



# *Workforce Development*

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A NEW MEXICO  
STRATEGY FOR MOBILIZING FOR  
ACCESS AND SHORTAGE PROBLEMS



# HEALTH CARE IS A FUNDAMENTAL PART OF RURAL ECONOMIC INFRASTRUCTURE

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- Health care represents around 17% of the national economy
- Health care often represents the major non-governmental employer and resource in rural economies, having a major impact on local revenues (Western Bank in Lordsburg after the copper smelter closed “If it wasn’t for HMS we’d be closed now”)
- Economic development potential cannot be fully developed in the absence of a solid health care system
- Access to a broad range of integrated primary services saves money and increases workforce allowing rural children the opportunity to live and serve in their own communities

## Mission:

To enhance access to quality health care, particularly primary and preventive care, by improving the supply and distribution of healthcare professionals through community and academic partnerships.





FORWARD NM OUTREACH	FY 11-14	FY 15
Stage 1 Students	7,380	1,214
Stage 2 Students	391	138
Stage 3 Students	240	55

Studies show that *rural, poor and minority students* are more likely to enter into Primary Care practice and more likely to serve in communities and populations *similar to their own*. Training experience in Primary Care settings and the location of a Primary Care residency program also impacts a person's decision to practice in those places. From these studies, we developed the FORWARD NM model for communities to “*Grow Their Own*.”

## Stage I:

- Middle and High School health careers curriculum
- Programs to enhance Math, Science, and ACT skills
  - Dream makers (UNM Office of Diversity)
  - Health Careers Academy (UNM)
  - SMASH Academy
- BA/MD, PIE, and other college application support and scholarships
- Mentoring and intern experiences
- I on I sessions





Health Careers Academy 2015



Expand Your Horizons 2015



Dream Makers Club - 2016



## We are so proud...

Recently, *Bianca Ramirez*, current Dental Assistant in Lordsburg has been notified by Arizona School of Dentistry and Oral Health (*ASDOH*) that she has been *accepted into* their *dental program starting August 2016*.

It all started with a site visit of ASDOH officials to Lordsburg clinic, where *HMS trains future dentists during their 4-week clinical rural rotations*.

After completing all the requirements *Bianca* is now on her way to become a very successful dentist who *wants to come back and practice at HMS in Lordsburg once she graduates*.



## Stage 2:

- Support of college students in successful entry to graduate programs.
- Clinical exposure coordination and support
- Mentoring Programs with School-Aged Children
- BA/MD summer practicum
- DAT and MCAT+ Academy: preparation for Medical School or other Graduate Entrance Exams
- Mock Interviews for Program Applicants
- Support of University health career clubs





## Stage 3:

- Facilitate rural and community-based internships and rotations
- Provide Housing
- Coordinate Scheduling
- Develop Affiliation Agreements with Universities
- Expand Number of Health Professionals Trained in various disciplines
- Develop Local Training Programs



# MAY – OCTOBER STUDENT ROTATIONS THROUGH FORWARD NM AT HMS

May-16 (No students in April)		
May 2- May 27	PA Student	NAU
May 9- June 3	Dental Student	ASDOH
May 30- June 24	PA Student	UNM
	June-16	
June 5- July 1	BA/MD	UNM
June 5- July 1	BA/MD	UNM
June 5- July 1	BA/MD	UNM
June 5- July 1	BA/MD	UNM
June 6- July 1	Med Student	U-of-A
June 6- July 1	Dental Student	ASDOH
June 20- July 21	P.I.E. Student	UNM
June 20- July 21	P.I.E. Student	UNM
June 20- July 21	P.I.E. Student	UNM
June 27- July 22	PA Student	UNM
June 27- August 3	NP Student	Southwest U
	July-16	
July 1- August 2	Psych Student	Cliff High School
TBD	Any Med Profession	Silver High School
July 11- August 19	Med St Audition Rotation	Saint George's U
July 18- August 18	Dental Student	ASDOH
	August- 16	
August 1- August 12	Dental Student	UTAH
August TBD	Pre-med student	WNMU
August 22- September 23	Dental Student	ASDOH
August 22- September 30	Med Student	U-of-A
August 22- September 30	Long. Med Student	U-of-A
	September- 16	
September 26- October 19	PA Student	NAU
	October- 16	
October 3- October 28	Dental Student	ASDOH
October 10- November 18	Long. Med Student	U-of-A
October 17- November 13	Med Student	Boston University
October 24- November 18	PA Student	NAU
October 31- November 23	Dental Student	ASDOH

29 Student rotations  
+ four residents  
May add more during same  
Time frame

## Stage 4:

- Improve recruitment and retention including Residency Development
- Align State programs with State Needs
- Recruit Primary Care Providers
  - Loan for Service
  - Loan Repayment
  - National and NM Health Services Corps
- NMPCTC: Improve Local Recruitment Capacity, Training Quality and Recruitment





# NEW MEXICO PRIMARY CARE TRAINING CONSORTIUM (NMPCTC) PRIMARY CARE IN THE LAND OF ENCHANTMENT

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# Mission and Vision

## Mission

**“The New Mexico Primary Care Training Consortium improves the quality of essential health services by supporting existing and developing new training opportunities to increase primary care workforce in New Mexico.”**

*Adopted Nov. 2014.*

## Vision

**For New Mexico to be an innovative leader in training family medicine physicians and other primary care providers working in the most underserved populations in high quality, integrated primary care health systems.**



# CONSORTIUM MEMBERS



**FARMINGTON:**

**ALBUQUERQUE:**

**ROSWELL:**

Presbyterian Medical Services (PMS)

