HRSA:
Helping Veterans Become Physician Assistants Initiative Work Group Recruitment and Retention Committee

Activities

- Needs assessment

- Outreach activities

- Facebook

- CASPA Survey

- Ongoing and future activities

Needs Assessment

- Catalog the principal organizations (governmental, private, academic, professional) to identify, review, develop, and make available appropriate and high quality materials to all stakeholders.

- Develop a resource list of outreach efforts to contact the broadest range of prospective applicants.

- Develop a working list of the key materials that need to be identified or developed to ensure all key stakeholder groups are able to provide accurate, timely, and useful information to prospective applicants.

Needs Assessment (cont.)

- Online Delphi approach with key stakeholder groups

  - HRSA/PAEA workgroup members

  - Veterans Caucus

  - Department of Defense representatives

  - PA program trainees

  - Active duty and reserve military personnel, veterans

- Status

Outreach Activities

- Develop resource list (or menu) of outreach activities to assist PA programs nationwide.

  ➢ Connect with bases and reserve/guard

    - Education centers, transition centers, networking events, education fairs

  ➢ Non-profit organizations with a focus on mentorship, job shadowing, career fairs

  ➢ Connect with service groups to get the message out

    - VA, USO, others

Facebook

- Development

  - Define "type" of page to create

  - Define "purpose" and "audience"

  - Define core page "elements"

  - Develop core "themes"

- Status

CASPA Survey

- Conduct a survey of CASPA applicants including

  ➢ all veterans applying in the 2011-2012 cycle and

  ➢ a stratified random sample of non-veteran applicants.

- Compare differences and similarities between veterans and non-veterans seeking to train as PAs.

- Compare differences between veterans selected for PA training and veterans not selected for PA training.

Caveats

- This survey *only* connects with veterans who were able to meet the educational and training prerequisites to apply to PA training.

- Surveys represent *only* a snapshot of a specific group at a specific time.

- Surveys constitute self-report data, it can be difficult to distinguish reality from self-beliefs.

Separating from Military Service

PAY GRADE	OCCUPATION	2006	2007	2008	2009	2010
ENLISTED (Top 10)	**Medical Care and Treatment, General**	6,373	6,413	4,610	4,274	4,243
	Expeditionary Corpsmen	0	216	1,258	991	1,071
	Dental Care, General	752	758	640	648	558
	Biomedical Laboratory Services	663	622	598	505	482
	Medical Administration	462	538	420	364	444
	Surgery/Operating Room Services	468	436	407	363	441
	Radiology	404	332	357	275	288
	Environmental Health Services	317	330	237	242	278
	Medical Logistics	279	328	294	261	277
	Pharmacy	307	330	259	234	260
	SUB TOTAL (Top 10)	10,025	10,303	9,080	8,157	8,342
	TOTAL (All Personnel)	11,219	11,589	10,387	9,322	9,821

