EXPLORE

WATERFALLS  
HIKING  
CRATER LAKE  
FISHING  
PAINTED HILLS  
CAMPING  
LAVA BEDS  
WINE TASTING  
COLUMBIA GORGE  
KITE SURFING  
SMITH ROCK  
MOUNTAIN BIKING  
HOT SPRINGS  
RIVER RAFTING  
HIGH DESERT  
SNOW BOARDING  
TILLAMOOK FOREST  
KAYAKING  
COASTAL DUNES
Updates on Provider Incentive Programs

Hilary Henderson, MPA
Julie Hoffer, MAT
Oregon Office of Rural Health

Marc Overbeck
OHA; Oregon Primary Care Office
Topics Addressed

• Overview of Incentive Programs available for Oregon providers

• How we can help

• Questions on how you can utilize these programs
STATE AND FEDERALLY FUNDED HEALTHCARE WORKFORCE PROVIDER INCENTIVES AVAILABLE TO OREGON PROVIDERS (2015)¹,²

TAX CREDITS
$8.65m
- Rural Practitioner Tax Credit $8.5m
- Volunteer EMT Tax Credit $0.15m

INSURANCE SUBSIDIES
$2.5m
- Rural Medical Practitioner Insurance Subsidy $2.5m

LOAN REPAYMENT
$11.6m
- NHSC Loan Repayment $6.4m
- Oregon Partnership SLRP $0.30m
- Nurse Corps LRP $2.2m
- Federal Faculty LRP $0.04m

LOAN FORGIVENESS
$3.35m
- NHSC Scholarship Program $1.1m
- Primary Health Care (Oregon State) LFP $1m
- Scholars for a Healthy OR $2.5m

OTHER
- J-1 Visa Waiver Program³

¹ Figures reflect annual expenditures for 2015 or most recent available year
² Other programs not currently funded are not listed on this display
³ Program generates revenues from application fees to cover biennial costs
## Loan Forgiveness v. Loan Repayment

<table>
<thead>
<tr>
<th>Loan Forgiveness</th>
<th>For</th>
<th>Programs Available</th>
</tr>
</thead>
</table>
| Students who have already received funding and now have Service Obligations | • Primary Care Loan Forgiveness Program (PCLF)  
• Scholars for Healthy Oregon (SHO1) | |

<table>
<thead>
<tr>
<th>Loan Repayment</th>
<th>Clinicians looking to receive funding to pay off existing loans</th>
<th>Programs Available</th>
</tr>
</thead>
</table>
| The Oregon Partnership State Loan Repayment Program (SLRP)  
The Medicaid Primary Care Loan Repayment Program (MPCLRP)  
The Behavioral Health Loan Repayment Program (BHLRP)  
National Health Service Corps programs | | |
# Loan Forgiveness Overview

<table>
<thead>
<tr>
<th>Program</th>
<th>Distinguishing Features</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primary Care Loan Forgiveness Program (PCLF)</td>
<td>• Only students from designated Oregon rural training track programs at: OHSU, COMP NW, Pacific University</td>
</tr>
<tr>
<td></td>
<td>• Rural facilities only</td>
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<tr>
<td></td>
<td>• Primary care and general surgery</td>
</tr>
<tr>
<td></td>
<td>• 1-3 year service obligation</td>
</tr>
<tr>
<td>Scholars for Healthy Oregon Initiative (SHOI)</td>
<td>• Only OHSU students</td>
</tr>
<tr>
<td></td>
<td>• Rural (All candidates, all specialties)</td>
</tr>
<tr>
<td></td>
<td>• Urban-Underserved (Primary care candidates only)</td>
</tr>
<tr>
<td></td>
<td>• 3-5 year service obligation</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Eligible Candidates</th>
</tr>
</thead>
<tbody>
<tr>
<td>MD/DO:</td>
</tr>
<tr>
<td>Family Medicine</td>
</tr>
<tr>
<td>General Internal Medicine</td>
</tr>
<tr>
<td>General Pediatrics</td>
</tr>
<tr>
<td>General Surgery</td>
</tr>
<tr>
<td>Community Psychiatry</td>
</tr>
<tr>
<td>Nurse Practitioner:</td>
</tr>
<tr>
<td>Family Medicine</td>
</tr>
<tr>
<td>Psych-Mental Health</td>
</tr>
<tr>
<td>Primary Care (Family, Adult, Geriatric, Pediatric)</td>
</tr>
<tr>
<td>Physician Assistant: Primary Care</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Eligible Candidates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctor of Medicine (MD)</td>
</tr>
<tr>
<td>Doctor of Dental Medicine (DMD)</td>
</tr>
<tr>
<td>Master of Physician Assistant Studies (MPAS)</td>
</tr>
<tr>
<td>Master of Nursing in:</td>
</tr>
<tr>
<td>Adult Gerontology Acute Care Nurse Practitioner</td>
</tr>
<tr>
<td>Family Nurse Practitioner</td>
</tr>
<tr>
<td>Pediatric Nurse Practitioner</td>
</tr>
<tr>
<td>Psychiatric Mental Health Nurse Practitioner</td>
</tr>
<tr>
<td>Nurse Anesthesia</td>
</tr>
<tr>
<td>Nurse Midwifery</td>
</tr>
</tbody>
</table>
## Loan Repayment Overview

