

Shaping Commitment to Primary Care Professions

Linda J. Kanzleiter, M.Ps.Sc., D.Ed
Vice-Chair for Education and Outreach,
Penn State University, College of Medicine,
Dept. of Family & Community Medicine
Director for the Center for Primary Care
Co-Director, PA AHEC Program

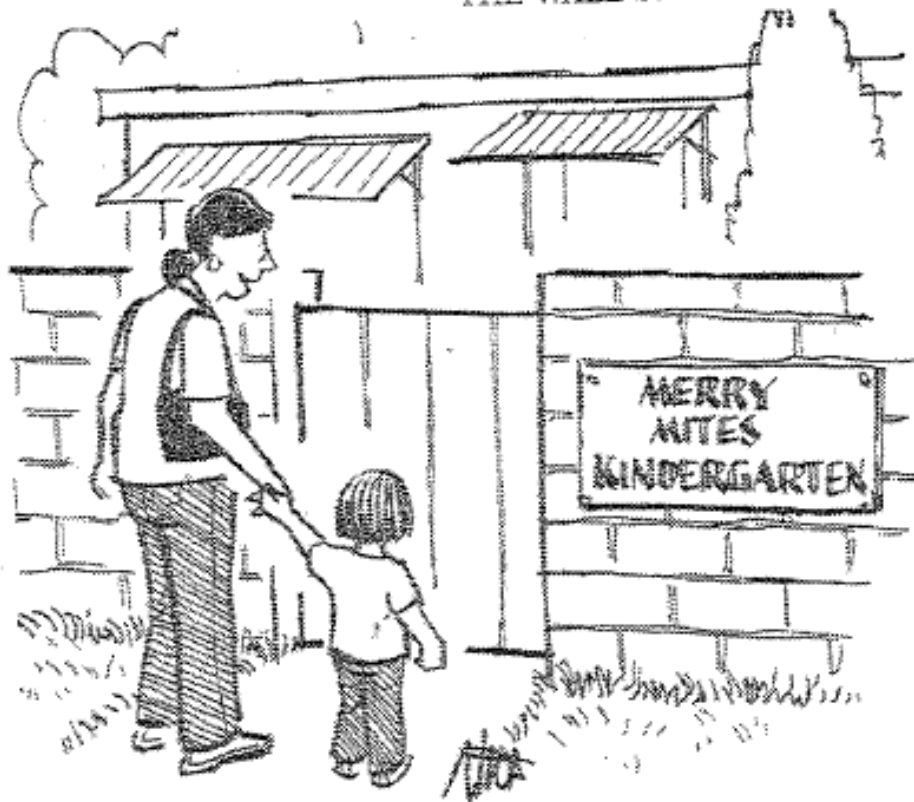
Health Career Opportunity Programs

Looking across life span for Health Careers



Pepper . . . and Salt

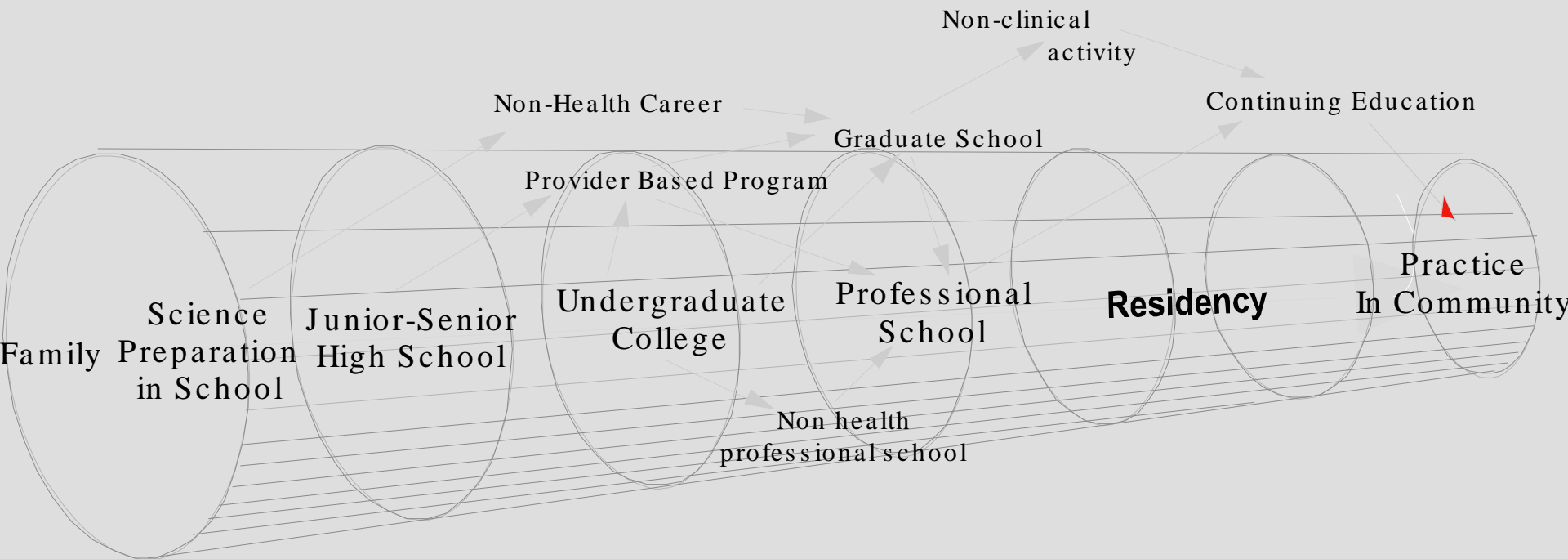
THE WALL STREET JOURNAL



*"I want you to think of this
as Pre-pre-pre-pre-Med."*

AHEC

A Comprehensive Workforce Development Program



Source: Cecil G. Sheps Center for Research

Gold standard for recruitment into the health professions for underserved areas



If you come from a rural area, you will practice in a rural area ?