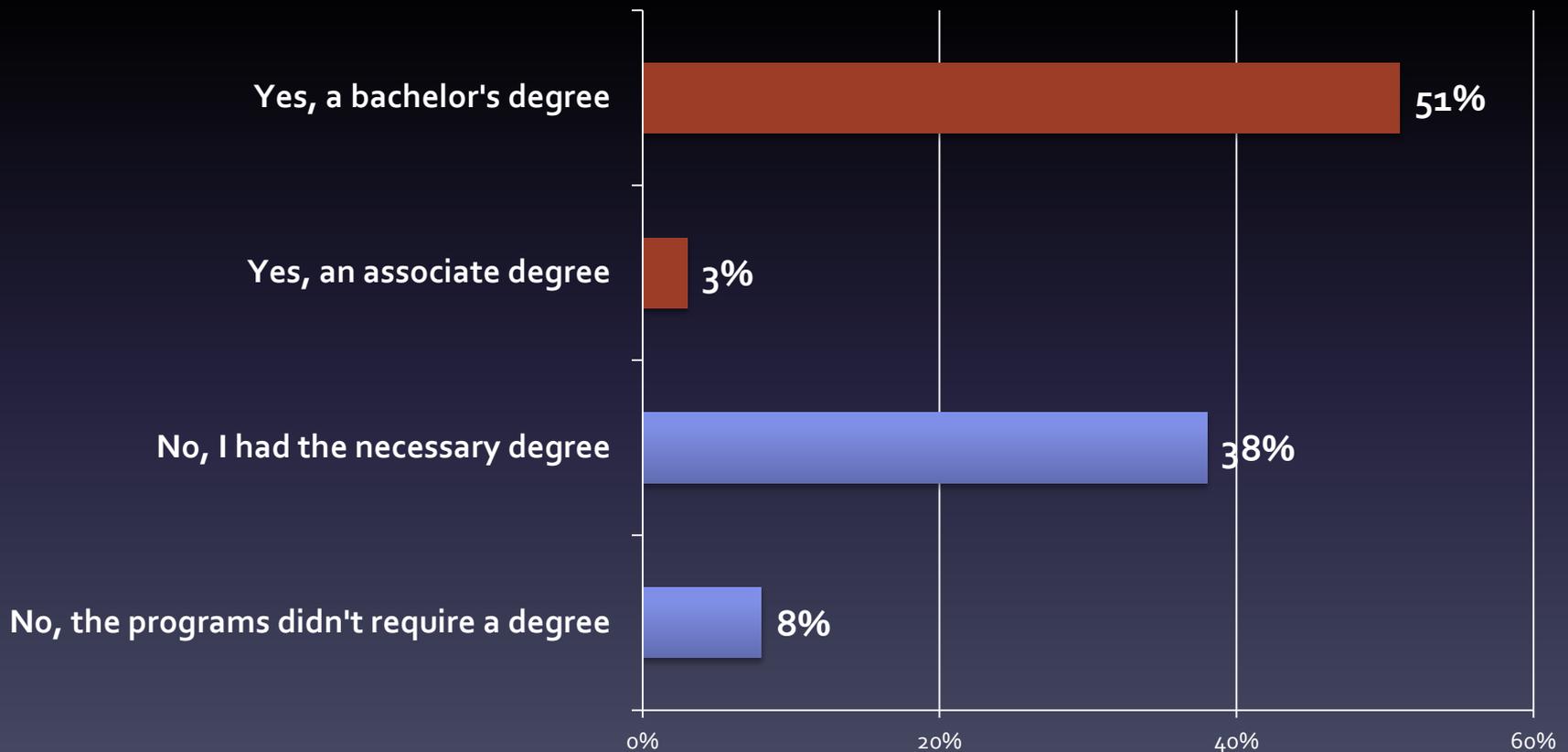# Why did applicants join the military?
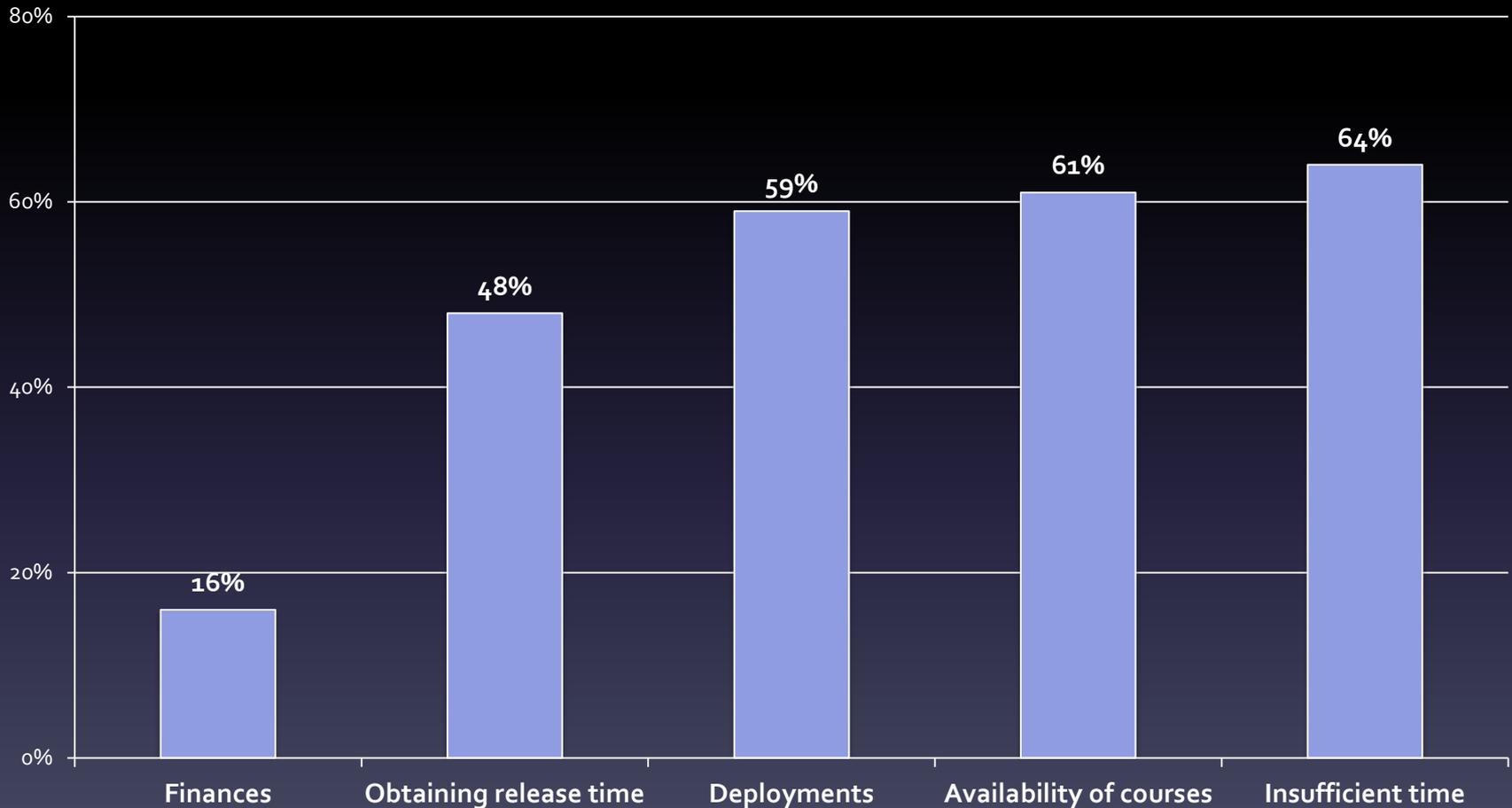(1="No