

History and Background

Comprehensive Workforce Development at HMS hails from the **Primary Care Training and Development Summit** held in Silver City during the fall of 2007.

AIMS:

- Tackle short and long term health workforce deficits
- Help fashion a policy environment supporting comprehensive and sustainable rural and frontier training programs.

HMS
HOSPITAL MEDICAL SERVICES

- Summit 2007
- House Memorial 2
- Network Partners
- Purpose
- Goals and Objectives

Summit 2007 Recommendations

Summit 2007 brought together 65 dedicated professionals

Summit 2007 participants framed problems facing the delivery of quality health care in America.

Summit 2007 addressed the shortage of health care professionals in rural communities of New Mexico.

Summit 2007 addressed health care inequities and made recommendations on STATE and FEDERAL levels.

STATE POLICY:

- Allow Presumptive Credentialing
- Reduce Barriers to Medicaid Enrollment
- Improve Provider Retention
- Increase Provider Supply

FEDERAL POLICY:

- Medicare: Adjust Provider Reimbursement
- Keep Primary Care Access on the National Health Policy "stage"

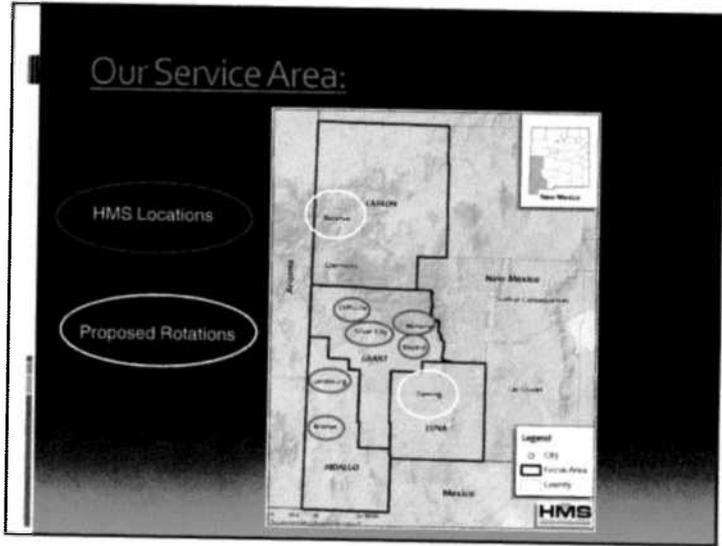
House Memorial 2 ("HM 2")

As a result of **Summit 2007**, the Forty-Eighth session of the New Mexico Legislature adopted **HM 2 – State Funded Primary Care Residency Slots**. The Memorial cited the establishment of a Task Force. The **HM 2 Task Force** developed recommendations and initiated planning for new or expanded state-funded, nationally accredited primary care residency programs.

HM 2 Task Force Recommendations

- Primary Care Professional Training Enhancements
- Pipeline Education Programs for Health Professional in New Mexico
- Community Roles to Support Primary Health Care Training
- New Mexico Legislature – Appropriated Funding on a Recurring Basis

- ### The Snowball Affect of HM2 Task Force Recommendations
- UNM Pediatric Residents
 - UNM Dental Residents
 - AT Still and Howard U. Dental Students
 - Memorial Medical Center Family Medicine Residents
 - PA and NP Students
 - Kentucky Nurse Midwife Students
 - NMSU MPH
 - Western Nursing and MH Students



Current Safety Net Positions New Mexico

Physicians	168	Dentist	46
Nurse Practitioner	34	Dental Hygienist	7
Physician Assistant	16	Pharmacist	?
Registered Nurse	20	Psychologist	2
Licensed Practical Nurses	2	Social Worker	2
Other: Certified Nurse Midwife	1	Therapist / Counselor	?

