



# Health Resources and Services Administration (HRSA) Workforce Development Programs

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

A Budget Blueprint for Fiscal Year 2022



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

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## Why We Need the Title VII and Title VIII Programs

The Health Resources and Services Administration (HRSA) Title VII and Title VIII programs have helped the country combat COVID-19, despite the challenges the pandemic posed for grantees. Many grantees adapted their curricula to educate our health workforce during this public health challenge. They also dealt with the unexpected costs of providing personal protective equipment for in-person clinical training and switching from in-person to virtual learning.

The HRSA Title VII and Title VIII 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, at the direction of HRSA, grantees have used 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 highlighted the 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 providers for the health care demands of tomorrow. A diverse health care workforce improves access to care, patient satisfaction, and health professions learning environments.<sup>1</sup> 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.<sup>1</sup>

Additionally, the HRSA health professions and nursing workforce programs 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 FY 2022.**

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## 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.<sup>2</sup> These programs include:

**Centers of Excellence:** Provides grants for mentorship and training programs. In academic year (AY) 2019-20, this program supported over 1,350 trainees, of which 99% were underrepresented minorities and 72% were from financially or educationally disadvantaged backgrounds.

**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 2019-20, over 4,250 students from rural and disadvantaged backgrounds were exposed to the health professions pipeline.

**Nursing Workforce Diversity:** Provides grants to institutions to help recruit and retain students from diverse and disadvantaged backgrounds. In AY 2019-20, the program supported more than 11,500 students, including 5,027 students who graduated or completed their nursing program, with approximately 43% of the training sites located in underserved communities and 35% in primary care settings.

**Scholarships for Disadvantaged Students:** Grants scholarships for health professions students from minority and/or socioeconomically disadvantaged backgrounds. In AY 2019-20, 68% of recipients intended to work or pursue additional training in rural and medically underserved communities, 49% planned to practice in a primary care setting, and 22% received COVID-19 training.

**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) 2020, 21 underrepresented minority faculty participated in the program.





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## 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 2019-20, PCTE grantees trained over 14,000 individuals at over 1,100 sites, with 54% in medically underserved communities and 26% in rural areas; 30% of sites trained providers in telehealth services.

**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.

**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.

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## 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 timely address 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 2019-20, AHECs supported 155,000 pipeline program participants, provided over 31,000 clinical training rotations for health professions trainees, and placed over 75,000 trainees in rural and underserved training sites.

**Behavioral Health Workforce Education and Training:** Addresses the behavioral health needs of local communities. Grantees partnered with 2,439 training sites in AY 2019-20, providing over 1.4 million hours of behavioral health services to patients. Over 30% of these sites offered opioid use treatment services, and 49% provided substance use treatment services.

**Mental and Behavioral Health:** Funds training programs to expand access to mental and behavioral health services for vulnerable and underserved populations. In AY 2019-20, the Graduate Psychology Education program partnered with 210 sites to provide clinical training experiences for psychology students. Of these sites, 77% offered substance use disorder treatment services, and 83% offered telehealth services.

**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 2,068 unique continuing education courses to over 200,000 faculty and practicing professionals in AY 2019-20, including 906 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.

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## 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 Programs:** Supports innovative clinical and experiential training for students in primary care, anesthesia, nurse midwifery, and other specialty care. In AY 2019-20, grantees partnered with over 2,500 health care delivery sites and supported over 8,000 nursing students, including 3,097 students who graduated that year.

**Nurse Education Practice, Quality, and Retention:** Helps meet shifting demand in health care through innovative programs. This included the training of over 868 individuals by Interprofessional Collaborative Practice Program (IPCP) grantees in AY 2019-20. Of IPCP clinical training sites, 71% were in medically underserved communities and 81% were in primary care settings.

**Nurse Corps:** Recruits nursing students and nurses entering into practice to health care facilities facing a critical shortage of nurses. In FY 2020, 58% of Nurse Corps loan repayment program participants extended their service commitment for an additional year, and 96% of Nurse Corps scholarship awardees were 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, including 2,270 trainees from 45 institutions in AY 2019-20.



