

Virginia Statewide AHEC Program
Annual Report

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Virginia Statewide Area Health Education Centers (AHEC) Program Annual Report

The Virginia General Assembly in its language creating the Virginia Health Workforce Development Authority (VHWDA) statedThe Authority is established to move the Commonwealth forward in achieving its vision of ensuring a quality health workforce for all Virginians. Since the agency's inception, VHWDA has worked tirelessly with the Area Health Education Center (AHEC) programs throughout the Commonwealth to achieve its mission which is to:

facilitate the development of a statewide health professions pipeline that identifies, educates, recruits, and retains a diverse, appropriately geographically distributed, and culturally competent quality workforce.

In order to accomplish the mission, the General Assembly identified 12 specific activities. They are:

1. Provide the statewide infrastructure required for health workforce needs assessment and planning that maintains engagement by health professions training programs in decision making and program implementation;
2. Serve as the advisory board and setting priorities for the Virginia Area Health Education Centers Program;
3. Coordinate with and serve as a resource to relevant state, regional, and local entities, including the Department of Health Professions Workforce Data Center, the Joint Legislative Audit and Review Commission, the Joint Commission on Health Care, the Southwest Virginia Health Authority, or any similar regional health authority that may be developed;
4. Inform state and local policy development as it pertains to health care delivery, training, and education;
5. Identify and promote evidence-based strategies for health workforce pipeline development and interdisciplinary health care service models, particularly those affecting rural and other underserved areas;
6. Support communities in their health workforce recruitment and retention efforts and developing partnerships and promoting models of participatory engagement with business and community-based and social organizations to foster integration of health care training and education;
7. Advocate for programs that will result in reducing the debt load of newly trained health professionals;
8. Identify high priority target areas within each region of the Commonwealth and working toward health workforce development initiatives that improve health measurably in those areas;
9. Foster or create innovative health workforce development models that provide both health and economic benefits to the regions they serve;
10. Develop strategies to increase diversity in the health workforce by examining demographic data on race and ethnicity in training programs and health professional licensure;
11. Identify ways to leverage technology to increase access to health workforce training and health care delivery; and
12. Develop a centralized health care careers road-map in partnership with the Department of Health Professions that includes information on both licensed and unlicensed professions and that is disseminated to the Commonwealth's health care workforce stakeholders to raise awareness about available career pathways.

In the fourth year of funding the Virginia AHEC programs through the Health Resource and Services Administration (HRSA) grant, many Virginia families and individuals have been positively impacted by the collective work of the centers and partners. Despite that, in order to fully realize the mandate to move the Commonwealth forward in achieving its vision of ensuring a quality health workforce for all Virginians, comprehensive

strategies must be revisited in order to produce the desired outcomes we seek. Unquestionably, an attainable plan of action must be established to meet the needs of our growing and changing demographics. Virginia is a more racially and ethnically diverse state. According to the U.S. Census, one in 10 Virginians is now Hispanic, and that people of color now make up 41% of the state's population, compared with 35% a decade prior. Also, for the first time, a majority of people under 18 in Virginia are people of color. The Commonwealth is now home to 8.6 million people up from 8 million in 2010.

It is most important that the health-care workforce be characteristic of the population it serves. The research indicates the better a patient is represented and understood, the better they can be treated which results in better patient outcomes and a stronger community. To that end, mindfulness and thoughtfulness of the needs of underrepresented populations, especially emerging newcomer populations, must be paramount. Accordingly, AHEC are expected to be successful in producing their intended outcomes in order to actualize the desired health care workforce. AHECs are an integral component of a comprehensive system to ensure that the health care needs of our diverse populations are met; which will continue to move the Commonwealth forward. The evaluations of the current AHECs are vital in determining how best to meet the challenges of identifying, motivating, recruiting and retaining a health care workforce committed to underserved populations.

The evaluation of the Virginia Area Health Education Center programs is limited to the following Goal and the proposed four objectives in the HRSA grant. They are:

Goal 1 - Recruit, educate and broaden the distribution of a diverse inter professional healthcare workforce that is prepared to deliver high quality care in a transforming health care system with emphasis on primary care in rural and underserved communities/populations.

Objective 1. To develop implement and evaluate a longitudinal interdisciplinary AHEC Scholars program with didactic and community-based clinical training focused on the six CORE topics for 15 health professions students with priority given to rural and underrepresented minorities (URMs)

Objective 2. To Support Community-Based Experiential Training for health professions students annually that incorporate didactic and clinical training focused on the CORE Topics with rural and/or medically underserved communities or populations.