Source: New Mexico Health Resources

Current NHSC Recruitment Grant, Hidalgo, Luna and Catron Counties, New Mexico

Position	Loan Repayor	Scholars
Physician	Luna County (6)	Hidalgo County (1) Luna County (1)
Nurse Practitioner	Luna County (2)	Luna County (2)
Physician Assistant	Grant County (1) Luna County (1)	Luna County (1)
RN's and LPN's	none	none
Dentist	Luna County (2)	Luna County (2)
Dental Hygienist	Luna County (4)	
Other/Mental Health	Grant County (5) Luna County (9)	

Source: January, 2011

2010 GRANT AWARD

Office of Rural Health Policy
Workforce Development Program Funding

- Authorized under Section 330A(f) of the Public Health Service ("PSA") Act, as amended
- ORHP selected 20 Rural and Frontier Areas around the U.S.
- Three-year pilot project
- Supports the Development of rural health networks focusing on activities relating to recruitment and retention

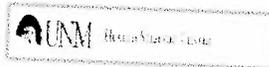
20 Grants Awarded
Office of Rural Health Policy
Workforce Development Grant Recipients



Our Partners:

FORWARD NM addresses **F**rontier and **R**ural **W**orkforce **D**evelopment challenges in southwest **N**ew **M**exico through:

- Partnerships
- Longitudinal relationships with schools and students
- Common interests in primary care access and training.



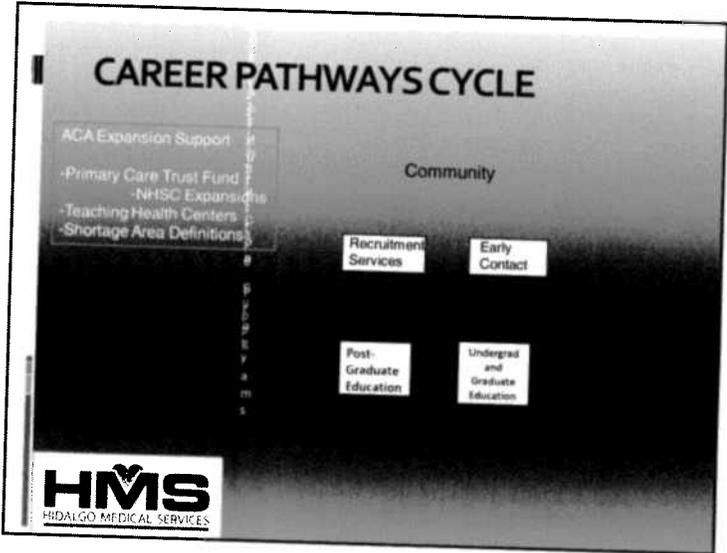
MISSION STATEMENT

To create a model of health professional workforce training by enhancing local health career pathways in frontier and rural areas to ensure, improve, and sustain access to primary care and supporting services.

Our Purpose: *FORWARD NM*

Is to strengthen rural health professional pathways in southwest NM.

- STEP 1 Encourage secondary students raised in rural communities to enter the health professions.
- STEP 2 Follows rural students through undergraduate education.
- STEP 3 Follow rural students through graduate education and provides rural training experiences.
- STEP 4 Recruitment of Providers using retention strategies.
- STEP 5 Sufficient Resources and Program to train Health Professionals in SW NM



HMS *FORWARD NM* *Developing Health Education Frontiers*

During 2010, HMS rotated **56** students and residents through its **11** locations:

<u>Medical Providers</u>	<u>Dental Providers</u>	<u>Midwifery and Family Nurses</u>
6 Pediatric Residents 6 Family Practice Residents 1 Family Practice Resident 3 Physician Assistants 1 Medical Assistant	10 Dental Residents 5 Dental Students	18 Nursing Students 1 Family Nurse Practitioner
	<u>Masters in Public Health</u>	<u>Masters in Counseling</u>
	2 students	3 students

LEGEND:

- University of New Mexico
- New Mexico State University
- Arizona School of Dentistry & Oral Health
- Procter School of Midwifery & Nursing
- Vista College
- Memorial Medical Center
- Memorial Medical Center

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HMS *FORWARD NM* *Developing Health Education Frontiers*

2011 Calendar Year to Date Rotations at HMS

<u>Medical Providers</u>	<u>Dental Providers</u>	<u>Midwifery</u>
4 Pediatric Residents 2 Family Practice Residents 3 Family Practice Residents 2 Physician Assistants 1 Physician Assistant	5 Dental Residents 2 Dental Students	3 Family Nurse Practitioners
	<u>Medical Students</u>	<u>Year to Date Total</u>
	5 BA/MD Students 2 Practical Immersion Medical Students ("PIE" students)	29

LEGEND:

- University of New Mexico
- Arizona School of Dentistry & Oral Health
- Procter School of Midwifery & Nursing
- Memorial Medical Center

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DEFINING GME

What is an ACGME?