influence" to 6="Major influence")
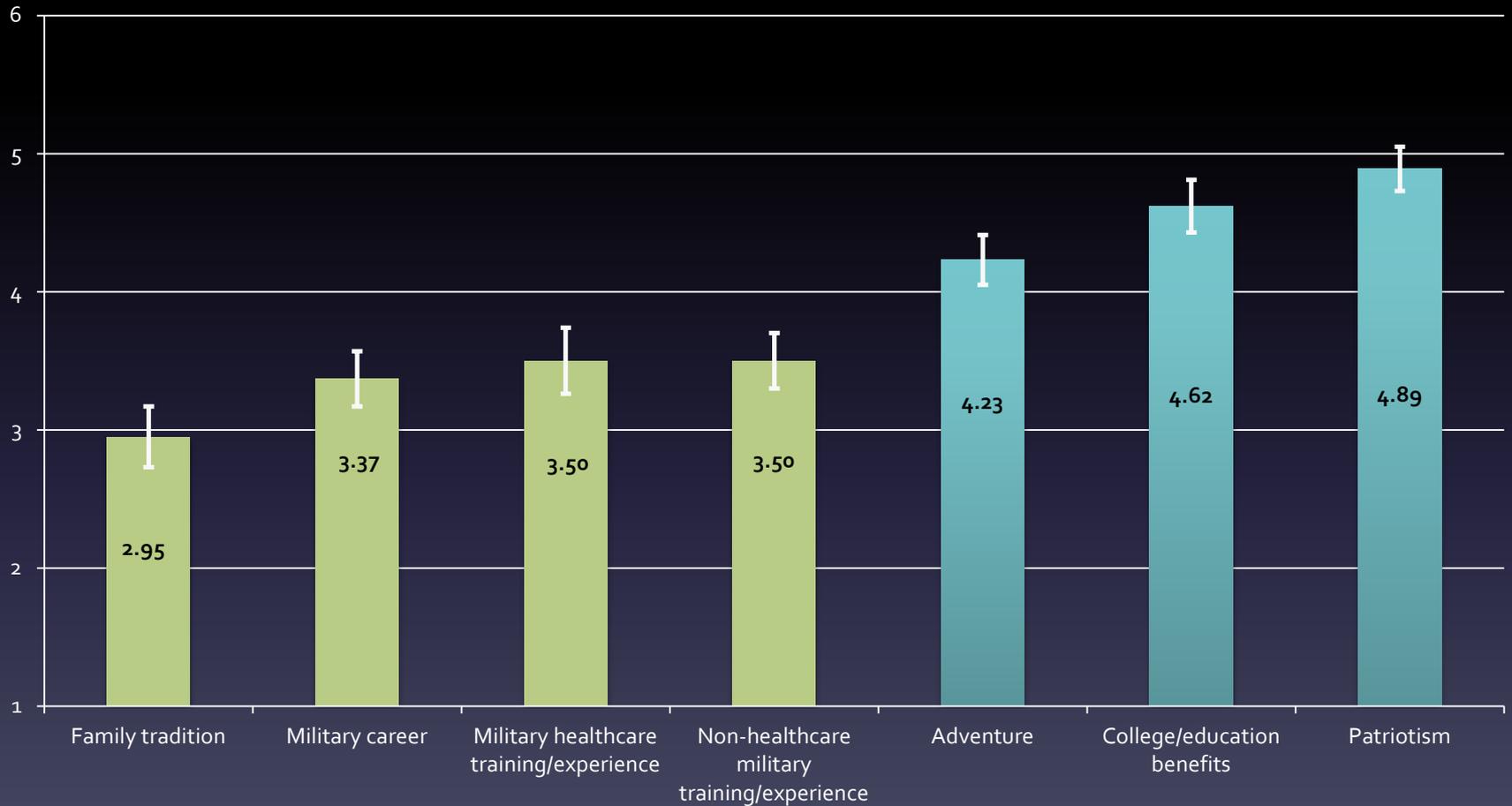
What types of healthcare training do veteran applicants have?
