



Encouraging Primary Care Providers To Practice Where They're Needed Most

Mary K. Wakefield, Ph.D., R.N.
Administrator

U.S. Department of Health and Human Services
Health Resources and Services Administration
www.hrsa.gov



The Need

- The United States has anticipated shortages and an uneven distribution of primary care providers.
- It is challenging to develop accurate workforce projections.
- There are many stakeholders who influence the supply of providers at the local, state and national levels.
- The federal government uses many strategies to encourage an adequate supply of primary care providers.



Health Resources and Services Administration

- Through the **National Health Service Corps** and **NURSE Corps**, HRSA repays educational loans and provides scholarships to support recruitment and retention of health professionals to work in medically underserved communities.
- **Rural Training Tracks** and **Rural Recruitment and Retention Network** support the training in and recruitment to primary care practice in rural and underserved communities.
- **Teaching Health Centers** support primary care training in community-based settings to build a primary care workforce with higher likelihood of practicing in underserved communities.

U.S. Department of
Health and Human
Services (HHS)



Health Resources and
Services Administration
(HRSA)



Health Professional Shortage Areas

A Health Professional Shortage Area (HPSA) is a Federal designation of a health workforce shortage.

A HPSA designation can be made for a geographic area (e.g. city, county), population group (e.g. homeless) or health care facility (e.g. community health center). There are 3 types of HPSAs:

PRIMARY CARE

DENTAL

MENTAL HEALTH



National Health Service Corps

Provides financial support to primary care providers in exchange for working at approved sites in health profession shortage areas

**SCHOLARSHIP
PROGRAMS**

**LOAN
REPAYMENT
PROGRAMS**



National Health Service Corps Loan Repayment Program

The National Health Service Corps Loan Repayment Program offers primary care providers (who are U.S. citizens or U.S. nationals) the opportunity to have their student loans repaid, while earning a competitive salary.

- The National Health Service Corps Loan Repayment Program offers up to \$60,000 in tax-free loan repayment for 2 years of full-time service, and up to \$140,000 for a total of 5 years of service.
- Eligible disciplines include: physicians (allopathic or osteopathic), nurse practitioners, certified nurse-midwives, physician assistants, dentists, dental hygienists, and behavioral and mental health providers (health service psychologists, licensed clinical social workers, marriage and family therapists, psychiatric nurse specialists, and licensed professional counselors).
- In FY 2012, a total of 5,714 new applications were received. 2,342 new and 1,925 continuation contracts were awarded for a total of \$169 million.



Students to Service Loan Repayment Pilot Program

Students to Service Loan Repayment Pilot Program provides loan repayment assistance to medical students (MD and DO) in their last year of school, in return for a commitment to provide primary health care services in eligible Health Professional Shortage Areas of greatest need.

- The National Health Service Corps offers up to \$120,000 in tax-free loan repayment for 3 years of full-time or 6 years of half-time service. Loan repayment begins during residency.
- In FY 2012, 95 applications were received, resulting in 69 awards totaling \$8 million.



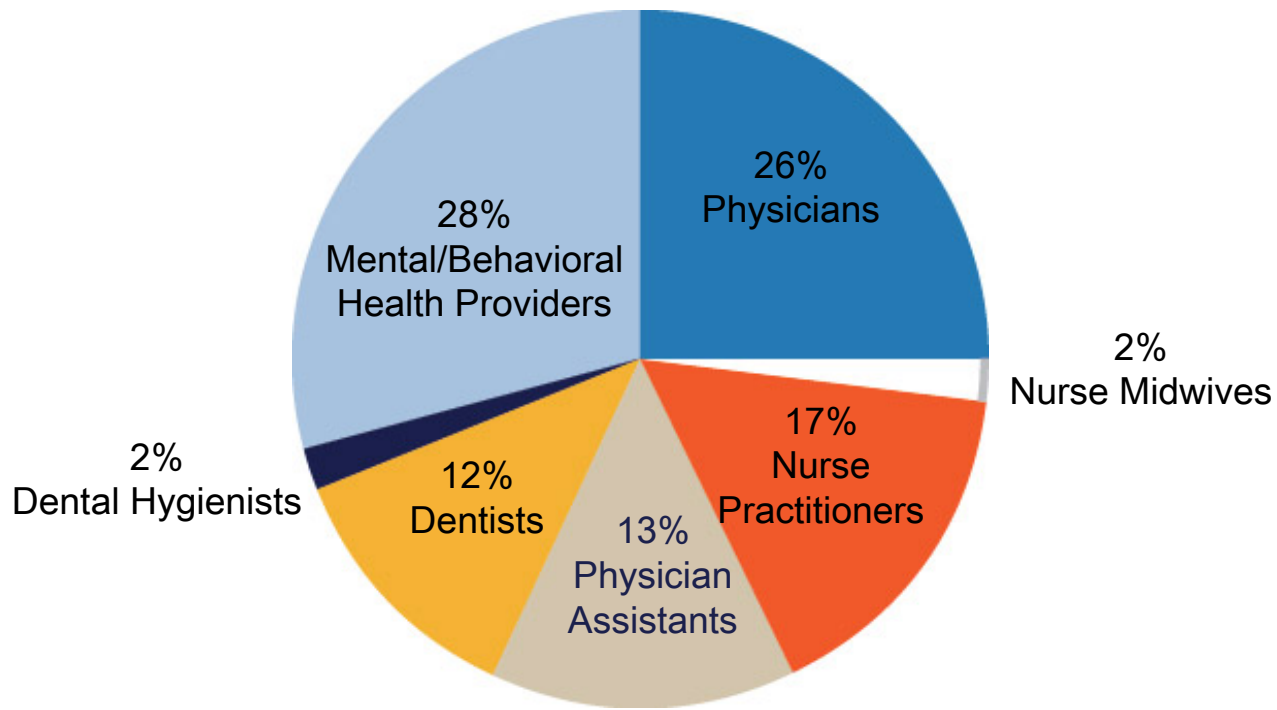
National Health Service Corps Scholarship Program

