



Health Resources and Services Administration Workforce Development Programs

Connecting students to health careers, health professionals to underserved communities, and communities to better health

A Budget Blueprint for Fiscal Year 2023



The Health Professions and Nursing Education Coalition (HPNEC) is an alliance of more than 80 national organizations dedicated to training a health workforce that meets the needs of all patients.

Why We Need the Title VII and Title VIII Programs

The Health Resources and Services Administration (HRSA) Title VII health professions and Title VIII nursing programs have helped the country combat COVID-19, despite the new challenges the pandemic posed for grantees. Many grantees pivoted their curriculum to educate our health workforce during this public health challenge. Grantees incurred unexpected pandemic-related costs such as providing personal protective equipment for in-person clinical training and switching to virtual learning.

Simultaneously, the pandemic has underscored the need to increase and continuously reshape our health workforce. The programs have proven successful in recruiting, training, and supporting public health practitioners, nurses, geriatricians, mental health providers, and other front-line health care workers critical to addressing COVID-19. Additionally, HRSA has tasked grantees with using innovative models of care, such as training providers in telehealth, to improve patients' access to care during the pandemic.

The COVID-19 pandemic has also pulled back the curtain on pervasive health inequities facing minority communities and gaps in care for our most vulnerable patients, including an aging population that requires more health care services. The Title VII and Title VIII programs educate current and future providers to serve these ever-growing needs while preparing them for the health care demands of tomorrow. A diverse health workforce improves access to care, patient satisfaction, and health professions learning environments.¹ Studies show that Title VII and Title VIII programs increase the number of underrepresented students enrolled in health professions schools, heighten awareness of factors contributing to health disparities, and attract health professionals more likely to treat underrepresented patients.¹

Additionally, the HRSA health professions and nursing workforce programs are structured to advance new delivery systems and models of care — for example, promoting interprofessional teams and integrating mental health services with primary care. Whether developing a new curriculum to address emerging public health crises, such as substance use disorders, or collaborating with community leaders in educating providers to deliver culturally competent care, the Title VII and Title VIII programs help ensure our health workforce is at the forefront of meeting all patients' health needs.

HPNEC recommends \$1.51 billion for the HRSA Title VII and Title VIII programs in fiscal year (FY) 2023.

Cultivate and Retain a Diverse and Culturally Competent Health Workforce

Title VII and Title VIII programs play an essential role in improving the diversity of the health workforce and connecting students to health careers by supporting recruitment, education, training, and mentorship opportunities. Inclusive and diverse education and training experiences expose providers to backgrounds and perspectives other than their own and heighten cultural awareness in health care, resulting in benefits for all patients.² These programs include:

Centers of Excellence: Provides grants for mentorship and training programs. In academic year (AY) 2020-21, this program supported over 1,500 trainees, of which 99% were underrepresented minorities and 69% were from financially and educationally disadvantaged backgrounds. In AY 2021, this program also supported 19 grantees to increase the pool of applicants from underrepresented backgrounds and enhance their academic performance.

Health Career Opportunity Program: Invests in K-16 health outreach and education programs through partnerships between health professions schools and local community-based organizations. In AY 2020-21, over 3,000 students from rural and disadvantaged backgrounds were exposed to the health professions pathway.

Nursing Workforce Diversity: Provides grants to institutions to help recruit and retain students from diverse and disadvantaged backgrounds. In AY 2020-21, the program supported 10,155 students including 4,653 students who graduated or completed their nursing program, with 47% of the training sites located in underserved communities and 41% in primary care settings.

Scholarships for Disadvantaged Students: Grants scholarships for health professions students from minority and socioeconomically disadvantaged backgrounds. In AY 2020-21, this program provided scholarships to 2,664 students from disadvantaged backgrounds. Of those students, 51% received COVID-19 training and 45% received training in health equity, social determinants of health, or both.

Faculty Loan Repayment: Provides loan repayment awards to retain minority health professions faculty in academic settings to serve as mentors to the next generation of providers. In FY 2021, 22 underrepresented minority faculty participated the program.





Strengthen the Primary Care Workforce

Title VII programs fortify our nation's primary care workforce by training future clinicians, teachers, and researchers who practice as general pediatricians, general internists, family medicine practitioners, and physician assistants.

These programs include:

Primary Care Training and Enhancement (PCTE): Supports training programs for physicians and physician assistants to encourage practice in primary care, promote leadership in health care transformation, and enhance teaching in community-based settings. In AY 2020-21, PCTE grantees trained over 10,000 individuals at over 800 sites, with 62% in medically underserved communities and 30% in rural areas.

