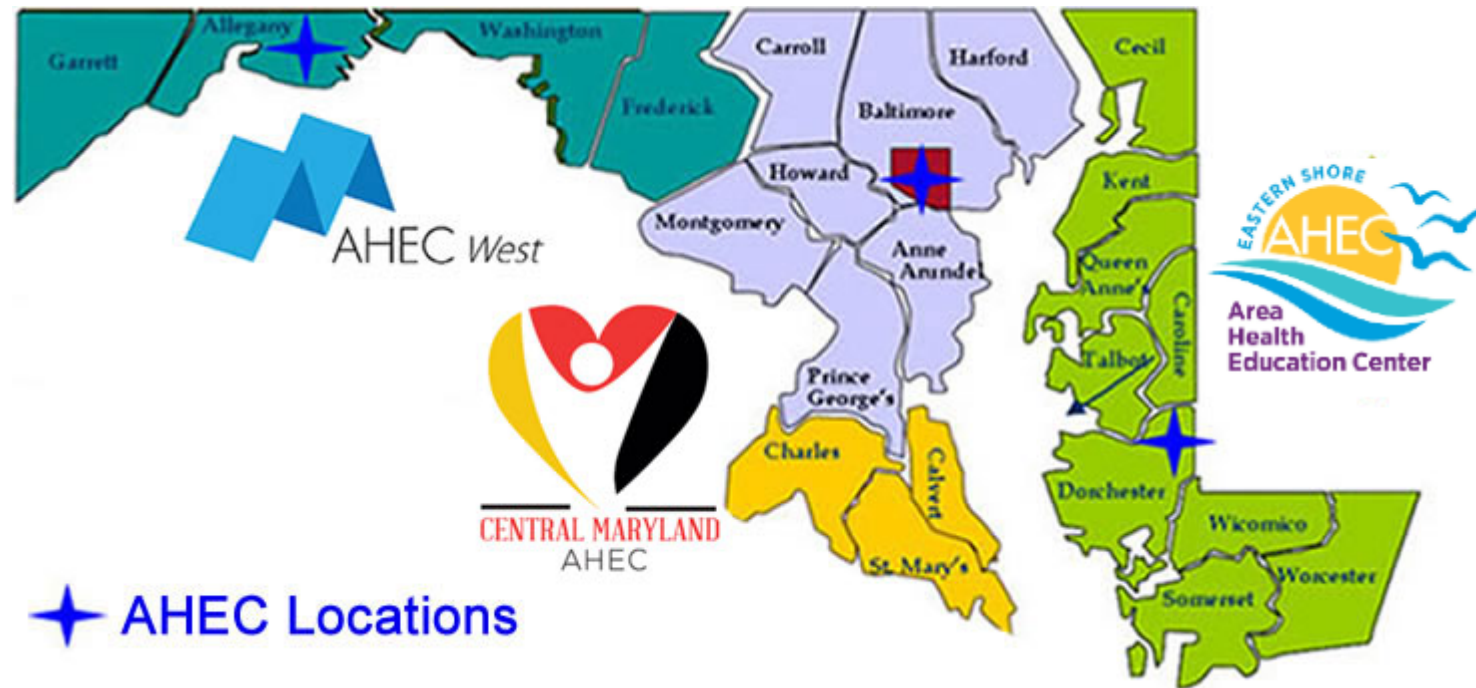




Maryland Department of Health, Office of Minority Health & Health Disparities
Annual Health Equity Conference
December 8, 2022
Maryland AHEC Education/Training Programs

Target Regions



MISSION & VISION

- The mission of the MAHEC Program is to improve the health of all Marylanders, by recruiting, training, and retaining a qualified and diverse health workforce in underserved areas.
- We envision a Maryland where every individual has access to a diverse and qualified health workforce who strives for equity in caring for all.

Five C's of MAHEC

- Committed to serving Maryland's rural and/or underserved communities
- Committed to developing strategic partnerships
- Committed to creating pathways to health careers
- Committed to meeting people where they are
- Committed to cross-training employees to build their skills

Health Careers Awareness/ Pathways Programs for Youth



Health Careers Awareness Programs

- AHEC West Exploring Careers in Health Occupations (ECHO)
- Central Maryland AHEC Exploring Careers in Public Health
- Eastern Shore AHEC Exploring Healthcare Careers



Exploring Careers in Health Occupations (ECHO)

	AHEC West Exploring Careers in Health Occupations (ECHO)
Goal	To provide interactive experiences and exposure to a broad
Target audience	High School Students
Activities	Tours (UMB, WVU), Q&A with health professionals,
Frequency	Summer Program; ACT/SAT prep throughout the year
Program type	Pre-college Prep/Summer Program