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## 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:** Provide clinical training and public health residency experiences. Public health student trainees partnered with 278 sites supporting more than 345 clinical training experiences in AY 2019-20, with 74% of these training sites located in medically underserved communities and 29% in primary care settings.

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## 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 11,000 oral health professionals in AY 2019-20.

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## 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 as well as grants to seven 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 2022 Justification of Estimates for Appropriations Committees. <https://www.hrsa.gov/sites/default/files/hrsa/about/budget/budget-justification-fy2022.pdf>. Accessed May 28, 2021.

### Additional References

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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](https://www.mghihp.edu/sites/default/files/about-us/diversity/principles_standards_cultural_competence.pdf). Accessed April 13, 2021.

# Members of the Health Professions and Nursing Education Coalition

Academic Consortium for Integrative Medicine & Health	American Medical Women's Association	CAEAR Coalition
Academic Pediatric Association	American Music Therapy Association	College of Psychiatric and Neurologic Pharmacists (CPNP)
Allergy & Asthma Network	American Nephrology Nurses Association	Council of Graduate Schools
Alliance for Academic Internal Medicine (AAIM)	American Occupational Therapy Association	Council on Social Work Education
American Academy of Addiction Psychiatry	American Pediatric Society	Eldercare Workforce Alliance
American Academy of Allergy, Asthma and Immunology	American Psychiatric Association	Health Professions Network
American Academy of Family Physicians	American Psychological Association	Heart Failure Society of America
American Academy of Hospice and Palliative Medicine	American Public Health Association	Hematology/Oncology Pharmacy Association (HOPA)
American Academy of PAs	American Society for Clinical Laboratory Science	HIV Medicine Association
American Academy of Pediatric Dentistry	American Society for Reproductive Medicine (ASRM)	Latino Medical Student Association
American Academy of Pediatrics	American Surgical Association	National AHEC Organization
American Association for Dental Research	America's Essential Hospitals	National Association for Geriatric Education
American Association of Chairs of Departments of Psychiatry	Association of Academic Health Sciences Libraries	National Association of Geriatric Education Centers
American Association of Colleges of Nursing	Association of American Indian Physicians	National Association of Nurse Practitioners in Women's Health (NPWH)
American Association of Colleges of Osteopathic Medicine	Association of American Medical Colleges	National Association of Pediatric Nurse Practitioners
American Association of Colleges of Pharmacy	Association of American Veterinary Medical Colleges	National Athletic Trainers' Association
American Association of Colleges of Podiatric Medicine	Association of Chairs of Departments of Physiology	National Council for Diversity in Health Professions
American Association of Directors of Psychiatric Residency Training	Association of Chiropractic Colleges	National Family Planning & Reproductive Health Association
American Association of Nurse Practitioners	Association of Departments of Family Medicine	National Hispanic Medical Association
American College of Cardiology	Association of Family Medicine Residency Directors	National League for Nursing
American College of Obstetricians and Gynecologists	Association of Medical School Pediatric Department Chairs	National Medical Association
American College of Osteopathic Internists	Association of Minority Health Professions Schools	National Nurse-Led Care Consortium
American College of Physicians	Association of Pathology Chairs	National Organization of Nurse Practitioner Faculties
American College of Preventive Medicine	Association of Psychologists in Academic Health Centers	North American Primary Care Research Group
American Dental Association	Association of Public and Land-grant Universities	Oncology Nursing Society
American Dental Education Association	Association of Rehabilitation Nurses	Pediatric Policy Council
American Dental Hygienists' Association	Association of Schools Advancing Health Professions	Physician Assistant Education Association
American Federation of Teachers	Association of Schools and Colleges of Optometry	Pre-Health Dreamers
American Geriatrics Society	Association of University Professors of Ophthalmology	Society for Pediatric Research
American Medical Student Association		Society of Behavioral Medicine
		Society of General Internal Medicine
		Society of Teachers of Family Medicine
		Student National Medical Association (SNMA)

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