Medical Student Education: Supports the primary care workforce by expanding training for medical students to become primary care clinicians, targeting institutions of higher education in states with the highest primary care workforce shortages. Through grants, the program develops partnerships among institutions, federally recognized tribes, and community-based organizations to train medical students to provide care that improves health outcomes for those living on tribal reservations or in rural and underserved communities. In AY 2020-21, awardees of this program trained 1,089 students, 38% of whom were from rural and disadvantaged backgrounds.

Pediatric Subspecialty Loan Repayment Program: Designed to increase access to care for children with special health care and mental health needs by providing loan repayment to pediatric subspecialists and child mental health professionals who agree to serve in underserved areas. Millions of children reside 1.5 hours or more from access to needed specialty care.

Enhance Interdisciplinary Care and Community-Based Linkages

By assessing the needs of the local communities they serve, Title VII programs can fill gaps in the workforce and increase access to care for all populations. The programs emphasize interprofessional education and training, bringing together knowledge and skills across disciplines to provide effective, efficient, and coordinated care. These programs test educational innovations, respond to changing delivery systems and models of care, and address timely emerging health issues in communities.

Area Health Education Centers (AHECs): Respond to local health needs and serve as a crucial link between academic training programs and community-based outreach programs. In AY 2020-21, AHECs supported over 168,000 pathway program participants and provided over 27,000 clinical training rotations for health professions trainees. Of the training sites, 68% were in underserved communities, 47% were in rural areas, and 28% provided services related to COVID-19.

Behavioral Health Workforce Education and Training: Addresses the behavioral health needs of local communities. Grantees partnered with 2,354 training sites in AY 2020-21, providing over 1.3 million hours of behavioral health services to patients. Seventy-two percent of these sites were in underserved communities. Seventy-five percent of trainees partnered with new sites to provide training for opioid use treatment. Eighty-nine percent of trainees intended to work in rural and medically underserved communities once their program ended.

Mental and Behavioral Health: Funds training programs to expand access to mental and behavioral health services for vulnerable and underserved populations. In AY 2020-21, the Graduate Psychology Education program partnered with 247 sites to provide clinical training experiences for psychology students. Of these sites, 87% were in underserved communities and 29% were in rural areas. Ninety percent of these sites provided telehealth services, 76% offered substance use disorder treatment services, and 72% offered integrated behavioral health services in primary care settings.

Geriatric Programs: Includes two programs, the Geriatrics Workforce Enhancement Program (GWEP) and the Geriatrics Academic Career Award (GACA) program. GWEP educates and trains the primary care and geriatrics workforces to care for older adults in integrated geriatrics and primary care models and partners with community-based organizations to address gaps in health care for older adults, promote age-friendly health systems and dementia-friendly communities, and address the social determinants of health. GWEP provided 1,857 unique continuing education courses to over 520,000 health care professionals in AY 2020-21, including 721 courses on Alzheimer's and dementia-related diseases. GACA supports junior faculty who will provide interprofessional clinical training and become leaders in academic geriatrics. The GACA program provides awardees with the skills to lead health care transformation in a variety of settings including rural settings, medically underserved settings, and age-friendly settings that provide interprofessional training in clinical geriatrics.

Support a Robust and Diverse Nursing Workforce

The Title VIII nursing workforce development programs provide federal support to address all aspects of nursing workforce demands, including education, practice, recruitment, and retention, with a focus on the health care needs of rural and underserved communities.

Advanced Nursing Education: Supports innovative clinical and experiential training for students in primary care, anesthesia, nurse midwifery, and other specialty care. In AY 2020-21, Advanced Nursing Education grantees partnered with 2,049 health care delivery sites and supported 4,379 nursing students, including 1,644 students who graduated that year. More than a third (38%) of nursing students were from underrepresented and disadvantaged backgrounds.

Nurse Education Practice, Quality, and Retention: Helps meet shifting demand in health care through innovative programs. This included the training of 1,895 individuals by Interprofessional Collaborative Practice Program (IPCP) grantees in AY 2020-21. Of IPCP clinical training sites, 75% were in medically underserved communities, 66% were in primary care settings, and 47% were in rural areas.

Nurse Corps: Recruits nursing students and nurses entering into practice to health care facilities facing a critical shortage of nurses. In FY 2021, 58% of Nurse Corps loan repayment program participants extended their service commitment for an additional year, 84% were retained in service for up to two years after the completion of their service commitment, and 89% of Nurse Corps scholarship awardees are pursuing their baccalaureate or advanced practice degrees.

Nurse Faculty Loan Program: Supports graduate nursing students committed to serving as faculty to educate the next generation of nurses, including 779 trainees in AY 2020-21.



Bolster the Public Health Workforce

Title VII programs support education and training in public health and preventive medicine to help protect our nation's public health.

