

# Health Professional Recruiting Programs in Texas

Texas Primary Care Office  
Department of State Health Services  
Connie Berry, Manager  
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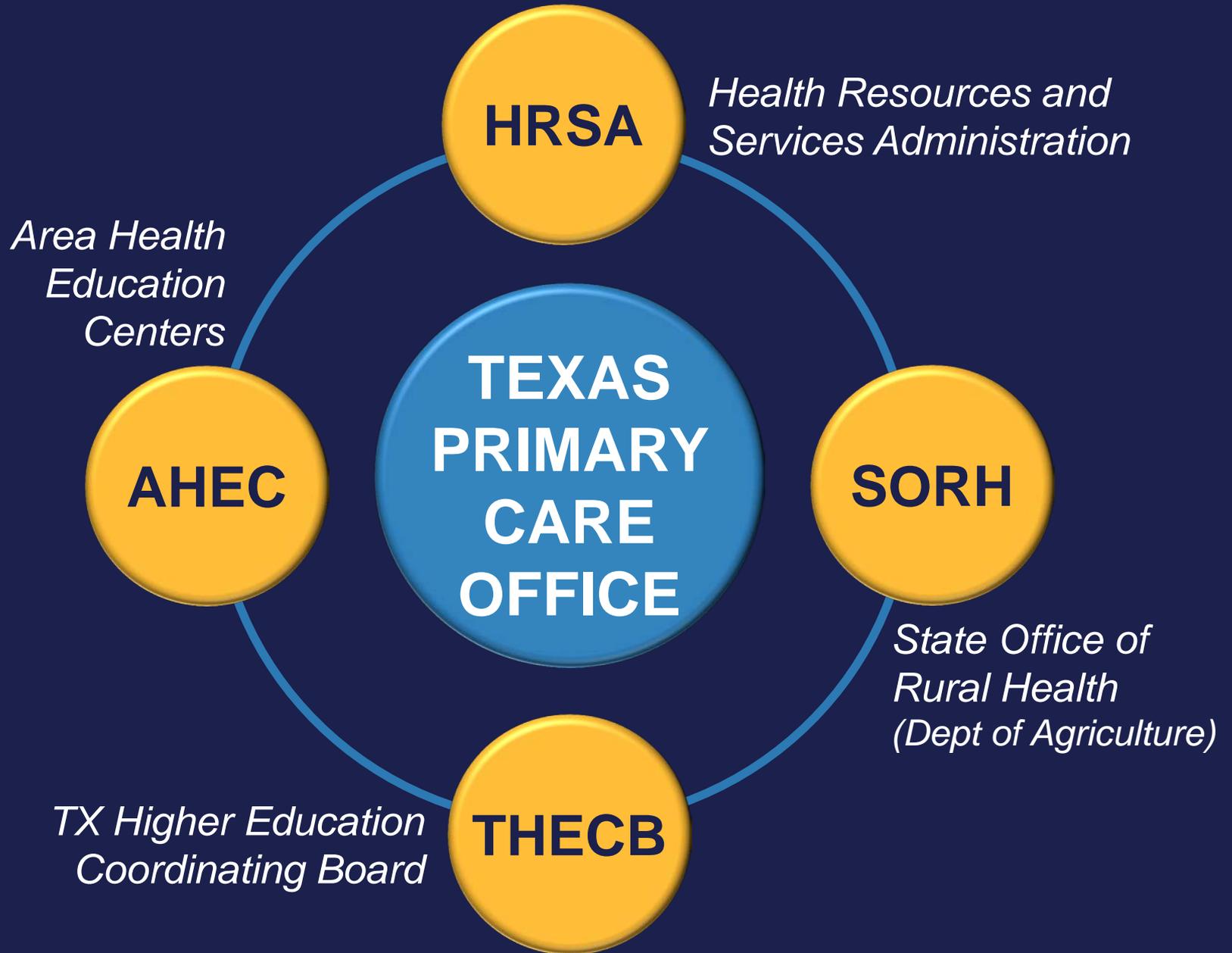
# Texas Primary Care Office

## Mission:

- Increase access to care for the underserved in Texas

## Activities (funded by Cooperative Agreement with Health Resources and Services Administration):

- Measure access to medical, dental and mental healthcare and designate underserved areas
- Expand and increase the health care safety net for underserved populations
- Improve access through incentives to providers to work in underserved areas



