## Humboldt Del Norte Premedical Education Task force

**HUMPET** 



## Dearth of Physicians in Humboldt and Del Norte

- Physicians come, pay off student loans and leave
- Aging physician population
- Physicians leave to get closer to family outside the area
- Debt:\$175,000-500,000 in debt after medical school and incomes that cannot support that
- Practices cannot afford to bring a doctor on and pay them competitive wages
- Spouses of physicians cannot always find a job here

## Retention Problems Humboldt Del Norte Physicians here and everywhere...

- Difficulty retaining and recruiting good support staff
- Consistent lack of administrative support for physician practices in large healthcare employers
- Forms, paperwork, pre-approvals, TAR's and phone calls
- Low Reimbursement, government regulation
- "On-Call" schedule, loss of autonomy, managed care plans and high practice expenses
- Not being able to spend time with patients, long hours, and few choices of hospitals

# Medically Underserved Shortage Area defined by the Federal Government:

"This designation process was originally established to assist the government in allocating community health center grant funds to the areas of greatest need. Medically Underserved Areas are identified by calculating a composite index of need indicators compiled and compared with national averages to determine an area's level of medical "under-served."

Medically Underserved Populations are identified based on documentation of unusual local conditions that result in access barriers to medical services. Medically Underserved Areas and Medically Underserved Populations are permanently set, and no renewal process is necessary".

The whole reason that almost no private practices exist anymore in our area is that they did not receive this federal funding as a designated clinic and finally could not survive on their own.

### Statistics: Patients to Providers

Humboldt County's ratio 1390-to-1

California State average 1294-to-1

The Top U.S. performers in the health rankings 1045-to-1

Other similarly sized counties in California:

Napa 1015:1

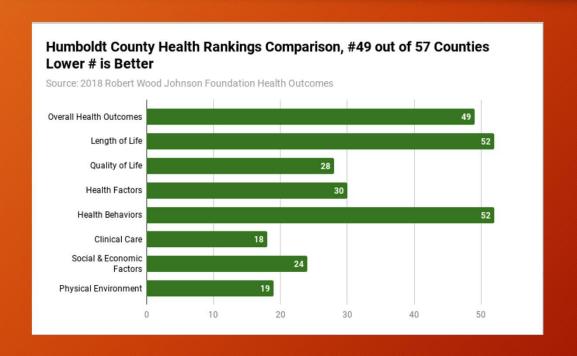
Nevada 1346:1

Sutter 1131:1

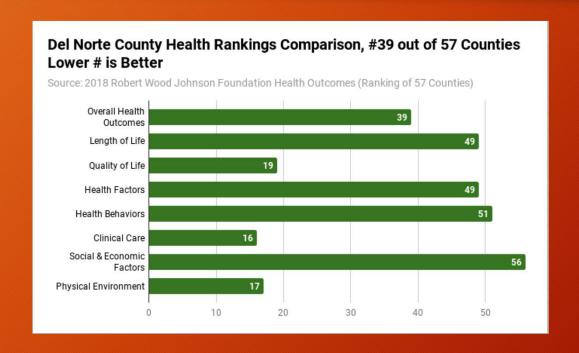
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Those counties are closer to other population centers than the communities of the North Coast.

## 2018 Humboldt County Health Rankings



## 2018 Del Norte Health Rankings



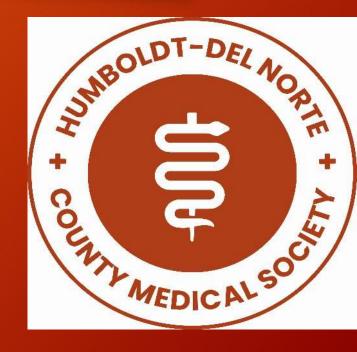
### California Stats

By 2030, California is projected to be short some 8,000 primary care clinicians, including doctors, nurse practitioners and physician assistants, according to a <u>report</u> from the Future Health Workforce Commission and <u>another</u> from Health Force Center at UC San Francisco.

