

PIPELINE FOR SUCCESS: Preparing Tomorrow's Health Professionals Today

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Description

Capital City Area Health Education Center's (CC AHEC) health care workforce development programs illustrate the power of campus-community partnerships. The Kids to Health Careers (K2HC) and the AHEC Scholars™ programs support students during pivotal points in their education and position them to be the next generation of leaders in the health care workforce.

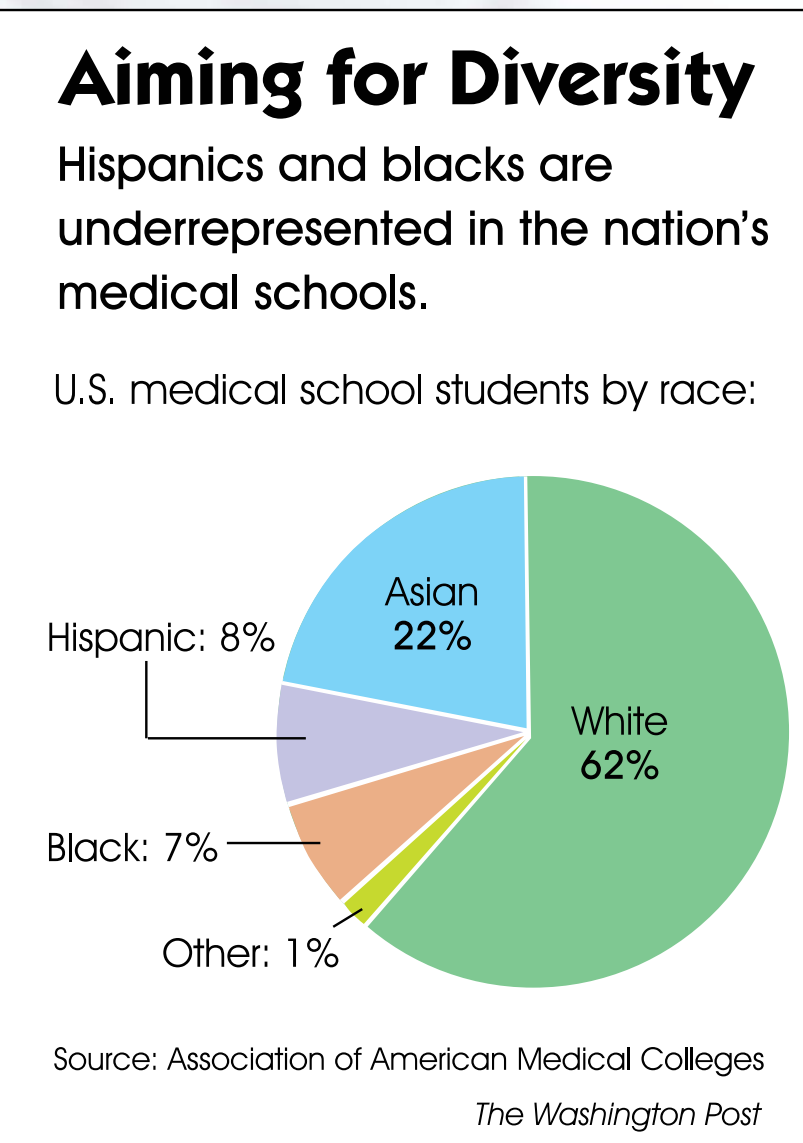
Our Kids to Health Careers (K2HC) program exposes underrepresented K-13 students to health professions, promotes academic achievement, and college readiness. The K2HC curriculum promotes CC AHEC's "3H" approach for health career success: Healthy Life Skills, Healthy Choices and Health Career Awareness.

The AHEC Scholars program supports and trains the next generation of primary care providers through unique didactic, experiential, and service learning activities. Over the course of two years, medical, nursing, and physician assistant students work individually and collaboratively on activities focused on primary care, professional development and community health.

Objectives

Through our workforce development programs CC AHEC aims to:

- Identify, recruit and nurture talented underrepresented students from DC, interested in pursuing health professional careers.
- Foster effective youth and student leadership through community engagement, mentorship and skill development.
- Provide parents and educators with the resources and the capacity needed to guide students into health professions.
- Build sustainable mentor/mentee relationships that aid in long-term academic and professional success in the health care field.



Methods

The K2HC program uses a case-base model to engage students in health care exploration. The heart of the program is its 3H curriculum that emerged from campus-community partnerships created to promote health care workforce development and health equity. The components of the program are:

- Healthy Life Skills** which engages students in active learning experiences provides them with committed mentors, and resources to guide them through college and career decisions.
- Healthy Choices** that educates students about public health issues that are prevalent in their community to empower them to make informed decisions.
- Health Career Awareness** that expose students to numerous facets of the health care industry, the roles of health care professionals, community health and how an interdisciplinary team functions within the health care delivery system.

