



# Rural Health Workforce Pathways Residency Training: *Opportunities and Barriers in Rural Arizona*





## Session Outline

- I. Case Study: Western Arizona
- II. Medical Education & Residency Development
- II. Next Steps
- IV. Discussion





## Speakers

### **Kevin Driesen, PhD, MPH**

Facilitator, Regional Center for Border Health &  
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### **Joena Ezroj, M.ED.**

Director, Western Arizona Area Health Education Center  
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### **Sharry Veres, MD, MHSM**

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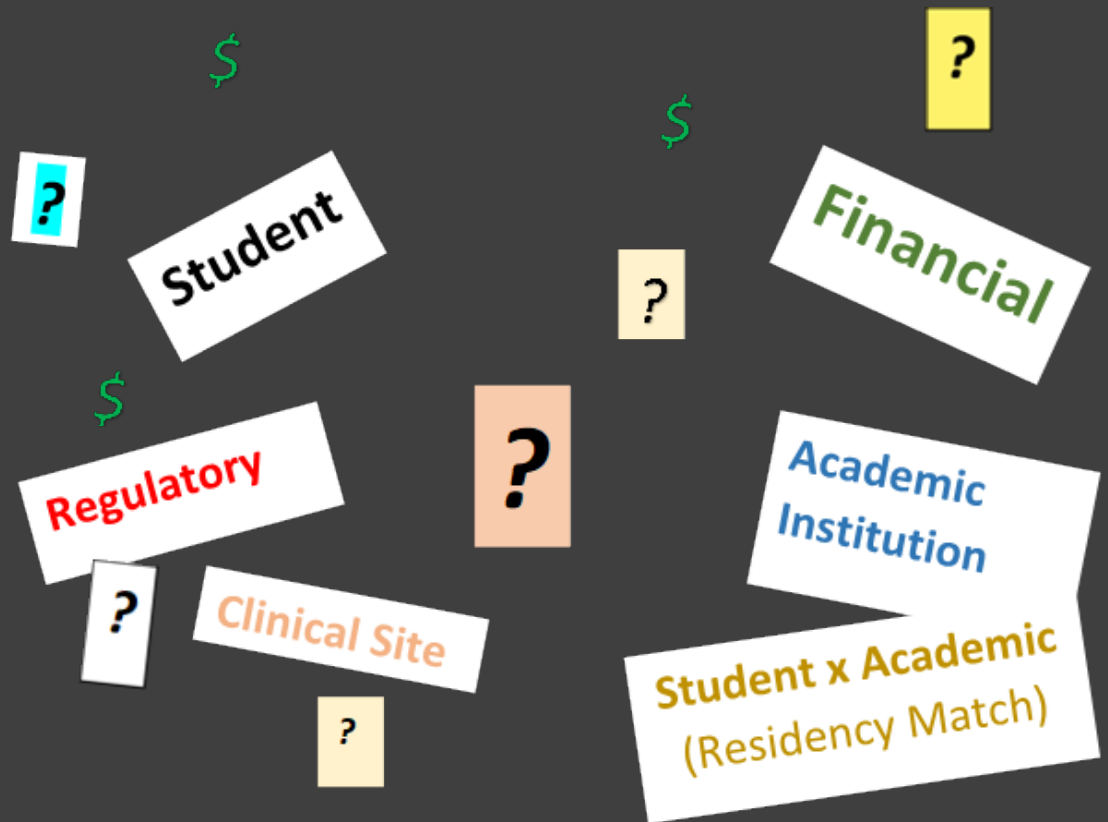


THE UNIVERSITY OF ARIZONA  
**Arizona AHEC**  
Area Health Education Centers

## **Background: Medical Training**



Medical  
education  
is a  
complex  
system...