## Humboldt Del Norte County Medical Society

HDNMS is component of the **California Medical Association**, was founded in 1886 to represent physicians on the North Coast. The purpose of the Society are:

- to promote the science and art of medicine
- to care for and promote the well-being of patients
- to foster protections of the public health
- to focus on interests of the medical profession;
- to cooperate with other organizations of like purposes; and to unite with similar societies in the state of California as component societies of the California Medical Association.
- to work on recruitment and retention of physicians

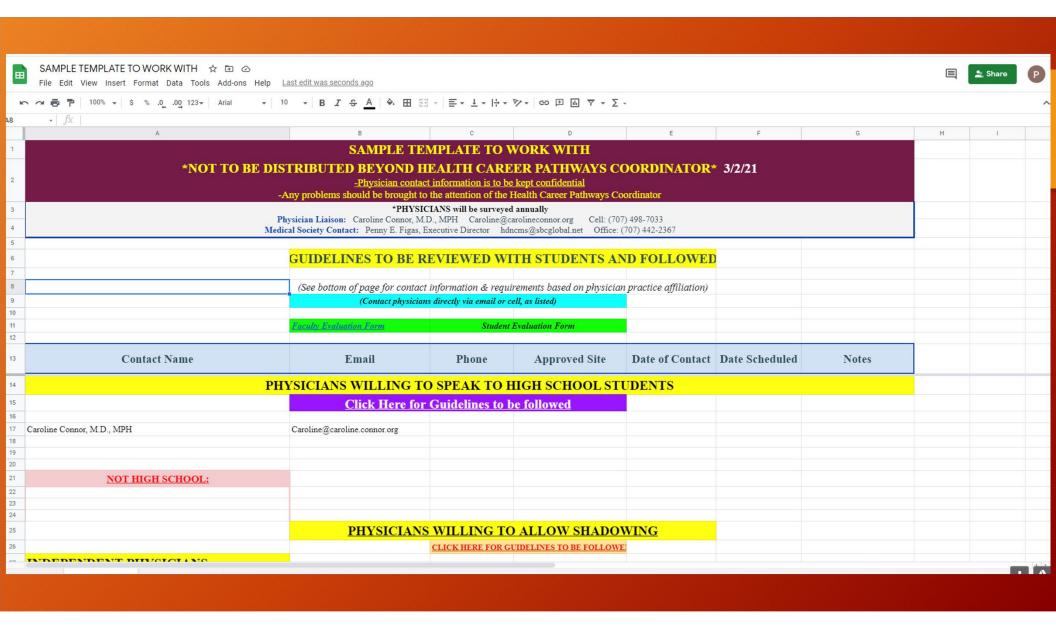


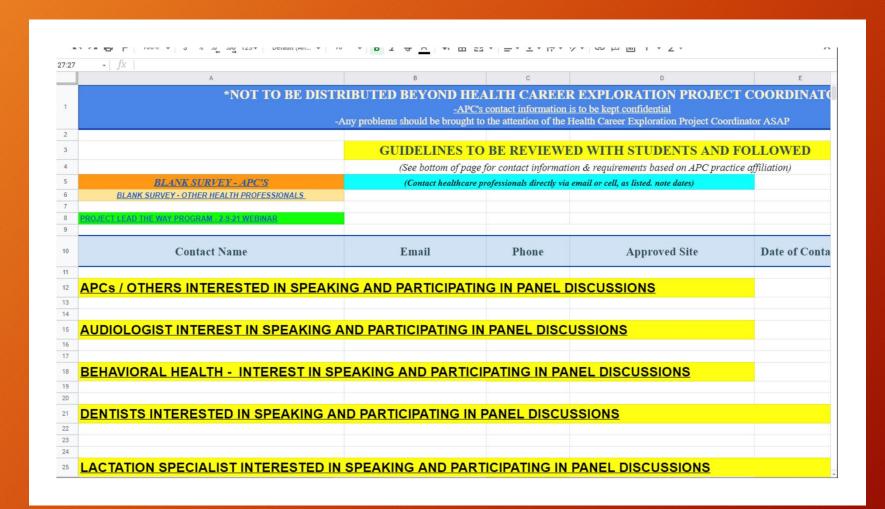
# Humboldt Del Norte Premedical Education Task Force (HUM PET)

- Created with the intention of recruiting more physicians and allied health professionals from within our own community to return to Humboldt and Del Norte counties to work.
- Dedicated to educating students from elementary school to pre-medical students on our paths to our careers.
- Focused on teaching students' different aspects of medicine.
- Committed to making a *universal grid* so all schools can access available physicians or other allied health professionals to give lectures, share experiences, and provide shadowing opportunities.
- Intent on surveying physicians and other allied health professionals yearly to gauge interest in these activities.

