

# The Workforce Pipeline: Creating the Health Workforce of the Future

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*Efforts to increase the number of health professionals in underserved areas tend to focus on:*

- *People's entry into a professional career development pipeline*
- *passage through the pipeline,*
- *workforce distribution*
- *and workforce retention.*

Who is the  
target  
audience?

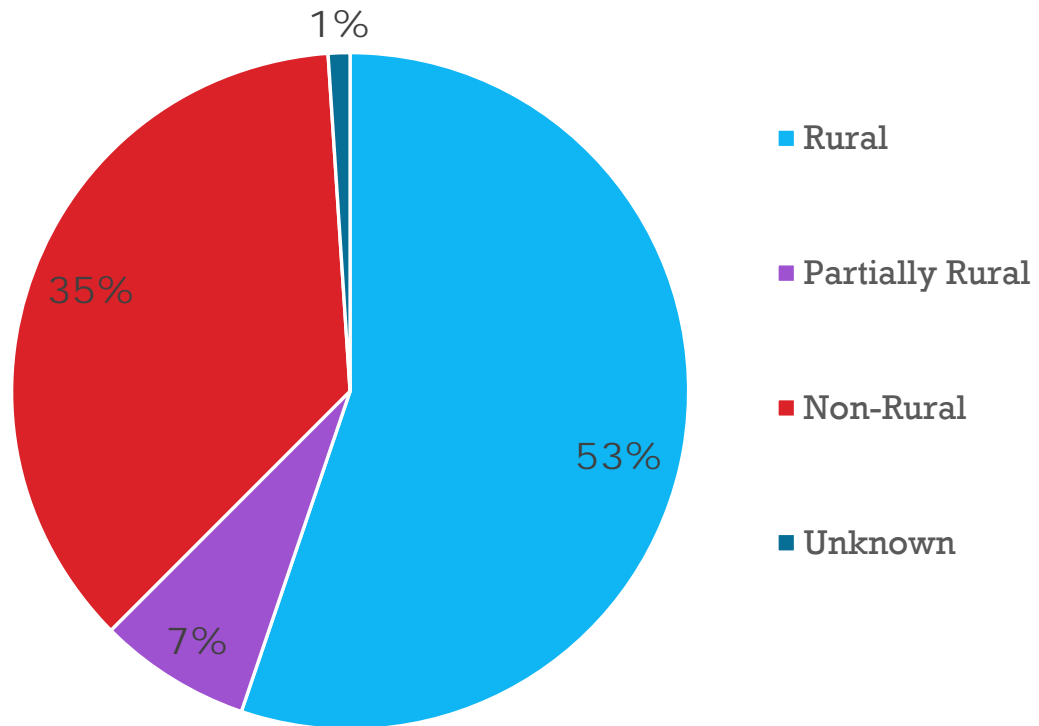
**AHEC Workforce pipeline activities that improve healthcare in HPSA populations targeting:**

