

Legislative Commission on the Interdisciplinary Primary Care Workforce

October 27, 2022 2:00-4:00pm – NH Hospital Association, 125 Airport Road, Concord
03301 – Conference Room 1

Zoom and Call in information:

Join Zoom Meeting

<https://nh-dhhs.zoom.us/j/81640777434?pwd=emRSanh4TkNBQS9oSDQxNUo2VWg5dz09>

Meeting ID: 816 4077 7434

Passcode: 453676

Find your local number: <https://nh-dhhs.zoom.us/u/kgToRSEVm>

Agenda

- 2:00 - 2:05 **Attendance & Introductions**
- 2:05 -2:10 **Vice Chair Election**
- 2:10 - 2:55 **Overview of the Oral Health Workforce** – Joseph Errante, DDS,
Vice President of Provider Network & Clinical Strategies,
Northeast Delta Dental
- 2:55 – 3:25 **AHEC Equity Scholars** - Kate Semple Barta, Deputy Director NH
Area Health Education Center
- 3:25 – 3:55 **Community Health Workers** - Paula Smith, Southern NH Area
Health Education Center
- 3:55 - 4:00 **Legislative & Updates**– Group discussion
- 4:00 **Adjourn**

Next meeting: Thursday November 17, 2022 2:00-4:00pm

State of New Hampshire
COMMISSION ON THE INTERDISCIPLINARY PRIMARY CARE WORKFORCE

DATE: October 27, 2022 TIME: 2:00 – 4:00pm

LOCATION: NH Hospital Association, 125 Airport Rd, Concord, NH 03301 – Conference Room 1 &
Zoom Conferencing

TO: Members of the Commission and Guests

FROM: Amara Hartshorn

MEETING DATE: October 27, 2022

Members of the Commission:

Mary Bidgood-Wilson – Chair

Alisa Druzba, Administrator, Rural Health and Primary Care Section – Vice-Chair

Stephanie Pagliuca, Director, Bi-State Primary Care Association

Kristina Fjeld-Sparks, Director, NH Area Health Education Center

Kirsten Corazzini, Dean, UNH College of Health and Human Services

Tom Manion, CEO, New London Hospital

Jason Aziz, NH Insurance Department

Pamela DiNapoli, Executive Director, NH Nurses Association

Laurie Harding, Upper Valley Community Nursing Project

Trini Tellez, Healthcare Consultant

Guests:

Danielle Hernandez, Program Manager, Health Professions Data Center

Don Kollisch, White River Junction

Kris van Bergen-Buteau, NNH AHEC

Paula Minnehan, NH Hospital Association

Christine Keenan, Portsmouth Regional Hospital

Peter Mason, Headrest

Debra Fournier, NH Hospital

Sergio Zulich, White Mountain Family Medicine Residency

Annette Carbonneau, National Alliance on Mental Illness (NAMI)

Beth Wilson, Department Chair, Community and Family Medicine

Paula Smith, SNH AHEC

Amara Hartshorn, Program Assistant, Rural Health and Primary Care Section

Meeting Discussion:

2:00 – 2:05 **Attendance & Introductions**

2:05 – 2:10 **Vice-Chair Election**

- Kristina Fjeld-Sparks, Director NH Area Health Education Center
 - Ran unopposed
 - Elected unanimously

2:10 – 2:55 **Overview of the Oral Health Workforce** – Joseph Errante, DDS, Vice President of Provider Network & Clinical Strategies, Northeast Delta Dental

Refer to the attached presentation, “Workforce Data for Registered Dental Hygienists & Dental Assistants”

- Danielle Hernandez shares that the [Health Professions Data Center](#) will have a report next year for Registered Dental Hygienists and the following year (2024) for Dentists
 - Reports provide insights into provider practice
 - 95% of those who renewed their license completed the survey
 - With additional years of surveying, we’ll be able to look at trends and changes over time
- Medicaid adult dental benefit – [Medicaid Dental Services: NH Smiles Program for Adults](#)
 - Available preventative dental services
- Why are RDH’s leaving their workforce?
 - NH Dental survey; waiting to release results until finalized
 - Request data on job satisfaction and how can the job be enhanced
 - Repetitive work
 - Lacking benefits, vacation time, and the feeling of being a valuable team member
 - Possible solutions
 - Mobility options
 - Inclusion as a valued part of the team

2:55 – 3:25 **AHEC Equity Scholars-** Kate Semple Barta, Deputy Director NH Area Health Education Center

Refer to the attached presentation, “New Hampshire Area Health Education Center”

3:25 – 3:55 **Community Health Workers-** Paula Smith, Southern NH Area Health Education Center

- Funding to train Community Health Workers
 - [CDC Equity Grant](#) is the CDC Covid Disparity grant that the division of Public Health Services received in 2021

