



Meeting the Promise of Racial and Ethnic Minorities' Interest in Health Care Careers

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APHA, November 7, 2007

www.nachc.com Community HealthCorps

APHA Session 5184.0 Ethnic & Racial Disparities:
Hospital System Level Solutions

Build a HealthCorps



- Enroll the uninsured in SCHIP and other programs.
- Act as nonmedical support staff (e.g., caseworkers, health educators) in underserved communities.
- Interest young people in nursing and medical careers.

HealthCorps Exists Now

- Enrollment of about 700 for program year 2007.
- Serving at over 100 delivery sites in urban and rural areas of 19 states, DC and Puerto Rico.
- Founded by National Association of Community Health Centers (NACHC) in 1995 with 117 enrollees placed in Community Health Centers (CHCs) in the first year.

- Part of AmeriCorps



Accomplishments in first 10 Years

Over 2500 volunteers provided more than:

- 411,000 *outreach and case management* encounters to assist underserved receive and better utilize primary and preventive care.
 - 321,000 patient encounters for *health education* and *chronic disease self-management*.
 - 170,500 encounters to *link* patients with *other health and social services* (e.g., housing, employment, child care).
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Joining HealthCorps

- **Eligibility:** U.S. Citizen, U.S. National, or lawful permanent resident; 18 years and older, 17 year olds with guardian's permission
- **Terms of year long service:** 1700 hour (full time), 900 hours (part-time), quarter time (450 hours)
- **Benefits:** Living allowance, health insurance, child care, training, educational award, student loan forbearance
- **Educational Award:** \$4725 for full time, prorated for other service time

Who Joins?

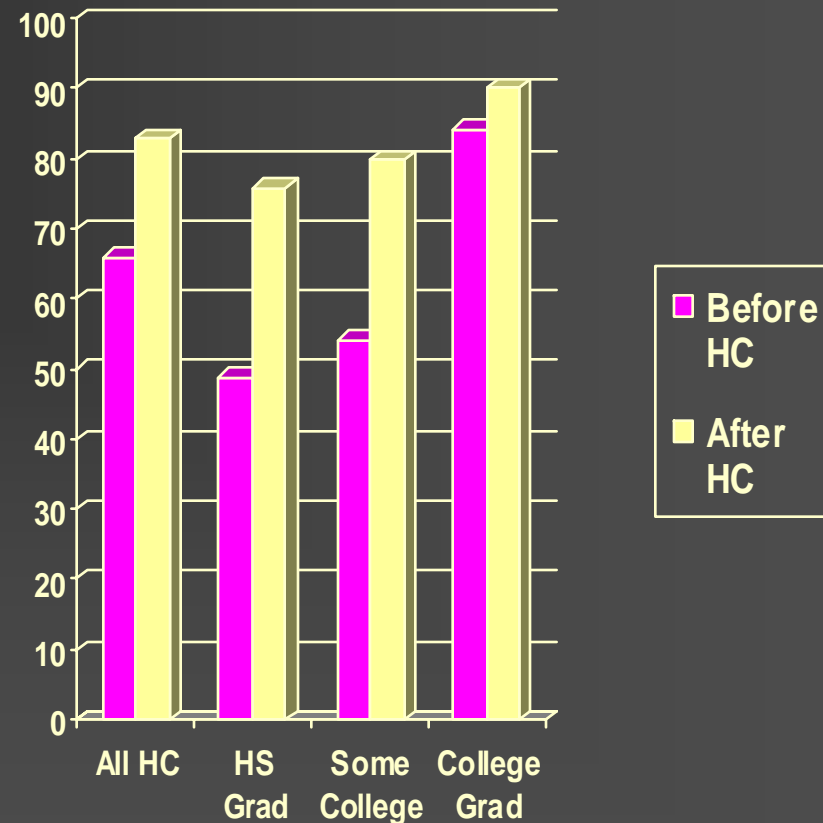
- **Age range:** 17-77 years, median age 24 years
- **Minority race/ethnicity:** 58% from 1995-2003; 71% in 2004-05
- **College graduate:** 41-42%
- **Home community:** about half from local community; characterized by more nonwhite race, Hispanic ethnicity, unemployed young people, and poor people than U.S.
- **Gender:** 80-88% female

What is the Impact on Volunteer?

