Education Models to Cultivate the Rural Health Workforce

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Why do we care?

- Health system is transforming
- Imbalances in geographic location (*rural!*), specialty, and practice settings of health professionals
- Existing workers will take on new roles in new models of care
- New and existing workforce will shift from acute to ambulatory, community- and home-based settings

And…

Career ladders are broken and missing rungs

- Speech Language Pathology Assistant, Physical Therapy Assistant, Occupational Therapy Assistant and Pharmacy Technology are terminal degrees
- Yet Speech Language Pathology, Physical Therapy, Occupational Therapy, and Pharmacy require Masters or Doctoral degree for entry to practice
- Students with associate degree and prior experience in EMS, PTA, OTA, etc. are stronger candidates for these four year programs

Where health professionals complete education affects practice location

- Of total workforce in 2011, 13% entered with diploma, 55% an Associate degree and 32% with Baccalaureate or higher
- 2008 Study:
  - 90% of RNs graduating with ADN from NCCCS programs stay in NC
  - NCCCS ADN nurses practice close to where they were educated
  - Compared to NC BSN cohort that graduated at same time, NCCCS ADN nurses are
    - Two times more likely to practice in rural areas
    - Three times more likely to practice in NC's most underserved communities
  - ADNs who later completed a BSN were almost as likely as ADNs who did not pursue additional education to practice in rural areas

Source: Fraher EP, Belsky DW, Carpenter JM, and Gaul K. *A Study of Associate Degree Nursing Program Success: Evidence from the 2002 Cohort*. Cecil G. Sheps Center for Health Services Research. October 2008.

Regionally Increasing Baccalaureate Nurses (a.k.a. RIBN)

Goal: Increase the proportion of BSN-educated nurses in NC

Who? Led by Foundation for Nursing Excellence w/ many partners

How?

1. Dually admit students to community college and university in seamless four-year nursing curriculum
2. Students home-based at community college first 3 years; take university courses at same time
3. Receive ADN at end of 3rd year; pass NCLEX; become licensed
4. Complete BSN in 4th year at university; emphasis on gerontological and community health nursing, evidence-based nursing knowledge, leadership development

