



# SC Area Health Education Consortium

FY 2023-24 Budget Hearing | January 19, 2023

# Key Officials

**Ann Lefebvre, MSW, CPHQ**

Executive Director

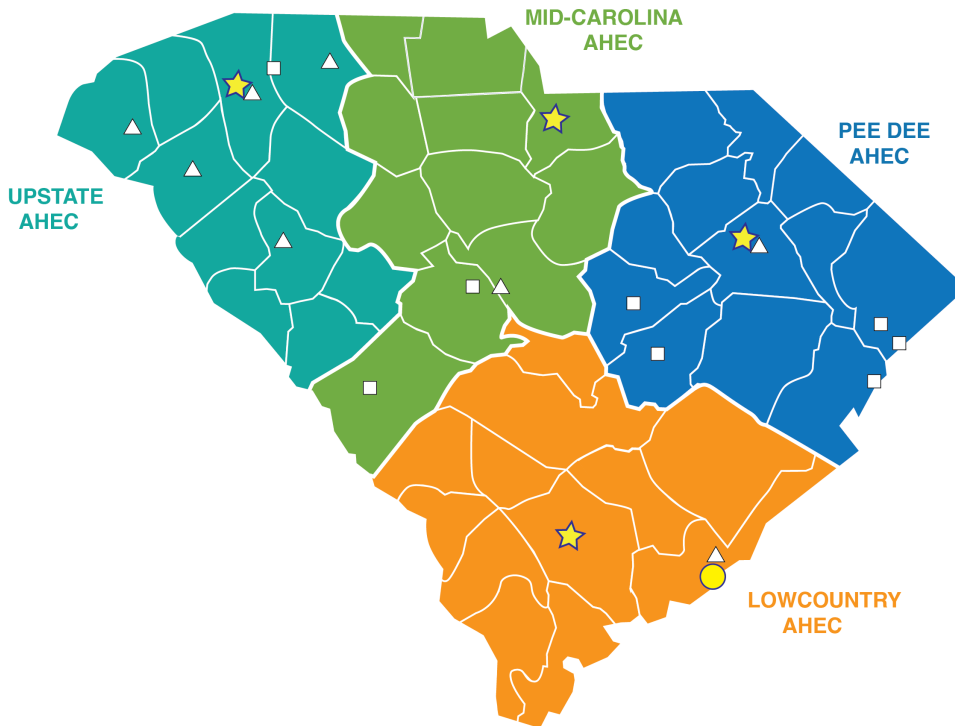
**Ali McMenamin, MA**

Director of Communications

**Katie Gaul, MA**

Director, SC Office for Healthcare Workforce

# Agency Overview



★ **4 regional centers**  
serve the entire state

● **1 program office**  
housed at MUSC

△ **8 family medicine residency**  
**programs receive family**  
**practice appropriations**

□ **8 new family medicine**  
**residency program**  
**partners**

# Program Areas



## Health Careers Pipeline Program

Supports diverse high school and college students on their paths to becoming healthcare professionals, building a future healthcare workforce that is representative of the communities it serves.



## Recruitment & Retention Program

Provides financial incentives to healthcare professionals who practice in rural and underserved areas to improve the distribution of providers statewide.



## Health Professions Student Program

Provides community-based training experiences, exposing students to the opportunities of working in rural and underserved areas of South Carolina.



## Continuing Professional Development

Enhances clinical skills, addresses ongoing and emerging health trends and helps professionals maintain their licensure and certifications.



## Graduate Medical Education

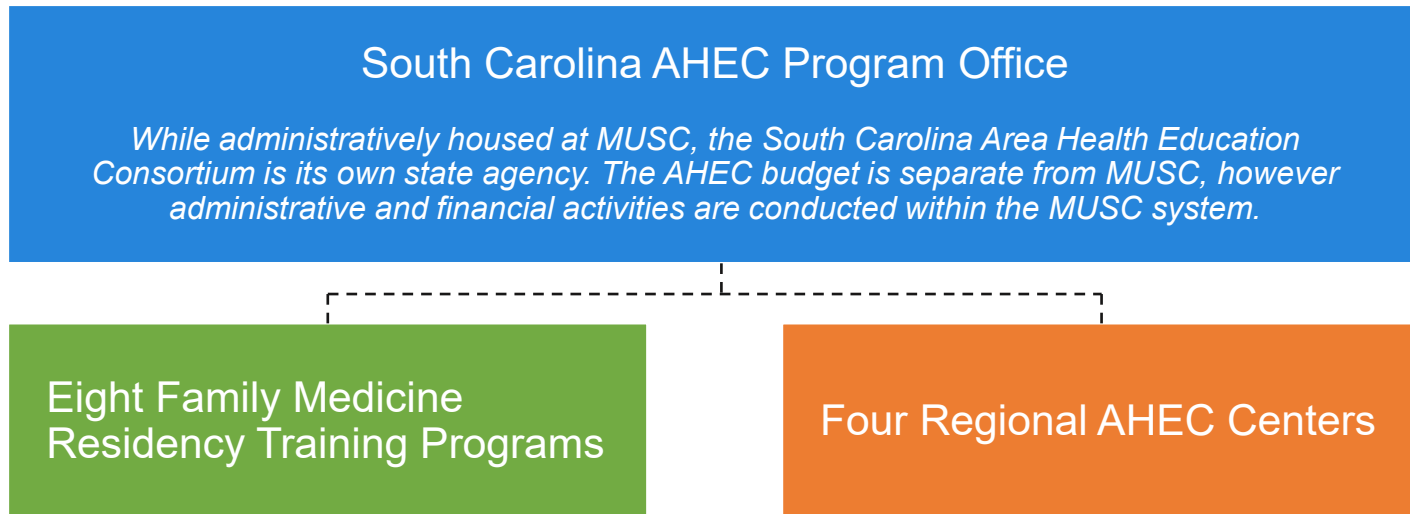
Works collaboratively with all of the family medicine residency programs in the state to facilitate recruitment for high-quality training in family medicine in South Carolina.



