

South Carolina Area Health Education Consortium



ANNUAL 2019 REPORT

Building and Supporting the Healthcare Workforce South Carolina Needs

Introduction










Ann Lefebvre, MSW, CPHQ
SC AHEC Executive Director

Welcome to the 2019 Annual Report!

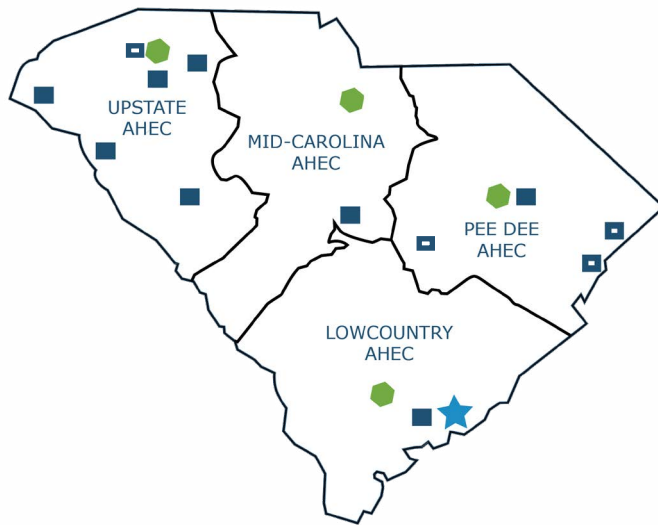
As Executive Director of South Carolina AHEC, I am pleased to release our annual report representing our work for the past fiscal year. Our commitment to building and supporting the healthcare workforce in the state of South Carolina shines through our staff and their work with students, practicing professionals and our organizational partners across the state. We proudly serve the state and are committed to innovating our programs and services to support the workforce needed to care for all local communities.

Our accomplishments for the past year include:

-  Regional AHEC centers **increased programming reach for high school and college students in the Health Careers Program - accruing more than a five-fold increase** in student contact hours over the previous year.
-  AHEC Health Professions Student coordinators facilitated **nearly 35% more student training placements in medically underserved communities.**
-  South Carolina AHEC continues to **increase its collaboration with the family medicine residency programs in the state** to enhance recruitment initiatives for primary care.
-  The Rural Incentive Grant program was able to **fund 4 additional providers over last year to practice in rural and underserved communities.**
-  AHEC **increased delivery of education to providers in medically underserved areas - accruing nearly a three-fold increase** in registrations for programs focused on practice transformation and other topics.
-  AHEC **expanded its catalog of telehealth education offerings** by partnering with organizations statewide to **create four telehealth modules available free, online and on-demand** to health professionals and students statewide.
-  The **SC Office for Healthcare Workforce** released a data brief on South Carolina's dental hygienist workforce as well as reports focused on the demand for and training pipeline of the EMS workforce in the state.

South Carolina AHEC

South Carolina Area Health Education Consortium connects students and professionals with the tools, training and resources necessary to increase access to healthcare, with a focus on rural and underserved communities. Since 1972, South Carolina AHEC has provided education, recruitment and retention programs to build and support the healthcare workforce South Carolina needs.



1 Program Office ★

4 Regional AHEC Centers ●

8 AHEC-Funded Family Medicine Residency Programs ■

4 Affiliated Family Medicine Residency Programs □

SC AHEC Programs Support the Health Professions Pipeline



Health Careers Pipeline Program

Prepares underrepresented students for academic success and entry into health professions programs



Continuing Professional Development

Provides education for healthcare professionals to enhance their clinical skills and maintain licensure



Health Professions Student Program

Facilitates health professions student training experiences in rural and underserved communities



Telehealth Education

Educates students and healthcare professionals about emerging trends in telehealth and technology



Graduate Medical Education

Supports high-quality family medicine residency training in South Carolina



SC Office for Healthcare Workforce

Analyzes and provides information about the healthcare workforce in South Carolina - learn more at www.scohw.org