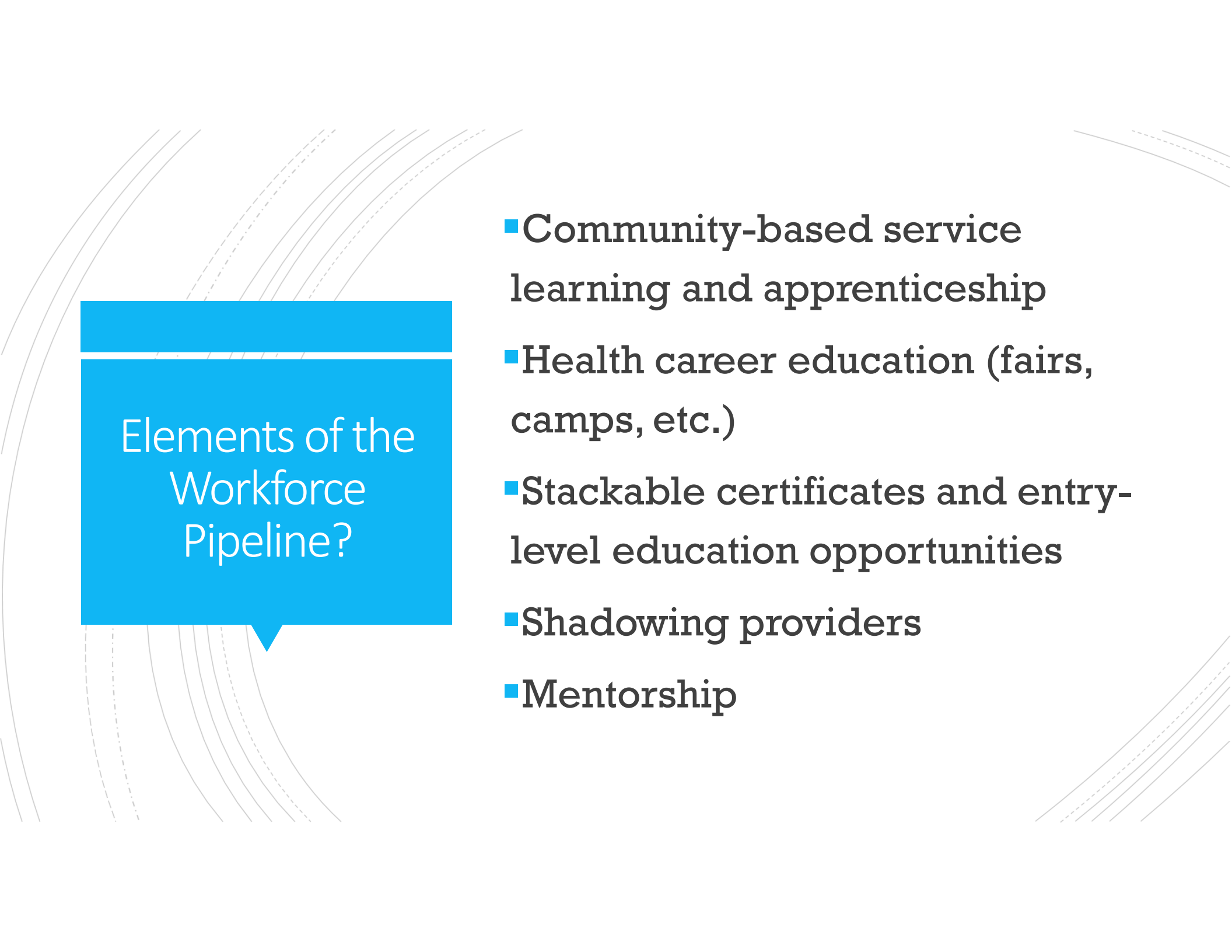
- Students from HPSA regions (rural/underserved)
  - Graduates into HPSA regions (rural/underserved)
  - First generation
  - Under-represented minorities
- 
- ***Tapping these populations is an attractive workforce development strategy because it expands the pool of potential workers while promoting workforce diversity as a way to address healthcare disparities.***

*From: Experiences Promoting Healthcare Career Interest among High-School Students from Underserved Communities, J Natl Med Assoc. 2006 Sep; 98(9): 1523-1531.*

Designated Health Professional Shortage Areas Statistics;  
Health Professional Shortage Areas: Rural/Non-Rural Classification as of  
December 31, 2017

*\*Percent of All  
Designation including  
an Average of Primary  
Care, Dental, and  
Mental Health Care  
Shortages)*



The slide features a decorative background of curved lines in shades of gray, some solid and some dashed, creating a sense of motion and depth. On the left side, there is a blue rectangular box with a white border and a small white triangle pointing downwards at the bottom center, resembling a speech bubble. Inside this box, the text 'Elements of the Workforce Pipeline?' is written in white, sans-serif font.

## Elements of the Workforce Pipeline?

- **Community-based service learning and apprenticeship**
- **Health career education (fairs, camps, etc.)**
- **Stackable certificates and entry-level education opportunities**
- **Shadowing providers**
- **Mentorship**



Who are  
pipeline  
programs?

