

Adventist Health Mendocino Coast 2022 Community Health Plan



The following Implementation Strategy serves as the 2020 – 2022 Community Health Plan for Adventist Health Mendocino Coast and was respectfully submitted to the Office of Statewide Health Planning and Development on May 19th, 2023, reporting on 2022 results.

Executive Summary

Introduction & Purpose

Adventist Health Mendocino Coast is pleased to share its Community Health Implementation Strategy. This follows the adoption of Adventist Health Ukiah Valley and Adventist Health Howard Memorial Community Health Needs Assessment (CHNA) in accordance with requirements in the Affordable Care Act and IRS 990 Schedule H requirements and approved by the Adventist Health Board of Directors on October 17, 2019.

After a thorough review of the health status in our community through the community health needs assessment (CHNA), we identified areas that we could address using our resources, expertise and community partners. Through these actions and relationships, we aim to empower our community and fulfill our mission of “Living God’s love by inspiring health, wholeness and hope.”

The results of the CHNA guided this creation of this document and aided us in how we could best provide for our community and the vulnerable among us. This Implementation Strategy summarizes the plans for Adventist Health Mendocino Coast to develop and collaborate on community benefit programs that address prioritized health needs identified in its 2019 CHNA. Adventist Health Mendocino Coast has adopted the following priority areas for our community health investments.

Prioritized Health Needs – Planning to Address

- **Health Priority #1: Mental Health –**
Address Trauma Informed Care through community collaborations
- **Health Priority #2: Substance Abuse**
Provide Sobering Support with community partners
- **Health Priority #3: Workforce Development**
Create educational pathways for entry into health care

Building a healthy community requires multiple stakeholders working together with a common purpose. We invite you to explore how we intend to address health challenges in our community and partner to achieve change. More importantly, we hope you imagine a healthier region and work with us to find solutions across a broad range of sectors to create communities that define the well-being of people.

The purpose of the CHNA was to offer a comprehensive understanding of the health needs in Adventist Health Mendocino Coast’s service area and guide the hospital’s planning efforts to address those needs.

The significant health needs were identified through an analysis of secondary data and community input. These health needs were prioritized according to a set of criteria that included quantitative and qualitative data from multiple sources, woven together to provide a comprehensive picture of the health of county residents. Using MAPP methodology, the community themes and strengths assessment were conducted using a community health survey with a total of 1,324 responses, 34 key informant interviews and 56 key leader surveys. Many community members, key formal and informal leaders, and community partners shared their wisdom, knowledge, experiences, and perceptions about the health of residents and the capacity of the health care system to provide essential public health services.

For further information about the process to identify and prioritize significant health needs, please refer to the Adventist Health Mendocino Coast CHNA report at the following link:

<https://www.adventisthealth.org/about-us/community-benefit/>

Adventist Health Mendocino Coast and Adventist Health

Adventist Health Mendocino Coast is an affiliate of Adventist Health, a faith-based, nonprofit integrated health system serving more than 80 communities on the West Coast and Hawaii.

Vision

Adventist Health will transform the health experience of our communities by improving health, enhancing interactions and making care more accessible.

Mission Statement

Living God's love by inspiring health, wholeness and hope.

Adventist Health Includes:

- 23 hospitals with more than 3,393 beds
- 370 clinics (hospital-based, rural health and physician clinics)
- 14 home care agencies and eight hospice agencies
- 3 retirement centers & 1 continuing care retirement community
- A workforce of 37,000 including medical staff physicians, allied health professionals and support services

We owe much of our heritage and organizational success to the Seventh-day Adventist Church, which has long been a promoter of prevention and whole person care. Inspired by our belief in the loving and healing power of Jesus Christ, we aim to bring physical, mental and spiritual health and healing to our neighbors of all faiths. Every individual, regardless of his/her personal beliefs, is welcome in our facilities. We are also eager to partner with members of all faiths to enhance the health of the communities we serve.