Objective 3. To provide didactic and/or experiential Continuing Education activities for practicing health professionals annually focused on the CORE Topics and caring for rural and/or medically underserved communities or populations.

Objective 4. To support Pipeline Recruitment, training, interactive and/or didactic activities for youth in grades 9-12 and/or pre-major college students annually with emphasis on health careers, including public health, with priority given to recruiting rural and underrepresented minorities.

Current Virginia Area Health Education Centers:

Each AHEC Annual Proposed Activities Vs Actual 9/01/2020 to 8/31/2021 report is attached (Attachment 1)

Blue Ridge Area Health Education Center - Blueridge met 3 out of 4 objectives. They did not meet Objective 2. The proposed number of experiential training was 100, the AHEC provided 41. In Objectives 3 and 4, the actual numbers were much greater than the proposed.

Capital Area Health Education Center - Capital AHEC met Objectives 1 and 3, but did not meet Objectives 2 and 4. The expectations for each objective are very low given the programs partnership and access to resources.

Eastern Virginia Area Health Education Center - (Eastern Virginia Medical School -EVMS). EVMS met 1 out of 4 objectives. (3), the AHEC program trained 40 practicing health professionals by providing 240 training contact hours. For Objective 1, the program was very close to meeting this objective - by two students. Objectives 2 and 4, the program missed meeting these objectives by a very wide margin.

Northern Virginia Area Health Education Center - Northern Virginia met 3 of the 4 objectives, The program did not meet Objective 1. They recruited 8 of 15 Scholars. In Objectives 2 and 4, the actual numbers are vastly greater than the proposed.

Rappahannock Area Health Education Center met 3 out of 4 Objectives. Objectives 1, 3 and 4 were met. Objective 2 - to train 75 health professions/students community-based experiential training fell short by 33. Objectives 3 and 4 the proposed numbers were vastly understated.

South Central AHEC - Piedmont Access to Health Services (PATHS) met 3 out of 4 objectives. Objectives 1, 2 and 4 were met. Objective 3, the program fell short by 23 participants. In both Objectives 2 and 4, the actual numbers reported were significantly higher than the proposed.

Southside Area Health Education Center - Southside met 2 out of 4 Objectives, The program did not recruit 15 Scholars and did not recruit 25 high school students and undecided college students. The actual number of participants where 6 scholars and 3 students respectively.

Southwest Virginia Area Health Education Center - Southwest met all their Objectives. In Objectives 2 and 4, the actual activities were much greater than the proposed. Most striking is the proposed Objective 2; “organize two online interprofessional clinic experiences for students - 40 participants. The actual number reported is 563 participants.

Conclusion

HRSA funded AHEC programs are designed to support:

Diversity.

Distribution.

Practice Transformation.

In order to meet program expectations, AHECs must be intentional in forming partnerships, and identifying resources. Programs must also be realistic in proposing expectations and committed to seeking new innovations to transform the health care delivery system in Virginia. For the reporting program year 2020-2021, there is no doubt that the COVID-19 pandemic impacted the AHEC programs ability to either meet or not meet program objectives. For several of the programs, the rise in actual activities and persons was considerable. This is especially the case for Objective 4. Clearly, the pandemic forced many of the AHECs to meet their objectives by increasing new methods of interactive activities. Interestingly, three of the AHECs that

did not meet this goal by sizable margins (Capital, EVMS, Southside) are located in resource “rich” areas and have a diverse array of partners.

Unquestionably, meeting or exceeding stated objectives brings Virginia closer to realizing the overall goal. However, while all the objectives are important, meeting or exceeding Objective 4 is central as this is the beginning of the pipeline recruitment.

By introducing new and different innovative activities for youths in grades 9-12 and pre-major college students, Virginia can develop and maintain a “cadre” of youths who are ready for the challenges of a rewarding health-care career. To that end, it is paramount that more emphasis is placed on youth recruitment, and that AHEC centers increase their reach and impact. Even with those that far exceeded expectations, their proposed reach was extremely low.

Further, as with all the Objectives, AHECs must increase the number of both students and activities. Our health care system is constantly changing to meet the demands of our communities. And, understandably, the COVID-19 pandemic will continue to shape health care workforce recruitment, retention, training and management for years to come. Therefore, activities that may have worked in the past will have to be revisited to determine what is working now.