### **HUM PET GRIDS**

- Speaker Shadowing Grids are the core of our work. Our annual survey of physicians and allied health professionals identify professionals who are interested in speaking, shadowing, doing mock interviews, mentoring, participating in career fairs, etc. for our local schools, college, university, visiting medical students, and family medicine residents. Access to the list, that will include contact information, will only be shared with a few select people responsible for helping to schedule and place students.
- Identifying liaisons for all students to connect with HUMPET
- Separate grids for Pre-meds, Humboldt high schools, Del Norte high schools and colleges
- Each grid also tracks recordings of lectures and forums already completed





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	HUM PI	ET CONTACTS / RES	OURCE LIST / Z	OOM LECTURE LI	BRARY 5/4/21	L.		
*PLEASE ADVISE IF ANY CHANGES IN CONTACTS / INFORMATION*								
	HUM PET PRESENTATION	GUIDELINES TO BE REVIEWED WITH STUDENTS AND FOLLOWED  Guidelines Presentation Power Point						
	Contact Name	Email	Phone	Approved Site	Date of Contact	Date Scheduled	Notes	
	DEL NORTE COUNTY OFFICE OF EDUCATION							
	Barbara Browning, Health Career Pathways Project Lead	ki.						
	Gale West, Science Teacher - Del Norte High							
	HUMBOLDT COUNTY OFFICE OF EDUCATION (HCOE)	Summer Break June 11 - August 16.	200					
	HOMBOED I COUNTY OFFICE OF EDUCATION (HCCE)	Summer break June 11 - August 16	2021					
	Jim Ritter, Community Outreach Coordinator							
	Rabecca "Becca" Cornelius							
	Karling Skoglund, Career & College Resources Program Manager							
	Nick Zafiratos, HCOE Career Guidance Technician							
	Sara Dixon - FUHS - Health Path & HESI / AP Class Instructor							
	Kim Demlow, NHUHSD HCEP teacher							
	Trudy Old - HESI/Workforce Development							
	Alicia Mengel Eureka High School HCEP teacher							
	Title 9 Indian Education Cmt No Humb District - Antoinette Martinez, MD							
	NORTHERN HUMBOLDT COULON BISTRICT							
	NORTHERN HUMBOLDT SCHOOL DISTRICT Darcy Robins							
	Darcy Robins							
	PRIVATE SCHOOLS							
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## Humboldt-Del Norte Medical Society Future Physician Scholarship Fund

- Humboldt and Del Norte counties have always faced issues with recruitment and retention, and the Society is committed to programs that help develop pipelines for future physicians interested in living and working in our beautiful area. We are hoping to build this fund into an endowment to make it sustainable for the future. This fund was created as another way physicians and our community can be involved in helping to recruit and retain physicians here on the North Coast.
- Two \$1,000 scholarships each year are awarded for premed students applying to medical school.

# HUM PET collaboration with Humboldt State University

- California Institute of Regenerative Medicine (CIRM) offers grant funding in training HSU students in Stem Cell Biology and Regenerative Medicine. It has activities in some of the following areas
  - Patient Engagement and Healthcare activities
  - Community Outreach and Education activities
  - HUMPET's connections through their annual survey of local medical professionals can offer students community outreach, educational and shadowing positions with doctors and other allied professionals in Humboldt and Del Norte counties.
- Increase diversity on medicine-HSU HHMI IE. HUMPET can partner with students through our local EMOS chapter to increase awareness of inequities of patients' access to stem cell therapies.
- CIRM and HSU Biology 482 is key to future of HSU Polytechnic Institute

## HSU's Pre-professional Medical and Biomedical Science Internship and Opportunities Coordinator

- HSU is hired an Internship and Opportunities Coordinator to:
  - Build connections with Humboldt County medical professional for student internships and research opportunities
  - Developing a longitudinal documentation of pre-professional medical and biomedical placement of students
- HUM PET, through their annual survey and population of grids, has created the avenues by which a coordinator can help students find their placements readily.
- By documenting placements yearly, coordinator will distribute students among many different professionals in the community.
- Through grant funding through CIRM, HUMPET will hire a part time individual to help build the grids and establish permanent connections throughout our counties.

