Iowa Department of Public Health
Recruitment & Retention Workshop

Best Practices in Recruitment & Retention

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Iowa Dept of Public Health
Bureau of Health Care Access

- State Office of Rural Health
- Critical Access Hospital program
- Small Hospital Improvement Program
- Center for Health Workforce
  - Coordinate Health & Long Term Care Access Advisory Council
  - Central point of contact for health workforce issues in state
  - www.3rnet.org
  - PRIMECARRE loan repayment program
- Direct Care Worker Advisory Council and Workforce Initiative
- Primary Care Office
  - Health Professional Shortage Area Designations
  - NHSC loan repayment and scholar program
  - Iowa Collaborative Safety Net Provider Network
  - Work with state Federally Qualified Health Centers
  - State-funded mental health PA/NP fellowship programs
  - J-1 visa waiver program for international medical graduates
Health Professional Shortage Area Designations
Health Professional Shortage Areas

- Designation as a HPSA required for several types of recruitment/retention programs.
- US Health Resources and Services Administration (HRSA), Office of Shortage Designation, provides guidelines for determining federally qualified health professional shortage areas (HPSAs).
  - State Primary Care Offices analyze and submit requests for shortage designations to HRSA.
- Shortage designations indicate geographic areas with a shortage of primary care physicians, psychiatrists, and dental providers – according to HRSA.
- In Iowa, many of our shortage areas are entire counties, some are census tracts or groupings of census tracts or townships.
Types of Shortage Areas

- **Health Professional Shortage Areas (HPSAs)**
  - Refers to a shortage in a geographic area for primary care, dental care, or mental health care professionals
  - Primary care HPSA, Dental HPSA, mental health HPSA

- **Medically Underserved Areas (MUAs) and Medically Underserved Populations (MUPs)**
  - Refer to a specific population group in a defined area

- **Facility HPSA designations**
  - Specific to facilities that meet specific ratios of population to provider (example: prisons)

- **Automatic HPSA designations**
  - Provided to certain types of facilities that have difficulty recruiting but may not be physically located in a HPSA (example: Rural Health Clinics)
# Shortage Designation & Program

<table>
<thead>
<tr>
<th>Shortage Designation</th>
<th>Federally Qualified Health Center</th>
<th>Rural Health Clinic</th>
<th>10% Medicare Bonus Payments to Physicians</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Nat'l Health Service Corps</td>
<td>State Loan Repayment PRIMECARRE</td>
<td></td>
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<tr>
<td>Primary Care HPSA</td>
<td></td>
<td></td>
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<tr>
<td>• Geographic HPSA</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>• Population HPSA</td>
<td>✓</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Dental Care HPSA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Geographic HPSA</td>
<td>✓</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>• Population HPSA</td>
<td>✓</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Mental Health HPSA</td>
<td>✓</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Medically Underserved Area or Population</td>
<td></td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Automatic &amp; Facility HPSAs (RHCs, FQHCs, &amp; Correctional Facilities)</td>
<td>✓</td>
<td>✓</td>
<td></td>
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</tbody>
</table>

- **Geographic HPSA**: Geographic Health Professional Shortage Areas (HPSAs) are designated in areas where there is a shortage of health professionals. They are further categorized into geographic and population HPSAs. Geographic HPSAs are designated in regions with a shortage of health professionals, while population HPSAs are designated in areas with a shortage of health professionals in specific populations.
- **Population HPSA**: These are designated in areas with a shortage of health professionals in specific populations.
- **Medically Underserved Area or Population**: These areas or populations are designated for their unique needs, often due to a lack of medical facilities or providers.
- **Automatic & Facility HPSAs**: These designate areas based on the presence of rural health clinics, federally qualified health centers, and correctional facilities.

10% Medicare Bonus Payments to Physicians: Locations designated as shortage areas may qualify for a 10% Medicare bonus to attract and retain health professionals.
Federal Primary Health Care Shortage Designations
July 2010
Shortage Designation Issues

- HPSAs are required to be re-analyzed every 4 years for re-designation and de-designation.