ECHO

SUCSESSES

- In-person, residential; based at Frostburg State University
- A week-long health careers exploration program
- Tours of healthcare facilities, panel discussions with health professionals, presentations on health topics
- Summer/Pre-College Prep
- Since 2005, 600 students

CHANGES

- Virtual/Zoom
- A week-long health careers exploration program
- Panel discussions with health professionals, presentations on health topics, interactive projects
- Summer/Pre-College Prep

ECHO DATA

- 57% are health professionals or still working on their health professions degree
- 33% are still in high school
- 12% are not health professionals or are not going to be when they finish training/schooling
- 79% female and 21% male
- Do you consider yourself to have come from an economically or educationally disadvantaged background?
 - 86%-yes and 14%-no
- Did you increase your knowledge as a result of this training?
 - 96% of respondents stated yes
- Did your interest in becoming a health professional increase as a result of this program?

Exploring Careers in Public Health

Pilot Program School Year 2021 -'22	Central Maryland AHEC Exploring Careers in Public Health
Goal	In partnership with the University of Maryland School of Medicine/MDPH Program and Benjamin Franklin High School
Target audience	High School Students
Activities	Faculty and students design a quantitative and qualitative survey that the student will administer to each other to
Frequency	N/A
Program type	College Prep

Exploring Careers in Public Health

YEAR 1 SUCCESSES

- 8 students enrolled
 - Ethnicity: Hispanic/Latino
- 2 student completers
- 1 student enrolled in college
- Entire student body exposed to public health concepts

CHALLENGES

- Pandemic restrictions
- Enrollment/attendance
- Student/faculty priorities
- Social, structural and systemic barriers

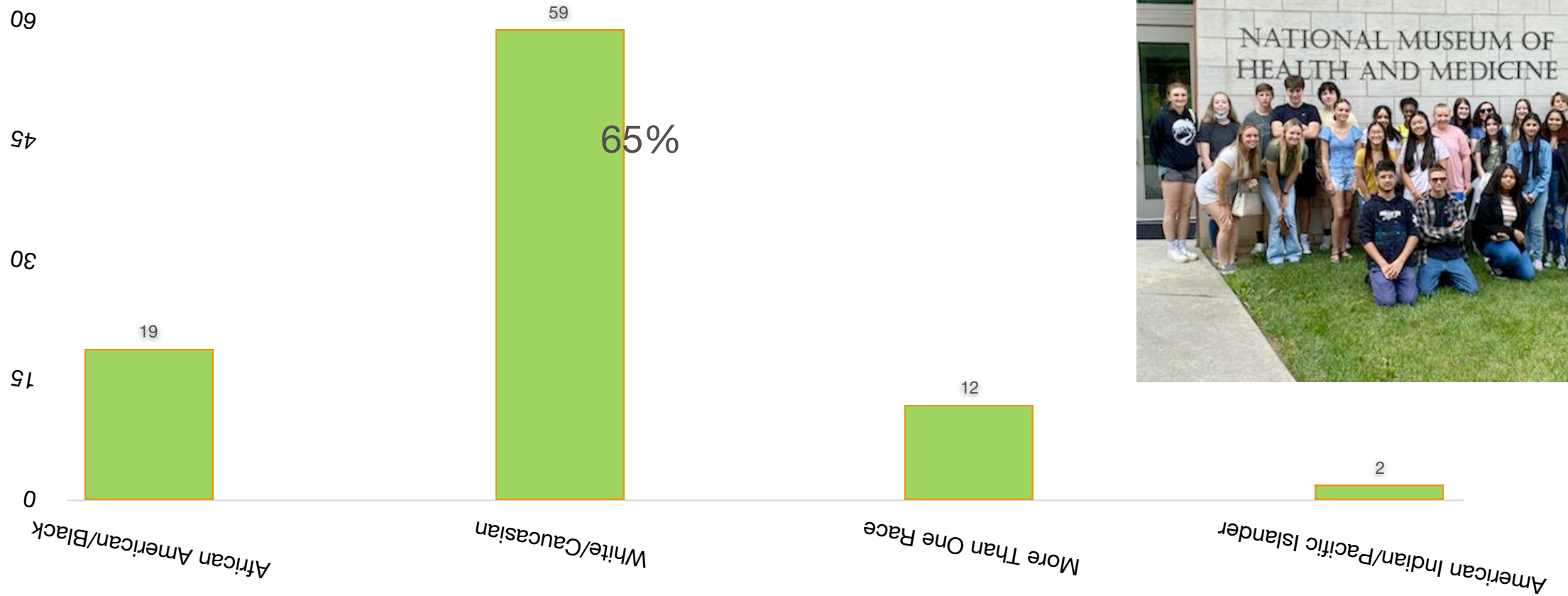
Academic Year 2023

- Leveraging funds to provide resources for families/students' success
- Free Community Health Worker certification training for program completers
- Summer job opportunities
- Apprenticeships and other healthcare training and job opportunities