Public Health Workforce Training Centers: Provides clinical training and public health residency experiences. Public health student trainees partnered with 248 sites supporting more than 325 clinical training experiences in AY 2020-21. Of these training sites, 73% were located in medically underserved communities, and 25% were located in rural areas, and 35% provided services related to COVID-19.

Sustain Our Oral Health Workforce

As our nation faces a shortage of oral health professionals in rural and other underserved geographic areas, Title VII grants help expand the dental primary care workforce in general, pediatric, and public health dentistry.

Oral Health Training: Increases access to high-quality dental health services in rural and underserved communities through grants, faculty loan repayment, and training programs. These funds supported over 11,000 oral health professionals in AY 2020-21.

Assess Our Nation's Health Workforce

Title VII grantees provide high-quality projections and analysis to ensure a workforce sufficient in size and skill to meet the nation's changing health care needs.

Workforce Assessment: Provides funding for the National Center for Health Workforce Analysis and grants to nine Health Workforce Research Centers across the country that perform and disseminate research and data analysis on health workforce issues of national importance.



Note: Data not otherwise cited are from: Health Resources and Services Administration. Department of Health and Human Services Fiscal Year 2023 Justification of Estimates for Appropriations Committees. <https://www.hrsa.gov/sites/default/files/hrsa/about/budget/budget-justification-fy2023.pdf>. Accessed April 20, 2022.

Additional References

1. Stewart KA, Brown SL, Wrensford G, Hurley MM. Creating a comprehensive approach to exposing underrepresented pre-health professions students to clinical medicine and health research. *J Natl Med Assoc.* 2020;112(1):36-43. doi:10.1016/j.jnma.2019.12.003
2. The California Endowment. Principles and Recommended Standards for Cultural Competence Education of Health Care Professionals. https://www.mghihp.edu/sites/default/files/about-us/diversity/principles_standards_cultural_competence.pdf. Accessed May 20, 2022.

Members of the Health Professions and Nursing Education Coalition

Academic Pediatric Association

Alliance for Academic Internal Medicine

American Academy of Addiction Psychiatry

American Academy of Allergy, Asthma and Immunology

American Academy of Family Physicians

American Academy of Hospice and Palliative Medicine

American Academy of PAs

American Academy of Pediatric Dentistry

American Academy of Pediatrics

American Association for Dental Research

American Association of Colleges of Nursing

American Association of Colleges of Osteopathic Medicine

American Association of Colleges of Pharmacy

American Association of Colleges of Podiatric Medicine

American Association of Directors of Psychiatric Residency Training

American Association of Nurse Practitioners

American Association of Veterinary Medical Colleges

American College of Cardiology

American College of Obstetricians and Gynecologists

American College of Osteopathic Internists

American College of Physicians

American College of Preventive Medicine

American Dental Association

American Dental Education Association

American Federation of Teachers

American Geriatrics Society

American Medical Student Association

American Music Therapy Association

American Nephrology Nurses Association

American Occupational Therapy Association

American Pediatric Society

American Psychiatric Association

American Psychological Association

American Public Health Association

American Society for Clinical Laboratory Science

American Society for Reproductive Medicine

American Surgical Association

America's Essential Hospitals

Association of Academic Health Sciences Libraries

Association of American Indian Physicians

Association of American Medical Colleges

Association of Chairs of Departments of Physiology

Association of Chiropractic Colleges

Association of Departments of Family Medicine

Association of Family Medicine Residency Directors

Association of Medical School Pediatric Department Chairs

Association of Minority Health Professions Schools

Association of Public and Land-grant Universities

Association of Rehabilitation Nurses

Association of Schools Advancing Health Professions

Association of Schools and Colleges of Optometry

Association of University Professors of Ophthalmology

College of Psychiatric and Neurologic Pharmacists

Council of Graduate Schools

Council on Social Work Education

Eldercare Workforce Alliance

Health Professions Network

Heart Failure Society of America

Hematology/Oncology Pharmacy Association

National AHEC Organization

National Association for Geriatric Education

National Association of Community Health Centers

National Association of Geriatric Education Centers

National Association of Hispanic Nurses

National Association of Nurse Practitioners in Women's Health

National Association of Pediatric Nurse Practitioners

National Athletic Trainers' Association

National Council for Diversity in Health Professions

National Family Planning & Reproductive Health Association

National Hispanic Medical Association

National League for Nursing

National Medical Association

National Organization of Nurse Practitioner Faculties

North American Primary Care Research Group

Oncology Nursing Society

Pediatric Policy Council

Physician Assistant Education Association

Pre-Health Dreamers

Society for Pediatric Research

Society of Behavioral Medicine

Society of General Internal Medicine

Society of Teachers of Family Medicine

Student National Medical Association