Workforce Development - Rural Health & Primary Care (RHPC), Division of Public Health Services

June 13, 2013
Workforce Development at Rural Health & Primary Care (RHPC)

Goal: Recruitment and retention of health care providers whose service will meet the needs of rural and underserved populations of New Hampshire.

Programs:

• Health provider shortage designations done through contract.
• Administers the J-1 Visa Waiver Program, also known as Conrad 30 Program, for foreign medical graduates.
• Administers the NH State Loan Repayment Program (SLRP).
• Funds the New Hampshire Recruitment Center.
• Assists with site certification for the National Health Service Corps

Funding:

• US DHHS, HRSA, Bureau of Clinician Recruitment Services - Primary Care Office Grant (1.65 FTE)
• US DHHS, HRSA, Office of Rural Health Policy – State Office of Rural Health (Shortage Designations, Clinical Placement Program)
• General funds (Shortage Designations, SLRP, Recruitment Center)
• Medicaid (Recruitment Center)
Inputs

People:
- .30 FTE Section Administrator
- 1.0 FTE Workforce Program Manager
- .15 FTE Workforce Coordinator
- .20 FTE Executive Secretary

Resources:
- Contract w/Bi-State Primary Care Association
- Contract w/JSI-CHI

Outputs

Activities
- Conduct a statewide analysis of unmet needs, disparities and health workforce issues, including information from the rural health plan and critical access hospitals’ community needs assessments
- Coordinate and oversee the HPSA and MUA/P designation process
- Develop a database to capture and assess NH data on all primary care providers
- Contract with NH recruitment center to collect vacancy data
- Evaluate the NHSC site applications
- Coordination of the J1 visa program/NW
- Coordination of state loan repayment program
- Participation in other groups in state to provide workforce expertise
- Develop a plan with strategies to meet the needs regarding primary care workforce
- Serve as the state expert on primary care access

Outcomes

Short
- Identify the need for primary care services statewide
- Identification of areas eligible for federal programs that require a designation
- Identify trends in workforce and evaluate the success of programs
- Increase the success of recruitment efforts
- Increase number of NHSC sites
- Increase in number of providers
- Increased level of knowledge of national and state entities in workforce development, health, etc.
- Identification of system leverage points
- Increase in knowledge among stakeholders and providers

Medium
- Identify the workforce needs within the needs assessment
- Attract providers to work in the areas we need them
- Inform the development of a NH primary care workforce plan
- Increased numbers of NHSC providers
- Increased ability of other groups to address workforce needs

Long
- Increase in the percent of people who have a primary care provider
- Address the workforce needs through increasing the supply of providers, improving recruitment, improving retention within those areas of need.
- Increase ability for stakeholders to take action to meet needs
Shortage Designations

Goal: To identify areas that have a healthcare provider shortage.

What it does: The Shortage Designation Branch at the HRSA Bureau of Health Professions National Center for Health Workforce develops shortage designation criteria and uses them to decide whether or not a geographic area or population group is a Health Professional Shortage Area or a Medically Underserved Area or Population.

How it works: More than 34 federal programs depend on the shortage designation to determine eligibility or funding preferences.
Shortage Designations, part 2

- **Health Professional Shortage Areas (HPSAs)** may have shortages of primary medical care, dental or mental health providers and may be urban or rural areas, population groups or medical or other public facilities.

- **Medically Underserved Areas (MUA)** may be a whole county or a group of contiguous counties, a group of county or civil divisions or a group of urban census tracts in which residents have a shortage of personal health services.

- **Medically Underserved Populations (MUPs)** may include groups of persons who face economic, cultural or linguistic barriers to health care.
Dental HPSA

New Hampshire's Dental Health Professional Shortage Area Designations - January, 2013
New Hampshire's Medically Underserved Area/Population Designations - September, 2010
New Hampshire State Loan Repayment Program (SLRP)

- Includes MUA/MUP as well as HPSA, DHPSA and MHPSA. Shortage score is not a factor in determining funding priority. There is no application deadline. Those with matching funds do not have to compete.
- Offers licensed health professionals who are US citizens an opportunity to work in medically underserved areas to receive partial payment of their educational loans in exchange for their three-year commitment to serving uninsured, underinsured, Medicaid, and Medicare populations in NH.
- These providers may be primary care physicians, dentists, psychiatrists, clinical psychologists, general surgeons employed by a Critical Access Hospital, physician assistants, nurse practitioners, certified nurse midwives, licensed clinical social workers and dental hygienists.
- New program policy also offers loan repayment for dentists and dental hygienists who work at a program funded by the DPHS, Oral Health Program.
## SLRP Contracts

<table>
<thead>
<tr>
<th>Type of Health Professional</th>
<th>First-Year Contract</th>
<th>Second-Year Contract</th>
<th>Third-Year Contract</th>
<th>Contract Extensions</th>
<th>Maximum Amount Possible</th>
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<tbody>
<tr>
<td><strong>Full-time Healthcare Providers (40 hr/week)</strong></td>
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<td></td>
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<tr>
<td>Primary Care Physicians, Dentists, Psychiatrists, Rural General Surgeons</td>
<td>$30K</td>
<td>$25K</td>
<td>$20K</td>
<td>$20K per year for up to 2 years</td>
<td>$115K</td>
</tr>
<tr>
<td>PAs, NPs, Nurse Midwives, Dental Hygienists, Clinical Psychologists, LCSWs, Psychiatric Nurse Specialists, Mental Health Counselors, Licensed Professional Counselors, Marriage and Family Therapists</td>
<td>$20K</td>
<td>$15K</td>
<td>$10K</td>
<td>$10K per year for up to 2 years</td>
<td>$65K</td>
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<tr>
<td><strong>Part-time Healthcare Providers (20-39 hr/week)</strong></td>
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<tr>
<td>Primary Care Physicians, Dentists, Psychiatrists, Rural General Surgeons</td>
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<td>$12.5K</td>
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<td>$10K per year for one year</td>
<td>$37.5K</td>
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<td>PAs, NPs, Nurse Midwives, Dental Hygienists, Clinical Psychologists, LCSWs, Psychiatric Nurse Specialists, Mental Health Counselors, Licensed Professional Counselors, Marriage and Family Therapists</td>
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<td>$7.5K</td>
<td>N/A</td>
<td>$5K per year for one year</td>
<td>$22.5K</td>
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Contact Information

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