

NC AHEC PROGRAM: A MODEL FOR HEALTH WORKFORCE DEVELOPMENT

**Health Professions Network
October 14, 2010**

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Program Director**



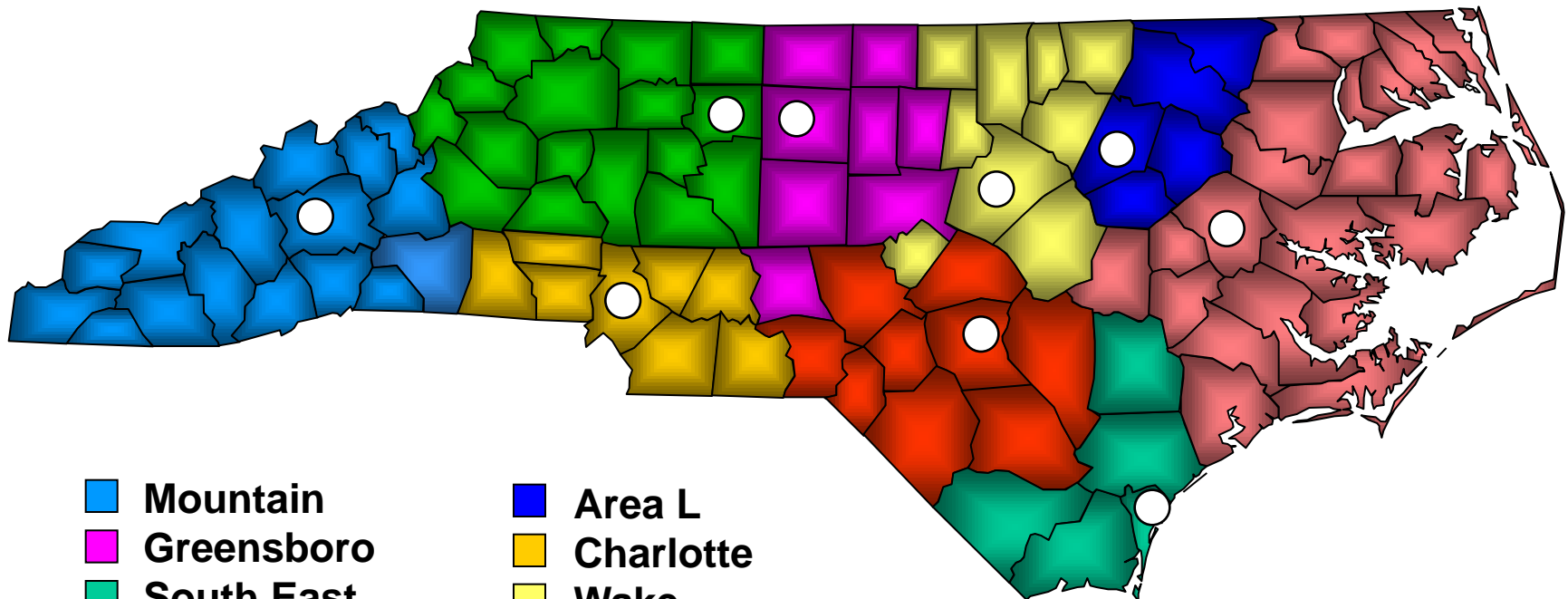
AHEC: A SNAPSHOT










- A workforce development initiative developed in the 1970's to improve access to health care in North Carolina, especially rural areas.
- Designed to improve supply, distribution and retention of healthcare providers, improve diversity, and enhance quality of care; strong emphasis on primary care.
- Initially developed with federal funding in 1972; funded as a statewide program in 1974 by the NC General Assembly.
- Involves partnership of four academic medical centers, the five UNC health science schools and community hospitals and other health agencies across the state.

AHEC: NATIONALLY

- 46 States
- Over 220 Centers
- All AHECs involved in:
 - Pipeline programs
 - Placements of students in underserved communities
 - Most do continuing education
- Main challenge in most states is lack of state support

NC AHEC STATEWIDE MAP



- | | |
|---|---|
|  Mountain |  Area L |
|  Greensboro |  Charlotte |
|  South East |  Wake |
|  Northwest |  Eastern |
|  Southern Regional | |

Source: NC AHEC Program

What is AHEC?