Our commitment to quality health care stems from our heritage, which dates to 1866 when the first Seventh-day Adventist healthcare facility opened in Battle Creek, Michigan. There, dedicated pioneers promoted the “radical” concepts of proper nutrition, exercise and sanitation. Early on, the facility was devoted to prevention as well as healing. They called it a sanitarium, a place where patients—and their families—could learn to be well.

More than a century later, the health care system sponsored by the Seventh-day Adventist Church circles the globe with more than 170 hospitals and more than 500 clinics, nursing homes and dispensaries worldwide. And the same vision to treat the whole person—mind, body and spirit—continues to provide the foundation for our progressive approach to health care.

Summary of Implementation Strategies

Implementation Strategy Design Process

Stakeholders from the 23 hospital facilities in the Adventist Health System were invited to participate in a Mission Integration Summit on September 26 and 27, 2019. During this two day-long event, participants were introduced to the 2019 Adventist Health Implementation Strategy Template. After the summit, each hospital was invited to participate in a series of technical assistance calls and consultation sessions with representatives from Adventist Health Community Integration and Conduent Health Communities Institute to further develop and refine their implementation strategy.

Adventist Health Mendocino Coast Implementation Strategy

The implementation strategy outlined below summarizes the strategies and activities by Adventist Health Mendocino Coast to directly address the prioritized health needs.

They include:

- **Health Need 1: Mental Health**
 - Build Mendocino County’s Trauma Informed Network of Care
 - Mental Health Collaborative Mendocino County
- **Health Need 2: Substance Abuse**
 - Safe Rx Coalition
 - Collaborations with police and sheriff on sobering programs
 - Expand access to substance use treatment through Street Medicine
- **Health Need 3: Workforce Development**
 - Collaboration with Mendocino College to create the Physical Therapy Assistant Program
 - Collaboration with Mendocino College to support the RN Program

The Action Plan presented below outlines in detail the individual strategies and activities Adventist Health Mendocino Coast will implement to address the health needs identified through the CHNA process. The following components are outlined in detail in the tables below: 1) actions the hospital intends to take to address the health needs identified in the CHNA, 2) the anticipated impact of these actions as reflected in the Process and Outcomes measures for each activity, 3) the resources the hospital plans to commit to each strategy, and 4) any planned collaboration to support the work outlined.

No hospital can address all the health needs identified in its community. We are committed to serving the community by adhering to its mission, and using its skills, expertise, and resources to provide a range of community benefit programs. This Implementation Strategy does not include specific plan to address the following significant health needs identified in the 2019 CHNA.

Significant Health Needs – NOT Planning to Address

- Adventist Health in Mendocino County strives to address all significant health needs in our community. Our focus however will be on the 4 significant priorities listed in the health needs. Additional wellbeing needs such as Domestic Abuse, Housing and Homelessness are being addressed by other community agencies.

COVID 19 Considerations

The COVID-19 global pandemic has caused extraordinary challenges for Adventist Health hospitals and health care systems across the world including keeping front line workers safe, shortages of protective equipment, limited ICU bed space and developing testing protocols. They have also focused on helping patients and families deal with the isolation needed to stop the spread of the virus, and more recently vaccine roll out efforts.

Adventist Health, like other health care systems, had to pivot its focus to meet the most urgent healthcare needs of its community during the pandemic, as well as reassess the ability to continue with some community health strategies due public health guidelines for social distancing. Adjustments have been made to continue community health improvement efforts as possible, while ensuring the health and safety of those participating. The Strategy Action Plan Grids on the following pages reflect updated activities for each strategy.