<table>
<thead>
<tr>
<th>Program</th>
<th>Distinguishing Features</th>
<th>Eligible Candidates</th>
</tr>
</thead>
</table>
| Medicaid Primary Care Loan Repayment Program | • Available to clinicians contracted to begin working at a qualified site within 4 months or employed at a qualified site for less than 24 months  
  • Very competitive program  
  • Minimum 3 year service commitment  
  • Funding currently unavailable—will know about additional funding in February 2016 | Physicians (MD/DO), Nurse Practitioners, Physician Assistants  
  Dentists, Expanded Practice Dental Hygienists  
  Psychiatrists, Licensed Clinical Psychologists, Licensed Clinical Social Workers, Marriage and Family Therapists, Psychiatric Mental Health Nurse Practitioners |
| State Partnership Loan Repayment Program     | • Matching funds can come from any non-federal source, but are generally given by clinician’s practice site  
  • Sites must be non-profit, have a HPSA score and cannot conduct asset testing to determine financial assistance  
  • Minimum 2 year service commitment, extensions are available if funds are available | Physicians (MD/DO), Nurse Practitioners, Physician Assistants, Certified Nurse Midwives, Registered Nurses (RN), Pharmacists  
  Dentists, Dental Hygienists  
  Licensed providers working as: Clinical or Counseling Psychologists, Clinical Social Workers, Professional Counseling, Marriage and Family Therapists, Psychiatric Nurse Specialists |
### Loan Repayment Overview Cont.

<table>
<thead>
<tr>
<th>Program</th>
<th>Distinguishing Features</th>
<th>Eligible Candidates</th>
</tr>
</thead>
</table>
| Behavioral Health Loan Repayment Program  | • Available to providers working towards licensure; either working at a qualified site or will have graduated from their masters program within 8 months of application and have a contract with a qualified site in place.  
• Sites must be serving a minimum of 50% Medicaid patients.  
• One year service commitment for full time providers.  
• Priority given to Community Mental Health Program (CMHP) and sites with a Mental Health HPSA of 10 or greater. | Working towards licensure in one of the following disciplines:  
• Clinical Social Work  
• Psychiatry  
• Clinical or Counseling Psychology  
• Professional Counseling  
• Marriage and Family Counseling  
• Psychiatric Nursing (licensed)  
• Priority given to bicultural and bilingual candidates |
How do we become an eligible site for state programs?

