



# FY26 Budget Request

Area Health Education Consortium | H530 | January 29, 2025

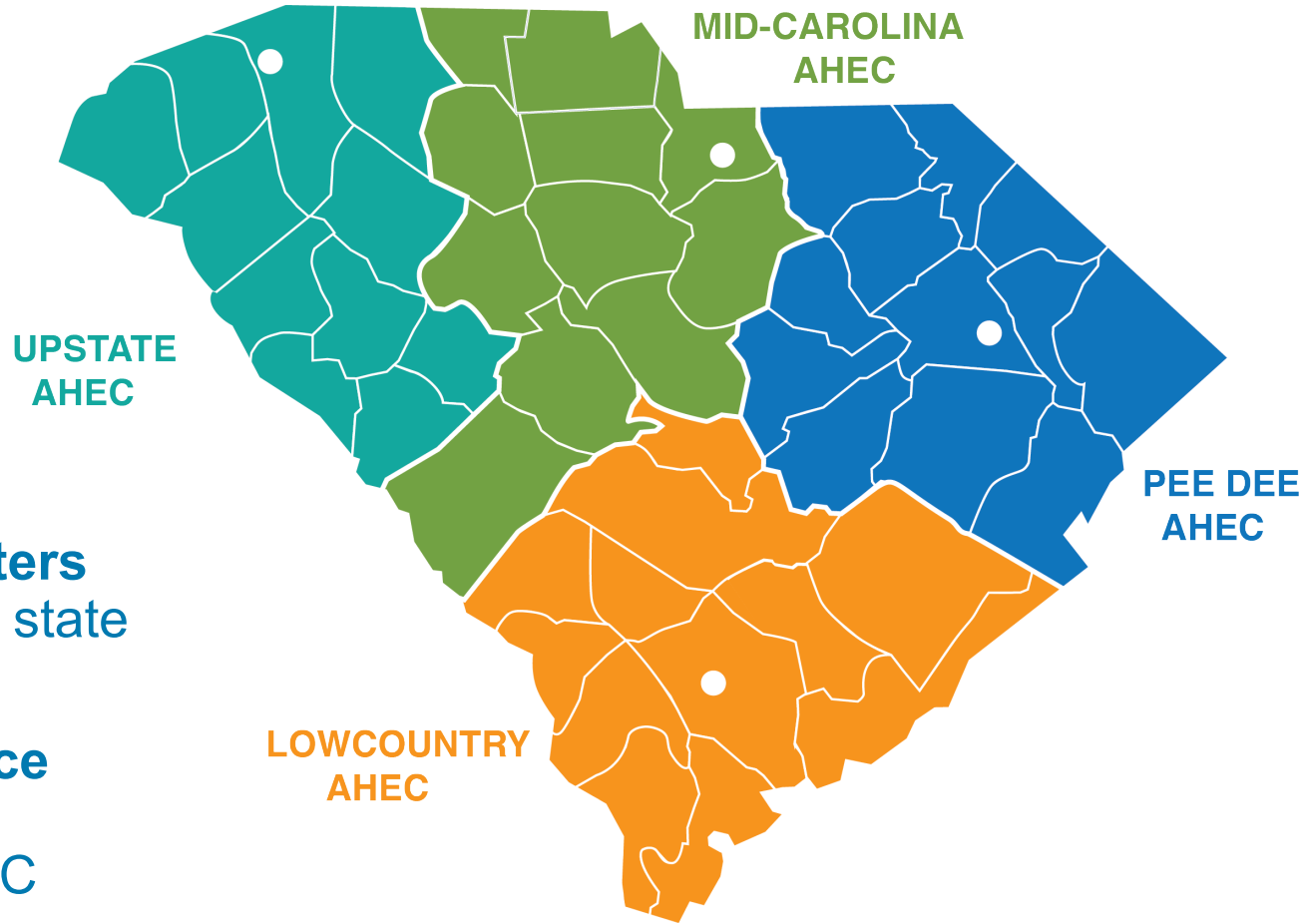
Ways & Means Healthcare Subcommittee

# Agency Attendees

**Ann Lefebvre, DSW, CPHQ**  
Executive Director

**Ali McMenamin, MA**  
Director of Communications

# South Carolina AHEC System



**4 regional centers**  
serve the entire state

**1 program office**  
administratively  
housed at MUSC

## SC AHEC System At-A-Glance

Region Size: 11 or 12 counties

Total Staff: 62

Regional Staff: 40

PO Staff (state FTEs): 25

Program Areas: 6

**145,325**

Total contact hours of  
programming in FY24

# SC AHEC Program Areas



## Health Careers Program

Supports high school and college students on their paths to becoming healthcare professionals, building a future healthcare workforce that is representative of the communities it serves.



## Recruitment & Retention Program

Provides financial incentives to healthcare professionals who practice in rural and underserved areas to improve the distribution of providers statewide.



## Health Professions Student Program

Provides community-based training experiences, exposing students to the opportunities of working in rural and underserved areas of South Carolina.



## Continuing Professional Development

Enhances clinical skills, addresses ongoing and emerging health trends and helps professionals maintain their licensure and certifications.



## Graduate Medical Education

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



## SC Office for Healthcare Workforce

Analyzes data and provides policy-relevant information about the healthcare workforce in South Carolina.