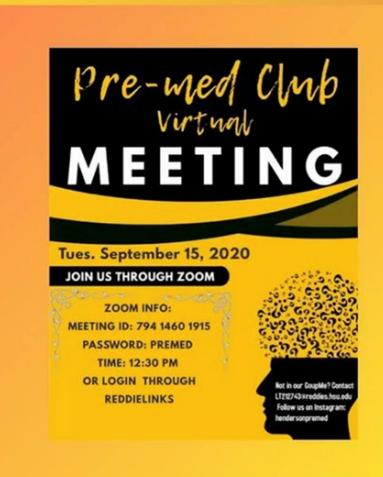
# Humboldt State University Pre-Med Society connections with HDNCMS

- Connection to the society for decades providing access to the annual Resource and Membership Directory
- Help students make connections with local physicians through social events, attending meetings, etc. We have an extensive list of "coming and going physicians"
- Help students access legal and regulatory information impacting the medical profession - to aid in research and study
- Invited to attend the weekly physician/resident "walks"
- Invited to attend grand rounds
- Invited to attend conferences
- Mailing list for monthly newsletter
- PreMed leadership participates in Annual Membership Gala

# Humboldt State University Pre-med Society connections with HDNMS

- Preparing lectures to Pre-Med Society meetings on different topics like immunizations, COVID and migraines
- Assisting to create a "Pre-med Handbook"
- Providing mentoring to Pre-med students
- Connecting the HSU Pre-med students to other "sister cities" pre-med societies. We now have a Western Oregon University as a sister city.
- Help make resources available to help students with healthcare laws and regulations (CMA Health Law Library)

- All students in the Biology 482 must be a part of the Pre-med club.
- These students connect with HUMPET to find a shadowing site through the grid.
- Encourage the leadership of pre-med society to attend our annual meetings, grand rounds lectures, connect to our monthly calendar and write a pre-med column for the North Coast Physician monthly newsletter.
- Medical Society donates four \$25 gift cards to use a raffle prizes to increase attendance at Pre-Med society meetings.
- HUMPET working on the Pre-med student handbook with Pre-med club.



## Bio 482 Supervised Internship

"The intent of the course is to give students of junior and senior academic standing an opportunity to get experience and demonstrate their interest in a healthcare career. This BIOL482 course allows HSU PreMed students to earn course credit by shadowing in clinical settings."

"In the first semester, students work with Dr. Zhong to check their course qualifications. Students are given a permission number after approval. Students then complete registration and attend required workshops provided by the HSU Pre-Medical Society, the HSU Center for Community Based Learning, the HSU Career Advising Center, and local physicians. It is expected that students establish a clinical shadowing relationship within the first semester. In the second semester, students are given a permission number and participate in the clinical shadowing with a minimal of 45 hours on site."

Of 45 hours, at least 30 hours of clinical shadowing must be at hospitals and clinics (not including Grand round).

## Bio 482 Shadowing class

Spring 2021: one new BIOL482 student.

Fall 2020: eight students

Spring 2020: one student (trial run)

Fall 2019: four students (trial run)

Spring 2019: three students (trial run)

Total number of BIOL482 students who were supported by HUMPET is 17. The number of new BIOL482 students starting Fall 2021 is expected to be 10-12.

# Examples of HSU Community Partners that allow shadowing

Fortuna Family Medicine Group (874 Main Street, Fortuna, CA 95540)

Mad River Community Hospital

Eureka Community Health Center at 2200 Tydd St. Eureka,

Humboldt Open Door Clinic at 770 10th St. Arcata, Telehealth and

Visiting Specialists Center, and Mobile Health Services at 2426 Buhne

Providence Medical Group physicians

Providence-St. Joseph Hospital System: includes St. Joseph Hospital (Eureka)

Providence-Redwood Memorial Hospital (Fortuna); Santa Rosa Memorial Hospital

SRM Alliance Hospital Services d.b.a. Petaluma Valley Hospital; Queen

Queen of the Valley Medical Center

Redwoods Rural Health Center; United Indian Health Services;

Planned Parenthood Northern CA

## St Joseph Family Medicine Residency

### HISTORY

The St. Joseph Hospital Eureka Family Medicine Residency was created as a partnership between St. Joseph Hospital and the Open-Door Community Health Centers.

The first group of six residents started in July 2019. We now have a total of 18 residents.

Our residency has wide support throughout our medical community as well as the community at large.