- [CHW Advance Grant](#) is the Community Health Worker Support Worker Training Program (CHWTP)
- Trainings and scholarships
 - [Community Health Workers Training Information](#)
- Stipends to assist with barriers
 - Example - Could be used to ensure transportation to work
- Hiring is not the issue, retaining them is
 - This position requires being open-minded to taking on many tasks
 - Increase their wage
 - Value their work
- Stakeholder groups
 - [North Country Health Consortium](#)
 - [NH CHW Coalition](#)
 - Community Health Workers program start-up assistance
 - Peer support
 - Peer networking
 - Build a coalition and share evidence based information
 - Email Annette Carbonneau at acarbonneau@NCHCNH.org

3:55 – 4:00 **Legislative and Updates**

- Licensing for Mental Health Providers
- Study Committee for SB 220
- [Final Report of the Committee to Study and Make Recommendations Relative to Licensure of Mental Health Professionals Under the Board of Licensing](#)

4:00 **Adjourn**

Workforce Data - RDH

March 2022

VT Technical – Dental Programs

- BS degree awarded as quickly as three years (2 years + 1 year)
 - Considering a 2 year program
- Class statistics
 - In 2021, accepted 24 students and graduated 17 students
 - In 2020, accepted 24 students and graduated 17 students
 - In 2019, accepted 24 students and graduated 14 students
- Tuition is:
 - VT Resident - \$20,242
 - Non-resident - \$37,946

NHTI – Dental Programs

- Dental Hygiene – Associates Degree (2 years)
- Class statistics:
 - 2021 – Available seats 33, candidates accepted 33
 - 2020 – Available seats 42, candidates accepted 34, candidates graduated 22
 - 2019 – Available seats 42, candidates accepted 34, candidates graduated 29
- Tuition \$23,730

NHTI – Dental Programs – *Additional Comments*

- Class sizes have decreased since Fall 2019 due to COVID-19 restrictions
- NHTI has physical capacity to increase classes in the evenings and weekends for DA and DH programs but would require additional faculty and CODA permission (for DH program)
- NHTI reports losing about 25% of RDH graduates to Boston area dental practices

UMA – Dental Programs

- Dental Hygiene – BS (4 years) and Associates Degree (3 years)
- Class statistics:
 - 2021 – Available seats 20, candidates accepted 20, candidates graduated 17
- Tuition \$57,428

UNE – RDH Programs

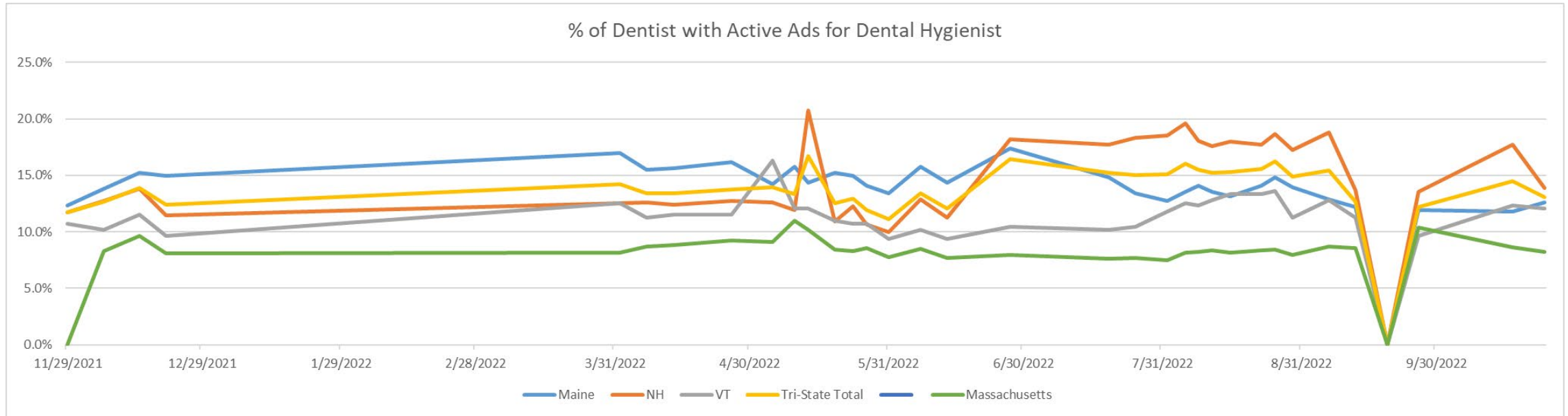
- Dental Hygiene – BS (4 years) – opened in 1961 with expansions in 1968 and 1976
 - 20 Chair Clinic

- Class statistics:

2021	2020	2019
Applications 184	Applications 203	Applications 239
Accepted 149	Accepted 155	Accepted 189
Deposited 56	Deposited 49	Deposited 65
Freshman 37	Freshman 34	Freshman 41
Graduated: 51	Graduated: 41	Graduates 40