First Choice Community Healthcare Clinics

Former – Eastern NM Family Medicine Program



# WHY A NEW MEXICO CONSORTIUM?

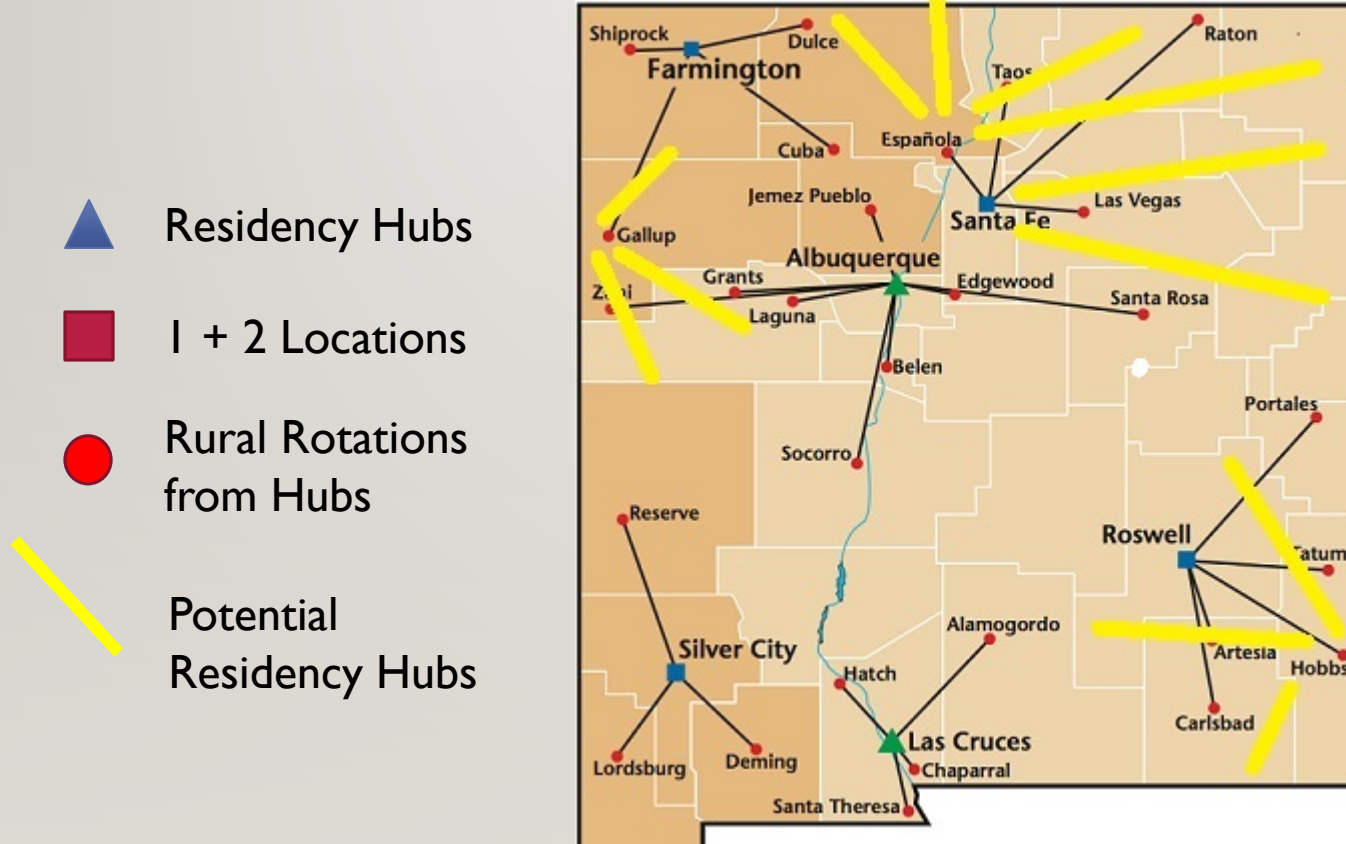
There is a historical relationship between the NM Family Medicine Residency Programs. Formalizing, strategizing and building that relationship serves to increase **quality** of primary care training in New Mexico by:

- Providing statewide advocacy, administration and financing of residency program development and operations
- Developing joint marketing and resident/faculty recruitment activities
- Developing and implementing Quality Improvement (QI)
- Shared professional development opportunities
- Expansion of existing and development of new residency and rural rotation programs
- Improve faculty and resident recruitment and training
- Building formal support



# Family Medicine Residency Support and Expansion

*Existing and Potential Locations*



**Conceptual Reach of Residency Training Hub / Spoke Model**

# FORWARD NM Success Stories



**Susan Bauer, DO**, completed her medical school clinical rural rotation at Hidalgo Medical Services coordinated by FORWARD NM. In 2016, she joins the HMS Family Medicine Residency Program in Silver City.



**Rachel Seltzer, MD**, completed her residency in Primary Care at Hidalgo Medical Services Family Medicine Residency Program from 2014-2016. After graduating in June, she will stay in Silver City to continue her practice.





And the list continues to grow.... Hidalgo Medical Services (HMS) providers that have passed through the FORWARD NM pipeline:

- Tiffany Kinter, PA-c
- Dara Foster, FNP
- Alexander Goeldner, PA-c
- Belen Vigil, CNP
- Julie Fitzgerald, PA-c
- Rachel Seltzer, MD
- Benjamin Cluff, MD
- Cid Summulong, MD
- Lynda Labranche, MD
- Magda Ramirez, MD

## Stage 5:

- Support improvements in Health Professional Policy and Programs.
- **Ultimate goal:** To increase the number of health care professionals working in Health Professional Shortage Areas (HPSAs) such as rural and frontier communities in New Mexico.





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