



Division of Nursing and Public Health (DNPH) Overview

December 7, 2023

Bureau of Health Workforce (BHW)

Vision: Healthy Communities, Healthy People



Division of Nursing and Public Health (DNPH)

DNPH administers and provides oversight of nursing, behavioral and public health workforce development programs



Annual Budget:  +\$610M  FTEs:51

Awardees

- Academic Institutions
- Clinical Facilities
- Community Partners

Funding Mechanisms

- Grants
- Cooperative Agreements
- Contracts

IMPACT

- Expanded academic-practice-community partnerships
- Enhancements to curriculum and clinical training
- Faculty development and other continuing education opportunities

Nurse Education and Practice (NEP) Branch



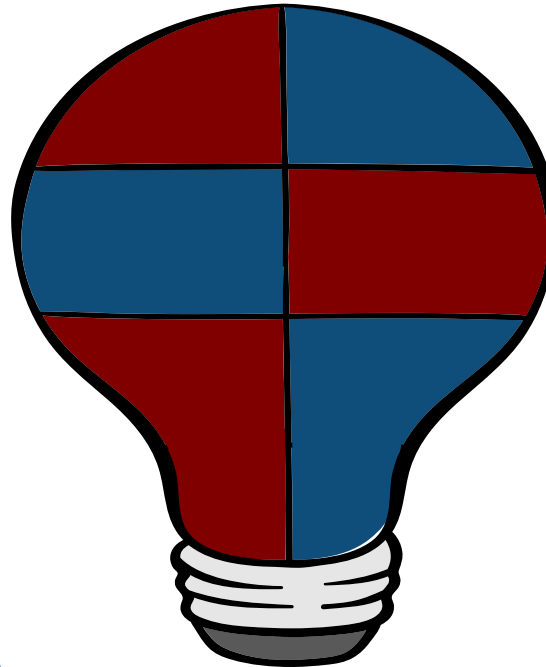
Nurse Education, Practice, Quality and Retention-Registered Nurse Training Program
NEPQR-RNTP



Nurse Education, Practice, Quality and Retention-Clinical Faculty and Preceptor Academies
NEPQR-CFPA



Nurse Education, Practice, Quality and Retention :Interprofessional Collaborative Practice -Behavioral Health Integration
NEPQR:IPCP-BHI



Nurse Education, Practice, Quality and Retention-Simulation Education Training
NEPQR-SET



Nurse Education, Practice, Quality and Retention-Mobile Health Training Program
NEPQR-MHTP



Nurse Education, Practice, Quality and Retention- Pathway to Registered Nurse Program
NEPQR-PRNP



Community Health Worker Training Program
CHWTP



Nursing Workforce Diversity
NWD

Advanced Nursing Education (ANE) Branch

Advanced Nursing Education Nurse Practitioner
Residency and Fellowship (ANE-NPRF)
Program

Advanced Nursing Education Workforce
(ANEW) Program

Maternity Care Nursing Workforce Expansion
(MatCare) Program



ANE- Sexual Assault Nurse Examiner
(ANE-SANE)
Program

Nurse Anesthetist Traineeship
(NAT) Program

Nurse Faculty Loan Program
(NFLP)

By the numbers

FY 2023 Investments	Number of Awards	Total Investment
Nurse Education, Practice, Quality, and Retention	80	\$55.8M
Advanced Education Nursing	201	\$88.9M
Nurse Faculty Loan Program	88	\$26.5M
Nursing Workforce Diversity	42	\$22.4M
Mental and Behavioral Health Workforce	164	\$79.4M*
Behavioral Health Workforce Education and Training	229	\$114.2M*
Public Health Workforce	10	\$9.3M