- Tuition is \$38,420 (*not including Room and Board*)
 - Total Direct Costs (Room/Board and Fees) is \$54,630
- Several Trends impacting future classes
 - 2023 Class is 36 students
 - Demographics and COVID-19 requirements (*Social Distancing and applicant pool*)
 - Less 18 year old people in the US each year until 2030 (when it levels off)

Demand *(Surrogate Measure of Indeed ads by date)*



Not a perfect measure of demand for workforce as Ads can vary significantly (especially around the holidays and different times of the month)

EMSI Data – General

- A hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics.
- Leveraging the unique strengths of each source, EMSI data modeling team creates an authoritative dataset that captures more than 99% of all workers in the US.
- Core offering is also enriched with data from online social profiles, resumes and job postings to give a complete view of the workforce
- Frequently cited in major publications such as The Atlantic, Harvard Business Review, The New York Times, The Wall Street Journal and USA Today.

EMSI Data – Dental Hygienist - NH

- Aggressive Job Posting Demand Over a Deep Supply of Regional Jobs
 - National average for an area this size would be 1,020 employees.
 - NH has 1,593 dental hygienists in the state
- Earnings high in NH as compared to national data
 - NH average salary for Dental Hygienists is \$81,465 (as compared to \$77,061 nationally)
- Job Posting Demand is high currently
 - NH has 50 job postings (as compared to national average of 27 for an area of this size)
 - From January 2019 to December 2020 there were 510 unique job postings from 133 employers that had a 33 Day Median Duration in NH

EMSI Data – Dental Hygienist

- Many hygienists are of retirement age (or will be soon)
 - NH has 356 hygienists that are 55 years old or older (as compared to national average of 303)
 - In NH 23.7% of hygienists are 55 or older
 - In NH, 96.8% of hygienists are female
- There is 1 program (NHTI) that had 29 graduates in 2019 for 103 openings in the region in 2020

The Journal of Dental Hygiene

- The analysis suggests COVID-19 has led to a significant reduction in the dental hygiene workforce that is likely to persist until the pandemic passes.
- Results also indicate that there likely will be a much smaller, but longer lasting impact, as a small share of dental hygienists permanently leave the workforce.
 - Authors refer to an estimated 8% reduction in dental hygienist employment during the pandemic (59.1% of this reduction was voluntary with the main reason being a general concerns over COVID-19 with other issues surrounding childcare and concerns over safety measures in the workplace.)

Oral Healthcare Workforce Research Center

- Dr. Jean Moore (Director of Research Center) quoted in ADA publication and has published several research papers with Marko Vujicic
- She suggested that Pandemic has deepened the issues and has accelerated changes. Almost all of the reported data is from periods prior to the pandemic and while the trends may give insight, the depth of the issues will probably be understated.
 - She did not have any current data that was state specific for New Hampshire (or any of our Tri-State Region)
 - She was very helpful and we will stay connected as new data is published
 - She indicated that we may want to consider being wary of trying to solve the problems with just boosting the number of hygienists only
 - She also indicated that we may want to develop a strategy to draw workforce to our states rather than just graduate more people (for sure in the near term, but even more long term)

NIH/NICDR Report 2021

- Much data from Bureau of Labor Statistics related to demographics of dentists
- Noteworthy that RDHs and dental assistants are 95% Female and that the RDHs report suffering from Burnout (one report shows that 44% of dental hygienists report burnout) and that respondents requested training in stress management
- Report also noted that in 2018-2019 academic year, average total cost of tuition and fees for accredited dental hygiene programs ranged from \$29, 018 to \$42, 839 in US

ADHA Webinar Survey Data

- Survey data stated that as of September 2021, 74% of hygienist that were not working FT were doing so for voluntary reasons
 - Survey was pre-Omicron variant
 - Reasons included:
 - Safety issues (including no tolerance for PPE wearing or waiting for vaccination)
 - Household with underlying health condition issues
 - After March 2021, many hygienists were waiting for vaccine availability
 - 25% stated insufficient child care issues
 - Total Voluntary contraction was ~3.75% (~7,500 dental hygienists of the total workforce)
 - Respondents indicate that 1.6% of hygienists are not coming back to clinical hygiene employment (could represent as much as a permanent reduction of ~3,300 dental hygienists)
 - Trends continue to indicate more First Year enrollments and graduates coming from programs
 - Empirical insight into the effect that COVID has had on workforce issues in the US.
 - Reduction in the dental hygiene workforce likely to persist until at least when the pandemic passes
 - Number of First Year enrollees in Dental Hygiene programs is lower in 2021 than the past (2013-2019)
 - Number of graduates from 2013 to 2019 was around 7,300 (lower than the voluntary contraction during the pandemic)