- Rural Underserved Opportunities Program & Targeted Rural Underserved Track
- Project HOPE
- AHEC Scholars
- Scrubs Camp









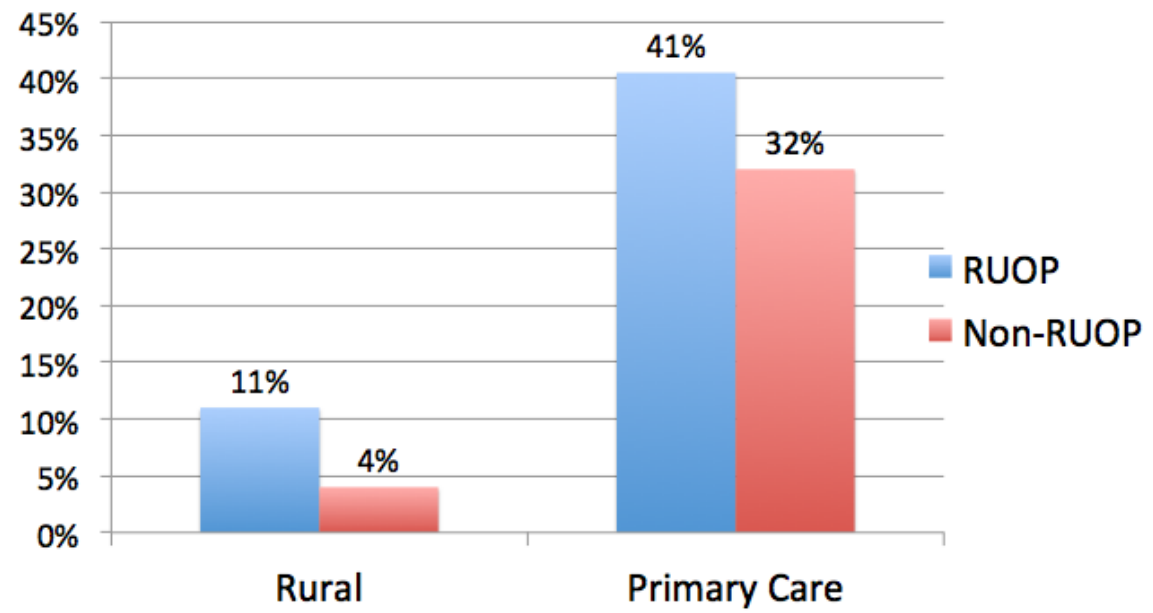
The background features several sets of concentric, curved lines in light gray, some solid and some dashed, creating a sense of motion or a pipeline. A prominent blue callout box is centered, containing the text "Stories from the Pipeline".

# Stories from the Pipeline

How do Pipeline programs improve the health workforce?

## Workforce Outcomes

UW SOM Graduated from 2004-2013  
N=1,657



**Slide 10**

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**CAG1** Just a little typo: 2004-2013  
Cori Anne Garcia-Hansen, 3/20/2018

How do Pipeline programs improve the health workforce?

## Targeted Rural Underserved Track Outcomes (63 Graduates)

- 26% Family Medicine
- 73% Primary Care (FM, IM, & Peds)
- 9.5% have chosen General Surgery
  
- 90.4% of graduates choosing specialties outside primary care have gone into “regionally needed” specialties (OBGYN, Psych, Gen Surg, Ortho)

# Pipeline Encourages Interest in Rural Healthcare Careers!



## **Encouraging Experiences through:**

- Work experience in healthcare environment
- Professional/lay role models and mentors
- Inspirational and accessible school and healthcare staff
- Activities with peers interested in health professions
- Strengthening academic preparation/ social support

## **Addressing myths and barriers to health careers:**

- Perceived level of academic commitment and prep
- Education cost of healthcare careers
- Inadequate information about diversity of healthcare careers

From: "Experiences Promoting Healthcare Career Interest among High-School Students from Underserved Communities" Luis E. Zayas, PhD and Denise McGuigan, MEd



How do I get involved?

- **Host a fieldtrip or tour**
- **Become a preceptor**
- **Partner with local education institutions and pipeline programs**
- **Become a mentor**
- **Volunteer**
- **Donate funds or supplies**

Coming soon...

## AHEC Scholars

A HRSA/AHEC branded interdisciplinary educational and training program that focuses on a diverse culturally competent healthcare workforce that specializes in rural and underserved areas.

### How can you get involved:

- Field trip locations
- Community based learning sites for IPE / team-based care experiences
- Networking events
- The program can help you recruit new workers!



Where do I find  
programs in my  
region?

- **Contact your AHEC**
  - <http://depts.washington.edu/ahec>
  - <http://www.ahecww.org>
  - <https://sites.ewu.edu/ewahec>

....And coming soon!

- [nwhealthcareerpath.org](http://nwhealthcareerpath.org)
  - Interactive Map
  - Searchable Database