

Healthcare Workforce Investment Fund Partnership Proposal



3Healthcare Training Scholarships
Deadline – April 30, 2025

Completed applications can be submitted via email to cpeworkforce@ky.gov.

Under KRS 164.0401, the credential/licensure areas listed in the drop-down box qualify for HWIF funding. From the drop-down box, please select the credential/licensure area that applies to your program [REDACTED]

Identify the participating healthcare program. Include institution name, program name, and degree/credential level.

[REDACTED]

Identify the participating healthcare partner(s).

[REDACTED]

Please note: The following sections of the application should be jointly completed by the healthcare program and healthcare partner.

How many employees does the healthcare partner(s) have?

1,363

Proposed Budget

Healthcare Partner Contribution	\$160,000
Requested HWIF Match	\$160,000
Full-Tuition Cost (per student, per year)	\$32,000 in state per year
# of Students Receiving Full-Tuition Scholarships (breakdown by academic year)	5 students FY26 = receive \$32,000 each 5 students FY27 = receive \$32,000 each
Scholarship Award Amount (per student)	\$64,000 per student
<p><i>KRS 164.0403 - Each recipient of a scholarship will be required to practice as a licensed or certified medical professional in the Commonwealth for a contract period of one (1) year for each academic year funded by the scholarship up to a maximum of two (2) total years.</i></p> <p><i>Unless the partnership is with a state registered nursing aid training program, the healthcare partner can place a restriction for the scholarship recipient(s) to work for them upon graduation for the contracted period noted above.</i></p>	
Will the healthcare partner be requiring the student(s) to work for them upon graduation for the contract period identified above?	Yes

Supply/Demand of Credential

How does the healthcare program plan to use the healthcare partner's contribution and match from the fund to award healthcare training scholarships in the eligible healthcare credential? (400-word limit)

The [redacted] program is nationally recognized and ranked in the top 10% of programs in the United States with a highly competitive acceptance rate of 8%. Of the 56 students accepted over the last seven cohorts, 85% of students have been in-state students and 32% of the graduates work in a rural area. The HWIF funds could significantly contribute to keeping these Kentucky students working in Kentucky upon graduation.

The Healthcare partner funds will be applied directly to the scholarships awarded to selected [redacted] students. Cost of attendance to the [redacted] 29-month Master's [redacted] program for AY 25-26 is \$32,000/year for in-state.

Five students enrolled in the [redacted] program will be selected through the below outlined application process to participate in the healthcare training scholarship with [redacted]

Student selection process in Spring 2026 would allow for awarding two years of scholarship in exchange for two years of service commitment upon graduation in July 2028. Students who have successfully completed the Fall 2025 semester of the [redacted] program and met other scholarship eligibility criteria will be eligible to apply.

Each of the five students will receive \$32,000/year for maximum of \$64,000 in scholarship across two years, totaling \$320,000 in funds, which will be managed and dispensed by [redacted]

A contract will be developed between [redacted] and the [redacted] that outlines KRS 164.0403 and is signed by both parties.

How will the healthcare program increase student enrollment in the eligible healthcare credential, program completion, and meet local, regional, or state workforce demands? In your response, identify strategies that will be used. (400-word limit)

The [redacted] program has a strong track record of success in accepting students from Kentucky and rural regions and training them to practice in a rural region. In [redacted] [redacted] opened a rural campus in [redacted], Ky., accepting 16 students a year to train in rural Kentucky.

While 36% of applicants to the [redacted] program from the last seven admission cycles were from rural areas, approximately 45% of enrolled students were from rural areas, demonstrating our track record of enrolling rural students. Additionally, 32% of [redacted] alumni and 49% of [redacted] Campus alumni from 2016 to 2022 are working in rural regions. The HWIF would provide a direct avenue for employment following graduation, which would grow this rural regional workforce pipeline.

A 2024 [redacted] community health needs assessment identified significant health needs and gaps in service within the community. The top six provider needs in the service area by specialty were: internal medicine, family practice, pediatrics, anesthesiology, psychiatry, and radiology. Students enrolled in the [redacted] program are required to complete core rotations in seven clinical areas including four specialties determined as those in greatest need: internal medicine, family practice, pediatrics, and psychiatry. As training experiences influence career choices of health professionals, the inclusion of these four specialties will help [redacted] fill these workforce needs in the service area.

With the state investment in a [redacted] under construction or [redacted] campus, the [redacted] program is planning to increase enrollment upon accreditation approval. This HWIF funding would strengthen the pipeline of alumni employed in the region to support clinical training of the next generation of [redacted] students in a rural setting, which will provide an avenue for further [redacted] graduates to be employed in the region. One clear factor in rural employment is exposure and offering this exposure to [redacted] working in rural Kentucky will have a lasting impact by providing a role model for rural [redacted] practice: allowing the HWIF funds to impact immeasurable rural providers.

Despite our success in training, employment of [redacted] continues to be a barrier in rural Kentucky. This scholarship will provide student loan relief and secured employment within the [redacted] system in the rural service area. These six future providers will have a significant immediate impact on the workforce needs in the region while also increasing access to care with approximately 10,000 more patients seen annually due to their employment.

Addressing the Unique Needs of a Historically Underserved County or Region

How will this partnership address the unique needs of a historically underserved county or region? In your response, use labor market data and student completion data to support your justification. (250-word limit)

The [redacted] program is ranked in the top 20 in the country with a 97% graduation rate. With approximately 17 of 56 students annually gaining employment in a rural area, the HWIF has opportunity to expand.