Conclusions

- Reliable data is not readily available
- Most dentists report that they feel that this is at a crisis level
- Ads for dental hygienists are in the range of 200 to 275 positions in our Tri-State Region (as compared to 400 to 600 positions in MA)
- Complex issue likely not solved by just adding dental hygienists to the education programs (that will take time and not solve this in the short term)
- This had likely started several years ago and Pandemic has accelerated and exacerbated the problems
- In the short term, may need to make positions attractive in Tri-State area to attract dental hygienists from other regions (licensing, surveying and identifying what dental hygienists find desirable in a position and then trying to meet those desires, *i.e. childcare, salary competitive with MA, stress training/burnout prevention, Student Loan Repayment Programs*)

Data Sources

- Emsi Data from:
 - Emsi Q4 2021 Data Set I www.economicmodeling.com
- Critical Issues Facing the Dental Hygiene Profession, “Employment Patterns of Dental Hygienists in the United States During the COVID-19 Pandemic”, Gurenlian, Morrissey, Estrich, Battrell, Bessner, Lynch, Mikkelsen, Araugo, Vujicic, The Journal of Dental Hygiene, Vol. 95, No. 1 February 2021 (based on surveys of hygienists and dentists)
- NHTI Data from Dr. Gretchen Mullin-Sawicki, PhD, President of NHTI
- VT Tech Data from Leslie Hills
- UMA Data from Website
- UNE Data from Marji Harmer-Beem, RDH, MS, Director of Dental Hygiene Program at UNE
- Center for Health Workforce Studies (CHWS) at the University at Albany, SUNY, Dr. Jean Moore discussion and links to research data. (The Center was established in 1996 as an academic research center based at the School of Public Health on the Health Sciences Campus at the University of Albany, State University of New York (SUNY). CHWS is 1 Of 9 health workforce research centers in the US and the only HRSA-sponsored center with a unique focus on oral health.)
- National Institutes of Health. Oral Health in America: Advances and Challenges. Bethesda, MD: US Department of Health and Human Services, National Institutes of Health, National Institute of Dental and Craniofacial Research, 2021, <https://www.nidcr.nih.gov/sites/default/files/2021-12/Oral-Health-in-America-Advances-and-Challenges.pdf>
- Rachel W. Morrissey, MA; JoAnn R. Gurenlian, RDH, MS, PhD, AFAAOM; Cameron G. Estrich, MPH, PhD; Etal, The Journal of Dental Hygiene, Vol. 96, No. 1, February 2022

Workforce Data - DA

March 2022

VT Technical – Dental Programs

- Dental Asst. program is 100% On-Line with a 6 month maximum time line and costs \$1,995
 - This program will prepare student to take the Radiation Health and Safety and Infection Control components of the Certified Dental Assistant (CDA) Exam administered by the Dental Assisting National Board, Inc. (DANB).
 - Student will be eligible to earn Certified Dental Assistant (CDA) certification after completion of at least two years of employment (a minimum of 3,500 hours accrued over a two to four year period); to do so, DA must meet work experience and other eligibility prerequisites and pass the General Chairside component of DANB's CDA exam, in addition to the Radiation Health and Safety and Infection Control components.
 - All three components must be passed within a five-year period. For information about the DANB exam, please visit: <https://www.danb.org/Become-Certified.aspx>.
- VT Tech's program (unlike many of the other web-based programs) prepares one for the Radiation Health and Safety and Infection Control components of the Certified Dental Assistant (CDA) Exam
- Part of VT Tech's non-credit offerings
- Many web-based programs available nationally (including in VT)
 - Center for Technology in Essex Junction, VT – for high school Jrs. Srs., and Adults
 - \$550 tuition for Dental Radiology Course

NHTI – Dental Programs

- Only accredited (CODA) program in NH
 - Upon completion candidate is eligible to take the DANB (National Certification) test
 - Dental Assistant Program – One Year, tuition \$12,330
 - Class Statistics
 - 2021 - Available Seats 30, Candidates accepted 23
 - 2020 – Available Seats 28, Candidates accepted 26, Candidates graduated 18
- Class sizes have decreased since Fall 2019 due to COVID-19 restrictions
- NHTI has physical capacity to increase classes in the evenings and weekends for DA and DH programs but would require additional faculty (which can be difficult to find)

