



**Tulare County Health and Human Services Agency  
Health Advisory Committee (HAC)  
Meeting Minutes/October 14, 2024**

<b>Place:</b>	Tulare County Government Plaza – RMA Main Conference Room	<b>Start Time:</b>	1:00 p.m.
	5957 S Mooney Blvd, Visalia, CA 93277	<b>End Time:</b>	2:30 p.m.
<b>Committee Members Present:</b>	Supervisor Amy Shuklian, Dr. Ana Coll, Candace Hilvers, Christina Rodriguez, Frank Ardon, Lali Witrago, Marie Mecedo, Nilsa Gonzalez, Ryan Gates, and Dr. Thomas Overton		
<b>Committee Members Absent:</b>	Alexandra Yates, Cynthia Bartlett, and Melissa Mertz		
<b>Guests/Staff Present:</b>	Karen Elliott, Staci Chastain, Janilee Cena, Lisanne Herrera, John Gonzalez, Laura Villar, Luis Cortez, Nesreen Gusbi, Anthony Gracian, Sandy Navarro, Aracellie Santos, Sean Roberts, Mila Orth, and Denise Gonzalez		
<b>AGENDA ITEM</b>		<b>SCHEDULED ACTIONS RECOMMENDATIONS</b>	<b>PERSON (S) RESPONSIBLE</b>
<b>I. Call to Order</b>	The meeting was called to order by Chair Shuklian at 1:01 p.m.		CHAIR
<b>II. Introductions</b>	Round table introduction with members present.		ALL
<b>III. Public Comment</b>	No public comments.		
<b>IV. Action Items</b>			CHAIR
a. Approve Minutes from August 12, 2024	Frank Ardon motioned for his approval, which Lali Witrago seconded.		
<b>V. Reports / Discussion Items</b>			
a. Strengthening Local Healthcare Career Pathways through Education and Workforce Investment)	The Workforce Investment Board (WIB) is working alongside Tulare-Kings Healthcare Partnership. The purpose is to develop solutions for industry growth and economic success. WIB’s Goal: Bridging the gap between job seekers and employers. WIB’s Theory: The issue is that there are too many unemployed people or those in low-pay jobs that don’t sustain their families and too many businesses with high-quality jobs that go unfilled.		John Gonzalez, Business Services Program Coordinator, Workforce Investment Board



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WalletHub compared 150 of the largest metropolitan statistical areas (MSA), across 11 key metrics. The set data range is of adults aged 25 or older with a bachelor's degree or higher to the quality of the public-school system to the gender education gap.

Visalia ranked 150 out of 150 and listed as the least educated out of these metropolitan areas. The score takes into consideration the educational attainment rank and the quality of education and attainment gap rank. MSA for our area is Tulare County (Visalia-Porterville and the surrounding areas).

Why is the educational attainment so low in the County?

Something to consider are the trends between the native born and foreign born. Although the native born are similar to the national average, the foreign born in the County is higher.

Tulare County Native Born: 67% vs Tulare County Foreign Born 33%

Tulare County Native Born – Less than a high school graduate: 11%

Tulare County Foreign Born – Less than a high school graduate: 60%

Tulare County Native Born with a BA: 13%

Tulare County Foreign Born with a BA: 5%

Educational attainment impacts employment/earnings.

Higher education = lower unemployment.

It is possible that Tulare County's unemployment rate is higher than the rest of the nation due to the agricultural work within the county. There is a seasonality of the agricultural industry here that can be affecting those numbers.

Higher education = higher pay

Some concerns stated during the meeting over data accuracy due to undocumented workers. Also, if a worker is getting paid in cash or doesn't do taxes that may also skew the data.

Annual Income: Lower Education vs Higher Education (2022 5-Year ACS)



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Less than a high school graduate – Tulare County Annual Income: \$24,864 compared that of a graduate/professional degree: \$89,132

Tulare County’s high school graduation rate is higher, but it is possible that a large group of individuals are coming into the County doing work that doesn’t require a degree, such as any agricultural or farming jobs. It is important to keep in mind the culture of the county and how this might affect the data. Tulare County is largely agricultural, therefore, there may not be a need for post graduate education. The college readiness rate is lower in Tulare County in part due to the ag industry. The low education levels are not a reflection of the local education system but instead a reflection of the percentage of immigrants with low education levels coming into the community to work.

Tulare-Kings Healthcare Partnership sent a survey to industry and education participants, such as Kaweah Health, Altura, United Health Centers, College of the Sequoias, Milan Institute, and more. The purpose of this survey was to capture various medical/clinical positions and compare rates of enrollment, enrollment capacity, completion, and demand within the County.

Some medical/clinical jobs that were surveyed included medical assistants, licensed vocational nurses, community health workers, radiology technologists, etc.

WIB’s goal is to bridge the gap between those looking for work and hiring employers. There are two partnership models: (1) Next Generation Sector Partnership and (2) Talent Pipeline Management

1. Next Generation Sector Partnership is an industry-led, community supported strategy that strengthens our local economies and connect people to jobs.
2. Talent Pipeline Management (TPM) is a framework



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composed of 6 strategies that make for a talent supply chain approach. It's meant to support employers in developing a more data and performance-driven approach to improving education and workforce partnerships.

Next steps with TPM, bridge pipelines in the labor market and go to training provider programs and determine next steps to move forward.

A concern in the Central Valley is that people come here to learn and gain their clinical background here, then leave for employment elsewhere. They stay for the educational programs, but perhaps leave for better pay outside the County.

There are hopes of starting a radiology technologist program here with a local college. A barrier for dental assistant programs at locations like the Milan Institute or San Joaquin, the program is so costly to go through without much of a pay off at the end.

WIB has connected high schoolers to career coaches, data, and labor market information profiles. It would be helpful to bring educators and counselors into workplaces to understand what the local trends are and bringing this information back to the classroom to better educate students. Teachers need more of an opportunity to engage in this process. The goal for next year is to branch out to students who aren't in healthcare pathways or perhaps undecided and providing them the information on these options.

It was brought up that it would be beneficial to reach out to middle-grade schoolers and rural areas.

Industry Sector Summit: Health Science and Medical Technology: Participants will explore opportunities for student work-based learning and gain current insight on trends and opportunities with the industry sector.



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	This will take place <b>November 7, 2024</b> (9:00 AM – 3:00 PM) More information can be found on the Tulare County Office of Education (TCOE) site.		
<b>VI. Member Announcements</b>	No member announcements.		ALL
<b>VII. Agenda items for the next meeting</b>	Chair Shuklian recommended inviting a representative(s) from Adventist Health to speak on their Mobile Medical Clinic and their process of starting a Mobile Dental.		HAC
<b>VIII. Adjournment and Next Meeting</b>	The meeting was adjourned at 1:55 p.m.  The next meeting will be held on December 9, 2024, at 1:00 p.m., in the RMA Main Conference Room - 5957 South Mooney Boulevard, Visalia, CA 93277.		
<b>Minutes Prepared By:</b>	Lisanne Herrera, Administrative Aide, HHSA/Public Health		