

Workforce Recruitment and Retention Programs

Robert Stiles

Primary Care Office, KDHE



Our Vision - Healthy Kansans living in safe and sustainable environments





State Loan Repayment Program (SLRP)

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About the Program

- PCO receives funding from HRSA through the National Health Service Corps to administer program.
- \$300,000 is available annually (50 percent federal/50 percent state) to assist health professionals in the repayment of eligible educational loans.
- Continuous application cycle beginning July 1 of each year for awards beginning October 1.
 - Priority in order applications received.



Providers

- Eligible professions include **primary care physicians, nurse practitioners, physician assistants**, nurse mid-wives, dentists, dental hygienists, clinical psychologists, clinical social workers, clinical professional counselors and clinical marriage and family therapists.
- Up to \$25,000 per year is available to **PAs, ARNPS**, dental hygienists, and clinical mental health.
- Up to \$30,000 to **primary care doctors (MD or DO)** and dentists.

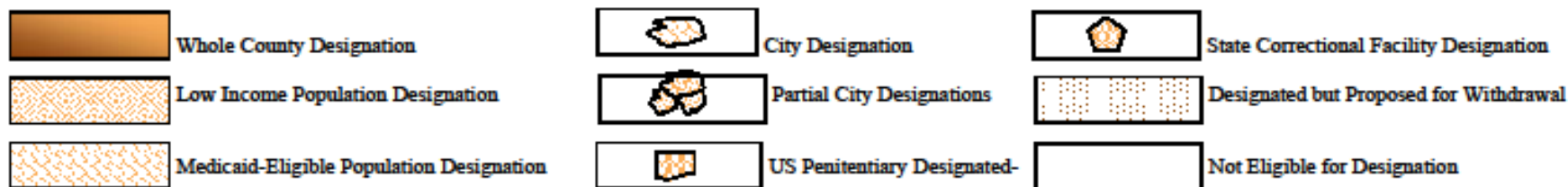


Sites

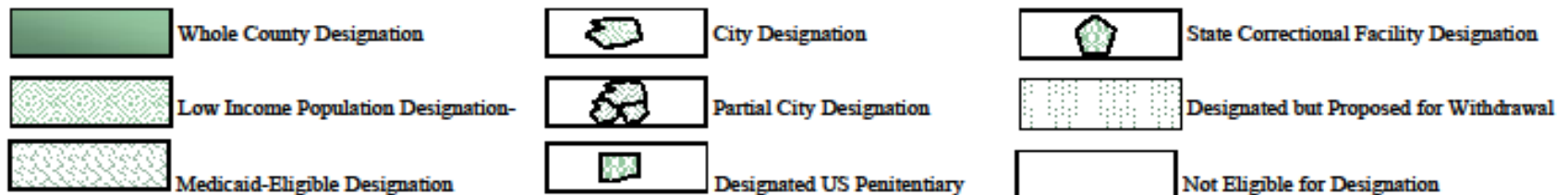
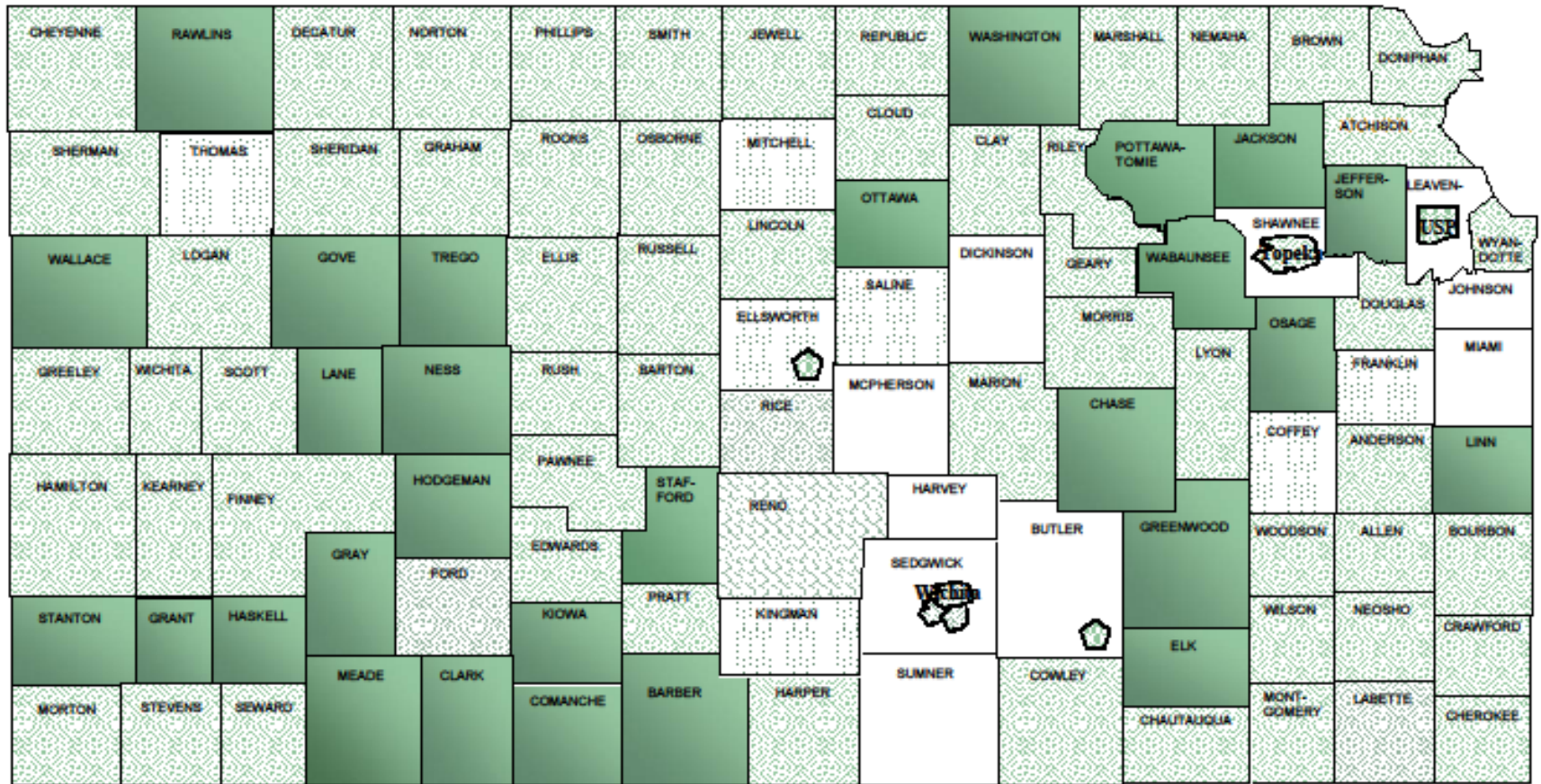
- Public or nonprofit private entity in Kansas.
- Provide care in a federally designated HPSA.
- May not discriminate in care to Medicaid and Medicare beneficiaries and those unable to pay for services.
- Charge at the usual and customary rate, using a reduced rate for those unable to pay.