# Case Study: Recruitment and Retention



## MD Student from WAHEC Region

UA College of Medicine-Phoenix

Program began 2019

Doctoral Degree-Medical School

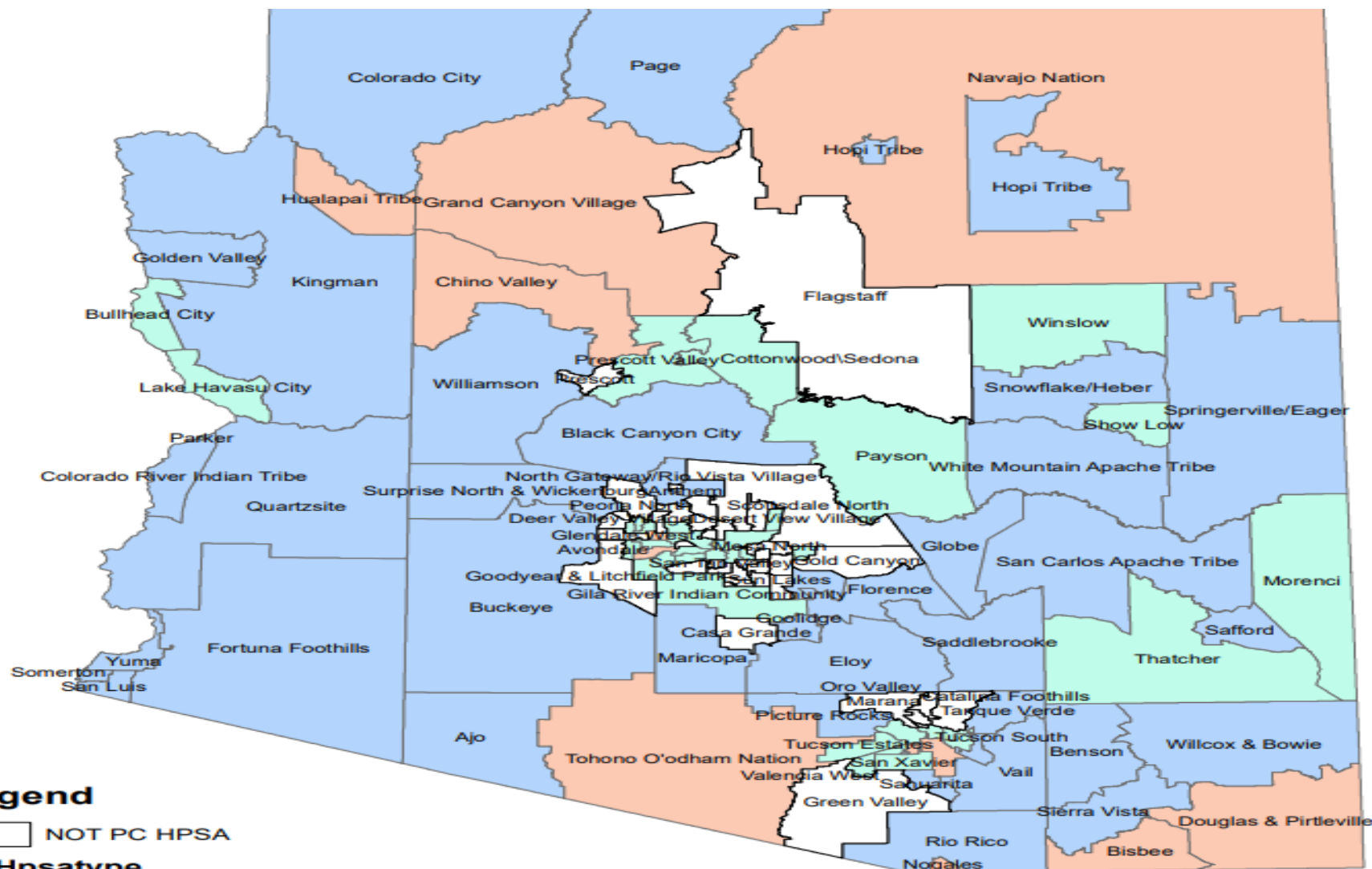
MD-Doctor of Medicine

Pipeline Program: Pathways





# Arizona Primary Care Health Professional Shortage Areas 2021





# WAHEC Snapshot: Clinical Rotations

2018/19 to 2021/22



- **905** Clinical Rotations
- **20** Physician Residents Public Health Rotations (1 day)



