



Health Resources and Services Administration (HRSA) Workforce Development Programs

Connecting students to health careers, health professionals to underserved communities, and communities to better health.

A Budget Blueprint for Fiscal Year 2021



The Health Professions and Nursing Education Coalition (HPNEC) is an alliance of 80 national organizations dedicated to training a health care workforce that meets the needs of all patients.

Why We Need the Title VII and Title VIII Programs

The U.S. Census Bureau projects that by 2045, the population will grow by over 18%, one in five Americans will be over age 65, and more than half the country will come from a racial or ethnic minority group.¹ As our population grows, ages, and becomes increasingly diverse, our health professions workforce must adapt to the ever-changing health needs of patients from all backgrounds in communities across the country.

According to the Health Resources and Services Administration (HRSA), 14,392 primary care, 10,258 oral health, and over 6,250 mental health practitioners would be needed to eliminate federally designated Health Professional Shortage Areas, which are home to over 117 million patients across the country.² The impact of these shortages is often worse for patients in rural areas or with low socioeconomic status, who are more likely to lack access to quality care.³

The Title VII health professions and Title VIII nursing workforce development programs, which are authorized under the Public Health Service Act and administered by the HRSA, increase the supply, distribution, and diversity of the health care workforce, reaching over 400,000 direct participants.⁴ These programs improve access to and quality of care for vulnerable populations — including children and families living on low incomes and in rural and underserved communities. In addition, as we face ever-changing public health threats impacting patients across the country, such as substance use disorder epidemics, continued investment in Titles VII and VIII programs is essential to addressing the health challenges of today and the future.

HPNEC recommends \$790 million for the HRSA Title VII and Title VIII programs in FY 2021.



Cultivate and Retain a Diverse and Culturally Competent Health Workforce

Title VII and Title VIII programs play an essential role in improving the diversity of the health workforce and connecting students to health careers by supporting recruitment, education, training, and mentorship opportunities. Inclusive and diverse education and training experiences expose providers to backgrounds and perspectives other than their own and heighten cultural awareness in health care, resulting in benefits for all patients.⁵ These programs include:

Centers of Excellence: Provides grants for mentorship and training programs. In academic year (AY) 2018-19, this program supported over 1,300 trainees, of which 99% were underrepresented minorities and 64% were from financially or educationally disadvantaged backgrounds.

Health Career Opportunity Program: Invests in K-16 health outreach and education programs through partnerships between health professions schools and local community-based organizations. In AY 2018-19, over 4,000 students from rural and disadvantaged backgrounds were exposed to the health professions pipeline.

Nursing Workforce Diversity: Provides grants to institutions to help recruit and retain students from diverse and disadvantaged backgrounds. In AY 2018-19, the program supported more than 11,000 students, including 5,405 students who graduated or completed their nursing program, with approximately 46% of the training sites located in underserved communities and 37% in primary care settings.

Scholarships for Disadvantaged Students: Grants scholarships for health professions students from minority and/or socioeconomically disadvantaged backgrounds. In AY 2018-19, 69% of recipients intended to work or pursue additional training in rural and medically underserved communities, and 50% planned to practice in a primary care setting.

Faculty Loan Repayment: Provides loan repayment awards to retain minority health professions faculty in academic settings to serve as mentors to the next generation of providers. In fiscal year (FY) 2019, 22 underrepresented minority faculty participated in the program.



Strengthen the Primary Care Workforce

Title VII programs fortify our nation's primary care workforce by training future clinicians, teachers, and researchers who practice as general pediatricians, general internists, family medicine practitioners, and physician assistants. These programs include:

Primary Care Training and Enhancement (PCTE): Supports training programs for physicians and physician assistants to encourage practice in primary care, promote leadership in health care transformation, and enhance teaching in community-based settings. In AY 2018-19, PCTE grantees trained over 13,000 individuals at nearly 1,000 sites, with 61% in medically underserved communities and 30% in rural areas.