Kentucky is ranked 40th for the number of [redacted] per population.¹ The ratio of [redacted] to population in the service area of [redacted] is 49.2 per 100,000, below the national average. The Occupational Outlook Dashboard projects the need for 148 [redacted] in the region's Workforce Labor Areas as well as a projected growth of more than 27% from 2022-2032.

Each county has also experienced unemployment rates that are higher than the state average during the past five years (in which data has been released).

Kentucky has a significant shortage of physicians with 75% of physicians in the state practicing in urban counties.² [redacted] are part of the solution to the rural physician shortage as we need an additional 367 providers to eliminate the primary care HPSA designations in Kentucky.³

All eight counties [redacted] in [redacted] service area are designated as HPSA. The physician shortage and the chronic conditions that plague this region have resulted in lengthy wait times for provider appointments. The average appointment wait time at [redacted] for primary care is 37 days and for specialty care is from 31 days (orthopedics) to 112 days (pulmonology). [redacted] in both primary and specialty care would increase timely access to health care in these underserved communities.

Dedication to Student Success

What is the healthcare program's plan for student recruitment, the scholarship award criteria, and the selection process? In your response, identify specific strategies that will be used during these processes. (250-word limit)

To recruit for this scholarship, an announcement regarding the [redacted] scholarship opportunity will be made to the 56 [redacted] students enrolled in their first year of study in February 2026. Interested students will be asked to submit a written application including transcripts, resume, and two essays. One essay will ask about life experiences that have contributed to their interest in being a (PA) and shaped their philosophy on patient care. The second essay will ask applicants to describe their desire to work in rural Kentucky and serve an underserved region and career goals/aspirations.

Scholarship award criteria will include (no particular order):

- Undergraduate GPA of minimum overall 3.0
- Demonstrated success in [redacted] program by achieving B or better on Anatomy and Physiology exams
- Demonstrated good standing with University Student Code of Conduct and College and Department Technical and Behavioral Standards
- Demonstrated patient care experience (paid employment or volunteer) in a rural or underserved area
- Articulated career goal and desire to work in rural or medically underserved county in Kentucky
- Experience in leadership and advocacy roles
- Financial need
- Past or current resident in rural region or medically underserved county
- [redacted] campus (PA) student
- First generation student status

A Scholarship Committee of [REDACTED] faculty/staff and [REDACTED] clinical partner representatives will review applications and interview select students based on their desire to work in a rural region and ability to represent [REDACTED] and [REDACTED] as a scholarship awardee with professionalism and commitment to increasing access of care in medically underserved regions.

How will the healthcare partner onboard and retain graduates? In your response, identify any strategies that will be used. (250-word limit)

During onboarding, graduates are formally assimilated to [REDACTED] and provided information on the clinical environment including policies, core measures, case management, documentation, quality standards, infection control, and ethics. In addition, the graduates learn about [REDACTED] history of providing health care to rural populations. This historical perspective illustrates the important role the [REDACTED] play in delivering care to people in need in the rural region. The graduates also meet clinical providers and members of various departments across the organization with the goal to orientate them to the rules and regulations associated with being a provider as well as to help them acclimate and become engaged with [REDACTED].

To help retain graduates, [REDACTED] will assign a mentor to each new [REDACTED] graduate. Typically, the mentor will work in the same specialty as the [REDACTED] PA. As part of this mentorship program, the mentors will take their mentees to dinner during onboarding and check-in with them during the first week of employment. Mentors will continue to follow-up periodically with their assigned mentees to offer support and advice. Studies show that mentorship programs in health care result in personal and professional benefits to mentors and mentees as well as increased retention rates for organizations. [REDACTED] is known for its positive culture and ties to the community along with significant administrative support and innovation that is effective in retaining a stable workforce while addressing the needs of this underserved region.

How will graduates be supported through their service obligations? In your response, identify any strategies that will be used. (250-word limit)

[REDACTED] has a strong commitment to the [REDACTED] profession and its impact on our health care system. [REDACTED] began serving as a (PA) residency training location in 2022. Starting with one [REDACTED] resident, the program has grown to three per year. Additionally, the organization also has a history of employing previous graduates from the [REDACTED] program and has been successful with their retention. The 30-plus alumni from the [REDACTED] program employed at [REDACTED] will provide a welcoming atmosphere to new graduates as they transition from program to practice. Additional support that will be provided to the [REDACTED] graduates includes free continuing education activities, the opportunity to serve on the [REDACTED] Kentucky Area Health Education Center's Continuing Medical Education Advisory Committee, and a connection to regional and state clinical and professional organizations such as [REDACTED] which provides opportunities for post-graduate mentorship and networking. As employees of [REDACTED] the [REDACTED] will enjoy a robust employee benefits package.

Additionally, as a [REDACTED] alumni the scholarship awardees will be supported through the [REDACTED] program's 1,800-plus alumni network. Through both U [REDACTED] and [REDACTED] the new graduates will be provided opportunities to develop networks and professional leadership opportunities within the health system and the [REDACTED]. The new graduates will be provided both formal and informal mentorship from the [REDACTED] faculty while also encouraged to advocate for the profession and mentor [REDACTED] students in rural Kentucky including the [REDACTED] Kentucky Area Health Education Center's health careers pipeline programs.

Optional: Please provide any additional details on how this partnership will serve the priorities set forth in KRS 163.0403. (250-word limit)

- [REDACTED]
- [REDACTED]
2. [REDACTED]
3. Bureau of Health Workforce (2024). Designated Health Professional Shortage Areas Statistics. As of December 31, 2023. Bureau of Health Workforce. Health Resources and Services Administration (HRSA). U.S. Department of Health & Human Services. Designated.

Identify the designated points of contact for both the healthcare program and healthcare partner(s).