# Supporting the Pathway to a Strong Health Workforce



South Carolina  
Office for Healthcare  
Workforce



Health Careers  
Programs



Graduate Medical  
Education



Continuing Professional  
Development



Health Professions  
Student Programs



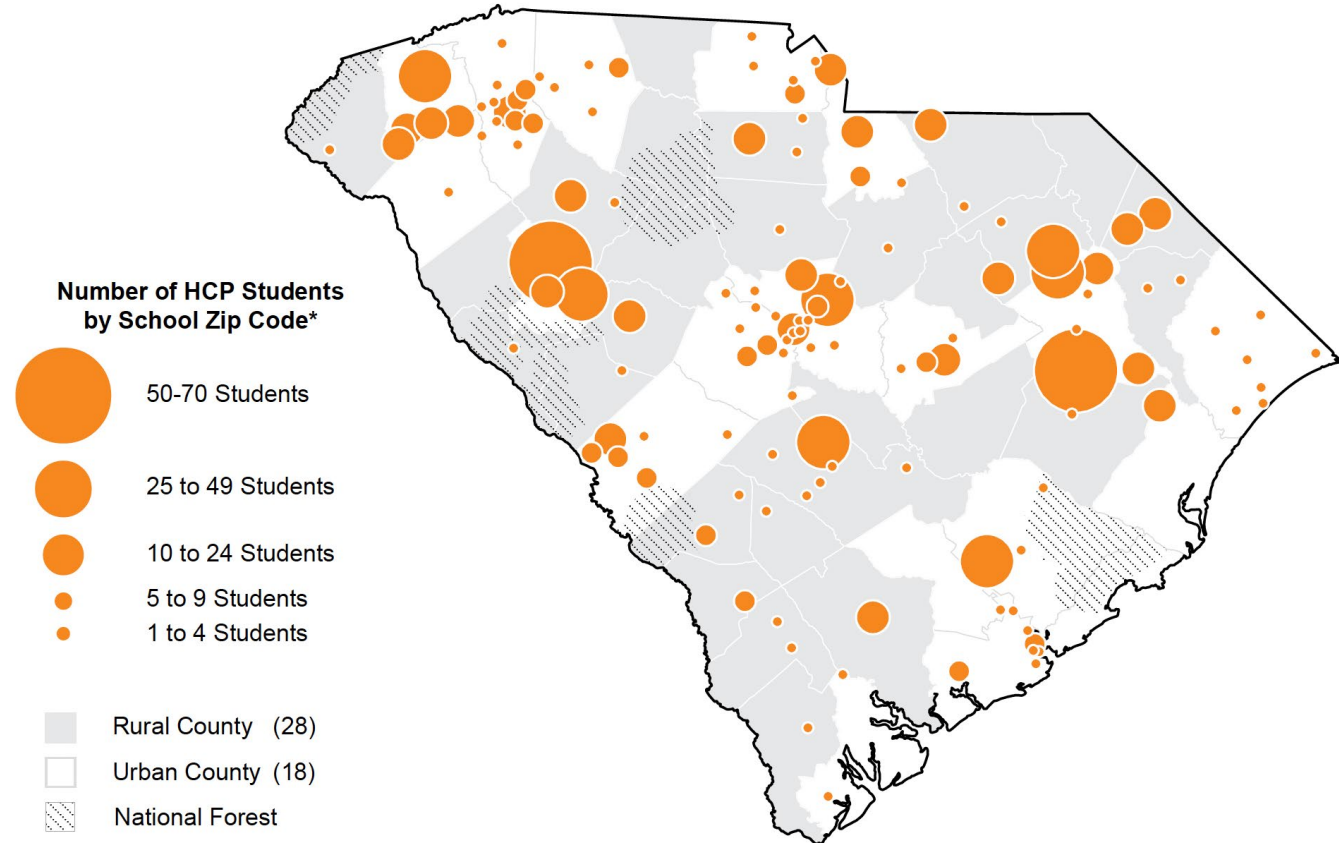
Recruitment &  
Retention Programs

Destination:  
Better  
Healthcare

# Health Careers Program

- **1,019** high school and college students participated in AHEC programming
- **15,774** total contact hours of programming delivered to students
- **52%** of participants were from rural areas
- **1,104** hours of job shadowing completed

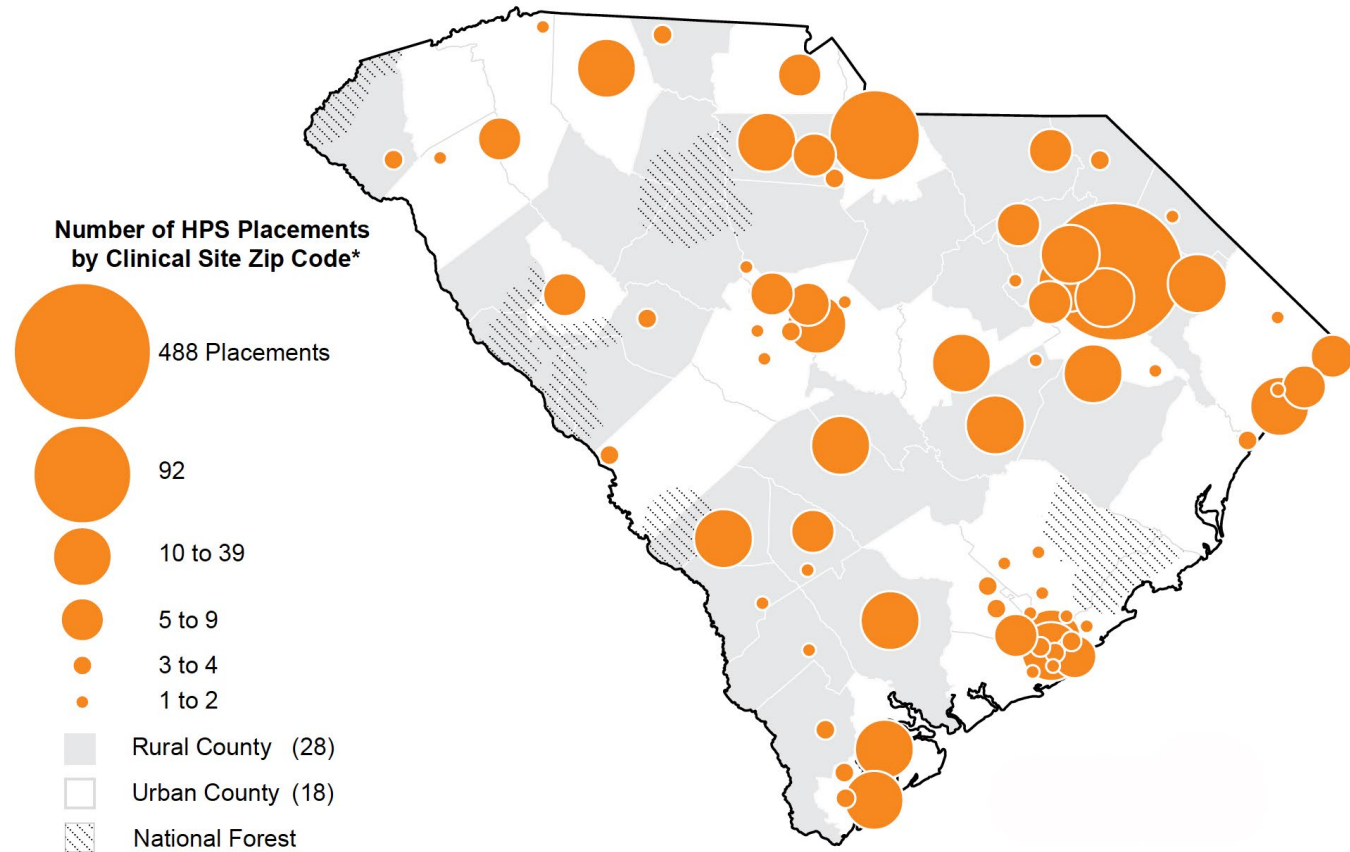
SC AHEC Health Careers Students Served Across the State (by High School ZIP Code)



