



HOSPITAL ASSOCIATION OF SOUTHERN CALIFORNIA®

Ensuring a continuum of well-trained, diverse, health profession leaders through the HASC College to Career Diversity Internship Program, in partnership with:



The HASC College to Career Diversity Internship Program (HASC CCDIP) is designed to accelerate Member efforts to address workforce diversity and shortage objectives, as defined and measured by the 2017 HASC Southern California Workforce Solutions Paper, through a seven-pronged strategy:

- 1) Participating host sites identify their three priority workforce objectives to be impacted by a HASC CCDIP intern. HCC manages intern recruiting for placement(s) relevant to these priorities.
- 2) Members ideally commit to a three-contiguous summer participation cycle, and support funding an intern who completes your substantive project(s) in 10 weeks. Interns earn a \$4,000 stipend.
- 3) Participating HASC sites have guided access to HCC's nation-wide alumni network, expanding your recruitment talent pool & efforts.
- 4) HASC member CEO's and/or Behavioral Health, Diversity, Nursing, & HR leaders present at the HCC mid-summer conference and to HCC alumni.
- 5) HASC CCDIP HCC intern alumni convene annually to generate solutions to workforce shortage & inclusion challenges..
- 6) HCC delivers and evaluates a Preceptor training.
- 7) HCC will staff and evaluate this comprehensive & rewarding program for measurable, sustainable ROI success. The cost per intern is \$6,900.



Mission

HASC's mission is "to lead a coordinated regional effort to identify and implement strategic solutions that ensure a sufficient supply of well-trained health care professionals at all levels of the care continuum."

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Interns are recruited from and serve in the six counties in which HASC members operate.
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Reach and Impact

- ✓ 500 annual SoCal Applicants
- ✓ 150 interns placed annually by 2023
- ✓ 80% HASC member participation by 2023
- ✓ 1000 major summer projects completed by 2025

HASC College to Career Diversity Internship Program Connects you to Talent

- HCC recruits, screens, and matches interns whose interests and skills align with your hospital needs, objectives, and projects;
- 90% of interns are from under-represented ethnic populations;
- HASC CCDIP interns are from top colleges and universities, and are from communities served by or located near your hospital or medical center;
- 90% of interns are health initiative advocates, & campus community leaders, mentors & mentees.

Proven Track Record

- 100% of preceptors were satisfied with their intern's contribution to the organization
- 95% of preceptors say hosting an intern is a good return on investment



HASC Members will have access to HCCs 28 year Alumni network, to support long-term workforce shortage & recruiting needs

HASC Member & Preceptor Roles

- Offer a full-time (40 hours/week), 10 week internship from June through August/September;
- Provide intern with meaningful projects & learning opportunities;
- Provide supervision and mentoring;
- Offer exposure to organizational leadership, collaboration, operations, and administration;
- Meet at least once per week with their intern/s
- Provide intern/s with a place to work (computer, desk, etc.; even if the placement is primarily field/community work)
- Designate a Preceptor to supervise the intern.

Links to and features of Internships

Edwin Chojolan, AltaMed

<https://youtu.be/mVEEcPvzHhs>

Andrew Bergman, PIH

<https://youtu.be/PSsWCavHqSI>

Participation Timeline in Brief

September to March each year: New Host Site Recruitment.

September through January each year: HCC recruits candidates, reviews applications, & prescreens candidates. Host sites provide HCC and HASC with their CCDIP intern (paragraph) project scopes of work.

January through February each year: HCC matches candidates to project scopes and geographic location of internship opportunity.

March through April of each year: Host sites interview candidates, and HCC confirms the matches of candidates to sites and preceptors.

May through September each year: The 10-week, full-time internship & professional development program occurs & is evaluated.

Year round: Participating host sites have guided access to announce positions, and recruit candidates from HCCs alumni database.



HCC Roles within HASC CCDIP

- Recruit, screen, & match interns with your hospital or department workforce and project needs;
- Manage a structured internship program, which includes facilitating interns' development of an internship plan, and project deliverables;
- Support your hospital Preceptors, and coach and advise interns;
- Organize health professional development workshops, site visits, and networking events;
- Provide annual reports and initiative data to you;
- Evaluate the HASC CCDIP initiative for HASC.

Intern Roles

- Each intern commits to 10 consecutive 40 hour weeks, & is supervised by your Preceptor/staff.
- HCC does require intern participants to attend: **Orientation**, mid-late June, the annual July (Friday/Saturday) **professional development** & health issues **conference**, as well as one 1/2-day **site tour**
- **Required project deliverables:** a) complete a substantive scope of work, b) complete a final report and a 2-minute project video.

Connect with HASC CCDIP!

To host an intern contact Patricia or Lisa:

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