



HEALTH PROFESSIONS INITIATIVE

Summary of Grantee Technical Assistance

The Colorado Trust’s Health Professions Initiative, a three-year (2005-2008), \$10.2 million effort, provides funding for programs that are working to increase the number of health professionals in Colorado. These 21 programs focus on increasing education, training and advancement opportunities for underserved individuals from diverse backgrounds including those from rural areas. The aim is to increase the number of individuals in health professions in Colorado in all disciplines (primary, mental and dental health care professionals, as well as pharmacists), by stimulating partnerships among community-based organizations, schools and health professionals, and supporting certification of foreign-born health care professionals now living in Colorado.

TECHNICAL ASSISTANCE

The Colorado Area Health Education Centers (AHEC) System is providing technical assistance and consultation services for the Health Professions Initiative grantees. Since 1977, the Colorado AHEC System has served as an academic-community partnership network serving designated regions of the state. The mission of the Colorado AHEC System is to improve the quality and accessibility of education for health care personnel in Colorado in order to enhance the delivery of health care services throughout the state, with special emphasis on frontier, rural and urban communities, and minority populations. The statewide AHEC system director and the regional AHEC executive directors conducted focused interviews with the 21 grantees, identified their challenges and designed technical assistance work plans according to their assessed needs. Each regional AHEC office staffs education and organization development experts who can provide local assistance and consultation support for grantees.

CHALLENGE	TECHNICAL ASSISTANCE OFFERED
Advancement of Current Employees	<ul style="list-style-type: none"> ■ Workshops on “grow-your-own” strategies for health personnel employers ■ Resources on career ladder programs and pathways for health professionals ■ Convening career ladder subgroup of grantees interested in this topic ■ Directory on educational scholarship and financing opportunities
Clinical Placements	<ul style="list-style-type: none"> ■ Centralized database for clinical placements of health professions students ■ Coaching on preceptor development

CHALLENGE	TECHNICAL ASSISTANCE OFFERED
Faculty Development and Capacity Building	<ul style="list-style-type: none"> ■ Faculty/preceptor mentoring and coaching ■ Participation in statewide clinical scholars program ■ Resources on teaching and learning in the health professions ■ Development of faculty/preceptor development materials ■ Providing faculty/preceptor development training and workshops
Program Sustainability	<ul style="list-style-type: none"> ■ Consultation on locating grant opportunities ■ Consultation on fundraising strategies ■ Consultation on strategies to sustain programs through institutional and community support
Student Evaluation and Assessment	<ul style="list-style-type: none"> ■ Workshops on designing tests, laboratory examinations, clinical assessments and other forms of student evaluation
Student Recruitment	<ul style="list-style-type: none"> ■ Access to AHEC health careers pipeline activities ■ Workshops on “grow-your-own” strategies for health personnel employers ■ Resources on student recruitment best practices ■ Resources on health careers choices ■ Online Health Careers Guide ■ Directory of education financing opportunities ■ Participation in Career Institutes and Career Opportunity Days
Student Retention	<ul style="list-style-type: none"> ■ Resources on student retention best practices ■ Implementing career assessment tool prior to program enrollment ■ Conducting student integration day ■ Conducting student community building activities

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