# Health Professions Student Program

- **1,113** training site placements
- **303** preceptors at **176** community-based training sites
- **30%** of placements in a rural setting
- **35%** of placements in a primary care setting

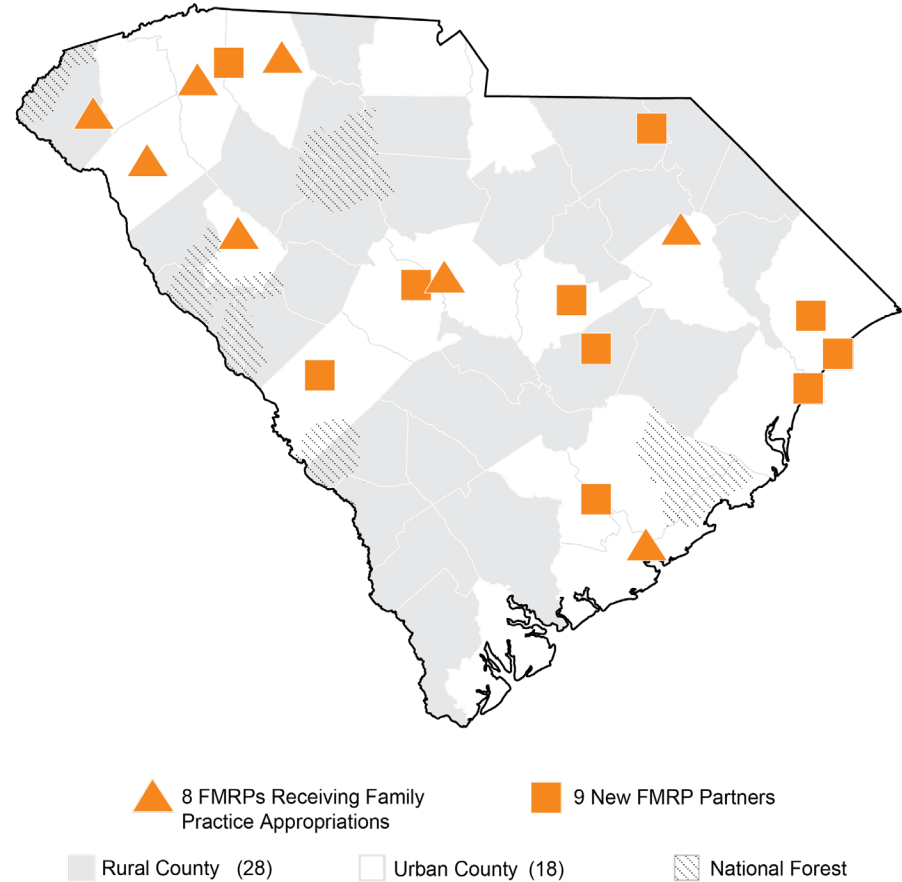
SC AHEC Health Professions Student (HPS) Training Assignments Placed Students in Communities across SC



# Graduate Medical Education

- **1,288** contact hours of training accrued by residents in the AHEC Learning Portal
- **48** residents participating in training via the AHEC Learning Portal
- **50** students representing **10** medical schools attended Family Medicine Interest Day