Accreditation Council for Graduate Medical Education
Governs all medical residency training programs in the U.S.

What is GME?

post-doctoral **Graduate Medical Education**
ACGME accredited specialty training
Family Practice is a specialty

What is a 1+2 Residency Training Program?



Residency Program Development

- Accreditation of a Family Medicine Residency Program at HMS
- 1 + 2 Model
- Community Partners Engaging in Training
- Community Hospital a key component
- Recruit and Retain Local Students as Future Primary Care Providers



The Rural Health Professional Career Pathways Model:

PHASE ONE: Encourage secondary students raised in rural communities to enter the health professions.
Career Fairs, Mentor models, curriculum

PHASE TWO: Follow students through undergraduate education and encourage health professions.
UNM's BA to MD program; Future BA to DDS program; Office of Diversity programs

PHASE THREE: Provides rural experience during post-graduate education.
Longitudinal rotations at HMS and other rural locations

PHASE FOUR: Recruit and retain providers to rural areas
Loan Repayment, Loan for Service, Tax Incentives, Health Center Financing



Foundational Work

CURRENT SURVEY PROJECTS

- **Preceptor Surveys monitor program successes and identify areas for improvement**
- **Student Surveys Identify Interested Students and Program Follows Them**
- **Exit Evaluation Monitors Learner Experiences**



Summary of Our Initial Student Surveys at Animas and Silver High Schools (1st 6 mos. of Program)

Total Number of Students Who Completed Survey: 324

Number Interested in MD:	35	(10.8%)
Number Interested in MH:	13	(4.0%)
Number Interested in DMD:	20	(6.2%)
Number Interested in Allied Health:	90	(27.7%)
Number Interested in BA to MD:	27	(8.4%)
Number Interested in Volunteerism:	87	(26.8%)
Number Interested in a Mentor Program:	50	(15.4%)
Number Interested in a School Club:	33	(10.2%)
Number Interested in a Summer Camp:	30	(9.2%)



Current Year Work Plan

- Develop a Strategic Plan (August 18, 2011)
- Residency Program Expansion / Develop a GME Consortium model
- Increase Pathways to Health Careers
 - Obtain ACGME accreditation for a 1+2 rural residency training program
 - Increase Number of Student and Resident Rotations through HMS
 - Implementation of:
 - American Dental Association *Future Impressions* Mentor Program
 - UNM Pre-Dental Society Chapter at WNMU
 - Health Careers Clubs for middle and high school students
 - Volunteer Program for high school students seeking immersion into clinic environment
 - Mentor Program/Job Shadowing for students interested in health science careers
 - Social Media i.e. FORWARD NMEblast and FACEBOOK page to increase communications with students and residents
- Host SUMMIT 2011 (October, 2011) in Las Cruces
- Promote the development of State and Federal Policies
- Further develop sustainability strategies

PENDING GRANTS – Working toward Sustainability

Grant Amount	Release Date	Grant Name	Grant Description
\$20,000	9/1/11	PCTE Pre-doctoral Primary Care Training Enhancement	5-yr Sub-award with UNM to coordinate community learning projects as part of an enhanced curriculum for medical students and residents
\$10,000	9/1/11	HCOP ("Health Careers Opportunity Program")	3-yr Sub-award with UNM. Funding will allow for a 4-week summer camp program for high school students in partnership with WNMU and UNM
\$100,000	9/1/11	BHPR - AHEC POINT OF SERVICE MAINTENANCE	1-yr Sub-award with UNM to expand their Area Health Education Center program to include HMS as a new center - Southwest Area Health Education Center. If funded, HMS would qualify for a 5-yr cycle next year.
\$15,000	1/23/12	CONALMA	1-year award earmarked for New Mexico Residency Consortium development i.e. strategic plan and professional development for program directors.
\$???	Annual	Teaching Health Centers Residency Program Support	Upon accreditation HMS will apply for support from this new program.

First Annual BA/MD Summer Program at HMS



Anthony Colon of Santa Clara, Adam Solar of Silver City, Sarah Corina of Albuquerque, Nazhikha Baachum of Clovis and Amy New of Albuquerque.

STUDENT VOLUNTEERS READ TO OUR KIDS



Kaitlin Sarafian reads at the Lindberg Community pool.

And Lorian reads to children at Gough Park in Silver City.