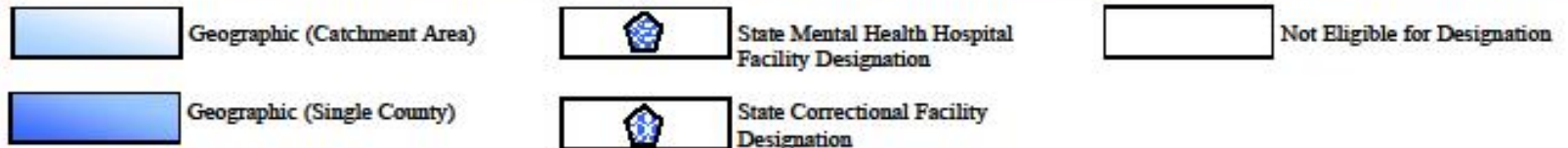
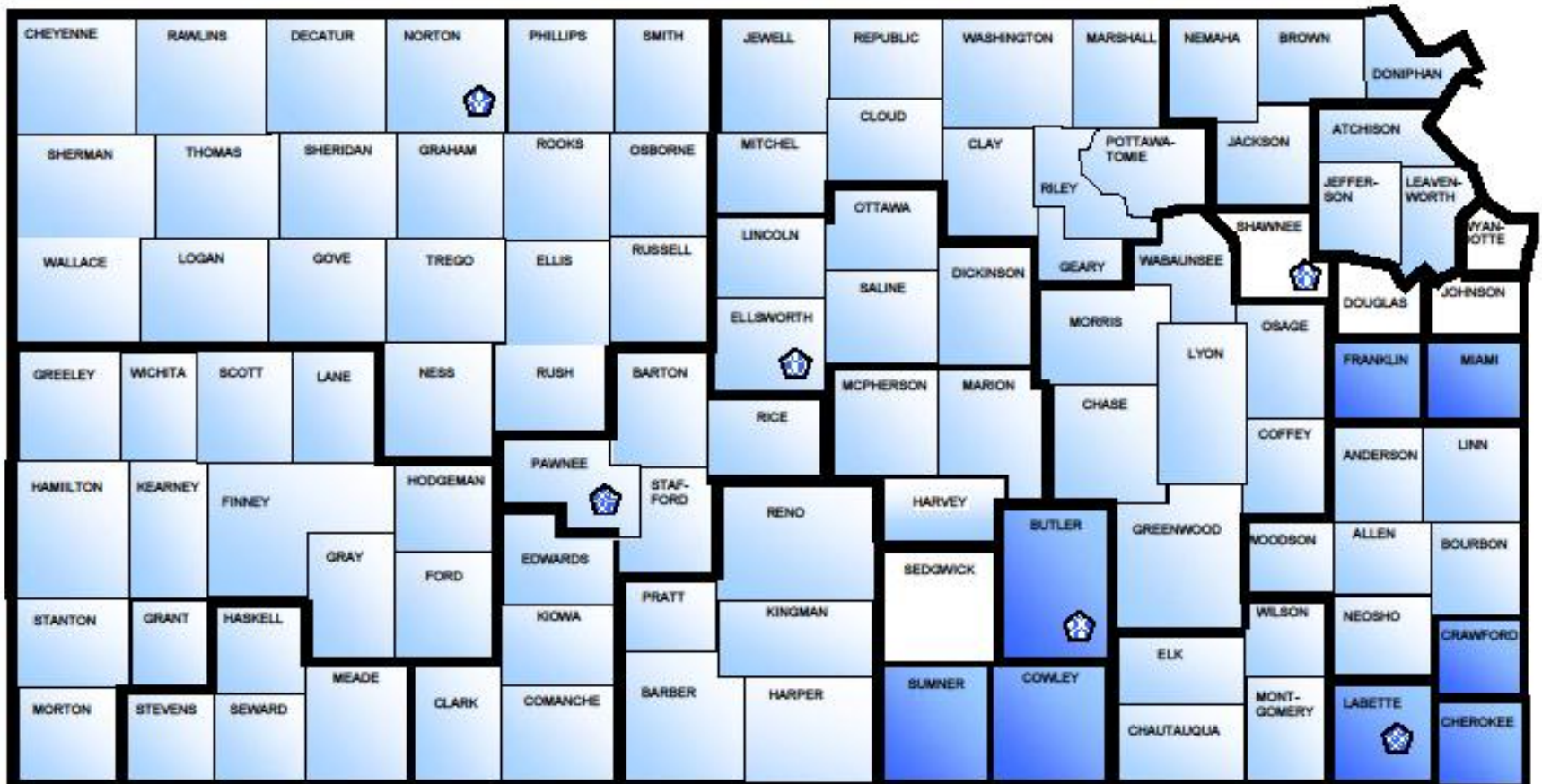
Kansas Department of Health and Environment Bureau of Local and Rural Health Primary Care HPSAs as of February 2011



Kansas Department of Health and Environment Bureau of Local and Rural Health Dental HPSAs as of February 2011