- Increases interest in health care or social work as a career.
- Increases interest in Community Health Centers as a work environment.
- Increases knowledge of health issues.
- Offers educational opportunities not available to many of their parents.
- Expands job skills.

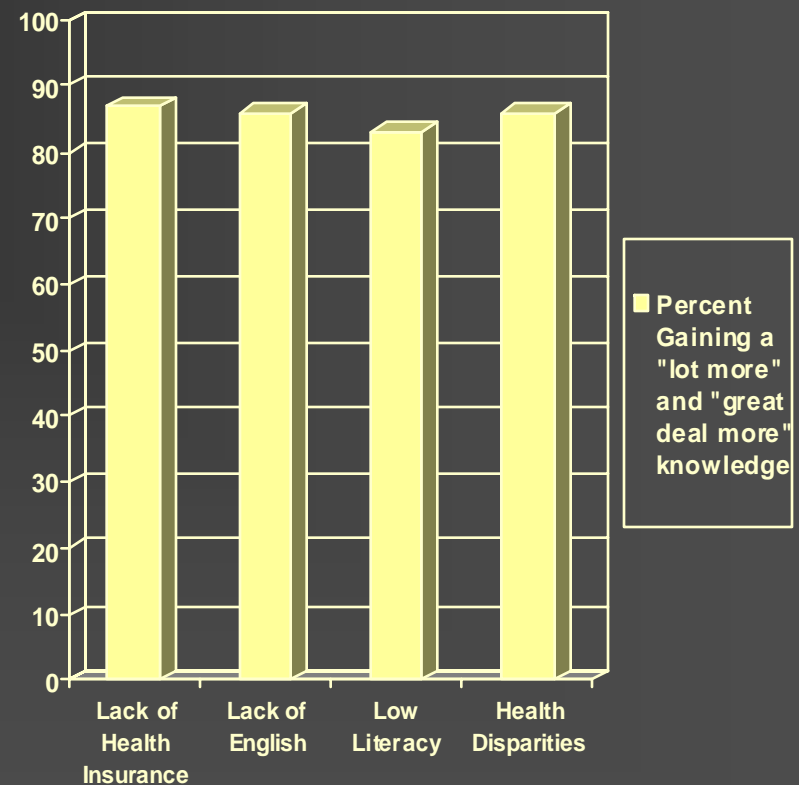
Interest in Health Care or Social Work as a Career Increases

- 66% interested at entry, but 83% at exit.
- 27% increase in interest among high school (HS) only grads and those with some college or an associate degree.

