

Health Resources and Services Administration Workforce Development Programs

Connecting students to health careers, health professionals to rural and under-resourced communities, and communities to better health.

A Budget Blueprint for Fiscal Year 2024



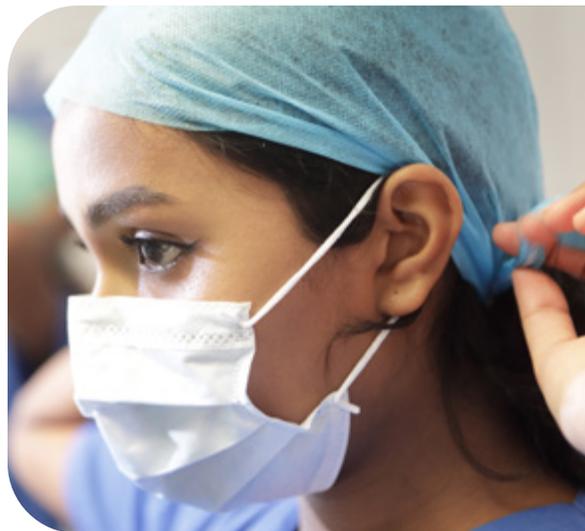
The Health Professions and Nursing Education Coalition (HPNEC) is an alliance of more than 90 national organizations dedicated to training a health care workforce that meets the needs of all patients.

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 Workforce Development programs are essential to shaping, educating, and bolstering the health workforce at all stages of the continuum. These programs have proven successful in recruiting, training, and supporting nurses, physicians, physician assistants, geriatricians, mental health providers, and public health professionals; and other health professionals who are critical to addressing the country's evolving health care needs and future unexpected crises.

Our nation's health workforce carried us through overlapping public health emergencies, despite health professional shortages, provider burnout, and an overcapacity health system. Simultaneously, the pandemic has underscored the need to increase and continually reshape our health workforce. The HRSA Title VII and Title VIII programs have helped the nation's health workforce combat COVID-19 and other overlapping public health emergencies, despite the challenges and burden placed on grantees.

Health workforce shortages, especially in critical areas, have highlighted the pervasive health inequities facing rural and underserved communities and led to widening 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 the nation's ever-growing needs, while preparing providers for the health care demands of tomorrow. Furthermore, these programs have led to increases in the number of students from rural and historically marginalized communities enrolling in health professions schools and attracting health professionals more likely to treat underserved patients. A health care workforce that comes from and reflects the communities they serve 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 serve in underserved areas.¹



HPNEC recommends \$1.51 billion for the HRSA Title VII and Title VIII programs in FY 2024.

In addition, the HRSA health professions and nursing workforce programs advance new innovative delivery systems and models of care — for example, promoting interprofessional teams, training providers with simulation-based technology, and integrating behavioral and maternal health services with primary care. Whether developing a new curriculum to address emerging public health crises or collaborating with community leaders in educating providers to deliver personalized, community-centered care, the Title VII and Title VIII programs help ensure our health workforce is at the forefront of meeting all patients' health needs.

Cultivate and Retain a Health Workforce From Rural and Underrepresented Communities

Title VII and Title VIII programs play an essential role in connecting students from rural, underrepresented, disadvantaged backgrounds to health careers by supporting recruitment, education, training, and mentorship opportunities. Innovative and varied education and training experiences expose providers to backgrounds and perspectives other than their own. These experiences also heighten awareness and understanding in health care, resulting in benefits for all patients.² These programs include:

Centers of Excellence (COE): Provides grants for mentorship and training programs. In academic year (AY) 2021-22, this program supported over 4,000 trainees, of which 99% were underrepresented minorities, and 72% were from financially or educationally disadvantaged backgrounds. Out of the students who intended to apply to a health professions school after completing a COE structured program, 49% had applied and been admitted into a health professions program one year later.

Health Career Opportunity Program (HCOP): Invests in K-16 health outreach and education programs through partnerships between health professions schools and local community-based organizations. In AY 2021-22, nearly 5,000 students went through a health career opportunity program and were exposed to the health professions pathway. One year later, 56% of the program alumni had both applied and been accepted to a health professions training program. HCOP awardees also partnered with 211 health care delivery sites to provide 2,906 clinical training experiences. Fifty-one percent of these sites were in medically underserved communities and/or rural settings.