As this is the fifth year of funding, many lessons have been learned. These lessons will all be considered as we evaluate the current AHECs and their ability to move Commonwealth forward in achieving its vision of ensuring a quality health workforce for all Virginians. Moving forward, the proposed program results must be realistic and attainable, and at the same time show initiative to increase didactic activities that appeal to diverse communities and populations.

Attachment 1 - Annual Proposed Activities Vs Actual AHEC Program Report (09/01/2020 to 08/31/2021)

Attachment 2 - Virginia Area Health Education Center Regions, Cities/Counties



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Virginia Statewide
AHEC Program
Annual Report

(09/01/2020 to 08/31/2021)

Blueridge AHEC

Annual Proposed Activities Vs Actual Blueridge

Goal 1: Recruit, educate, and broaden the distribution of a diverse interprofessional healthcare workforce that is prepared to deliver high quality care in a transforming health care system with emphasis on primary care in rural and underserved communities/populations.			
Objective 1. To develop, implement and evaluate a longitudinal interdisciplinary AHEC Scholars Program with didactic and community-based clinical training focused on the six CORE Topics for 15 health professions students, with priority given to rural and under reported minorities (URMs).			
A minimum of 15 Scholars will be recruited	15	16	Goal Met
Objective 2. To support community-based experiential training of health professions students annually that incorporates didactic and clinical training focused on the CORE Topics with rural and/or medically underserved communities or populations.			
Medical interpreter training programs for 80 students community Health Worker/Pro-motores training programs for 10 students Conduct internships and/or community-based research projects for 10 students yearly	100	41	Goal <u>Not</u> Met
Objective 3. To provide didactic and/or experiential continuing education activities for practicing health professionals annually focused on the CORE Topics and caring for rural and/or medically underserved communities or populations.			
CE programs related to Core Topics for 20 practicing health professionals CE programs related to current and emerging health issues for 150 practicing professionals annually 4,500 medical interpreter appointments annually	4670	9907	Goal Met
Objective 4. To support pipeline recruitment , training, interactive and/or didactic activities for youth in grades 9-12 and/or pre-major college students annually with emphasis on health careers, including public health, with priority given to recruiting rural and under reported minorities (URMs).			

Annual Proposed Activities Vs Actual Blueridge (con't)

Structured and unstructured pipeline activities for 150 youth annually	250	398	Goal Met
Classroom and/or clinical experiential activities for 100 youth annually			

Note: Above data reflects only the proposed activity specified in the HRSA Grant compared to actual data performed during the activity year.

(09/01/2020 to 08/31/2021)

Capital AHEC

Annual Proposed Activities Vs Actual Capital AHEC

Goal 1: Recruit, educate, and broaden the distribution of a diverse inter professional healthcare workforce that is prepared to deliver high quality care in a transforming health care system with emphasis on primary care in rural and underserved communities/populations.

Objective 1. To develop, implement and evaluate a longitudinal interdisciplinary **AHEC Scholars** Program with didactic and community-based clinical training focused on the six CORE Topics for 15 health professions students, with priority given to rural and under reported minorities (URMs).

A minimum of 15 Scholars will be recruited	15	15	Goal Met
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Objective 2. To support **community-based experiential training** of health professions students annually that incorporates didactic and clinical training focused on the CORE Topics with rural and/or medically underserved communities or populations.

Community-based experiential training opportunities in medically underserved areas or for medically underserved populations for a minimum of 20 health professional students and/or residents 6 health profession students for rotation experiences CBET for a minimum of 10 lay health promoters	36	23	Goal <i>Not</i> Met
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Objective 3. To provide didactic and/or experiential **continuing education** activities for practicing health professionals annually focused on the CORE Topics and caring for rural and/or medically underserved communities or populations.

Continuing education training experiences for a minimum of 100 lay health promoters and a minimum of 50 health profession students, residents, and/or primary care providers; Present information about health delivery issues/NHSC programs to a minimum of 40 health profession students and eligible providers	240	1457	Goal Met
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Objective 4. To support **pipeline recruitment**, training, interactive and/or didactic activities for youth in grades 9-12 and/or pre-major college students annually with emphasis on health careers, including public health, with priority given to recruiting rural and under reported minorities (URMs).

Annual Proposed Activities Vs Actual Capital AHEC (con't)

statewide registry a minimum of 50 new registrants 50 students at annual HOSA conference	200	72	Goal <u>Not</u> Met
Engage a minimum of 100 k-16 students.			