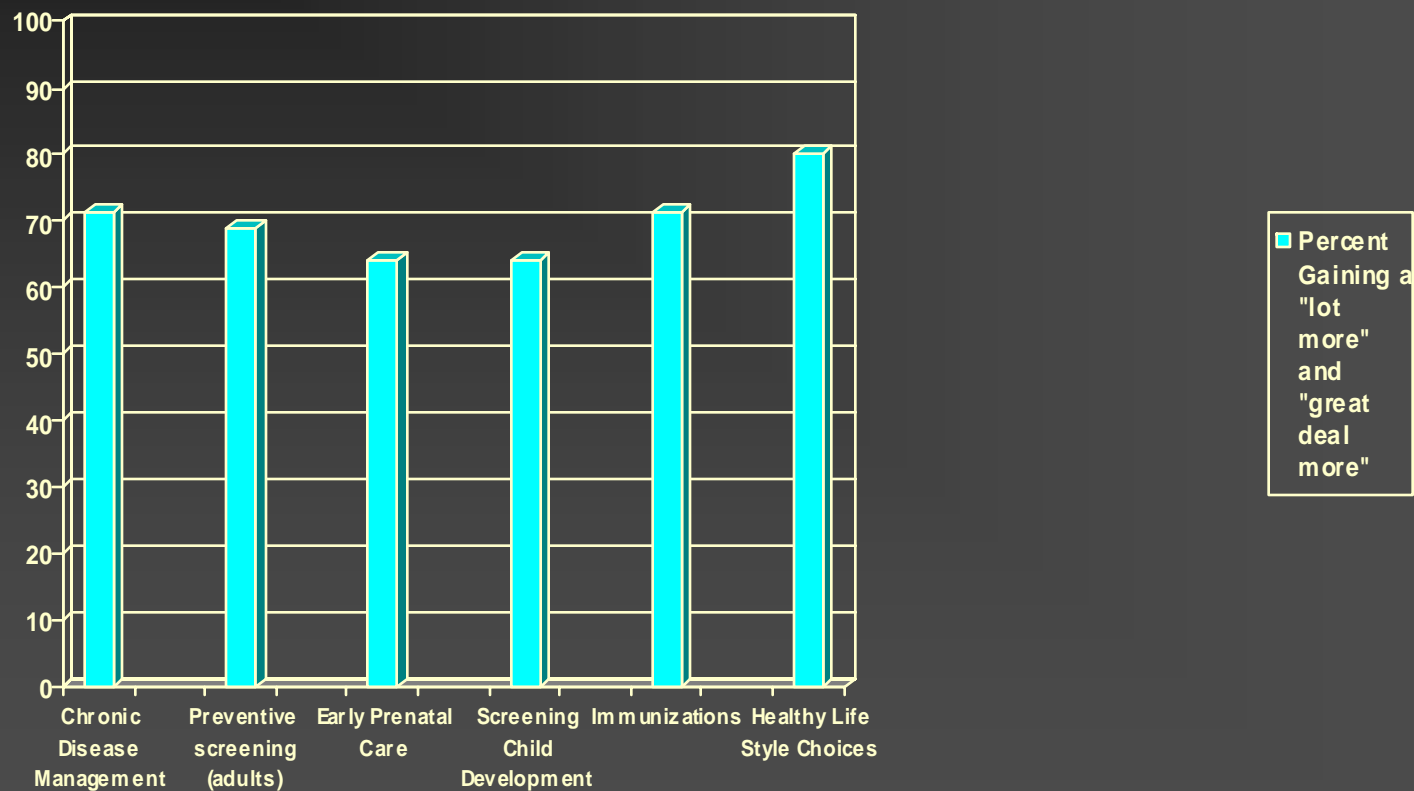


Increase in Knowledge of Barriers and Health Disparities

- Before serving, more than half of all members say they had little or no knowledge of health barriers and disparities.
- After serving, more than 80% had a significant gain in knowledge.
- Even 75% of those who self-assessed themselves as having a great deal of knowledge beforehand had a significant gain.



Members Gain in Knowledge of Specific Health Care Services



Training in 10 Core Competencies

- Community Health Advocacy
- Patient Relations
- Professional Development
- Cultural Competency
- Civic Engagement
- Health Outreach
- Health Education
- Emergency/Disaster Preparedness
- Case Management
- Primary Care Environment

