



HP-ET Barrier Identification and Analysis

Barrier	Description	Difficulty of Addressing	Potential Strategies and Resources
Lack of contacts with academic programs	Some health centers are interested in establishing partnerships with academic institutions/programs but do not know where to begin.	Low	IPHCA has many relationships with academic institutions and HP-ET programs that are interested in establishing relationships with health centers for student training. Please reach out to Ashley Colwell or Emma Kelley for assistance with connecting with an institution/program near your health center.
Opportunities for collaboration between FQHCs	Health centers believe that they could reach their goals more quickly and produce better deliverables and outcomes if they were able to combine resources and expertise.	Low	IPHCA recommends utilizing the IPHCA Member Portal to connect with other health center employees who are involved in workforce training projects. Contact Cassandra Curry or Kathryn Doolin if you do not have your login information.
Preceptor identification	Providers and other health centers staff are oftentimes uninterested in serving as preceptors. They may feel that they are too busy or want to be compensated more than the health center is able to offer.	Low	Consider offering financial incentives and training for health center employees identified as potential preceptors. IPHCA's 3-part series, " Effective Preceptorship Series ", available on-demand in the Member Portal, is a good foundational course to help employees understand the role of the preceptor, which may increase their interest in serving as one.
Financial limitations for employees	Current health center employees who are interested in pursuing additional training within the health center may not be able to afford the cost of classes.	Medium	Health centers often support nonclinician staff by offering tuition reimbursement. Centers that engage in this practice generally have a cap of \$2,000-\$5,000. IPHCA has partnered with Western Governors University to provide access to undergraduate and graduate level degrees at a discounted rate for FQHC employees.
COVID-19 vaccine requirements	Many health centers require all employees, volunteers, and students to be fully vaccinated for COVID-19 and to have received all booster vaccines. On the other hand, many students, especially high school and college students may not be fully vaccinated.	Medium	Some health care organizations are beginning to roll back COVID-19 vaccination requirements. Health centers should develop policies specific to COVID-19 vaccination requirements now that the public health emergency order has ended.



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Curriculum development	Curriculum development is a specific skill. Many health centers do not have a person on staff who possesses that skill to develop the curriculum for a training program.	Medium	<p>The National Institute for Medical Assistant Advancement (NIMAA) offers an innovative 8-month Medical Assistant training program for new MAs.</p> <p>IPHCA offers a Dental Assistant (DA) training program, the curriculum of which adheres to the Commission on Dental Accreditation (CODA) educational standards designed for FQHCs to train DAs through an externship, on-the-job training model.</p> <p>The National Association of Community Health Centers (NACHC) offers a toolkit which provides an overview of administrative fellowships, items to consider prior to implementation and practical tools to recruit, train and place Fellows into permanent roles in a health center.</p> <p>For other specific curriculum development needs, please reach out to Ashley Colwell or Emma Kelley.</p>
Ability to bill for unlicensed/pre-licensed professionals	During their training program, students and trainees need to see patients and clients, but under current regulations, health centers are unable to bill for these visits.	High	<p>IPHCA had legislation passed in 2023 that would expand behavioral health billable providers. This may be a solution to assist in training behavioral health students, although students themselves would not be billable.</p> <p>HP-ET does not result in increased revenue but builds the pipeline of future FQHC professionals. The STAR2 Center Health Professions Education and Training Financial Impact Assessment Tool is designed to demonstrate how an HP-ET program can financially affect your health center, including estimating impact to staff development and satisfaction.</p>
Adequate rooms to train students	Health centers may not have adequate physical space to dedicate for classroom/learning space.	High	<p>Health centers can get creative in using online training programs or explore partnerships with other FQHCs for shared training. An example would be two health centers engaged in training MAs that alternate hosting the hands-on portion of training. Furthermore, health centers should be strategic about the number of students welcomed on-site at a given time.</p> <p>Capital Link, a HRSA National Training and Technical Assistance Partner, created Trends in Community Health Center Design to assist in clinic design to maximize workflow, improve staff experience, and help your health center maximize your space for future training projects.</p>