

Healthcare Workforce Development



Local Initiative Benefits Boyle Heights/East LA

Since 2006, more than 1,200 young adults from Boyle Heights/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.

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.

This program's impact reaches beyond our walls into our community. Youth unemployment in our community

has been tracked as high as 52%. Instead of just jobs, Adventist Health White Memorial is helping these motivated young people from our community on their path to professional, highly paid positions and meaningful work.

"Many of these youth are going to be future doctors, nurses and other associates 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.

She adds, "I started as a volunteer back in 1999 myself, and now I have the privilege to guide and encourage these future professionals."

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— Alicia Anaya, Manager, AHWM Healthcare Workforce Development Program

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 Caucasians. Furthermore, the 9.6% of residents in our primary service area who hold a bachelor's degree or higher represents a significantly lower proportion of the population than the overall high school graduation in Los Angeles County as a whole (31.2%) and nationwide (30.9%).

In our Healthcare Workforce Development Program, **over 90% of our students complete college, and almost all are first-generation graduates.** For many

Banking Partners Come Together to Support Local Healthcare Workforce Development

Adventist Health White Memorial continues to receive generous donations from our Bank Partners supporting our Healthcare Workforce Development Program.

The AHWM Healthcare Workforce Development program provides local young men and women with training experiences in the healthcare industry. Most of the participants are bilingual/bi-cultural and have interacted with program staff during a career day at their high school or at a college job fair.

The Healthcare Workforce Development Program provides a positive, safe place where they interact with peers and AHWM healthcare professionals. Students receive one-on-one mentoring and programmatic curricula designed to motivate them to stay in school, serve others and care for people in our community. A key cornerstone of our successful program is the exposure to different areas of the hospital and exposure to meaningful experiences involving a variety of health care career opportunities. Each participant receives an orientation on the wide array of careers in the healthcare industry and at Adventist Health White Memorial. Ultimately, they gain career skills, and are encouraged to continue to matriculate which enhances their goal of becoming valuable members of the local healthcare workforce.

Thank You to Our Bank Heroes

We are truly grateful for all the banks that help hundreds of young people in our community dream big, then make those dreams come true. A sincere thank you to our bank supporters!

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From Intern to NIH Researcher

It takes only seconds of conversation with Sarwyn Singh to know he's not a typical 17-year-old. Then you find out he has already graduated from college with a degree in biochemistry. And that he took on advanced research projects as a Volunteer in the AHWM Integrated Research Program and as a Graduate Medical Education summer intern at Adventist Health White Memorial.

Following his experience at AHWM, Sarwyn has since received an Intramural Research Training Award Fellowship in the Division of Intramural Research at the National Institute of Environmental Health Sciences (NIEHS) for a year-long research project.

In the following years, Sarwyn devoured mountains of data as he helped AHWM with research projects related to cancer and diabetes, as well as research for the Evidence Based Practice Council.

Sarwyn's involvement with White Memorial falls in the middle of his story, but it's important to who he is and where he is today. A native of the Bay Area, Sarwyn was attending Cal State – Los Angeles in early 2016 when he started looking for volunteer opportunities at area hospitals. He was too young to be a volunteer with hospital patients, but when Michael Jordan, RN, MSN, MBA, HEC-C, Director of Integrated Research at White Memorial, discovered Sarwyn's passion for research he knew he had to do something to help this young man.



Sarwyn Singh, AHW Volunteer, Integrated Research Program

"After 10 minutes of talking with him, I wanted to get up and switch seats with him," Michael says. "He has such an amazing intellect with such a promising future ahead of him." Consequently, Michael and Stephanie Gates, Director, Graduate Medical Education, arranged a summer internship through the hospital's Graduate Medical Education Program.

In the following years, Sarwyn devoured mountains of data as he helped AHWM with research projects related to cancer and diabetes, as well as research for the Evidence Based Practice Council. Sarwyn credits associates and physicians at White Memorial for providing him with interesting research projects that kept him engaged.

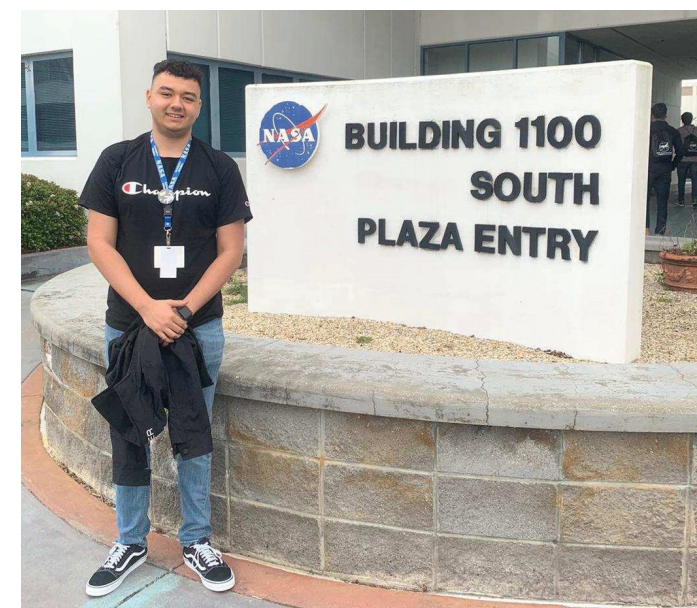
When he finishes at the National Institutes of Health (NIH), Sarwyn is planning to seek an advanced degree at UCSF or Stanford—and he's even considering a return to White Memorial. Whatever his plans, Michael says, Sarwyn has a bright future. "He will do some fantastic things in research," he says. "I hope he will end up back at White Memorial in a few years!"

Former Workforce Development Student and AHW Associate Heads to NASA for Competition

Juan Anaya – son of AHW Manager Alicia Anaya - started as a volunteer in 2015 in Same Day Surgery and Family Medicine. He was enthusiastic about learning and always available on-call whenever we needed help with urgent projects. Juan was recently honored to be selected by NASA for a special competition. He has been invited to the NASA Center in New Orleans, where he'll be stationed for a week while placed on a team to build a ROVER through an EV3 Kit. A total of 4 teams will compete against each other, and the winning team will receive a grand prize from NASA.

Juan came into our program hoping to gain professional exposure and experience. Through the Workforce Development and Volunteer program, Juan received mentorship and guidance to further his education. However, through the various departments at White Memorial he gained the skill of professionalism and obtained the experience of working with patients. Juan is now an AHW Associate working with the Customer Loyalty department and many times can be found at the Main Lobby where is able to care and guide patients and visitors who came to the hospital.

Mary Anne Chern, President of the AHW Charitable Foundation, says "I've watched Juan grow up because Alicia joined AHW as a volunteer and then became an associate reporting to the Foundation. Even though Juan came into the program with a great personality and strong desire to succeed, I could really see how the Workforce Development Program helped him learn



Juan Anaya, AHW Healthcare Workforce Development Student and Associate at AHW.

about teamwork, hone his communication skills, and learn how the chain of command and hospital policies impact how we do our work. It provided him with that all-important professional experience which is so vital to young people building their careers. We're all so proud of Juan!"

Juan's career goal is to earn a bachelor's degree on computer science and use his knowledge to further the advancement of technology used throughout healthcare. He has not decided which university to attend this fall as he has already been accepted by 4 universities and is waiting to hear back from 2 more. He says he is proud to now be employed at White Memorial, and believes that his volunteerism/internship at White Memorial was the key to getting accepted to the NCLA'S program, as it made him stand out from other applicants.

Many of our Healthcare Workforce Development students like Juan are also COVID-19 Super Heroes donating their time and support. Thank you for all you do!