The National Health Service Corps Scholarship Program provides tuition, required fees, other reasonable educational costs, and a monthly living stipend, in return for a commitment to provide health care in a community with limited access.

- Participants provide one year of service for each school year of financial support received, with a minimum two-year service commitment.
- Eligible disciplines include: physicians (allopathic or osteopathic), dentists, nurse-midwife, physician assistant, or nurse practitioner specializing in adult medicine, family medicine, geriatrics, pediatrics, psychiatry, or women's health.
- In FY 2012, the program received 1,373 new applicants. 212 new and 10 continuation contracts were awarded, totaling \$42 million.



Due to expansion under the Affordable Care Act, nearly 10,000 NHSC clinicians were working in communities with limited access to health care as of September 2012





National Health Service Corps: Retention of Providers

More than 55 percent of clinicians continue to practice in the communities that need them most 10 years after completing their service commitment. And in the short term, 82 percent of NHSC clinicians who complete their service obligation continue to practice in a Health Professional Shortage Area up to one year later.

•Factors affecting retention include:

- Clinician's motivation and timing when joining the NHSC
- Professional satisfaction at the clinician's practice site
- Sustained non-financial engagement with the NHSC
- Other factors that influence NHSC provider retention:
 - Commitment to underserved communities
 - Ability to become part of the community where they serve



•In order to continue to improve retention rates, the NHSC has focused on program support in those areas known to impact clinician retention decisions.



NURSE Corps

The NURSE Corps offers loan repayment and scholarships to nurses—including nurse practitioners—who work in health centers, rural health clinics, hospitals, and other facilities experiencing a critical shortage of nurses.

**SCHOLARSHIP
PROGRAMS**

**LOAN
REPAYMENT
PROGRAMS**



NURSE Corps Loan Repayment Program

The **NURSE Corps Loan Repayment Program** provides assistance to registered nurses and advanced practice registered nurses, such as nurse practitioners, working in a Critical Shortage Facility or nurse faculty employed by an accredited school of nursing.

- NURSE Corps program participants receive 60 percent of their total outstanding qualifying educational loan balance incurred while pursuing an education in nursing in exchange for a two-year service commitment.
- Qualifying participants may receive an additional 25 percent of their original loan balance for a third year of service.
- Eligible disciplines include: licensed registered nurse (including nurse practitioners and other advanced practice nurses) or nurse faculty, have completed training leading to a diploma, associate, baccalaureate or graduate degree.
- In FY 2012, the program received 5,610 new applications. 720 new and 732 continuation contracts were awarded, totaling \$49 million.



NURSE Corps Scholarship Program

The **NURSE Corps Scholarship Program** helps students complete their nursing education by paying tuition, fees, other education costs, while providing a monthly living stipend, in exchange for working at a health care facility with a shortage of nurses, known as a Critical Shortage Facility.

- The program is open to full-time nursing students accepted or enrolled in diploma, associate, baccalaureate or graduate nursing programs at accredited schools located in the U.S. Upon graduation, scholarship program members fulfill a service commitment at a Critical Shortage Facility.
- As much as half of the award funds are reserved for students pursuing a master's level nurse practitioner degree.
- In FY 2012, the program received 2,720 new applications. 233 new and 31 continuation contract awards were made, totaling \$24 million.



Videos and Other Resources

NHSC Clinicians

Dr. Sara Michaels, Physician in Shiprock, NM:

http://www.youtube.com/watch?v=mungs7849jM&feature=player_embedded#!