UMA – Dental Programs

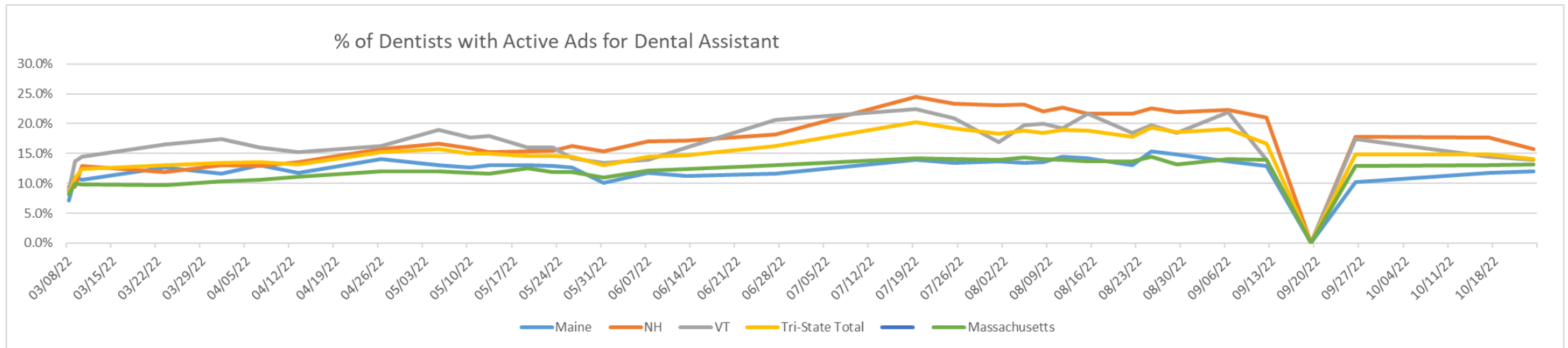
- Only Accredited program in ME
 - Upon completion candidate is eligible to take the DANB (National Certification) test
- Dental Assistant Program (certificate program)– One Year, tuition \$17,269
 - Class Statistics
 - DA - 2021 - Available Seats 20, Candidates accepted 12, candidates graduated 10
 - EFDA - 2021 – Available Seats 10, Candidates accepted 8, Candidates graduated 8
 - Offered at their Bangor and Lewiston Campuses
 - EFDA program had 10 available seats with 8 candidates with 8 graduates
 - Cost of EFDA program is \$6.934 (includes loupes that are required to be purchased)

Additional Dental Assisting Programs –

available in NH (Web based programs available in all states)

1. <https://www.necsd.com/wp-content/uploads/2021/09/NECSDA-program.pdf>
 2. <https://training.unh.edu/DentalAssistant>
 3. EdtoGo: available to all CCSNH colleges to provide NH Students- <https://www.ed2go.com/courses/health-and-fitness/dental/ctp/clinical-dental-assistant>
 4. Penn Foster: available to all CCSNH colleges to provide NH Students- <https://www.pennfoster.edu/programs/healthcare/dental-assistant-career-diploma>
 5. NHTI – Non-credit programs through the BTC through two class stack and continuing education (<https://www.nhti.edu/workforce-development/business-training-center/>)
 6. NHTI – DA Micro-credential program (coming next month-ish)
 7. NHTI – DA CODA Program (<https://www.nhti.edu/program/dental-assisting-professional-certificate/>)
 8. Dental Society is working on a program that many know about. I don't have the details only to say that it is a work in progress and would occur in individual dental offices during off hours.
- Numbers 1-6 are not CODA, but are DANB, I assume #8 is also. Prices go from \$2500-to over \$5000, and are between 4 weeks and one year. Of course, if a dentist wants, they can hire a DA off the street with no education and then supplement their work according to state regs.

Demand *(Surrogate Measure of Indeed ads by date)*



Not a perfect measure of demand for workforce as Ads can vary significantly (especially around the holidays and different times of the month)

Just added Dental Assistants to scope recently

EMSI Data – General

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- Aggressive Job Posting Demand Over a Thin Supply of Regional Jobs
 - National average for an area this size would be 1,623 employees.
 - NH has 1,376 dental assistants in the state
- Earnings high in NH as compared to national data
 - NH average salary for Dental Assistants is \$50,034 (as compared to \$44,181 nationally)
- Job Posting Demand is high currently
 - NH has 66 job postings (as compared to national average of 57 for an area of this size)
 - From January 2019 to December 2020 there were 652 unique job postings from 191 employers that had a 29 Day Median Duration in NH

EMSI Data – Dental Assistant

- Many Assistants are of retirement age (or will be soon)
 - NH has 188 assistants that are 55 years old or older (as compared to national average of 149)
 - In NH 15.1% of assistants are 55 or older
 - In NH, 95.2% of assistants are female
- There is 1 program (NHTI) that had 18 graduates in 2019 for 157 openings in the region in 2020
 - Many dental assistants come via other programs or relocations to the region

The Journal of Dental Hygiene –

Trends likely affecting Dental Assistants as well as RDHs

- The analysis suggests COVID-19 has led to a significant reduction in the dental assistant workforce that is likely to persist until the pandemic passes.
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ADHA Webinar Survey Data –