- HPSAs also receive a “score” from HRSA to indicate the severity of the shortage...scores play into NHSC scholarship and at times loan repayment.

- Need cooperation and timely feedback from sites to determine appropriate FTE and number of extenders for accurate HPSA designations. Designations require feedback from 2/3 of all dental providers in service area.

- The designation occurs at a snapshot in time, every four years, although FTE is constantly changing.

- The PPACA requires HRSA to propose a new methodology for analyzing and designating HPSAs which could mean a whole new ballgame ~Summer 2011.
Loan Repayment Updates
National Health Service Corps & PRIMECARRE
Both Programs: Clinician must be: working in a federally designated HPSA, US citizen, qualified student loan debt, cannot be fulfilling another obligation at the same time

<table>
<thead>
<tr>
<th>NHSC</th>
<th>PRIMECARRE</th>
</tr>
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<tbody>
<tr>
<td>On-line application opened November 22\textsuperscript{nd} 2010 through May 26\textsuperscript{th} 2011.</td>
<td>Application by RFP once per year available on IDPH website, application mailed to IDPH</td>
</tr>
<tr>
<td>Federally Administered</td>
<td>State Administered</td>
</tr>
<tr>
<td>All Federal Funds</td>
<td>1:1 State/Federal Funds</td>
</tr>
<tr>
<td>Requires Site Application</td>
<td>Does not require site application</td>
</tr>
<tr>
<td>Full time 2-year contract $60,000</td>
<td>Full time 2-year contract up to $60,000 depending on availability of funding and number of applicants</td>
</tr>
<tr>
<td>Half time 2-year contract $30,000</td>
<td></td>
</tr>
<tr>
<td>Half time 4-year contract $60,000</td>
<td></td>
</tr>
<tr>
<td>First Come, First Serve</td>
<td>Competitive Process with review committee</td>
</tr>
<tr>
<td>Can be For-Profit, Non-Profit, or Public Sites</td>
<td>Only Public or Non-Profit Site</td>
</tr>
<tr>
<td>Entire amount of funding provided to clinician at beginning of 2-year contract with NHSC</td>
<td>Half of funding provided at the end of each year of the 2-year contract with State of Iowa, funding goes through Iowa Student Aid Commission directly to lender</td>
</tr>
<tr>
<td>One-year continuations</td>
<td>Can re-apply in two-year increments</td>
</tr>
</tbody>
</table>
National Health Service Corps
Clinicians by County
As of: November 24, 2010

Legend

Number of Clinicians
69 Clinicians at 57 Locations

NHSC Site Locations - 181 Sites
State and County Boundaries

Source: U.S. Department of Health and Human Services, Health Resources and Services Administration. Bureau of Clinician Recruitment and Service
Prepared by: Iowa Department of Public Health, Bureau of Health Care Access

12/7/2010
## PRIMECARRE Awards Issued 2008-2010

<table>
<thead>
<tr>
<th>Type of Professional</th>
<th>Number of Individuals Awarded</th>
<th>Total Amount Awarded (Federal and State Funding)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nurse Practitioners</td>
<td>3</td>
<td>$89,672</td>
</tr>
<tr>
<td>Nurse Midwife</td>
<td>1</td>
<td>$30,000</td>
</tr>
<tr>
<td>Dentists</td>
<td>3</td>
<td>$120,000</td>
</tr>
<tr>
<td>Physicians</td>
<td>5</td>
<td>$285,570</td>
</tr>
<tr>
<td>Licensed Social Workers</td>
<td>2</td>
<td>$73,845</td>
</tr>
<tr>
<td>Mental Health Counselors</td>
<td>2</td>
<td>$59,450</td>
</tr>
<tr>
<td>Physician Assistants</td>
<td>4</td>
<td>$130,756</td>
</tr>
<tr>
<td>Clinical Psychologists</td>
<td>2</td>
<td>$120,000</td>
</tr>
<tr>
<td>Dental Hygienists</td>
<td>2</td>
<td>$59,877</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>24</strong></td>
<td><strong>$969,170</strong></td>
</tr>
</tbody>
</table>
Conrad 30/ J-1 Visa Waiver Program Update
State Primary Care Office utilizes Conrad 30 Program to support international medical graduates to practice in Iowa through a visa waiver.