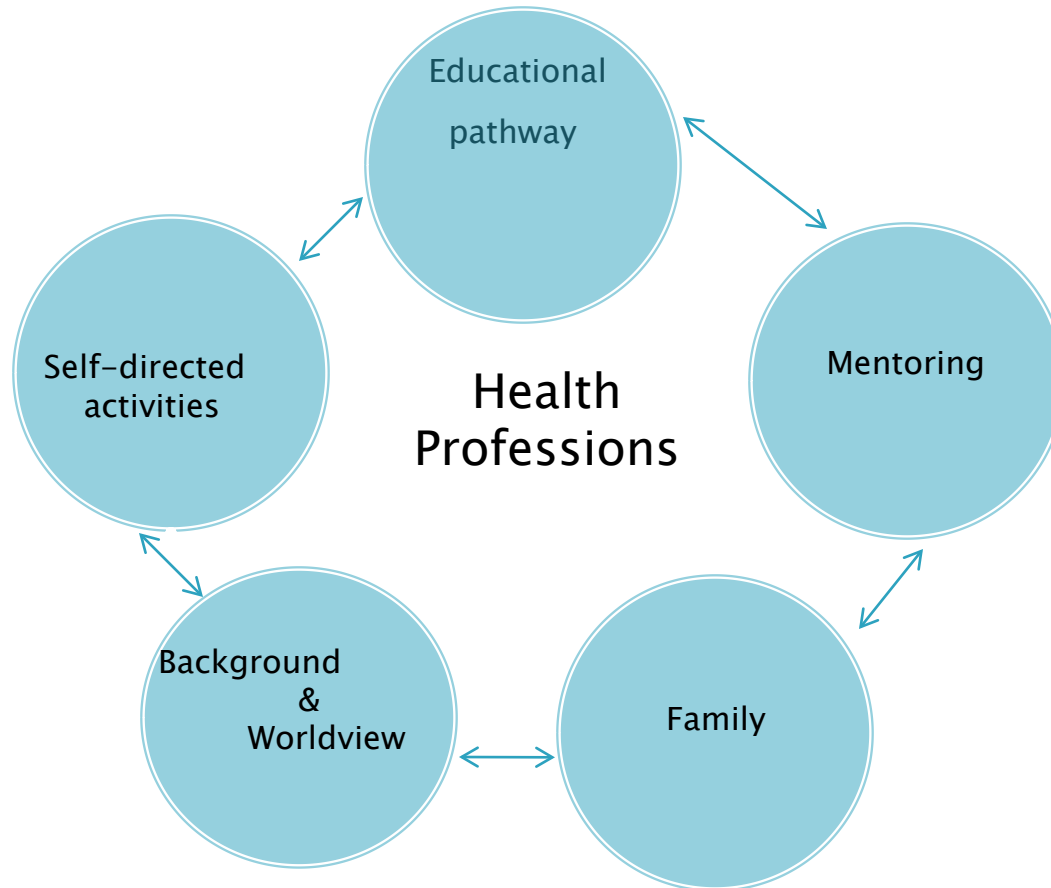
Natural learning



Health professions

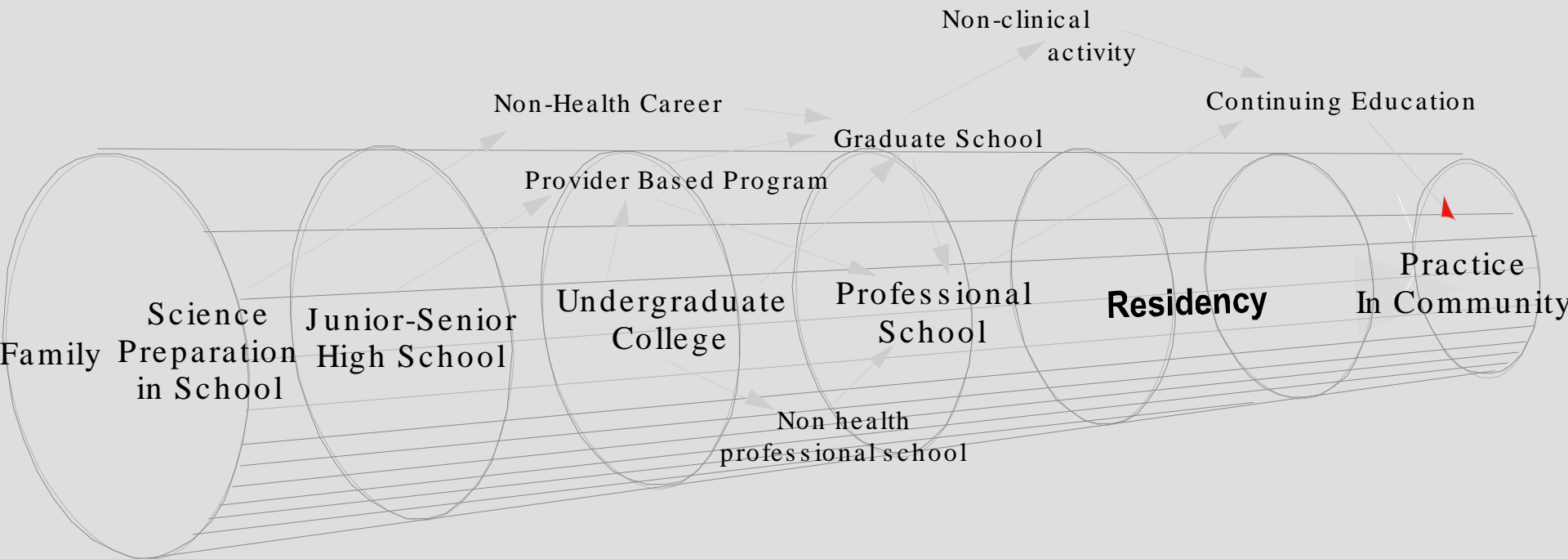
New research and substantive finding

Complex set of factors



AHEC

A Comprehensive Workforce Development Program



Source: Cecil G. Sheps Center for Research

Pre Professional

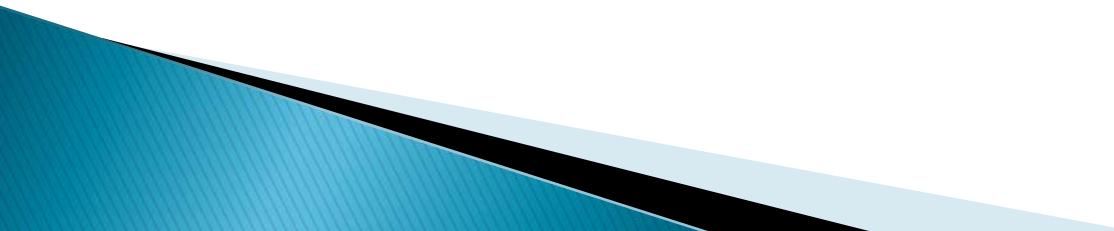
Enrichment Programs for Primary Grades

Approach to Learning