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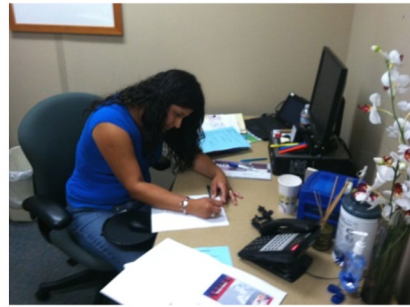
# Interprofessional Clinical Rotations



South University Georgia – P.A



NAU – Speech Pathologist



NAU – Social Work

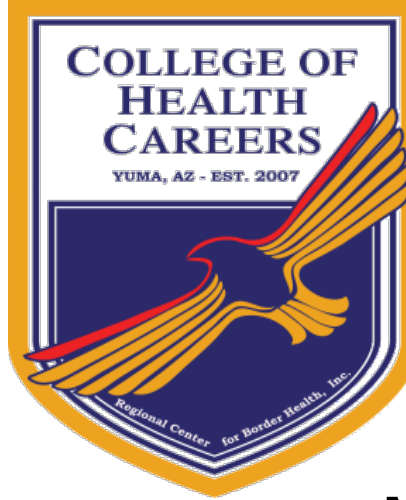


Chatham University – P.A



U of A – College of Pharmacy





## "Growing Our Own"

- Medical Assistant
- Medical Office Specialist
- Nursing Assistant
- Medical Coder & Biller
- Pharmacy Technician
- Phlebotomy Technician
- Medication Assistant
- Caregiver
- Nutrition & Food Services Management
- ServSafe (National Certification)
- CPR and First Aid



Sponsor	# Programs / # Residents
Yuma Regional Medical Center	2 / 23
North Country HealthCare	1 / 3
Havasu Regional Medical Center	0 / 0
University of Arizona College of Medicine, Tucson	65 / 707
University of Arizona-College of Medicine, Phx	28 / 321
Phoenix Children's Hospital	15 / 156
Midwestern University GME Consortium / Glendale	11/112
Abrazo Health Network	5 / 75
HonorHealth - Scottsdale	11 / 72
Burrow Neuroglial Institute—St Joseph Hosp./Med. Ctr.	8 / 71
Tucson Hospitals Medical Education Program, Inc.	2 / 22
Northwest Health System - Tucson	0 / 0
Dignity Health East Valley - Chandler	0 / 0

## Arizona Residency Training (2020-21)

(Source: ACGME)



# **“Growing Our Own” with Medical School Pipeline Programs**



- **Rural Track**
- **LIC**
- **Community Health Center/Rural Health Center**
- **CHC/RHC Based Residency**







**SLWIC Medical Staff**

**Longitudinal**

**Integrated  
Curriculum**

**(LIC)**

**University of  
Arizona**





# CHC Residency

## Primary Considerations:

- Entrance to Medical School
- Mentorship with Rural Doctors
- Clinical Rotations mostly completed at CHC site
- Rural Training Program at site/region
- “hand-shake” agreement for MD students in LIC Program to CHC Residency Program (match)
- 3+3 MD School and Residency





# Medical Education



- **LIC Curriculum**  
**Competency-based curriculum**
- **3 years to graduation instead of**  
**Primary Care Focus:**  
**Benefits of Family Medicine**
- **Rural Primary Care admissions**  
**track needed (seats saved for rural**  
**students)**





# Medical Education



- **Direct admission into Rural Health Center Residency**
- **Potentially 4 years of training/contact with center**
- **Focus on making graduated family physicians trained precisely LIC and residency integral to one another**







# CHC Residency



- Structure of a CHC based residency
- Cost
- Staffing
- Funding Mechanism



# Supporting Developments / Next Steps

<b>State</b>	Sept. 2021 AHCCCS State Plan Amendment (SPA #21-015)	<ul style="list-style-type: none"><li>• GME funding for hospitals with priority to rural counties (\$11.1m / \$20m)</li><li>• Expansion of FEMAP opportunities.</li></ul>
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<b>Federal</b>	(FOA June 2022) HRSA – Rural Residency Planning and Development (HRSA 22-107)	<ul style="list-style-type: none"><li>• Rural Residency TA Center (2018)</li><li>• Planning &amp; Development Grants (2019-2022)</li></ul> <p><i>... to support expansion of primary care residency training in community-based patient care settings</i></p>
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# Q & A