Trends likely affecting Dental Assistants as well as RDHs

- Survey data stated that as of September 2021, 74% of hygienist that were not working FT were doing so for voluntary reasons
- Trends are likely to have impacted Dental Assistants similarly
 - Survey was pre-Omicron variant
 - Reasons included:
 - Safety issues (including no tolerance for PPE wearing or waiting for vaccination)
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 - After March 2021, many hygienists were waiting for vaccine availability
 - 25% stated insufficient child care issues (*possibly concern for children for whom vaccine not available*)
 - Total Voluntary contraction was ~3.75% (~7,500 dental hygienists of the total workforce)
 - Respondents indicate that 1.6% of hygienists are not coming back to clinical hygiene employment (could represent as much as a permanent reduction of ~3,300 dental hygienists)
 - Trends continue to indicate more First Year enrollments and graduates coming from programs
 - Empirical insight into the effect that COVID has had on workforce issues in the US.
 - Reduction in the dental hygiene and assistant workforce likely to persist until at least when the pandemic passes
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 - Number of graduates from 2013 to 2019 was around 7,300 (lower than the voluntary contraction during the pandemic)

Conclusions

- Reliable data is not readily available
- Most dentists report that they feel that this is at a crisis level
- Ads for dental assistants are in the range of 150 to 200 positions in our Tri-State Region (as compared to 400 to 500+ positions in MA) and somewhat similar when adjusted for number of dentists in MA vs. Tri-State Region
- Short Term may be to create a pipeline of young people that want to stay in Tri-State Region and have a career. Can utilize OTJ training, if desired
- Dental Assistants have many options for training, including OTJ with non-credit courses available for certification in specific functions (like Radiology)
- This may have started several years ago and Pandemic has accelerated and exacerbated the problems, although demographics show a national downward trend of young people until a leveling out in 2030
- In the short term, may need to Consider:
 - Understanding of what these positions want from their employment
 - Career Paths, Childcare, Salary competitiveness with other regions, Burnout prevention strategies, Making certification achievement more streamlined.