## SC Office for Healthcare Workforce

Analyzes data and provides policy-relevant information about the healthcare workforce in South Carolina.

# Organizational Chart



----- The dotted lines reflect the contractual relationships between the South Carolina AHEC Program Office, the South Carolina community teaching hospitals and the Regional AHEC Centers.

# In Partnership with:

## State-Level Health/Healthcare Partnerships

SC Office of Rural Health, SC DHEC Office of Primary Care, SC Primary Health Care Association (representing the state's FQHCs), SC Department of Social Services, SC Department of Health and Environmental Control (DHEC), SC Department of Alcohol and Other Drug Abuse Services (DAODAS), SC Department of Human and Health Services (DHHS), SC Birth Outcomes Initiative, SC Behavioral Health Coalition (Including BHC Leadership Team), Alliance for a Healthier SC, SC Health Action Coalition, SC Immunization Coalition, SC Institute for Medicine and Public Health, SC Telehealth Alliance, National Library of Medicine Region 2, USC Center for Rural and Primary Care, SC Hospital Association, SC Medical Association, SC Academy of Family Physicians, SC's 16 Family Medicine Residency Programs (Aiken Regional FMRP, AnMed Health FMRP, Conway Medical Center FMRP, Grand Strand Health FMRP, Lexington Medical Center FMRP, McLeod Health FMRP, McLeod Health Rural FMRP, MUSC Health FMRP, Prisma Health/USC (Columbia, Greenville, Greer, Seneca, and Sumter FMRPs), Self Regional Healthcare FMRP, Spartanburg Regional Healthcare FMRP, Tidelands Health FMRP)

*(List is not exhaustive)*

## Academic Partners

SC Technical College System, SC Commission on Higher Education, SC Department of Education (Regional Career Specialist), Benedict College, Darlington Technical College, Denmark Technical College, Orangeburg-Calhoun Technical College, Claflin University, Morris College, Voorhees College, Allen University, Anderson University, Charleston Southern University, Edward Via College of Osteopathic Medicine (VCOM) Carolinas Campus, Francis Marion University, McLeod School of Medical Technology, MUSC, Midlands Technical College, North Greenville University, Presbyterian College School of Pharmacy, SC State University, South University, Trident Technical College, University of South Carolina, Winthrop University, USC Lancaster, USC Salkehatchie, USC Upstate, Trident Technical College Talent Search, MUSC Community Engagement Board Committee, USC School of Medicine Med School Mentors, National Council of Negro Women, Prisma Health- MedEx Academy, Hispanic Alliance, USC Arnold School of Public Health, HOSA, plus 161 high schools statewide

## Partners for Training & Workforce

SC Department of Labor, Licensing and Regulation (LLR), SC Revenue & Fiscal Affairs Office (RFA), SC Department of Commerce (Regional Workforce Boards and Advisors), SC Department of Employment and Workforce (DEW), SC Works, Trident SC Works, Lowcountry Workforce Development Board, Pee Dee RECAB (SC Dept of Commerce Regional Education Center Advisory Board), Pee Dee Workforce Development Board, Greenville Workforce Development Board, Midlands Education & Business Alliance, SC H-1B Rural Health Grant Partnership Advisory Board, SC Leadership Education in Neurodevelopmental and Related Disorders Training Programs (SC LEND – HRSA Grant), Upper Midlands Rural Health Network, SC Community Health Worker Credentialing Council Member, MUSC College of Nursing (HRSA ANEW Grant), Beaufort Jasper Hampton Comprehensive Health Services; Low Country Health Care System, Inc.; St. James Health and Wellness; Fetter Health Care Network; Genesis Health Care, Inc.; Family Health Centers, Inc.; Affinity Health Center; North Central Family Medicine; Plexus Health; Samaritan Free Clinic (local); CareSouth of SC; Darlington Free Medical Clinic; House of Hope; Little River Medical Center; Salvation Army; Tandem Health Care; Greenville Free Clinic; New Horizon; Spartanburg Regional; Self Regional; The Phoenix Center; Allendale County Hospital (operates 2 rural health clinics)

