

# Health Careers Pipeline and Diversity Programs

## Academic Year 2017-2018

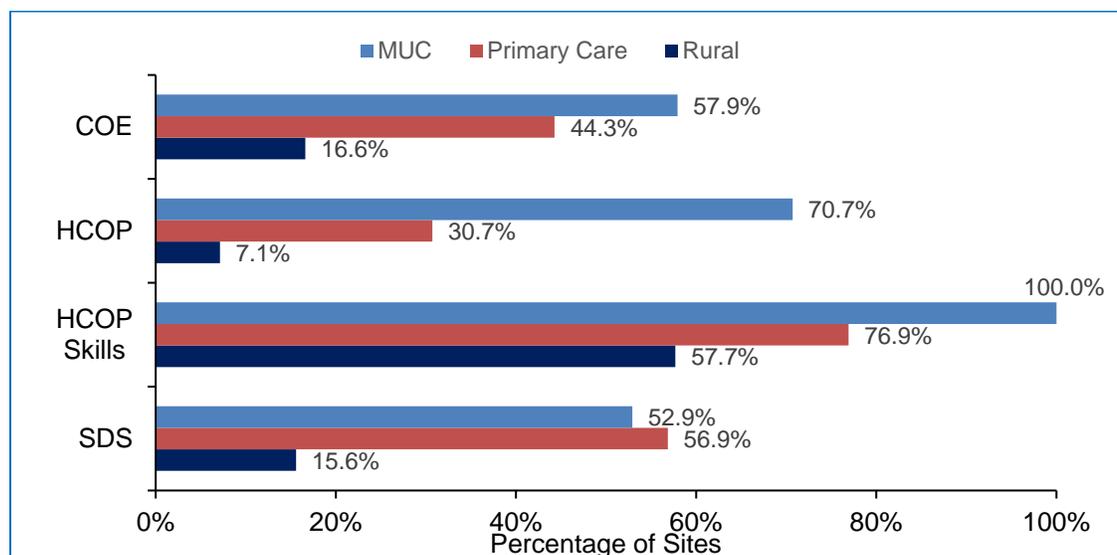
HRSA is the primary federal agency for improving health care to people who are geographically isolated or economically or medically vulnerable. HRSA programs help those in need of high quality primary health care by supporting the training of health professionals – focusing in particular on the geographical 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 2017-2018.

### Select Program Characteristics

Program Name	Awardees	Trainees	Trainee Characteristics				Graduates/ Program Completers
			Underrepresented Minority (URM)		Disadvantaged		
COE	21	5,045	4,475	88.7%	2,518	49.9%	3,025
HCOP	17	5,017	3,597	71.7%	4,602	91.7%	2,868
HCOP: Skills	6	683	524	76.7%	674	98.7%	332
SDS	79	3,047	1,945	63.8%	3,047	100.0%	1,051

### 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: Skills)

Scholarships for Disadvantaged Students (SDS)

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# Health Careers Pipeline and Diversity Programs

## Centers of Excellence (COE)

- Across all 168 COE-funded structured programs, more than 5,045 students were trained, including 3,025 program completers.
- A subset of 1,191 structured program participants received direct financial support. The majority of these students were considered URM in the health professions – and included 41 percent of students who self-identified as being Hispanic/Latino and 56 percent who self-identified as being Non-Hispanic Black or African American.
- COE awardees supported 365 collaborative faculty-student research projects related to minority health issues, involving 544 faculty and 599 health professions students.
- A total of 323 courses and training activities were developed or enhanced through grant funds and offered to 11,948 students and advanced trainees.

## Health Careers Opportunity Program (HCOP)

- HCOP awardees offered 157 structured and unstructured programs to 5,017 students in the health professions pipeline, 2,868 of whom completed their training.
- The majority of the 2,000 directly-funded structured program participants were URM in the health professions – and included 37 percent who self-identified as being Hispanic/Latino, 43 percent who self-identified as being Non-Hispanic Black/African American, and 4 percent who self-identified as being Non-Hispanic American Indian or Alaska Native.
- Approximately 41 percent of stipend-supported students received training in MUCs and 16 percent received training in substance use treatment during the academic year.
- HCOP awardees partnered with 140 different sites to provide clinical training to students interested in careers in the health professions. Over 70 percent of clinical training sites were in MUCs and 31 percent were in primary care settings.

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

- A total of 683 students participated in 11 programs focused on skills training in the health paraprofessions, 332 of whom graduated and earned certificates.
- Among the subset of 229 funded certificate students who received stipend support, 98 percent were trained in MUCs and 57 percent were trained in rural settings.
- Over one third of graduates intended to seek employment or further education in MUCs (35 percent) and/or rural settings (34 percent).
- Of the 26 clinical training sites that provided training to students, 100 percent were located in MUCs and nearly 20 percent offered substance use treatment services.
- A total of nine courses and training activities were developed or enhanced reaching 123 students and advanced trainees.

## Scholarships for Disadvantaged Students (SDS)

- More than 25 percent of supported students reported coming from rural backgrounds.
- Approximately 37 percent of students self-identified as Hispanic/Latino, and 28 percent self-identified as Non-Hispanic Black/African American.
- The majority of graduates intended to seek employment or further education in MUCs (68 percent) and/or primary care settings (52 percent).
- One year after graduation, 22 percent of former SDS trainees were employed in rural health clinics.