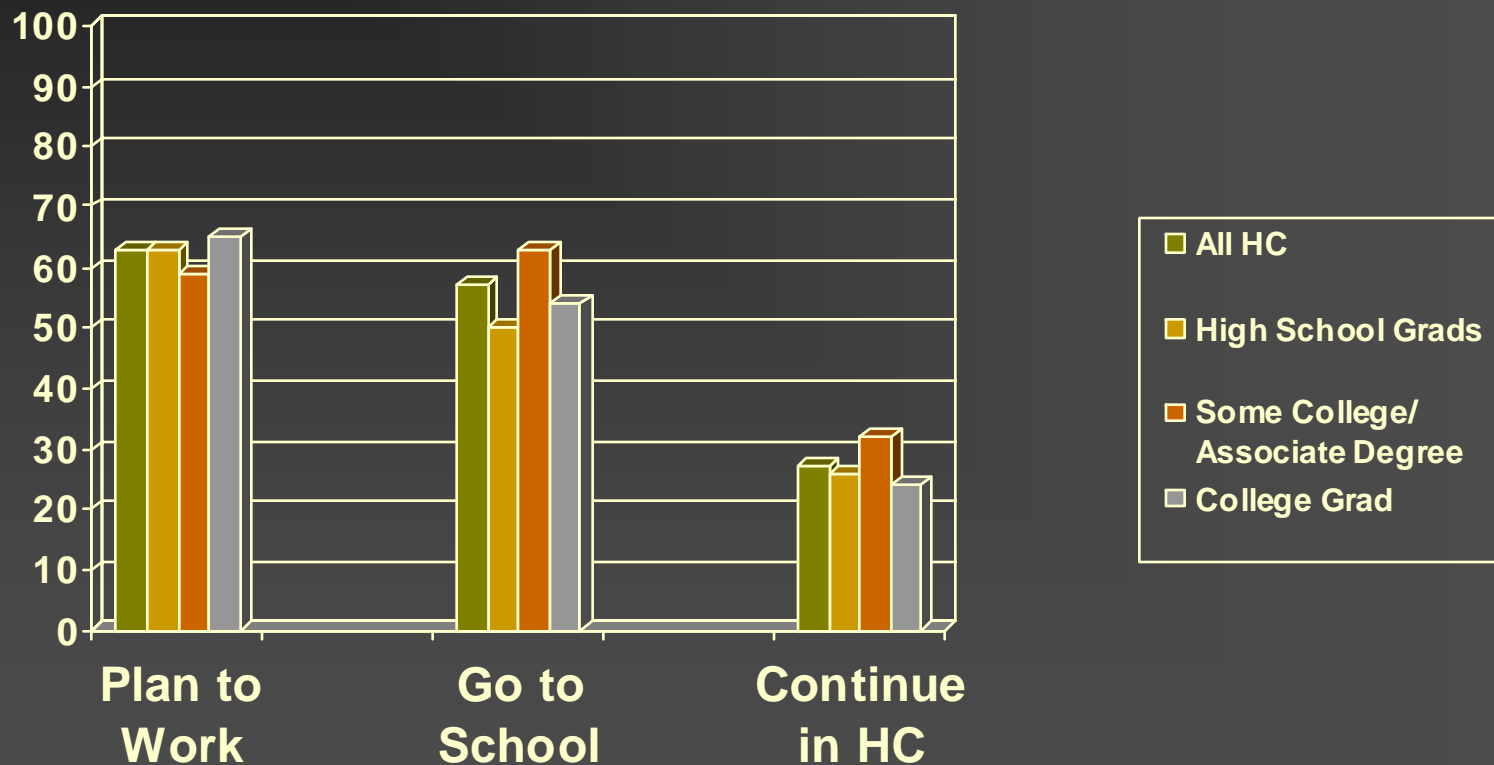
Most Members Gain “A Lot” of Experience Participating in a Work Environment

- 77% in being a reliable member of a working staff by coming to work on time
- 72% in solving unexpected problems
- 72% in learning how to gather and analyze data
- 69% Managing time when under pressure
- 76% in negotiating, compromising and getting along with co-workers
- 74% in taking guidance from others
- 53% in leading a team by taking charge and motivating co-workers

