



M.A.S.H.



**Nancy
Thompkins**



Community
Outreach
Program
Manager, RN

**Mentors and
Volunteers**



Katie Haynes, RN
Alyssa Duda, RN
Krystal Young, RN



M.A.S.H.

MASH Camp is predominantly supported by community partners, volunteers, sponsors, and donations-in-kind. These efforts are collectively coordinated to give you a complete experience. Why? Because we believe in the future of our youth

TEAMWORK

ABOUT ME FACTS



Experience
LPN- 2 years
RN- 15+ yrs.
OR, ICU, CCU,
Long Term Care



Department
Human Resources,
Workforce
Development

Title- Community
Outreach Program
Manager, RN



Education
Clover Park Tech-LPN
Pierce College-ADN
UWT-BSN

**PIPELINE
PROGRAM**

**DIVERSIFY
WORKFORCE**

**CAREER
PATHWAY**

**CAREER
EXPLORATION**

MASH CAMP

M.A.S.H. Camp is a youth enrichment program for high-school aged students to increase, recruit and develop a diverse health workforce and address critical shortages in the healthcare arena

WHAT IS MASH CAMP?

Importance of High School Pipeline Programs for Healthcare

- Addressing Workforce Shortages
- Increasing Diversity in Healthcare: Pipeline programs targeting underrepresented minorities significantly increase diversity in healthcare professions.
- Improved Academic Performance and College Attendance: Participants in healthcare pipeline programs are more likely to pursue degrees in healthcare fields.
- Retention in Health Professions: Pipeline program participants have retention rates of 70-80% in healthcare fields.
- Community Impact: Pipeline programs often focus on underserved communities, increasing the likelihood that participants will serve those communities.

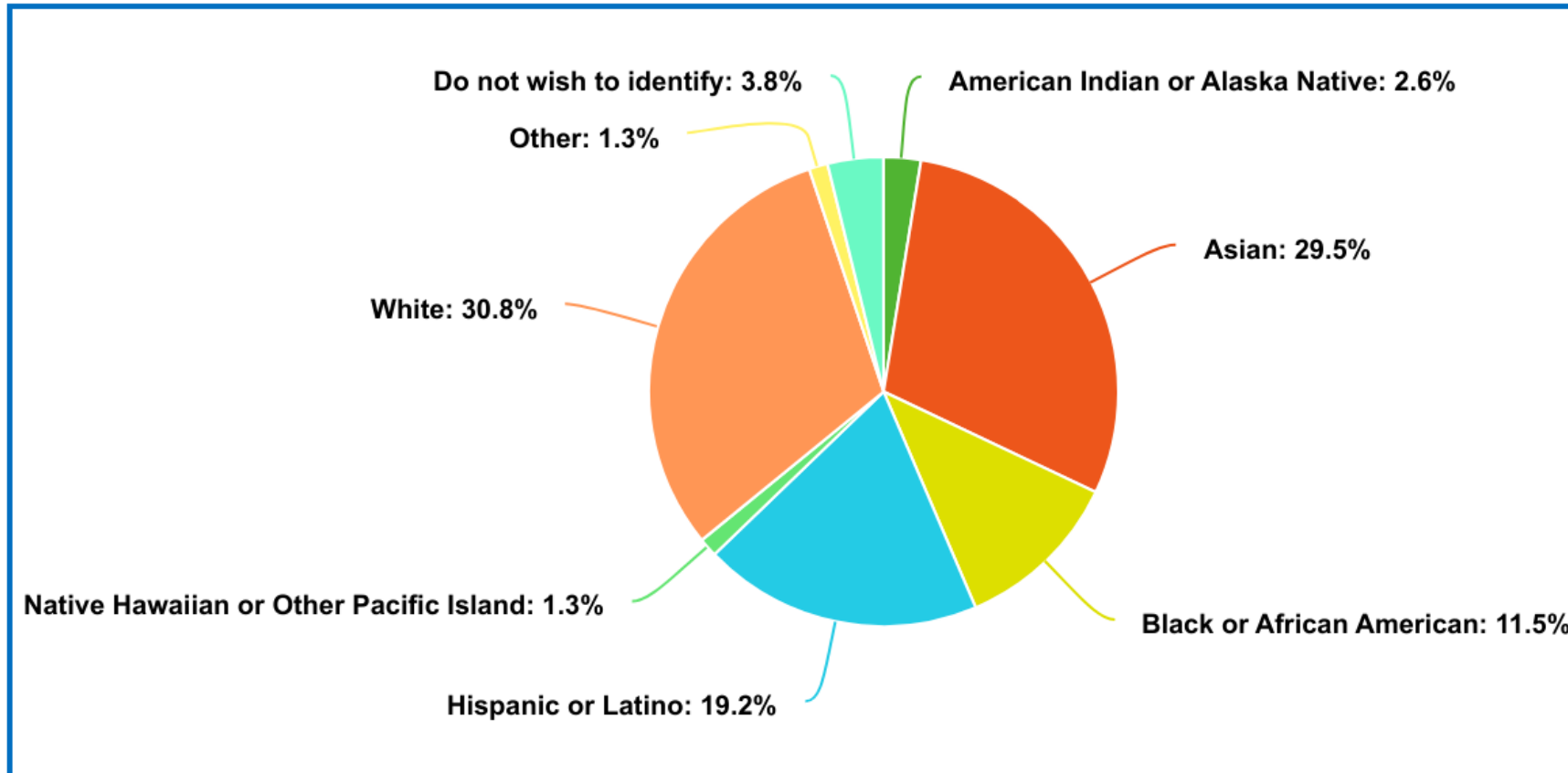
The Importance of Diversity in Healthcare Professions