Family Medicine Residency Programs in South Carolina

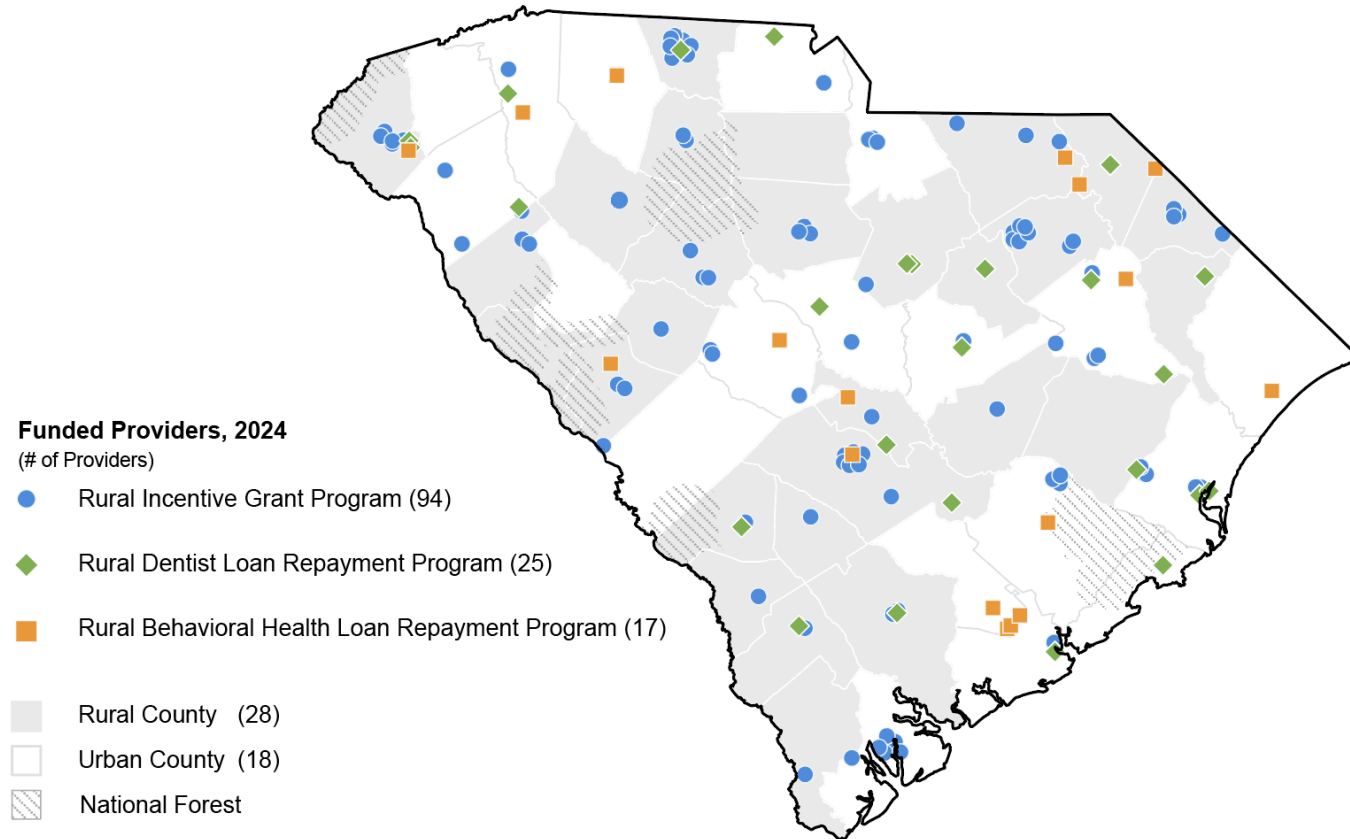




# Recruitment & Retention Programs

- **94** providers active in Rural Provider Incentive Program
- **25** dentists active in the Rural Dentist Loan Repayment Program
- **17** behavioral health professionals active in the BH Loan Repayment Program
- **New** Rural Behavioral Health Professional Incentive Program est. **via proviso 23.5** for FY25

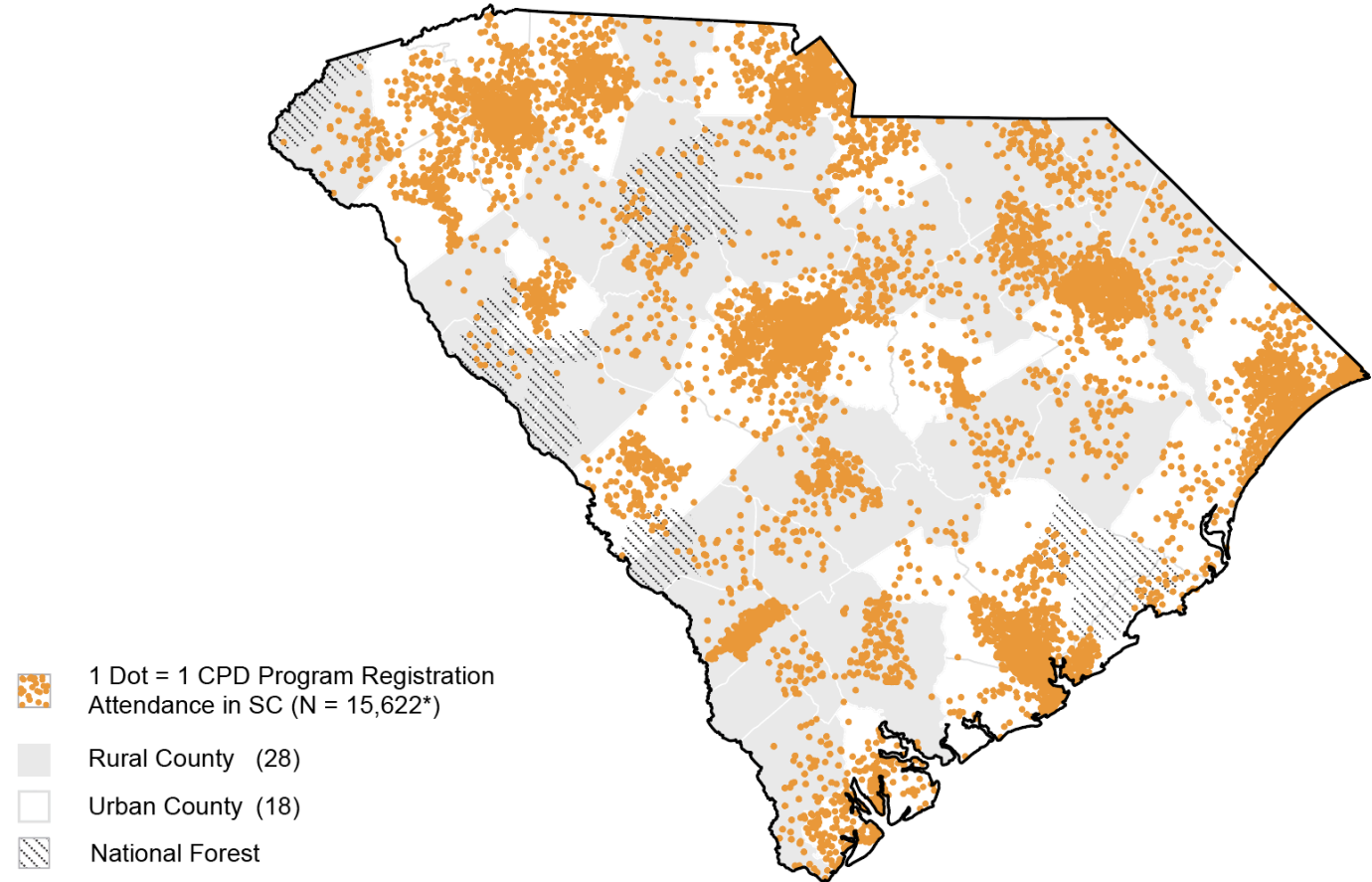
South Carolina Recruitment & Retention Program Participants, FY24