*includes ARPA funded programs



HRSA Workforce Program Aims



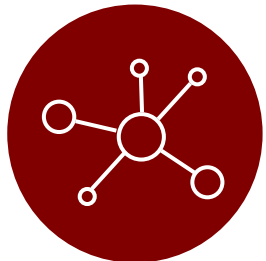
ACCESS

Make it easier for people to access health care



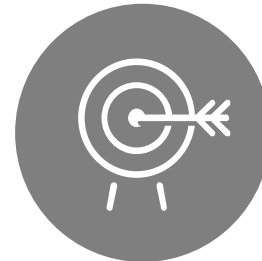
SUPPLY

Balance the supply of health workers with the demand for care



DISTRIBUTION

Improve distribution of the health workforce



QUALITY

Improve the quality of the health workforce and the care they provide

HRSA Workforce Aims in FY2023



Increase Supply



Advance Health Equity



Improve Distribution

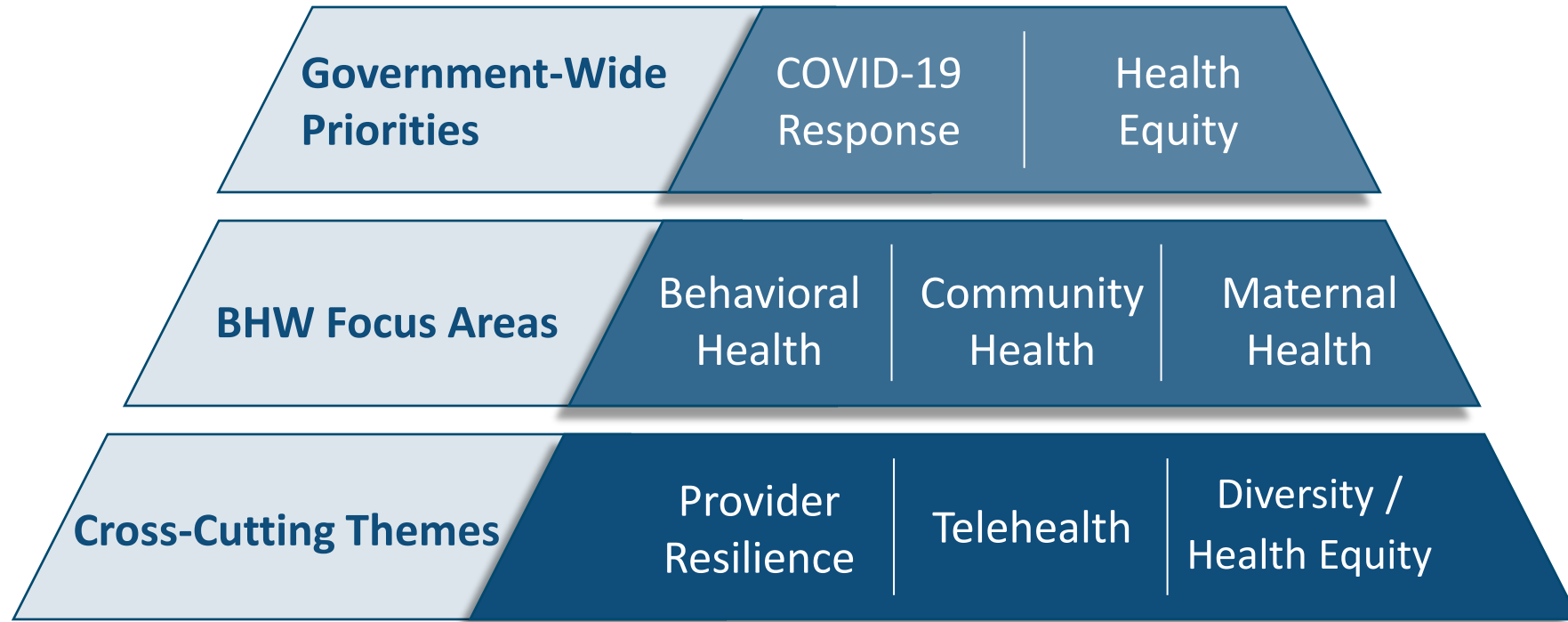


Promote Resilience



Amplify HRSA Impact

HRSA Workforce Focus Areas (2022-2023)



Division of Nursing and Public Health Program Themes

- ▶ **Nurses Role in Primary Care**
- ▶ **Diversity**
- ▶ **Social determinants of Health**
- ▶ **Interprofessional team-based care infused in nursing education and practice**
- ▶ **Innovative models of training and practice including virtual learning/telehealth**
- ▶ **Academic-Practice partnerships to bolster nursing education and practice**
- ▶ **APRN Residency Programs**



DNPH FY2023 Program Themes: Addressing the Needs of Communities We Serve



Health Equity



Are health workers educated & equipped to address SDOH, health inequities, and health disparities for the populations they serve?



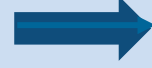
Diversity



Does the health workforce and its leadership reflect the diversity of the communities they serve?



Partnerships



Do trainees have access to clinical training opportunities distributed across geographic regions in accordance with the needs of all population groups?



