“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

Evaluation & Recommendations

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?

What is the status of their degrees?

80% undergraduates

0% never attended

2% left college

17% graduates

Recent trends
Bilingual Latino

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

62% of students who started at university/4-yr college
Bachelor’s programs: Biology, Chemistry, Nursing

35% of students who started at community college
Associate’s programs: General associate’s, Nursing

62% of graduates 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

Evaluation and design by education northwest
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

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

Supports most needed

More financial assistance and real-world experiences

Program change most requested

More internship opportunities

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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% of undergraduates studying health care
- 55% of graduates completed health care degrees
- 55% of graduates working in health care

More than 1/2 say college is now financially possible
Nearly 2/3rs 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

Evaluation and design by Education Northwest
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