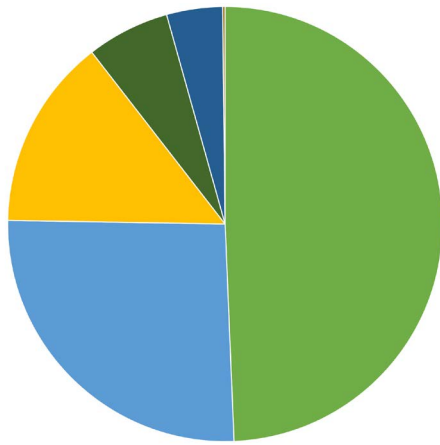
Recruitment & Retention Program

Offers financial incentives to clinicians who want to practice in rural and underserved communities

Fiscal Year 2019 Funding

State Funding

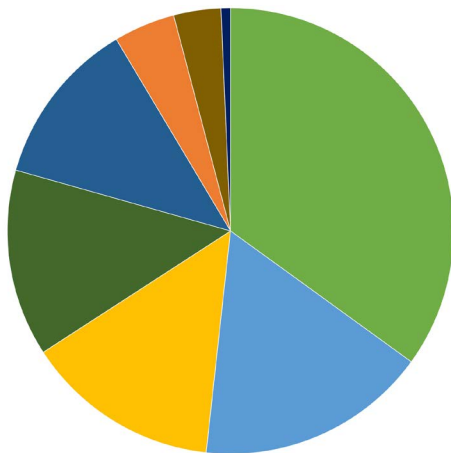
Funding appropriated by the state for South Carolina AHEC totaled \$10,723,850.



\$5,303,014	Family Medicine Residency Programs
\$2,807,458	Regional AHEC Offices
\$1,476,091	Program Office
\$667,287	Rural Physician Program
\$450,000	South Carolina Office for Healthcare Workforce
\$20,000	Nursing Recruitment

External Funding

Extramural funding for South Carolina AHEC totaled \$1,461,502. Funding reported here spans periods across calendar and fiscal years.



\$511,210	AHEC Point of Service Maintenance & Enhancement Award & Supplemental Funding (DHHS*, HRSA†)
\$245,000	Bench to Bedside 2.0 (The Duke Endowment)
\$206,188	Office for Telehealth Education (MUSC Center for Telehealth)
\$198,003	UofSC SC Center for Rural and Primary Care
\$176,101	Rural Dentist Loan Repayment Program (MUSC)
\$65,000	Marlboro County Loan Repayment Incentives (Marlboro County General Hospital Foundation)
\$50,000	Delta Dental of South Carolina
\$10,000	Office of Primary Care Projects (DHEC**)

Contractual Funds

\$520,880 ● Rural Physician Program/Rural Dentist Program

*DHHS = Department of Health & Human Services

†HRSA = Health Resources & Services Administration

**DHEC = Department of Health & Environmental Control

Regional Highlights

Each of South Carolina AHEC's four regional centers serves an 11- or 12-county region of the state where they connect students to health careers, health professionals to communities and communities to better health. The centers do this through collaboration with healthcare entities, high schools and colleges, graduate health professions programs and other community partners. Together, the four centers serve all 46 counties in South Carolina.

Lowcountry AHEC | Walterboro | lcahec.com

Lowcountry AHEC partnered with the SC Youth Suicide Prevention Initiative of the Department of Mental Health and held 3 suicide screening continuing education events, reaching approximately 200 participants. In addition, 29 counselors and psychologists were trained as trainers using the Mental Health America of South Carolina curriculum. These trainers used the toolkits to teach and counsel teachers and students. Evaluations show that approximately half of the counselors had used one or more parts of the curriculum successfully.



Mid-Carolina AHEC | Lancaster | midcarolinaahec.org

Mid-Carolina AHEC's Health Careers Program provided 1,291 hours of academic advising, online modules, mentoring, health careers programs/training and service learning opportunities to 67 students from 18 high schools in the 11-county region. Participating high school seniors who complete at least 100 hours of programming were eligible to enroll in the Certified Nurse Assistant Training Program (CNATP). Since 2013, 27 HCP students have completed the CNATP and worked in healthcare while completing their undergraduate degree.

Pee Dee AHEC | Florence | peedeeahec.net

Pee Dee AHEC's Health Careers Program has grown tremendously to offer more opportunities to high school and college students in its 12-county region. New initiatives include partnering with work-based learning programs, coordinating and instructing health career structured programs, hosting field experiences, participating in 12 career fairs, and establishing eight regional internships. In an effort to broaden pipeline initiatives, partnerships now include six middle schools, 23 high schools, four regional technical colleges, five universities, and three transition-to-employment programs.



