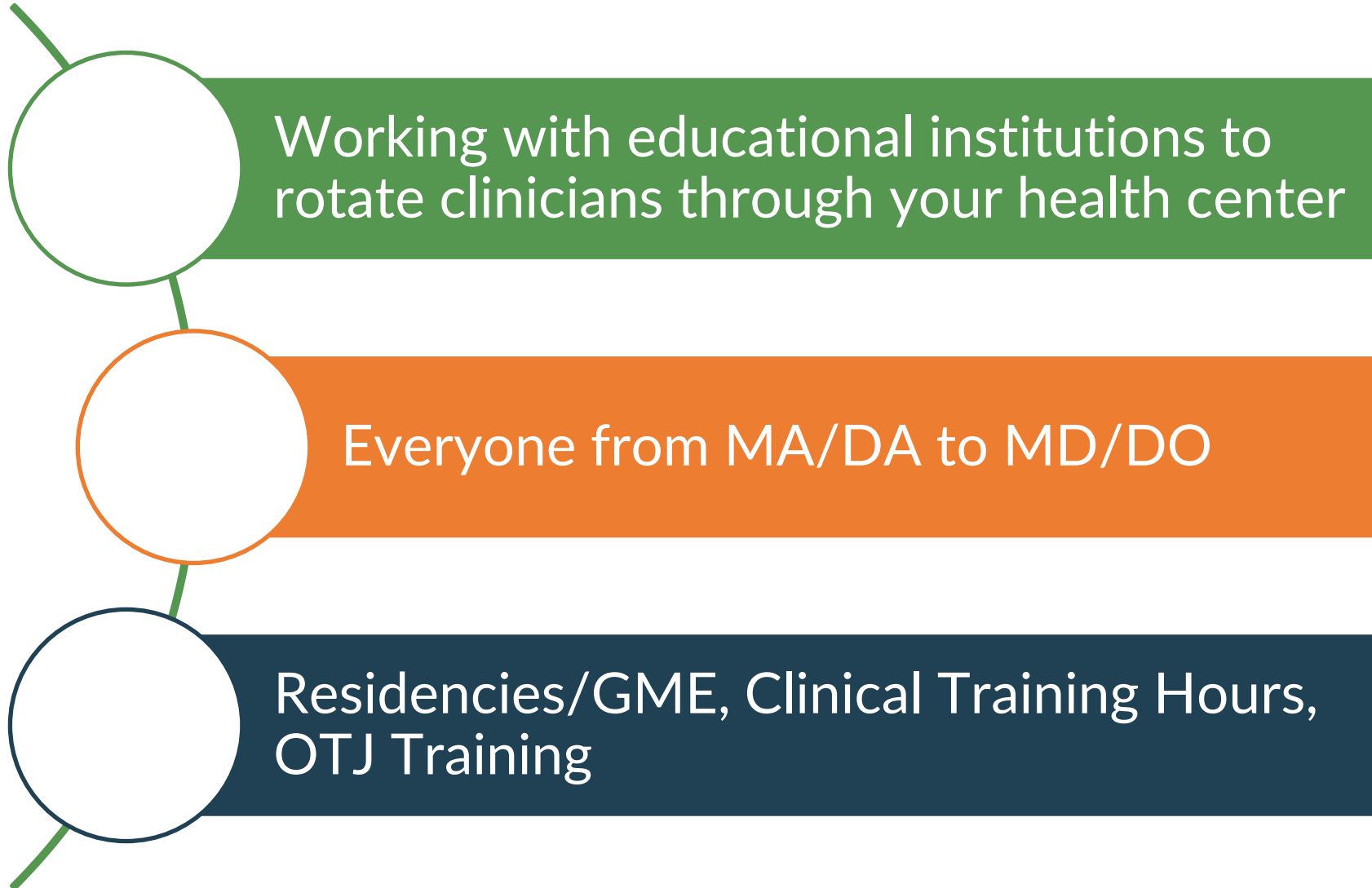




BUILDING HP-ET INTO YOUR CWP

WHAT IS HP-ET?



WHY IS HP-ET?



- Consider the current landscape
- Exposes new clinical care providers to the existence, mission, and opportunity of HCs
- Introduces HCs to new people
- Offers staff the opportunity to help teach and train
- Shows future providers the high need but wonderful and varied population they can work with at HCs
- Offers opportunities for new primary care providers, including NHSC
- Augments existing recruitment strategies

HOW IS HP-ET?

Pathways Programs Across the Spectrum



HOW IS HP-ET?