Exploring innate interests and talents and
link to healthy behaviors



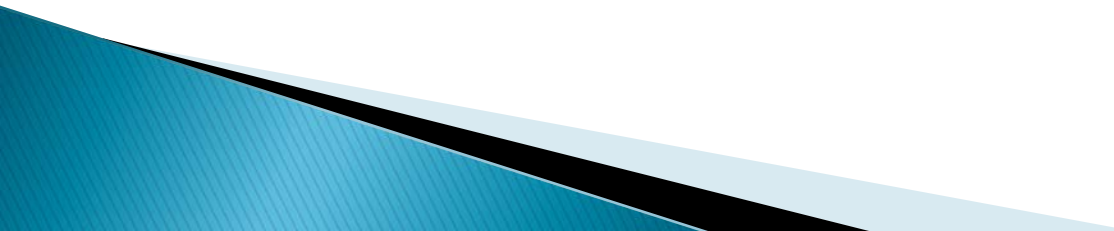
Strategies

- ▶ Puppets and creative play
learning about healthy self and healthy habits
 - ▶ Concrete games that send a message
learning about the hospital, doctors or dentists
 - ▶ Show and tell
learning about health through professionals teaching about what they do and how they help people
- 

Pre Professional

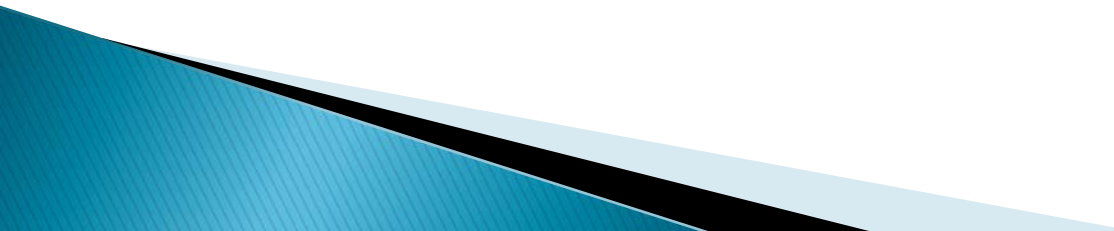
Enrichment Programs for Secondary Education and College Programs

Strategy

- ▶ Crystallizing Interests
 - ▶ Shaping Intellectual Curiosity
 - ▶ Fostering Learning and Thinking
- 

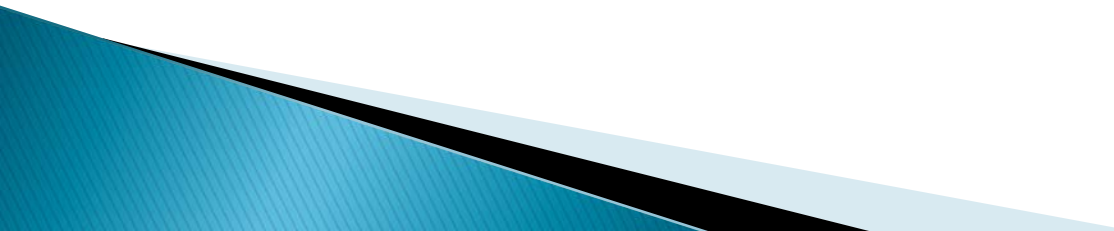
Recruitment

Challenges

- ▶ Academic readiness
 - ▶ Social and cultural readiness
 - ▶ Familial themes and legacy
 - ▶ Student self perception
- 

