doctor...”

Congratulations to all our winners!

Carla Cobb
Vista del Lago High School

“I want to become a nurse because I can’t see myself in any other profession.”

Antonio Rodriguez
Merced High School

“I want to become a nurse so I can help better the lives of those in my community.”

Haley Garzoli
Clear Lake High School

“I would like to become a nurse because I want to be a part of something bigger than myself: be a part of the solution to a world in chaos rather than part of the problem, and be there to provide care and comfort to those in need.”

Emily DeLaBarre
San Diego High School of International Studies

“I want to assist in providing health care to those in need.”

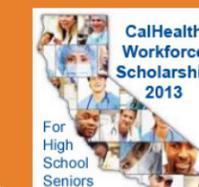
Jazmin Hlemer
Brea Olinda High School

“I want to be dedicated to the care of others and I would like to have the satisfaction of knowing that I make a difference every day, each day, in a person’s life.”

Amy Thompson
Trabuco Hills High School

“I want to become a nurse to provide care for people in their most vulnerable state.”

Meet the
2013
CalHealth
Workforce
Scholarship
Winners



Nursing Scholarships and Loan Repayment Programs Available Now



The Health Professions Education Foundation awards scholarships and loan repayments to health professional students and graduates who provide direct patient care in medically underserved areas (MUA) of California for one to four years. The Foundation has six programs specifically for nurses. To view all of the Foundation's programs, visit their website at <http://oshpd.ca.gov/HPEF/>.

Vocational Nurse Scholarship

Applicants must: currently be accepted or enrolled in a Vocational Nurse program in California; be free from any other service obligation; have valid legal presence and ability to work and provide care in the state of California; graduate after January 31, 2014; be willing to work in a MUA for two years; and submit a complete application on or before October 19, 2013. Those awarded the Vocational Nurse Scholarship may receive up to \$4,000. If awarded, recipients agree to a two-year service obligation practicing direct patient care at a qualified facility in California. Qualified facilities include those designated by the U.S. Department of Health and Human Services Health Resources and Services Administration (HRSA) as a MUA, Health Professional Shortage Area (HPSA), county, state, or veterans facility.

Licensed Vocational Nurse Loan Repayment

Applicants must: currently be a Licensed Vocational Nurse (LVN) in California; be practicing as a LVN providing direct patient care in a MUA, HPSA, county, state, prison, or veterans facility; have outstanding educational debt from a commercial or U.S. governmental lending institution; be free from any other service obligation; have valid legal presence and ability to work and provide care in the state of California; be willing to work in a MUA for two years; and submit a complete application on or before October 19, 2013. Those awarded the Licensed Vocational Nurse Loan Repayment may receive up to \$6,000. If awarded, recipients agree to a two-year service obligation practicing direct patient care at a qualified facility in California. Qualified facilities include those designated by HRSA as a MUA, HPSA, county, state, or veterans facility.

Licensed Vocational Nurse to Associate Degree Nursing Scholarship

Applicants must: currently be accepted or enrolled in a Licensed Vocational Nurse to Associate Degree Nursing program in California; be free from any other service obligation; have valid legal presence and ability to work and provide care in the state of California; graduate after January 31, 2014; be willing to work in a MUA for two years; and submit a complete application on or before October 19, 2013. Those awarded the Licensed Vocational Nurse to Associate Degree Nursing Scholarship may receive up to \$8,000. If awarded, recipients agree to a two-year service obligation practicing direct patient care at a qualified facility in California. Qualified facilities include those designated by HRSA as a MUA, HPSA, county, state, or veterans facility.

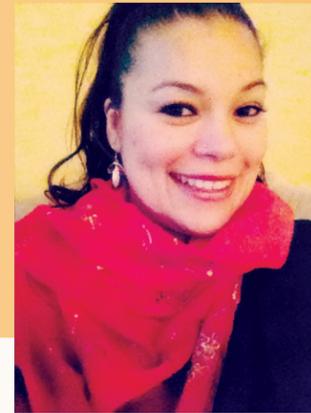
Associate Degree Nursing Scholarship

Applicants must: currently be accepted or enrolled in an Associate Degree Nursing program in California; be free from any other service obligation; have valid legal presence and ability to work and provide care in the state of California; graduate after January 31, 2014; be willing to work in a MUA for two years; and submit a complete application on or before October 19, 2013. Those awarded the Associate Degree Nursing Scholarship may receive up to \$10,000. If awarded, recipients agree to a two-year service obligation practicing direct patient care at a qualified facility in California. Qualified facilities include those designated by HRSA as a MUA, HPSA, county, state, or veterans facility.