# FTE Breakdown

<b>Authorized FTEs</b>	<b>27.32</b>
<b>Active FTEs</b>	<b>22</b>
	Filled - 19
	Vacant - 3
<b>Inactive FTEs</b>	<b>5.32</b>

# Funding Streams – FY22

	Total	Percentage
State	\$11,353,530.00	86.4%
Federal	\$1,296,675.50	9.9%
Other	\$483,224.99	3.7%
<b>Total</b>	<b>\$13,133,430.49</b>	<b>100%</b>

As reported in the FY22 Accountability Report: <https://www.scstatehouse.gov/reports/aar2022/H510%20and%20H530.pdf>

## Carry Forward

SC AHEC did not carry forward state dollars in FY22.



# Accountability Report Highlights

While the South Carolina Area Health Education Consortium is a separate state agency, the administrative and financial activities are conducted within the MUSC system. South Carolina AHEC's information is included in MUSC's accountability reporting and highlighted here:

*Strategy 1.3: Provide infrastructure and support across the state to ensure continued practice of healthcare providers*

- Goal: All AHEC centers meet requirements for continuing professional development, clinical student placements, and health career pipelines throughout the state
  - **Goal met:** 4/4 centers
- Goal: All Family Medicine Residency Programs (FMRPs) will meet the requirements of providing training for family medicine residents as stipulated in their contracts
  - **Goal met:** 8/8 FMRPs
- Goal: Percent of providers participating in the rural providers incentive program at SC AHEC that will be retained in their rural practice placements for the entire fiscal year
  - **Goal exceeded:** 94% of participating providers retained (target: 80%)

# Federal Relief & Grant Funds

## SC AHEC Federal Relief Funds Summary as of December 2022

### Relief Funds Received

Amount	Date Received	Date Required to be Spent	Relief Bill or Fed Grant Title	Summary of Need/Use	Spent	Remaining
\$95,455.00	5/1/20	4/30/21	Area Health Education Centers Program COVID	Assigned to AHEC by HRSA to provide trainings about and promote the use of telehealth in response to COVID-19 and to provide trainings to healthcare professionals and students related to COVID-19	\$95,351.28	\$103.72

*There are no additional funds requested or applications pending.*

Increased Funding Update:

# AHEC Health Careers Programs

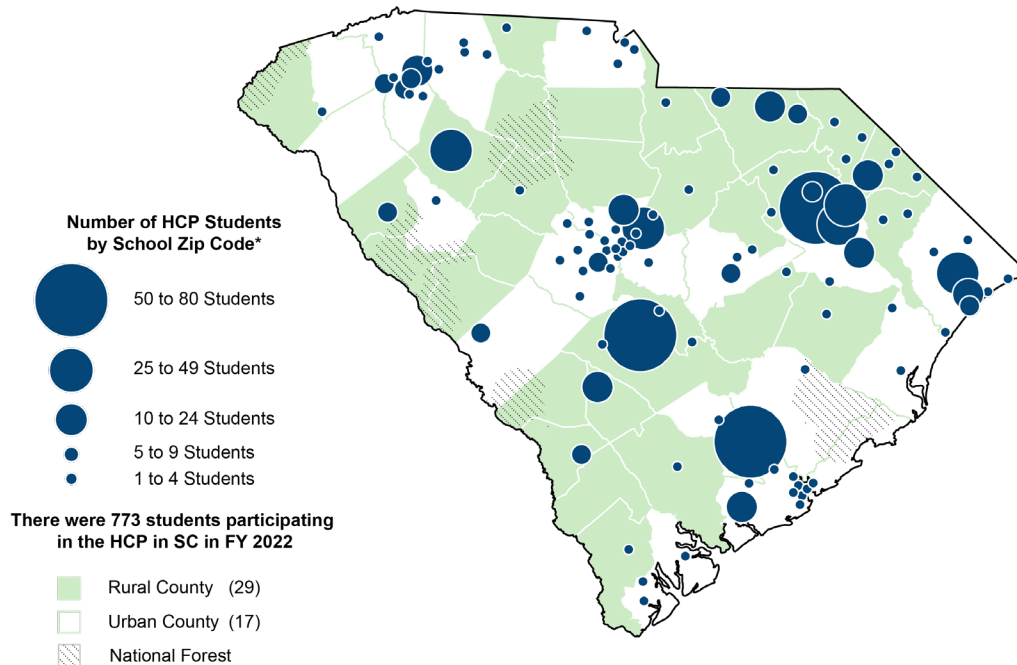


- \$670,000 increase in recurring funds for FY23
- The regional AHEC Centers have hired new staff and are working to expand program areas served and services offered
- Initial data from this fiscal year is showing increases in students served and new partner schools