Dr. Patrick Carrillo, Licensed Psychologist-Children's Behavioral Health in Wenatchee, WA:

www.youtube.com/watch?v=3KFR04sfgis&list=SPF22416BACEF584A8&index=32

Kay Southern, Family Nurse Practitioner in Flint, MI:

<http://www.youtube.com/watch?v=ovVbYQhNr9E>

NHSC Sites

Northern Navajo Medical Center, Serving The Navajo Nation in Shiprock, NM

www.youtube.com/watch?v=QKAVSoHpbX0

Neighborhood Health Association, Toledo, OH

www.youtube.com/watch?v=YovD8f0oamk&feature=player_embedded

For more information about our programs:

National Health Service Corps

NHSC.hrsa.gov

Facebook.com/NationalHealthServiceCorps | Twitter.com/NHSCorps

NURSE Corps

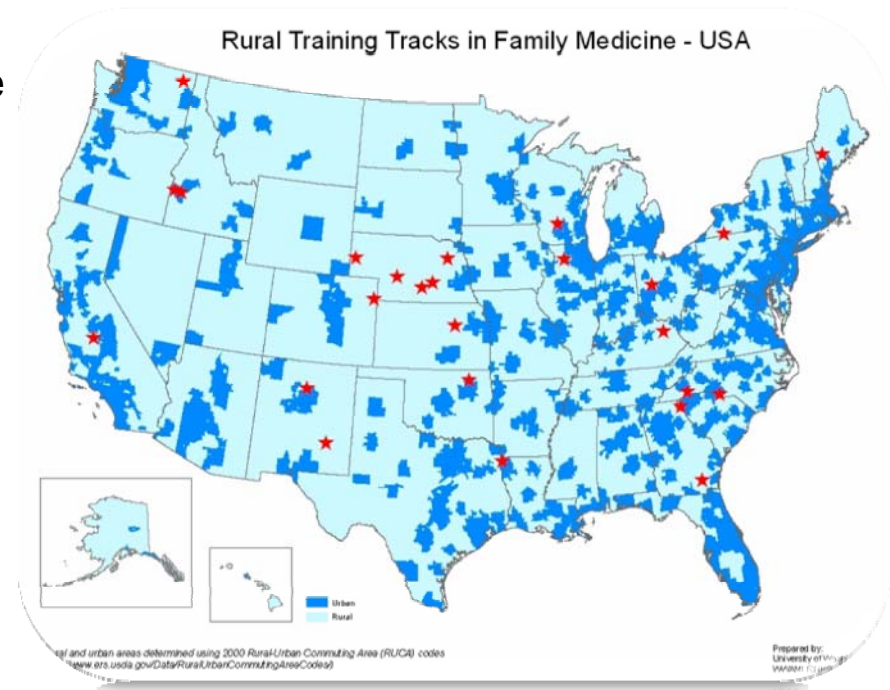
<http://www.hrsa.gov/loanscholarships/nursecorps/index.html>

Facebook.com/HRSANURSECorps



Improving the Rural Health Care Workforce: Rural Training Tracks (RTTs)

- Rural Training Tracks are special kind of family medicine residency where the resident does one year in the academic health center and next two years in a community based rural setting.
- Studies over the past 20 years have shown that 70% of the RTT graduates stay in rural practice.
- 25 RTT programs are currently operating and student interest is growing.
- A 2004 study found rural residency programs had a lower match rate (60%) than urban programs (73%); in comparison RRT programs had an 80% match rate last year.
- For more information: www.raconline.org





Rural Recruitment and Retention Network (3RNet)

3RNet works to improve rural and underserved communities' access to quality health care.

The Network is a web-based tool to help health professionals find jobs in rural and underserved areas.

www.3rnet.org

3RNet
Medical and Healthcare Jobs
Across the Nation

Candidates Login:

[CREATE A PROFILE](#)

Employers: [LOGIN](#) | [REGISTER](#)
Extranet: [LOGIN](#)

[OPPORTUNITIES](#) [ABOUT US](#) [LOCATIONS](#) [CONTACT](#)

MAKE THE PLACE YOU NEED TO BE
AND THE PLACE YOU WANT TO BE

ONE

Welcome
The National Rural Recruitment and Retention Network (3RNet) members are not-for-profit organizations helping health professionals find jobs in rural and underserved areas throughout the country. Some of the health professions we serve and the kinds of jobs posted include:

- Physician jobs in a variety of specialties including
 - Family Medicine
 - Internal Medicine
 - OB/GYN
 - Psychiatry
 - Pediatrics
 - And many others
- Dentist jobs
- Nurse Practitioner jobs
- Physician Assistant jobs
- Registered Nurse jobs
- Mental Health Professionals

Featured State

Visit this week's featured state:
[Kansas](#)

[3RNET MEMBERS](#)
[ASSOCIATE MEMBERS](#)
[SPONSORS](#)



Teaching Health Centers: Graduate Medical Education Program

- Created under the Affordable Care Act, this program is a \$230 million, five-year payment program which began in 2011.
- The purpose of the program is to increase the number of primary care residents and dentists trained in community-based settings.
- Physicians trained in health centers are more than 3 times as likely to work in a health center and more than twice as likely to work in an underserved area than those not trained at health centers.



Teaching Health Center GME Sites