Note: Above data reflects only the proposed activity specified in the HRSA Grant compared to actual data performed during the activity year.

(09/01/2020 to 08/31/2021)

Eastern Virginia AHEC

Annual Proposed Activities Vs Actual EVMS

Goal 1: Recruit, educate, and broaden the distribution of a diverse interprofessional healthcare workforce that is prepared to deliver high quality care in a transforming health care system with emphasis on primary care in rural and underserved communities/populations.			
Objective 1. To develop, implement and evaluate a longitudinal interdisciplinary AHEC Scholars Program with didactic and community-based clinical training focused on the six CORE Topics for 15 health professions students, with priority given to rural and under reported minorities (URMs).			
A minimum of 15 Scholars will be recruited	15	13	Goal <i>Not</i> Met
Objective 2. To support community-based experiential training of health professions students annually that incorporates didactic and clinical training focused on the CORE Topics with rural and/or medically underserved communities or populations.			
Train 60 health professions students in a community based experiential training program	60	9	Goal <i>Not</i> Met
Objective 3. To provide didactic and/or experiential continuing education activities for practicing health professionals annually focused on the CORE Topics and caring for rural and/or medically underserved communities or populations.			
Train 40 practicing health professionals annually by providing 240 training contact hours	40	40	Goal Met
Objective 4. To support pipeline recruitment , training, interactive and/or didactic activities for youth in grades 9-12 and/or pre-major college students annually with emphasis on health careers, including public health, with priority given to recruiting rural and under reported minorities (URMs).			
Engage 40 grade 9-12/ pre-major college students	40	1	Goal <i>Not</i> Met

Note: Above data reflects only the proposed activity specified in the HRSA Grant compared to actual data performed during the activity year.

(09/01/2020 to 08/31/2021)

Northern Virginia AHEC

Annual Proposed Activities Vs Actual Northern Virginia

Goal 1: Recruit, educate, and broaden the distribution of a diverse interprofessional healthcare workforce that is prepared to deliver high quality care in a transforming health care system with emphasis on primary care in rural and underserved communities/populations.			
Objective 1. To develop, implement and evaluate a longitudinal interdisciplinary AHEC Scholars Program with didactic and community-based clinical training focused on the six CORE Topics for 15 health professions students, with priority given to rural and under reported minorities (URMs).			
A minimum of 15 Scholars will be recruited	15	8	Goal <u>Not</u> Met
Objective 2. To support community-based experiential training of health professions students annually that incorporates didactic and clinical training focused on the CORE Topics with rural and/or medically underserved communities or populations.			
Engage 20 students	20	66	Goal Met
Objective 3. To provide didactic and/or experiential continuing education activities for practicing health professionals annually focused on the CORE Topics and caring for rural and/or medically underserved communities or populations.			
Professionals and students who serve in underserved communities or work with vulnerable populations will be targeted for these CEU opportunities. We anticipate a projection of at least 300 total participants for the professional development activities offered	300	2800	Goal Met
Objective 4. To support pipeline recruitment , training, interactive and/or didactic activities for youth in grades 9-12 and/or pre-major college students annually with emphasis on health careers, including public health, with priority given to recruiting rural and under reported minorities (URMs).			
provide interactive health career pipeline activities supporting a minimum of 200 participants.	200	2102	Goal Met

Note: Above data reflects only the proposed activity specified in the HRSA Grant compared to actual data performed during the activity year.

(09/01/2020 to 08/31/2021)

Rappahannock AHEC

Annual Proposed Activities Vs Actual Rappahannock

Goal 1: Recruit, educate, and broaden the distribution of a diverse interprofessional healthcare workforce that is prepared to deliver high quality care in a transforming health care system with emphasis on primary care in rural and underserved communities/populations.			
Objective 1. To develop, implement and evaluate a longitudinal interdisciplinary AHEC Scholars Program with didactic and community-based clinical training focused on the six CORE Topics for 15 health professions students, with priority given to rural and under reported minorities (URMs).			
A minimum of 15 Scholars will be recruited	15	15	Goal Met
Objective 2. To support community-based experiential training of health professions students annually that incorporates didactic and clinical training focused on the CORE Topics with rural and/or medically underserved communities or populations.			
Train <u>75</u> health professions students through Community-Based Experiential Training	75	42	Goal <u>Not</u> Met
Objective 3. To provide didactic and/or experiential continuing education activities for practicing health professionals annually focused on the CORE Topics and caring for rural and/or medically underserved communities or populations.			
<u>50</u> participants	50	268	Goal Met
Objective 4. To support pipeline recruitment , training, interactive and/or didactic activities for youth in grades 9-12 and/or pre-major college students annually with emphasis on health careers, including public health, with priority given to recruiting rural and under reported minorities (URMs).			
<u>100</u> youth annually	100	586	Goal Met

Note: Above data reflects only the proposed activity specified in the HRSA Grant compared to actual data performed during the activity year.