# Continuing Professional Development

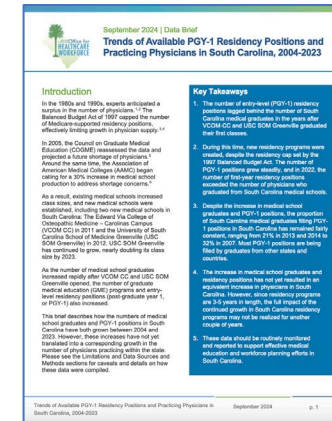
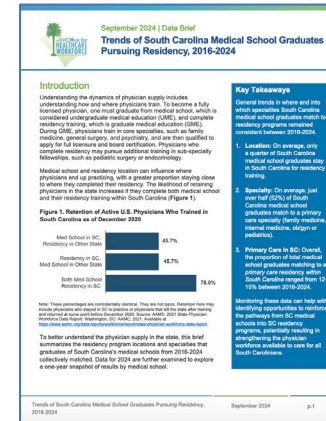
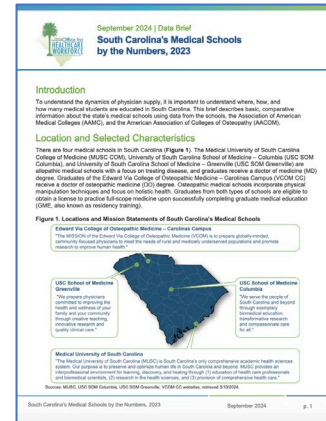
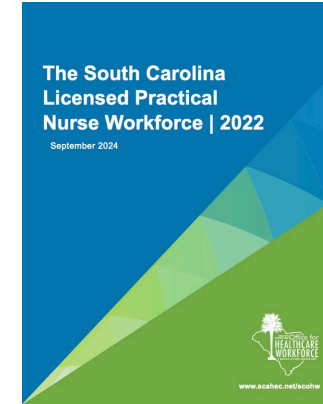
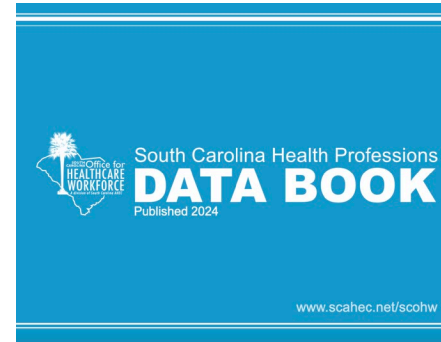
- **7,532** professionals participated in AHEC CPD programs
- **86,175** contact hours of continuing education accrued by participants
- **18,990** registrations for AHEC CPD programs in South Carolina and beyond

Continuing Professional Development (CPD) Program Registrations by Zip Code, FY24



# SC Office for Healthcare Workforce

- New 2024 SC Health Professions Data Book released
- Nursing Workforce:
  - Advisory stakeholder meeting held
  - LPN Report released
- Other new publications:
  - Medical Education in SC
    - Medical School Information
    - Residency Match Trends
    - Residency Positions and Physician Retention Trends



# Budget Request

South Carolina AHEC has no:

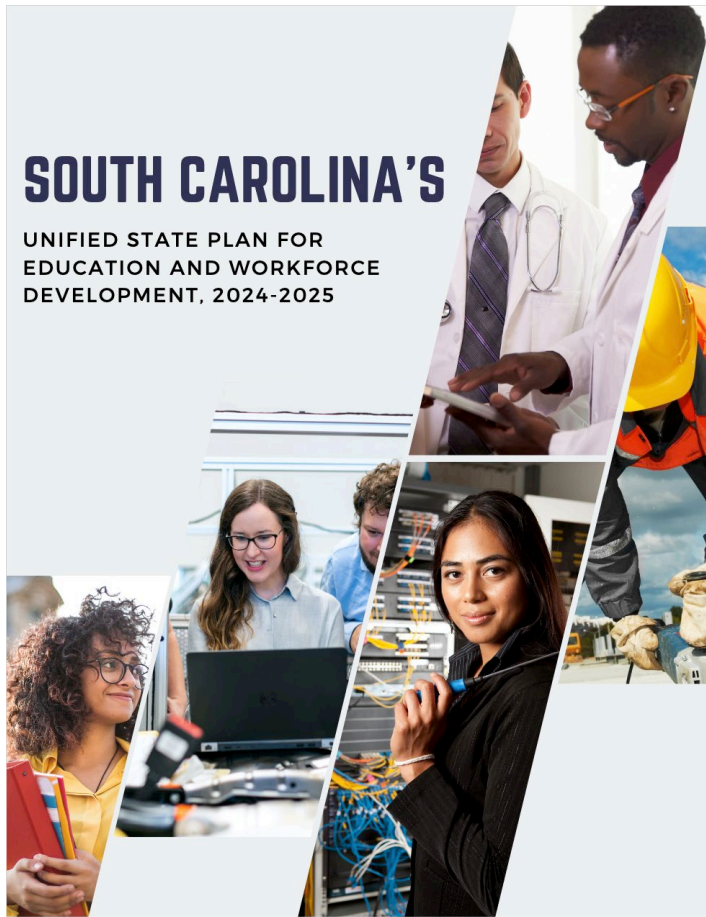
- Capital requests
- Non-recurring requests
- Proviso requests

# Increased Alignment of AHEC Healthcare Workforce Development

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**Recurring Budget Request Priority 1:  
\$875,000**

# Aligning Efforts Statewide to Address Workforce Gaps



## South Carolina's Unified State Plan for Education and Workforce Development

“A systematic approach for statewide education and workforce development, streamlining and unifying the efforts of entities throughout the state.”

South Carolina's Unified State Plan for Education and Workforce Development, 2024-2025, <https://dew.sc.gov/ccwd>, p. 4

# USP Priority Occupations

## Health Science

- Nurse Practitioners
- Physical Therapists
- Medical and Health Services Managers
- Veterinarians
- Occupational Therapists
- Dentists, General
- Registered Nurses
- Physicians, All Other
- Dental Hygienists
- Radiologic Technologists and Technicians
- Pharmacists
- Licensed Practical and Licensed Vocational Nurses
- Medical Records Specialists
- Physical Therapist Assistants
- Pharmacy Technicians
- Medical Secretaries and Administrative Assistants
- Medical Assistants
- Dental Assistants
- Phlebotomists
- Home Health Aides
- Healthcare Support Workers, All Other
- Opticians, Dispensing
- Nursing Assistants
- Hearing Aid Specialists

## Human Services

- Substance Abuse, Behavioral Disorder, and Mental Health Counselors
- Child, Family and School Social Workers
- Social and Human Service Assistants
- Personal Service Managers, All Other
- Personal Care Aides
- Massage Therapists
- Clergy
- Exercise Trainers and Group Fitness Instructors
- Community Health Workers

# Paraprofessional Health Workforce



- Perform basic and/or administrative healthcare tasks, examples include:
  - Collect medical history & take vital signs
  - Bathe, reposition, and/or transport patients
  - Assist with medical procedures
  - Administer emergency medical care (EMS)
- Often require less than a bachelor's degree
- Usually trained and certified more quickly than licensed health professionals
- Essential to the provision of healthcare