Wellness



Do all health workers have safe, fair and supportive work environments?



Support



Do trainees receive meaningful financial support to reduce burden and encourage program completion, increasing supply, access & distribution?

Nursing Workforce Development Programs: SUPPLY Outcomes

NURSING WORKFORCE DEVELOPMENT PROGRAMS

help address the critical shortage of nurses in high-need areas, whether urban, rural, or tribal.



31,656
trainees

AY 2021-2022

Trainees from disadvantaged backgrounds	43%
Training sites	5,669
Training sites in medically underserved communities	64%
Graduates	12,975



Nursing Workforce Development Programs: ACCESS Outcomes

Illinois: 463

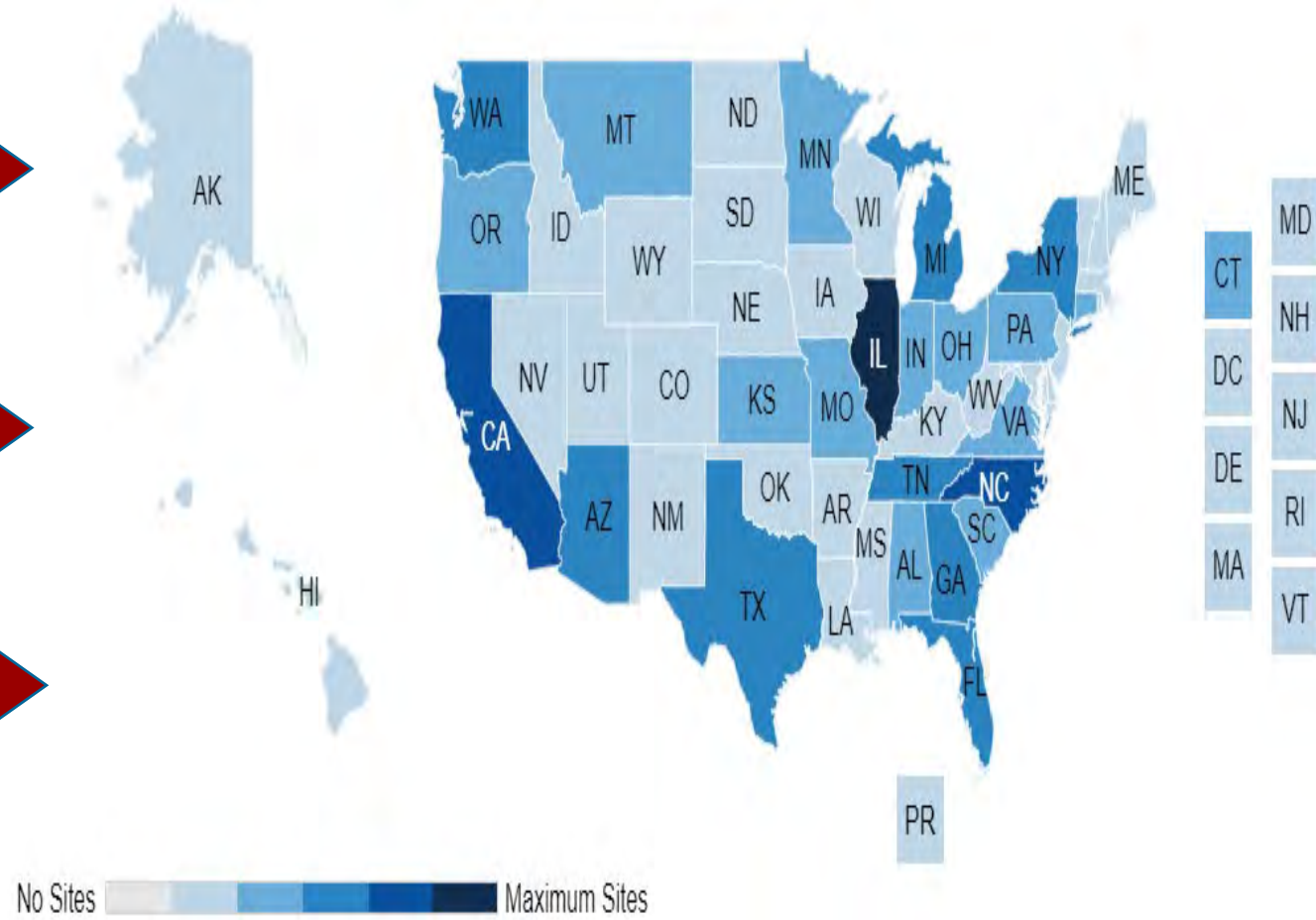
California: 342

North Carolina: 302

Tennessee: 258

Washington: 244

New York: 236



*Fiscal Year 2021-2022



Nursing Workforce Development Programs: DISTRIBUTION Outcomes



Top Facility Types

- Community Health Center
- Academic Medical Center
- Academic Institutions
- Non-Academic Medical Center
- Health Centers (FQHCs, NMHCs, LALs)
- Private Industry
- School-based Clinic
- Rural health Clinic
- Health Department
- VA Hospital or Clinic

Type of Employment	Percentage of Gradates
Clinical Practice	
Practicing in MUC	32.3
Practicing in Primary Care	17.5
Practicing/Employed in rural Setting	10.5
Academia	
Full Time Faculty Appointment	14.8
Part-Time Faculty Appointment	7
Serving as preceptor	7

Nursing Workforce Development Programs: QUALITY Outcomes



Equity and Diversity

Promoting equity is essential to the Department's mission of protecting the health of Americans and providing essential human services.

Increase the diversity of the nursing workforce with the recruitment of nursing students and faculty from diverse populations, including individuals from disadvantaged backgrounds and underrepresented racial and ethnic minorities.

Resiliency and Burnout

Health and Public Safety Workforce Resiliency Training Program (HPSWRTP): The purpose of this program is to plan, develop, operate or participate in health professions and nursing training activities using evidence-based or evidence-informed strategies, to reduce and address burnout, suicide, mental health conditions and substance use disorders and promote resiliency among "Health Workforce," in rural and underserved communities.

Nursing Workforce Diversity: Student support services – tailoring services (academic, peer, and social supports) necessary to facilitate and maintain the academic success of students from disadvantaged backgrounds, including the implementation of strategies to improve student resiliency and well-being in order to prevent burnout throughout the nursing pipeline;

