NORTH CAROLINA INSTITUTE ON MEDICINE
HEALTH PROFESSIONALS WORKFORCE WORKGROUP
PRESENTATION
"PIPELINE PROGRAMS: ARE THEY REALLY IMPROVING WORKFORCE DIVERSITY?: A NC-HCAP DIRECTOR'S PERSPECTIVE"

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September 23, 2011

NC HEALTH CAREERS ACCESS PROGRAMS

- **Established in 1971 [Grants]**
- **State Funded in 1973**
- **A component of the North Carolina Health Manpower Development Program [NCHMDP] ….1971 - 1989**
- **Name of the program was changed to North Carolina Health Careers Access Program (NC-HCAP) in 1990 - Present.**
- **Designed to increase admissions and enrollment in health training programs of minority and disadvantaged students**
- **Current Programs: UNC-Chapel Hill, UNC-Pembroke, Elizabeth City State University & NCCU.**

WHY ARE WE HERE?
"What is being done to improve diversity?"

- **Q. What can we do to increase the number of NCCU students interested in pursuing health careers?**
  - **RECRUIT at local high schools: Coordinate with university recruitment and admissions offices to ID prospects.**
    - **PROBLEM: Lack enough staff**
  - **ESTABLISHING A POST BACCALAUREATE PRE-HEALTH CERTIFICATE PROGRAM**
  - **SPONSOR AN ANNUAL 8TH GRADE HEALTH CAREERS FAIR**
  - **EXPANDING PRE-MEDICAL TRACKS TO NON-SCIENCE MAJORS**
  - **ASSISTING STUDENTS PURSUING PRE-HEALTH, PRE-MEDICAL PREPARATION**
    - **Advising on Research Participation, Summer Clinical Experiences, etc.**
    - **Conduct Developmental/Enhancement Programs**
    - **Sponsor Active – Learning Test-Taking Workshops**
    - **Providing Clinical Shadowing/Internship Opportunities [Summer & Academic year]**
    - **Refer students to and coordinate their participation in EMSSPs [BU, UMDNJ-NJDS]**
    - **Establish Articulation Agreements with Health Professions Schools**
    - **Assisting students in completing Applications to Professional Schools**
    - **Conduct professional schools tours**

NCCU HEALTH CAREERS ACCESS PROGRAM

CURRENT PIPELINE PROGRAMS

- BU-EMSSP [3+4]
- CHSP: NCCU-HCAP [10 WK. SUM]
- SEP: UNC-HCAP
- MED: UNC- SOM
- CLINICAL SHADOWING/INTERNS
  - PHS, INC
  - ISL
  - LOCAL OFFICE PRACTICES
  - DUMC Agreement/AT, ESS
- CU: PREP
- UC - SSE
- UMDNJ-NJDS [3+4 & 4+4]
- NC-ARC - UNC Dept of Allied Health Sciences Initiative

PENDING PIPELINE PROGRAMS

- LU-CM
- OU-SOsteoM
- UMDNJ-PA
- PCOM-SOM
- OCPM
- MMC-EMSSP
- HCOP Funding via UNC-SOM grant

DEFINITIONS

PIPELINE: Grapevine; a set of standard processes chained by their standard streams so that the output of each process feeds directly as input to the next one; a tube or system of tubes used for the transportation of oil or gas.

PATHWAY: A focus area, group of courses intended to enhance career development; a well-defined package of study that consist of distinct components or modules, where the emphasis is on the tailoring of packages for an individual's needs.

WHAT'S MISSING IN THE HEALTH EDUCATION PROGRAM PIPELINE PROCESS?

CONCERNS – PROBLEMS?

THE U.S. HEALTH and MEDICAL EDUCATION MODEL?

Mark Twain said…

- “If you do what you’ve always done, you’ll get “the results” that you’ve always gotten.”

MY IDEAS AND RECOMMENDATIONS

“THE GORDIAN KNOT”

MORE COLLABORATION WILL IMPROVE DIVERSITY

OLD STATE MEDICAL SOCIETY/NATIONAL MEDICAL ASSOCIATION

NATIONAL DENTAL ASSOCIATION

ASSOC. OF MINORTY HEALTH PROFESSION SCHS

NC OSTEOPATHIC MEDICAL ASSOCIATION

NC MEDICAL ASSOCIATION/AMA

LOCAL AND STATE MEDICAL SOCIETIES

LOCAL AND STATE ALLIED HEALTH ASSNS.

MUST TAKE COLLECTIVE RESPONSIBILITY FOR TRAINING AN INCREASING SUPPLY OF MINORITY HEALTH PROFESSIONALS

NATL ASSN FOR EQUAL OPPORTUNITY

116 (11)

UNITED NEGRO COLLEGE FUND

38 (6)

STATEWIDE HEALTH SYSTEMS

NC MEDICAL AND HEALTH EDUCATION SCHOOLS

PHILANTHROPIC ORGANIZATIONS

HOW TO IMPROVE THE HEALTH PROFESSIONS WORKFORCE IN NC

QUESTIONS

- Has any medical group approached the leaderships of the 11 HBCUs in NC about attending a meeting that will establish dialogue on what their institutional programs can do to address the issues of diversity in the health care workforce in NC?
- Collectively these institutions enroll more than 32,000 (mostly) minority students.

- **What is the single biggest error people make when they try to change?**

…the answer was that they did not create a high enough sense of urgency among enough people to set the stage for making a challenging leap into some new direction.[p. viii]

John P. Kotter
A Sense of Urgency

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IT'S TIME TO CREATE A SENSE OF URGENCY AMONG ALL NC HBCUs

- SPONSOR A MEETING
- WHAT ARE MY EXPECTATIONS?
- ACCEPT THE CHALLENGE
- CONSIDER OFFERING: BS IN HEALTH SCIENCES – PBPHPC PROGRAM, ACTIVELY RECRUIT STUDENT SCHOLARS,ETC.
- THROUGH COLLABORATION ESTABLISH: CLINICAL SHADOWING OPPORTUNITIES, SUMMER RESEARCH INTERNS, FACULTY IN-SERVICE SCIENCE TEACHING INSTITUTES

US ARMY MEDICAL AND HEALTH TRAINING PROGRAMS

- HEALTH CARE SPECIALISTS [**16 weeks**]
- DENTAL SPECIALISTS [**30 weeks**]
- OPERATING ROOM SPECIALISTS [**19 weeks**]
- RADIOLOGIST SPECIALISTS [**24 weeks**]
- OPTICAL LABORATORY SPECIALISTS [**24 weeks**]
  - = Advanced Individual Training [AIT]

HEALTH CARE SPECIALISTS

HOW MANY ARE DISCHARGED ANNUALLY?
CAN ARMY TRAINING BE USED AS PREREQUISITES FOR ADMISSIONS TO DEGREED HEALTH PROFESSIONS PROGRAMS?

- TRAINING INCLUDES:

- Administering emergency medical treatment to battlefield casualties
- Assisting with outpatient and inpatient care and treatment
- Interviewing patients and recording their medical histories
- Taking patients' temperature, pulse and blood pressure
- Preparing blood samples for laboratory analysis
- Keeping health records and clinical files up-to-date
- Giving shots and medicines to patients
- Preparing patients, operating rooms, equipment and supplies for surgery
- Administering emergency and routine medical treatment to battle and non-battle casualties
- Supervising field and clinical medical facilities under the supervision of a physician, nurse or physician's assistant

HELPFUL ATTRIBUTES INCLUDE

- An interest in algebra, biology and other sciences
- An interest in activities requiring accuracy and attention to detail
- An ability to follow strict standards and procedures
- An interest in helping others

- **THERE ARE MANY STUDENTS UNABLE TO FIND JOBS WHO HAVE DEGREES IN THE SUBJECTS LISTED ABOVE. IS THERE A RELATIONSHIP OR AN OPPORTUNITY FOR THEM VIA A CIVILIAN APPROACH TO THE ARMY TRAINING SYSTEM**? WITH ADDITIONAL PATHWAYS TO ATTEND MEDICAL, DENTAL, PHARMACY SCHOOLS,ETC.?

RECOMMENDATION - 1

To encourage HBCUs to institute an academic program(s) specifically designed to train and prepare pre-professional health students, regardless of their academic majors (biology, chemistry, mathematics, physics, psychology majors) to enroll in medical and health professional programs upon graduation.

- Call a meeting with Chancellors & Presidents; not their designees.

RECOMMENDATION - 2

- Sponsor 1-2 day faculty training workshops conducted by trained and nationally recognized consultants for HBCU science faculty who teach or will be designated to teach pre-professional health students at their respective institutions about specific methodologies and techniques effective in preparing students to perform well on the MCAT, DAT, PCAT, etc.;

RECOMMENDATION - 3

- Convince chancellors and presidents of HBCUs of the importance of instituting, where appropriate, an academic unit or program within their institutions that is specifically targeted to training and assisting pre-professional health students to prepare for pre-requisite requirements for enrolling in professional health and medical schools.

RECOMMENDATION - 4

- To conduct a 1-2 day workshop for pre-professional health advisors who are designated to assist pre-professional health students in their ongoing preparation for entrance to professional health and medical schools and/or programs.

RECOMMENDATION - 5

- Encourage state and nonprofit health and medical associations to seek out and explore, at the executive levels, collaborative efforts with HBCU chancellors and presidents in order for pre-professional health students at HBCUs to experience opportunities that will better prepare them to become competitive professional school applicants.

RECOMMENDATION - 6

- Encourage nonprofit health membership organizations to reach out to schools (K-14) and provide educational materials and age-appropriate career resources that will educate and inform students and parents about the opportunities available in the health professions for minority students.

THE CURRENT MODEL OF HEALTH EDUCATION TRAINING FOR MINORITIES NATIONALLY AND STATEWIDE?

Other Considerations

- Review and duplicate out of state programs that are attracting NC students i.e. BS-MD [6 years]; Control #'s of out of state students accepted into programs; EMSSP models, etc
- Expand collaboration to increase stakeholders and include more colleges and universities
- Turn the community into a more active learning clinical laboratory for/from Pre-Health students to Residents.
- Do the "*un-heard of*"…visit a kindergarten, elementary, middle or high school at least once a year or open up your office or medical center for visitations by students.
- Attitudes: HS Counselors, Parents, College Faculty & Administrators, Health School Recruiters

THANK YOU !

- I HOPE THIS WILL BE HELPFUL IN YOUR CONTINUED DELIBERATIONS.