

## INTRODUCTION

Minorities make up 30% of the U.S. population, yet only account for 8.7% of physicians and 6.2% of registered nurses. This underrepresentation of minority physicians has led to cultural disparities in healthcare and poorer patient satisfaction. Pipeline programs can increase the number of minorities that pursue careers in healthcare. In collaboration with the Milwaukee Area Health Education Center Youth Health Service Corps (YHSC), the Medical College of Wisconsin (MCW) has formed a pipeline program partnership with James Madison high school (JMAC), in the hopes of nurturing students' early interest in healthcare careers. This study aimed to assess the impact of the program on current participants' interest in health careers, confidence in ability to attend college, and self-efficacy toward overcoming barriers to these goals.

## COMMUNITY PARTNERS

### Milwaukee Area Health Education Center - Youth Health Service Corps

- **Mission:** Enhance access to health care for underserved populations in South Eastern WI.
- Engages high school students interested in careers in health care through monthly training sessions and volunteer service.

### James Madison Academic Campus

- Milwaukee public high school
- National Academy Foundation School as of 2015-16
- Predominately African-American population
- 80% qualify for Free Lunch under National School Lunch Program

### Medical College of Wisconsin, Milwaukee

- Urban and Community Health students engage communities to address health disparities
- The partnership with AHEC:YHSC, JMAC, and MCW began in 2010 and continues through successive classes of YHSC participants and MCW student leaders.

## INTRODUCTION

Continue to build and sustain the MCW/JMAC/YHSC partnership and program and be responsive to partner needs  
Measure impact of the program on students':

- Interest in Health Careers
- Confidence in ability to attend college
- Self-efficacy toward overcoming barriers to these goals

## REFERENCES:

1. Sullivan L, Mittman IS. The state of Diversity in the Health Professions a Century after Flexner. Acad Med 2010; 85 (2): 246-253
2. Sullivan Commission. (2004). Missing persons: Minorities in the health professions. A report of the Sullivan Commission on Diversity in the Healthcare Workforce. Accessed 12/29/2016.
3. Milwaukee Area Health Education. Youth Health Service Corps. <http://milahec.org/yhsc/>. Accessed 4/17/2017

## METHODS

- Participants: 14 JMAC high school students, grades 10-12 enrolled in YHSC (6 new members, 8 returning for second year); and other Health Sciences Academy students as invited by teachers (field trips only).
- Input: JMAC students + JMAC administration + AHEC partner provided ideas and preferences regarding session activities.
- Intervention: Monthly sessions at JMAC or MCW led by medical student leaders, such as:



Learning the Cranial Nerves Exams



Healthcare Mixer

- **Evaluation:** Attendance + Session evaluations by JMAC students + Reflective Observation summaries by medical student leaders + Pre/Post program surveys



Anatomy Lab Field Trip



## FINDINGS

- Attendance: Sessions had on average nine YHSC students ranging from 7-12. Upward to eight non-YHSC students also attended by teacher invitation.
- Medical students observations: The students seemed more engaged and excited in the sessions that were more hands-on such as the suturing session.
- Session evaluations: Students rated interactive activities such as "touching the different organs" and being exposed to new devices (e.g. ultrasound, simulators) as their favorite aspects of sessions.
- Representative Quotes:  
"My favorite part of the field trip was being able to treat the "patient" [Simulator mannequin]. Giving oxygen was fun. That was overall the best part to me." – JMAC Student  
"[Favorite part of Healthcare mixer]: "All of it; all of it was an amazing experience." – JMAC Student

**Pre-Test Survey (n=6/8 new members, Post-test pending): Scale of 1-4 from "not very likely" to "very likely."**

Questions	Mean
How interested are you in pursuing a career in the health field?	3.43
If I applied to college, I would get accepted.	2.86
If I applied to college, I would do well in my courses.	3.57
I have an idea of what I want to do with my career.	3

## DISCUSSION

### Reflections:

- This partnership provides bi-directional learning opportunities for area high school and medical students.
- Limitations included small numbers and challenges communicating with school personnel to coordinate events.

### Future Directions:

- Assess post-test survey results; we anticipate a quantitative difference in students' self assessment scores.
- Recruit incoming medical student to continue the partnership next year with guidance from current students' feedback for next year's sessions.
- Follow-up with the JMAC participants after graduation to determine influence of pipeline program on student's career choices.