- Apply with the Office of Rural Health via our Site Eligibility Application for State Incentive Programs found on the ORH website.
- As programs change or if you don’t have a current application on file we will ask you to submit a new application.
<table>
<thead>
<tr>
<th>Program</th>
<th>Distinguishing Features</th>
<th>Eligible Candidates</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>National Health Service Corps</strong></td>
<td>• National program for clinicians working in high need, underserved areas</td>
<td>Physicians (MD/DO), Nurse Practitioners, Certified Nurse Midwives, Physician Assistants</td>
</tr>
<tr>
<td></td>
<td>• One application cycle per year</td>
<td>Dentists, Expanded Practice Registered Dental Hygienists</td>
</tr>
<tr>
<td></td>
<td>• Two year service commitment in exchange for up to $50,000 in loan repayment; continuation awards are available in one year increments</td>
<td>Psychiatrists, Health Service Psychologists, Licensed Clinical Social Workers, Licensed Professional Counselors, Marriage and Family Therapists, Psychiatric Nurse Specialists, Psychiatric Mental Health Nurse Practitioners, Mental Health Physician Assistants</td>
</tr>
<tr>
<td><strong>Nurse Corps</strong></td>
<td>• National program with one application cycle per year</td>
<td>Registered Nurses, Advanced Practice Nurses</td>
</tr>
<tr>
<td></td>
<td>• Eligible sites are any public or non-profit Critical Shortage Facilities in Health Professional Shortage Areas; specific site types include FQHCs, Indian Health Clinics, RHCs, CAHs, skilled nursing facilities, etc.</td>
<td></td>
</tr>
</tbody>
</table>
How can we become an eligible NHSC site?

• Review Site Reference Guide on NHSC website to determine if your practice can and is willing to meet basic requirements:
  ▪ Be located in a HPSA
  ▪ Serve all patients regardless of ability to pay
    ▪ Offer Sliding-Fee-Schedule of Payments for uninsured patients below 200% of Poverty Level
    ▪ Have policies that support serving those who need access
      ▪ No asset testing for discounted service eligibility
  ▪ Offer culturally competent care
  ▪ Post signage on website and in clinic
  ▪ Provide 12 months of billing/patient data to HRSA

• Contact Primary Care Office for assistance

• Open NHSC account, submit proper forms
Not Sure Your Site is Eligible?

**ORH programs:** If you haven’t received an email already indicating your eligibility status or haven’t completed a site application previously, please contact Hilary: henderhi@ohsu.edu

Note: If your site doesn’t have a HPSA score, you may still qualify, but you’ll have to provide information about the patient population you serve, documentation of difficulties with recruitment/retention and how this affects your ability to provide care (# and length of vacancies, retention rates, etc.)

**NHSC or Nurse Corps:** Contact Meadow Martell to determine eligibility status: meadow.martell@state.or.us
Which program(s) should I use?

Understanding the programs can help you use them effectively in recruitment and retention.

- Is your site located in a rural area of Oregon?
- Do you have a HPSA score?
- Is your site serving a high % of Medicaid patients?
- Are we hiring new providers or retaining existing?
- Is your site non-profit?
- Does your site have a high HPSA score?
- Does your site offer care to all patients regardless of ability to pay and offer a sliding fee scale?
## Cheat Sheet to ORH Workforce Programs

<table>
<thead>
<tr>
<th>Program</th>
<th>Distinguishing features</th>
<th>Candidates</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PCLF (Rural)</strong></td>
<td>1-3 year commitment&lt;br&gt;Rural sites only&lt;br&gt;Primary care &amp; General Surgery (Doesn’t include DDS)</td>
<td>Already eligible and already received funds—seeking eligible sites only</td>
</tr>
<tr>
<td><strong>SHOI</strong></td>
<td>3-5 year commitment&lt;br&gt;Urban-underserved sites- Primary care only&lt;br&gt;Rural sites- All candidates/specialties</td>
<td>Already eligible and already received funds—seeking eligible sites only</td>
</tr>
<tr>
<td><strong>BHLRP</strong></td>
<td>1-2 year commitment&lt;br&gt;Unlicensed behavioral health candidates only</td>
<td>Must apply upon signing contract with site—seeking funding and eligible sites</td>
</tr>
<tr>
<td><strong>MLRP</strong></td>
<td>3 year commitment&lt;br&gt; Depends on Medicaid population&lt;br&gt;Preference to new hires&lt;br&gt;Primary care only</td>
<td>Must apply upon signing contract with site—seeking funding and eligible sites</td>
</tr>
<tr>
<td><strong>SLRP</strong></td>
<td>2 year commitment + possible extension&lt;br&gt;Non-profit sites only&lt;br&gt;Requires 1:1 matching funds&lt;br&gt;Primary care- Includes Pharm and RN</td>
<td>Must apply upon signing contract with site—seeking funding and eligible sites</td>
</tr>
</tbody>
</table>
Provider Application Deadlines

• BHLRP: March 15\textsuperscript{th}, Awards made April 1\textsuperscript{st}

• MPCLRP: Stay tuned, most likely sometime late spring

• SLRP: Currently out of funding, next cycle will open September 1\textsuperscript{st}; ongoing application cycle

• NHSC: Opening very soon, anticipated first week in February
How Many Awards?