- **Resources (facilities, faculty and staff) deployed across the state to train students, residents and practicing health professionals**

Area L AHEC Rocky Mount



South East AHEC Wilmington

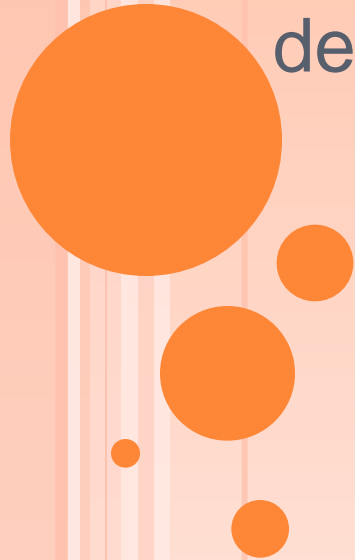


FACULTY AND STAFF RESOURCES IN THE AHECs

- Full-time medical faculty in six AHECs
- 400 residents in programs based at AHECs
 - another 45 UNC residents at WakeMed/Wake AHEC
- Over 1200 staff
 - nursing and pharmacy faculty at each AHEC
 - 25 librarians
 - continuing education staff in CME, nursing, mental health, dentistry, allied health and public health
 - student placement coordinators
 - health careers staff

What is AHEC?

- A comprehensive set of workforce development programs and services



NORTH CAROLINA AHEC CORE PROGRAMS

- Community-Based Student Training
 - To provide students opportunities to learn from preceptors in the community and to have experiences that focus on community health, primary care and prevention
- Primary Care Residency Training
 - To prepare primary care physicians, particularly family physicians, general surgeons, and psychiatrists for practice in communities in the state
- Continuing Education for Health Professionals
 - To keep providers up-to-date, improve the environment for practice, and improve quality and patient safety

NORTH CAROLINA AHEC CORE PROGRAMS

- Health Careers and Workforce Diversity
 - To recruit more underrepresented and disadvantaged young people into health careers and improve the diversity of the health workforce
- Library and Information Technology
 - To provide the most up-to-date information resources for students, residents and health practitioners