Physicians supported under J-1 visa waivers practice in Iowa for a minimum of 3 years.

PCO has been using J-1 program since 1996.
Through the State Conrad 30 program, designated state agencies can request for the 2 year home residency requirement to be waived...

- In Iowa, the Primary Care Officer within IDPH is the authorized designee to submit waiver requests to the Department of State on behalf of a physician.
- The US Dept of State reviews and sends the request to the United States Customs and Immigration Services (USCIS) for final determination.
- The PCO receives a letter from USCIS with the final determination.

Each state is allowed 30 waivers per federal fiscal year with the intent of directing physicians to underserved areas as designated as a HPSA, MUP, or MUA.

- However, the reauthorization of the program 18 months ago allowed each state to use up to 10 of their 30 waivers in areas not designated as HPSAs.

In return for granting a physician a waiver, the physician must work full-time in the designated area for a period of at least 3 years.

The “countdown” of the 30 waiver slots begins October 1 of each year.
The State of Iowa waiver policy:

- Some requirements are federal immigration requirements, others are state-policies/priorities that can be adjusted as need be.

- Prioritization of waiver requests based on:
  - Primary care specialty, including psychiatry
  - Rurality of practice site
  - Site status as an FQHC – hold slots for FQHCs until March 1 to allow for recruiting

- Sites must document an inability to recruit for a specific position for a period of at least 6 months.

- Sites must make an argument for the necessity of the provider including information on patients to be served, unmet need in that specialty, % of patient population with Medicaid, Medicare, or without insurance, etc.

- Iowa does not use many undesignated slots per year – 2-3.

- Waiver requests accepted on a federal fiscal year basis beginning October 1.

- Most years, allocate all 30 slots, thus must prioritize and turn down requests.
Review of 2009 and 2010 Allocated Waivers

- 29 waivers supported in 2009
- 15 waivers went to primary care physicians including family medicine (2), internal medicine (4), pediatrics (2), general surgery (2), obstetrics (1), and psychiatry (4).
- 14 waivers went to specialists in a variety of areas – cardiology (2), neurology (3), nephrology (2), pulmonology (1), rheumatology (1), anesthesiology (1), pediatric gastroenterology (1), pediatric neurology (1), medical genetics (1), and an intensivist (1).
- 8 waivers were provided to physicians to practice in rural areas and 21 waivers were provided to physicians to practice in more urban areas of Iowa – including Federally Qualified Health Centers (3) and the University of Iowa (3).

- 25 waivers supported in 2010
- 10 waivers went to primary care physicians including family medicine (1), internal medicine (7), pediatrics (2)
- 14 waivers went to specialists in a variety of areas – neurosurgery (1), Gastroenterology (1), hem/onc (1), Infectious disease (1), nephrology (2), cardiology (2), endocrinology (3), neurology (1), transplant surgery (1), other surgery (1).
- 7 waivers were provided to physicians to practice in rural areas and 17 waivers were provided to physicians to practice in more urban areas of Iowa – including Federally Qualified Health Centers (2) and the University of Iowa (3).
2011 J-1 Waivers

- Began reviewing waiver applications October 1, 2010 for physicians who will begin in Summer 2011.
- Currently have approved 4 waivers.
- 5 waivers pending in Primary Care Office.
- Expecting 10 “incoming” waiver requests from sites who have already signed contracts and are gathering waiver paperwork.
- Potentially have 8 more “incoming” from sites who we are holding slots for or have extended a contract to a physician.
- 3 Slots Remaining!!
J-1 Waiver NIW Policy Questions

- Bobbi Buckner Bentz, Iowa Primary Care Office
  - 515-281-7223, bbuckner@idph.state.ia.us

Access State Conrad 30 J-1 Visa Waiver Policy

- http://www.idph.state.ia.us/hpcdp/common/pdf/health_care_access/j1_visa_waiver.pdf
Questions?!

Contact with further questions:

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515-281-3166

Look up your site’s HPSA information at:
http://hpsafind.hrsa.gov/