Nursing Workforce Diversity: Provides grants to institutions to help recruit and retain students from diverse and disadvantaged backgrounds. In AY 2021-22, the program supported nearly 11,000 students and provided scholarships and stipends to a subset of 1,210 nursing students, all of whom were from underrepresented and/or disadvantaged backgrounds.

Scholarships for Disadvantaged Students (SDS): Grants scholarships for health professions students from minority and/or socioeconomically disadvantaged backgrounds. In AY 2021-22, this program provided scholarships to 2,676 students from disadvantaged backgrounds. SDS trainees included 847 nursing students, 587 behavioral health students, 583 allied health students, 148 medical students, 131 dental students, 100 physician assistant students, 75 public health students, and 205 other types of students. After a one-year follow-up, 54 percent of respondents currently work in medically underserved communities and 28 percent currently work in primary care settings.

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 fiscal year (FY) 2022, 20 underrepresented minority faculty participated in 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 2021-22, PCTE grantees trained over 12,000 individuals, with over 30% of trainees receiving a portion of their clinical training in an underserved area. Within the PCTE portfolio, over 2,500 clinicians integrating behavioral health and primary care, nearly 500 residents learned to practice comprehensive, primary care medicine in medically underserved and/or rural areas, and 23 faculty expanded the capacity to train primary care providers.

Medical Student Education (MSE): 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 2021-22, awardees of this program trained nearly 3,000 students. 37% of these students come from disadvantaged backgrounds, and 32% were from rural backgrounds. MSE awardees collaborated with 383 health care delivery sites to provide nearly 5,000 clinical training experiences, with 68% of these sites in medically underserved and/or rural communities, and 56% of sites offered interprofessional, team-based training that involved 1,615 other trainees.

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 emerging health issues in communities in a timely manner.

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 2021-22, AHECs supported over 283,140 pipeline program participants, provided over 28,000 clinical training rotations for health professions trainees. Seventy percent of these training sites were in underserved communities, 46% were in rural areas, and 57% were in primary care settings.

Behavioral Health Workforce Education and Training (BHWET): Addresses the behavioral health needs of local communities. Over 4,314 behavioral health professionals and 1,671 behavioral health paraprofessionals were trained through the program in AY 2021-22. Seventy-two percent of these sites were in underserved communities. At the end of the academic year, 58% of respondents were already working medically underserved communities, and 28% were already working in a HPSA. Upon follow-up after a year, 46% of respondents work or train in medically underserved communities.

Mental and Behavioral Health: Funds training programs to expand access to mental and behavioral health services for vulnerable and underserved populations. In AY 2021-22, the Graduate Psychology Education program trained 373 graduate-level students in practica, internships, or post-doctoral residency programs in psychology. At the end of the academic year, 64% of respondents were already working medically underserved communities, and 36% were already working in a primary care setting. Upon follow-up after a year, 55% of respondents work or train in medically underserved communities.

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. This program also 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 1,889 unique continuing education courses to over 500,000 health care professionals, students, patients, and caregivers in AY 2021-22, including 673 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. In AY 2021-22, the program supported 24 faculty, including 14 physicians specializing in geriatrics or geriatric psychiatry and two nurse practitioners specializing in gerontology.



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 (ANE): Supports innovative clinical education opportunities for students in primary care, anesthesia, nurse midwifery, among other specialties. In AY 2021-2022, the Advance Nursing Education Workforce (ANEW) grants supported nearly 4,000 nursing students, who partnered with more than 2,000 clinical training sites in primary care settings, medically underserved communities, and rural communities to provide clinical training experiences to nursing students. The ANE program also helped educate 2,930 nurses as sexual assault nurse examiners; supported 1,457 nurse anesthetist students to become certified registered nurse anesthetists (CRNAs); and helped prepare nurses to support the primary care, behavioral health, and maternal health of the nation.

Nurse Education Practice, Quality, and Retention: Helps meet changing demand in health care through innovative programs. These programs included the training of 7,560 nurses and nursing students, including 1,520 nurses and nursing students who trained to provide care in medically underserved areas, and 4,230 individuals who participated in interprofessional care teams in AY 2021-22.

Nurse Corps: Recruits nursing students and nurses entering into practice at health care facilities facing a critical shortage of nurses. In FY 2022, 51% of Nurse Corps loan repayment program participants extended their service commitment for an additional year, 90% were retained in service for up to two years after the completion of their service commitment, and 88% of Nurse Corps scholarship awardees are pursuing their baccalaureate or advanced practice degree.

