

Envisioning the Future Health Care Workforce for North Carolina

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Priorities for North Carolina's Health Professional Workforce

- I. Teaching Health Centers
- II. Health Care Workforce and the Underserved

I. Teaching Health Centers

An Innovative Model for Clinical Practice

What are THCs?

- Community-based ambulatory patient care center for underserved
- Commitment to teaching and service
- Partnership between the community, primary care residency training program, and Health Center
 - FQHC, community mental health centers, I.H.S. health centers, Title X family planning programs

Current Models

- **WWAMI Family Medicine Residency network University of Washington**
 - Network of 18 affiliated FMRs across Washington, Wyoming, Alaska, Montana, and Idaho
 - Rural and urban underserved
 - FMR of Idaho- FQHC look alike, FMR joined the Idaho network of CHCs
- **Community Health Connection Massachusetts**
 - FMRs affiliated with community health centers across Massachusetts (Boston, Cambridge, Fitchburg, Lawrence, Worcester)
 - Umass FMR-Fitchburg primary care, dental, and mental health services provided
 - Umass FMR-Worcester urban underserved, comprehensive care model

Benefits of THCs

- Increase primary care providers for the underserved (better recruitment and retention)
- Center for multidisciplinary education and training in community based primary care
- Appeals to both CHCs and residency training programs
- Model of care consistent with aims of current health care reform
- High quality training

Barriers/Obstacles

- Finances/Funding/Money
 - Need federal support to ensure sustainability
 - Decreased productivity
- Complex Administration
 - ACGME, Residency Review Committees, HRSA
- Complex Teaching Environment
 - Each health professional school and residency has goals for students, residents, and faculty that are not always the same

Current Opportunities

- HRSA-11-149 Teaching Health Center GME Grant
 - ACA, THC, and GME payment program
 - Provides GME payments for THC to cover costs of new residency programs in community based primary care practices
 - Will cover direct and indirect expenses
 - Deadline Dec 30th 2010

III. Healthcare Workforce Shortages In Underserved Areas

Best Practices

Innovative Models

- Graduate Medical Education
 - The Heart of the Texas Community Family Health Center-Family Medicine Residency (Waco, TX)
 - The Family Health Center at Worcester-Family Practice Residency Program at the University of Massachusetts Medical School (UMMS)
- Post-Secondary Education
 - Kentucky: Owensboro Community and Technical College (Training Non-Traditional Nursing Candidates)
 - Arkansas: Southeastern Arkansas College (Allied Health Fast Track)
- Workplace Models
 - Alaska: Petersburg Medical Center
 - Massachusetts: Partners HealthCare Training and Employment Program
 - Baltimore

Graduate Medical Education

Collaboration with CHCs

- The Heart of the Texas Community Family Health Center-Family Medicine Residency (Waco, TX)
 - Family Health Center established in 1969, granted FQHC status in 1999
 - First residency class in 1970
 - Program has graduated 309 Family Physicians
 - Program Costs
 - \$322,254 per resident per year
 - Benefits
 - 47 graduates practice within 100miles of HOTCHC
 - 31 graduates have remained in the community (since 2000)
 - 17 of these physicians practice at the HOTCHC
 - Influx of specialty physicians

Graduate Medical Education

Collaboration with CHCs

- The Family Health Center at Worcester-Family Practice Residency Program at the University of Massachusetts Medical School (UMMS)
 - Incorporation with GME began in 1974
 - Serves urban/inner-city neighborhoods
 - Trained over 130 Family Medicine Physicians
 - FHCW is one of three training sites for the program
 - Trains 12 Residents per year
 - Costs: \$2,800,500 for 12 residents (\$233,375 PRPY)
- Benefits
 - 59% of FHCW physicians graduated from one of the UMMHC sites
 - 26% graduated from the FHCW training site
 - High quality patient satisfaction ratings
 - Increased collaboration with specialty physicians

Post-Secondary Education

Kentucky: Accelerated Nursing Pathway for Non-Traditional Candidates

- Owensboro Community and Technical College and Owensboro Medical Health System
- Designed to meet a nursing deficit of 500 over 5yrs
- Trains nurses aides, pharmacy technicians and unit clerks
- Program Details
 - FT worker obtains an Assoc. Degree in Nursing in 3yrs
 - Paid Release Time, Tuition support, online and classroom instruction at the Hospital
 - Students maintain current income
 - Developed customized curriculum “MathRx” for those with weak math and reading skills
- Benefits
 - Retention Rates: 75-89%
 - Graduation Rates: 75%

Post-Secondary Education

Arkansas: Fast Track to Allied Health Professions

- Southeastern Arkansas College (Pine Bluff)
- Goal: Close the academic gap among potential candidates (95% of entering students need remedial reading, math and basic skills training)
- Program
 - Compressed Basic Curriculum (One Semester)
 - Fast Track to Interdisciplinary Practical Nursing (One Year)
 - Four eight-week modules, One sixteen-week session
- Benefits
 - 96% completion rate (63% in traditional developmental education courses)
 - 100% of students in the first cohort and 80% of students in the second, passed the National Council Licensure Exam for Practical Nurses

Workplace Initiatives

Alaska: Petersburg Medical Center (Addressing Nursing Shortages)

- Program
 - Distance Learning Collaboration between Weber State University, (Ogden, Utah) and Petersburg Medical Center
 - Clinical training performed on-site
 - Educational expenses covered by the hospital (\$10,000/yr)
 - Incumbent employees as candidates
 - Costs of training < costs of recruitment and training
 - Successful retention

Workplace Initiatives

Massachusetts: Partners HealthCare Training and Employment Program

- Brigham and Women's Hospital, Massachusetts General Hospital
- Goal: Reduce shortages in key occupations (nurses, allied health, radiation technologists and surgical technicians)
- Method
 - Job Training, Hospital Placement, Career Development
- Partners Career and Workforce Development Program
 - Community Pipeline and Incumbent Employee Advancement Program
 - Workforce development manager, career coaches, career development website

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