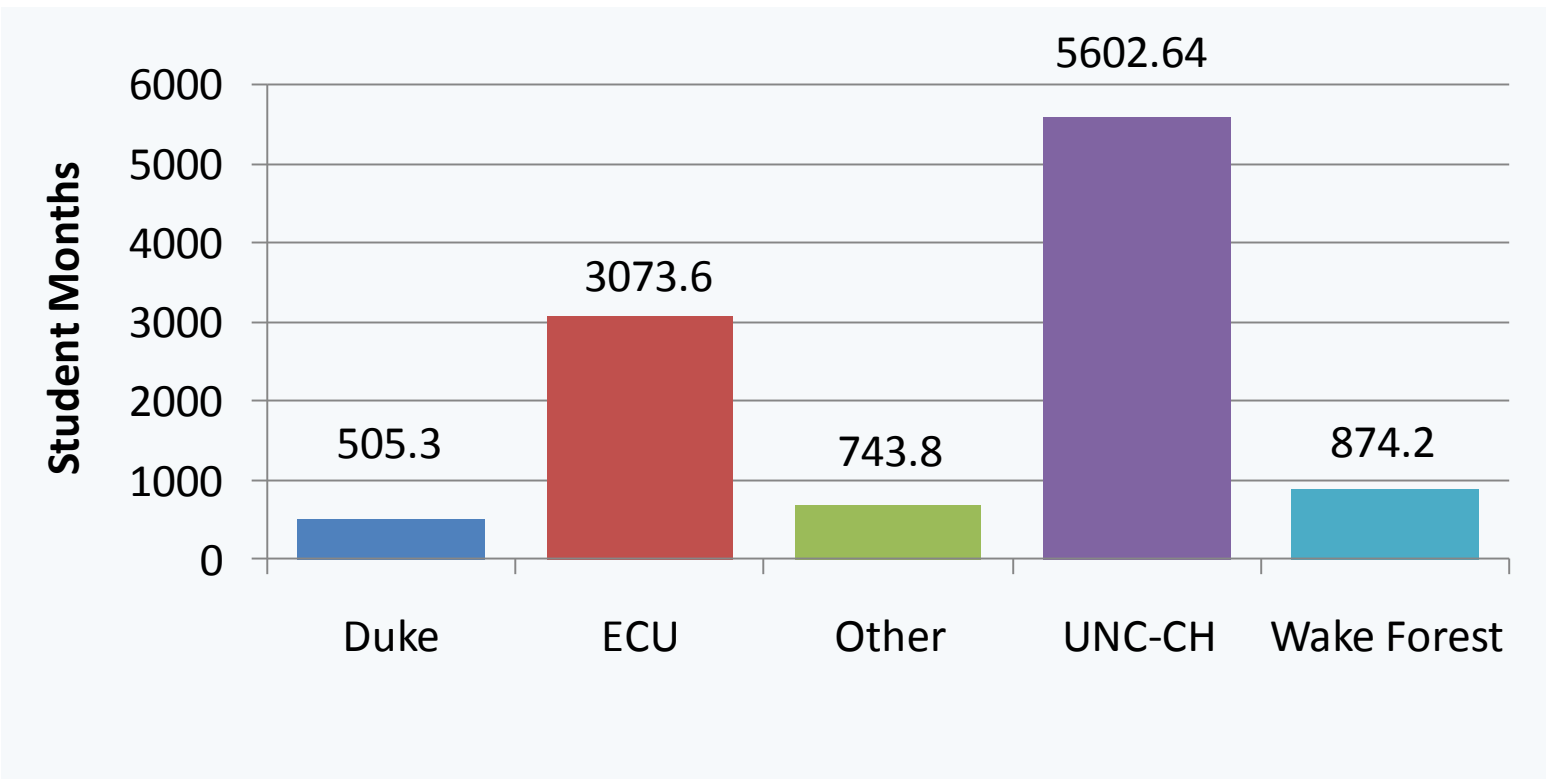
GOALS FOR STUDENTS

- An enriched curriculum in primary care, prevention and other issues best taught in the community setting
- Exposure to community-based, full-time faculty and community practitioners
- Exposure to opportunities for community practice
- Community-based research opportunities
- Opportunity for multidisciplinary education as part of healthcare team