Looking to the future: DNP Program Focus

- We need to focus on the Nurse, and the Nurse's Wellness
- Focus on retaining the nurse in practice and not only training and distribution
- We need to focus on ensuring the systems are built to support the nurse, the environment and condition of the workplace is conducive to ensure the nurse thrives and is successful
- In doing so, we will ensure that the nurse is supported to be successful, thereby ensuring continued access to care
- Our Training Programs will focus on ensuring nurse wellness through Health System-Academic Partnerships by utilizing wellness paradigms such as Culture of Wellness, etc.



The Role of Partnerships

Partnership Triad



Recipient and Partnership Outcomes

Entity	Graduates Hired (%)
Grantee Organization	12.8
Partner Organization	24.1

ANEW Partnership Example

Kirkhof College of Nursing (KCON)
Grand Valley State University
Allendale, Michigan

Kirkhof College of Nursing

- Trains Nurse Practitioners
- Recruits students from their communities
- Train Providers within the partnership

McLaren Health Care

- Longitudinal immersive clinical experiences
 - Preceptors
- Nurses to be recruited for training
- Ensure employment post-graduation

Trinity Health Muskegon

- Longitudinal immersive clinical experiences
 - Preceptors
- Nurses to be recruited for training
- Ensure employment post-graduation



NFLP Academic-Clinical Partnerships Example

Adelphi College of Nursing
Adelphi University,
Garden City, New York

Adelphi College of Nursing

- Trains Doctoral Nursing Students
- Partner preceptors serve as adjunct faculty
- Engage preceptors for academic program input with program revision/curricular revision, etc.

Northwell Health

(comprises of 22 facilities)

- Provides students venues to conduct their research

Downstate Hospital

(the Academic Medical Center)

- APRN clinical rotations
- Staff have voluntary appts as Clinical faculty/Guest lecturers
- Grand rounds type lectures to nursing staff by Adelphi faculty

New York Presbyterian, Cornell campus

- APRN clinical rotations
- Clinicians serve as Adjunct faculty

Contact Us

Tara Spencer, Deputy Director
Division of Nursing and Public Health (DNPH)
Email: Tspencer@hrsa.gov

Adanna Agbo, Chief
Advanced Nursing Education Branch
Email: AAgbo@hrsa.gov



Connect with HRSA

Learn more about our agency at:

www.HRSA.gov



[Sign up for the HRSA eNews](#)

FOLLOW US:

