Rural Health Workforce Pathways Residency Training:
Opportunities and Barriers in Rural Arizona
Session Outline

I. Case Study: Western Arizona

II. Medical Education & Residency Development

II. Next Steps

IV. Discussion
Speakers

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Director, Western Arizona Area Health Education Center Regional Center for Border Health, Inc.

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Chair, Dept. of Family, Community and Preventive Medicine University of Arizona College of Medicine, Phoenix
Background: Medical Training

- Recruit Best Students
- Academic Training
- Rural Practice
Medical education is a complex system...
Case Study: Recruitment and Retention

MD Student from WAHEC Region

UA College of Medicine-Phoenix
Program began 2019
Doctoral Degree-Medical School
MD-Doctor of Medicine
Pipeline Program: Pathways
Arizona Primary Care Health Professional Shortage Areas 2021
WAHEC Snapshot: Clinical Rotations
2018/19 to 2021/22

• 905 Clinical Rotations

• 20 Physician Residents Public Health Rotations (1 day)
Interprofessional Clinical Rotations

South University Georgia – P.A

Chatham University – P.A

NAU – Speech Pathologist

NAU – Social Work

U of A – College of Pharmacy
“Growing Our Own”

- Medical Assistant
- Medical Office Specialist
- Nursing Assistant
- Medical Coder & Biller
- Pharmacy Technician
- Phlebotomy Technician
- Medication Assistant
- Caregiver
- Nutrition & Food Services Management
- ServSafe (National Certification)
- CPR and First Aid
<table>
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<tr>
<th>Sponsor</th>
<th># Programs / # Residents</th>
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<tr>
<td>Yuma Regional Medical Center</td>
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<tr>
<td>North Country HealthCare</td>
<td>1 / 3</td>
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<tr>
<td>Havasu Regional Medical Center</td>
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<tr>
<td>University of Arizona College of Medicine, Tucson</td>
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<td>University of Arizona-College of Medicine, Phx</td>
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<td>Phoenix Children’s Hospital</td>
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<tr>
<td>Midwestern University GME Consortium / Glendale</td>
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<tr>
<td>Abrazo Health Network</td>
<td>5 / 75</td>
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<td>HonorHealth - Scottsdale</td>
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<td>Burrow Neuroglial Institute–St Joseph Hosp./Med. Ctr.</td>
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“Growing Our Own” with Medical School Pipeline Programs

• Rural Track
• LIC
• Community Health Center/Rural Health Center
• CHC/RHC Based Residency
SLWIC Medical Staff
Longitudinal
Integrated Curriculum
(LIC)
University of Arizona
CHC Residency

Primary Considerations:

- Entrance to Medical School
- Mentorship with Rural Doctors
- Clinical Rotations mostly completed at CHC site
- Rural Training Program at site/region
- “hand-shake” agreement for MD students in LIC Program to CHC Residency Program (match)
- 3+3 MD School and Residency
Medical Education

• LIC Curriculum
  Competency-based curriculum

• 3 years to graduation instead of
  Primary Care Focus:
  Benefits of Family Medicine

• Rural Primary Care admissions
  track needed (seats saved for rural
  students)
Medical Education

- Direct admission into Rural Health Center Residency
- Potentially 4 years of training/contact with center
- Focus on making graduated family physicians trained precisely LIC and residency integral to one another
CHC Residency

- Structure of a CHC based residency
- Cost
- Staffing
- Funding Mechanism
Supporting Developments / Next Steps

**State**
- Sept. 2021
  - AHCCCS State Plan Amendment (SPA #21-015)
  - GME funding for hospitals with priority to rural counties ($11.1m / $20m)
  - Expansion of FEMAP opportunities.

**Federal**
- (FOA June 2022)
  - HRSA – Rural Residency Planning and Development (HRSA 22-107)
  - Rural Residency TA Center (2018)
  - Planning & Development Grants (2019-2022)
  - ...to support expansion of primary care residency training in community-based patient care settings
Q & A

Thank you!

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The End

Extra Slides
Western Arizona Area Health Education Center

The principal mission of Arizona's Area Health Education Centers (AHEC's) is to improve the health status of Arizona's rural and medically underserved communities through the improvement of retention, distribution, supply, diversity, quality and efficiency of health professionals serving these populations.
Interprofessional Clinical Rotations
"Growing Our Own"
Student Programs

- Medical Student Rotation
- Border Health Career
- Health Career Clubs (HOSA)
- RHPP
- Pharmacy Camp
- Future Health Leaders

Health Career Opportunities Program—
Summer Opportunities:

- Med-Start Summer Enrichment (U of A)
- Minority Medical Education Program Opportunity (U of A)
- PREP Summer Enrichment Opportunity (NAU)
Health Professional Shortage Areas (HPSA) are federal designations that apply to areas, population groups or facilities in which there are unmet health care needs. Designations help prioritize limited federal resources to the areas that need them most. The criteria and guidelines for HPSA Designations are determined by Health Resources and Services Administration (HRSA).
The Health Resources and Services Administration (HRSA) State Loan Repayment Program (SLRP) provides cost-sharing grants to all U.S. states and territories to operate their own loan repayment programs. These state programs offer loan repayment to primary care providers working in Health Professional Shortage Areas (HPSAs).

Loan repayment assistance for qualified education debt (amount varies state to state)
Minimum 2-year service commitment

Additional 1 year of service for each year of additional support

States may require longer minimum service commitments (more than 2 years) or negotiate individual contracts with providers for different service commitment periods (e.g., 2 years for physicians, 3 years for dentists, 4 years for physician assistants).
## Award Amounts for Full-Time Physicians and Dentists

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<tr>
<th>Contract Year</th>
<th>1st Priority HPSA Score 18-26</th>
<th>2nd Priority HPSA Score 14-17</th>
<th>3rd Priority HPSA Score 0-13</th>
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<tr>
<td>Initial 2 Years</td>
<td>$65,000</td>
<td>$58,500</td>
<td>$52,000</td>
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<tr>
<td>Third Year</td>
<td>$35,000</td>
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<tr>
<td>Fourth Year</td>
<td>$25,000</td>
<td>$22,500</td>
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<tr>
<td>Fifth Year and continuing</td>
<td>$15,000</td>
<td>$13,500</td>
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