

ADVENTIST HEALTH WHITE MEMORIAL'S

Healthcare Workforce Development Program

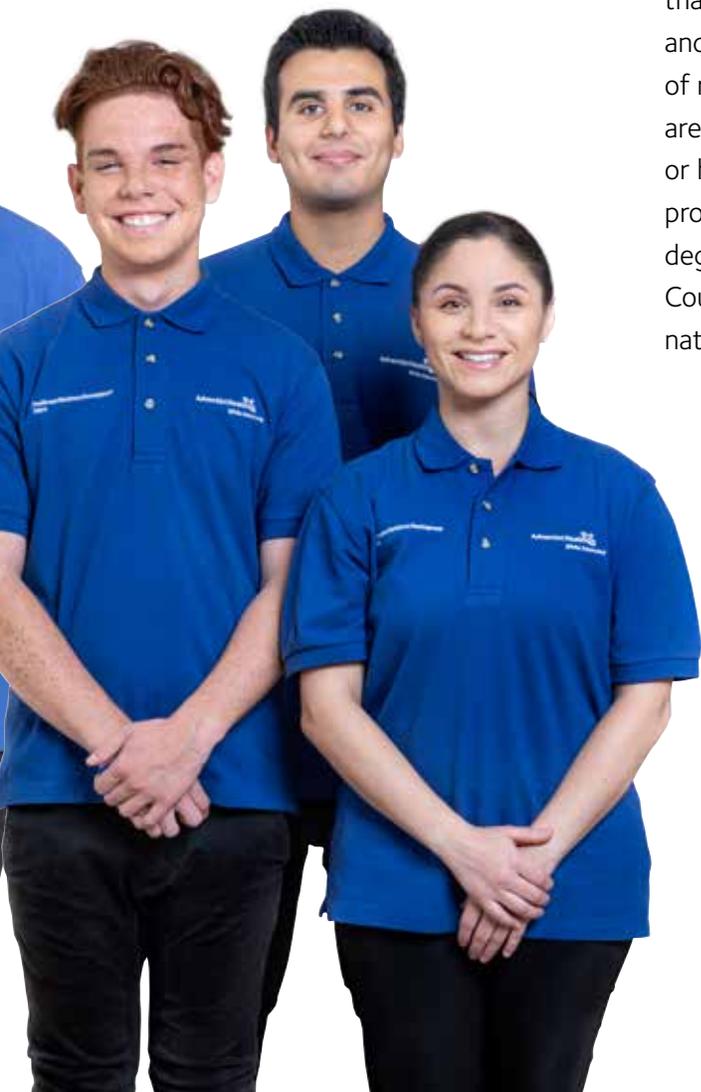
Changing Lives, Changing Our Community

What's so special about our Healthcare Workforce Development Program? It's the impact it has on the lives of our participants—and that's what sets it apart from a typical hospital volunteer program.



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— Alicia Anaya, manager of the HealthCare Workforce Development Program



Since 2006, more than 1,200 young adults from East Los Angeles have had life-altering encounters with professionals in a wide variety of healthcare careers, opening to them a world of possibilities they had never dreamed of. They've also experienced mentoring and guidance, encouragement and inspiration to pursue higher education and reach their best potential.

Only 54% of residents in our community have a high school diploma. Statistically, Latinos are less likely to complete high school than African-Americans, Asians and Whites. Furthermore, the 9.6% of residents in our primary service area who hold a bachelor's degree or higher is a significantly lower proportion of the population than degree-holders in Los Angeles County as a whole (31.2%) and nationwide (30.9%).

In our Healthcare Workforce Development Program, 90% of students complete college, and almost all are first-generation graduates. For many interns, the most valuable lessons are the simplest ones: being accountable, providing good customer service, following a chain of command, setting expectations, working in a team, creating a resume, and securing letters of reference.

Ultimately, the program's impact reaches beyond our walls into our community. “Many of these youth are going to be future doctors, nurses and other employees at White Memorial, and our community will benefit from that,” says Alicia Anaya, manager of the Healthcare Workforce Development Program. “They know the hospital and our community, so they will be great mentors for the next generation. I know this firsthand because my own son was an intern. The experience and professional exposure he gained is helping him in his pursuit of a degree in computer science, which he's planning to use to advance the impact of technology in healthcare.”

A Career Blossoms Through the Nurture of Healthcare Workforce Development



When Karina Gallardo joined our Healthcare Workforce Development Program as a high school junior, she didn't know she had made a life-altering decision.

At the time, she viewed Adventist Health White Memorial simply as a good place to gain volunteer experience before graduation. Soon, however, Karina learned that Healthcare Workforce Development offered much more than a typical volunteer program.

While interning in our Pediatrics Department, Karina met people from all over the hospital, and those encounters were eye-opening. "Prior to being an intern, I didn't have direction," she says. "I knew I had to go to school, but I didn't know what I wanted to study. Being a part of the Healthcare Workforce Development Program exposed me to the variety of opportunities in healthcare—not just doctor or nurse but administrative work and other fields."

In fact, the experience awakened in Karina a strong desire to address the stigma of mental health in Hispanic communities. Like many of her fellow interns, Karina decided to go to college,

where she earned a bachelor's degree. She then returned to school to complete a master's degree in psychology, with an emphasis in mental health.

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— Karina Gallardo

Inspired by the program that helped her gain the confidence and skills she needed to pursue her dreams, Karina is now the lead mentor for the Healthcare Workforce Development Program. "It took so many years to figure out what I wanted to do, but being part of this program and keeping in communication with the staff was a huge help," she says. "Now that I've received that help, I want to pass it on to prospective students and encourage them to set their sights higher."

Healthcare Workforce Development Builds an Award-Winning Nurse

What is the foundation of your career? For Sean Begay, RN, BSN, the answer is clear: it's the nurturing, support and encouragement from his mentors and co-workers at Adventist Health White Memorial that began when he joined the Healthcare Workforce Development Program as a high school senior in 2007. In the program, Sean met people like Alicia Anaya, the program's manager, and Paolo Jimenez, PT, DPT, administrative director of Rehabilitation Services, Cleft Palate Program and the Center for Limb Preservation and Advanced Wound Care at White Memorial, who helped him gain confidence and learn how to network with other healthcare professionals.

Sean's experiences as an intern in White Memorial's Outpatient Physical Therapy Department launched his pursuit of excellence as a nursing student in college. He returned to White Memorial in 2012 as a Bank of America intern in diabetes education and then interned at Harvard University and the University of Utah—eventually earning an award for his research from the Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS).
“My experiences at White

Memorial inspired me to do better, to achieve more,” Sean says. “I learned that I should never settle for ‘good enough,’ that there is always something more to pursue.” And it all started with Sean's time in the Healthcare Workforce Development Program.

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— Sean Begay, RN, BSN

Today, Sean is giving back to the hospital that gave him a great start in his career. For the past two and a half years, he has served our patients as a registered nurse. Sean has become an inspiration to a whole new generation of young healthcare professionals!