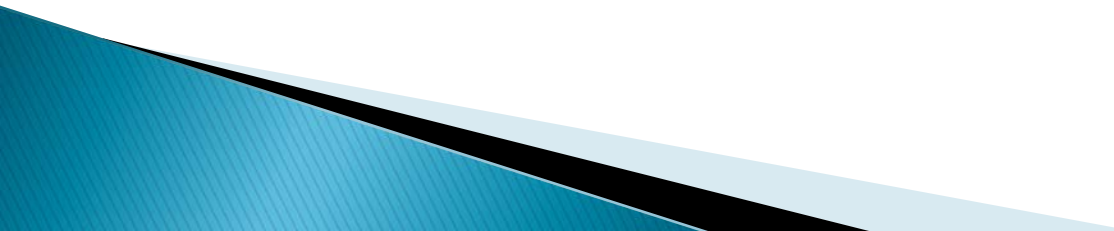
Strategies

Middle school

- ▶ *Math and science explorations*
Developing fundamentals skills
 - ▶ **Team learning projects**
Shaping curiosity and brain storming
 - ▶ **Family learning projects**
Shaping family commitment to health and learning
- 

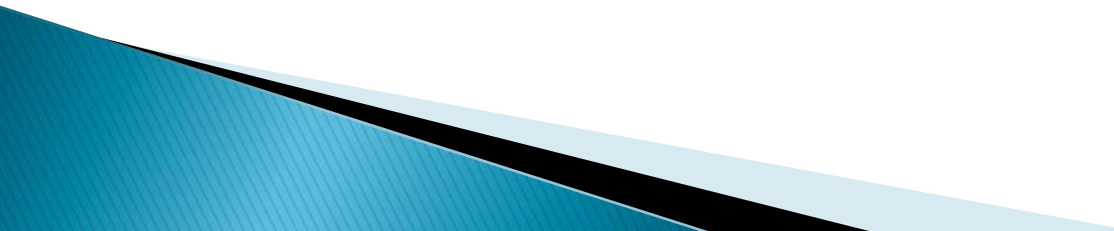
Strategies

High School

- ▶ Future science and math mentor programs
Fostering critical thinking skills through math, science and the arts
 - ▶ Health careers discovery programs
Understanding career pathways and career opportunities
 - ▶ Medical/dental school programs/academies
Experiencing the context of practice
- 

Strategies

High School

- ▶ Student research apprenticeship programs
Cultivating curiosity, critical thinking and career pathways
 - ▶ Pre college academic/ research programs
Cultivating curiosity, critical thinking and career pathways
- 

Strategies

- ▶ College enrichment programs

Sustaining commitment to the health professions

- ▶ Medical/dental preparatory programs

Developing knowledge and skills for entrance exams, advancing course work and shaping commitment

- ▶ Summer research fellowship program

Shaping commitment, prerequisites

Examples of Health Career Programs

- ▶ K through 12 programs
 - Academic readiness programs
(Healthy Bodies & Health Minds; Brain Links, Math Camps, Introduction to the Sciences and Health Careers, Shadowing).
- ▶ **College programs**
 - (Pre Med tracks, Primary Care Scholars program, Preparation programs for Medical Entrance Exams for Students from Disadvantaged School Districts, TEACH Academy for Teachers)*

Examples of Health Care Programs

- ▶ Medical School programs

(Underserved Medicine Interest groups, Special electives crafted for training in clinical practices located in underserved communities).