# FY22 Outcomes:

# AHEC Health Careers Programs

## South Carolina AHEC Health Careers Program (HCP) Student School Locations July 1, 2021 - June 30, 2022



- **24,583** total contact hours of programming delivered to 773 high school and college students
- **54%** of HCP students identified as Black, Indigenous and/or People of Color\*
- **57%** of HCP students were from rural areas

\* Percent of total students for whom race/ethnicity data was available/provided

Note: \*Data show the unique number of Health Careers Program participants in FY2022 (7/1/2021-6/30/2022), by students' secondary school zip code. If secondary school zip code was missing, post-secondary school zip code was used (n=126). If that was missing, home zip code was used (n=85). Map excludes 16 out-of-state records and 10 records that were missing zip code. Source: HCP data from South Carolina AHEC. Rural definition from the U.S. Census Bureau, Geography Division, <https://www.census.gov/programs-surveys/geography/guidance/geo-areas/urban-rural/2010-urban-rural.html>. Rural counties are those counties where 50% or more of the population lives outside an urbanized area, based on the 2010 Census counts. Administrative Forest Boundaries (Feature Layer) from the USDA Forest Service FSGeodata Clearinghouse, accessed 2/2/2022.

# FY22 AHEC Program Highlights

## Graduate Medical Education

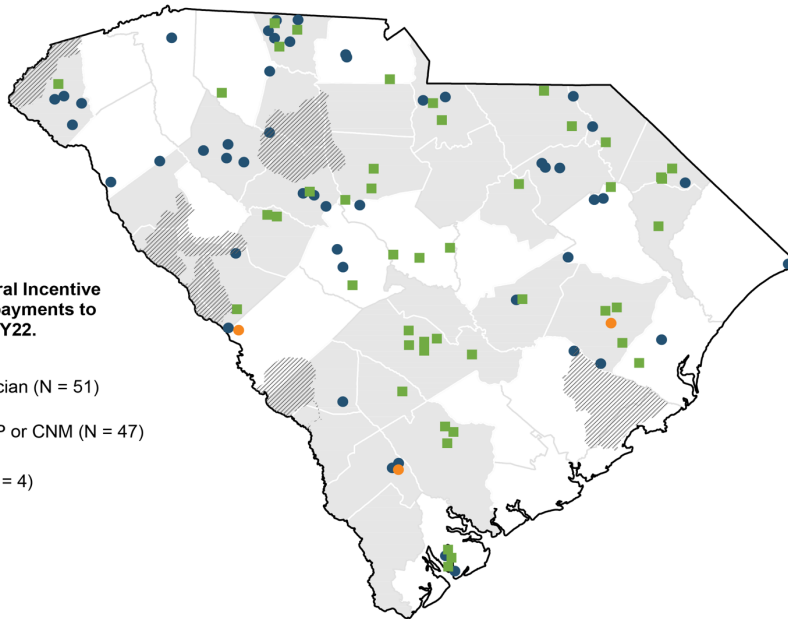


- 68 medical students from 17 medical schools attended SC Family Medicine Interest Day
- 236 registrations for training accrued by residents on the AHEC Learning Portal
- 128 residents participating in training via the AHEC Learning Portal

# FY22 AHEC Program Highlights

## Rural Physician Incentive Grant Program

### South Carolina Rural Incentive Grant Recipients - FY22



- 102 providers active in the Rural Incentive Grant Program, practicing in 35 counties
- Including 31 new providers funded in FY22:
  - 12 Physicians
  - 17 Advanced Practice Nurses
  - 2 Physician Assistants