High School Health Careers Program

	Eastern Shore AHEC Exploring Health Careers
Goal	To support and encourage students to consider a health career
Target audience	High School Students
Activities	1. “What’s Under Our Skin?” for 11 th & 12 th graders in advanced Biology classes with hands-on activities, i.e.
Frequency	Fall & Spring Semester
Program type	Health Careers Enrichment Activities

High School Health Careers Program



How Can We Optimize the Health Careers/Pathways Programs?

- Establishing sustainable school partnerships to promote programs
- Funding is needed to:
 - Support student pathways programs
 - Expand SAT and ACT prep to all regions
 - Subsidize The Princeton Review (TPR) grad prep courses for need-based students
 - National AHEC Organization has a partnership with TPR which provides 50% discounted grad prep to students, but the out of pocket is still high for some students

Workforce Development Programs for Adults



Training Programs

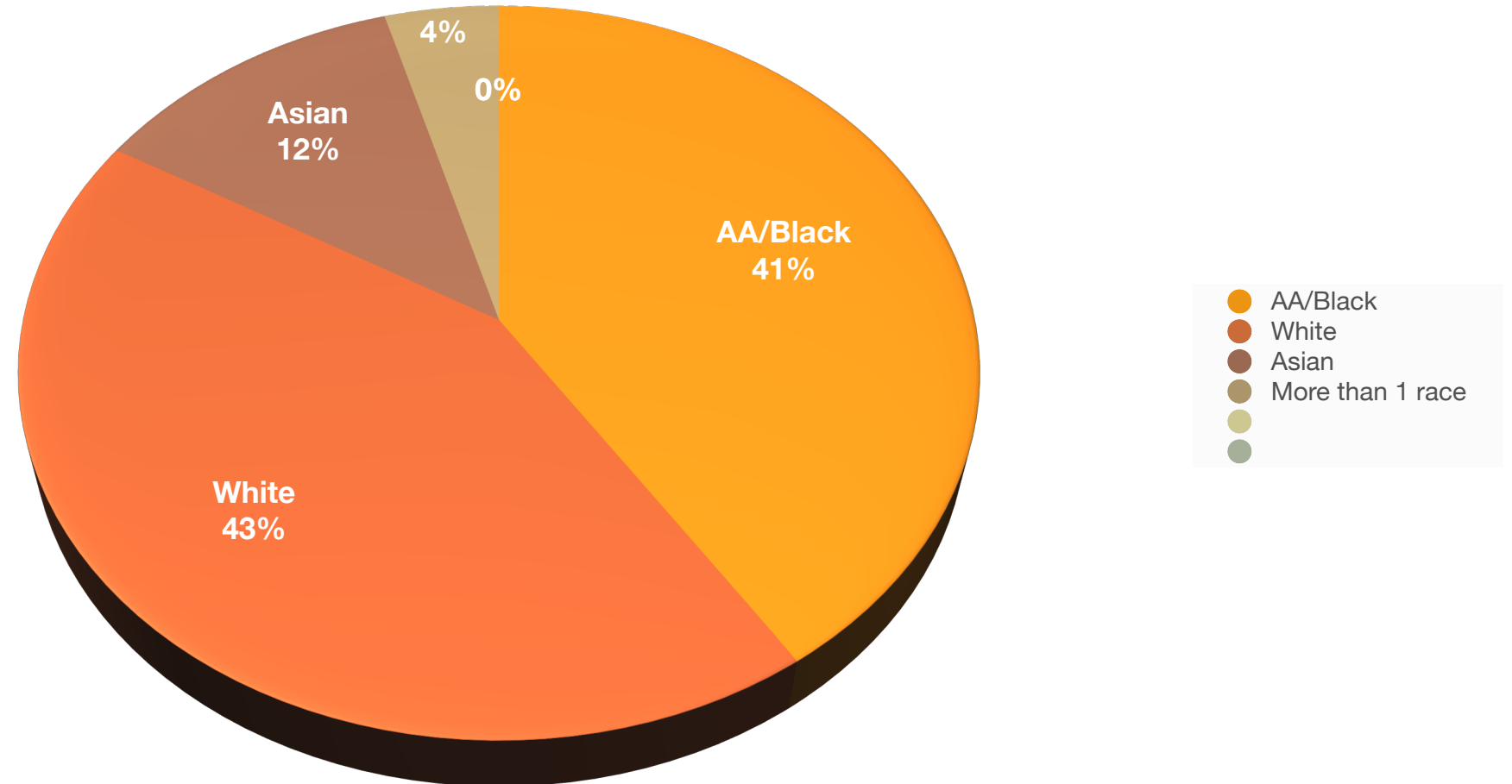
- AHEC Scholars Program
- Clinical Education
- Community Health Worker (CHW) Training Program
- CHW Apprenticeship Program
- Peer Recovery Specialists (PRS)
- Certified Nursing Assistants (CNA)

