



# FACES for the Future Coalition



## Investing in Youth

**100%** of students enrolled in FACES programs throughout the state have graduated from high school.

**More than 90%** of students intended to pursue a career in the health professions at the time of graduation.

**More than 90%** of FACES students continue directly into a postsecondary pathway, including college, certification programs or employment.

**FACES** for the Future was created in 2000, in direct response to youth who expressed a need for health career exploration and mentorship.

**FACES** programs address the full context of a student's life, providing the academic support, case management and mentoring, and youth leadership development opportunities that allow disadvantaged youth to not just learn about health careers, but to have the confidence, skills and support to pursue their dreams.

**FACES** programs target highly resilient and motivated at risk youth who come from socioeconomically disadvantaged and underserved communities, and work to improve academic and health outcomes through their interventions.

**FACES** programs incorporate a multi-faceted approach to comprehensively support young people who are interested in pursuing a career in health care or public health.

## Investing in Communities

The FACES for the Future Coalition, based at the Public Health Institute, helps communities seeking to prepare high school students for entry into the health professions, develop and implement a tailored FACES program. FACES incorporates best practices in adolescent care, innovative pedagogy, and community engagement. Taken together, the FACES model addresses the diverse needs of young people interested in healthcare careers, and prepares students to meet the challenges of impending health workforce shortages and worsening health disparities.



**Linh Dao**, a member of the first cohort of FACES Class of 2003, was also the first graduate of the

FACES program to be accepted to medical school. Linh enrolled at the David Geffen School of Medicine at the University of California, Los Angeles. On National Residency Match Day, Linh learned that she would be going home to Oakland by matching at her first choice, Kaiser Oakland's Internal Medicine Residency program, where she is currently a medical Intern.



**Felicity Harris**, FACES Class of 2005, graduated from Holy Names University with a

degree in biology. Felicity completed a Master in Public Health degree in Public Health at San Francisco State University, and was recently accepted into Samuel Merritt University's Master Physician Assistant program in Oakland, CA. Her goals are to address the primary care needs of undeserved communities.

## The Imperative for FACES Programs

**Workforce Shortages** California is faced with drastic shortages in the health workforce. A flood of retiring workers and 5.9 million newly insured California residents through the ACA contribute to an increasing demand for workers in areas such as primary care, allied health, nursing, mental health, public health and community health workers.

**Workforce Diversity** California's diverse and varied blend of cultures, ethnicities, religious traditions and languages is not reflected in those who serve in healthcare professions. African-Americans and Latinos comprise more than 40% of the state population, but less than 10% of California physicians and nurses. More than half of Californians eligible for subsidies or Medi-Cal under the ACA in California are people of color, and 32-51% of the adults in these groups speak English "less than well." Minority healthcare providers play a crucial role in traditionally underserved areas, with 40% of ethnic physicians working in primary care. But there simply aren't enough providers who can address the needs of our underserved communities. For better health outcomes, we must diversify our health workforce.

**Academic Disparities** Youth from low socioeconomic backgrounds struggle to compete academically. More than 8300 minority students drop out of school each day in the US, and the well-known "achievement gap" between Latino and African-American students and their Caucasian counterparts shows a persistent 28 point gap in standardized test scores. A recent Pew Research Center study showed in 2012 that only 14.5% of Latinos over the age of 25 have earned a Bachelor's degree. Faced with catastrophic health workforce shortages, California needs every student to be prepared for college and career.

**Disconnected Youth** According to Kids Count, "Youth employment is at its lowest level since World War II; only about half of young people ages 16 to 24 held jobs in 2011. Only 1 in 4 is now employed, compared to 46% in 2000. Overall, 6.5 million people aged 16 to 24 are both out of school and out of work." 21% of those disconnected youth are parents themselves with no viable means of supporting their families. The healthcare industry offers young people multiple entry points and sustainable employment in a sector that badly needs them.

## Addressing the Problems

FACES programs bring together key stakeholders in education, healthcare industry, and community benefit to develop new, integrated and holistic approaches to workforce training, academic enrichment and leadership development to address urgent challenges facing at risk youth and the healthcare workforce.

## Approach

FACES for the Future programs include four core components:

**Health Careers Training** — through didactic and experiential learning including internships in hospitals, community clinics, public health centers, along with career panels, field trips and mentorship.

**Academic Enrichment** — via tutoring, college preparation activities, workshops covering financial aid, documentation and personal planning.

**Wellness Programs** — activities support student well-being through life skills training, individualized case management and crisis intervention.

**Youth Leadership Development** — activities provide opportunities for training in outreach and advocacy, including peer health and community outreach education, senior capstone research projects, and multi-media projects which disseminate health information to community members.

## Capacity Building Model

The FACES for the Future Coalition at the Public Health Institute helps communities through:

- 1) Development, standardization and evaluation of the FACES for the Future program curriculum, practices and toolkit.
- 2) Providing capacity-building support and professional expertise to existing FACES programs throughout California to ensure program stability, and sharing effective practices among Coalition members
- 3) Mindful and strategic replication of the FACES for the Future program model in other California communities in need.

**Leonel Mendoza,**

FACES Class of 2005, is currently a medical student at UC Davis School of Medicine. He graduated from the University of California, Berkeley with a degree in Integrative Biology.



Leonel believes programs like FACES can help students see a whole different world outside the violence and poverty they are used to. He adds, "FACES gave me a small glimpse of what my life could be if I had an education and a career in healthcare; without them I would have just become another Oakland high school student lost in a path with no future. Now I have a college degree and I am on my way to fulfilling my dream of becoming a doctor."



**Chris Travis**, FACES Class of 2007, received a Bachelor of Arts degree from Columbia University in 2011, a Master of Science degree in Narrative Medicine at Columbia in 2013, and is completing a Master of Science degree in Medical Physiology at Case Western University. Chris is applying to medical school, and his future goal is to become a pediatrician focusing on primary care in underserved communities.

Chris shares, "FACES not only made me want to be a doctor — it introduced me to people who would help me one day make that dream a reality. FACES allowed me to really see if being a doctor was what I wanted to do... Everyone I met at FACES helped me to believe in myself and follow my dreams. But perhaps more importantly than that, Dr. Magaña and others have been there to talk with me about ways that I can grow. FACES is not just a cheerleading squad; it is a program committed to its students even when that means we need tough love."

For more information about FACES for the Future programs, visit [www.facesforthefuture.org](http://www.facesforthefuture.org) or contact the FACES Coalition at [info@facesforthefuture.org](mailto:info@facesforthefuture.org).



The **Public Health Institute (PHI)** is an independent, nonprofit organization dedicated to promoting health, well-being and quality of life throughout California, across the nation and around the world.

For more information about PHI programs, visit [www.phi.org](http://www.phi.org) or contact PHI communications at [communications@phi.org](mailto:communications@phi.org).