



How to Host a CDIP Summer Intern, 2019

Welcome to the Webcast!

Teri Hollingsworth

Hospital Association of Southern California

Vice President Human Resources and Education Services

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.



HASC/HCC CDIP Initiative

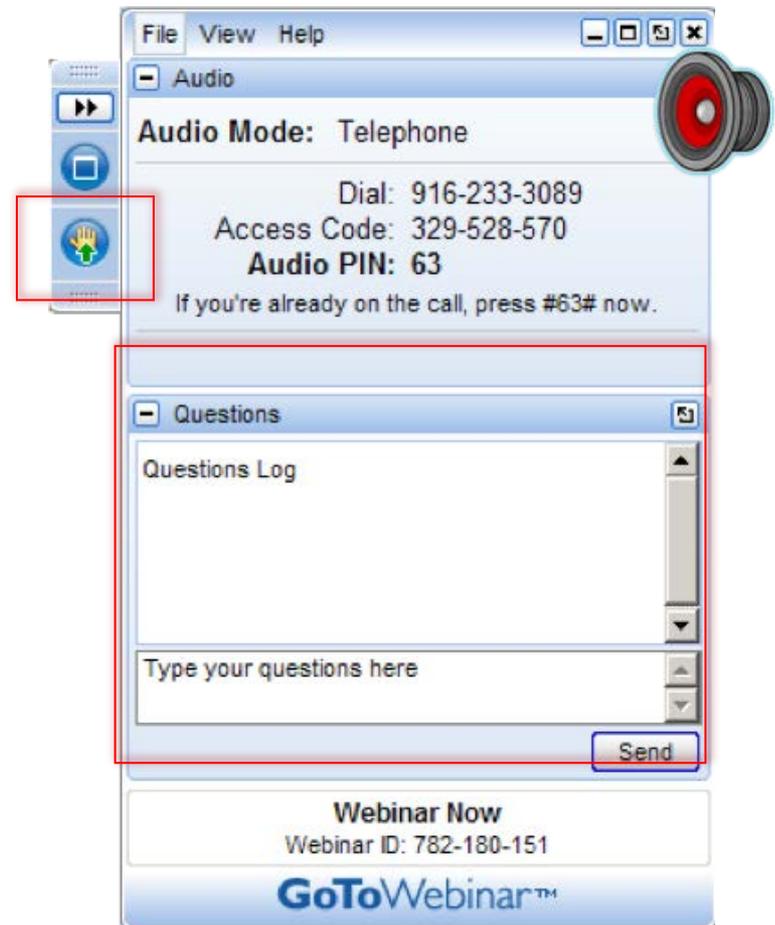
- ❓ **Webinar is designed to learn about the mechanics of the College to Career Diversity Internship Program (CDIP) and to share perspectives from an alum, host and a preceptor.**



Desert Oasis Healthcare HCC Intern & 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