DC AHEC Scholars are selected in the fall of each academic year. During the program Scholars complete an online curriculum, community health service learning activities and clinical experiences in local community health centers.

Using a student-centered pedagogy, students and scholars enjoy a diverse set of learning experiences, which include general study skills to specific skill based health modules. Some examples include: *Cardiac Catheterization and Gross Anatomy Lab* • *Emergency Room Tour and CPR Workshop* • *PowerPoint and Study Skills Seminars* • *Team Building Exercise (Ropes Course)* • *Health Disparities and Nutrition* • *Financial Planning Seminar* • *Reflection and Writing Exercises* • *Interview Seminar and Exercise* • *Time Management Seminar* • *Resume Workshop*

Our Partners & Future Health Professionals

CC AHEC has developed relationships with key stakeholders and utilized clinical and academic partners to implement the workforce development program. CC AHEC partners with Catholic, Georgetown, George Washington (GW), Howard and Trinity Universities; the American Association of Medical Colleges, American Medical Association, the Commission to End Health Care Disparities, DC Department of Health, DC Public Schools, US Department of Education and an array of community clinics to better address the needs of our students.

Elementary & Middle School Partner



Through our partnership with **DC SCORES**, CC AHEC has reached over 800 students from 23 schools in DC with information on nutrition, becoming physically fit, active in school and agents of change in the community.

High School Partners

The Academy of Health & Medical Sciences (HMSA) at Eastern High School provides public high school students with Pharmacy and Emergency Medical Technician training and career opportunities. Over 24 HMSA students have graduated from the program and matriculated to higher education institutions.



Friendship Public Charter School's (FPCS), Allied Health Program provides students training opportunities in Sports Medicine, Certified Nursing Assistance, Pharmacy and Emergency Medical Technician. CC AHEC supported their 1st White Coat Ceremony and will implement a 6 week intensive summer health course for students entering the program in the fall.

Health Occupation Students of America (HOSA) provides unique opportunities for leadership development, motivation and recognition for students interested in health. CC AHEC supports the regional competitions and students attending the annual National Conferences.



Latin American Youth Center (LAYC) provides 20 Teen Health Promoter students exposure to our K2HC curriculum. In addition, 200 students have enjoyed our Healthy Living nutrition demonstrations.

TRIO Programs provides support to nearly 400 students at Howard University's Upward Bound and Math & Science programs and the GW Medical Center Upward Bound program. Students create personalized health career passports, participate in training activities and skill building workshops while preparing for college.



Undergraduate Program



DC Health Academic Prep Program (DC HAPP) is a GW partnership that provides students a 4 week health careers and building experience. Students participate the summer before matriculating to college and receive a stipend, scholarship and mentor to assist with their first year of college. For the past two years the Washington Post has noted the program's efforts to prepare diverse students to enter health professions.