## Thank you!



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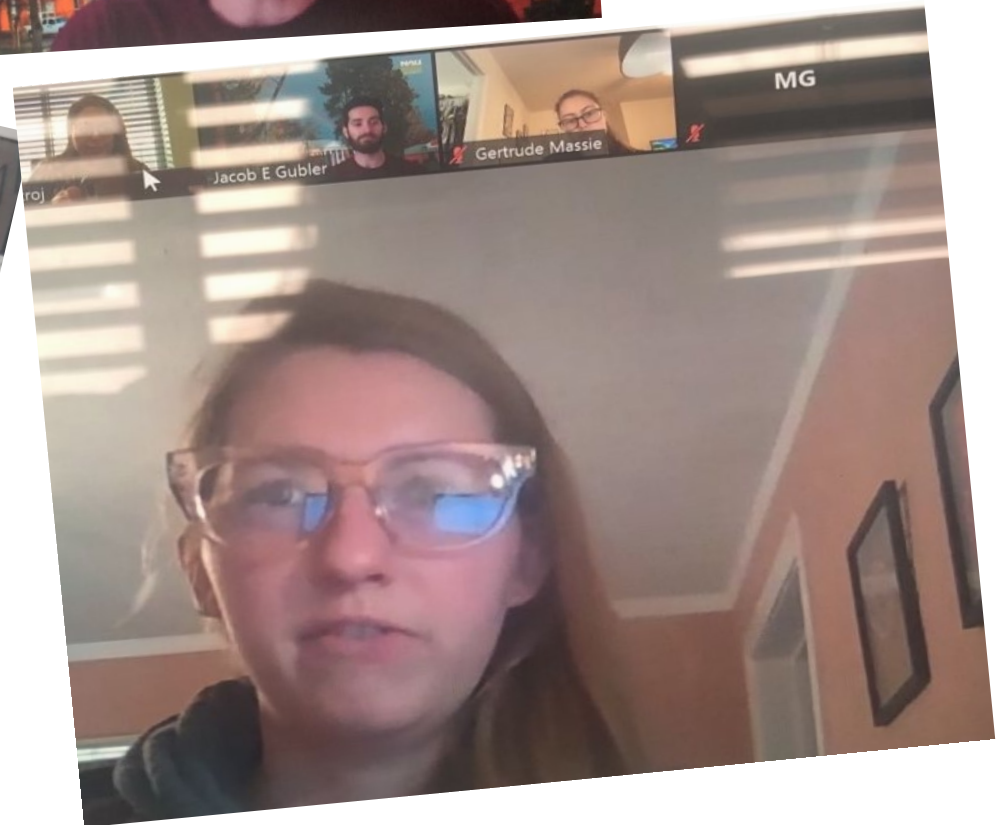


