



The Next Generation of Health Care Jobs and Workforce

Aaron J. Byzak, MBA, FACHE

Chief External Affairs Officer
Tri-City Medical Center

Trustee, Health Professions Education Foundation



Overview of Tri-City Medical Center

1961

Serving our community
for more than half a century

Advanced Care

Full-service, acute-care hospital with several
advanced institutes

County Leader

In robotic and minimally invasive surgical
technologies

The ONLY

Level III Neonatal Intensive Care Unit in North
San Diego County

3rd Busiest

Emergency Department
in San Diego County

397 licensed
beds



Over 700 physicians
practicing in 60
specialties



Over 2,100 employees

Pipelines and Pathways

Elephant in the Room

- As much as we talk about them, we largely don't have actual pipelines
- We have segments of disconnected pipe

Strategic Imperative

- Invest in the health care workforce of tomorrow
- Help align curriculum and training with position needs
- Create opportunities to participate in employee development to minimize recruitment and turnover
- Responding to identified community health needs and Social Determinants of Health including:
 - Poverty
 - Education/Knowledge
 - Cultural Competency





HEALTH PROFESSIONS
EDUCATION FOUNDATION
Giving Golden Opportunities

Overview

- State non-profit focused on increasing providers in medically underserved regions of California
- Funded partially by licensing fees, foundation grants, and philanthropy
- Provides Scholarships and Loan Repayment programs
- Board of Trustees made up of appointees from throughout the state of California

Scholarship Programs

- Allied Healthcare Scholarship Program (AHSP)
- Advanced Practice Healthcare Scholarship Program (APHSP)
- Associate Degree Nursing Scholarship Program (ADN)
- Bachelor of Science Nursing Scholarship Program (BSN)
- Licensed Vocational Nurse to Associate Degree Nursing Scholarship Program (LVNto ADN)
 - Vocational Nurse Scholarship Program (VNSP)

Loan Repayment Programs

- Allied Healthcare Loan Repayment Program (AHLRP)
- Advanced Practice Healthcare Loan Repayment Program (APHLRP)
- Bachelor of Science Nursing Loan Repayment Program (BSNLRP)
- Licensed Mental Health Services Provider Education Program (LMHSPEP)
- Licensed Vocational Nurse Loan Repayment Program (LVNLRP)
 - Mental Health Loan Assumption Program (MHLAP)
- Steven M. Thompson Physician Corp Loan Repayment Program (STLRP)

Health Professions Education Foundation

Challenges

- Ongoing funding is a real challenge
- Peaks and valleys from foundation funding
- Comprehensive development plan in progress

Recent Development

- DMHC announces new funding as part of merger agreement between CVS and Aetna.
- \$7.6 million annually to HPEF over 3 years:
 - At least \$2 million per year for scholarships
 - \$5.6 per year for loan repayment programs
 - Focus on primary care and mental health providers.