Nurse Faculty Loan Program: Supports graduate nursing students committed to serving as faculty to educate the next generation of nurses. In AY 2021-22, awardees provided loan repayment to 2,806 nursing students, 24% of whom come from disadvantaged backgrounds, and 26% of whom come from underrepresented backgrounds.

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 (PHTC): Provide clinical training and public health residency experiences. The PHTC Program supported 10 regional PHTCs, reached over 300,000 public health professionals through 3,188 unique continuing education courses. In addition, the program's public health students accumulated nearly 50,000 contact hours in medically underserved communities. Upon one-year follow up, 40% of respondents currently work in or are pursuing further training in medically underserved communities, 26% currently work in public health or prevention-focused settings, and 11% currently work in health departments.

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 assist in expanding 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 8,000 oral health professionals in AY 2021-2022. Upon follow-up, nearly 80% of alumni of the Postdoctoral Dental program were already working in primary care settings and 35% were already working in medically underserved communities. Awardees also established 14 new oral health facilities and expanded seven oral health facilities in Dental Health HPSAs that served over 10,000 patients.



Supporting 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. Title VII grantees also implement evidence-informed strategies to help the health care workforce respond to workplace stressors, better endure hardships, reduce burnout, and foster healthy workplace environments that promote mental health and resilience.

Workforce Assessment: Provides funding for the National Center for Health Workforce Analysis as well as 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, including (but not limited to) occupations in oral health, long term services and supports, allied health, behavioral health, emerging health workforce issues, public health, and health equity in health workforce education and training.

Supporting the Mental Health of the Health Professions Workforce: Provides funding to establish or expand evidence-informed programs dedicated to promoting mental and behavioral health among their employees or members who are working on the front lines of the COVID-19 pandemic. In AY 2021-22, 52,727 health professionals, health support staff, public safety officers, medical residents, and students participated in burnout prevention and provider resiliency programs through the HPSWRTP and PRMHW Programs.

Note: Data not otherwise cited are from: Health Resources and Services Administration. Department of Health and Human Services Fiscal Year 2024 Justification of Estimates for Appropriations Committees. <https://www.hrsa.gov/sites/default/files/hrsa/about/budget/budget-justification-fy2024.pdf>. Accessed March 13, 2023.

Additional References

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Members of the Health Professions and Nursing Education Coalition

Academic Pediatric Association	American Dental Education Association	Association of the Clinicians for the Underserved
Academy of Medical-Surgical Nurses	American Geriatrics Society	Association of University Programs in Health Administration
Alliance for Academic Internal Medicine	American Medical Student Association	Council on Social Work Education
AMDA - The Society for Post-Acute and Long-Term Care Medicine	American Nephrology Nurses Association	Eldercare Workforce Alliance
American Academy of Addiction Psychiatry	American Occupational Therapy Association	Heart Failure Society of America
American Academy of Allergy, Asthma & Immunology	American Osteopathic Association	Hematology/Oncology Pharmacy Association
American Academy of Family Physicians	American Pediatric Society	Medical Organization for Latino Advancement
American Academy of Hospice and Palliative Medicine	American Physical Therapy Association	National AHEC Organization
American Academy of Neurology	American Psychiatric Association	National Association for Geriatric Education
American Academy of Physician Associates	American Psychological Association	National Association of Hispanic Nurses
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American Association of Naturopathic Physicians	Association of Bioethics Program Directors	North American Primary Care Research Group
American Association of Psychiatric Pharmacists	Association of Chairs of Departments of Physiology	Oncology Nursing Society
American Association of Veterinary Medical Colleges	Association of Chiropractic Colleges	PA Education Association
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American College of Obstetricians and Gynecologists	Association of Family Medicine Residency Directors	Pre-Health Dreamers
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American College of Physicians	Association of Medical School Pediatric Department Chairs	Social Mission Alliance
American College of Preventive Medicine	Association of Minority Health Professions Schools	Society for Academic Emergency Medicine
American College of Rheumatology	Association of Pathology Chairs	Society for Pediatric Research
American Council of Academic Physical Therapy	Association of Rehabilitation Nurses	Society of General Internal Medicine
American Dental Association	Association of Schools Advancing Health Professions	Society of Teachers of Family Medicine
	Association of Schools and Colleges of Optometry	Society of University Surgeons
		South Asian Public Health Association
		Student National Medical Association