Upstate AHEC | Greenville | upstateahec.org

Upstate AHEC started offering blended learning programs in early 2018. These popular courses allow healthcare professionals to get clinical experience with expert instructors while spending less time in the classroom. Participants complete a didactic lecture and pass a test online ahead of time and then attend a hands-on demonstration and check-off in the lab with a qualified instructor. Upstate AHEC offers blended learning opportunities for a variety of professions in topic areas such as IV Therapy, Medication Administration and Tracheostomy Care and continues to grow this area of offerings.

Health Careers Programs



AHEC Health Careers Programs build a more **diverse and representative future workforce** by **supporting underrepresented minority and disadvantaged students** on their paths to becoming health professionals.



3,521
Internship
Hours

Accrued across the state by Health Careers Program students to gain experience and become competitive applicants to jobs and academic programs



Current Students



Future Health Professionals

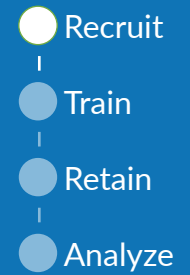


Why It Matters

When AHEC Health Careers Programs provide support to diverse groups of students on their paths to becoming healthcare professionals, there is a greater chance that the future healthcare workforce will reflect the diverse range of communities it serves.



Health Professions Pipeline



397

Students attained Health Careers Achiever, Junior Scholar or Scholar status by accruing 20-110+ hours of activities



25,394

Contact hours of programming delivered to high school students throughout the state



119

Contact hours of programming delivered to students at colleges and universities throughout South Carolina



Student Today, Dentist Tomorrow

I am grateful for AHEC because I want to know as much as I can about what to expect [in dental school]. I want to be ready. You guys have helped me feel prepared . . . [I want to] be an example to first generation Americans and one day own a practice that helps low income and disadvantaged communities.

-Melanie Fajardo is a rising junior, Francis Marion University from Coward, SC

Health Professions Student Programs



969

Student placements
in medically-
underserved
communities



681

Student placements
in rural
communities



521

Health
professions
preceptors



231

Community-based
training sites

Health Professions Student Programs provide **community-based training experiences**, exposing students to the opportunities of working **in rural and underserved areas of South Carolina**.



Supporting Our Future Healthcare Workforce

Thank you all for helping make my second rotation at Spartanburg Area Mental Health a wonderful one. My preceptors have been very influential and aided greatly in my learning. The AHEC housing has been a blessing! The apartment and amenities exceeded my expectations and I am very thankful for the housing. As a student, it reduced my financial burden greatly and I am so appreciative. Thank you for all that you do!

-Christina M. Furrer, PA-S; 2019 MUSC Physician Assistant Program Graduate

1,225

Health professions student
placements across South
Carolina

1,223

Weeks of housing provided
to students on rotation in
rural communities

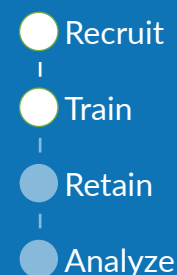
48%

Of placements were in a
primary care setting

SC AHEC Scholars Program

The SC AHEC Scholars Program accepted its first cohort of health professions students in the fall of 2018. This longitudinal program provides didactic and experiential training opportunities to students with a focus on interprofessional primary care and service to rural and underserved populations. For the 2018-2019 academic year, 72 students applied to the program and 41 (MUSC = 24 | UofSC = 17) were accepted.

Health Professions Pipeline



First Cohort of SC AHEC Scholars



Dental = 1

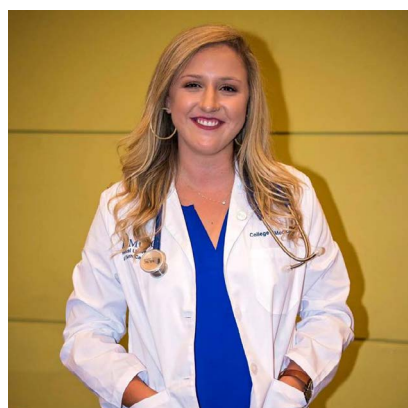
Medicine = 7

NP = 7

Pharmacy = 21

PA = 2

SW = 3



Encouraging Futures in Rural Primary Care

Going through medical school has shown me that there are a small number of students that want to pursue primary care, and there are even fewer that want to pursue primary care in a rural area. As one of these students, the AHEC Scholars program has given me every opportunity needed to successfully achieve this goal of mine. A lot of medical school involves inpatient care in an urban city, and AHEC Scholars has allowed me to integrate primary care and rural outreach into my training. Interprofessional activities and online resources allow me to learn more about my future field. Opportunities to go out into the rural community and help educate about health is just another one of my favorite aspects about the AHEC Scholars program. It is such a

great opportunity to be able to work with student coordinators who not only support your goal, but also go out of their way to help you achieve it. I am so grateful to have had this opportunity, and I cannot wait to take the experience I've gained into my rural community after graduation!