Interlinking strategy for HCOP

Goal of all HCOP strategies

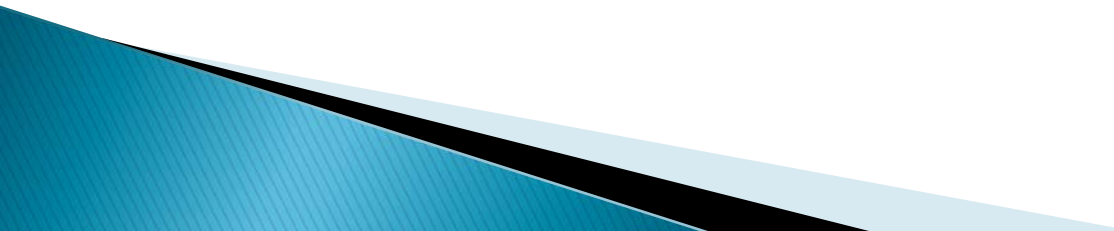
*To continue to shape commitment to the
health professions and service to the
underserved*

New Careers

Strategy

- ▶ Understanding life experiences and applying them to a new pathway
 - ▶ Adapting to new ways of learning
- ▶ Considering time, place costs for learning
 - ▶ Affirming and confirming self

Strategies

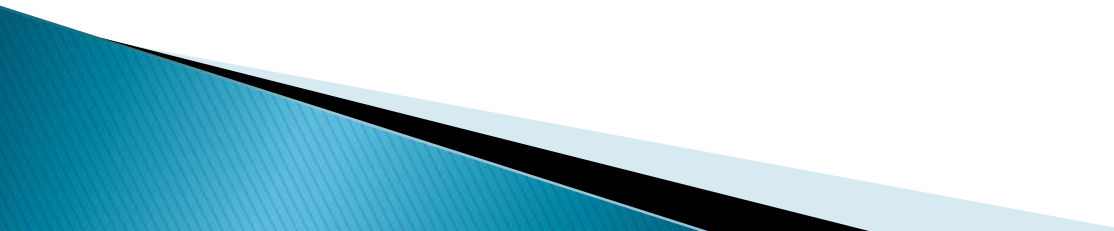
- ▶ Re-entry programs
 - ▶ Career ladders
 - ▶ Second career pathways
- 

Maintaining the Pipeline

Recruitment and Retention throughout the pipeline



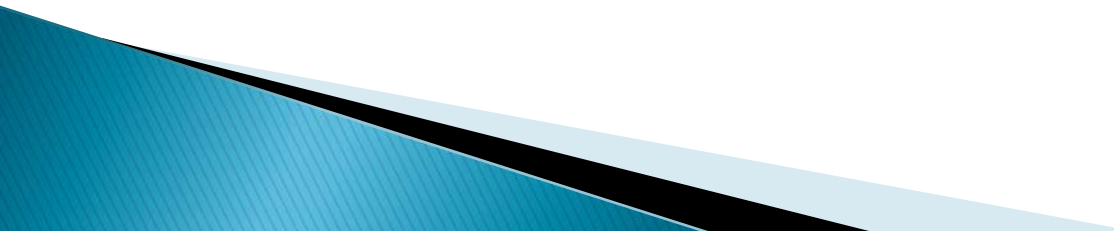
Retention

- ▶ Ability to sustain academic rigor
 - ▶ Ability to sustain social – cultural milieu
 - ▶ Familial legacy and theme
 - ▶ Economics of education
- 

Tracking

Quantity or Quality
The paradox of the numbers

Barriers to successful tracking

- ▶ Issues of longitudinal tracking
 - ▶ Age
 - ▶ Confidential data
- 

PA AHEC Program

Health Career Outcomes



Health Career Partnerships

- ▶ School Districts involved in AHEC activities
191 School Districts

- ▶ School Districts involved in AHEC activities
in Medically Underserved Areas
133 School Districts

Health Career Partnerships

1998–2009

Students enrolled in HCOP activities

135,096 students



PA AHEC Program

Retention of Physicians and Health Care Practitioners

Quality in Health Care Services



PA AHEC Impact 2000-2008
Placement of practitioners in the Commonwealth's
communities

Physicians	103
DO 55 MD 48	
Dentistry	13
Dentists 7 Dental Hygienists 6	
Other Providers	24
Physician Assistants 14 Nurse Practitioners 10	
Nurses	33
LPN 16 RN 17	
Others	26
Social Work, Respiratory Therapist, Psychologist, Surgical Tech, Research	

Health care professionals placed in communities who have participated in AHEC community-based training programs and/or recruited by the AHEC organization, especially in areas of need.