To date:

- NHSC 270
- J-1 Visa Waiver 104
- Nurse Corps LRP/SP 67
- MPC LRP 42
- SHOI 41
- SLRP 39
- NHSC SP/S2S 27
- PC LF 21
- BLRP 14

TOTAL 625
MEDICAID PRIMARY CARE LOAN REPAYMENT PROGRAM (MPCLRP) Awardees by City: 2013 - 2015

258 applicants. 42 awards.
Eligible candidates include Dentists, Expanded Practice Dental Hygienists, Physicians (MD or DO), Nurse Practitioners, Physician Assistants, Psychiatrists, Licensed Clinical Psychologists, Licensed Clinical Social Workers, and Marriage and Family Therapists.
Behavioral Health Loan Repayment Program (BHLRP) Awardees by City: 2013 - 2015

Counties

Count of BHLRP Awardees (14)
NHSC Loan Repayment and Scholarship Recipients by City

Counties

Count of NHSC Recipients (328)

Source: HRSA/NHSC Program Data
New candidates with service commitments; available in 2016

<table>
<thead>
<tr>
<th>Profession</th>
<th>Specialty</th>
<th>Population and location interest</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nurse Practitioner</td>
<td>Family Medicine</td>
<td>Urban-underserved: Multnomah County</td>
</tr>
<tr>
<td>Nurse Practitioner</td>
<td>Pysch</td>
<td>Urban-underserved: GLBTQ community, native communities, general psych</td>
</tr>
<tr>
<td>Nurse Practitioner</td>
<td>Family Medicine</td>
<td>Rural: Samaritan system</td>
</tr>
<tr>
<td>Nurse Practitioner</td>
<td>Primary Care, Family NP</td>
<td>Rural: Eastern and Central Oregon</td>
</tr>
<tr>
<td>Nurse Practitioner</td>
<td>Pediatrics</td>
<td>Rural: Grants Pass</td>
</tr>
<tr>
<td>Nurse Practitioner</td>
<td>Family Medicine</td>
<td>Rural: Newberg, McMinnville, Molalla, Woodbum</td>
</tr>
<tr>
<td>Nurse Practitioner</td>
<td>Primary Care</td>
<td>Rural: Hood River</td>
</tr>
<tr>
<td>Nurse Practitioner</td>
<td>Family Nurse Practitioner</td>
<td>Rural: NE OR</td>
</tr>
<tr>
<td>Physician Assistant</td>
<td>Primary Care</td>
<td>Rural: Central OR</td>
</tr>
<tr>
<td>Physician Assistant</td>
<td>Primary Care</td>
<td>Rural: Estacada or Southern Oregon</td>
</tr>
<tr>
<td>Physician Assistant</td>
<td>Primary Care</td>
<td>Rural: Eastern OR</td>
</tr>
<tr>
<td>Physician Assistant</td>
<td>Primary Care</td>
<td>Urban-underserved: Mid-Willamette Valley</td>
</tr>
<tr>
<td>Physician Assistant</td>
<td>Primary Care</td>
<td>Rural: NE OR</td>
</tr>
<tr>
<td>Physician Assistant</td>
<td>Cardiology</td>
<td>Rural: Seaside, Tillamook</td>
</tr>
<tr>
<td>CRNA</td>
<td>Anesthesia</td>
<td>Rural: Coastal hospitals</td>
</tr>
<tr>
<td>CRNA</td>
<td>Anesthesia</td>
<td>CAHs</td>
</tr>
<tr>
<td>Physician Assistant</td>
<td>Primary Care</td>
<td>not indicated</td>
</tr>
<tr>
<td>Nurse Practitioner</td>
<td>Family Medicine</td>
<td>not indicated</td>
</tr>
<tr>
<td>Physician Assistant</td>
<td>Primary Care</td>
<td>not indicated</td>
</tr>
</tbody>
</table>
Planning for your future workforce:
Loan Forgiveness Candidates

Read profiles of incentive program scholars seeking opportunities with service sites in underserved Oregon following their medical training.