-Courtney Kramer, SC AHEC Scholar and MUSC Medical Student



987

**Hours of
experiential training
completed by AHEC
Scholars this year**



1,628

**Hours of didactic
training completed
by AHEC Scholars
this year**



Why It Matters

If health professions students are exposed to training experiences in rural/underserved areas during their education, the likelihood that they will ultimately practice in a rural/underserved area is increased. SC AHEC centers support students on rural rotations, supplying a critical link between the students and these communities and giving students a positive experience in a rural setting.

Graduate Medical Education

Family Medicine Interest Day

Family Medicine Interest Day promotes the specialty of family medicine as a career option and recruits medical students into South Carolina's family medicine residency programs. Students have the opportunity to participate in hands-on workshops hosted by the state's family medicine residency programs and network with program faculty and residents.



89

Students participated in the 2018 Family Medicine Interest Day



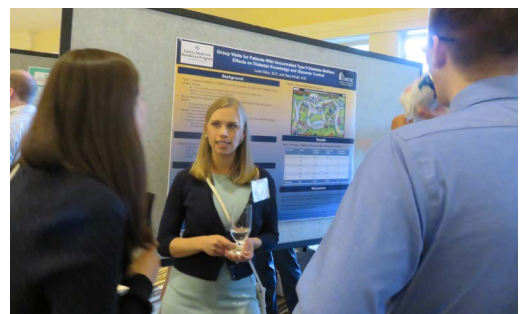
16

Medical schools were represented by students at Family Medicine Interest Day

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

Family Medicine Resident Scholarship Symposium

The Resident Scholarship Symposium is held in conjunction with the SC Academy of Family Physicians annual meeting. Residents from South Carolina's family medicine residency programs have the opportunity to showcase their quality improvement and research projects through scholarly presentations and poster sessions.



16

Podium presentations and 8 poster presentations were given by residents at the Symposium

Meaningful Connections at Family Medicine Interest Day

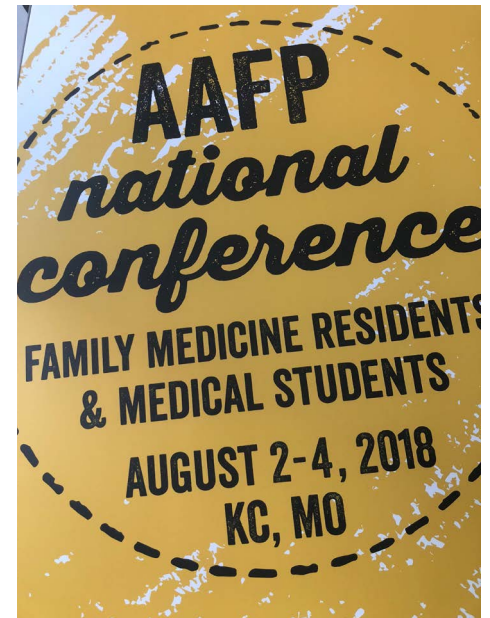
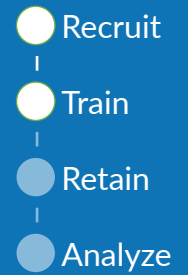


I originally went to [Interest Day] to meet another residency director. I only include this fact to speak about the profound impact Dr. Jebaily and the rest of the family medicine team had on me just in the short 45 minutes we had together in their workshop . . . I wanted to spend 3 years learning how to be an excellent clinician while being surrounded by colleagues and superiors that loved their jobs, loved treating patients, and really understood what it meant to be a compassionate family physician. It's been two months since I started and it's hard for me to fathom how much I have learned about how to be a good, intelligent physician. I have seen so many different diseases. I have helped such diverse patients. I feel at home here. My co-interns are my family. I

know the attendings always have my back. I guess the best part is that I'm in an environment that expects me to be the best human and doctor that I can be, every single day, and that is so important to me.