Website St Joseph Family Medicine Residency

## St Joseph Family Medicine Residency



### **MISSION**

The St. Joseph Hospital of Eureka Family Medicine Residency trains residents to treat individuals in a way that recognizes their needs as a whole person. We accomplish this mission by teaching residents how to address the unique challenges of a <u>rural</u>, and <u>underserved</u> <u>community</u> by nurturing the spiritual, emotional and physical well-being of those we serve, especially the poor and vulnerable. Residents learn to be resourceful, autonomous providers and leaders in family medicine. Our residency program is built upon the belief that all healthcare starts with family medicine.

## St Joseph Family Medicine Residency

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- Produce fully competent physicians capable of providing high quality care to their patients.
- Prepare residents with full-spectrum training and the skills, knowledge, and attitudes necessary to be competitive candidates for family medicine physician positions in Humboldt County and other rural communities.
- Provide an environment in which residents may pursue special interests in underserved practice, rural practice, or research and academic endeavors.
- Promote practice sites that give residents experience in caring for a wide variety of diverse patient populations with a broad mix of health problems and demographics, including care for the underserved.



# California Oregon Medical Partnership to Address Disparities in Rural Education and Health COMPADRE

- COMPADRE is a robust collaboration between UC Davis and OHSU medical schools and over 30 graduate medical education (GME) programs across 10 health care systems throughout northern California and Oregon.
- COMPADRE aims to transform the physician workforce by training physicians who are better prepared, more equitably distributed across the region, and who are deeply connected to underserved communities
- As an <u>AMA Reimagining Residency Initiative</u>, we see the importance of strategically collaborating among medical schools, local health care systems, GME programs, and community partners to develop robust pathways from pre-med to independent clinical practice

## California Center for Rural Health Policy

- "The California Center for Rural Policy (CCRP) is a research center at Humboldt State University. CCRP conducts research to inform policy, build community, and promote the health and well-being of rural people and environments".
  - CCRP is helping HUMPET with our annual survey of physicians and other allied health professionals in surveying people's interest and involvement with multiple activities i.e.: forums, shadowing, mentoring, teaching etc.
  - HUMPET is partnering with the Health Care Pathway Project to bring medical educational activities to Del Norte county.

## California Center for Rural Health Policy

- HDNMS has extensive database of physicians "coming and going" pertinent to CCRP recruiting and retention focus.
- Both groups need data for renewals of Health Manpower Shortage Designations
- Sharing information on the California Medical Associations advocacy of physicians in the legislative, legal, regulatory and economic arenas.

# Health Career Exploration Project with the Humboldt County Office of Education-HCOE

- "Health Career Exploration Project (HCEP) is a new program for local high school students to explore the different healthcare career options in Humboldt County." website HCEP
- HUMPET connected with the Bio and Community Health classes at Fortuna, Eureka, and McKinleyville High schools to give medically related lectures
- HUMPET participates in Career Forums for medical careers
- HUMPET helps with "Mock Interviews"
- HUMPET is also connecting with Middle (Jacoby Creek Middle School) and Elementary schools
- HUMPET looking to expand to AP courses. Gave one lecture to AP Environmental Science on Immunizations.

## Humboldt County Office of Education (HCOE) Forums in 2019





Fortuna High School

Eureka High School

### **HCOE** Forums

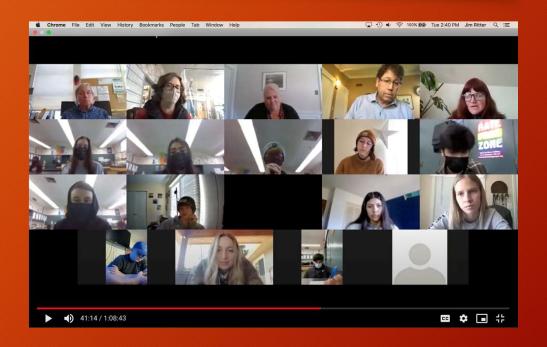
- 1/16/20, Dr. Caroline Connor on a HCEP career forum with the Fortuna High School Biology & Community Health class. (Sara Dixon)
- 10/5/20, Dr. Maddie Ramos on a Health Career Exploration Project (HCEP) career forum with the McKinleyville High School Biology & Community Health class. (Kim Demlow)
- 10/30/20, Dr. Skye Heston on a HCEP career forum with the Eureka High School Biology & Community Health class. (Alicia Mengel)
- 1/11/21, Dr. Erik McGoldrick on a HCEP career forum with Jacoby Creek School 8th grade students. (Nick Dedini)
- 1/11/21, Dr. Maddie Ramos on a HCEP career forum with Jacoby Creek School 7th grade students. (Nick Dedini)
- 3/1/21, Dr. Caroline Connor presented to the Fortuna High Bio & Community Health class on adolescent and young adult vaccinations. (Sara Dixon)
- 3/19/21, Dr. John Mastroni on a HCEP career forum with St Bernard's Academy. (Principal Paul Shanahan. SBA held this as an assembly for their entire 6-12 grade, including 230 students.
- 3/23/21, Dr. Caroline Connor presentation about vaccinations to the Eureka High School AP Environmental Science class. (Rebecca Baugh)
- 5/12/21, Dr. Caroline Connor will present to the Bio and Community Health class at Eureka High School about adolescent and young adult vaccinations (Alicia Mengel)





