“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?

What is the status of their degrees?

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>never attended</td>
</tr>
<tr>
<td>2%</td>
<td>left college</td>
</tr>
<tr>
<td>80%</td>
<td>undergraduates</td>
</tr>
<tr>
<td>17%</td>
<td>graduates</td>
</tr>
</tbody>
</table>

Scholarship Recipients 2009–2014
- 83% female
- 71% first generation
- 52% bilingual
- 56% low-income
- 64% diverse/underrepresented

*Washington and Oregon
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

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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Health Care Career Scholarship Program

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

69% of recipients work

Of these, 27% work in health care

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

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

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

Supports most needed

More financial assistance and real-world experiences

Program change most requested

More internship opportunities

Evaluation and design by education northwest

*Recipients have higher developmental English enrollment rates than national averages
Health Care Career Scholarship Program

“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 6 percentage points more likely to major in health care

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Health Care Career Scholarship Program

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