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

From 2009 to 2014*

3,366 applications received
682 scholarships awarded
75 2nd-yr scholarships awarded

Who are they?

Scholarship Recipients 2009–2014

- 83% female
- 71% first generation
- 52% bilingual
- 56% low-income
- 64% diverse/underrepresented
- 80% undergraduates
- 0% never attended
- 2% left college
- 17% graduates

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.

*Washington and Oregon

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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

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

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

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

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“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

69% of recipients work
Of these, 27% work in health care

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

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

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

*Recipients have higher developmental English enrollment rates than national averages
“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

84% undergraduates studying health care
55% graduates completed health care degrees
55% graduates working in health care

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
percentage points more likely to major 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