In FY22, Adventist Health as a system took the following actions in response to the needs created or exacerbated by COVID-19:

- Began offering more virtual health care visits to keep community members safe and healthy
- Developed an online symptom tracker to help community members determine if they may have COVID-19 or some other flu type illness and what steps to take

- Was part of a communitywide effort by the local health system to vaccinate eligible community members to help stop the spread of the virus

Locally, Adventist Health Mendocino Coast took these additional actions:

- Continued to support the COVID-19 Work Group which provides health equity advocacy for the Latino population in Mendocino County. In 2021, the group launched a county-wide Community Health Worker coalition. The coalition is tasked with formulating a plan for a county-wide Community Health Worker program and securing funding.

The Adventist Health + Blue Zones Project Mendocino County

Our desire to improve community well-being grew out of not only our mission at Adventist Health -to live God's love by inspiring health, wholeness and hope – but also by the sheer need as seen across our system hospitals. Overwhelmingly, we see issues related to health risk behaviors, mental health and chronic illnesses throughout the communities we serve. That is why we have focused our work around addressing behavior and the systems preventing our communities from achieving optimal health.

In 2020, Adventist Health acquired Blue Zones as a step toward reaching our solution. By partnering with Blue Zones, we will be able to gain ground in shifting the balance from healthcare – treating people once they are ill – to transformative health and wholeness – changing the way communities live, work and play.

Across the globe lie blue zones areas – places where people are living vibrant, active lives well into their hundreds at an astonishing rate—and with higher rates of well-being. Attaining optimal well-being means that our physical, emotional, and social health is thriving. Blue Zones Project works with communities to make sustainable changes to their environment, policies, and social networks to support healthy behaviors. Instead of a focus on individual behavior change, it is an upstream solution focused on making healthy options easy in all the places people spend most of their time. Blue Zones Project is committed to measurably improving the well-being of community residents and through their proven programs, tools and resources, utilizes rigorous metrics to inform strategies and track progress throughout the life of the project. This includes well-being data, community-wide metrics, sector-level progress and outcome metrics, transforming community well-being by making changes to environment, policy, worksites and social networks that create healthy and equitable opportunities for all.

In May 2021, Adventist Health proudly launched Blue Zones Project. Mendocino County (BZPMC) at Adventist Health Mendocino Coast, Adventist Health Howard Memorial, and Adventist Health Ukiah Valley. The BZPMC team wakes up each morning focused on partnering and collaborating with community leaders and organizations active in the sectors of built environment, education, economic and workforce development, mental and physical well-being, policy and public health.

Together the BZPTC team and sector leaders develop a community Blueprint that strategically aligns and leverages the actions and resources of the sectors where we live, learn, work and play to help advance the efforts around the community's biggest Social Determinant of Health challenges while connecting them to Health-Related Social Needs organizations.

Equity is a strategic priority woven throughout the Blueprint and programs. Policies and initiatives are developed in a way that honors the local culture that is focused on reaching out to all populations. Each year BZPMC sector leads come together to evaluate and update the Blueprint to ensure community alignment. We devoted 2022 to the execution of Blue Zones throughout our communities.

2022 Blue Zones Project Mendocino County Update

Adventist Health Mendocino Coast, Howard Memorial and Ukiah Valley are sponsors of Blue Zones, to provide From May through December 2021, the Blue Zones Project team assessed Mendocino County's readiness to undertake the community well-being transformation initiative where the healthy option becomes the easy option through permanent changes in environment, policy, and social networks. The Blue Zones Project team conducted a comprehensive analysis of the current state of well-being and met with local leaders and stakeholders across all sectors to learn about the strengths, challenges, and opportunities for improving well-being in Mendocino County. The team's findings are summarized in the Blue Zones Project Discovery Report. The findings in that report were coupled with expert-led discovery meetings in the policy areas of built environment, tobacco, and food policy to inform the Blueprint for Blue Zones Project implementation in Mendocino County.

Baseline health data was collected in October 2021 and will be reassessed in October 2023. In February 2022, Blue Zones Project Mendocino County launched the Transformation phase of the Project, focusing on People, Places, and Policy. Below is a summary of Progress Outcomes for 2022.

People

The local BZP Team coordinated 3 Kick-off Events in 2022 to spread awareness throughout the County.

