

Building Bridges: Advancing a Healthcare Workforce Pipeline in Rural Michigan

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Presenters

Kelly Aubry, PT, DPT

Affiliate Faculty - Allied Health Science
GVSU Northern Michigan

Theresa Bacon-Baguley, PhD, RN

Associate Dean of Research, Professor
GVSU College of Health Professions

Jenny Baweja, PhD, CTRS

Program Director, Professor
GVSU Allied Health Science

Shannon Owen, EdS

Director
GVSU Northern Michigan

Building a Sustainable Rural Workforce

Begins in rural K-12 school districts and career tech centers, and involves:

- Collaboration among multiple institutions with a common goal
- Improved access to healthcare education for rural communities
- Local presence and community engagement
- Recruitment of local students
- Retention of students in rural areas



Evidence-Based

Asghari et al.'s (2020) systematic review found that the primary factors impacting recruitment and retention in rural areas were:

- Having a rural background or being from a small town
- Medical school characteristics such as attending school in a rural area or having a rural-focused curriculum
- Longitudinal rural training- early and frequent exposure to rural rotations

Russell et al. (2021), through their systematic review, found:

- Students from rural backgrounds were consistently associated with increased rural retention

A scoping review by Noya et al. (2022) shared:

- Two factors consistently predicting rural practice were rural background and rural immersion



Key Initiatives:

- **Cultivate Early Interest** – Provides exposure to healthcare careers, laying the foundation for future career awareness.
- **Collaborative Approach** – Expands student pathways through strategic partnerships.
- **Multi-Organizational Engagement** – Connects students with career tech centers and community colleges to foster career readiness.



Educational Partnerships

Traverse City Regional Center Current Partners:

- Charlevoix-Emmet ISD
- Northwestern Education Services
- Northwestern Michigan College
- North Central Michigan College



Direct Credit Opportunities

Career Tech Center students earn direct college credit for successful completion of their program

- Customized design to maximize partner benefit
- Structured university support
- Career exposure

Joint learning community between technical centers and university



Tech Center Collaboration

Common goal to improve access to healthcare education in Northern Michigan

Instructor Support:

- Course materials
- Consultation
- Guest speakers
- Classroom visits
- Advisory board presence
- Campus visits

LOCAL

**North Ed Career Tech's health sciences wins
Michigan Department of Education's engaging
instruction award**

Classroom Engagement



Strengthening Pathways through Direct Connect

Seamless partnership between NMC and GVSU

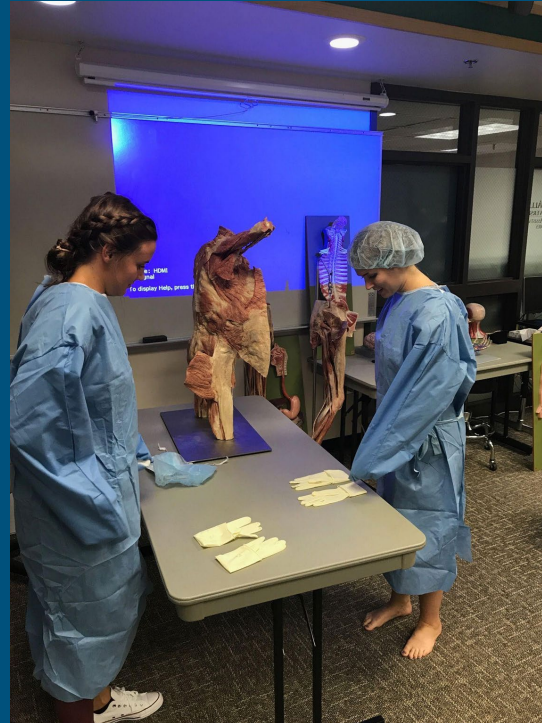
- Personalized Support: NMC and GVSU advisors collaborate to create tailored academic and financial plans for each student.
- Maximized Transfer Credits: Concurrent enrollment helps students save time and reduce costs by fully leveraging credits earned at NMC.
- Flexible Learning Options: Choose from in-person, online, or hybrid classes to fit your schedule and learning style.
- Comprehensive Student Services: Access robust support systems at both NMC and GVSU—from advising to career resources.



Seamless Educational Transitions

By optimizing educational pathways, we ensure students receive the support needed to navigate transitions smoothly, strengthening the rural healthcare workforce.

Partnerships with rural healthcare organizations may facilitate experiential learning and a stage-based exposure approach that allows students to craft their healthcare identity.



Empowerment for students

This intentional approach equips students with essential resources, guidance, and coursework to enhance healthcare access and bridge gaps in rural communities.



“ As an Allied Health Science major and an immigrant, this course has significantly deepened my understanding of the American healthcare system and its impact. It has also helped me strengthen my writing skills, which will be essential for graduate school.”

AHS Student Feedback

Questions?

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