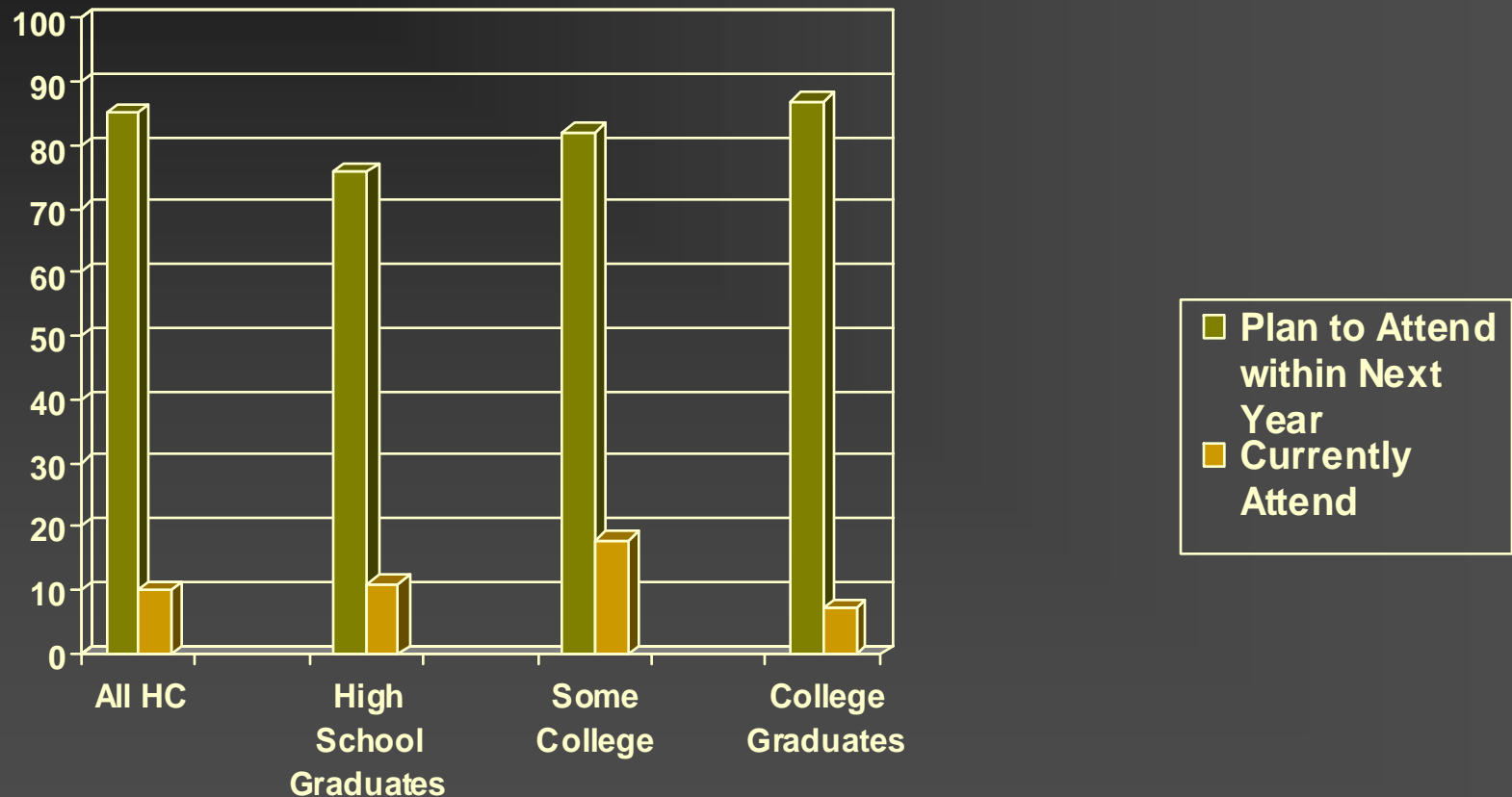
Service Activities Most Often Performed

- 48% Scheduling appointments, making reminders, and follow up
- 29% Providing outreach services
- 27% Teaching health education classes
- 27% Providing info about CHC services
- 24% Translating for patients
- 19% Enrolling patients in health insurance

Members' Plans Immediately After HC



About 80% of Members at all Education Levels Plan to Go to School within Next Year



Most Frequently Planned School Choices

- 17% Nursing school (including 2% NP or CNM)
- 14% Four-year college
- 13% Medical school
- 12% Health-related trade school
- 9% Social work graduate program
- 7% Two-year college
- 6% Public health graduate program
- 6% Other health-related graduate programs

Planned School Choices by Current Education

<i>High School Graduate only</i>	<i>Some College/ Associate Degree</i>	<i>College Graduate or More</i>
23% Health-related trade school	35% Four-year college	24% Medical school
20% Nursing school	19% Nursing school	15% Public health
11% Non-health trade school	17% Two-year school	15% Other health-related graduate schools
9% Two-year college	13% Health-related trade school	12% Social work graduate program
9% Four-year college	9% Social work graduate program	7% Other graduate programs

Education Award = Benefit to HealthCorps Members

- 76% of HealthCorps members serving in 1995-2003 earned an education award.
- Comparable to overall AmeriCorps average even though HC has a higher percentage of minority group members.