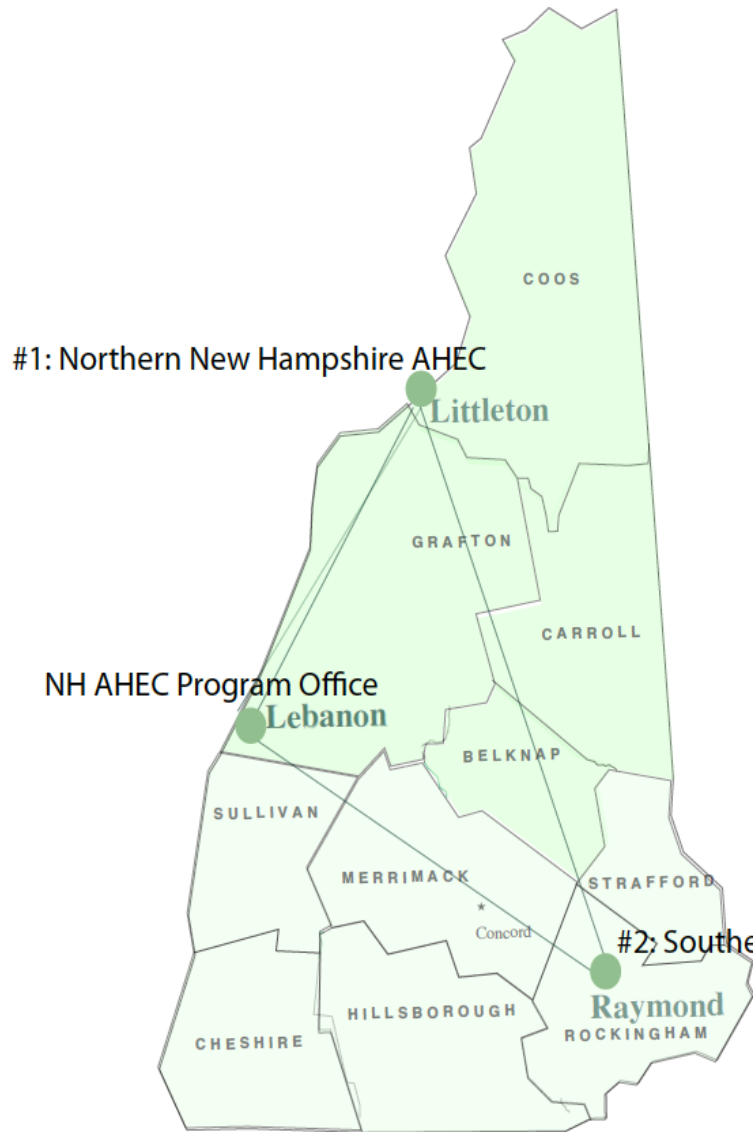
Data Sources

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- Dr. Andrew Fisher, VP of Academic Affairs, NHTI
- NHTI Data from Dr. Gretchen Mullin-Sawicki, PhD, President of NHTI
- VT Tech Data from Leslie Hills
- UMA Data from Website
- Center for Health Workforce Studies (CHWS) at the University at Albany, SUNY, Dr. Jean Moore discussion and links to research data. (The Center was established in 1996 as an academic research center based at the School of Public Health on the Health Sciences Campus at the University of Albany, State University of New York (SUNY). CHWS is 1 Of 9 health workforce research centers in the US and the only HRSA-sponsored center with a unique focus on oral health.)
- National Institutes of Health. Oral Health in America: Advances and Challenges. Bethesda, MD: US Department of Health and Human Services, National Institutes of Health, National Institute of Dental and Craniofacial Research, 2021, <https://www.nidcr.nih.gov/sites/default/files/2021-12/Oral-Health-in-America-Advances-and-Challenges.pdf>
- Rachel W. Morrissey, MA; JoAnn R. Gurenlian, RDH, MS, PhD, AFAAOM; Cameron G. Estrich, MPH, PhD; Etal, The Journal of Dental Hygiene, Vol. 96, No. 1, February 2022

New Hampshire Area Health Education Center

NH AHEC





Program Office: Dartmouth College; The Dartmouth Institute for Health Policy & Clinical Practice at The Geisel School of Medicine
Lebanon, NH

Director/PI: Kristina Fjeld-Sparks, MPH

Deputy Director: Katherine Semple Barta, JD

Northern NH AHEC: North Country Health Consortium
Littleton, NH

NNHAHEC Director: Kris van Bergen-Buteau

Workforce Education Coordinator: Laura Remick, Med, CHES

Southern NH AHEC: Lamprey Health Care
Raymond, NH

SNHAHEC Director: Paula Smith, EdD, MBA

SNHAHEC Deputy Director: Jodi Harper, MSW

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What Is the AHEC Scholars Program?

- AHEC Scholars is a **national** program for health professions students interested in gaining additional knowledge and experience in rural and/or underserved urban settings.
- In New Hampshire, the AHEC Scholars program is: **New Hampshire AHEC Health Equity Scholars**

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NH AHEC Health Equity Scholars

Two-Year Commitment

In each academic year (Sept-June):

- _____
‘lunch-n-learns’—special evening seminars—guest _____ -
- _____
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New Hampshire AHEC Health Equity Scholars' Disciplines

Interprofessional educational (IPE) opportunities for Scholars

<p>Medicine (MD) Geisel School of Medicine at Dartmouth</p>
<p>Physician Assistant (PA) Franklin Pierce University</p>
<p>Nursing (DEMNs) University of New Hampshire</p>

Synchronistic “Lunch-n-Learns”, such as:

The Role of Emergency Medical Services in Rural Healthcare

NH/VT First Responders from Lebanon, NH
and Upper Valley Ambulance

Understanding Racial and Ethnic Health Disparities and Cultural Competency Needs in New Hampshire

Southern NH AHEC Director and
Director of Refugee Youth Mentoring Project
in Manchester, NH

Recognizing and Treating Human Trafficking: Basic Information for Medical Providers

NH Trafficking Coalition and
DH SANE staff

A Discussion about Homelessness, Food Insecurity, and Health Disparities

Upper Valley Haven Program Manager

Adverse Childhood Experiences (ACE's) and Substance Use Disorders (SUDs)

DH Early Childhood Intervention
Specialists

Community-based Experiences, with partners such as:

Upper Valley

- Upper Valley Community Nursing Project
- Upper Valley Human Rights Clinic

Northern

- Weeks Medical Center, Doorway Program, Berlin
- Coos County Family Health Services, Berlin
- Upper Connecticut Valley Hospital, Colebrook
- White Mountain Mental Health, Northern Human Services
- Volunteering (vaccination clinics, youth mentoring)

Southern

- Catholic Medical Center
- Mental Health Center of Greater Manchester, Mobile Crisis Response Team
- Amoskeag Health
- Public Health Dept. of Manchester
- NH's Refugee Health Program
- Volunteering (youth mentoring)

A North Country Weekend Roadtrip for the Rural Health Scholars

Focus Communities

THURSDAY:

🚌 Leave from Dartmouth College
Littleton, NH

FRIDAY:

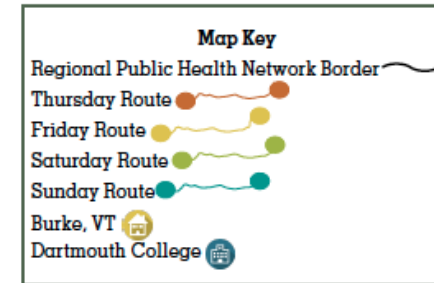
🚗 Leave from Burke, VT
Littleton, NH
Berlin, NH
Return to St. Johnsbury, VT

SATURDAY:

🚗 Leave from Burke, VT
St. Johnsbury, VT
Colebrook, NH
Lancaster, NH
Littleton, NH

