

Health Care Career Scholarship Program

Evaluation & Recommendations

"This scholarship had a huge impact on my decision to pursue medicine, and it reminded me that anything is possible with hard work, regardless of what your background may be."

—Scholarship recipient

This program is part of Kaiser Permanente's Community Health Careers initiative, which aims to increase college access and participation in the health care professions among students from diverse and/or economically disadvantaged backgrounds

From 2009 to 2014*

3,366
applications received



682
scholarships awarded



75
2nd-yr scholarships awarded

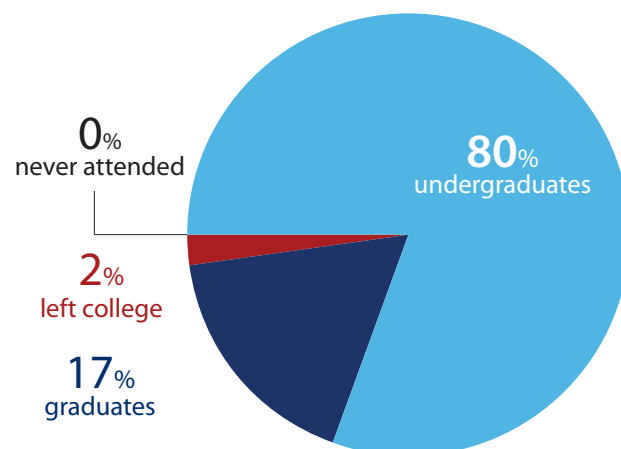
Who are they?

Recent trends
Bilingual Latino

Scholarship Recipients 2009–2014

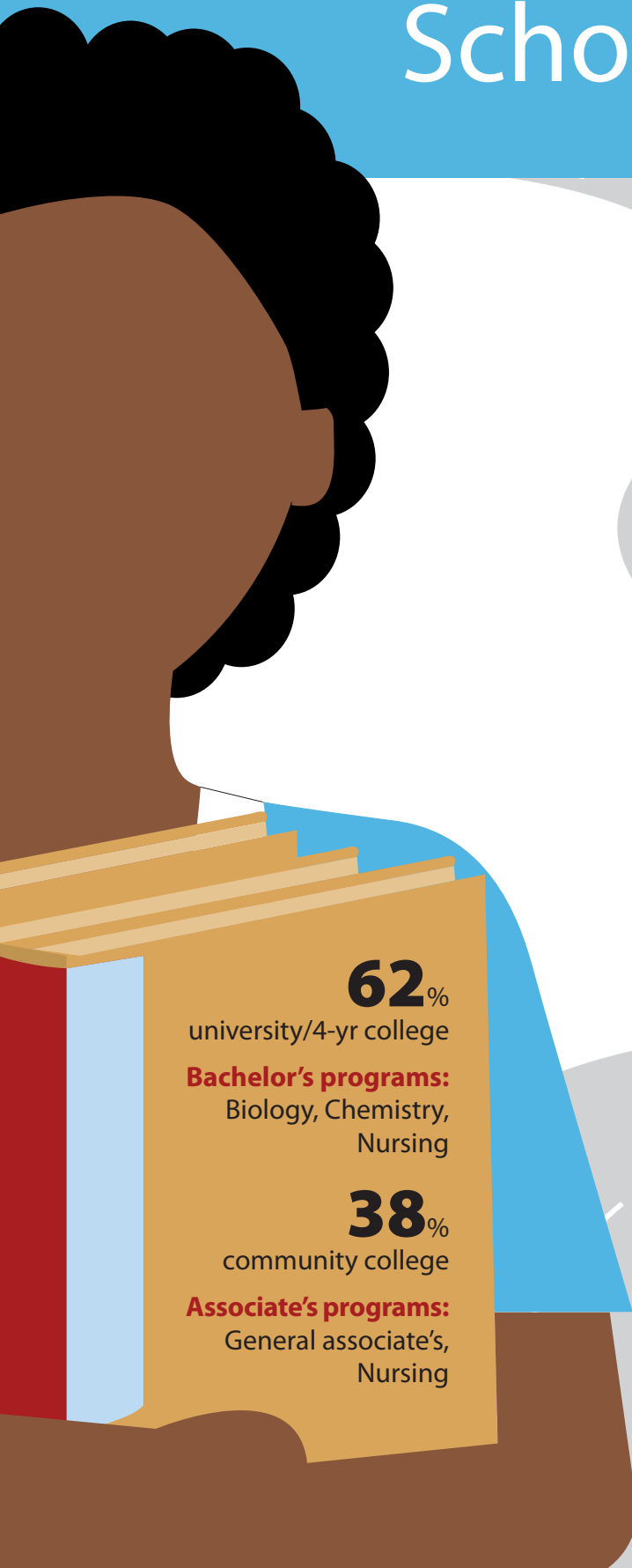
83% female
71% first generation
52% bilingual
56% low-income
64% diverse/underrepresented