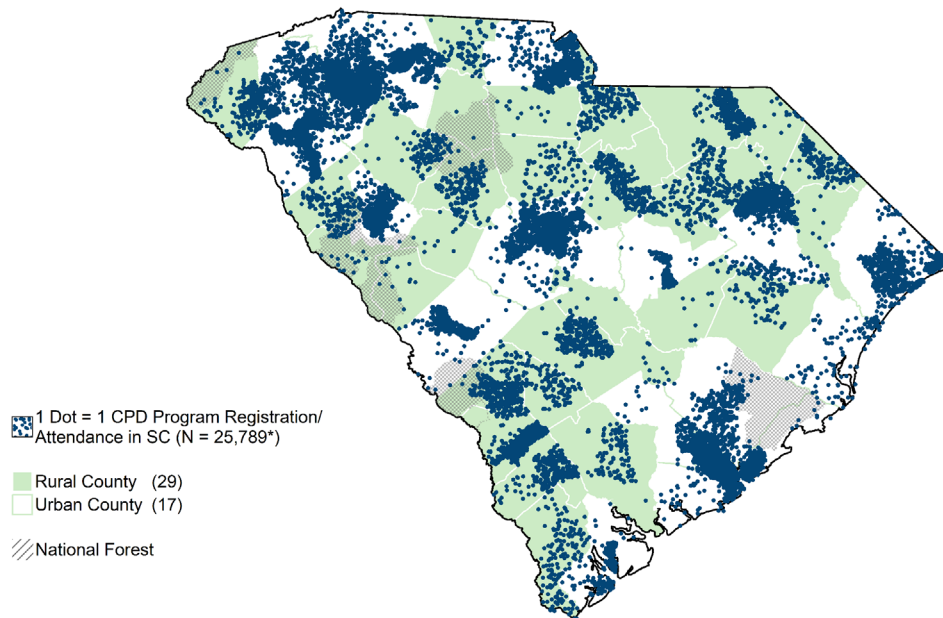
Map Note: Information is based on the provider's current practice zip code in 2022. Dots are randomly scattered within the zip code area and may not indicate a precise address. Source: Rural Incentive Grant Program recipient data from South Carolina AHEC. Rural definition from the U.S. Census Bureau, Geography Division, <https://www.census.gov/programs-surveys/geography/guidance/geo-areas/urban-rural/2010-urban-rural.html>. Rural counties are those counties where 50% or more of the population lives outside an urbanized area, based on the 2010 Census counts. Administrative Forest Boundaries (Feature Layer) from the USDA Forest Service FSGeodata Clearinghouse, accessed 2/2/2022. Produced by: South Carolina Office for Healthcare Workforce, a division of South Carolina AHEC.



# FY22 AHEC Program Highlights

## Continuing Professional Development

South Carolina AHEC Continuing Professional Development (CPD) Participation,  
South Carolina, July 1, 2021 - June 30, 2022



- **18,401** registrations from health professionals in medically-underserved communities
- **4,791** registrations from health professionals in rural communities
- **57,753** total contact hours of training & education statewide

Map Note: \*Data show the number of continuing professional development program registrations/attendances provided in FY2022 (7/1/2021-6/30/2022), by individuals' self-reported practice zip code. Dots are scattered randomly within the zip code area and show 25,789 records within South Carolina. Map excludes 1,078 out-of-state records and 4,753 records that were missing zip code. Source: CPD data from South Carolina AHEC. Rural definition from the U.S. Census Bureau, Geography Division, <https://www.census.gov/programs-surveys/geography/guidance/geo-areas/urban-rural/2010-urban-rural.html>. Rural counties are those counties where 50% or more of the population lives outside an urbanized area, based on the 2010 Census counts. Administrative Forest Boundaries (Feature Layer) from the USDA Forest Service FSGeodata Clearinghouse, accessed 2/2/2022. Produced by: South Carolina Office for Healthcare Workforce, a division of South Carolina AHEC.

# Budget Requests

South Carolina AHEC has 3 recurring requests totaling \$1,070,000.

South Carolina AHEC has no:

- Non-recurring requests
- Capital requests
- Proviso requests



# Recurring Budget Requests

## Priority 1

To Establish a Nursing Workforce Research Unit in the SC Office for Healthcare Workforce at SC AHEC