# Types of Health Professionals

## Licensed Health Professionals

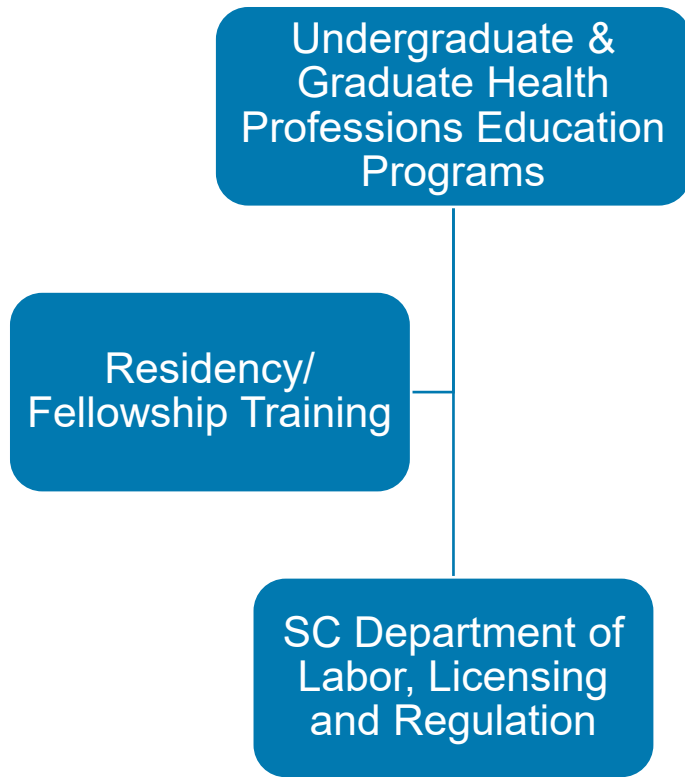
- Licensed by LLR
- Licensure data collected on regular basis
- Centralized information about number and practice location available

## Paraprofessionals

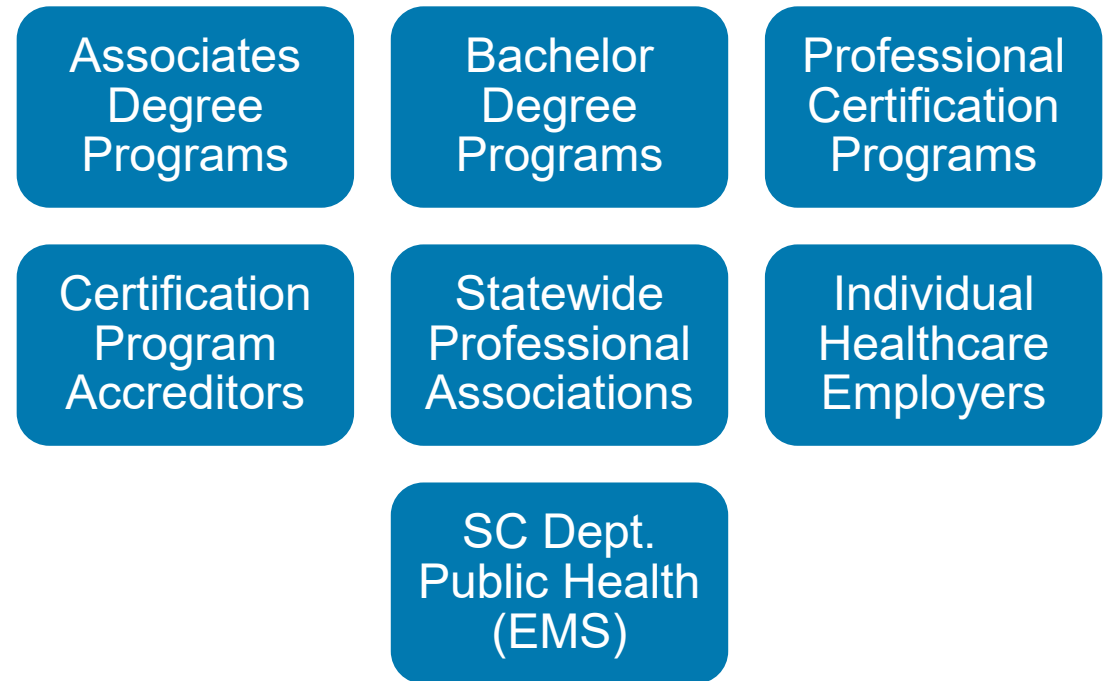
- Often certified, license not required
- Certification data tracked in a wide range of places
- Information about number and practice location scattered and siloed

# Tracking the Healthcare Workforce

## Licensed Healthcare Workforce Data Collection



## Paraprofessional Healthcare Workforce Data Collection



# Example: Allendale County

## What We Know

- 10 physicians
- 39 registered nurses
- 5 respiratory care practitioners
  
- 25 general hospital beds
- 44 skilled nursing facility beds
  
- 31 health/medical preparatory certificates awarded by Denmark Technical College

## What We Don't Know

- # of medical assistants
- # of CNAs
- # of patient care technicians
  
- # of paraprofessionals needed for facilities to maintain operations (capacity)
  
- # of graduates needed to maintain capacity for healthcare employers

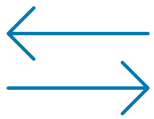
Sources: South Carolina Office for Healthcare Workforce with data derived from The Integrated Postsecondary Education Data System. U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS). Retrieved from <https://nces.ed.gov/ipeds/datacenter/InstitutionByName.aspx>; 2024 South Carolina Health Professions Data Book, South Carolina Office for Healthcare Workforce. Available at <https://www.scahec.net/scohw/data/reports/139-SCOHW-Data-Book-2024.pdf>

# Data-Driven Workforce Strategies



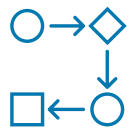
## Collect

Connect with healthcare employers in rural counties to collect capacity data for paraprofessionals