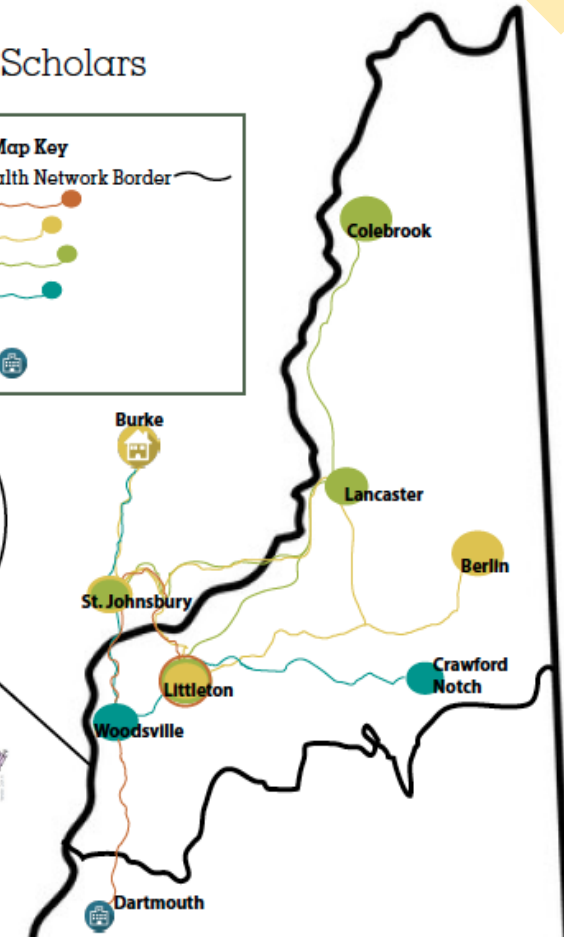
SUNDAY:

🚗 Leave from Burke, VT
Woodsville, NH
Crawford Notch, NH
🚌 Return to Dartmouth College



New Hampshire Regional Public Health Networks

- North Country
- Upper Valley
- Central NH
- Concord County
- Greater Sullivan County
- Wampscott County
- Stratford County
- Capital Area
- Greater Manchester
- Seacoast
- Greater White Mountain
- Greater Nashua
- South Coast



sites.dartmouth.edu/ahecscholarsnh/



Additional Examples of NH AHEC efforts include:

- Continuing Education opportunities statewide for current health care workforce
- Health Careers exploration for the future workforce
- Continual needs assessment to assess the needs of the workforce and build programs/trainings to meet those needs
- Contribute insight to various local, state, regional, and national Boards or Directors, Commissions, workgroups.
- Clinical Placements Project feasibility study
- Health Equity Fellows
- Nurse Practitioner Fellowship
- Research/ feasibility study
- Grant writing

Example: Residential program for High School students:



The Dartmouth Institute
for Health Policy
& Clinical Practice

Health Careers Institute at Dartmouth

Experience a fun-filled, educational program exploring career pathways in health and healthcare:

[HEALTH CAREERS INSTITUTE AT DARTMOUTH](#) [TIMELINE & APPLICATION](#) [FAQS](#)

Tomorrow's Healthcare Workforce:
**Strengthening NH's Clinical
Placement Opportunities**

December 14, 2021



Example: NH AHEC Research/Feasibility Study

[https://endowment-
assets.nyc3.digitaloceanspaces.com/images/Clinical-
Placements-Report-Digital-Final.pdf](https://endowment-assets.nyc3.digitaloceanspaces.com/images/Clinical-Placements-Report-Digital-Final.pdf)

Kristina Fjeld-Sparks, MPH, Director New Hampshire Area Health Education Center (NH AHEC)

Health Careers Institute at Dartmouth (HCID)

The Dartmouth Institute for Health Policy & Clinical Practice

Williamson Research Translational Building, Level 5

One Medical Center Drive

Lebanon, NH 03756

Kristina.E.Fjeld-Sparks@Dartmouth.edu

Kate Semple Barta, JD, Deputy Director New Hampshire Area Health Education Center (NH AHEC)

New Hampshire AHEC Health Equity Scholars

The Dartmouth Institute for Health Policy and Clinical Practice

Williamson Research Translational Building, Level 5

One Medical Center Drive

Lebanon, NH 03756

Katherine.J.Semple.Barta@Dartmouth.edu

Paula Smith, EdD, MBA Director, Southern New Hampshire Area Health Education Center (SNHAHEC)

Lamprey Health Care

128 NH-27

Raymond, NH 03077

psmith@southernnhahec.org

Kris van Bergen-Beteau, Director Northern New Hampshire Area Health Education Center (NNHAHEC)

North Country Health Consortium

262 Cottage Street

Littleton, NH 03561

kvanbergen@nchcnh.org