(09/01/2020 to 08/31/2021)

South Central AHEC

Annual Proposed Activities Vs Actual South Central

Goal 1: Recruit, educate, and broaden the distribution of a diverse interprofessional healthcare workforce that is prepared to deliver high quality care in a transforming health care system with emphasis on primary care in rural and underserved communities/populations.			
Objective 1. To develop, implement and evaluate a longitudinal interdisciplinary AHEC Scholars Program with didactic and community-based clinical training focused on the six CORE Topics for 15 health professions students, with priority given to rural and under reported minorities (URMs).			
A minimum of 15 Scholars will be recruited	15	16	Goal Met
Objective 2. To support community-based experiential training of health professions students annually that incorporates didactic and clinical training focused on the CORE Topics with rural and/or medically underserved communities or populations.			
Clinical training in the CORE topic areas as well as operating in the rural and underserved areas for 60 students	60	247	Goal Met
Objective 3. To provide didactic and/or experiential continuing education activities for practicing health professionals annually focused on the CORE Topics and caring for rural and/or medically underserved communities or populations.			
1 CME/CE training for medical professionals while continuing to focusing on the needs in the under-served communities. These events usually host 75 participants.	75	52	Goal <u>Not</u> Met
Objective 4. To support pipeline recruitment , training, interactive and/or didactic activities for youth in grades 9-12 and/or pre-major college students annually with emphasis on health careers, including public health, with priority given to recruiting rural and under reported minorities (URMs).			
1 virtual summer camp available to each area with 30 students. Virtual career exposure seminars for 40 high school students. Career exploration through shadowing for 20 students.	90	323	Goal Met

Note: Above data reflects only the proposed activity specified in the HRSA Grant compared to actual data performed during the activity year.

(09/01/2020 to 08/31/2021)

Southside AHEC

Annual Proposed Activities Vs Actual Southside

Goal 1: Recruit, educate, and broaden the distribution of a diverse interprofessional healthcare workforce that is prepared to deliver high quality care in a transforming health care system with emphasis on primary care in rural and underserved communities/populations.			
Objective 1. To develop, implement and evaluate a longitudinal interdisciplinary AHEC Scholars Program with didactic and community-based clinical training focused on the six CORE Topics for 15 health professions students, with priority given to rural and under reported minorities (URMs).			
A minimum of 15 Scholars will be recruited	15	6	Goal <i>Not</i> Met
Objective 2. To support community-based experiential training of health professions students annually that incorporates didactic and clinical training focused on the CORE Topics with rural and/or medically underserved communities or populations.			
16+ Nurse Aid students, 25+ RN students and 16+ LPN 16+ CNA and 25+ practical and/or registered nursing students	98	125	Goal Met
Objective 3. To provide didactic and/or experiential continuing education activities for practicing health professionals annually focused on the CORE Topics and caring for rural and/or medically underserved communities or populations.			
20+ healthcare professionals	20	36	Goal Met
Objective 4. To support pipeline recruitment , training, interactive and/or didactic activities for youth in grades 9-12 and/or pre-major college students annually with emphasis on health careers, including public health, with priority given to recruiting rural and under reported minorities (URMs).			
25+ high school students and undecided college students	25	3	Goal <i>Not</i> Met

Note: Above data reflects only the proposed activity specified in the HRSA Grant compared to actual data performed during the activity year.

(09/01/2020 to 08/31/2021)

