DEVELOPING A DIVERSE RURAL HEALTHCARE WORKFORCE: RECRUITMENT, RETENTION & CLINICAL TRAINING

Lillian Smith, Dean of the College of Health and Human Services
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OPPORTUNITIES FOR GROWING THE TRIBAL HEALTH WORKFORCE

Louisa O’Meara, MPH
Senior Research Coordinator
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WORKFORCE SHORTAGES IN THE TRIBAL HEALTH SYSTEM

The **HPSA designations** for IHS, Tribal 638 and Urban (I/T/U) facilities have higher HPSA scores than the State of Arizona facilities:

<table>
<thead>
<tr>
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<th>PRIMARY CARE</th>
<th>DENTAL</th>
<th>MENTAL HEALTH</th>
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</thead>
<tbody>
<tr>
<td><strong>Avg I/T/U facility score</strong></td>
<td>19</td>
<td>20</td>
<td>17</td>
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<tr>
<td><strong>Avg Statewide score</strong></td>
<td>14</td>
<td>16</td>
<td>16</td>
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</tbody>
</table>

Scores range from 13-21

Scores range from 14-24

Scores range from 10-21

- Additional 43.89 primary care doctors needed to eliminate HPSAs of tribal areas.
- Additional 38.75 dentists needed to eliminate tribal HPSAs of tribal areas.
- Additional 25.53 psychiatrists needed to eliminate tribal HPSAs of tribal areas.
“Grow Your Own”
Public Health & Health Care Professionals in Arizona

American Indian Health AHEC
“[CHR]s play a critical role in the health care delivery system to link the patient to the Indian health care system”
“GROW YOUR OWN”
TRIBAL HEALTH WORKFORCE

Hopi Youth
Community
Health Aid
Summer
Program

LET'S CONTINUE OUR FIGHT AGAINST COVID-19 & KEEP OUR CULTURE ALIVE!

KEEP YOUR DISTANCE

M A S K  U P

S T A Y  H O M E
I F  S I C K

H A N D
S A N I T I Z E

ITAM NAAMI TUNAT YAWTOTINI
EEVIPI AIYAH MAH UMI

Public Health Message by W. Tewanemo, CHA 2022
Navajo Nation public health workforce

Master of Public Health at NAU

High School Indigenous Public Health Pathway

Bachelor of Science in PH at Dine' College Summer Research Enhancement Program

- Funded by the National Institutes of Health
- Partnership between Dine College and NAU
OPPORTUNITIES FOR GROWING ARIZONA TRIBAL HEALTH WORKFORCE

• American Indian Health (AIH) AHEC
• Tribal and Community Colleges
• Northern Arizona University
  – Native American Research Center for Health Partnership (NARCH)
  – American Indian Nursing Program
  – Public Health Graduate Certificate Program
  – MPH - Indigenous Health track
  – Public Health AmeriCorps Program
• AZ Voluntary CHW Certification for CHRs
THANK you!
FOR MORE INFORMATION, CONTACT:

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Additional Information:

NARCH
HOPI CHR PROGRAM
WORKFORCE DEVELOPMENT IN HEALTH & HUMAN SERVICES

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NEW INITIATIVES

• Elevating Excellence: NAU Strategic Roadmap
• A++ Arizona Attainment Alliance

• New Economy Initiative:
  – $22 million
  – increase educational access and advance Arizona’s future healthcare and behavioral health workforce
NAU’s Statewide Impact from NEI

NAU’s investment will support

**6,839 JOBS**
by year 10 and

**18,937 JOBS**
by year 20.

A total of

**$129.4B IN ECONOMIC OUTPUT**
will be generated by NAU
over the 20-year period.

Over 20 years, approximately

**$60B IN LABOR INCOME**
will be created for the total jobs
that are supported by NAU.

NAU’s $22M investment
will generate a total of

**$1.3B IN TAX REVENUES**
over the 20-year investment timeframe.

Source: Rounds Consulting Group, Inc.
CHHS PROGRAMS

• Communication Sciences and Disorders
• Dental Hygiene
• Health Sciences
• Occupational Therapy
• Nursing
• Physical Therapy & Athletic Training
• Physician Assistant
Communication Sciences and Disorders (CSD)
NAU Yuma: M.S. in Clinical Speech-Language Pathology
• Accredited July 2022
• ~20 students starting June 2023

Nursing
• **NEW**: MSN Psychiatric Mental Health Nurse Practitioner (PMHNP) Emphasis, Fall 2023
• Two Accelerated BSNs
  • ABSN 12-month year-round enrollment (North Valley)
  • CBSN 16-month (Flagstaff, Tucson, Yuma)
NEI EXPANSION

Occupational Therapy
– **NEW**: Weekend Program

Physical Therapy
– **EXISTING**: Increasing residential cohort at PBC and Flagstaff
– **NEW**: Hybrid DPT Program – Competency Based Education Model January 2024

PA Studies
– Doctor of Medical Science degree for PAs (DMSc)
  • 24-credit online post professional doctorate
  • Launching Spring 2024
MORE COLLABORATIVE EFFORTS

• Pathways/Pipelines:
  – Developing pathways with community college partners:
    • Certificates, Associates, Bachelors, Graduate
  – Assessing K-12 resources/assets to guide and support health sciences education

• Rural Health Programs and Fellowships:
  – Building capacity in rural areas

• Open to ideas and partnerships
WORKFORCE DEVELOPMENT IN HEALTH & HUMAN SERVICES

Gina Buban, Assistant Clinical Professor in Department of Occupational Therapy

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RECRUITMENT AND ADMISSIONS

● Open Houses, High School Presentations, & Undergraduate Students
  ○ How do you highlight rural health education in your curriculum?
● Faculty recruitment
● Regular Admissions Vs. Holistic Admissions
EDUCATIONAL PREPARATION

- Connecting students to rural health mentors
- Workforce Profile
  - **Urban area vs. rural area**
- Population Health
- Health literacy
- Guest Speakers
  - **Indian Health Services**
- Rural health populations
STUDENT CONSIDERATIONS…

- Logistics, housing, travel, broadband access
- Preparation, work life balance, compensation
- Client demographics
- Priority housing by discipline
- Funding supports / ideas
CLINICAL SUPERVISOR CONSIDERATIONS...

● Training and preparation - on our curriculum
● Supervisor roles and responsibilities
● Expected timeline and evaluative components
● Establishing relationship and strong communication
● Online educator library
● CEU and PDU for supervisors
THANK YOU!