## Analyze

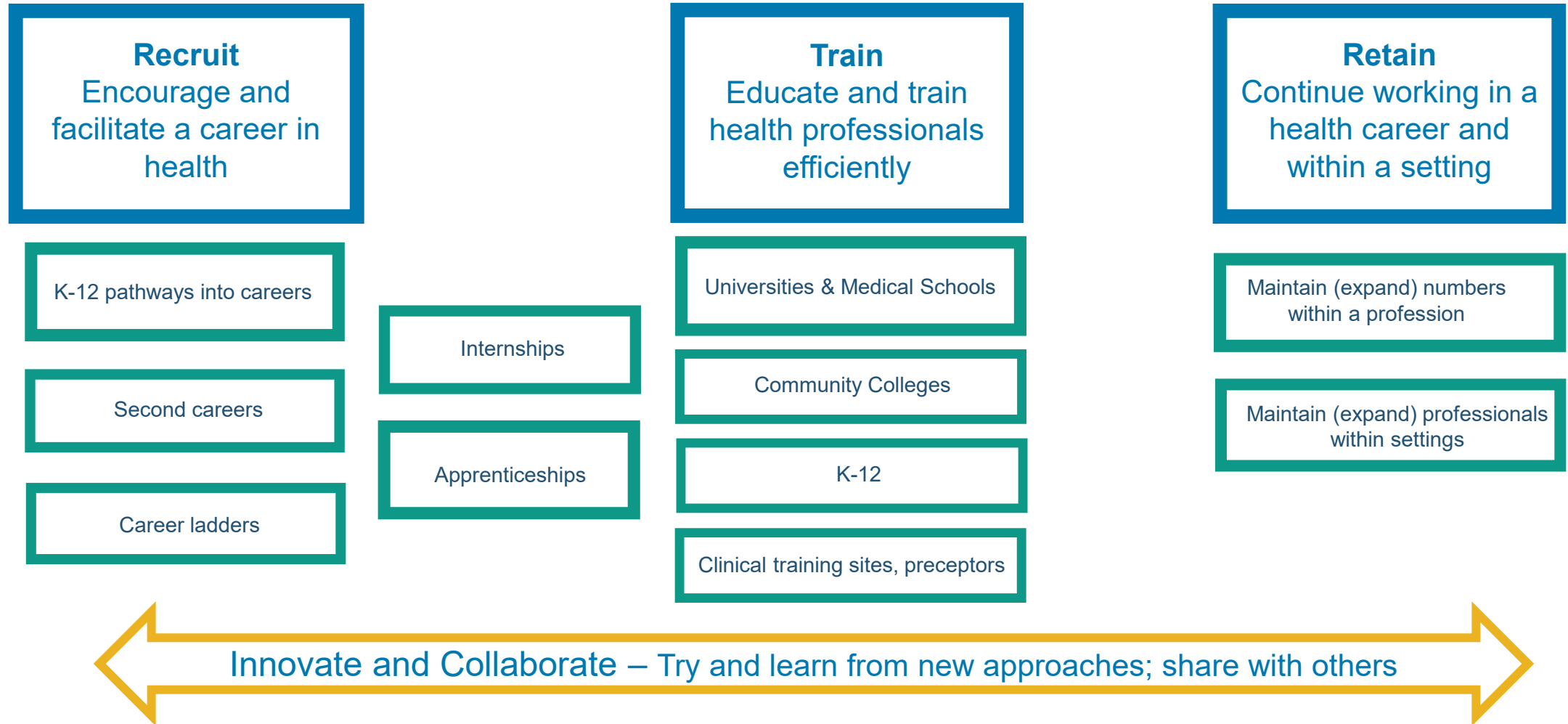
Assess match between employer capacity needs and the availability and output of local education/training programs



## Act

1. Work with employers and partners to develop and stabilize the health professions pipeline
2. Provide the data to DEW & CCWD and other stakeholders for more effective workforce planning