AHEC Scholars Program

- National, Health Resources and Services Administration (HRSA) sponsored, innovative interprofessional program
- Exposes students to interprofessional didactic and community-based clinical/ experiential training in rural and/or underserved areas
- Targets health profession students in Maryland institutions
- Underrepresented minorities, disadvantaged/rural backgrounds, and first-generation college students strongly encouraged to apply!
- Two-year program
- Virtual and In-Person



AHEC Scholars' Race Data



AHEC Scholars' Ethnicity

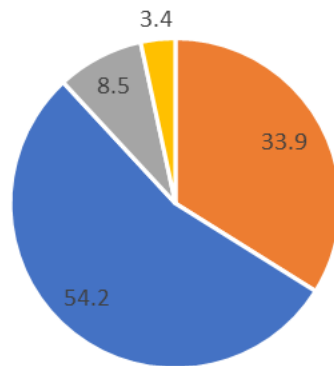
Clinical Education

- In partnership with the University of Maryland School of Medicine, fourth year medical students complete one-month rotations, of Introduction to Clinical Medicine IV, facilitated by the AHECs:
 - AHEC West
 - Eastern Shore AHEC
 - Central Maryland AHEC
- Students placed with community preceptors in rural and underserved and/or underserved areas in Maryland
- AHEC West and Eastern Shore AHEC provide housing for students



Post Rotation Evaluation AY 2021-22

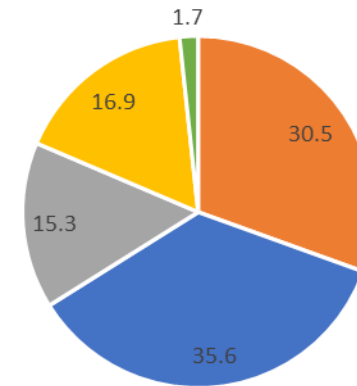
My interest in working in a medically underserved community has increased



Strongly agree Agree N/A Disagree

88% strongly agree/agree that their interest in working a medically underserved community has increased

My interest in working in a rural area has increased



Strongly agree Agree N/A Disagree Strongly disagree

66% strongly agree/agree that their interest in working in a rural area has increased

MAHEC Graduates Working in Maryland

Count of State	Count of Rural	Count of Underserved	Count of PCHPSA*
692	40	311	241
	6%	45%	35%

***PCHPSA – Primary Care Health Profession Shortage Area**

MAHEC Community Health Worker Training Program

- 2009 – 2012 Efforts made to raise awareness of the benefits of Community Health Workers (CHW) and curriculum development
- 2013 – First CHW trainings occurred in Western Maryland and on the Eastern Shore. AHECs had separate training programs
- 2016 – Orientation for facilitators of CHW Training and Development with Carl Rush; discussions started about a joint MAHEC training program
- 2018 – MAHEC CHW Training Center established
- 8/2020 - The Maryland Area Health Education Center (MAHEC) CHW Training Program is accredited by the Maryland Department of Health, **Accreditation No. 004-2020-G**

Core Competencies of CHW Training

- 140-hours (100 hours classroom/40 hours practicum) Training
- Culture-specific training offered for bi-lingual CHW trainees
- 1. Advocacy and community capacity building skills
- 2. Effective oral and written communication skills
- 3. Cultural competency
- 4. Understanding of ethics and confidentiality issues
- 5. Knowledge of local resources and system navigation
- 6. Care coordination support skills
- 7. Teaching skills to promote health behavior change
- 8. Outreach methods and strategies
- 9. Understanding of public health concepts and health literacy





Community Health Workers

Baltimore Population Health Workforce Collaborative (BPHWC)