REGIONAL RIBN COLLABORATIVES

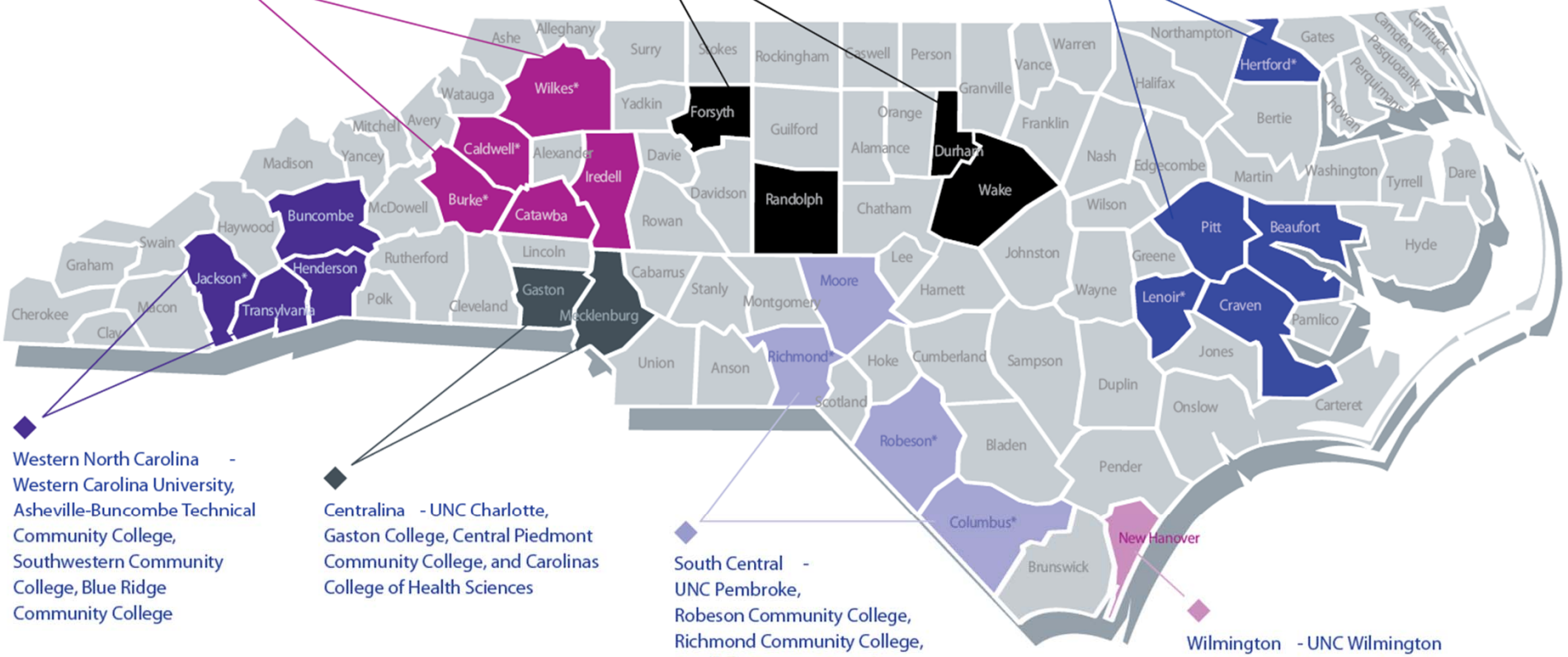
Nursing Excellence
FOUNDATION FOR

FFNE
Regionally Increasing Baccalaureate Nurses
Statewide
RIBN

Hickory - Lenoir-Rhyne University, Caldwell Community College and Technical Institute, Catawba Valley Community College, Western Piedmont Community College, Wilkes Community College and Mitchell Community College

Triangle-Triad - Winston Salem State University, Durham Tech Community College, Wake Tech Community College, Forsyth Tech Community College, Randolph Community College

Eastern North Carolina - East Carolina University, Lenoir Community College, Beaufort County Community College, Roanoke-Chowan Community College, Pitt Community College, and Craven Community College



Western North Carolina - Western Carolina University, Asheville-Buncombe Technical Community College, Southwestern Community College, Blue Ridge Community College

Centralina - UNC Charlotte, Gaston College, Central Piedmont Community College, and Carolinas College of Health Sciences

South Central - UNC Pembroke, Robeson Community College, Richmond Community College, Sandhills Community College, Southeastern Community College

Wilmington - UNC Wilmington and Cape Fear Community College

www.ffne.org/ribn-project

* Tier One Counties

The 40 most distressed counties are designated as Tier 1 by the North Carolina Department of Commerce.

Revised 08.05.13

2+2 = Neurodiagnostics & Sleep Science

- Bachelor's degree completion program offered through UNC-C; collaboration with UNC-CH
- Students have previous associate degree and are already registered and practicing
- Allows current workers to pursue BS degree to
  - expand professional knowledge
  - expand opportunities for career advancement
  - prepare for advanced roles and leadership positions

http://www.med.unc.edu/ahs/ndss/bachelors-degree-program

2+2 = Respiratory Therapy

- Bachelor's of Science in Respiratory Therapy (BSRT) degree completion program offered through UNC-C
- Students have previous associate degree and are already licensed and practicing
- Program enhances and advances career in RT with additional education in administration, research and evaluation, and advanced critical care

http://distanceed.uncc.edu/programs/health-and-human-services/bachelor-science-respiratory-therapy

You do the math = Dental Therapy?

- **Alaska: Dental Health Aide Therapist**
  - Requires high school diploma or GED. Preference given to applicants with some college level academics.
  - 2 year program
- **Minnesota: Dental Therapist, Advanced Dental Therapist**
  - Metropolitan State University: Dental hygienists who hold bachelor's and are licensed in MN can apply for master's program in Advanced Dental Therapy, 6-7 semesters
  - University of Minnesota: bachelor's (4 year) and master's (28 month) programs in Dental Therapy

http://www.health.state.mn.us/divs/orhpc/pubs/quarterly/2011/winter.html

Solutions?

Build on already strong partnerships with community colleges, university system and AHEC to:

- Decentralize education and clinical placements
- Develop CE opportunities to allow workers to upgrade their skills and gain competencies
- Cultivate the pipeline: the case of ECSU pharmacy

Questions?

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