Kansas Department of Health and Environment Office of Local and Rural Health Mental Health HPSAs as of February 2011





National Health Service Corps Loan Repayment Program (NHSC)

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2010-2011 Loan Repayment Cycle

- Opened November 22, 2010
- Increase in Financial Support
 - Up to \$60,000 for two years of service.
- More Flexible Options
 - Three options—a two-year full-time contract, a four-year half-time contract, and a two-year half-time contract.
- Increased Credit for Teaching.
 - 20 percent credit for teaching
 - 50 percent credit for teaching at a Teaching Health Center



Provider Requirements

- Provides \$60,000 in exchange for a two year commitment to practice at an eligible site.
- Full-time clinical care (40 hours per week in the approved ambulatory care setting with at least 32 hours of direct patient care at the approved site).
 - Half-time 20 hours per week, 16 hours patient care is allowed.
 - Either \$30,000 for two years or \$60,000 for four years of service.
 - Eight hours of teaching allowed.
- No reduction in salary or benefits because receiving NHSC loan repayment.
- May only practice at approved site to meet obligation.



Site Requirements

- Care must be provided in the ambulatory setting (inpatient not eligible).
- Ensure access to ancillary, inpatient, and specialty referrals for patients.
- Provide comprehensive care in the area in which the NHSC Loan Repayor practices (primary medical, dental, or mental health).
- Ensure that patients receive care regardless of ability to pay or method of payment.
 - Information on a discounted fee schedule available is at <http://nhsc.bhpr.hrsa.gov/communities/discountfee.htm>.



Site Requirements

- Must be approved by NHSC as an eligible site through submitting the Recruitment and Retention Assistance application.
 - Must renew site application every three years for continued participation.
- Must be sited in a current and appropriate Health Professional Shortage Area (medical, dental, mental).
- Private or group practice sites allowed.



NHSC Scholars Program

- Scholarship pays tuition, fees, some other educational expenses, and a living stipend (\$1,289 for 2010-11) for up to four years.
- Must serve for one year for each year of support (minimum of two years).
- Eligible professions: **Physician (MD or DO), family nurse practitioner, certified nurse mid-wife, PA, or dentist.**
- Must serve in an approved site with an appropriate HPSA score (**17 or higher for 2010-11 depending on specialty**).
 - Required score updated each year in *Federal Register* each May or June.
- Minimum of 40 hours per week (32 hours of direct patient care).





J-1 Visa Waiver

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J-1 Visa Waiver Overview

- Physicians admitted to the U.S. with J-1 Visas must return to their home country for at least two years.
 - A state government department of public health may request that this requirement be set aside in the public interest.
- The Conrad 30 program allows each state to recommend up to 30 visa waivers per federal fiscal year for physicians recruited to sites in primary care or mental health HPSAs (psychiatrists).
 - Based on the state's recommendation, the Waiver Review Division of the U.S. Department of State then makes recommendations to US CIS, the agency authorized to issue the waiver.



J-1 Visa Waiver Overview

- Federal law allows up to ten physicians in each state to work in regions not specifically designated as underserved at the state department of public health's discretion.
 - Kansas uses this flexibility to recommend waivers if the need for services can be demonstrated and if patients from designated shortage designation areas will be served by the physician.
- Kansas' participation in the waiver program is intended to assist local communities to ensure access to physician services
 - Specialists as well as primary care providers are eligible.
 - Primary Care providers will be given priority.



Workforce Program Participation

- There are currently 95 National Health Service Corps Loan Repayers and one Scholar serving in underserved areas in Kansas.
 - 17 dental, 29 mental health, and 50 primary care (medical) providers.
- There are currently 210 sites eligible for National Health Service Corps loan repayors or scholars in Kansas.
- There are currently 15 providers receiving State Loan Repayment serving in underserved areas of Kansas.
 - Seven dental, three mental health, and five primary care (medical) providers.
 - Funding remains for one additional award this year.
- KDHE made recommendations to the U.S. State Department for 16 J-1 Visa Waiver applications in 2010.
 - There are currently 41 medical providers serving in underserved areas of Kansas through a J-1 Visa Waiver.



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