- Coast @ Ft. Bragg
- Inland @ Ukiah
- North County @ Willits

2,335 unique individuals 15 years or older participated in Blue Zones Project activities.

- Blue Zones Story Speech: 2,818
- Walking Moais: 57
- Purpose Workshops: 223
- Cooking Demos/Classes: 198
- Volunteers: 329
- Sharecare Digital Platform: 47

In Year One, BZP programming engaged 3,672 participants, representing 2,335 unique individuals over the age of 15 who live in the project area.

- 36% of people engaged have participated in multiple BZP activities. This is significant, as studies show that lasting habits are formed when you practice them over and over until they are natural to your lifestyle. Individuals who are engaged are fully engaged.

The Engagement Committee has great representation geographically and demographically.

- Inland and coast reps
- Native American
- Latino
- Older Adults

- Parents
- People with Disabilities

We have strong partnerships with Tribal and Latino communities. We are invited to events to share the Blue Zones Project Story and then invited back to facilitate Purpose Workshops and Walking Moais.

Places

Schools

- Willits Unified School Board authorized the local team to work with the district staff to complete Pledge Packets and begin implementation plans for approval in early 2023. Additionally, the local team has assisted with the reinvigoration of the District's Health Advisory Committee to advance the sector and policy work district wide.
- Fort Bragg Unified School Board adopted a Resolution of Support on December 15, 2022. FBUSD is working toward dual sector approval status: Schools and Worksite. Local team is working with Superintendent and Food Services Director to complete Pledge Packets and begin implementation plans for approval in early 2023. Additionally, the local team has assisted with the reinvigoration of the District's Health Advisory Committee to advance the sector and policy work district wide.
- Local team has been engaged with junior and high school students through the following activities:
 - Ft. Bragg, Ukiah, and Willits Sober Grad events
 - Mendocino County Youth Big Time
 - Hopland Band of Pomo Indians (Purpose Workshop and Cooking Demo)
 - Back to School Night – Sanhedrin High School
 - Willits High School Health Classes
 - Coast Clean Up – 25 teens volunteered 4 hours
 - Round Valley High School Indigenous Peoples Day
 - City of Ukiah Giving Tuesday – 40 teens volunteered 4 hours

Restaurants

- 2 restaurants achieved Blue Zones Approval status in year 1.
- Engaging restaurant owners in kick-off celebrations was a great way to demonstrate the value of Blue Zones Project approval status. Both restaurants that were approved participated in our Kick-off events, providing them the opportunity to showcase their healthy, delicious foods to a large population of people who had never frequented their establishments as per participant testimonies.
- Many restaurants offer healthy, organic, plant-based entrées as part of their menu options.

Grocery Stores

- Harvest Market, in Ft. Bragg, is registered and actively working toward dual sector approval (grocery and worksite) in Year 2.

Worksites

- North Coast Opportunities
- Harvest Market in Ft. Bragg is actively working toward dual sector (worksite and grocery) approval in Year 2.
- Sparetime Supply in Willits
- Adventist Health hospitals (3), our top employer in Mendocino County is pursuing Blue Zones Certification and are actively engaged in Blue Zones Project activities.

Policy

Built Environment

- Policy/Plan/Project
 - City of Ukiah adopted a Climate Emergency Resolution that includes a commitment to Active Transportation principles
 - City of Ukiah Clara Avenue Project - Road Improvement
- Capacity Building
 - City of Ukiah - Complete Streets technical assistance workshop
 - County - CalTrans District 1 Bicycle and Pedestrian Advisory Committee Charter development and representation on committee
 - City of Ukiah - Assisted with grant planning and submission for infrastructure projects - submitted grant application for pop-up park along Great Redwood Trail in Ukiah - includes community garden, dog park and mural
 - City of Ft. Bragg - Assisted with the planning and funding in the amount of \$25K for Bainbridge Park and Wiggly Giggly Playground Updates
 - City of Willits – Submitted grant application for Willits Wayfinding Project

Food

- Capacity Building
 - Reinvigoration of Mendocino County Food Policy Council (MCFPC): Including establishing priority strategies, recruitment, and retention policies, approving bylaws, establishing subcommittees and subcommittee procedures, and instating members.
 - Assisted with fundraising in the amount of \$30K for Good Farm Fund which supports Farmers Market Match program.

