

# Health Careers Pipeline and Diversity Programs

## Academic Year 2016-2017

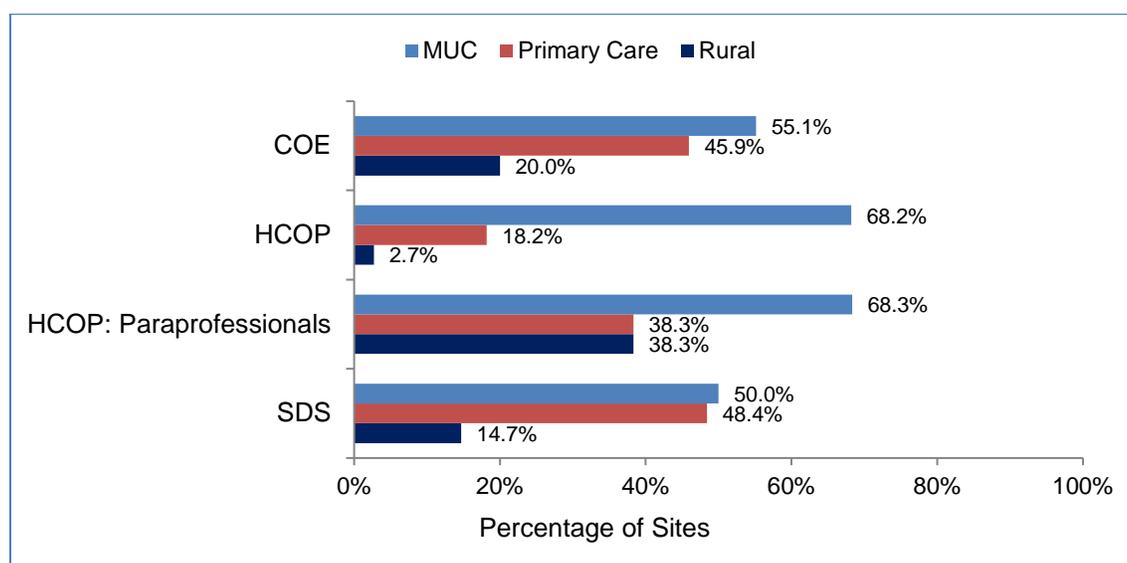
HRSA is the primary federal agency for improving health care to people who are geographically isolated or economically or medically vulnerable. HRSA programs help those in need of high quality primary health care by supporting the training of health professionals – focusing in particular on the geographical distribution of providers to areas where they are needed most.

The Health Careers Pipeline and Diversity Programs support initiatives that aim to increase the diversity of the nation’s health professions workforce and to offer high quality, culturally-competent care within underserved communities. Specific efforts focus on the recruitment, retention, and support of trainees from disadvantaged and/or underrepresented backgrounds leading to increased distribution of health professionals in high need areas. Ensuring a national health workforce that is diverse and representative of the communities it serves has been shown to facilitate the delivery of effective, high quality, culturally sensitive, and patient-centered care. Below is a descriptive summary of the characteristics and accomplishments of grant programs and trainees who received Health Careers Pipeline and Diversity Program funding during Academic Year (AY) 2016-2017.

### Select Program Characteristics

Program Name	Awardees	Funded Trainees	Trainee Characteristics				Graduates/ Program Completers
			Underrepresented Minority (URM)		Disadvantaged		
COE	17	956	891	93.2%	707	74.0%	585
HCOP	17	1,284	1,076	83.8%	1,248	97.2%	908
HCOP: Para-professionals	13	862	665	77.1%	818	94.9%	696
SDS	82	2,811	1,794	63.8%	2,811	100%	621

### Clinical Training Settings



Note: A Medically Underserved Community (MUC) is a geographic location or population of individuals that is eligible for designation by a state and/or the federal government as a health professions shortage area, medically underserved area, and/or medically underserved population. Training settings are not mutually exclusive.

Centers of Excellence (COE)

Health Careers Opportunity Program (HCOP)

Health Careers Opportunity Program-Skills Training and Health Workforce Development of Paraprofessionals (HCOP: Paraprofessionals)

Scholarships for Disadvantaged Students (SDS)

For more information, visit our website: [bhw.hrsa.gov](http://bhw.hrsa.gov)

# Health Careers Pipeline and Diversity Programs

## Centers of Excellence (COE)

- Across all 164 COE-funded structured programs, more than 6,800 students were trained in AY 16-17, including 2,798 program completers.
- A subset of 956 structured program participants received direct financial support. The majority of these students were considered URM in the health professions – and included 37 percent of students who self-identified as being Hispanic/Latino and 51 percent who self-identified as being Non-Hispanic Black or African American.
- COE awardees supported 382 collaborative faculty-student research projects related to minority health issues, involving 568 faculty and 695 health professions students.
- A total of 288 courses and training activities were developed or enhanced through grant funds and offered to approximately 10,554 students and advanced trainees.

## Health Careers Opportunity Program (HCOP)

- HCOP awardees offered 169 structured and unstructured programs to 5,044 students in the health professions pipeline, 2,997 of whom completed their training in AY 16-17.
- The majority of the 1,284 directly-funded structured program participants were URM in the health professions – and included 39 percent of students who self-identified as being Hispanic/Latino, 40 percent who self-identified as being Non-Hispanic Black/African American, and 3 percent who self-identified as being Non-Hispanic American Indian or Alaska Native.
- Approximately 36 percent of stipend-supported students received training in MUCs during the academic year.
- HCOP awardees partnered with 110 different sites to provide clinical training to students interested in careers in the health professions.

## Health Careers Opportunity Program - Skills Training and Health Workforce Development of Paraprofessionals (HCOP: Paraprofessionals)

- In AY 16-17, more than 1,800 students participated in 41 programs focused on skills training in the health paraprofessions, 975 of whom graduated and earned certificates.
- Among the subset of 862 funded certificate students who received direct support, 59 percent were trained in MUCs and 52 percent were trained in primary care settings.
- Following graduation, 30 percent of supported certificate students went on to practice in Federally Qualified Health Centers (FQHCs) or look-alikes.
- A total of 38 courses and training activities were developed or enhanced reaching 1,144 students and advanced trainees.

## Scholarships for Disadvantaged Students (SDS)

- Nearly 28 percent of supported students reported coming from rural backgrounds.
- Approximately 39 percent of students self-identified as Hispanic/Latino and 23 percent self-identified as Non-Hispanic Black/African American.
- The majority of graduates intended to seek employment or further education in MUCs (59 percent) and/or primary care settings (59 percent). Note: Post-graduation intentions are not mutually exclusive.
- One year after graduation, 29 percent of former SDS trainees were practicing in critical access hospitals.