Medical Student Education: Supports the primary care workforce by expanding training for medical students to become primary care clinicians, targeting institutions of higher education in states with the highest primary care workforce shortages. Through grants, the program develops partnerships among institutions, federally recognized tribes, and community-based organizations to train medical students to provide care that improves health outcomes for those living on tribal reservations or in rural and underserved communities.

Enhance Interdisciplinary Care and Community-Based Linkages

By assessing the needs of the local communities they serve, Title VII programs can fill gaps in the workforce and increase access to care for all populations. The programs emphasize interprofessional education and training, bringing together knowledge and skills across disciplines to provide effective, efficient, and coordinated care. These programs test educational innovations, respond to changing delivery systems and models of care, and timely address emerging health issues in their communities.

Area Health Education Centers (AHECs): Respond to local health needs and serve as a crucial link between academic training programs and community-based outreach programs. In AY 2018-19, AHECs supported 192,000 pipeline program participants, provided over 34,000 clinical training rotations for health professions trainees, and placed over 92,000 trainees in rural and underserved training sites.

Behavioral Health Workforce Education and Training: Addresses the behavioral health needs of local communities. Grantees partnered with 2,355 training sites in AY 2018-19, providing over 1.3 million hours of behavioral health services to patients. Over 20% of these sites offered opioid use treatment services, and 49% provided substance use treatment services.

Mental and Behavioral Health: Funds training programs to expand access to mental and behavioral health services for vulnerable and underserved populations. In AY 2018-19, the Graduate Psychology Education program partnered with 184 sites to provide clinical training experiences for psychology students. Of these sites, 48% offered substance use disorder treatment services, and 38% offered telehealth services.

Geriatric Programs: Train practitioners across the provider continuum through interprofessional and team-based care to address gaps in health care for older adults. The Geriatrics Workforce Enhancement Program provided 1,342 unique continuing education courses to 187,955 faculty and practicing professionals in AY 2018-19, including 445 courses on Alzheimer's and dementia-related diseases.

Support a Robust and Diverse Nursing Workforce

The Title VIII nursing workforce development programs provide federal support to address all aspects of nursing workforce demands, including education, practice, recruitment, and retention, with a focus on the health care needs of rural and underserved communities.

Advanced Nursing Education Programs: Supports innovative clinical and experiential training for students in primary care, anesthesia, nurse midwifery, and other specialty care. In AY 2018-19, grantees partnered with nearly 4,000 health care delivery sites and supported over 9,000 nursing students, including 3,125 students who graduated that year.

Nurse Education Practice, Quality, and Retention: Helps meet shifting demand in health care through innovative programs. This included the training of over 2,500 individuals by Interprofessional Collaborative Practice Program (IPCP) grantees in AY 2018-19. Of IPCP clinical training sites, 77% were in medically underserved communities and 77% were in primary care settings.

Nurse Corps: Recruits nursing students and nurses entering into practice to health care facilities facing a critical shortage of nurses. In FY 2019, 58% of Nurse Corps loan repayment program participants extended their service commitment for an additional year, and 96% of Nurse Corps scholarship awardees were pursuing their baccalaureate or advanced practice degree.

Nurse Faculty Loan Program: Supports graduate nursing students committed to serving as faculty to educate the next generation of nurses, including 2,277 trainees from 80 institutions in AY 2018-19.



Bolster the Public Health Workforce

Title VII programs support education and training in public health and preventive medicine to help protect our nation's public health.

Public Health Workforce Training Centers: Provide clinical training and public health residency experiences. Public health student trainees partnered with 241 sites supporting more than 304 clinical training experiences in AY 2018-19, with 75% of these training sites located in medically underserved communities and 25% in rural areas.

Sustain Our Oral Health Workforce:

As our nation faces a shortage of oral health professionals in rural and other underserved geographic areas, Title VII grants assist in expanding the dental primary care workforce in general, pediatric, and public health dentistry.

Oral Health Training: Increases access to high-quality dental health services in rural and underserved communities through grants, faculty loan repayment, and training programs. These funds supported over 11,000 oral health professionals in AY 2018-19.