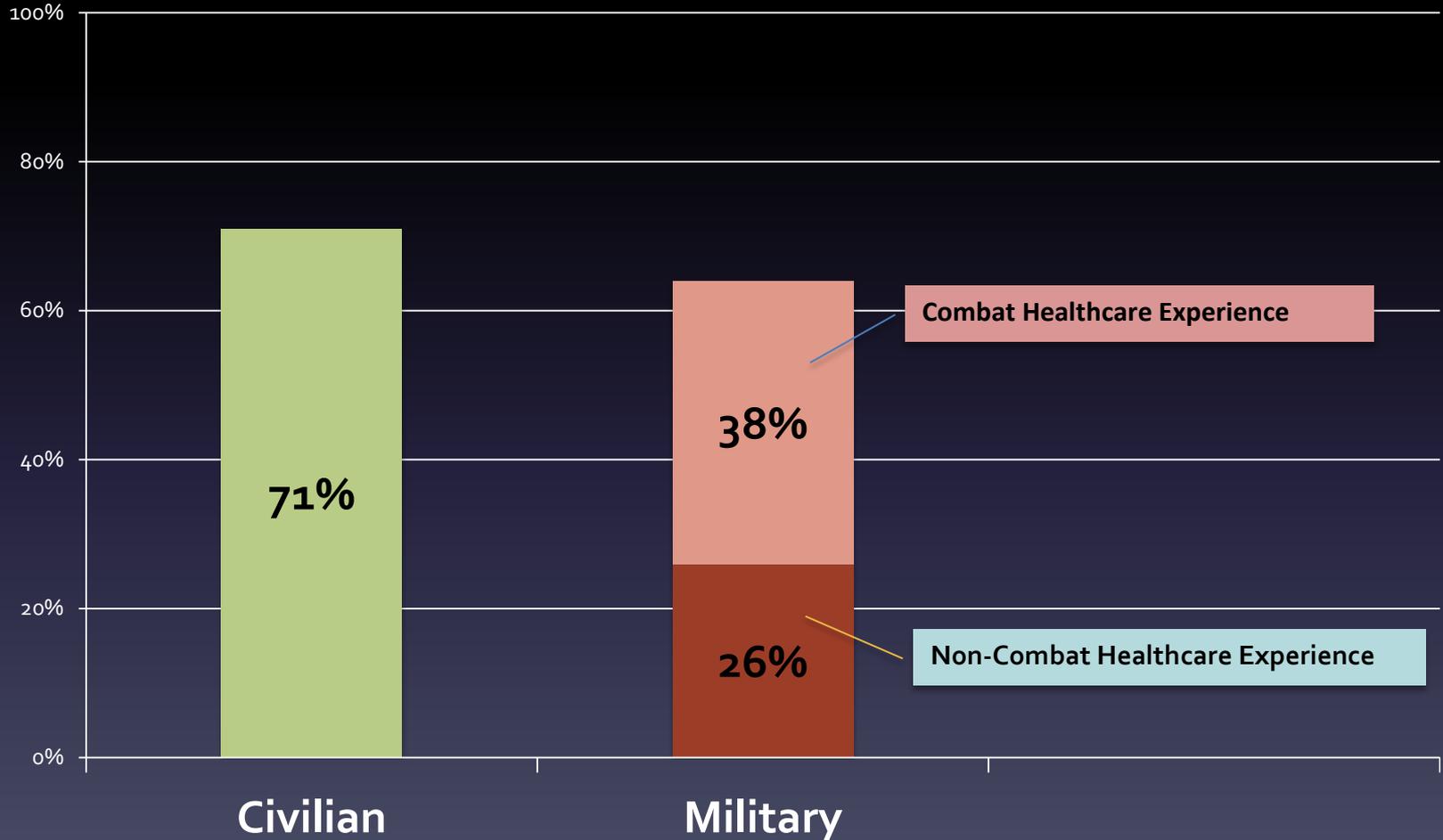
Do veterans need to earn a degree *after* separation, but before applying to PA training?