*-Virginia Ferguson, MD; 2018 Interest Day participant;
Current resident at McLeod Family Medicine Residency Program*

Health Professions Pipeline



Recruitment at AAFP National Conference

Eight of the South Carolina family medicine residency programs participated in the South Carolina statewide booth at the American Academy of Family Physicians National Conference for Family Medicine Residents and Medical Students in Kansas City, Missouri. This joint effort between programs raises the profile of South Carolina residencies in a crowded expo hall and attracted students who connected with programs to learn more and receive follow-up later.



376

Attendees connected with SC residency programs in Kansas City to learn more and receive a follow-up



Why It Matters

South Carolina is unique because all of its family medicine residency programs collaborate with SC AHEC to enhance recruitment for family medicine in the state.

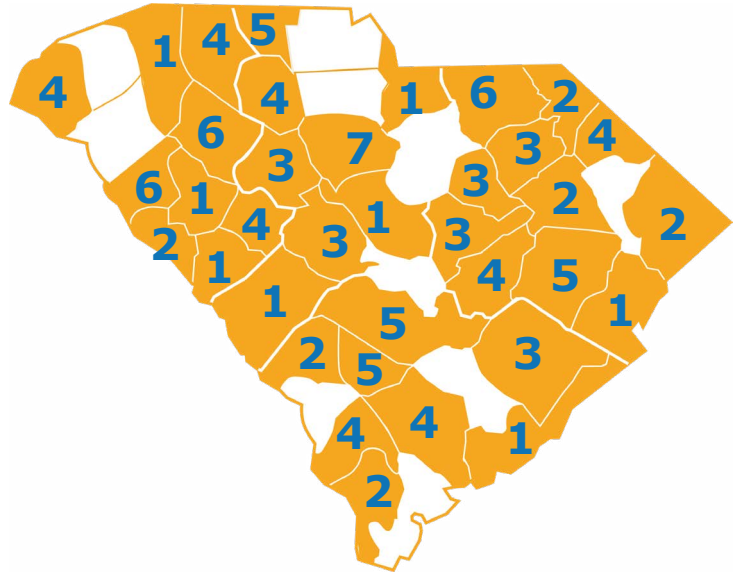
Recruitment & Retention



115

**Rural Incentive
Grant Recipients
Funded**

*FY14-19: Physicians and
Advanced Practice Providers*



Recruitment and Retention Programs **build an effective healthcare workforce** and address the maldistribution of clinicians **in rural and underserved areas of South Carolina.**

Husband and Wife Team Committed to Rural Practice



Being able to practice in a rural area is something my wife and I have wanted to do for quite some time. Having the support with the [Rural Incentive Grant Program] has made a huge difference in helping us to achieve our goals.

*-Garrett Barton, MD; McLeod Primary Care Cheraw;
Former McLeod FM Resident and Enhanced Resident Incentive Grant
Recipient*

There are unique challenges to practicing medicine in a rural area along with its significant benefits. It is reassuring to know AHEC and South Carolina are supporting us in our decision to pursue traditional medicine . . . The incentive grant was a major factor when we were deciding on our first jobs. It has allowed us to practice in the setting and learning environment for which we were searching.

*-Kinzie Barton, MD; Palmetto Family Medicine (Cheraw);
Former McLeod FM Resident and Enhanced Resident Incentive Grant Recipient*

Improving Access to Rural Dental Care with Delta Dental of South Carolina



Dr. Keri Price was born and raised in Kingstree, where she was an honor student, dedicated athlete and very involved in community service. After graduating from Williamsburg Academy as valedictorian, she completed the Palmetto School of Career Development Certificate of Dental Assisting while pursuing her bachelor's degree from UofSC. She then completed dental school at the MUSC College of Dental Medicine and became a licensed dentist in 2018.

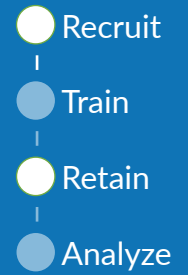
Throughout her education and training, her heart remained in Kingstree, which has a great need for young, aspiring dentists. In 2018, Kingstree had four dentists but all were nearing

retirement. Dr. Price purchased one of these practices so that she could return to her hometown and make sure her community continued receiving excellent dental care.