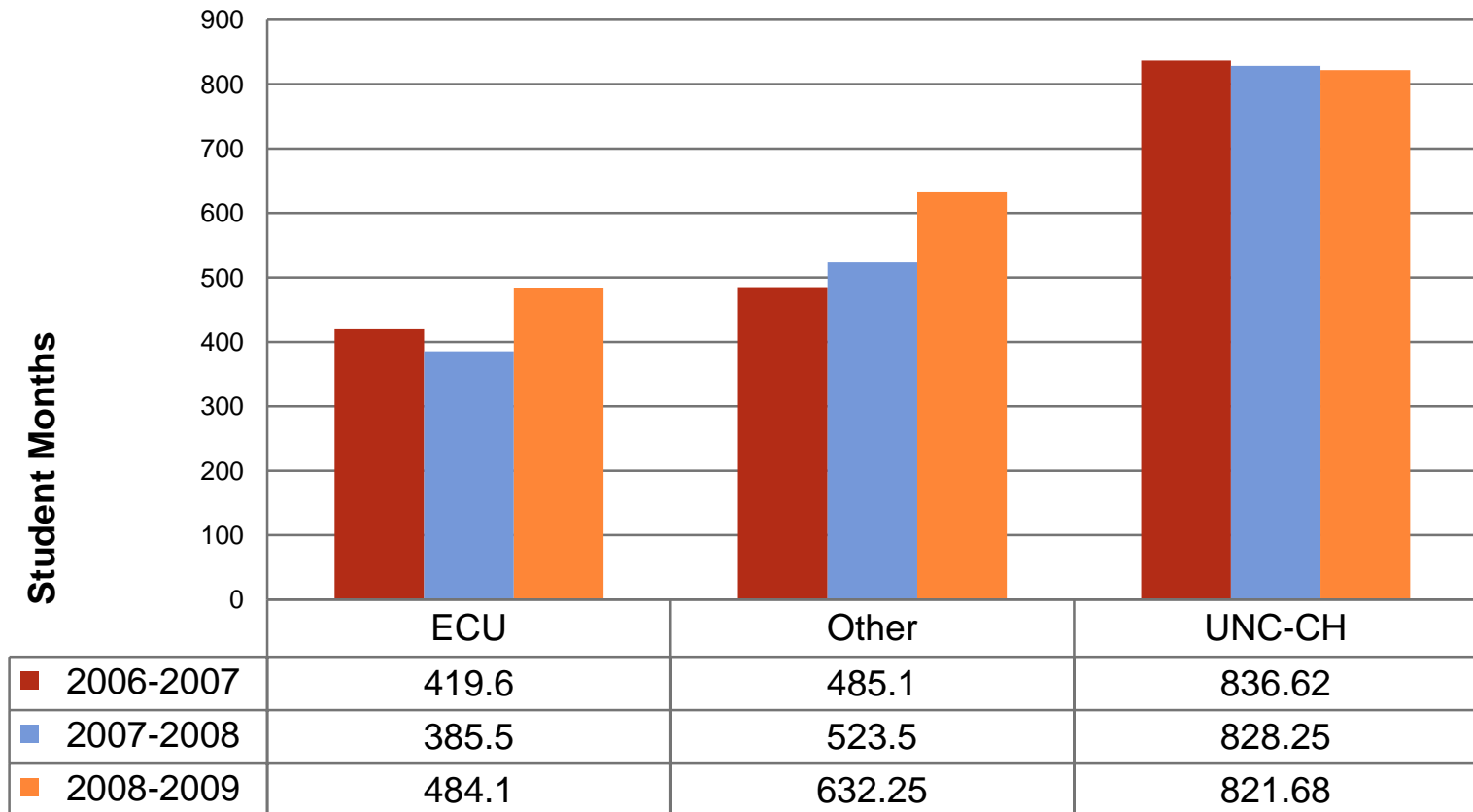
NC AHEC STUDENT ROTATIONS SUPPORT BY SCHOOL IN STUDENT MONTHS 2008-2009

10,799.54 Student Months



3 YEARS OF NC AHEC ALLIED HEALTH STUDENT ROTATIONS IN STUDENTS MONTHS

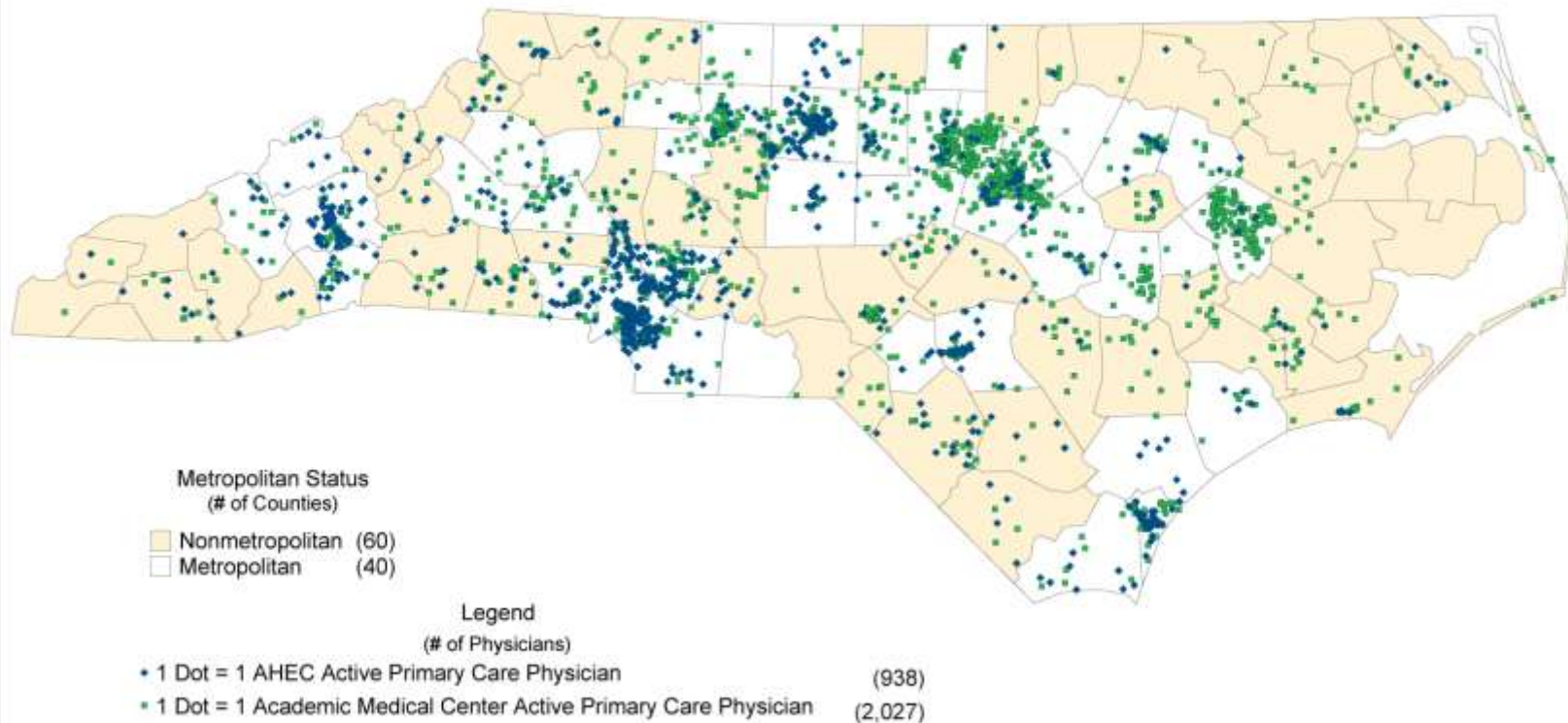
(TOTALS FOR 2006-2007: 1741.32, 2007-2008: 1737.25, 2008-2009: 1938.03)