Southwest AHEC

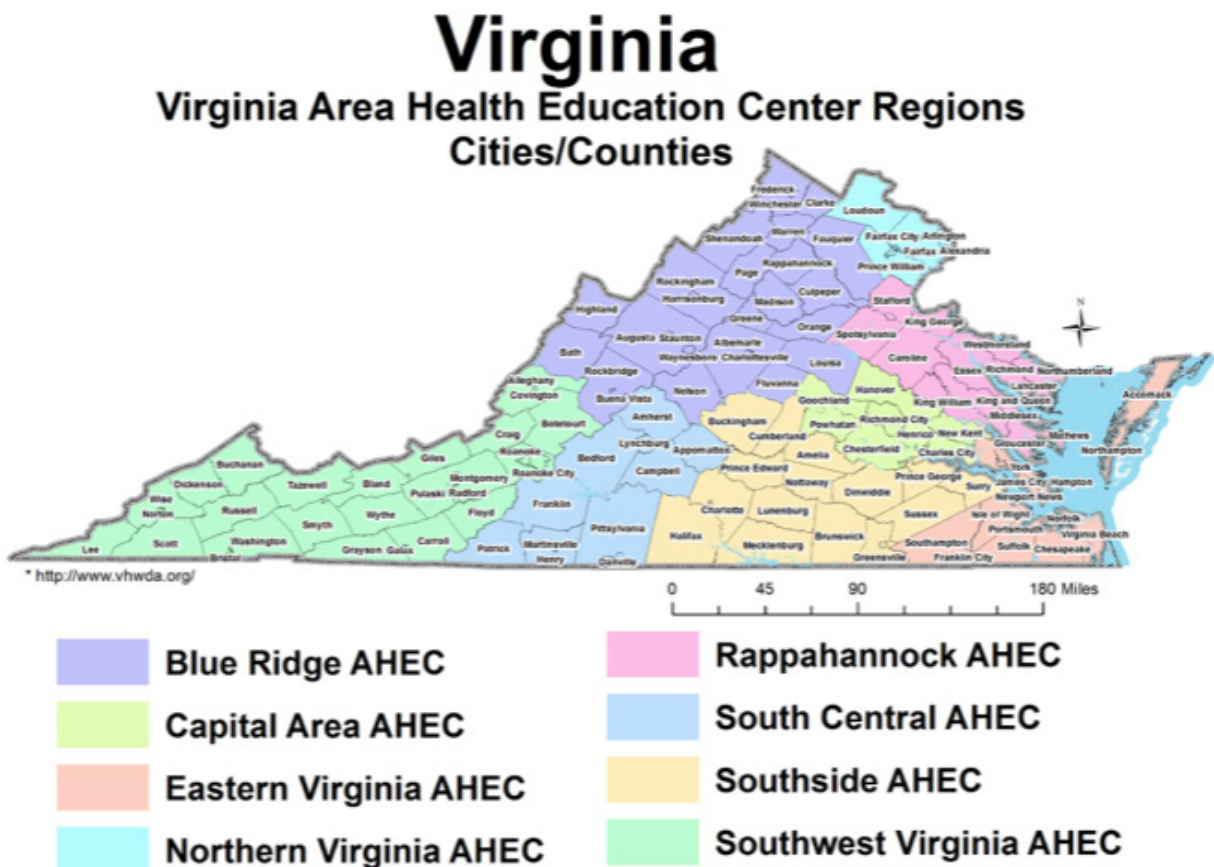
Annual Proposed Activities Vs Actual Southwest

Goal 1: Recruit, educate, and broaden the distribution of a diverse interprofessional healthcare workforce that is prepared to deliver high quality care in a transforming health care system with emphasis on primary care in rural and underserved communities/populations.			
Objective 1. To develop, implement and evaluate a longitudinal interdisciplinary AHEC Scholars Program with didactic and community-based clinical training focused on the six CORE Topics for 15 health professions students, with priority given to rural and under reported minorities (URMs).			
A minimum of 15 Scholars will be recruited	15	15	Goal Met
Objective 2. To support community-based experiential training of health professions students annually that incorporates didactic and clinical training focused on the CORE Topics with rural and/or medically underserved communities or populations.			
Organize two online interprofessional clinical experiences for students 40 participants	40	563	Goal Met
Objective 3. To provide didactic and/or experiential continuing education activities for practicing health professionals annually focused on the CORE Topics and caring for rural and/or medically underserved communities or populations.			
Virginia Osteopathic Medical Association (VOMA) at their two conferences (October 2020 and April 2021), 125 participants at each conference.	250	251	Goal Met
Objective 4. To support pipeline recruitment , training, interactive and/or didactic activities for youth in grades 9-12 and/or pre-major college students annually with emphasis on health careers, including public health, with priority given to recruiting rural and under reported minorities (URMs).			
STEM camp for high school students from rural and underserved areas in Southwest Virginia. 24 boys and 24 girls 300 high school students	348	428	Goal Met

Note: Above data reflects only the proposed activity specified in the HRSA Grant compared to actual data performed during the activity year.

Virginia AHEC Program

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