Dr. Price was assisted with funds from a grant South Carolina AHEC received from Delta Dental of South Carolina. The grant provides loan repayment funding to dentists willing to practice in rural and underserved communities in the state. A nonprofit organization, Delta Dental of South Carolina is deeply committed—in principle and practice—to advancing oral health and overall health for individuals, children and families in South Carolina. Funding from Delta Dental of South Carolina enabled South Carolina AHEC to increase the funding opportunities available through the South Carolina Rural Dentist Loan Repayment Program.

Delta Dental of Missouri operates in South Carolina as Delta Dental of South Carolina.

Health Professions Pipeline



Hometown Roots

I am forever grateful for being chosen as a recipient of the South Carolina Rural Dentist Loan Repayment Program. As a new graduate from dental school, I was in a tremendous amount of student debt. With this program, I was able to open my very own practice in my hometown of Kingstree, SC. This would not have been possible without this grant. There are so many opportunities in rural areas, and I am thankful to be able to serve my hometown.

-Keri Price, DMD



25

Providers funded through the Rural Incentive Grant Program in FY19
(15 physicians & 10 advanced practice providers)



7

Rural dentists & MUSC College of Dental Medicine faculty funded by the Rural Dentist Program in FY19



Why It Matters

Rural primary care providers are desperately needed in our state. For every \$1 invested in primary care, \$13 in savings are realized in downstream costs.

There are more than 2 million ER visits a year in the U.S. for dental pain- something that can be reduced or avoided by access to dental care.

Continuing Professional Development

Choose Well Modules

Through funding from the New Morning Foundation, South Carolina AHEC partnered with the MUSC College of Nursing to provide 6 online modules that focus on reproductive health, unintended pregnancy prevention and FDA-approved contraceptive methods. The modules follow guidelines recommended by the American College of Obstetricians and Gynecologists, Association of Reproductive Health Professionals, National Family Planning and Reproductive Health Association, the National Campaign to Prevent Teen and Unintended Pregnancy and others. A seventh module was developed in partnership with the family medicine pharmacy educator of McLeod Family Medicine Residency and focuses on pharmacology and patient education for long-acting reversible contraception.

All seven modules are geared toward primary care providers, OB-Gyns, pharmacists and anyone who prescribes or counsels patients on contraceptive methods. In FY19, 10 professionals completed at least 6 modules, receiving a certificate recognizing them as *Reproductive Health Champions*.



310

**Registrations for
Choose Well
online modules**



144

**Choose Well online
module completions
in FY19**

AHEC Professional Development Programs enhance clinical skills, address ongoing and emerging health trends in the state and help professionals maintain their licensure and/or certifications.



Partnering to Support SC's Healthcare Workforce

SCHA's mission is to support its member hospitals in creating a world-class healthcare delivery system for the people of South Carolina by fostering high quality patient care and serving as effective advocates for the hospital community . . . By partnering with AHEC, we can offer and provide high quality and relevant continuing education opportunities covering diverse topics to our members.

-Morgan R. Bowne, MHA; Manager of Workforce & Member Services
South Carolina Hospital Association