GOALS FOR PRIMARY CARE RESIDENCY TRAINING

- Expand training capacity for primary care MDs in internal medicine, family medicine, pediatrics, and OB/Gyn
- Increase likelihood of practice in underserved areas
- Provide curriculum more focused on rural and community practice
- Connect training even more closely to underserved areas through new rural track residencies

Distribution of Active Primary Care Physicians Who Graduated from a North Carolina Residency Program AHEC and Academic Medical Center Programs, North Carolina, 2006



Produced by: North Carolina Health Professions Data System,
Cecil G. Sheps Center for Health Services Research, University of North Carolina at Chapel Hill.
Source: NC Health Professions Data System; NC Area Health Education Centers Program, 2006; US Census Bureau, 2007.
Data are for active, in-state, non-federal, non-resident-in-training physicians indicating primary care specialties of FP, GP, IM, Ob/Gyn or Pediatrics,
who were licensed as of October 2006 with residency graduation dates from 1972 and later. Internship data were used if residency data were missing.
*Note: Core Based Statistical Areas are current as of the December 2006 update. Nonmetropolitan counties include micropolitan and counties outside of CBSAs.

CURRENT LOCATIONS OF ALL GRADUATES OF NC RESIDENCIES

Current Location of All Graduates of NC Residencies AHEC and Non-AHEC | Still in Active Practice



Source: NC Health Professions Data System, Cecil G. Sheps Center for Health Services Research, UNC-Chapel Hill, with data derived from the AMA Masterfile, 2009. "Active" includes federal, as well as non-patient care activities such as teaching, research, administration, etc.