What is the status of their degrees?



Health Care Career Scholarship Program

Degree & Career Paths

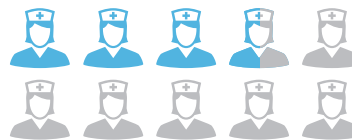


84% of undergraduates pursuing health care studies
top fields: nursing, medicine

55% of graduates working in health care
top fields: nursing, dental careers

27% of graduates applying to professional school
top programs: medicine and physician assistant

35%
who started
at **community college**



62%
who started
at a **university**



earned a degree after 5 years

62%
university/4-yr college
Bachelor's programs:
Biology, Chemistry,
Nursing

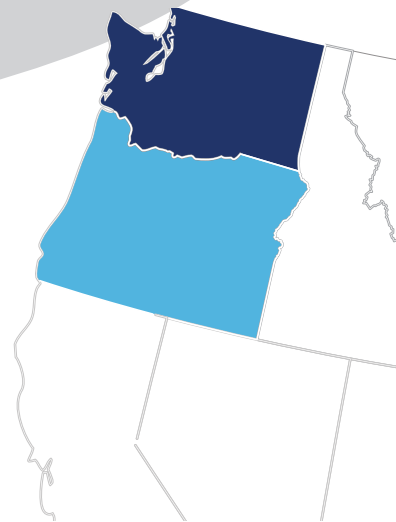
38%
community college
Associate's programs:
General associate's,
Nursing

Top Washington schools

Clark College (2-year)
University of Washington
Washington State University

Top Oregon schools


Oregon State University
Portland State University
University of Portland





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Factors Impacting College & Career Persistence



“Being a part of the internship program has been invaluable. The connections I made at Kaiser Permanente allowed me to get more shadowing experience, and I was able to get a letter of recommendation from my supervisor.”

—Scholarship recipient

Supports
most needed

More financial
assistance and
real-world experiences

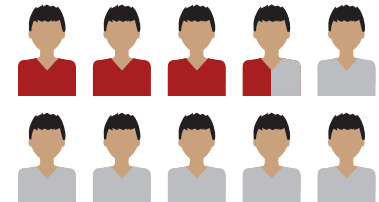
Program change
most requested

More internship
opportunities

30% of undergraduates take
developmental
English*
vs. **17%** of
graduates



36% of undergraduates take
developmental
math vs. **18%**
of graduates



69%
of recipients work

Of these,
27% work in health care

81% say **understanding degree requirements** is important for
persisting in health care



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Scholarship Impact

"The scholarship made a positive difference in shaping my first year in college. Knowing that Kaiser believed in my ability to succeed motivated me to continue striving for academic excellence throughout my educational career."

—Scholarship recipient

28% say the scholarship provided **support** and **motivation** to attend college



More than **1/2** say college is now **financially possible**



Nearly **2/3rds** say now they don't have to work as many **hours**

Recipients are **6** percentage points more likely to attend college and

6 percentage points more likely to major in health care

84%



undergraduates studying health care

55%



graduates completed health care degrees

55%



graduates **working** in health care

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Recommendations



Continue efforts to facilitate Kaiser Scholar access to financial capital



Fund organizations that promote college readiness and academic preparation, especially in writing and math



Offer more opportunities for Kaiser Scholars to engage in health care learning experiences at Kaiser Permanente



Promote Kaiser Scholar engagement with advising and other resources on college campuses



Evaluation
and design by

 education
northwest