

Bridging the Rural Workforce Gap: A Mentorship-Integrated Clinical Training Model for Advanced Practice Learners

Kara S Koschmann, PhD, APRN, CPNP-PC & Nicole Lamb, PA-C, MPAS MPH
School of Health Sciences and School of Nursing - St. Catherine University, St. Paul, MN

INTRODUCTION

- **Katie Rural Health Scholars seeks to:**
 - Address primary care shortages rural health communities face
 - Increase clinical training capacity
 - Improve health equity
- **What we know:**
 - APPs make up a high percentage of the rural primary care workforce
 - NPs make up ~25% of rural primary care
 - Nearly 50% of PA graduates accept employment where they trained
 - Financial burdens (housing/transportation) limit rural clinical training participation

PURPOSE

To implement and evaluate a structured rural clinical training program that combines longitudinal rural placements with dedicated mentorship and financial support to increase student preparedness for and interest in rural healthcare practice.

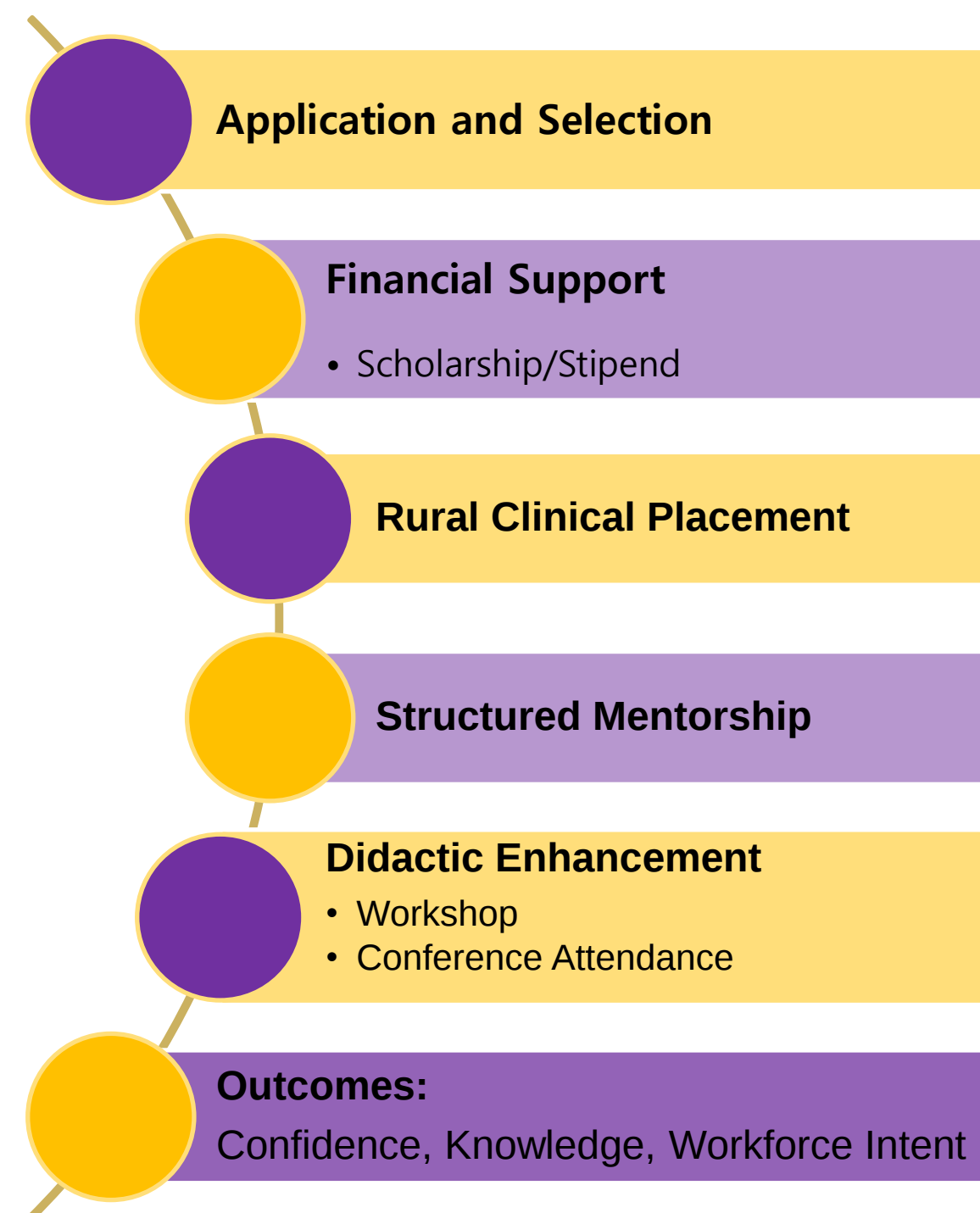
ACKNOWLEDGEMENTS

This work was supported by grant funding and has been made possible by:

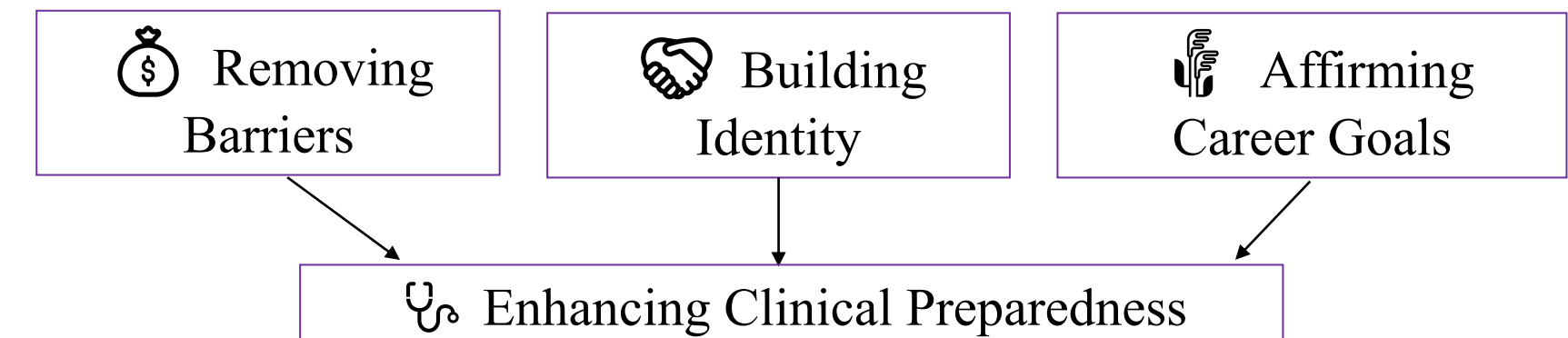
1. Minnesota Department of Health
2. Mentors and preceptors
3. Participating Rural Health Sites
4. KRHS student participants
5. St. Catherine University DNP and PA faculty



MODEL



FINDINGS



KRHS Outcomes	Quantitative Change
Clinical Confidence	↑ 16%
Rural Health Knowledge	↑ 26%
Medical Knowledge	↑ 20%
Interest in Rural Health Practice	↑ 1%

Additional findings:

- KRHS participants benefited from high-quality clerkship/clinical sites and felt supported
- The scholarship program is a point of pride to share with future employers, demonstrating commitment to rural practice

CONCLUSION

Long-Term Impact

- Increased rural training capacity
- Stronger partnership sites
- Improved trainee knowledge, clinical confidence, and support
- Strengthened rural Minnesota workforce pipeline

References/Contact



Limitations

Financial support through scholarship and stipends eliminated barriers to rural health training and were obtained through grant funding. Future funding is still not finalized.