Tobacco

- Capacity Building
 - County of Mendocino updated their Tobacco Retail License Ordinance to serve as a model for the incorporated cities.

- California voters overwhelmingly supported the passage of Proposition 31, banning flavored tobacco products. The advocacy and education campaigns at the local level had a tremendous influence on this law.
- Mendocino County Tobacco Prevention Coalition support – visioning and branding technical assistance

Implementation Strategy Action Plans

PRIORITY HEALTH NEED: MENTAL HEALTH

GOAL STATEMENT: BUILD COMMUNITY PARTNERSHIPS TO ADDRESS CRITICAL MENTAL HEALTH NEEDS

Mission Alignment: Well-being of People, Well-being of Places, Equity

Strategy 1: Collaborate with partners to build the Mendocino County Trauma Informed Network of Care

Programs/ Activities	Process Measures	Results: 2020	Short Term Outcomes	Results: 2021	Medium Term Outcomes	Results: 2022
Activity 1.1 Build the Mendocino County Trauma Informed Network of Care	Participate in the coalition to provide the health care perspective.	Added the 8 FQHC's and Consolidated Tribal Health.	Identify additional coalition partners.	Surveyed and mapped existing trauma informed organizations across Mendocino County.	Survey completed and map created of Mendocino County's Trauma Informed Network of care to identify assets and gaps.	See narrative below.

Source of Data:

- Adverse Childhood Experiences (ACEs) Community Resilience Team, formerly the Childhood Trauma Action Team

Target Population(s):

- All Mendocino County residents experiencing trauma

Adventist Health Resources: (financial, staff, supplies, in-kind etc.)

- Staff to attend meetings
- Funding/in-kind for the creation of a county-wide trauma informed network of care
- Information gathering to identify trauma informed assets and gaps in Mendocino County

Collaboration Partners: (place a "*" by the lead organization if other than Adventist Health)

- Measure B Committee
- Mendocino County Behavioral Health Advisory Board
- Mental Health Collaborative
- Childhood Trauma Action Team/Mendocino County Trauma Informed Network of Care*

CBISA Category: (A - Community Health Improvement; E - Cash and In-Kind; F - Community Building; G - Community Benefit Operations)

- A - Community Health Improvement
- E – Cash and In-kind

Mental Health Strategy Results 2022:

Adventist Health worked with partners on the development of a proposal to build the Trauma Informed Network of Care. The work was merged with the Childhood Trauma Action Team, which was later changed the Adverse Childhood Experiences (ACEs) Community Resilience Team. This group is a subcommittee of the Mendocino County Policy Council on Children and Youth, the county's child abuse prevention council. Members of the council are appointed by the Mendocino County Board of Supervisors.

Initial mapping of existing community resources and internal stakeholders was completed. Stakeholders were surveyed on identified needs and understanding around ACEs and trauma-informed care resources. Through surveys, it was identified that internal Adventist Health Registered Nurses and medical staff requested primary training in ACEs and trauma-informed care. In response, Adventist Health worked internally to provide targeted ACEs training to Pediatrics, the Family Practice Residents, COMPASS Street Medicine, and the SUN/Bridge team. Resiliency Training was included for these departments through DoveTail Learning. To extend Adventist Health internal training, all AH staff were provided with training access through the Adventist Health Healthstream education system.