- Recruited residents from economically distressed neighborhoods for Peer Recovery Specialists, CNAs, CHWs
- PARTNERSHIPS!
 - Baltimore Alliance for Careers in Healthcare
 - 9 Baltimore City area hospitals: Lifebridge Sinai, Medstar, Johns Hopkins, University of Maryland Medical Center
 - BUILD-Turn Around Tuesday
 - Community College of Baltimore
 - Goodwill
 - Central Maryland AHEC – CHW Training Partner

BPHWC CHW Training Outcomes



Photo taken at first cohort's graduation

2016-2022

of Cohorts = 15

of CHWs trained = 197

CHW Apprenticeship Program

- AHEC West's CHW Apprenticeship Program was approved in January 2021; 2nd CHW apprenticeship in the State and the first to train CHWs!
- AHEC West partnered with Garrett College and two employers: Garrett Regional Medical Center and Mountain Laurel Medical Center
- AHEC West is the main related instruction partner and Garrett College provides instruction on soft skills training
- 84 CHWs trained to date; including 5 apprentices
- CMAHEC Apprenticeship Program approved November 2022!

Caroline-Dorchester Competent Care Connections Health Enterprise Zones

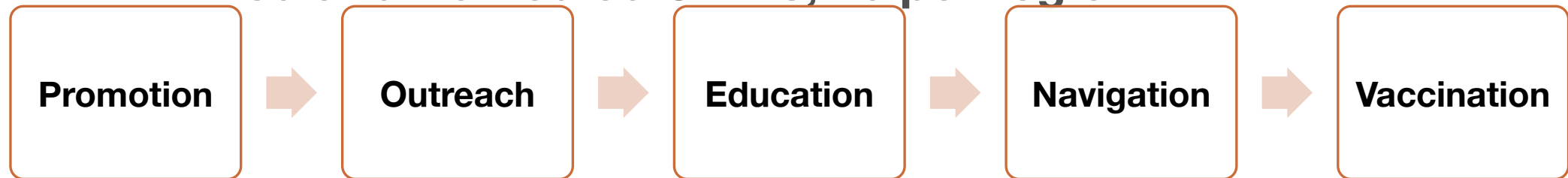
- One of five HEZ's in the State.
- Jointly administered by the Community Health Resources Commission (CHRC) and Maryland Department of Health
- A four-year pilot program established as a result of the Maryland Health Improvement and Disparities Act of 2012
- ESAHEC was the CHW training partner
 - 81 CHWs trained



RESPONSE TO COVID-19

- COVID Outreach Project - Collaboration between AHEC West, CMAHEC, and ESAHEC to improve vaccination rates by utilizing Community Health Workers to target resources to families with children 6 – 18 years old

- **Hired and trained 30 CHWs, 10 per region**



- CMAHEC Trained 200 CHWs as Contact Tracers

Certified Peer Recovery Specialists



- 140 certified peer recovery specialists (CPRS) trained in partnership with the University of Maryland School of Medicine's Training Department and Appalachian Recovery Concepts
- CPRS are part of the Healing Allegany Street Team – Harm Reduction Outreach
 - Distribute Naloxone, Fentanyl test strips
- AHEC West employs 5 CPRS in

Employment Advancement Right Now (EARN) Eastern Shore Ready to Care

- State funded, Department of Labor, Licensing, and Regulation, workforce development program which aims to:
 - Address the demands of businesses
 - Address the needs of workers
 - Encourage mobility for Maryland's most hard-to-serve jobseekers
- ESHAEC collaborates with three local colleges: Cecil, Chesapeake, and Wor-Wic to train and place Certified Nursing Assistants (CNA) throughout Eastern Shore
- PARTNERSHIPS!
 - 17 partners



EARN Employment Data

- Number of CNAs trained = 171
- Number who have earned an industry-recognized credential or certification = 168
- Number employed = 163

MAHEC Strategies to address Social Determinants of Health (SDoH)

Train health profession students to identify and address community and patient barriers and challenges

Educate health professionals to identify and address community and patient barriers and challenges

Recruit, train and retain CHWs, Peers, and Insurance Navigators from communities disproportionately affected by SDoH

Build relationships and identify community resources offered by Community-Based & Faith-Based Organizations

Conduct needs assessments to identify SDoH needs

Provide referrals to community resources, service navigation and follow-up

Cross train CHWs and other staff as:

- Insurance Navigators
- Certified Peer Recovery Specialists

Acknowledgements

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- Allison Robinson, MPH – Associate Program Director and Evaluator, MAHEC Program, University of Maryland School of Medicine
- Doris Yimgang, PhD, MPH – MAHEC Evaluation Consultant