Assess Our Nation's Health Workforce

Title VII grantees provide high-quality projections and analysis to ensure a workforce sufficient in size and skill to meet the nation's changing health care needs.

Workforce Assessment: Provides funding for the National Center for Health Workforce Analysis as well as grants to seven Health Workforce Research Centers across the country that perform and disseminate research and data analysis on health workforce issues of national importance.



Note: Data not otherwise cited are from: Health Resources and Services Administration. Department of Health and Human Services Fiscal Year 2021 Justification of Estimates for Appropriations Committees. [hrsa.gov/sites/default/files/hrsa/about/budget/budget-justification-fy2021.pdf](https://www.hrsa.gov/sites/default/files/hrsa/about/budget/budget-justification-fy2021.pdf). Accessed Feb. 10, 2020.

Additional References

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3. Agency for Healthcare Research and Quality. 2018 *National Healthcare Quality & Disparities Report*. Rockville, MD: U.S. Department of Health and Human Services, 2019. [ahrq.gov/sites/default/files/wysiwyg/research/findings/nhqdr/2018qdr-final.pdf](https://www.hqr.gov/sites/default/files/wysiwyg/research/findings/nhqdr/2018qdr-final.pdf).
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Members of the Health Professions and Nursing Education Coalition

Academic Pediatric Association	American Pediatric Society	Council of Graduate Schools
Alliance for Academic Internal Medicine	American Psychiatric Association	Council on Social Work Education
American Academy of Addiction Psychiatry	American Psychological Association	Eldercare Workforce Alliance
American Academy of Family Physicians	American Public Health Association	Emergency Nurses Association
American Academy of PAs	American Society for Clinical Laboratory Science	Health Professions Network
American Academy of Pediatric Dentistry	American Society for Clinical Pathology	Hematology/Oncology Pharmacist Association
American Academy of Pediatrics	American Society for Reproductive Medicine	International Certification & Reciprocity Consortium
American Association for Dental Research	American Surgical Association	National AHEC Organization
American Association of Colleges of Nursing	Association of Academic Health Sciences Libraries	National Association for Geriatric Education
American Association of Colleges of Osteopathic Medicine	Association of American Indian Physicians	National Association of Geriatric Education Centers
American Association of Colleges of Pharmacy	Association of American Medical Colleges	National Association of Nurse Practitioners in Women's Health
American Association of Colleges of Podiatric Medicine	Association of American Veterinary Medical Colleges	National Association of Pediatric Nurse Practitioners
American Association of Directors of Psychiatric Residency Training	Association of Chairs of Departments of Physiology	National Athletic Trainers' Association
American Association of Nurse Practitioners	Association of Chiropractic Colleges	National Council for Diversity in the Health Professions
American College of Cardiology	Association of Departments of Family Medicine	National Family Planning & Reproductive Health Association
American College of Osteopathic Internists	Association of Family Medicine Residency Directors	National Hispanic Medical Association
American College of Physicians	Association of Medical School Pediatric Department Chairs	National League of Nursing
American College of Preventive Medicine	Association of Minority Health Professions Schools	National Medical Association
American Dental Association	Association of Public and Land-grant Universities	National Organization of Nurse Practitioner Faculties
American Dental Education Association	Association of Rehabilitation Nurses	North American Primary Care Research Group
American Federation of Teachers	Association of Schools Advancing Health Professions	Oncology Nursing Society
American Geriatrics Society	Association of Schools and Colleges of Optometry	Pediatric Policy Council
American Medical Student Association	Association of University Professors of Neurology	Physician Assistant Education Association
American Music Therapy Association	Association of Women's Health, Obstetric and Neonatal Nurses	Pre-Health Dreamers
American Neurological Association	College of Psychiatric and Neurologic Pharmacists	Society for Pediatric Research
American Occupational Therapy Association		Society of General Internal Medicine
American Organization for Nursing Leadership		Society of Teachers of Family Medicine
		Student National Medical Association

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