# Using Data to Connect & Apply Solutions to the Workforce Pipeline



Graphic credit: NC AHEC/NC Center on the Workforce for Health

# Determining Community-Specific Needs

Gaps in the workforce pipeline vary by community

Not enough students

Not enough teaching capacity

Not enough training capacity

Not enough students complete

Not enough local workforce

Not enough applicants

Not enough classroom space

Not enough training sites

Not enough advising capacity

Lose employees to urban areas

Not enough qualified applicants

Not enough faculty

Not enough preceptors/trainers

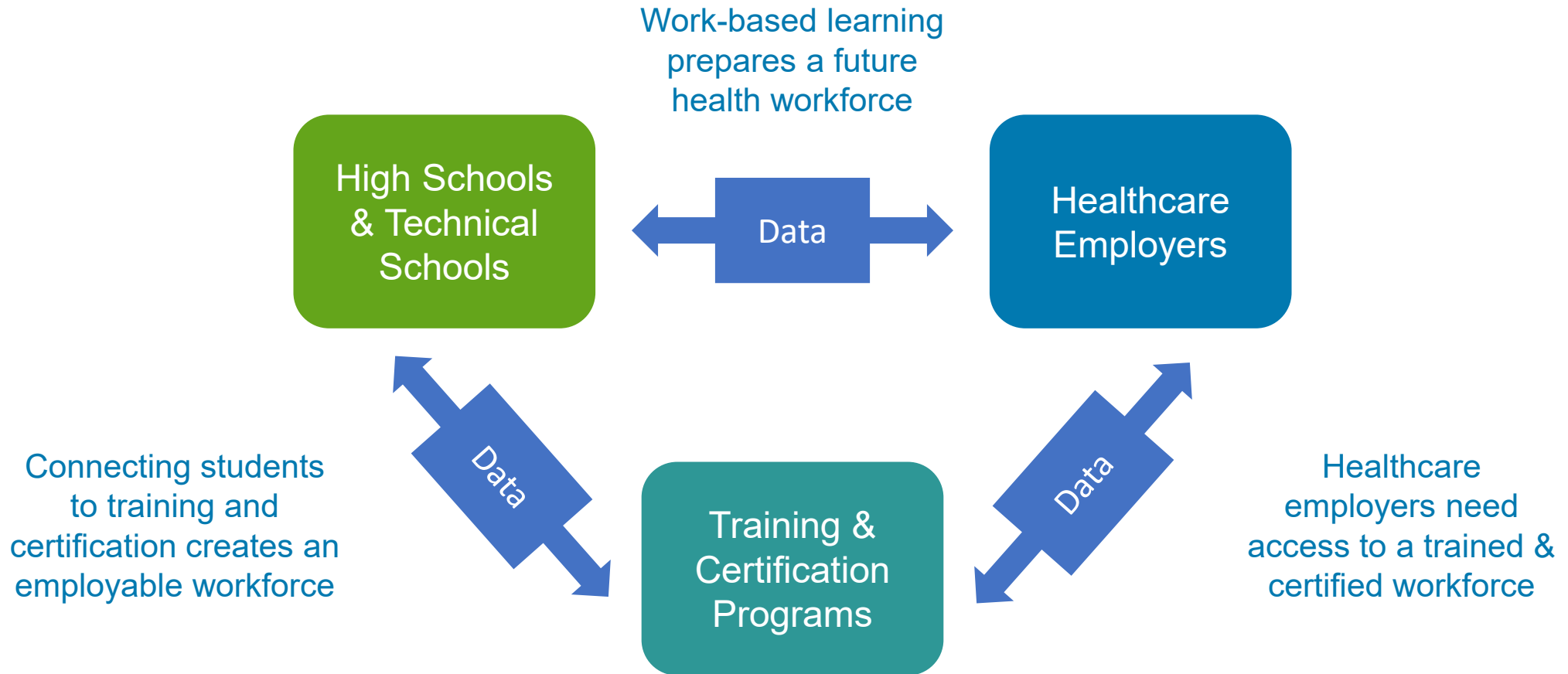
Not enough financial assistance

Not enough grads employed locally

Not enough simulation capacity

Graphic credit: NC AHEC/NC Center on the Workforce for Health

# Creating Connections in the Healthcare Workforce Pipeline Where Data Gaps Exist



# Recurring Budget Request

**\$875,000 in recurring funds would enable AHEC to hire new staff members to:**

1. Identify and categorize the paraprofessional needs of healthcare employers in rural and underserved communities to drive more efficient training and certification programs.
2. Partner with local high schools to connect with more local healthcare employers to provide targeted work-based learning, job shadowing and internships for paraprofessions.
3. Share data on paraprofessional health workforce capacity in these rural and underserved communities with employers, educators, healthcare training programs, and DEW so that all stakeholders can understand the areas where there may be further opportunities to support and build workforce.

## Staff Supported with Requested Funding:

At Each Regional AHEC Center  
(2 staff x 4 centers = 8 staff)

- Regional Manager of Healthcare Workforce Development
- Regional Data Coordinator

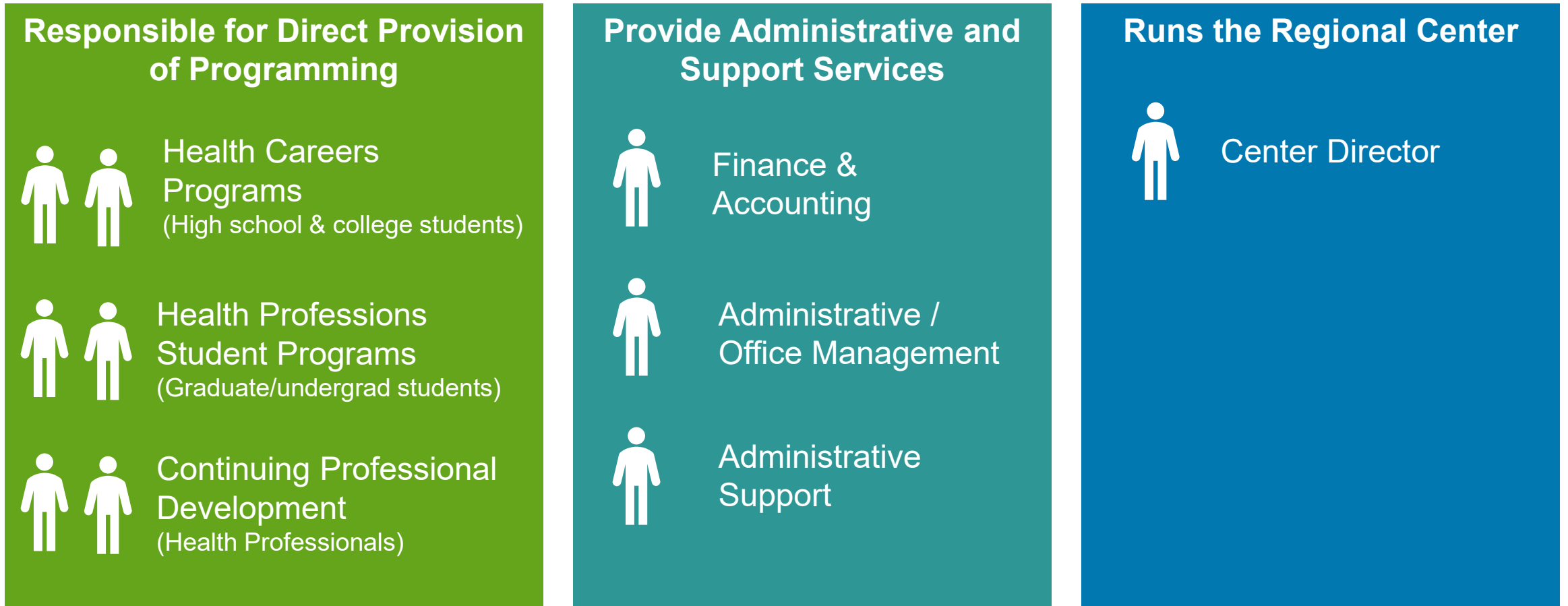
State FTEs (2)

- Database administrator
- Statewide healthcare workforce development manager



# Current Regional AHEC Center Staffing

Each regional AHEC Center consists of approximately 9-10 staff members in defined roles:



# Anticipated Outcomes if Funded

- **Short-term Outcomes**

- Establish new and/or more robust partnerships between schools, training programs and employers in rural and underserved communities

- **Mid-term Outcomes**

- Collect capacity data for healthcare paraprofessionals in rural and underserved communities to share with DEW, schools and training programs to increase efficiency and drive training needs with data

- **Ongoing Outcomes**

- Support strategic, ongoing, data-driven decision making for educators/schools, training programs and employers
- Strengthen and fill gaps in the healthcare paraprofessional workforce development pipeline
- Share workforce information with DEW & CCWD and other stakeholders

# Questions?

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*South Carolina Area Health Education Consortium (AHEC) connects students and professionals with the tools, training and resources necessary to develop an effective healthcare workforce, with a focus on primary care for rural and underserved areas.*

[www.scahec.net](http://www.scahec.net)