Sort by Program: Primary Care Loan Forgiveness | Scholars for a Health Oregon Initiative

Shannon Carey, PA

Shannon is a student of the Physician Assistant Program at OHSU. After growing up in Monmouth, she knows both the benefits and challenges of living in a small town and plans on returning to that type of community.

Available
2016

Elisabeth Sturm, FNP

Elisabeth “Issa” Sturm is a Rural Track Family Nurse Practitioner student living in Southern Oregon. Issa’s ideal practice is working with children and their families to provide high quality, evidence-based medicine in a rural setting. Issa is available September 2016.

Katherine Volk, PA

Katherine Volk is a Physician Assistant student in the Pacific University Rural Track. She grew up spending summers helping on her family’s cattle ranch in Silverton and hopes to practice in rural Eastern Oregon on completion of her training.

Area of Interest
Primary Care | OB/GYN

Available
8/1/2016

Lori-Ann Lima, FNP
Transform Your Practice and Your Life

In Oregon, you can balance a healthy, active lifestyle with a rewarding practice. Be a part of leading the nation’s health care transformation, explore the diverse landscape and top-rated communities of the Pacific Northwest, take advantage of Oregon’s excellent loan repayment and tax credit programs and enjoy the affordability and quality of life that Oregon has to offer.

Key Points

Benefit from Oregon Loan Repayment and Tax Credits: In the past year, our state has funded $3.5 Million in loan repayment programs for clinicians working in underserved communities across the state. We also offer a rural provider tax credit and medical malpractice insurance subsidies.

Explore the diverse landscape of Oregon and the Pacific Northwest: Oregon is home to 13 national forests, 17 wildlife refuges and 188 state parks. Enjoy surfing the Pacific Ocean, year-round skiing and snowboarding, world-class wind and kite surfing, hiking and camping, urban and rural bicycling, rafting and kayaking through high desert and forests and discovering hot springs.

Enjoy a sustainable quality of life: Green is our color. Oregon is a leader in renewable energy and environmentally friendly practices. With an environmentally friendly, lower cost of living, you and your family can enjoy a higher quality of life. Enjoy nature, buy land, build your dream house, eat local, organic food, breath clean air and drink high quality water (not to mention all of the locally made wine and beer).
How we match PCLF & SHOI Candidates

• Candidates register on 3RNet & receive opportunities via 3RNet

• Complete interest surveys

• Receive email reminders from ORH Workforce

• Assist matching: share resume, intro email with site

• Obligated to contract with eligible site within 90 days of completing training
PCLF & SHOI Obligations for site

- Apply with ORH and confirm site eligibility

- Can NOT provide other loan funding that requires a service obligation to the provider during their service commitment

- Complete employment contract and employment verifications for the awardee during service commitment
How the OR Office of Rural Health Can Help

• Post jobs featuring eligible positions w/ loan repayment eligibility (3RNet)

• Review marketing materials (company website, social networks, 3RNet and more!)

• Receive our updates on programs and resources. Email the workforce team (ruralworkforce@ohsu.edu) to receive our newsletter!

• Keep up to date on available candidates from the PHC Loan Forgiveness (Rural) and SHOI programs
What can you use the PCO for?

• Support with NHSC and Nurse Corps Programs
  • Initial Site Certification
  • Site Recertification (every three years)
  • Ongoing state-based technical assistance around compliance
  • Support to clinicians who want to apply to NHSC

• -AND- •

• Support with HPSAs!!!
Questions??
NHSC or HPSA questions:

Marc Overbeck, Director
Oregon Primary Care Office, OHA
marc.overbeck@state.or.us
503-373-1791

Meadow Martell, HPSA and NHSC Specialist
Oregon Primary Care Office, OHA
meadow.martell@state.or.us
541-592-2693
The Oregon Office of Rural Health is a trusted workforce resource.

Julie Hoffer (Recruiting/3RNet contact): hoffer@ohsu.edu
Hilary Henderson (Loan Repayment Programs): henderhi@ohsu.edu
Annalee Venneri (Workforce Admin Coordinator): venneri@ohsu.edu

(503) 494-4450
www.ohsu.edu/orh