Did any of the following present obstacles to completion of coursework while on active duty?

Veteran vs. Stratified Non-Veteran Respondents

| Characteristic	Veteran Respondents (n=108-355)			Non-Veteran Respondents (n=143-391)			sig.
	mean	median	stdev	mean	median	stdev	
Patient Contact Experience (hrs)	10766	7000	12099	7625	2950	13125	p=0.002
Overall GPA	3.06	3.13	0.65	2.92	3.18	0.93	ns
Science GPA	2.94	3.07	0.8	2.76	3.01	0.97	ns
Non-Science GPA	3.12	3.19	0.67	3.01	3.29	0.98	ns
Quality Points - Overall	418	427	143	398	420	154	ns
Quality Points - Science	167	171	106	166	180	111	ns
Quality Points - Non-Science	251	248	103	232	231	111	ns
GRE Verbal	485	500	120	494	490	129	ns
GRE Quantitative	551	595	148	595	620	132	ns
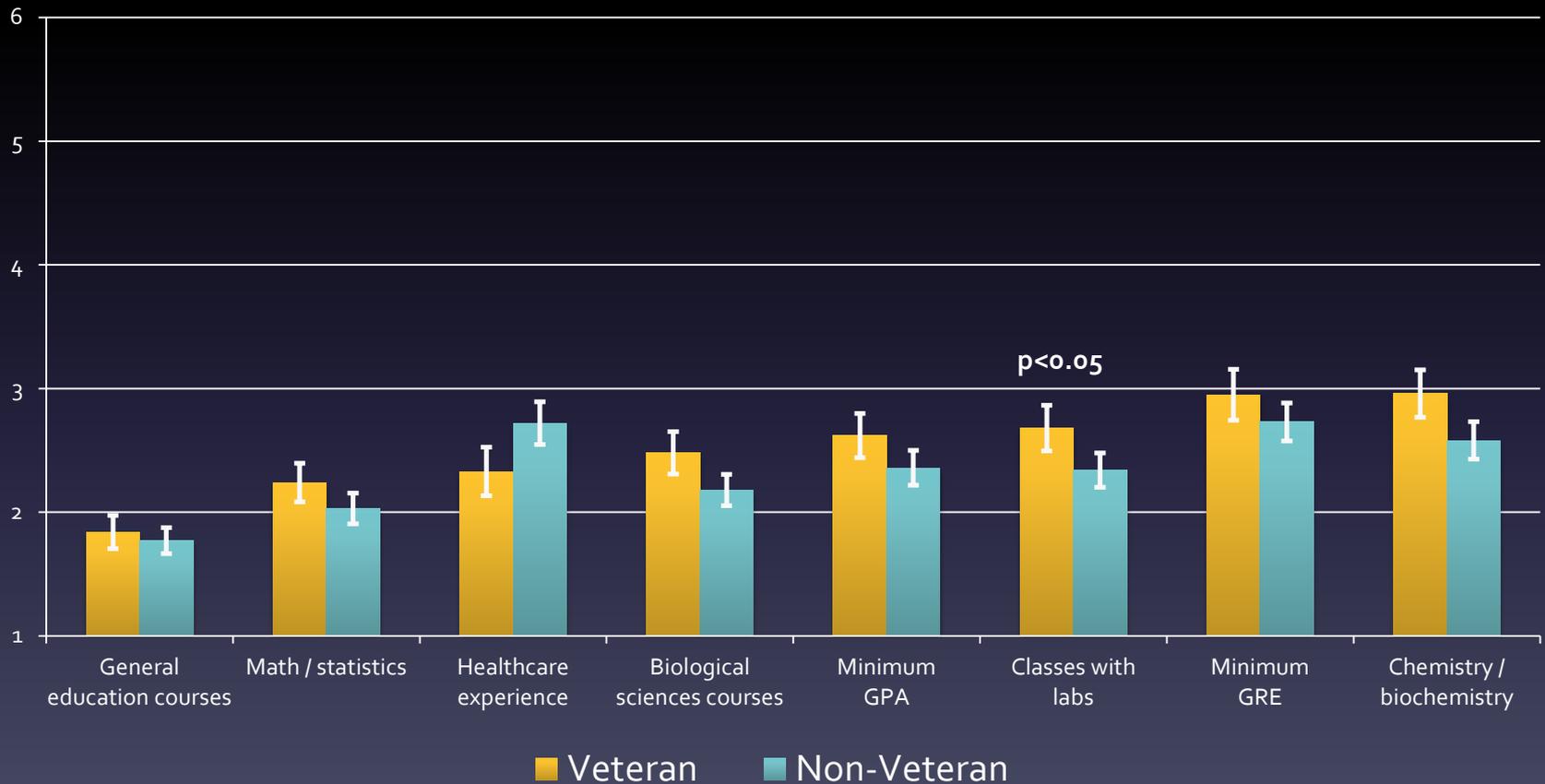
Veteran Specific Reported Obstacles to Applying to PA Training
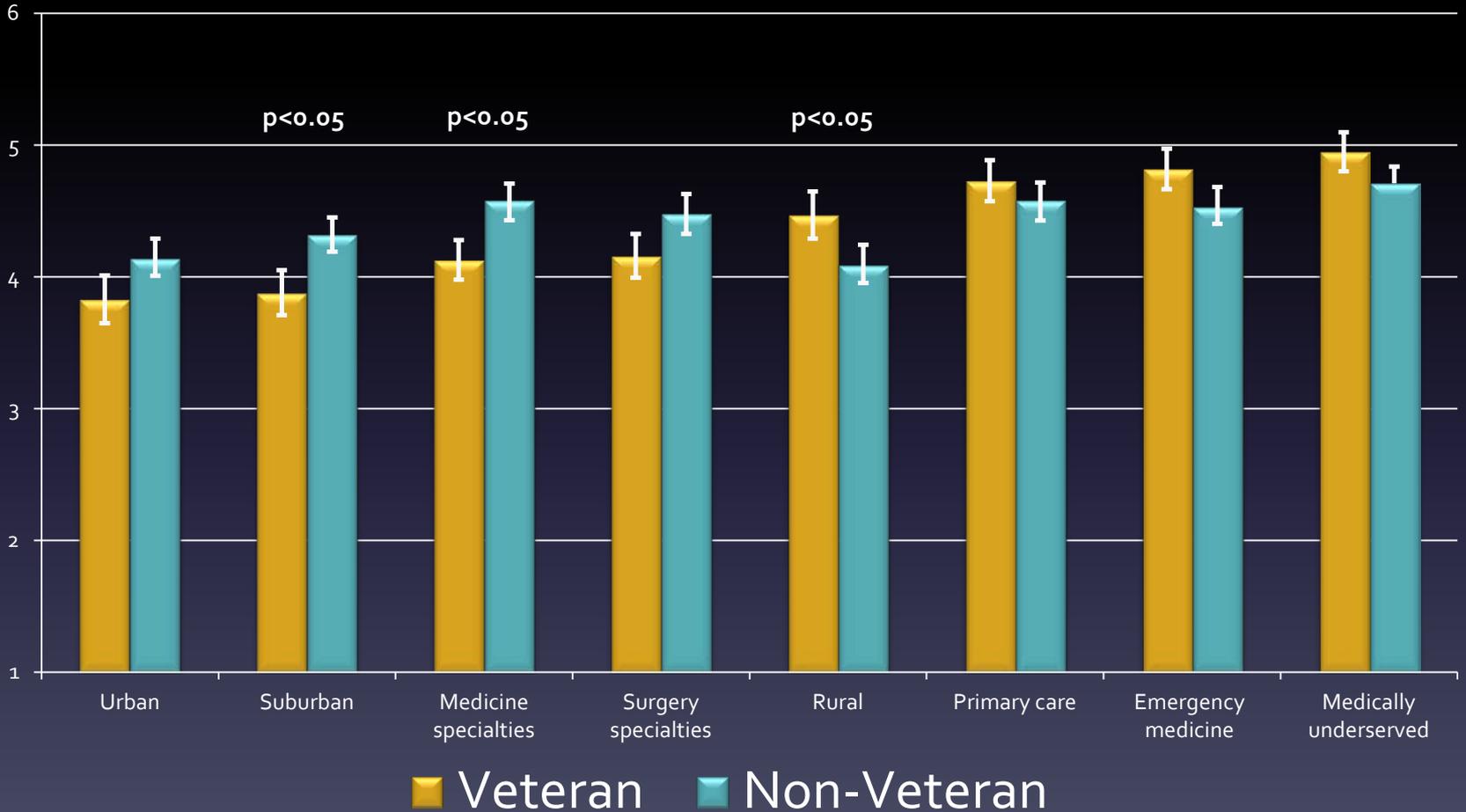
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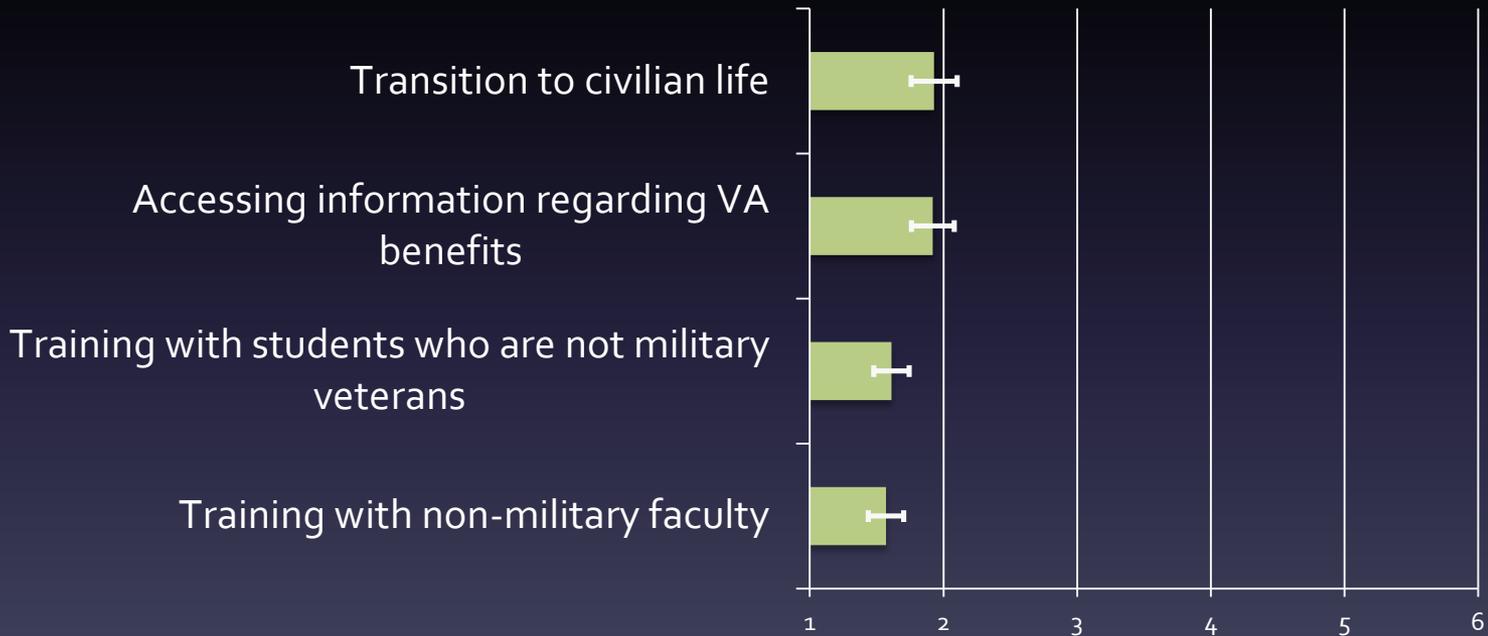
Readiness for PA training