\$500,000

## Priority 2

Rural Clinical Student Training Enhancement

\$320,000

## Priority 3

Rural Dentist Loan Repayment Program

\$250,000

# Nursing Workforce Unit within SCOHW

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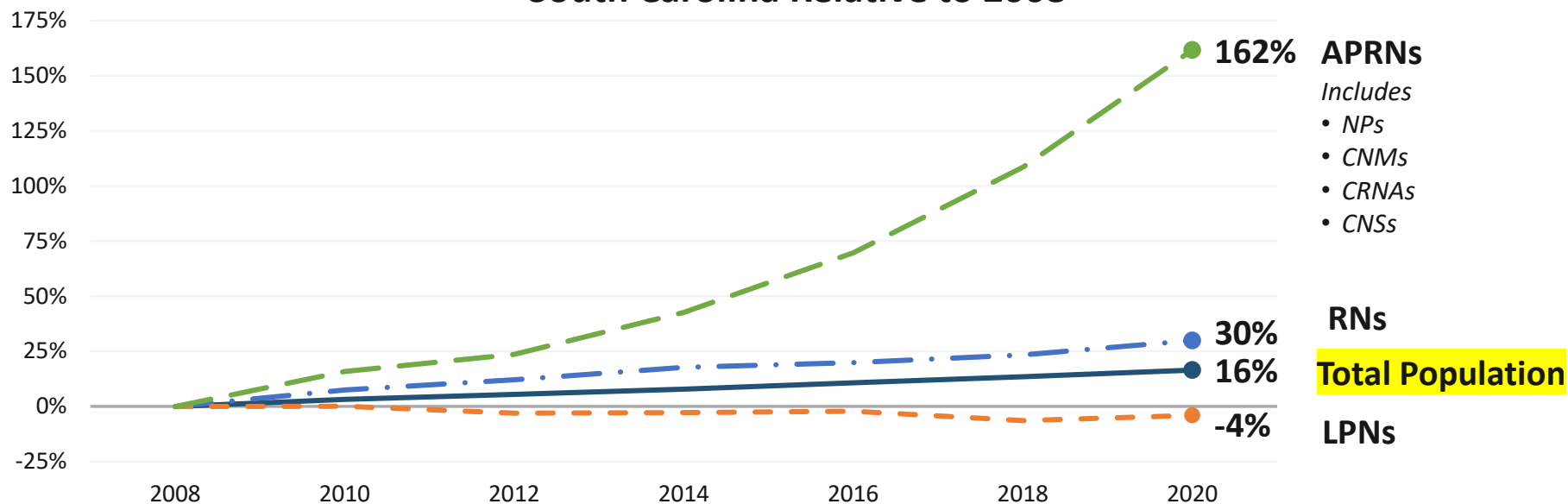
**Budget Request Priority 1:  
\$500,000**

# Nursing Shortage in the Headlines



Nurses are the largest licensed health profession in the state: at 58,318 actively practicing nurses, more than 4x larger than the next biggest profession.

### Change in APRNs, RNs, LPNs and Total Population in South Carolina Relative to 2008



**Notes:** The information in this table includes all licensed practical nurses, registered nurses and advanced practice registered nurses (NPs, CNMs, CRNAs, CNSs) with an active license to practice and a primary practice location in a nonfederal setting in South Carolina as of two-months after their license lapse date (April 30 of even years, Sept 30, 2020). **Nurse data source:** South Carolina Office for Healthcare Workforce, South Carolina AHEC, with data collected by the SC Board of Nursing under the SC Department of Labor, Licensing and Regulation and obtained from the South Carolina Revenue and Fiscal Affairs Office.

**Population data source:** DHEC SCAN, [https://apps.dhec.sc.gov/Health/SCAN\\_BDP/tables/populationtable.aspx](https://apps.dhec.sc.gov/Health/SCAN_BDP/tables/populationtable.aspx), all ethnicities, both sexes, all ages, 2008-2020.

# Nursing is Unique

- Licensed Practical Nurse (LPN)
- Registered Nurse (RN)
- Nurse Practitioner (NP)
- Certified Nurse Midwife (CNM)
- Certified Registered Nurse Anesthetist (CRNA)
- Clinical Nurse Specialist (CNS)

## Example of Stackable Degrees

Doctor of Nursing  
Practice (DNP)

Master of Science in  
Nursing (MSN)

Bachelor of Science  
in Nursing (BSN)

Associate of Science  
in Nursing (ADN)

# Gaps in the Data

## Why are nurses choosing travel nursing?

How many nursing students can programs in our state train?

How does wage/salary affect workforce stability?

## Why are nurses leaving the bedside?

How many job vacancies are there really?

How do reimbursement policies affect the workforce?

## Do we have the right nurses in the right places?

What factors most affect nurse burnout and resilience?

Is there enough nursing faculty?

What info is needed to support payment innovations?

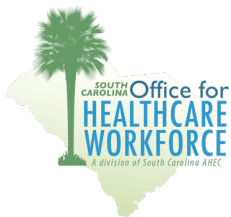
How many nurses do hospitals need?

How does the nursing career ladder affect the supply of bedside nurses?

How can we support nurses for job retention?

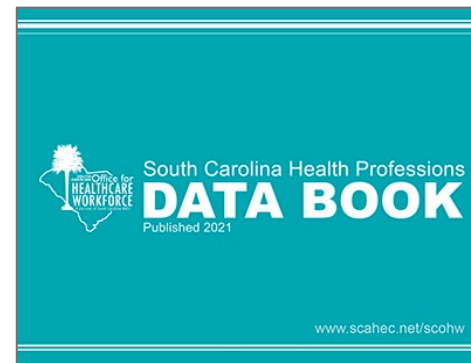
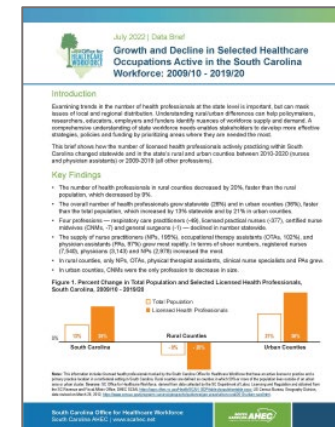
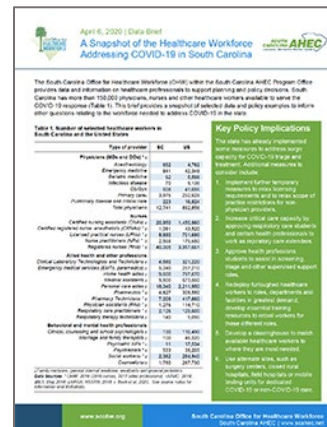
## What issues affect nurse licensure?