PA AHEC Program

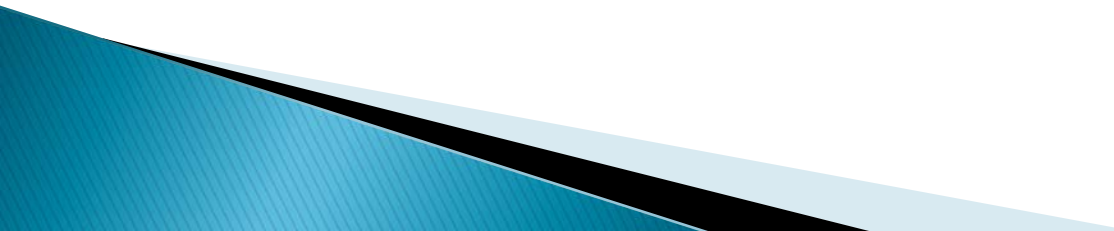
Continuing Professional Development Programs

2007–2008

874 contact hours

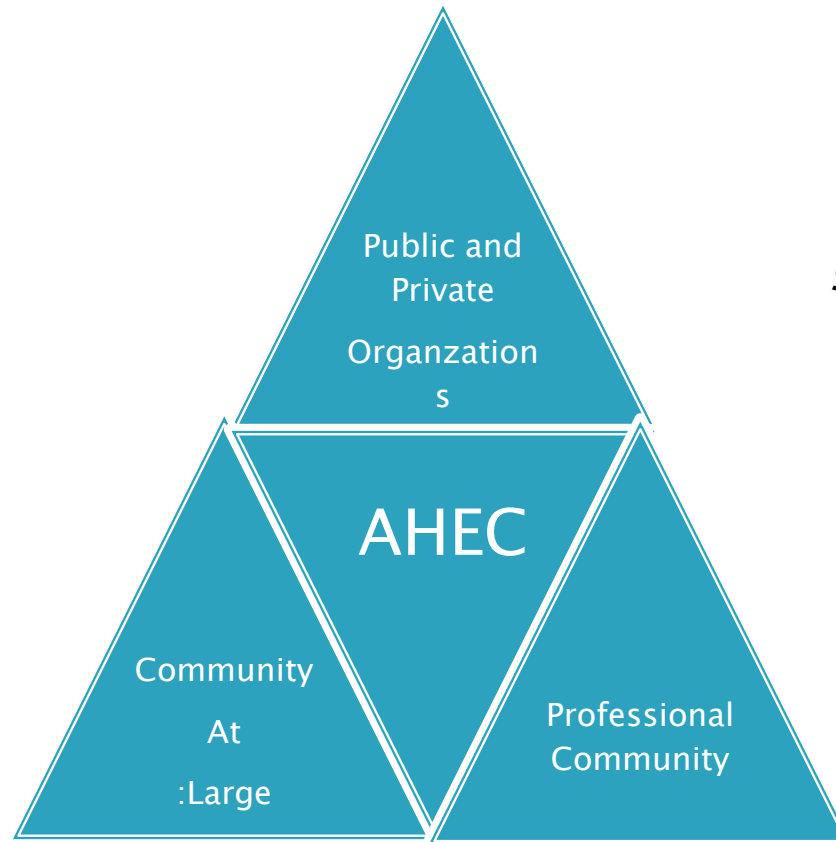
1998–2008

106,290 contact hours



Workforce Development Strategic partnerships

*Shared resources,
shared mission,
shared vision*



*Committed
to a common
goal*

Health Careers

Thank you