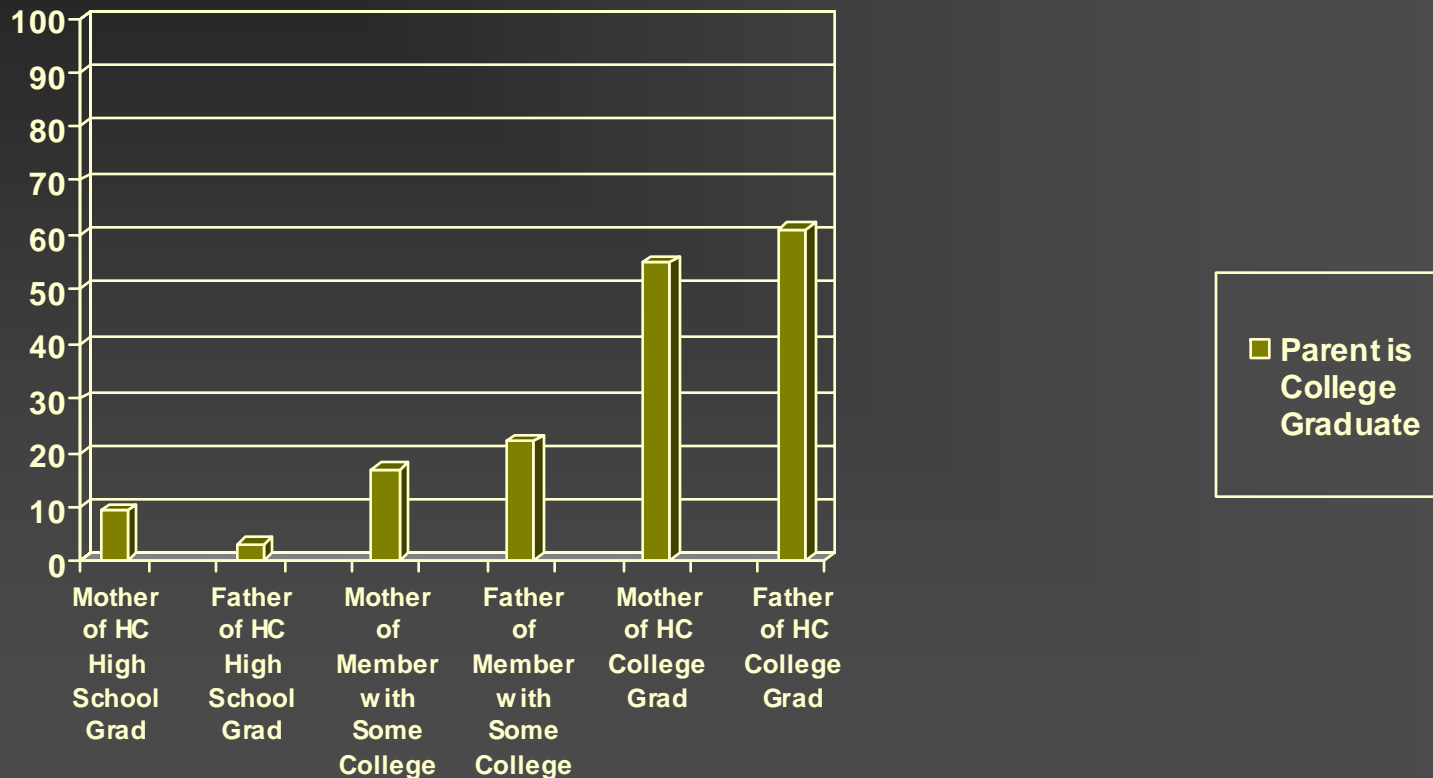
Using Earned Education Award

- 63% of members from 1995 to 2003 used a portion of their earned award.
- Two-thirds of these members used their award for *new* educational opportunities rather than loan repayment.
- By August 2004, HealthCorps members had earned \$4.7 million in education awards; members had used \$2.6 million on loan repayment and school tuition.