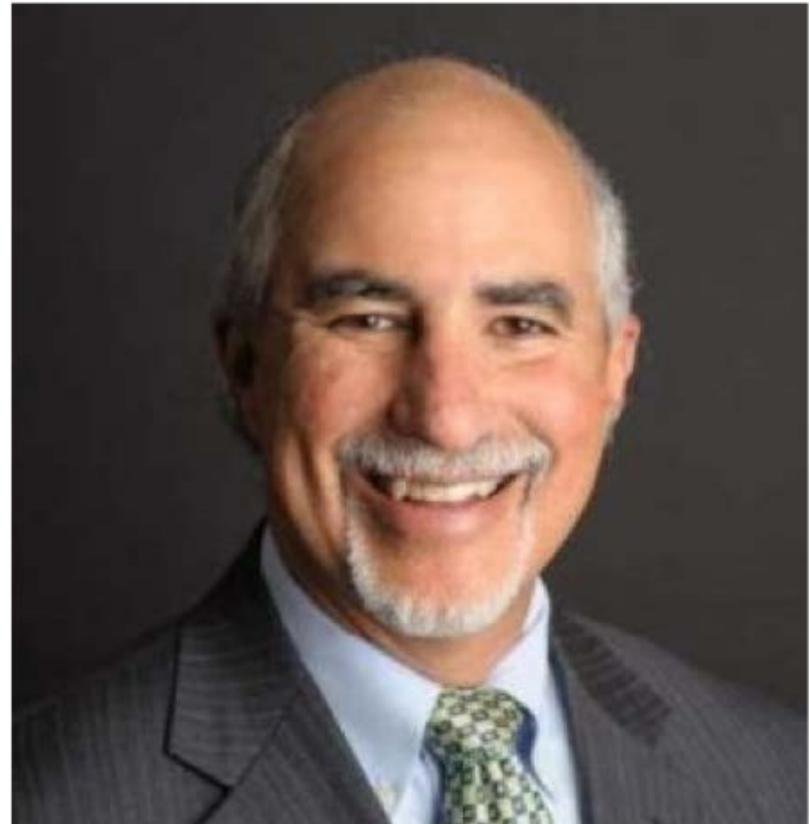
? Lisa Mitchell

- Workforce Development Manager

Jeff Oxendine

Health Career Connection

**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**

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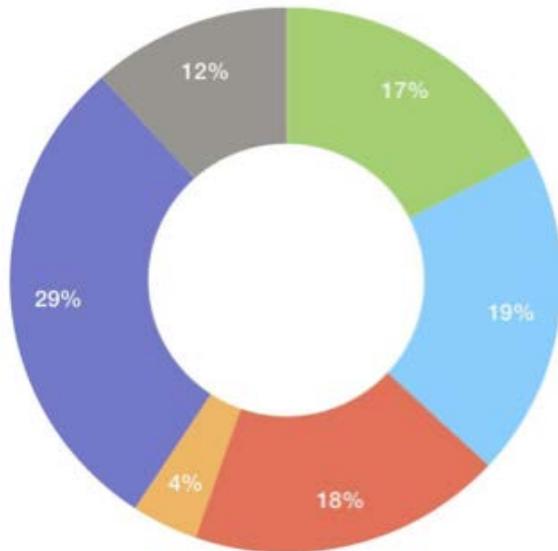


2019 Candidate Snapshot

- **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

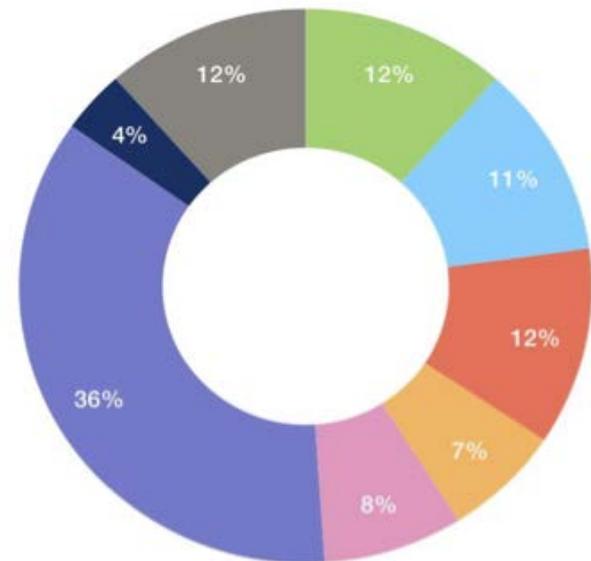
2019 Candidate Snapshot: Ethnicity

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



● African American
 ● Asian Pacific Islander
 ● Bi-Racial
 ● Caucasian
 ● LatinX
 ● Other

General Applications SoCal (n=329)



● African American
 ● Asian Pacific Islander
 ● Bi-Racial
 ● Caucasian
 ● LatinX
 ● Chinese
 ● South Asian
 ● Other

2017 HCC Cohort



Carolyn Dallas

Kaiser Permanente

“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



KP College Internship Implementation Model

- ❓ **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**



KP Intern Project Description - pg 1

Health Career Connection (HCC) Internship Program

A 10 week Internship Program – Public Health Administration Interns

2018 Department Profile for Intern Selection

MEDICAL CENTER / KP SITE NAME: LAMC

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



KP Intern Project Description - pg 2

<p>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.</p>
<p>Indicate school preference(s), if any, for intern:</p> <p>1st Preference: NONE</p> <p>2nd Preference:</p>

Desired Major: (Please check desired major(s) below and include a specific concentration for each category.)					
<input type="checkbox"/>	Example: Business	Specify: e.g., Accounting		Applied Science	Specify:
	Business	Specify:		Communications	Specify:
	Computer Science	Specify:		Engineering	Specify:
	English	Specify:		Liberal Arts	Specify:
	Social Sciences	Specify:		Other:	
Desired Course Work:					
GPA Requirement (If require over 3.0) – Overall GPA: / Major GPA:					

Department Profile			Number of Staff in Department:								
Computer Skills: (Please indicate needed proficiency level (A=Advanced, I=Intermediate, B=Beginner) Do not check box if proficiency is not required)											
I	MS Word	I	Excel	B	Access	AI	Power Point	NA	Lotus Notes	NA	Other
Other (specify):											

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



Brendan Mull, MD

MedPOINT Management

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 Babadjanians

Health Career Connection

National Placement Manager

Serving placement
outreach, communication
& technology

ababadjanians@healthcareers.org



Questions?



To indicate your interest in hosting,
please click [HERE](#)