To integrate compassionate, whole-person care delivery, all Adventist Health Primary Care offices were embedded with a Behavioral Health Provider and Community Health Worker (CHW). These staff were trained in ACEs and trauma-informed care, working closely with the primary care provider to support and advocate for the patient's behavioral health and Social Determinants of Health needs. Initial patient intakes with CHWs include an ACEs screen and referral process to Behavioral health, Substance Use Disorder Treatment, and community resources.

In addition to Primary Care offices, an initial pilot for ACEs screenings was initiated with Adventist Health Pediatric services. Pediatric services continue to assess and evaluate the ACEs screening process.

To support the trauma-informed principle of patient empowerment and self-determination, Adventist Health has initiated a community project to increase patient knowledge of health care rights. Beginning in 2022, Adventist Health COMPASS Street Medicine has engaged diverse community partners in free trainings on advance care planning with marginalized populations. The project has focused on providing a more culturally sensitive and personalized approach to patient health advocacy. Partners engaged

include:

- Anchor Health, Whole Person Care
- FQHC, Mendocino Community Health Center, Primary Care
- FQHC, Mendocino Community Health Center, Ryan White Project
- Consolidated Tribal Health Project
- Local Homeless Resources including Building Bridges Shelter
- Faith-based projects such as The Center for Hope.
- Mendocino County Special Projects Team
- Mendocino County Adult Protective Services and In Home Support Services

Adventist Health continues with community collaborative meetings to promote county-wide education on trauma-informed practice, cultural awareness, and the reduction of stigma with the following entities:

- Mendocino County Homelessness Continuum of Care
- Safe Rx Mendocino
- ACEs Community Resilience Team
- Healthy Mendocino Leadership Team
- Healthy Mendocino Round Table
- COVID-19 Work Group
- Community Health Worker Coalition
- Native Crisis Intervention Team

Implementation Strategy Action Plans

PRIORITY HEALTH NEED: SUBSTANCE ABUSE						
GOAL STATEMENT: PROVIDE SOBERING SUPPORT IN A COMMUNITY WITH HIGH SUBSTANCE ABUSE						
Mission Alignment: (Well-being of People; Well-being of Places; Equity) Well-being of People						
Strategy 2: Create policies and spaces for safe sobering						
Programs/ Activities	Process Measures	Results: Year 1- 2020	Short Term Outcomes	Results: Year 2- 2021	Medium Term Outcome s	Result: Year 3- 2022
Activity 2.1 Participate in monthly Safe Rx Mendocino Coalition meetings to design a plan to reduce substance abuse in Mendocino County	Serve as subject matter expert on substance abuse Treatment.	Due to COVID-19, no materials were distributed in 2020. In 2020 there were 58 overdoses diagnosis in the Adventist Health Mendocino Coast Emergency Department (ED).	Increase distribution of drug safety materials to 5 new neighborhoods.	Naloxone was successfully administered in 2021 and resulted in 156 overdose reversals in the county. In 2021 there were 41 overdoses diagnosis in the Adventist Health Mendocino Coast Emergency Department (ED).	Decrease in overdose diagnosis in ED.	See narrative in strategy results summary.
Source of Data: <ul style="list-style-type: none"> Safe Rx Mendocino AH Safe Haven project lead 						
Target Population(s): <ul style="list-style-type: none"> All community members needing substance abuse information and support SB 1152 patients 						

Adventist Health Resources: (financial, staff, supplies, in-kind etc.)

- Staff time to participate in Safe Rx Mendocino Coalition

PRIORITY HEALTH NEED: SUBSTANCE ABUSE

Collaboration Partners: (place a "*" by the lead organization if other than Adventist Health)

- Safe Rx Mendocino
- Redwood Community Services

CBISA Category: (A - Community Health Improvement; E - Cash and In-Kind; F - Community Building; G - Community Benefit Operations)

- A – Community Health Improvement
- E – Cash and In-Kind
- G – Community Benefit

Substance Abuse Strategy Results 2022:

In 2022 Adventist Health Mendocino County continued the CA Bridge model of care for addiction treatment, the Substance Use Navigator (SUN) provides brief screening and intervention for people with substance use and behavioral health needs in the emergency department, inpatient setting and community members in need.