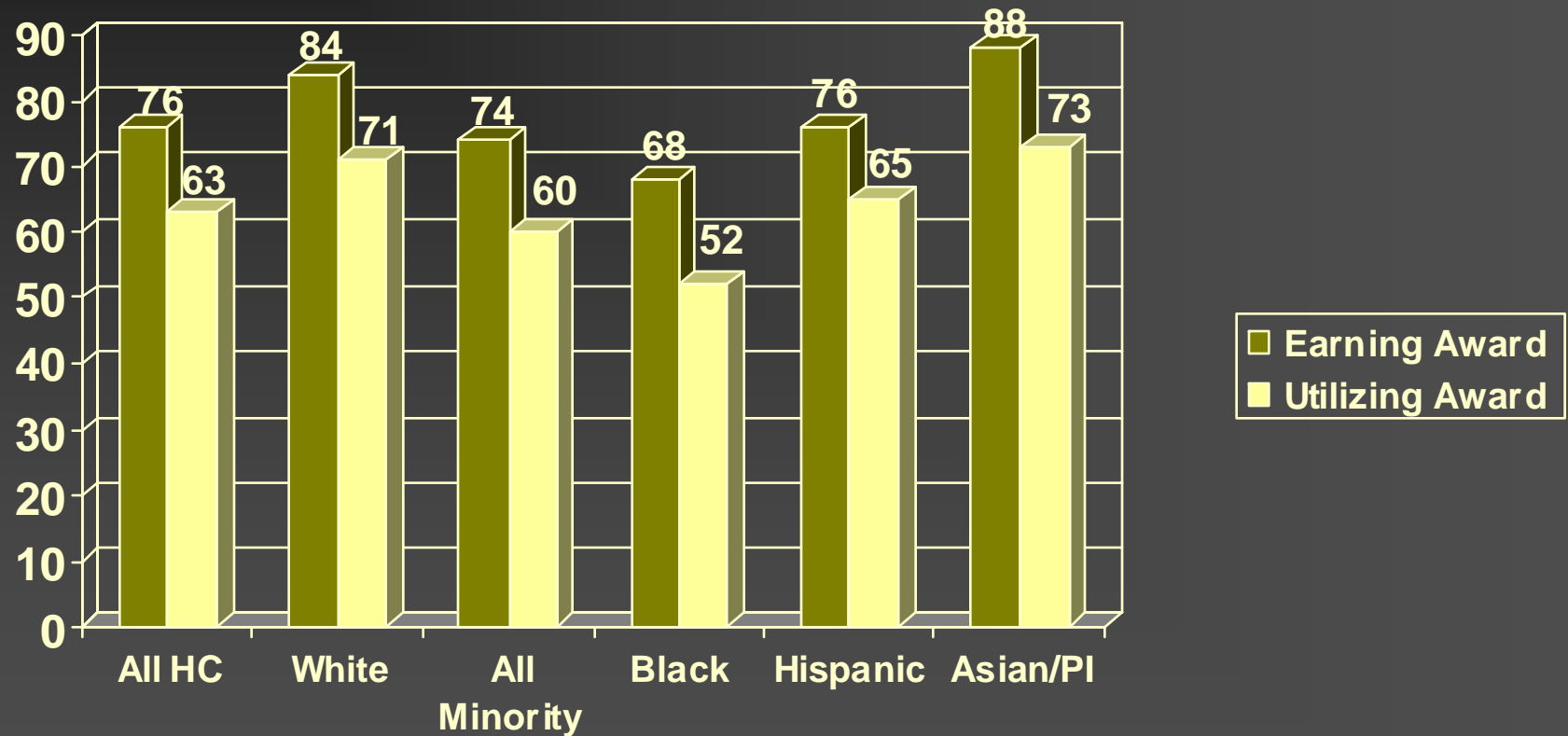
Who's at Risk of Not Going to College?

- U. S. Census data show the likelihood of going to college is decreased by:
 - low family income,
 - minority race, and
 - having no family members who previously attended college.
- In HealthCorps, 74% of minority members earned an education award and 60% use their earned award.

HC Members with Less Education are Less Likely to Have Parents Who Have Graduated from College



Percent of 1995-2002 HC Members Earning and Utilizing Awards as of August 2004




Education Award Challenges

- Attrition (not completing and not earning an education award) is:

-  among non-white members

-  among young persons (ages 22-29)

-  among the better educated (completed bachelor's degree)

Program Solutions

- Additional mentoring for educational placement.
 - Target at risk groups for follow-up. Majority of members who use their awards do so within the first year.
 - Utilize performance measures on rates of earning and using awards. Earning rates varied from 50% to 94% by program site.
 - Develop educational and job placement partnerships within communities (e.g., credit for volunteer experience, scholarships).
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States with HC Programs

- California
- Colorado
- District of Columbia
- Florida
- Idaho
- Kansas
- Louisiana
- Maine
- Massachusetts
- Michigan
- Mississippi
- Missouri
- New York
- Puerto Rico
- Tennessee
- Texas
- Utah
- Washington
- Wisconsin