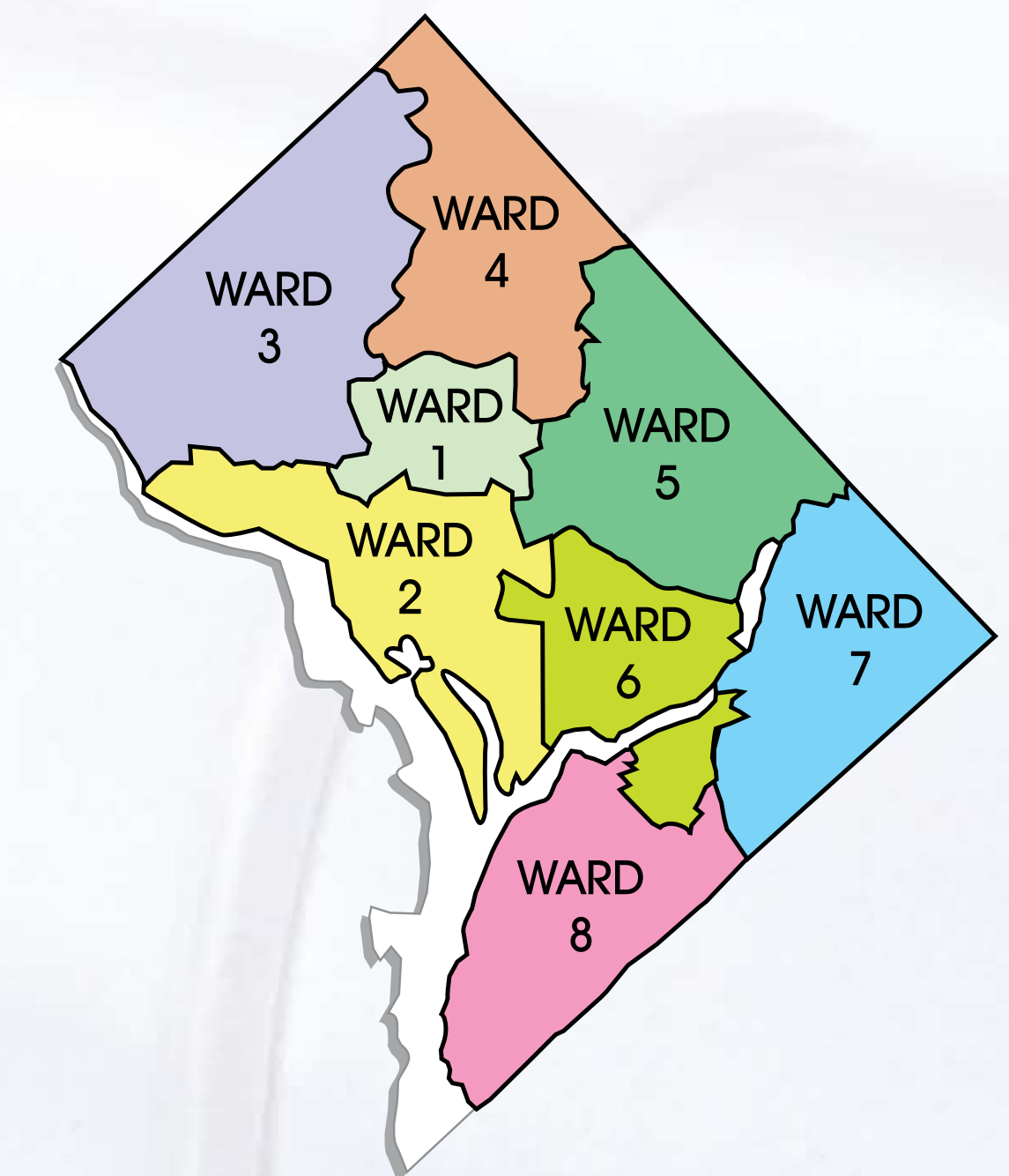
Graduate Program

DC AHEC Scholars™ provides medical, nursing and physician assistant students the opportunity to complete an online curriculum and community health service learning activities that are designed to reinforce clinical primary care training experiences.



Transformative Power

CC AHEC's workforce development program is transformative and fosters societal, institutional and personal growth through community-campus partnerships. In 15 months CC AHEC successfully served over 1,200 K-13 students and 200 parents throughout DC. Many of our programs provide support to the most underserved communities in Wards 8, 7, 6 and 5 with a 26% average poverty rate, and specifically 36% in Ward 8. In Ward 8, residents are 93% African American and 70% of DC's population is non white. We are committed to diversifying the health care workforce by providing opportunities to minorities in DC.



Below are reflections from participants:

"DC HAPP made an everlasting impression on my life. Bringing what I've learned in the present has opened up my eyes to an amazing future."

- *Kyla Fields, DC HAPP Scholar*

"I intend to fulfill my pledge and give back to the community that has given me the courage to succeed and make a difference in health care."

- *Earl Brewley, DC AHEC Scholar, Howard University, Medical Student*

Evaluation

Evidence from partnership evaluations, participant feedback and mentor statistical data indicate that the first year of the program successfully achieved its objectives.

Areas for review and improvement are as follows:

- K2HC Curriculum development:** evaluate and recreate learning and behavioral objectives that are linked more directly to the sessions within the curriculum.
- Evaluation assessment:** redesign assessment tools to enhance data collection of learning and knowledge improvement.
- Streamline administrative processes:** redesign and effectively use forms and standardize the measurement processes.
- Mentor support:** provide additional information to mentors on mentoring, building long-term relationships, linking learning objectives with curriculum design and evaluation processes.
- Increase 3H activities and literacy skills:** increase 3H activities and literacy components for all programs.

Discussion

Through our continued partnerships we desire to establish new relationships, increase DC public high school health career awareness, and improve student's preparation for higher education.

In addition, we aim to see alumni successfully complete college, pursue a health career and to encourage other students from underserved communities to pursue a health career.

Finally, we endeavor to strengthen our campus-community partnerships by implementing best practices learned through our external evaluation and equitably contributing to program development.

Transforming Community Health Through Education

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