DIVERSIFYING HEALTHCARE FIELDS BY ENHANCING PIPELINE INITIATIVES

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PUBLIC HEALTH SIGNIFICANCE

- Healthcare disparities—“unfair, avoidable differences” in health care outcomes within & between groups.
- Access to healthcare improves public health of underserved communities and reduces healthcare disparities.
- Underrepresented health care providers are more likely to serve in underserved communities and provide culturally competent care.
- Underrepresented students avoid or are less prepared for healthcare careers due to historic discrimination/ lack of educational access.
- Pipeline programs provide exposure, preparation, and resources for entry into healthcare fields.
- Access to pipeline initiatives can help diversify the field and reduce healthcare disparities.

OBJECTIVE

- To reduce health disparities by diversifying the healthcare workforce through enhanced pipeline initiatives.

METHODS

- Recruited 108 sophomores-seniors of the 181 HSA participants to the enhanced pipeline initiative.
- Conducted bi-weekly professional development workshop series to enhance preparation for a health professions career.
- Exposure lasted a period of 4 months.
- Students completed satisfaction surveys to determine program effectiveness.

RESULTS

Q1: How helpful was the content covered in preparation for college?

Q2: Because of what I learned in this College Preparatory workshop, I am more ready to transition to college.

Q3: What is your overall satisfaction with the College Preparatory workshop?

Q4: How likely are you to attend another College Preparatory workshop?

Q5: Would you recommend this workshop to others?

- There were 108 unique participants who completed the surveys and 122 responses. Out of the 122 responses:
  - 98.36% saw a real benefit in attending these college preparation workshops.
  - 89.34% generally felt more prepared.
  - 94.26% were satisfied with the outcome of the program.
  - 87.71% were willing to attend future workshops.
  - 100% would recommend these workshop to others.

The above data demonstrate the effectiveness of these workshops.

DISCUSSION/ CONCLUSIONS

- Enhanced resources can increase success throughout high school and college.
- Enhanced preparation can facilitate entry into health professions for underrepresented populations.
- Facilitating entry will potentially diversify the healthcare workforce.
- Diversifying the healthcare workforce can reduce healthcare disparities.

LIMITATIONS

- Interaction was limited to 4 months.
- Study duration prevented ability to gather data on participant’s future academic/professional success.
- Selected population was already highly motivated to enter the health professions.
- Results may differ for populations of lower academic standing and motivation.

FUTURE STUDY RECOMMENDATIONS

- Track population to determine if they select STEM majors in college, graduate, apply to health professions school and enter fields of health professions.
- Study underrepresented students of varied academic achievement to determine if workshops assist them in advancing to the health field.

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