# Humboldt County Office of Education (HCOE) Forums in 2020 during COVID pandemic

Forums consist of doctors, nurse practioners, physician assistants, nurses, physical therapists, audiologists, pharmacists who tell their story of the path toward their respective fields.



HCEP Health Career Exploration Project Guest Speaker Events Friday, February 12th, 2021, 10:30 AM - Mental Health Panel

February 24th, 2021, 12:00 PM - College of the Redwoods Nursing and Dental Assisting Program

Monday, March 1st, 2021, 9:30 AM - First Responder Panel

Thursday, March 4th, 2021, 9:30 AM - Oral Health Panel

Monday, March 8th, 2021, 11:00 AM - First Responder Panel

Friday, March 12th, 2021, 11:00 AM - Mental Health Panel

Friday, March 19th, 2021, 9:00 AM - Humboldt Del-Norte Medical Society

Friday, March 19th, 2021, 10:30 AM - First Responder Panel

Friday, March 26th, 2021, 10:30 AM - Oral Health Panel

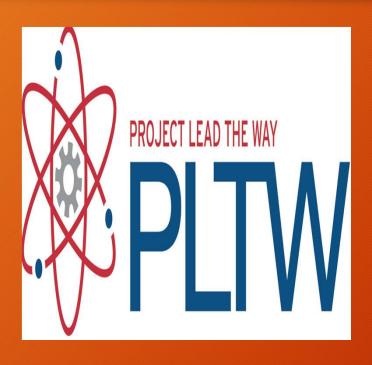
Monday, April 5th, 2021, 9:00 - College of the Redwoods Dental Assisting with Professor Hillary Reed

Monday, April 19th, 2021, 10:00 AM - First Responder Panel

Monday, May 3rd, 2021, 9:30 AM - Mental Health Panel

Friday, May 7th, 2021, 9:30 AM - Mental Health Panel

## Middle and Elementary school alliances



Project Lead the Way (PLTW) is a nonprofit organization that creates curriculum resources for a variety of subjects in grades PreK-12.

Overall, PLTW provides a relevant resource to help health science teachers prepare their students for the future.

Reached out and made connections with Elementary/Middle Schools aligning with STEAM (Science, Technology, Arts, Engineering and Math AND PLTW (Project Lead The Way)) curriculums in local schools to increase interest in health career pathways early.

This year we prepared talks to 7<sup>th</sup> and 8<sup>th</sup> grade classes at Jacoby Creek about pathways to health care careers.

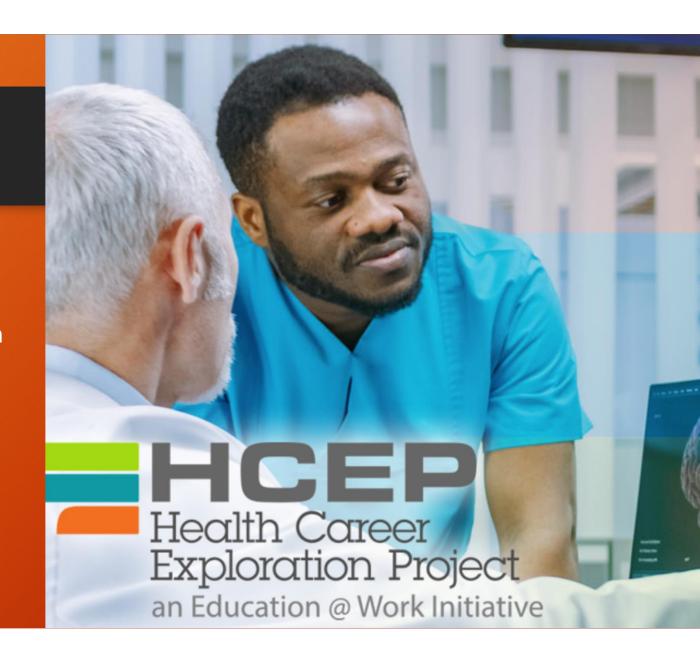


### HESI-Health Careers Exploration Summer Institute

Free 3-week summer education program sponsored by Humboldt County Office of Education to:

