

Note:

Information for the toolkit was assembled using grey literature and scholarly articles listed below. The grey literature can be accessed by simply clicking the accompanying link. Questions? Contact:

caleb@arruralhealth.org

Recruitment

University Of Arkansas Medical Sciences. (n.d.). M*A*S*H* Summer Enrichment Camp .UAMS. <https://regionalcampuses.uams.edu/health-careers/high-school-students/mash/>

Champs

<https://regionalcampuses.uams.edu/health-careers/high-school-students/>

Arkansas Rural Health Academy

https://arruralhealth.org/wp-content/uploads/2025/06/ARHP_ARHA_Brochure_May_2025_v11_1.pdf

Health Education and Leadership School (HEAL)

<https://memorialhermann.org/foundation/heal-high-school>

Ignite

<https://www.bentonvillek12.org/o/ignite/page/information>

Apprenticely

<https://apprenticely.org/the-credentials-revolution/>

Subiaco Academy

<https://alumni.subiacoacademy.us/page/subiaco-academy>

North Little Rock 6 Academy

<https://www.nlrsd.org/o/seventh-street-elementary>

The Quebec First Nations and Inuit– Faculties of Medicine program

<https://jedeviensmedecin.com/the-program/#:~:text=This%20Program%20is%20a%20gateway,University%20or%20Universit%C3%A9%20de%20Sherbrooke>

<https://www.ruralhealth.us/getmedia/47a40e1e-e08a-46b8-a0a3-00037dd998f9/2024-NRHA-Rural-Workforce-Pathway-Programs-policy-brief.pdf>

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Ignoffo, S., Gu, S., Ellyin, A., & Benjamins, M. (2023). A Review of Community Health Worker Integration in Health Departments. *Journal of Community Health*, 49, 366 - 376.
<https://doi.org/10.1007/s10900-023-01286-6>.

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Noya, F., Carr, S., Freeman, K., Thompson, S., Clifford, R., & Playford, D. (2021). Strategies to facilitate improved recruitment, development, and retention of the rural and remote medical workforce: a scoping review. *International Journal of Health Policy and Management*, 11(10), 2022.

O'Brien, K. R., Scheffer, M., Van Nes, E. H., & Van der Lee, R. (2015). How to break the cycle of low workforce diversity: A model for change. *PloS one*, 10(7), e0133208.

Rennie Center for Education Research & Policy. (2019). *Building Local: Lessons from Massachusetts Communities on Reengaging Opportunity Youth*. Boston, MA: Rennie Center for Education Research & Policy.

Rural Health Information Hub, 2023. Thomas Jefferson University's Physician Shortage Area Program [online]. Rural Health Information Hub. Available at:
<https://www.ruralhealthinfo.org/project-examples/1109> [Accessed 30 June 2025]

Shead, D. A., & Olivier, B. (2020). Traditional or digital health care education?. *JBIEvidence Synthesis*, 18(5), 861-862.

Sortedahl, C., Hughes, C., Meiers, S. J., Evans, B., Young, E., & VanWormer, A. (2025). A new academic practice partnership in a rural healthcare setting: leading change with an intentional process. *Journal of Professional Nursing*.

Young, M. E., Thomas, A., Varpio, L., Razack, S. I., Hanson, M. D., Slade, S., ... & McKnight, D. J. (2017). Facilitating admissions of diverse students: A six-point, evidence-informed framework for pipeline and program development. *Perspectives on medical education*, 6(2), 82-90.

Retention

Sources

Duodu F, Mataa MM, Braun S, Saylor D. Defining, Evaluating, and Developing a Positive Workplace Culture. *Stroke*. 2024 Apr;55(4):e121-e123. doi: 10.1161/STROKEAHA.123.040875. Epub 2024 Feb 29. PMID: 38420771; PMCID: PMC10978233.

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Training & Development

Train the Trainer

[https://www.cdc.gov/healthy-schools-training/php/tot/index.html#:~:text=At%20a%20glance,Development%20\(PD\)%20best%20practices.https://www.cdc.gov/healthy-schools-training/php/tot/index.html#:~:tex t=At%20a%20glance,Development%20\(PD\)%20best%20practices.](https://www.cdc.gov/healthy-schools-training/php/tot/index.html#:~:text=At%20a%20glance,Development%20(PD)%20best%20practices.https://www.cdc.gov/healthy-schools-training/php/tot/index.html#:~:tex t=At%20a%20glance,Development%20(PD)%20best%20practices.)

Universum

<https://universumglobal.com/employer-branding/>

Arkansas Children's

<https://www.archildrens.org/for-healthcare-professionals/education-and-training/school-nurse-resources>

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Engagement

Universum

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Greenberg, Anya L. et al.

Journal of Surgical Research, Volume 277, A25 - A35

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