Are more nursing education programs needed?



# South Carolina Office for Healthcare Workforce

- Studies the issues that affect the balance of supply and demand in SC's healthcare workforce
- Small team studies and disseminates objective, timely information
- Focuses on 20 licensed health professions
- Publications provide data to help drive policy decisions



Reports available at: [www.scahec.net/scohw](http://www.scahec.net/scohw)

# Recurring Budget Request

\$500,000 to establish a dedicated nursing workforce research unit, including:

- \$300,000 for 3 FTEs\* to focus on nursing research, analysis, data visualization and information dissemination
- \$150,000 for advisory board and subcontractors (i.e., subject matter experts and other partners who have access to data sources)
- \$50,000 for materials and operations

*\*SC AHEC currently has the FTEs authorized to cover these positions.  
No additional FTEs are being requested at this time.*

## Potential Advisory Group Members

SC Nurses Association  
SC Board of Nursing  
SC DHEC  
SC Office of Rural Health  
SC Hospital Association  
SC Primary Health Care Assoc.  
Workforce Development Boards  
Inst. of Medicine & Public Health  
Colleges of Nursing  
Technical Colleges  
Nursing Deans & Directors Council  
SC Commission on Higher Ed.  
Health Systems  
Rural Hospital CEOs  
Other Employers of Nurses  
Nursing Researchers  
Members of the Public  
State Agencies & Elected Officials  
Organizations Representing Nurses



# Rural Clinical Student Training Enhancement

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**Budget Request Priority 2:  
\$320,000**



# Rural Training Supports Rural Practice

Evidence shows when health professions students are exposed to training experiences in rural/underserved areas during their education, they are more likely to ultimately practice in a rural/underserved area.



# AHEC Health Professions Student Programs

Expose students to the opportunities of working in rural and underserved areas of South Carolina



Facilitating student placements in rural/underserved communities



Recruiting preceptors and clinical teaching sites



Assisting students with housing in rural communities



Orienting students to communities



Linking students to community-based projects



Facilitating interprofessional education activities

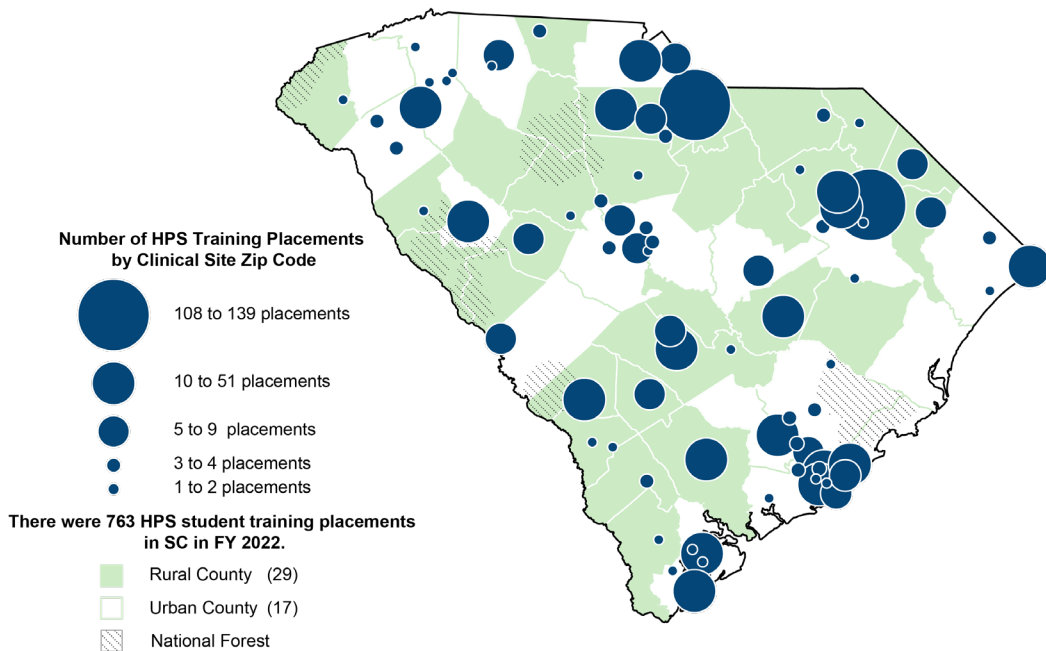


Providing logistical and technology support to practices

# FY22 AHEC Program Highlights

## Health Professions Student Programs

### South Carolina AHEC Health Professions Student (HPS) Program Student Training Placements, FY 2022



- **763** training site placements
  - **63%** in rural setting
  - **52%** in medically underserved setting
  - **53%** in a primary care setting
- **601** preceptors at **199** community-based training sites