- **Improved Patient Outcomes:** Patients treated by healthcare professionals of the same racial or ethnic background have better communication, are more satisfied with their care, and have better health outcomes.
- **Cultural Competence:** A diverse healthcare workforce can provide culturally competent care, leading to more effective treatment and greater patient trust.
- **Reduction of Health Disparities:** Increasing diversity in the healthcare workforce is key to reducing health disparities among underserved populations.
- **Economic Benefits:** A diverse and inclusive workforce is linked to better financial performance, including higher revenues and better innovation.
- **Educational Environments:** Diverse educational environments improve the cultural competence of all students, preparing them to serve diverse populations.

MASH Camp 2024 Accomplishments

- 213 Applicants from Pierce, North Thurston, South Kitsap, and South King Counties
- 78 Students Accepted (36% acceptance rate)
- 12 Active Participants in the Running Start program (15%)
- >95% Daily Excellence Rating by students for their camp experience
- Onboarded all participants as MultiCare volunteers

Ethnicity

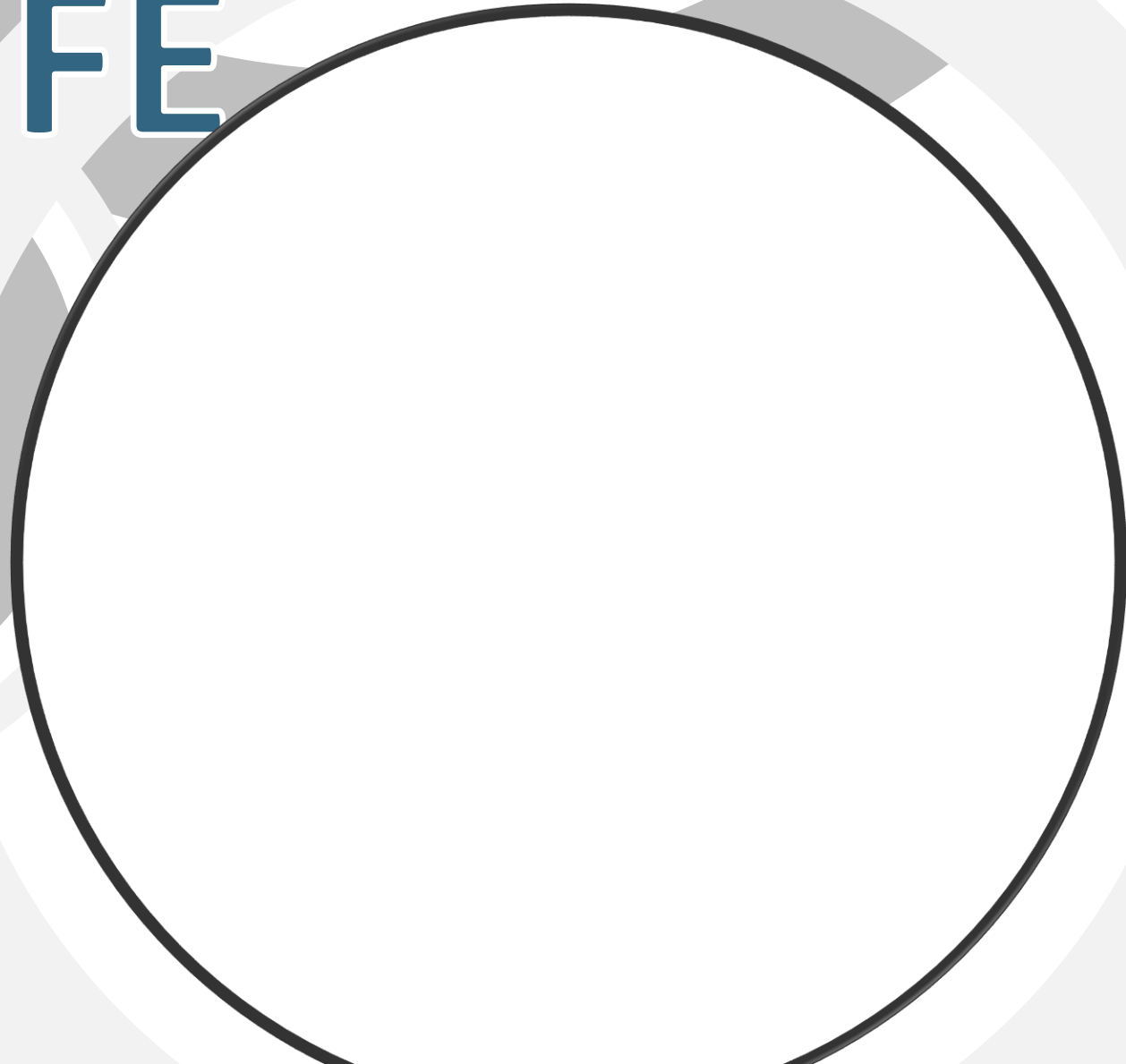


- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Island
- White
- Other
- Do not wish to identify