APPLY ONLINE VIA CALREACH!

OSHPD is proud to launch CalREACH to make applying for and receiving healthcare scholarships, loan repayments, and/or grants easier and more efficient. Many of these funding opportunities are currently available or scheduled to be released soon. See program websites for specifics and visit CalREACH at calreach.oshpd.ca.gov to apply online now if you're eligible.



"I have truly been so blessed in receiving the award for my repayment loan. One of my goals was to reduce my debt in my life and your help will reduce it by almost 50%!"

-Dolores Gonzalez



"With the help of the OSHPD BSN Scholarship, I have now completed two full years in the school of nursing with high grades. I used the money by investing my time and resources in doing my best in my student nurse career."

-Vanessa Sevilla



"I am looking forward to the opportunities in advancement after continuing my education. I am planning on a long career of providing healthcare to underserved populations."

-Rachel Bush



"This scholarship money came at a perfect time and literally saved my life. It is one of the best things that happened to me during my nursing school."

-Jazel Ruivivar

Bachelor of Science Nursing Loan Repayment

Applicants must: currently be licensed as a Registered Nurse (RN) in California and have a Bachelor of Science Nursing (BSN) Degree; be practicing as an RN providing direct patient care in a MUA, HPSA, county, state, prison, or veterans facility; have outstanding educational debt from a commercial or U.S. governmental lending institution; be free from any other service obligation; have valid legal presence and ability to work and provide care in the state of California; be willing to work in a MUA for two years; and submit a complete application on or before October 19, 2013. Those awarded the Bachelor of Science Nursing Loan Repayment may receive up to \$8,000. If you were previously awarded the BSN Loan Repayment, you may be awarded a second time for up to an additional \$11,000. If awarded, recipients agree to a two-year service obligation practicing direct patient care at a qualified facility in California. Each award requires an additional two-year service obligation.

Bachelor of Science Nursing Scholarship

Applicants must: currently be accepted or enrolled in a Bachelor of Science Nursing Degree program in California; be free from any other service obligation; have valid legal presence and ability to work and provide care in the state of California; graduate after January 31, 2014; be willing to work in a MUA for two years; and submit a complete application on or before October 19, 2013. Those awarded the Bachelor of Science Nursing Scholarship may receive up to \$13,000. If awarded, recipients agree to a two-year service obligation practicing direct patient care at a qualified facility in California. Qualified facilities include those designated by HRSA as a MUA, HPSA, county, state, or veterans facility.



Nursing Education in California: Universities Committed to a Diverse Workforce and the Medically Underserved

Written by Lori Lindenberg, Health Workforce Information Center (hwic.org)

Current priorities for our healthcare system include a diverse workforce, access for underserved communities, and increased educational capacity to address workforce shortages.

Nursing education reform has become a hot topic in the health workforce field. Current priorities for our healthcare system include a diverse workforce, access for underserved communities, and increased educational capacity to address workforce shortages. To adapt to the demands of these priorities, nursing education is being reformed. At the national level, the movement has been led by the 2010 Institute of Medicine (IOM) Report, *The Future of Nursing: Leading Change, Advancing Health*. Prior to the introduction of the IOM report recommendations, many states, including California, developed their own strategies, programs, and policies for educating their nurse workforce.