GOALS FOR EDUCATION AND SUPPORTING PRACTICING HEALTH PROFESSIONALS

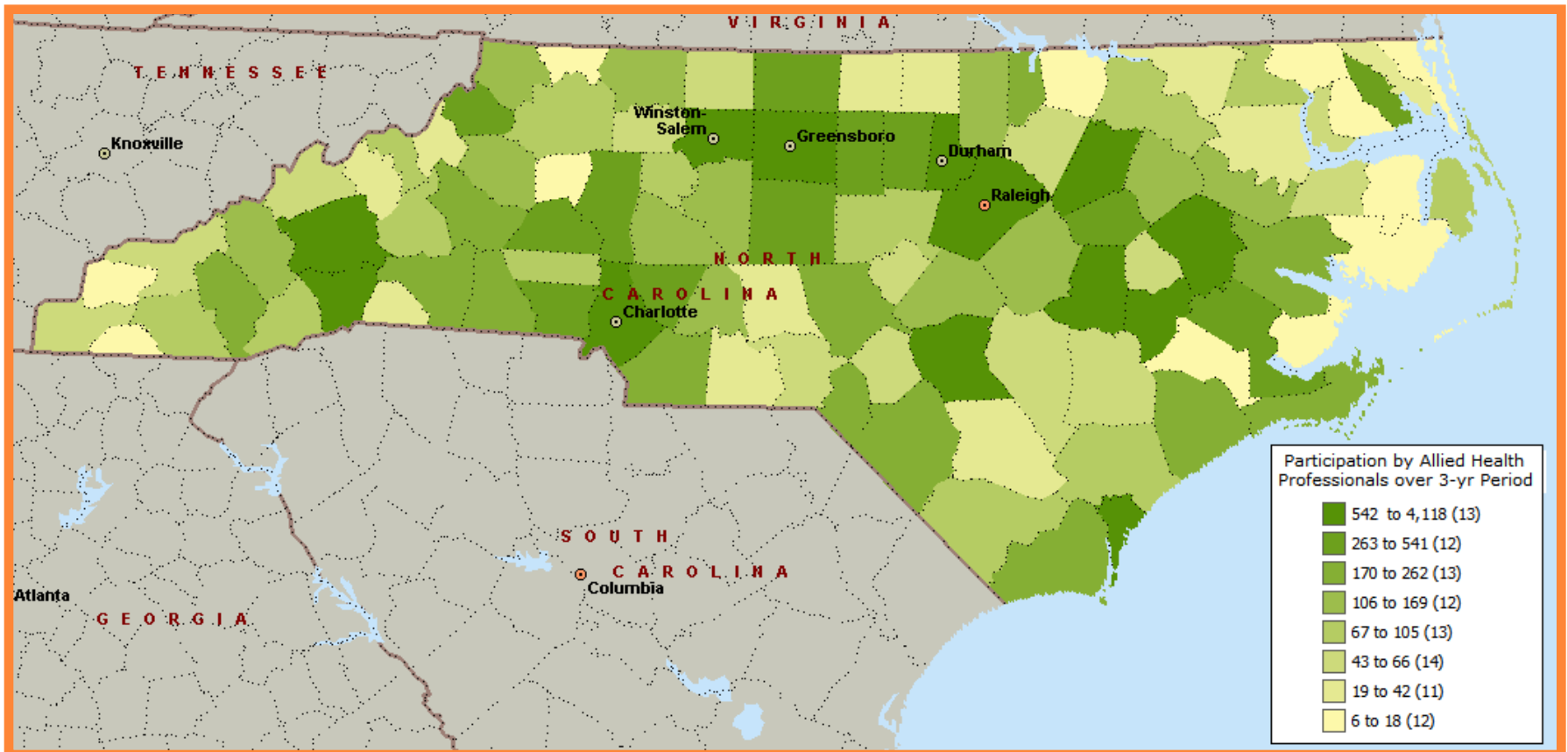
- Improved environment for practice through:
 - continuing education
 - library and information services, including access to electronic networks
 - quality improvement and other support services
- Special initiatives to enhance professional development such as off-campus degree programs



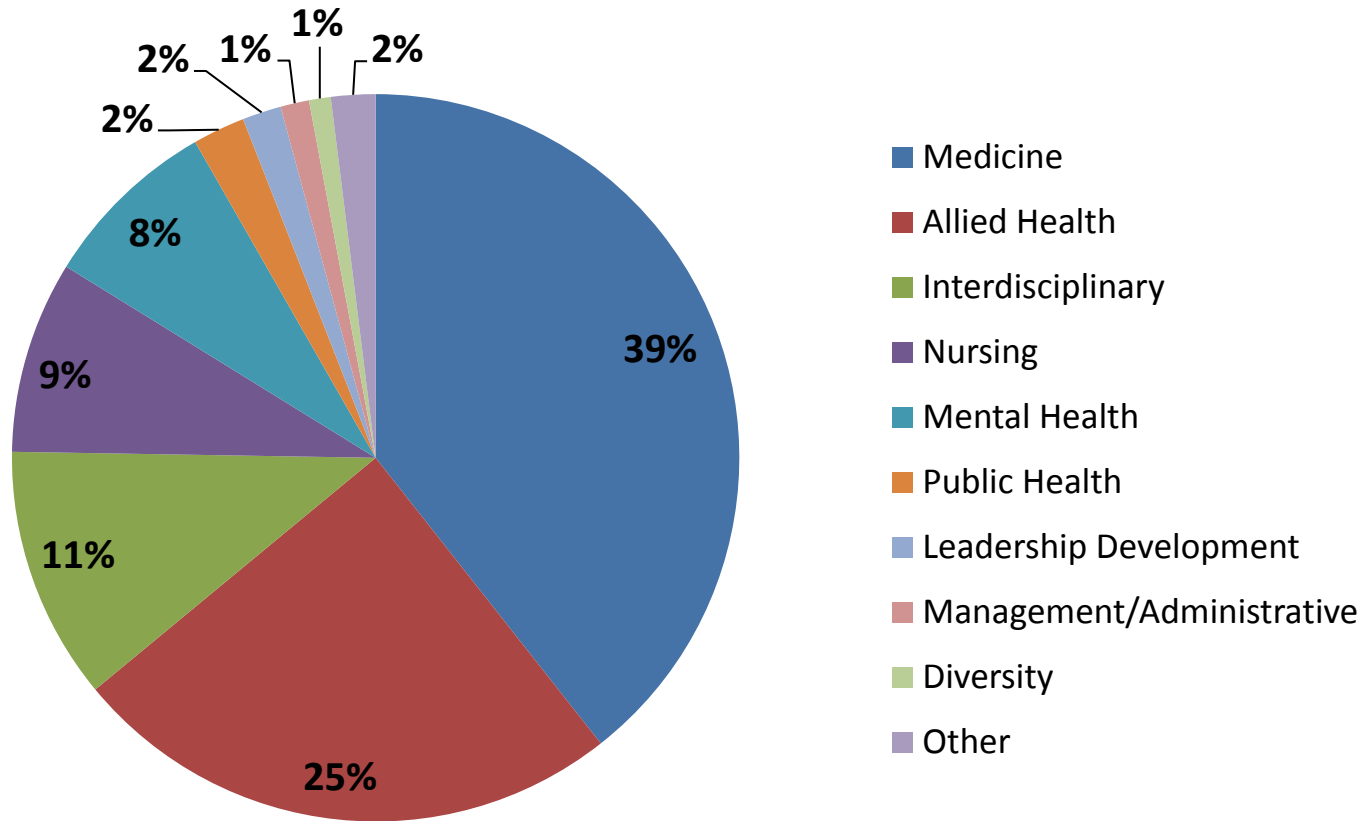
AHEC CONTINUING EDUCATION ATTENDANCE 2009–2010