To Do's



1. Assess site capabilities
2. Assess local or regional hospital-based education programs
3. Assess local or regional educational institutions & clinical programs
4. Identify other health centers for potential partnership (with or without extant HPET programs)
5. Identify HPET program(s) appropriate to your HC
6. Find points of contact: Hospitals/Other medical providers
7. Find points of contact: Education / GME programs
8. Find points of contact: Accreditation bodies
9. Evaluate accreditation, clinical supervision, and other program requirements
10. Identify an HPET Program Implementation Team at your HC
11. Develop timeline
12. Identify milestones
13. Assign tasks to HPET Program Implementation Team
14. Set up M&E process & review timeline
15. Implement Program
16. Identify trainees and reach out for recruiting

JEDI & HP-ET?



- Consider Career Pathways/Ladders to increase diversity in leadership positions
- Seek out HBCUs and other minority-serving institutions
- Integrate JEDI into clinical training
- Offer JEDI professional development
- Integrate JEDI into you health center's core culture

HP-ET ANALYSIS



Provider Needs by Provider Type Summary

Provider Type	Average Annual Tenure Trend	Average Annual Turnover	Average Vacancy Rates	Average Recruitment Time	Average Onboarding Time	Conclusions & Areas for Improvement or Strategy Development

HP-ET ANALYSIS



Provider Demographics by Provider Type

**Repeat this chart for all tracked demographics – disability, gender identity, LGBTQIO+, age, etc. If large minority communities are within the CHC's service area, create charts with specific demographics.*

Provider Type	% Providers of Color FYE 21	% Providers of Color FYE 22	% Providers of Color FYE 23	Three-Year Average	Average % Providers of Color (% increase/decrease)

Patient Demographics Over Time

**Repeat this chart for all tracked demographics – disability, gender identity, LGBTQIO+, age, etc. If large minority communities are within the CHC's service area, create charts with specific demographics.*

Provider Type	% Patients of Color FYE 21	% Patients of Color FYE 22	% Patients of Color FYE 23	Three-Year Average	Average % Patients of Color (% increase/decrease)

HP-ET ANALYSIS



Performance Metric by Training Program (Internal)

Training Program	Learner Satisfaction Rate	Faculty/Preceptor Satisfaction Rate	Training Partner Satisfaction (if applicable)	Hires/Recruits from Program

HP-ET RESOURCES



- **Medical Assistants:** [Commission on Accreditation of Allied Health Education Programs \(CAAHEP\)](#) or the [Accrediting Bureau of Health Education Schools \(ABHES\)](#)
- **Community Health Workers:** State-by-state program requirements - [Rural Health Info](#) or [National Association of Community Health Workers](#)
- **Pharmacy Technicians:** [ASHP/ACPE Pharmacy Technician Accreditation Commission](#)
- **Social Workers:** [Council on Social Work Education \(CSWE\)](#)
- **Psychology Internships & Post-Doc Residencies:** [American Psychological Association \(APA\)](#)
- **MD/DO Residencies:** [Accreditation Council for Graduate Medical Education \(ACGME\)](#)
- **Advanced Dental Education:** [Commission on Dental Accreditation \(CODA\)](#)
- **Nurse Practitioner Residencies:** [National Nurse Practitioner Residency & Fellowship Training Consortium \(NNPRFTC\)](#)
- **Physician Assistant/Associate Postgraduate Education:** [Accreditation Review Commission on Education for Physician Assistants, Inc \(ARC-PA\)](#)
- **List of Nursing Education Accreditation Bodies** (the clinical training experience site usually does not have to obtain their own accreditation): [NursingCAS](#)

Once you know what type of program your health center wants to provide, link with local educational institutions and/or hospitals, and contact the accreditation body to get started building your program.

HP-ET RESOURCES



From the California Primary Care Association (**CPCA**) – www.cPCA.org

- [HP-ET Template for Assessment & Action Planning \(Store Item\)](#)
- [Residency Roadmap](#)
- [Resources List](#)

Other useful resources:

[CHAMPS “Pipeline Development Tools”](#) (large collection of HPET resources)

[NIMAA \(Medical Assistants\)](#)

[HRSA Health Workforce Connector](#)

[National AHEC \(Area Health Education Centers\)](#)

HP-ET RESOURCES



And of course...



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QUESTIONS





Breakout Groups

- 10 minutes for small group discussions
- Select someone to take notes and someone to report out
- Use the Health Professions Education & Training Workshop Activity document