The SUN team supported 1,620 people, enrolled 510 into MAT treatment, referred 215 patients to behavioral health services, and sent 710 to residential treatment.

All three hospitals applied for the Naloxone Distribution Project through DHCS and successfully onboarded the program in their Emergency Department, providing patients and community members with free Naloxone as part of an overdose prevention strategy.

Ukiah Recovery Center (inpatient residential treatment) partnered with Adventist Health to provide bed priority for patients screened by the SUN navigator and those pending discharge from the hospital.

SUN navigators participate in Mendocino County Jail discharge planning meeting weekly for reentry MAT and residential treatment services.

Adventist Health participated in the Fentanyl Awareness Day hosted by County of Mendocino as one of the first of several awareness events for the community.

Implementation Strategy Action Plans

PRIORITY HEALTH NEED: WORKFORCE DEVELOPMENT						
GOAL STATEMENT: CREATE EDUCATIONAL PATHWAYS FOR ENTRY INTO HEALTH CARE ENVIRONMENT						
Mission Alignment: (Well-being of People; Well-being of Places; Equity) Well-being of people						
Strategy 3C: Work with Mendocino College to support the Registered Nurse (RN) Program						
Programs/ Activities	Process Measures	Results: Year 1	Short Term Outcomes	Results: Year 2	Medium Term Outcomes	Results: Year 3
Activity 3.C.1 Support the RN program at Mendocino College	Fund one instructor for the RN program.	Funding for one instructor was provided. Additionally, AH hosted 33 preceptorships in 2020.	Host at least 2 students for preceptorships at AH facilities in Ukiah.	In 2021, 24 nursing students graduated and 4 preceptorships were hosted.	Graduation of 24 students each year.	See full summary in strategy results narrative. Mendocino College graduated 20 nurses a year. All 3 AH sites were used for clinical rotations.
Source of Data: Mendocino College, Adventist Health Patient Care Executive						
Target Population(s): Local community members						
Adventist Health Resources: (financial, staff, supplies, in-kind etc.) Staff to attend the nursing advisory council \$51,750 contribution to Mendocino College						
Collaboration Partners: (place a "*" by the lead organization if other than Adventist Health) Mendocino College*						
CBISA Category: (A - Community Health Improvement; E - Cash and In-Kind; F - Community Building; G - Community Benefit Operations) A - Community Health Improvement						

Workforce Development Strategy Results 2022:

Creating a process and pipeline in Mendocino County to create a healthy workforce has been a focus for Adventist Health. In 2022 our hospitals partnered with the following agencies to educate, train, and hire local talent to be used at our hospitals throughout the county:

Mendocino College –

- paid the salary of 2 nursing professors.
- provided preceptors and clinical rotations for nursing students.
- provided clinical director for the Physical Therapist Assistant program.
- clinical rotations available for Physical Therapist Assistants through AH facilities.

Dominican University –

- provided clinical opportunities for respiratory therapy students.

Ukiah Adult School –

- provided professors for LVN program.
- clinical rotation opportunities.

Golden Gate College –

- Precepting for Registered Dieticians.

Adventist Health also launched two types of health scholar programs in conjunction with education partner COPE Health Solutions. These programs are designed to guide and educate participants about various healthcare careers. The Health Scholars program enrolls adult scholars, allowing them to gain first-hand experience in both clinical and administrative settings. Additionally, they learn about basic care for patients alongside nurses, physicians, and other members of the care delivery team. Planning for a second program, Jr. Health Scholars has begun with local high schools. Both programs have an option of three- or nine-month tracks. Eight students were hired into roles at Adventist Health in 2022.

A Medical Assistant certification program is also rolling out in partnership with COPE Health Solutions. This unique program is geared towards working adults with classes and labs scheduled during evenings and weekends. Seventeen students graduated from the program in 2022.