Allied Health	12,160
Dentistry	5,548
Medicine	87,691
Mental Health	26,708
Nursing	48,612
Pharmacy	6,705
Public Health	1,803
Other	11,340
<hr/>	
TOTAL	200,567

NC AHEC CONTINUING EDUCATION 2007-2010 ALLIED HEALTH PARTICIPANTS BY COUNTY (IN-STATE: 36,276; OUT-OF-STATE: 1058)



2009-2010 NC AHEC CONTINUING EDUCATION ALLIED HEALTH PARTICIPANTS BY PROGRAM'S DISCIPLINE (TOTAL: 12,160)



IMPROVING PERFORMANCE IN PRACTICE: A NATIONAL QUALITY INITIATIVE

- NC one of two initial pilot states; now in seven states
- AHEC employs QIC (Quality Improvement Consultant)
- CCNC Network and AHEC collaborate closely to support practices
- Numerous QIC visits to practices according to level of need
- Four regional meetings/educational sessions per year to share successes/challenges
- Data collected regularly to show improvement in management of diabetes, asthma and other chronic illnesses

GOALS FOR HEALTH CAREERS / WORKFORCE DIVERSITY

- Improve primary health care access through better diversity of health care workforce
- Enhance cultural competency/ sensitivity of all health care providers
- Improve recruitment/ retention of under-represented and disadvantaged students choosing health careers



NC AHEC PROGRAM

HEALTH CAREERS / WORKFORCE DIVERSITY

- NC Health Careers Manual
 - 56,000 distributed to:
 - teachers
 - career development coordinators
 - guidance counselors
 - K-12, public & university libraries
 - healthcare professionals
 - business and community leaders
 - students and parents
- Website:
 - www.nchealthcareers.com
 - 50,000 hits last year
- Other
 - career fairs
 - lending library
 - newsletters

The screenshot shows the homepage of the NC Health Careers website. At the top, it says "North Carolina HEALTH CAREERS" and "AHEC North Carolina Area Health Education Centers Program". Below this is a navigation menu with items: "NC Health Careers Manual", "NC AHEC Health Careers & Workforce Diversity Programs", "AHEC Kids", and "Join the NC Health Careers Network!". The main content area features "The Health Careers Roadmap" with a welcome message and a list of programs: "COLLEGE PREP", "SUMMER CAMPS", "SAT PREP", "CAREER SHADOWING", and "PUPPET BUNCH". There are also images of healthcare professionals and a group of people in a hospital setting.

North Carolina
HEALTH CAREERS

AHEC North Carolina Area Health Education Centers Program

COLLEGE PREP
SUMMER CAMPS
SAT PREP
CAREER SHADOWING
PUPPET BUNCH

- NC Health Careers Manual
- NC AHEC Health Careers & Workforce Diversity Programs
- AHEC Kids
- Join the NC Health Careers Network!