9,305

Registrations by
professionals from
medically underserved
communities



2,518

Registrations by
professionals from rural
communities



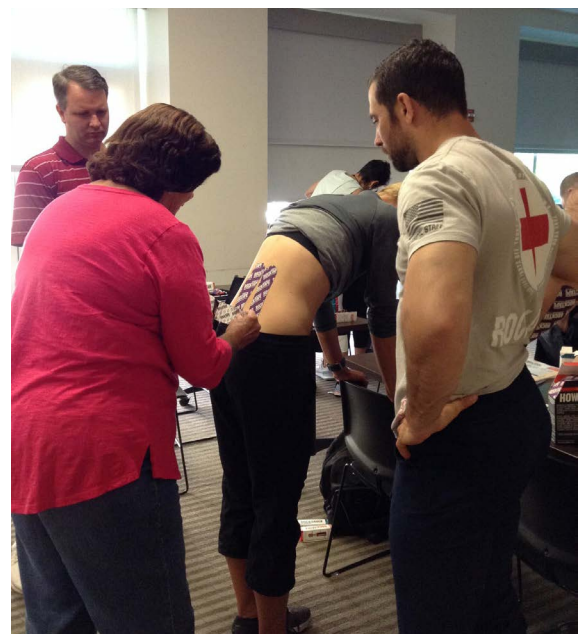
77,057

Total contact hours of
continuing professional
development
programming



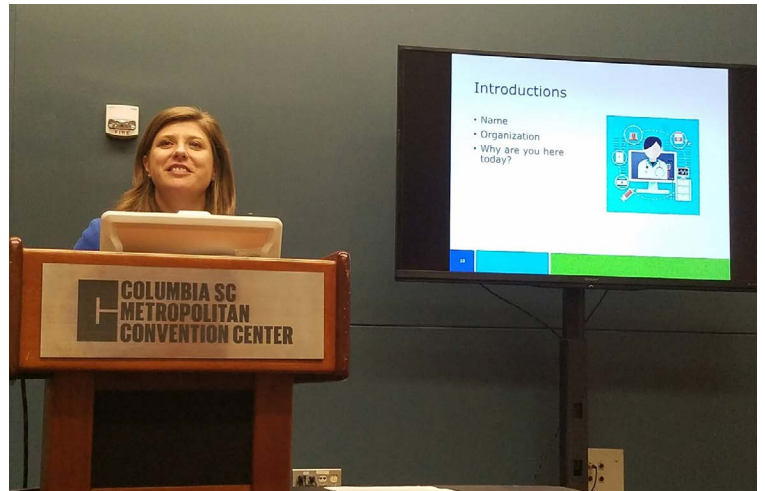
Why It Matters

SC AHEC continuing professional development programs identify the needs of healthcare professionals throughout the state and take the programming to them, whether in-person or via distance technology. This supports quality healthcare delivery and enables professionals to maintain their licensure and certifications, all while staying in or near their communities.



Telehealth Education

The SC AHEC Office for Telehealth Education supports the **use and implementation of telehealth through the education of students and health professionals.**



Together with partners, the Office for Telehealth Education team presented a pre-conference session at the 2019 South Carolina Telehealth Summit on telepresenting.

On-Demand Telehealth Modules

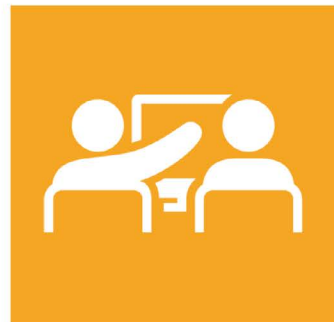
In 2019, South Carolina AHEC partnered with organizations from across South Carolina to provide three on-demand telehealth modules focused on the implementation of telehealth services within the state. Local experts presented practical knowledge and best practices specific to South Carolina. A fourth module focused on telemental health is currently in development.



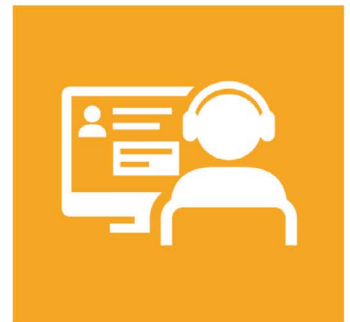
**Foundations of
Telehealth**



**Telehealth
Billing and
Reimbursement
Bootcamp**



**Telepresenter
Certification**



Coming in FY20
**Telemental
Health**



21

Participants completed the pre-conference Telepresenter Certification at the 2019 South Carolina Telehealth Summit

Online Modules Designed with South Carolina in Mind



I thoroughly enjoyed the course. This training is a great resource to have in South Carolina. Online training is so practical now and this course gave me the basic understanding of what I needed for the telepresenter requirements in South Carolina. I can see this as vital part of the future healthcare landscape coming to South Carolina.

-Randall M. Carlyle, MT(ASCP), MPA
Chief Quality Officer, CareSouth Carolina, Inc.

Better Together

We could not create and share telehealth education resources without the expertise and work of our excellent partners. South Carolina AHEC is a member of the South Carolina Telehealth Alliance and in 2019 partnered with the following organizations for telehealth programming:

- McLeod Health
- MUSC Health
- Palmetto Care Connections
- Prisma Health - Upstate
- South Carolina Department of Mental Health
- South Carolina Office of Rural Health



Why It Matters

SC AHEC works with partners statewide to ensure that the resources are in place to encourage and support robust utilization of telehealth. Our state continues to lead the nation in innovative programming around telehealth.