# The End



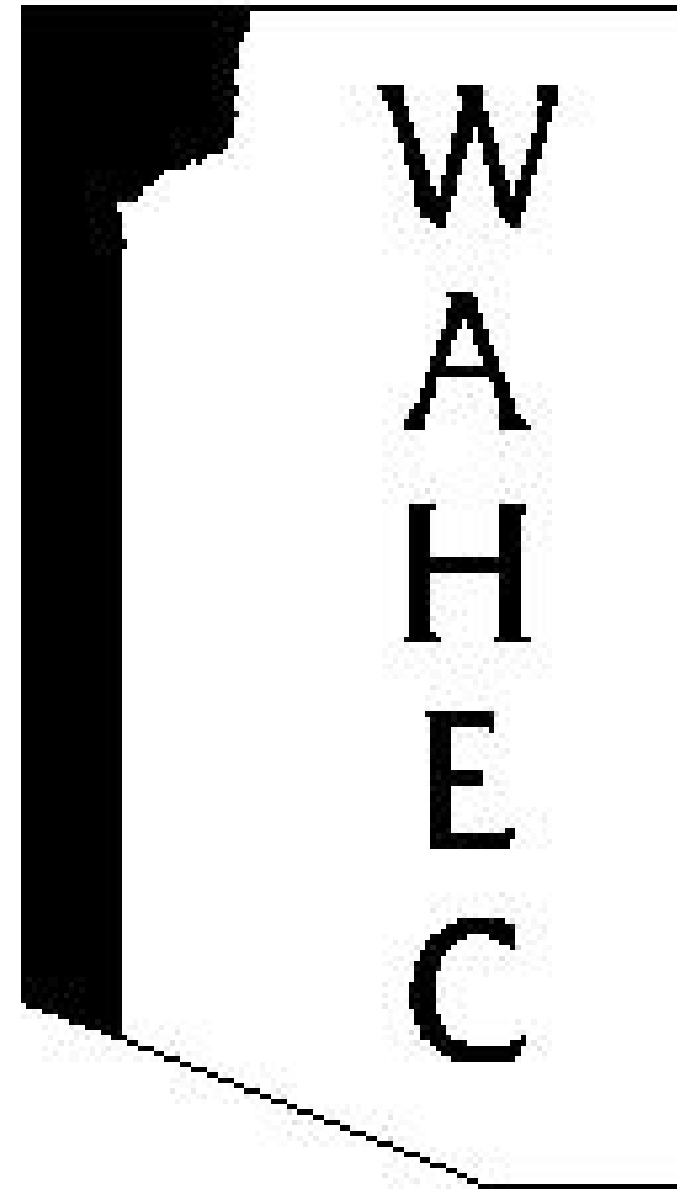
## Extra Slides

# AHEC Scholars Immersion



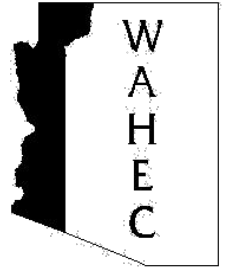
# Western Arizona Area Health Education Center

The principal mission of Arizona's Area Health Education Centers (AHEC's) is to improve the health status of Arizona's rural and medically underserved communities through the improvement of retention, distribution, supply, diversity, quality and efficiency of health professionals serving these populations.





# Interprofessional Clinical Rotations





# "Growing Our Own"

## Student Programs



- Medical Student Rotation
- Border Health Career
- Health Career Clubs (HOSA)
- RHPP
- Pharmacy Camp
- Future Health Leaders



### Health Career Opportunities Program— Summer Opportunities:

- Med-Start Summer Enrichment (U of A)
- Minority Medical Education Program Opportunity (U of A)
- PREP Summer Enrichment Opportunity (NAU)



## Health Professional Shortage Areas (HPSA)

- Health Professional Shortage Areas (HPSA) are federal designations that apply to areas, population groups or facilities in which there are unmet health care needs. Designations help prioritize limited federal resources to the areas that need them most. The criteria and guidelines for HPSA Designations are determined by Health Resources and Services Administration (HRSA).

## State Loan Repayment Program (SLRP)

The Health Resources and Services Administration (HRSA) State Loan Repayment Program (SLRP) provides cost-sharing grants to all U.S. states and territories to operate their own loan repayment programs. These state programs offer loan repayment to primary care providers working in Health Professional Shortage Areas (HPSAs).

Loan repayment assistance for qualified education debt (amount varies state to state)



Minimum 2-year service commitment



Additional 1 year of service for each year of additional support



States may require longer minimum service commitments (more than 2 years) or negotiate individual contracts with providers for different service commitment periods (e.g., 2 years for physicians, 3 years for dentists, 4 years for physician assistants).

## SLRP Service Commitment

# Award Amounts for Full-Time Physicians and Dentists

## Award Amounts for Full-Time Physicians and Dentists

Contract Year	1st Priority HPSA Score 18-26	2nd Priority HPSA Score 14-17	3rd Priority HPSA Score 0-13
Initial 2 Years	\$65,000	\$58,500	\$52,000
Third Year	\$35,000	\$31,500	\$28,000
Fourth Year	\$25,000	\$22,500	\$20,000
Fifth Year and continuing	\$15,000	\$13,500	\$12,000