



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

Lillian Smith, Dean of the College of Health and Human Services

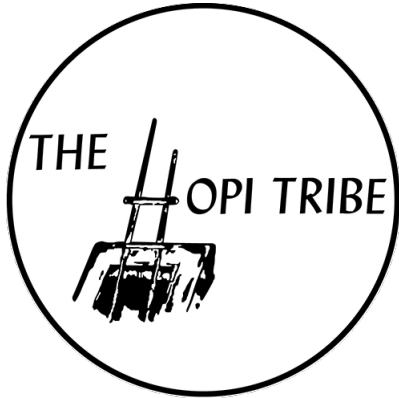
Gina Buban, Assistant Clinical Professor in Department of Occupational Therapy

Louisa Marielle O'Meara, Research Coordinator, Senior at the Center for Health Equity Research

# OPPORTUNITIES FOR GROWING THE TRIBAL HEALTH WORKFORCE

Louisa O'Meara, MPH  
Senior Research Coordinator  
NAU Center for Health Equity Research

# ACKNOWLEDGEMENTS



Center for Health Equity Research

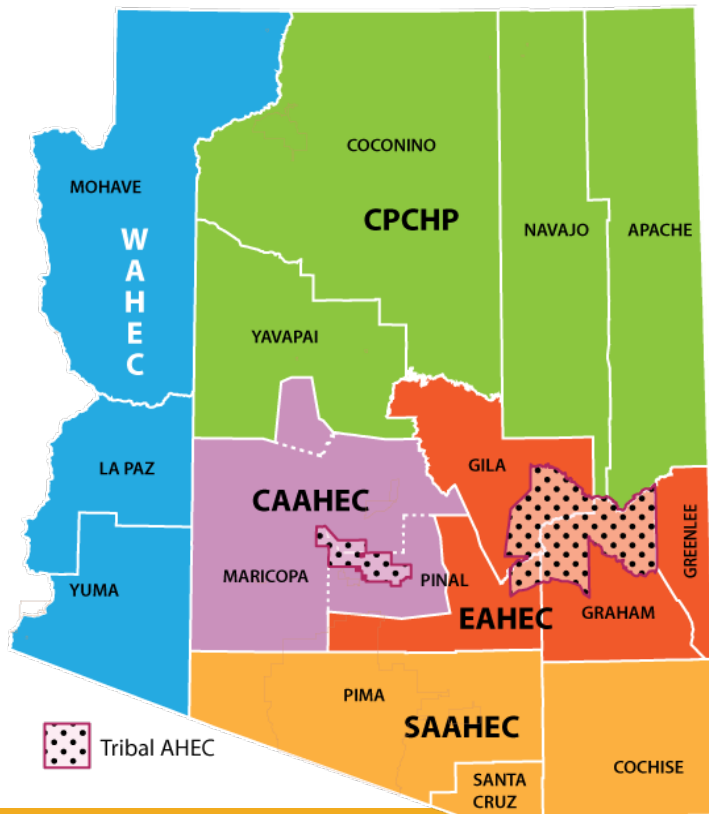
# WORKFORCE SHORTAGES IN THE TRIBAL HEALTH SYSTEM

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

	PRIMARY CARE	DENTAL	MENTAL HEALTH
Avg I/T/U facility score	19	20	17
Avg Statewide score	14	16	16
	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.

# AMERICAN INDIAN HEALTH AHEC



**“Grow Your Own”**

Public Health &  
Health Care  
Professionals in  
Arizona



ARIZONA ADVISORY  
COUNCIL ON INDIAN  
HEALTH CARE

# COMMUNITY HEALTH REPRESENTATIVES

*“[CHRs] play  
a **critical role**  
in the health  
care delivery  
system to link  
the patient to  
the Indian  
health care  
system”*



White Mountain Apache Tribe CHR and client

# “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

MASK UP

STAY HOME IF SICK

HAND SANITIZE

ITAM NAAMI TUNAT YAWTOTINI  
EEVIPI AIYAH MAH UMI

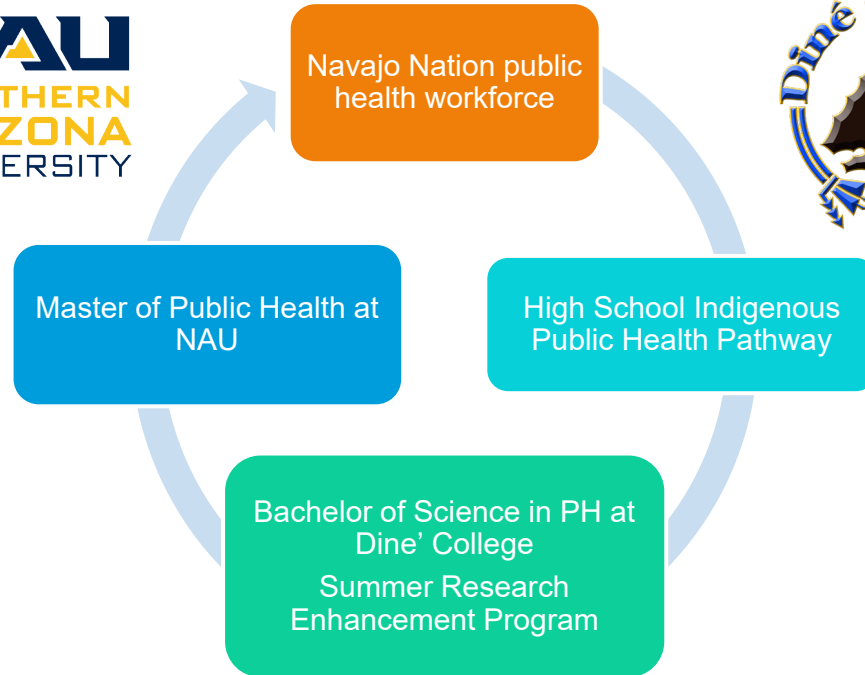


(928) 737-6342

Public Health Message by W.Tewanema, CHA 2022

(928) 737-6342

# NAVAJO NATIVE AMERICAN RESEARCH CENTER FOR HEALTH (NARCH)



- Funded by the National Institutes of Health
- Partnership between Diné 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!



Photo: Pascua Yaqui CHR Team

# FOR MORE INFORMATION, CONTACT:



Center for Health Equity Research

<https://nau.edu/cher/>

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Additional Information:

[NARCH](#)

[HOPI CHR PROGRAM](#)



<https://aacihc.az.gov/>

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# **WORKFORCE DEVELOPMENT IN HEALTH & HUMAN SERVICES**

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# NORTHERN ARIZONA UNIVERSITY

College of Health  
and Human Services

## Flagstaff Mountain Campus

North Valley  
Campus

Yuma Campus

- Dean's Office
- Student Service Center
- Lumberjack CARE Center

Tucson  
Campus



## Phoenix Bioscience Core

- Athletic Training
- Occupational Therapy
- Physical Therapy
- Physician Assistant Studies

# 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



# NEI EXPANSION

## 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**

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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





An aerial photograph of the Northern Arizona University campus. In the foreground, a large, modern building with a distinctive orange and white facade stands out. Surrounding it are various other campus buildings, mostly in shades of red and brown. The campus is interspersed with green trees and lawns. In the background, a dense forest of evergreen trees covers the hillsides, leading up to a range of rugged mountains. The highest peaks of the mountains are covered in snow and partially shrouded in a light mist or low clouds. The sky is filled with soft, white clouds, suggesting a clear but slightly hazy day. The overall scene conveys a sense of a well-established academic institution in a beautiful, natural setting.

THANK  
YOU!