Increasing Nursing Education Capacity in California

Almost four years before the release of the IOM recommendations, former Governor Schwarzenegger established the California Nurse Education Initiative to address the annual registered nurse shortages of over 9,900 workers. Part of this plan focused on expanding nursing programs at California universities by improving faculty recruitment efforts. California State University received additional state funds to expand enrollment by 280 nursing students. The University of California also contributed to education program expansion by “launching new programs at its Irvine (UC Irvine) and Los Angeles (UCLA) campuses; reopening its Bachelor’s degree nursing program at UCLA; and expanding enrollments in existing programs at both UCLA and UC San Francisco.” (<http://www.labor.ca.gov/pdf/CNEIAnnualReport100406.pdf>, page 9)

Focusing on the Underserved

The Nurse Education Initiative also paid specific attention to preparing graduates for serving the underserved. For example, the Song-Brown Healthcare Workforce Training Program, established in 1973, has focused on meeting unmet primary healthcare needs. In fiscal year 2005-2006, the program was expanded to cover nursing education programs. The additional funding provided support for students from underserved locations interested in nursing education. The University of San Diego, California State University, and Azusa Pacific University were just a few of the educational institutions to receive financial assistance through this program in 2009. Song-Brown currently funds 32 registered nurse education programs to improve access to healthcare services.

Partnering with Robert Wood Johnson

A recent report from the Robert Wood Johnson (RWJ) Foundation highlighted a California nursing education program offered through the Charles R. Drew University of Medicine and Science in Los Angeles. Supported by a grant from RWJ, the program established the Mervyn M. Dymally School of Nursing. The core curriculum includes a Cultural Diversity course, which also focuses on the underserved. The program employs a diverse faculty of 24, including 13 African American and 7 Asian educators. Their mission statement says, “The nursing program is committed to preparing highly qualified nurses to provide excellent nursing care to clients from diverse backgrounds in a multi-cultural society, paying attention to the underserved who present with special needs.”

What this Means for California Nursing Students Today

Nursing reform efforts to increase enrollment slots for qualified applicants have received most of the attention. However, this is not the only aspect of reform that may impact students. Students will notice an ever-increasing commitment to diversity. According to a recent report from the California Board of Registered Nursing, the proportion of ethnic minority students in California registered nursing programs has remained relatively stable over time,

from 55% in 2001 to a high of 61% in 2009 and 59% in 2010. As stated in the report, “statewide data suggest that Hispanics are currently, and will continue to be, the most underrepresented racial group in the nursing workforce as compared to the general population.”

In order to address this gap, nursing programs, such as the Mervyn M. Dymally School of Nursing, have focused on recruiting a diverse student body and faculty. For example, many California State University campuses state their commitment to diversity in their mission statements. Also, most of California’s universities commit to preparing students of all backgrounds for practice in diverse communities.

California’s Nursing Education Redesign Strategic Action Plan encourages the development of new education pipeline efforts. This includes the formation of partnerships between community colleges

and universities for seamless transition from Associate’s to Bachelor’s nursing degrees. These pipeline strategies open up opportunities for a more diverse selection of qualified students.

After graduation, nursing students in California can take advantage of loan repayment programs that incentivize providing care in underserved locations. For example, the Health Professions Education Foundation offers the Bachelor of Science Nursing Loan Repayment program which provides financial assistance for repaying student debt to nurses who agree to serve in a selected location for two years. This is just one of the loan repayment programs offered to nurses in California and nationally, intended to increase healthcare access for the medically underserved.

Nursing students can expect new programs, reforms, and policies to support and encourage students from diverse backgrounds and those with an interest in the underserved to earn their degree and enter the field. Find more education, nursing, and other healthcare related information and resources at <http://oshpd.ca.gov/HWDD/HCTP.html>.

Song-Brown funds registered nurse education programs to improve access to healthcare services. Learn more at http://oshpd.ca.gov/HWDD/Song_Brown_Prog.html

Clean Hands. Healthy Students.

Washing your hands properly is an easy way to prevent spreading germs and getting sick. So, lather up!

Wet your hands under running water. **1**



Lather well. Rub your hands for at least 20 seconds. Don't forget to scrub the back of hands, between fingers, as well as under your nails. **3**



2
Apply liquid or bar soap to palms.



Rinse well. Then dry with paper towels or an air dryer. **4**



OSHPD's High School Intern Shares Handwashing Tips



"There's a proper way we should wash our hands. I've seen classmates walk out of the restroom with just a rinse. If we could actually see what's on our hands, we would think it's gross. Germs, viruses, and bacteria can get us sick. That might mean missing school and that's not good because you fall behind. So wash your hands and stay healthy!"

- Diana Barrera-Gutierrez
Health Professions High School



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Healthcare Workforce Development Division **HWDD**



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