The Health Careers Roadmap

Welcome to NC Health Careers -- your roadmap to becoming a health care professional! Sponsored by the North Carolina Area Health Education Centers (AHEC) Program, this site is here to help you find all the information you need to prepare you for your journey. Explore the 88 career descriptions and much much more in the [NC Health Careers Manual](#) and check out the great [Health Careers programs](#) going on near you.

The AHEC Health Careers and Workforce Diversity Network works to improve the supply and distribution of the health care workforce and to increase minority representation in health professions in North Carolina. Plus, throughout your career, we provide support -- from elementary to high school to college and deep into your life as a health care professional.

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NC AHEC Digital Library

library.ncahec.net

The screenshot shows a web browser window with the title "North Carolina AHEC Digital Library - Mozilla Firefox". The address bar contains the URL "http://library.ncahec.net/main.cfm". The page header features the AHEC logo (a map of North Carolina with "AHEC digital library" text) and a "Contact Your Librarian" link. A search bar is present with a "Search" button and radio buttons for "Article Search" and "Site Search".

A dark grey box contains the text: "Membership provides access to many additional full-text journals, books and other resources. **Become a member** or login to your account."

The main content area is organized into sections:

- Top Guest Resources**
 - o [PubMed MEDLINE](#)
 - o [PubMed Central: Free Archive of Life Sciences Journals](#)
 - o [MedlinePlus - Health Information for the Public from NIH](#)
 - o [Directory of Free Medical Journals](#)
 - o [NC AHEC Statewide Continuing Education Calendar](#)
- Clinical Resources**
 - o [Databases](#) PubMed, MedlinePlus, National Guidelines Clearinghouse ([more...](#))
 - o [Journals](#) Directory of ... Free Medical Journals, ... Open Access Journals ([more...](#))
 - o [Books](#)
 - o [Evidence Based Medicine](#)
 - o [Continuing Education](#)
 - o [Patient Information](#)
- Health Specialty Resources**
 - o [Cardiology](#)
 - o [Emergency Medicine](#)
 - o [Family Medicine](#)
 - o [Health Careers](#)
 - o [Internal Medicine](#)
 - o [Mental Health](#)
 - o [Nursing](#)
 - o [Obstetrics & Gynecology](#)
 - o [Pediatrics](#)
 - o [Pharmacy](#)
 - o [Physical Medicine & Rehabilitation](#)
 - o [Quality & Patient Safety](#)

([more...](#))

On the right side, there are two boxes:

- Login**
 - Username:
 - Password:
 - Password hint (username required)
 - [Log in](#)
 - [Forgot your username or password?](#)
- Library Services**
 - o [Libraries](#)
 - o [Library Catalogs](#)
 - o [Order Documents](#)
 - o [Contact Your Librarian](#)

The AHEC logo is displayed at the bottom right of the page.

What is AHEC?

- A regional infrastructure that is unique in the country for rolling out major statewide initiatives

HIT REGIONAL EXTENSION CENTER

- Purpose is to assist small rural primary care practices and safety net providers in achieving meaningful use with EHRs
- Will support over 3500 providers in 770 practices statewide
- \$13.6 million of ARRA funding over four years
- AHEC the lead; several major partners (CCME, CCNC, NCMSF, and NCIPH)

COUNCIL FOR ALLIED HEALTH IN NORTH CAROLINA

- Major statewide effort to:
 - Give greater visibility to allied health professions
 - Strengthen the quality of data on allied health fields to better plan for future workforce needs
 - Bring professional associations, major employer groups and educational systems to the table to address common problems
 - Recruit more young people and second career adults into allied health fields
- Developed and heavily supported for past 20 years by AHEC

OTHER MAJOR AHEC ALLIED HEALTH INITIATIVES

- Regional Skills Partnerships, in collaboration with Workforce Investment Board
- Clinical site development grants
- Support for efforts to strengthen allied health data
- Community preceptor development and recognition programs

FUTURE OPPORTUNITIES & CHALLENGES IN ALLIED HEALTH

- Reduced attendance at live AHEC C.E. programs, but increased use of on-line courses
- More involvement in multi-disciplinary C.E. programming
- Opportunities for team-based care in reformed health system
- New programs and expanded enrollments in allied health programs, and growing need for high quality clinical training sites

OTHER AHEC FUTURE OPPORTUNITIES

- Future primary care residency expansion
- Expansion of programs to diversify the health workforce
- New models to support teaching students in the community (teaching practices of excellence)
- Sustaining direct support services to providers (QI, EHR support)
- New models of education for practitioners utilizing IT tools more effectively

Questions?