Office for Healthcare Workforce



The South Carolina Office for Healthcare Workforce, a division of SC AHEC, studies the issues that affect the balance of supply and demand for different types of healthcare professionals in South Carolina.

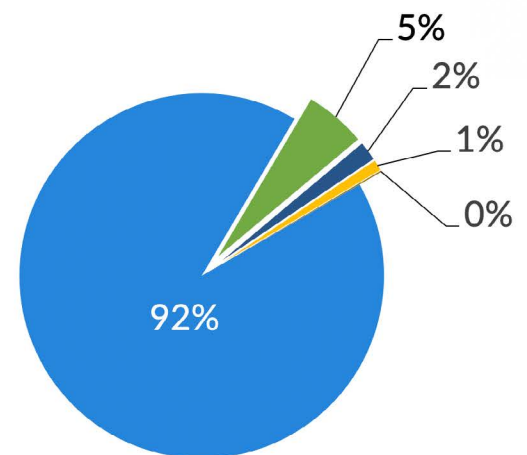
Dental Hygienists

In 2015 the dental hygienist workforce was 94% female, with a mean age of 42.5 years. The vast majority of dental hygienists were employed by an individual practitioner (92%) in a private office setting (95.8%), where they spent 91% of their workweek providing direct patient care.

Most of the workforce was located in counties with well-developed urban areas; however, a relatively sizable percentage (19.8%) practiced in a rural county, indicating that dental hygienists, as a group, were making a noteworthy contribution to the provision of oral health services in areas of our state where access to oral health care is often limited.

Type of Employer

- Individual Practitioner (Dentist)
- Other Private Employer
- State Government
- Federal Facility Serving Civilians
- Other

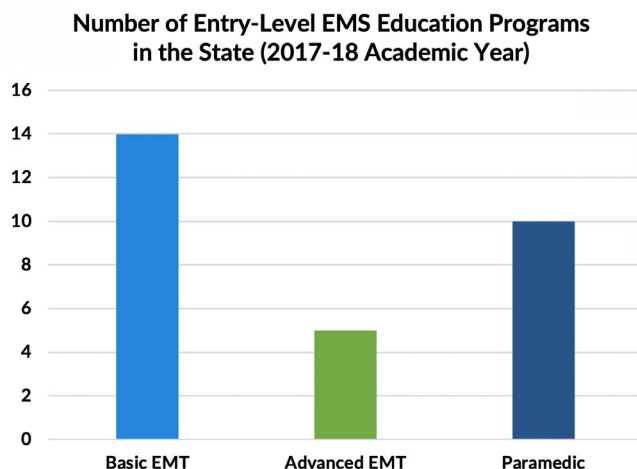


The Training Pipeline for EMS Personnel in South Carolina

Most basic EMT, advanced EMT and paramedic training programs are not filled to capacity. Very few EMS training programs are available in the rural areas of our state and this may be limiting the availability of EMS personnel in those communities.



2
Entry-level EMT
education programs
located in rural SC
counties



Health
Professions
Pipeline

- Recruit
- Train
- Retain
- Analyze

The Demand for EMS Personnel in South Carolina

SCOHW designed a survey in collaboration with the South Carolina EMS Association and conducted it among a sample of EMS agencies actively licensed to deliver services in South Carolina in July 2018. Most of the 131 agencies surveyed assessed their current street staffing as less than optimal.

Position vacancy rates (estimates of the percentage of all budgeted positions within the state that are vacant at a specific point in time) suggest that the labor market is tight when trying to fill full-time positions for all types of EMS personnel, but that there is a significant difficulty in finding EMS personnel willing or available to take part-time positions at the prevailing wage and benefit levels.

Two-thirds (66%) of participating agencies said it takes at least four months to hire a basic EMT; slightly more than half (53%) said hiring a paramedic takes at least four months, and almost half (45%) said the same thing about hiring an advanced EMT.

EMS Agency Directors' Perceptions of the Statewide EMS Labor Market



Find all of this and more at www.scohw.org

South Carolina AHEC

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Building and Supporting the Healthcare Workforce South Carolina Needs



*Connecting
Students to Health
Careers*



*Connecting
Professionals to
Communities*



*Connecting
Communities to
Better Health*

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