

HCPI Curricula Design

Healthcare Career Exploration Fellowship

In July 2017, DHTI piloted the Healthcare Career Exploration Fellowship (HCEF) at Oakland International High School (OIHS). The HCEF was a 3.5-week intensive summer program for high school students and recent high school graduates to learn about diverse primary and mental health careers. Fellows were selected after submitting an online application. The fellowship included interactive trainings, work-based exposure with over 20 guest speakers and panelists, 9 field trips and tours, career planning and professional skill building. The curriculum covered diverse healthcare careers, including being a doctor, nurse, midwife, dentist, pharmacist, researcher, holistic healer, medical interpreter, and nearly 15 other careers. Based on attendance and completion of a final presentation, fellows were eligible to receive \$500 stipends at program completion. See Appendix 7 for curriculum outline.

Healthcare Career Awareness Workshop

The Healthcare Career Awareness Workshop (HCAW) provides a brief overview of allied health careers and current industry trends for the healthcare workforce. The HCAW also shares background about DHTI's services and prepares prospective participants for what to expect if they enroll with DHTI. HCAW is one outreach strategy that we use at DHTI for connecting with immigrants interested in healthcare careers and is a requisite for enrollment into DHTI's services. See Appendix 2 for FY 17-18 HCAW Slides.

Healthcare Systems Course

Healthcare Systems is DHTI's core course, meaning that it is typically where we ask all new participants to start because the course is an introduction to the US healthcare system, including an overview of allied healthcare careers and settings, HIPAA, infection control and standard precautions, medical ethics, patient-centered care and more. The course also includes dedicated time to work with DHTI's healthcare career coaches to develop career plans and action steps to take towards achieving career goals. By the end of the course, participants will have expanded their knowledge about the US healthcare system and identified opportunities to progress in their healthcare careers. Dr. Ruhina Najem currently instructs this course as well as courses at Merritt Community College. See Appendix 3 for FY 16-17 Curriculum Outlines.

Job Readiness Resource workshop

Responding to client requests for job readiness support and resources, DHTI piloted a 3-part workshop series in which participants reviewed and discussed tips focused on resumes, cover letters, interview and networking skills as well as how US professionalism compares with other countries. The workshops also included peer editing cover letters and resumes. DHTI created a booklet with background information, activities and templates for participants to identify skills and areas for growth, build resumes, write cover letters, prepare for interviews, develop a personalized elevator pitch, write a professional bio, and more. In FY 17-18, See Appendix 4 for FY 16-17 Job Readiness Resource Booklet.

Community Health Worker Fellowship

DHTI designed and piloted a 105-hour Community Health Worker Fellowship program in February 2017 as part of a strategy to build a pipeline to community health professions for immigrant communities. The program pairs professional skills training with work-based learning to provide participants an opportunity to explore and learn foundational elements for a career as a community health worker, contexts in which this work occurs, and health needs of local immigrant communities.

The program included three phases:

1. Health Literacy: 10-week core curriculum in essential knowledge, skills and competencies for community health work and a 12-hour workshop series on communication skills;
2. Community Literacy: work-based exposure to local community needs; and
3. Workplace Literacy: 40-hours of hands-on experience at local clinics and non-profit organizations.

DHTI hosted the first phase, with consultant Patricia Rojas-Zambrano, MFT, developing and facilitating the core curriculum and DHTI's coaching team implementing communication skills training. See Appendix 5 for CHWF Core Curriculum Outline and Appendix 6 for Facilitator Guide: Communication Skills Workshop Series.

The following 8 organizations hosted the second and third phases as placement sites for work-based learning: Every Woman Counts, Street Level Health Project, Tri City Health Center, La Clinica de la Raza, Bay Area Legal Aid, Partnerships for Trauma Recovery, Asian Immigrant Women's Advocates, and Lifelong Berkeley. Three of these sites were possible through close partnership with the Community Health Clinic Network.

DHTI also recruited 10 mentors with passion for community health work and aligned interests to support participants with building skills and networks to reach their career goals.

Upon completion of all three phases, participants are eligible to receive a \$2,000 stipend.

Figure 1 Community Health Worker Fellowship Design