(1="Strongly disagree" to 6="Strongly agree")
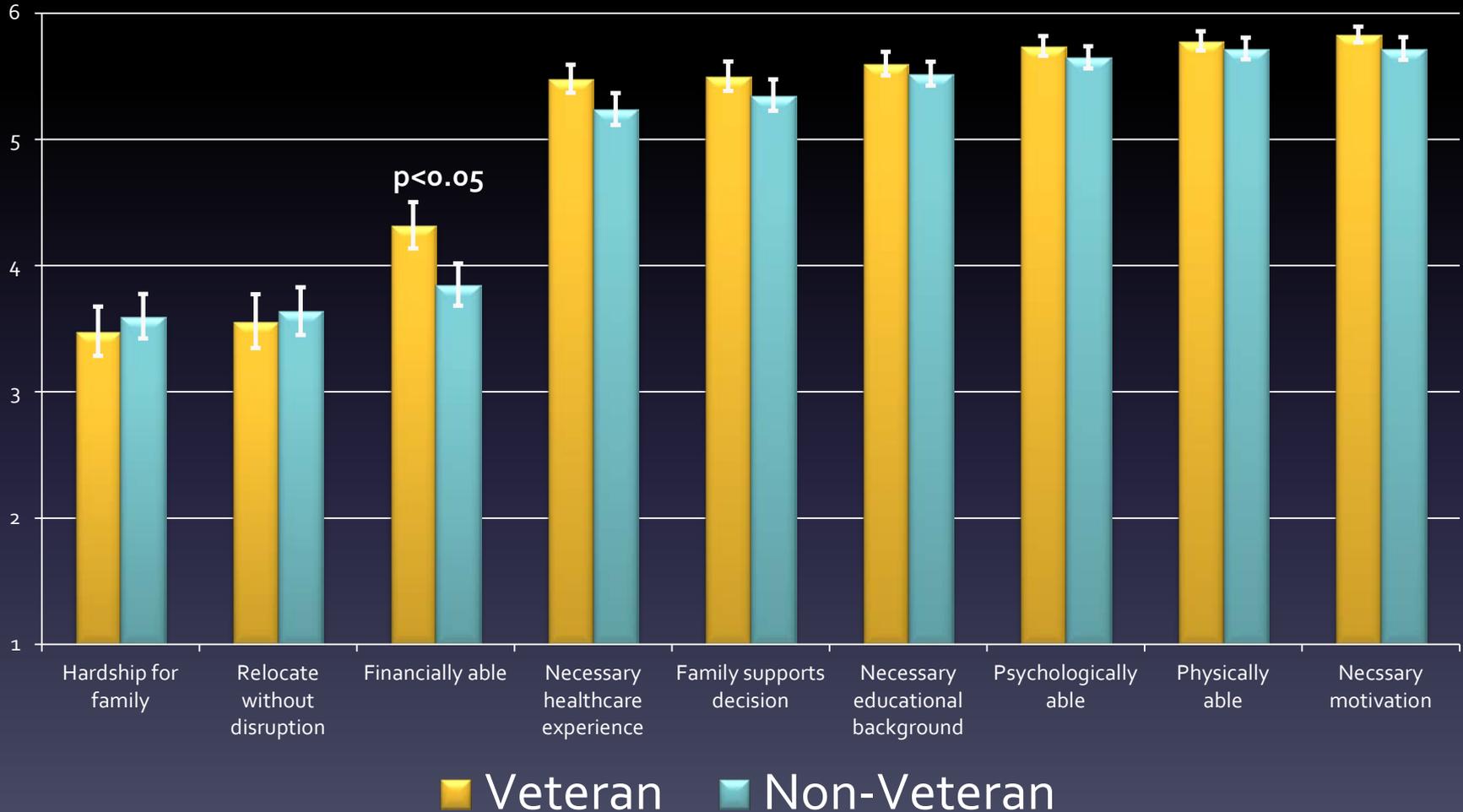
Importance of Potential Factors to Future PA Practice?
(1="Not at all important" to 6="Very Important")

Sample Findings: CASPA Applicants

- Veterans report being educationally, psychologically and physically ready for PA training.

- Veterans bring an extensive range of training and experience to their application.

- Veterans report seeking healthcare training and other training as a common reason for joining the military.

- Veterans do significant work after leaving the military to allow them to apply to PA training.

- Veterans are more similar than different from their non-veteran counterparts.

Ongoing and Future Activities

- Further analysis and dissemination of CASPA survey outcomes.

- Posting and maintenance of national Facebook page oriented to veteran applicants.

- Assess PA program willingness and preparedness to recruit and train veterans (interviews).

- Continue development of program resource list for outreach.

- Pilot project for applicant to PA-vet mentorship program.