

**TO: Executive Committee**

**DATE: 06/04/07**

**FROM: WIB Staff**

For Action

For Information

For Discussion

**SUBJECT: Medical Assistant Career Lattice Project Completion**

**PROPOSED MOTION(S): For Information Only**

**DISCUSSION:** In 2004, the Dept of Workforce Investment (WI) was awarded the Merced County Nursing Program Expansion and Medical Assistant Lattice Project grant. In order to more accurately explore the Medical Assistant career field, the Department held focus groups with Medical Assistants (MAs) and employers who hire MAs in Merced, Santa Cruz, Santa Clara and Stanislaus Counties.

WI staff asked employers questions such as:

- What are you doing to keep your Medical Assistants?
- How much are you paying your Medical Assistants?
- What are you doing to retain Medical Assistants?

WI staff also asked Medical Assistants questions such as:

- How long was your externship and was it long enough?
- What keeps Medical Assistants in this line of work and what would cause them to leave?
- Does your employer have a career lattice to become an LVN/RN?

The outcomes of the focus groups were analyzed in a detailed report. The regional approach and focus on career lattices, retention, and training led to interesting findings. Within the region, MAs and employers shared commonalities but there were striking differences among the four counties. Conclusions and next steps are also included in the report. Each Local Workforce Investment Area that participated in the report (Santa Clara, Santa Cruz, Stanislaus and Merced Counties) agreed to post the report on their website. The report is located on the Workforce Investment Board's webpage:

[http://web.co.merced.ca.us/wi/wib/Medical\\_Assistant\\_Career\\_Lattice\\_2007.pdf.pdf](http://web.co.merced.ca.us/wi/wib/Medical_Assistant_Career_Lattice_2007.pdf.pdf)

Copies of the report will be available at the meeting.

**ATTACHMENT(S): N/A**