Socioeconomic Diversity

- 24% of participants are eligible for free/reduced lunch

MASH CAMP LIFE



Graduation Ceremony

A ceremony for family to celebrate your accomplishments for the week



CAMP EXPERIENCES

Hands On Activities

Hands-on activities, i.e., suturing, stapling, injections, mock codes, OR instruments simulation, escape room, etc.



Job Shadows

Each student completes two job shadow experiences. Medical & Surgical Care Emergency, Women & Newborn Services, Pediatrics, Physical Therapy, Pharmacy, Cardiovascular Care, OR and more



College Tour

Tours of local colleges with nursing and other allied health programs, Bates Technical College, Clover Park Technical College, Tacoma Community College, Pacific Lutheran University, and Green River Community College



College Fair

A variety of health professions colleges/ universities and military branches in attendance



EXPERIENCES

WHEN AND WHERE

JULY



Location: TBD
8:30am- 4:00pm each
day

Eligibility



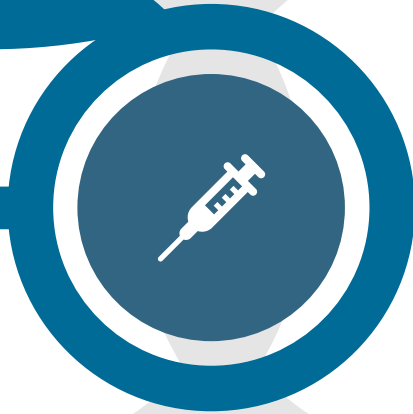
GRADE

Must be a current sophomore, junior, and senior in high school



RESIDENCY

Must reside in Pierce, South King, Kitsap, and North Thurston County (MultiCare service areas)



VACCINATIONS

Complete required vaccinations for participation once accepted



TESTING

TB Blood Test
Upon Acceptance



Application Form:
The application can be
found at
[www.multicare.org/mash-
camp/](http://www.multicare.org/mash-camp/) under the
“Application” tab on
January



How to apply?

Reference Survey

Acceptable options/examples for recommendations (but not limited to): teacher, academic advisor, employer, volunteer supervisor, or mentor.

RESUME

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graph LR; A((General Information)) --- B((Activities/Jobs)); B --- C((Experiences/Skills));
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General Information

Activities/Jobs

Experiences/Skills

Deadlines

March

Late or incomplete applications will **NOT** be considered.

Early submission is highly encouraged as we will only **review/score the first 250** complete applications will be considered.

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HELPFUL HINTS



Looking for Well Rounded Students

- Volunteer Exp.
- Organization or Club
- Work
- Play Sports
- Advocates

- ### Have All of Your Materials Ready
- Vaccination Record
 - Selected Person to Complete Recommendation
 - Resume
 - Get TB test once you are notified of your acceptance



Essay Questions

- Put thought into them
- Answer Optional Question

STUDENTS EXPERIENCES

- This camp was fantastic - I learned, participated in, and got hands-on activity in so many different areas of healthcare. I'll definitely never forget this camp and I am beyond glad got hit this opportunity!!
- ***I had such a fun time and there was so many great and unique experiences to do!***
- ***AMAZING!!! BEST HEALTHCARE EXPERIENCE EVER!!!!***
- ***I LOVE MASH CAMP!!! I'm sad it ended so soon, but I will never forget all the experiences I faced in these five days. I'm glad to have done all these life changing experiences and learn more about what I want to do in the future! Thank you so much!!!***
- ***So much fun and it helped me decide what I wanted to do.***
- ***Super fun experience and and 10/10 would recommend!***

Resources and References

- National Academy of Medicine, "Diversity in Health Care: Examples from the Field."
- Health Affairs, "The Case for Diversity in the Health Care Workforce."
- American Medical Association, "Health Disparities and the Workforce."
- McKinsey & Company, "Why Diversity Matters."
- Association of American Medical Colleges (AAMC), "The Complexities of Physician Supply and Demand: Projections from 2019 to 2034."
- Health Resources and Services Administration (HRSA), "Pipeline Programs to Improve Racial and Ethnic Diversity in the Health Professions: An Inventory of Federal Programs, Assessments, and Best Practices."
- Journal of the National Medical Association, "The Impact of Health Career Pipeline Programs on Postsecondary Outcomes."
- Robert Wood Johnson Foundation, "Building the Pipeline: High School to Health Care Career Pathways."
- American Public Health Association (APHA), "The Role of Pipeline Programs in Reducing Health Disparities."



Questions?

Email: MASH@multicare.org

Website: www.multicare.org/mash-camp/