- Explore health careers
- Experience in the health care industry

Del Norte school's connection currently through CCRP



### **HESI Programs Partners**











### Health Careers Summer Seminar

### Elements in the Program Include:

- Career Exploration, including interviewing health care professionals
- Education/Scholarship opportunities and planning
- Science based labs youth can do at home
- Soft Skill lessons
- Certifications HIPAA, Blood Borne Pathogens, Infectious Disease Control
- Healthcare professional guest speakers
- Personal health and wellbeing
- Social justice, equity and healthcare



Join us for career exploration and summer fun!

JULY 13 - AUGUST 5
TUESDAY-THURSDAY, 10AM -12PM

For more details or to request an application, send an email to: hcpsummerhealthseminar@humboldt.edu

For youth aged 14-19 - APPLICATION DEADLINE: June 26 Priority will be given to students currently participating in Health Career Pathways

Students participating in this program will receive a \$300 stipend upon successful completion of the program.

# HCOE Partners dedicated to Health Careers Exploration













### College of the Redwoods

- Roberta Farrar COR Nursing and Prudence Ratcliff (COR Health Occupations
- Medical Assisting Program-also encouraged to go on to do LVN or Nursing



## Community Health Alliance

- Meet with them 4 times a year to update what we are doing at Medical society and HUM PET
- "The Community Health Alliance of Humboldt Del Norte, Inc. (CHA) is a network of health care providers, consumers, employers, and community leaders serving as the North Coast's forum for community-based health planning and advocacy." website
- "Our goal is to bring the community together to improve the quality & cost effectiveness of health care to the residents of Humboldt & Del Norte counties." website

## Partnership Health Plan of California

### **PURPOSE**

"The Provider Recruitment Program (PRP) was created as a pilot in September 2014 with Partnership HealthPlan of California (PHC) board-approved funding for our 14-county service area. To date, more than \$8.2 million has been approved for the PRP to support hiring of primary care providers."

### **SUCCESS**

"In six years, the program has supported 404 offers of acceptance (188 primary care physicians and 216 advanced practice clinicians) with program incentives at a rate of nearly six offers accepted per month to enhance partner organization recruitment efforts to meet access to care needs of PHC membership."

Website Partnership Health Plan of California

# Partnership Health Plan of California

Primary Care Providers (practicing in family medicine, internal medicine, pediatrics, and obstetrics/gynecology)

Program Highlights / Incentives Available:

- \$50,000 signing bonus for physician candidates
- \$25,000 signing bonus for nurse practitioners/physician assistants (NP/PA)
- \$5,000 moving allowance match
- \$500 site visit match
- \$5,000 extended family moving allowance



### St Joseph Hospital Tours

Another way to expose students and community to health care and careers in health care

#### Tours include view behind the scenes in:

- Radiation Oncology
- Hospital Lab
- Cath Lab
- Imaging
- Pharmacy
- Sterile Processing
- Emergency Room/ Trauma Unit
- Surgery

Coordinated monthly - 2<sup>nd</sup> Thursday of the month, \*11:30 - 4:00 p.m. St. Joseph Hospital - with lunch provided \*required: signed confidentiality agreement (to be provided prior to the tour).

\*Meet at St. Joseph Hospital Conference Room #2

\*up to 20 people (Limit to 10 students - NOT to be "field trip")

Contact to "sign up" for tour and/or making other arrangements: Rebecca Harmon, St. Joseph Hospital Foundation

(707) 269-4200 Email: Rebekah.Harmon@stjoe.org

Paul McGinty coordinator

## Work Still in Progress

- Obtaining a part-time person to work on our universal grid
- Reaching out to doctors in Del Norte for shadowing, give lectures etc.
- Reaching out to Del Norte schools for forums, pre-medical educational activities etc.
- Reaching out to Southern Humboldt for the same as above
- More collaboration work with NCCN/AHEC and other organizations with the same focus