

BPHCurates: Workforce Career Pathways Resource Packet

Targeted Resources for Developing, Expanding, and Strengthening Workforce Pathways in Medical, Dental, Mental Health, and Non-Clinical Careers at Health Centers

The Bureau of Primary Health Care (BPHC) invests in technical assistance (TA) to support health center clinical, operational, and fiscal excellence. to support the access and utilization of TA resources developed by BPHC-funded TA providers that include Health Center Controlled Networks (HCCNs), National Training and Technical Assistance Partners (NTTAPs), Primary Care Associations (PCAs), and the Emergency Care Institute Research (ECRI). BPHC staff curate TA resources for in-demand topics into packets, recognizable under the BPHCurates brand.

This BPHCurates packet offers targeted resources for [initiating and expanding workforce pathways](#) that increase skilled professionals within [medical](#), [oral](#) health, [mental health](#), and [non-clinical roles](#). These resources aim to guide health centers in strengthening community-based health professions education programs, increasing access to career development and upskilling opportunities, and providing the necessary tools and frameworks to support the growth of medical, oral health, administrative, and operational professionals within health centers.

Initiating and Expanding Workforce Pathways

Title: [C-Suite Toolkit: Health Professions Education and Training for Recruitment and Retention](#)

Author: Association of Clinicians for the Underserved STAR² Center

This toolkit serves as a resource to assist C-Suite leaders in gaining insights into workforce strategies that can be applied to develop, support, and enhance Health Professions Education and Training initiatives, as part of their broader workforce retention and recruitment planning.

Title: [Health Professions Student Training Webinar: Assessing Organizational Capacity](#)

Author: Community Health Center, Inc.

This webinar provides an overview of the Readiness to Train Assessment Tool, a tool developed by HRSA-funded National Training and Technical Assistance Partners to better understand organizational readiness to host health professions student training programs.

Title: [Becoming a Teaching Health Center: Tips for Health Center Boards](#)

Author: National Association of Community Health Centers

This publication provides guidance for health centers considering the process of establishing a Teaching Health Center. It includes a case example illustrating how one health center board successfully implemented these strategies.

Medical Professions

Title: [Academic Partnerships to Foster Multidirectional Learning and Reinforce our Health Center Workforce](#)

Author: National Center for Health in Public Housing

This webinar explores the academic partnerships developed by a health center in San Diego, CA, and how these practices helped recruit, train, and retain its workforce.

Title: [Implementing Nurse Practitioner and Physician Assistant/Associate Postgraduate Training Programs](#)

Author: Community Health Center, Inc.

This webinar reviews the key elements of a successful primary care nurse practitioner and physician assistant/associate residency program with insights on how to implement and sustain your clinical workforce development approach. Details such as program structure, recruitment strategies and the accreditation process are discussed.

Oral Health Professions

Title: [Dental Therapy Employment Manual for Michigan Community Health Centers](#)

Author: Michigan Primary Care Association

A comprehensive guide to help health centers prepare for and incorporate dental therapists into their dental teams.

Title: [User's Guide for the Implementation of In-House Dental Assistant Training Programs](#)

Author: National Network for Oral Health Access

This publication describes strategies for health centers to implement their dental assistant training programs.

Title: [Partnering with Academic Institutions to Develop Service-Learning Programs](#)

Author: National Network for Oral Health Access

This publication presents strategies, recommendations, and promising practices from health centers nationwide for developing oral health workforce pathways and explains how collaborations between academic institutions and health centers can be an effective strategy to improve the recruitment and retention of oral health professionals.

Mental Health and Behavioral Health Professions

Title: [Preparing Mental Health Leaders](#)

Author: Association of Clinicians for the Underserved STAR² Center

This webinar addresses the considerations of sponsoring an in-house training program across all educational levels, including the benefits, program structure, design, curriculum, role, and required resources.

Title: [Implement Behavioral Health Training Programs to Address a Crucial National Shortage in Community Health Care Settings](#)

Author: Community Health Center, Inc.

This toolkit is designed to help health centers develop and implement in-house behavioral health training programs. It includes information on program design, curriculum development, supervisor roles, and other resources. Experts also provide examples from practicum and postdoctoral programs to guide the creation of a behavioral health training pathway.

Title: [Employee-Focused Career Pathways: Supporting the Full Scope of Talent in the Mental Health Workforce](#)

Author: Association of Clinicians for the Underserved STAR² Center

This webinar is designed to provide participants with knowledge, tips, and tools to help them consider starting or expanding mental health career pathway opportunities at their health centers.

Non-Clinical Professions (Health Center Executives, C-Suite)

Title: [Chief Workforce Officer Core Competencies](#)

Author: National Association of Community Health Centers and Association of Clinicians for the Underserved STAR² Center

This publication outlines the scope of the chief workforce officer role and assists health centers and Primary Care Associations in recruiting, hiring, and retaining workforce leaders who are strategic, capable, and highly effective.

Title: [Growing the Next Generation of Health Center Executives](#)

Author: National Association of Community Health Centers

This two-part series offers targeted resources to help health centers address key issues in developing and implementing an Administrative Fellows Program.

Additional Resources on Workforce Pathways

Title: [Health Centers Serving Veterans: The US Department of Veteran Affairs Graduate Medical Education Pilot](#)

Author: National Association of Community Health Centers

This webinar focuses on teaching as a vital component of the health center mission. It specifically addresses the opportunities available through the Mission 403 GME Pilot and explores whether these opportunities fit with the health center's workforce plan.