Map Note: Data are based on the number of students participating in the SC AHEC HPS Program who performed clinical rotations in 2022 at the clinical sites shown. Dots are located at the zip code centroid (center) and may not represent actual street location. Map excludes out-of-state placements. Source: Student data from South Carolina AHEC. Rural definition from the U.S. Census Bureau, Geography Division, <https://www.census.gov/programs-surveys/geography/guidance/geo-areas/urban-rural/2010-urban-rural.html>. Rural counties are those counties where 50% or more of the population lives outside an urbanized area, based on the 2010 Census counts. Administrative Forest Boundaries (Feature Layer) from the USDA Forest Service FSGeodata Clearinghouse, accessed 2/2/2022.

Produced by: South Carolina Office for Healthcare Workforce, a division of South Carolina AHEC.



# Recurring Budget Request

\$320,000 distributed equally (\$80,000) to the four regional AHEC Centers to support additional:

- Community-based programming
- Recruitment and training for preceptors
- Housing for students on rural/underserved placements
- Mentoring and support for students interested in rural practice

*\*Any personnel hired at contracted regional AHEC centers are not state employees/FTEs*



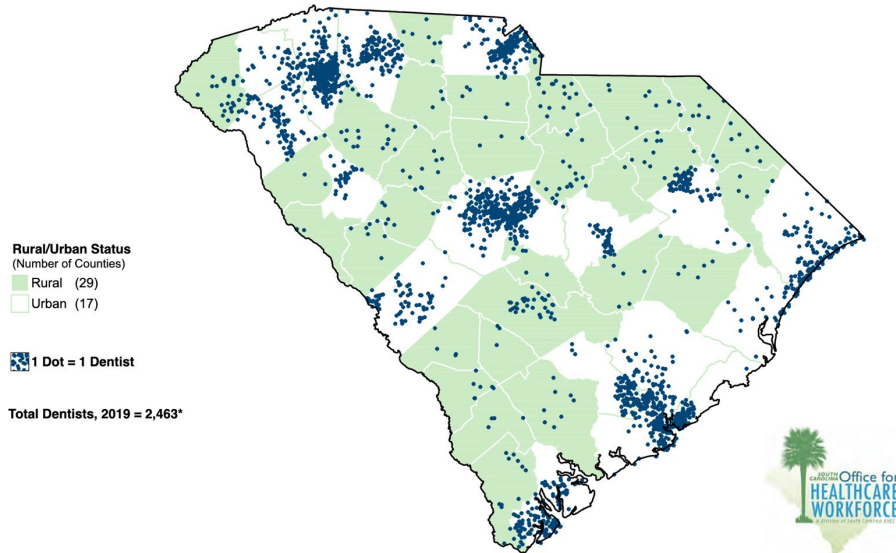
# Rural Dentist Program

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**Budget Request Priority 3:  
\$250,000**

# Supporting SC's Oral Health Workforce

Dentists by Primary Practice Location  
South Carolina, 2019



- Rural Dentist Program established by Proviso 23.1 in 2005 to address maldistribution of dentists in the state
- Recipients are contracted to practice in a rural/underserved area for 4 years or to serve as MUSC Dental Faculty for 1 year
- Rural Dentist Board makes funding award recommendations



FY19 Recipient

Last  
Fiscal  
Year

4 Community  
Dentists  
Funded

2 MUSC  
Dental Faculty  
Funded

# Recurring Budget Request

- **\$250,000 increase**  
to supplement the proviso appropriations to fund more dentists through this program
- To support up to 3 more eligible dentists each year
- AHEC would not take any administrative costs, all increased funding will be distributed directly to eligible dentists

Fiscal Year	Funded		Eligible Community Dentist Applications Denied
	Comm. Dentist	Faculty	
2018	4	4	3
2019	3	4	3
2020	5	3	13
2021	5	1	10
2022	4	2	7
<b>Total</b>	<b>21</b>	<b>14</b>	<b>36</b>



# Questions?

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*South Carolina AHEC builds and supports the healthcare workforce  
South Carolina needs for every community to have access to  
diverse, high-quality, patient-focused care.*

[www.scahec.net](http://www.scahec.net)