Area Health Education Center: An Indiana Workforce Pipeline

Indiana Access to Care
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Mission

• Improve the health of Indiana by recruiting, educating, and retaining health care professionals in rural/urban underserved communities
  – Primary but not exclusive focus on primary care
  – Focus on increasing diversity of the workforce
  – At all levels of the workforce spectrum (middle skills to professional)
National Overview

• Created in 1972 – Now in MOST states
• Authorizing Legislation: Section 751 of the Public Health Service Act Title VII, reauthorized in 2010 health care reform
• Funding: via Federal cooperative agreements and matching State and local funds
• Recipients: Schools of Medicine/Osteopathic Medicine; Parent Institutions; Incorporated Consortia; Nursing Schools (if no medical school in State)
Primary Methods

• Health careers promotion and preparation
• Community-based (Experiential) student education
• Recruitment and retention of health care providers to rural and underserved sites
• Health professions education and support
• Community enhancement initiatives
• Health workforce research and planning
Indiana Methods

• Goals
  1. Health careers promotion (and enrichment)
  2. Community-based education and clinical training
  3. Continuing professional education

• Structure
  – 8 Regional Centers
  – Address goals guided by community engagement
  – Function systematically yet rather autonomously

• Collaborative Model – Partner to do more with less
1. Health Careers Promotion and Enrichment

• Provide K-16 programming for:
  – Health career awareness
  – Health career exploration
  – Academic enrichment
  – Other structured programs

• Promote entry into and graduation from health career training programs
Health Careers Promotion and Enrichment

- **Middle School Programs**
  - Introduction to Health Careers
  - Programs to develop interest in science & math (medical/health context)
- **High School Programs**
  - Exploration of health careers
  - Shadowing and mentoring programs
  - Middle skills preparation (i.e., CMA, EMT)
  - HCOP (Health Careers Opportunity Program)
- **College Programs**
  - Tutorials/Health Careers Preparation (e.g., MCAT prep)
  - Interprofessional simulation
  - Proposed Robert Wood Johnson Summer Medical, Nursing, and Dental Education Program (SMDEP)
2. Community-based (Experiential) Clinical Education

• Indiana University
  • School of Medicine 3\textsuperscript{rd} year Clerkships
  • School of Dentistry 4\textsuperscript{th} year Rotation

• Other Institutional Partners & Programs
  – Nursing
  – Pharmacy
  – NP, PA,
  – Behavioral Health, Radiological Tech, Radiological Assistant
3. Continuing Professional Development

- Based on needs of community
- Now a “Niche” rather than global focus
- Examples:
  - Mental health needs of returning veterans
  - Conference for Social Work
  - Local Radio Shows
Current Scope & Outcomes

• Pipeline (Goal 1)
  – This year connected with 12,812 students (middle school and Up)
    • 73% disadvantaged, 68% rural, & 23% underrepresented minorities
  – Outcomes (Matriculation into College)
    • Of those participating in > 20 Hours
      – 53.4% of Students from underrepresented minorities
      – 67.3 % of students from disadvantaged backgrounds
Current Scope & Outcomes

• Clinical Training (Goal 2)
  • This past year facilitated 830 clinical rotations

• Outcomes: Of those surveyed:
  – 67% intend to practice in Indiana
  – 54% intend to serve in medically underserved area strengthened
  – 37% intend to practice in rural community
  – 61% intend to practice primary care
Longitudinal Goal 2 Outcomes

• 23.7% of the 1677 practicing alumni identified are practicing in medically underserved areas

• Includes:
  – Physicians (297)
  – Advanced Practice Nurses (109)
  – Nurses (1011)
  – Physician Assistants (22)
  – Dental Hygienists (60)
  – 178 Other (178)
Current Scope & Outcomes

• Continuing Professional Education (Goal 3)
  – This year reached 879 participants
  – 75% were from medically underserved communities
Reach

Map Identifies
- AHEC Physician alumni practicing in Indiana (Stars)
- Pipeline schools with whom we work (diamonds), mostly in designated HPSAs and MUAs
Future Directions

• HRSA is re-visioning the AHEC Program
  – Focus on workforce distribution, diversity, and practice transformation
• More systematic and intentional pipeline
• Increased concentration on, and coordination of, clinical training
• Increased concentration on interprofessional education (IPE)
Our Future