**TEXAS  
PRIMARY  
CARE  
OFFICE**

**TACHC**

*TX Association of  
Community Health Centers*

**FQHC**

*Federally  
Qualified  
Health Centers*

**SSLC**

*State  
Supported  
Living Centers*

**TMB**

*TX Medical Board*

**SH**

*State  
Hospitals*

**RHC**

*Certified  
Rural Health  
Clinics*

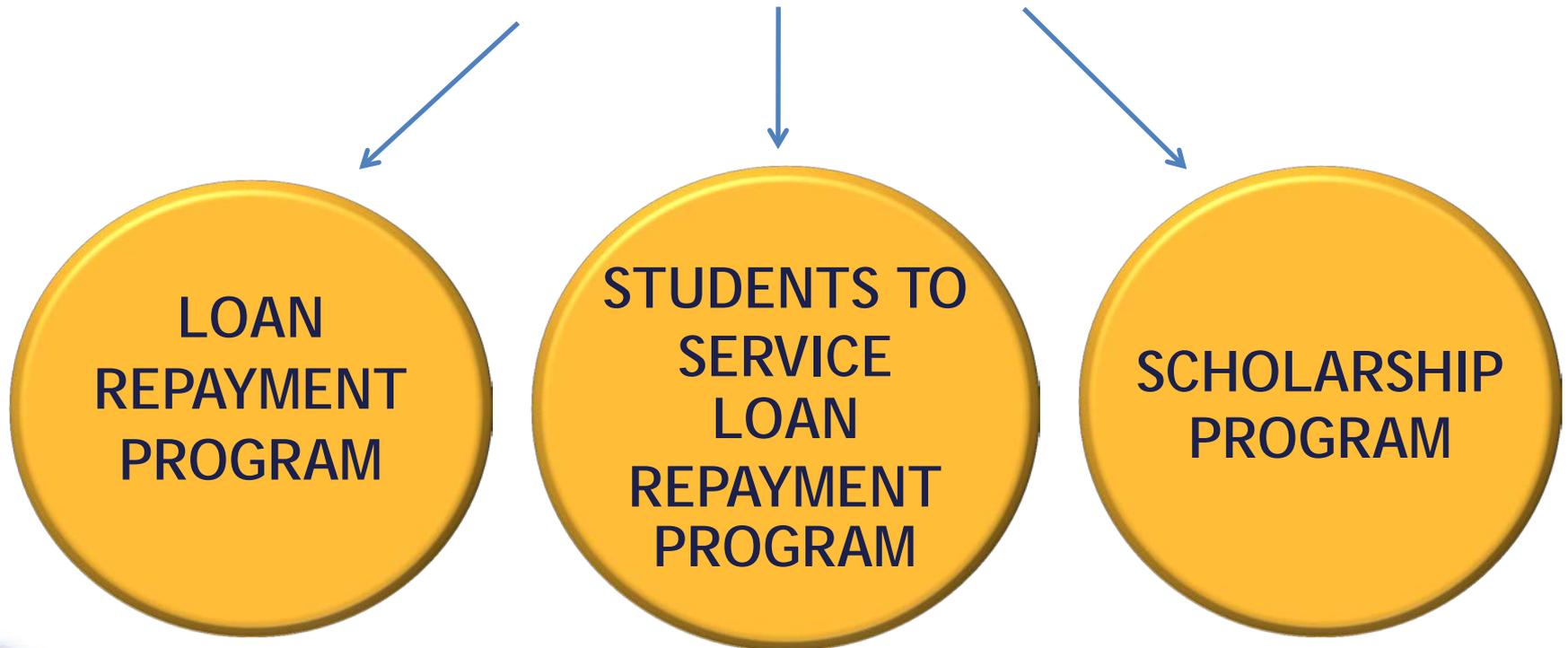


# Obligated Health Professionals in Texas

	NHSC	NURSE Corps	PELRP	St David's Foundation	J-1 Visa Waiver	Total
Physicians (MD or DO)	40	0	369	15	103	527
Physician Assistants	34	0	0	2	0	36
Nurse Practitioners	52	28	0	9	0	89
Registered Nurse; Advance Practice Nurses	0	128	0	0	0	128
Dentists (DDS or DMD)	51	0	0	3	0	54
Dental Hygienist	3	0	0	0	0	3
Psychiatrists (MD or DO)	10	0	34	2	7	53
Mental & Behavioral Health Providers	47	0	0	0	0	47
<b>TOTAL</b>	<b>237</b>	<b>156</b>	<b>403</b>	<b>31</b>	<b>110</b>	<b>937</b>

# What Programs Does National Health Service Corps (NHSC) Offer?

NHSC has nationally competitive programs that provide financial support to providers in exchange for working at NHSC-approved sites.



# NHSC

Eligible providers must be licensed or eligible for licensure in primary care in one of the following disciplines:



- ✓ Physician (MD or DO)
- ✓ Physician Assistant
- ✓ Nurse Practitioner
- ✓ Certified Nurse Midwife
- ✓ Dentist
- ✓ Dental Hygienist
- ✓ Psychiatrist
- ✓ Psychologist
- ✓ Licensed Clinical Social Worker
- ✓ Psychiatric Nurse Specialist
- ✓ Marriage and Family Therapist
- ✓ Licensed Professional Counselor



# Eligible Sites (in Health Professional Shortage Areas-- HPSAs):

- Federally Qualified Health Center or Look-A-Like
- Certified Rural Health Clinic
- Indian Health Service Site (Federal or Tribal)
- Critical Access Hospitals
- Hospital-Affiliated Primary Care Outpatient Practice

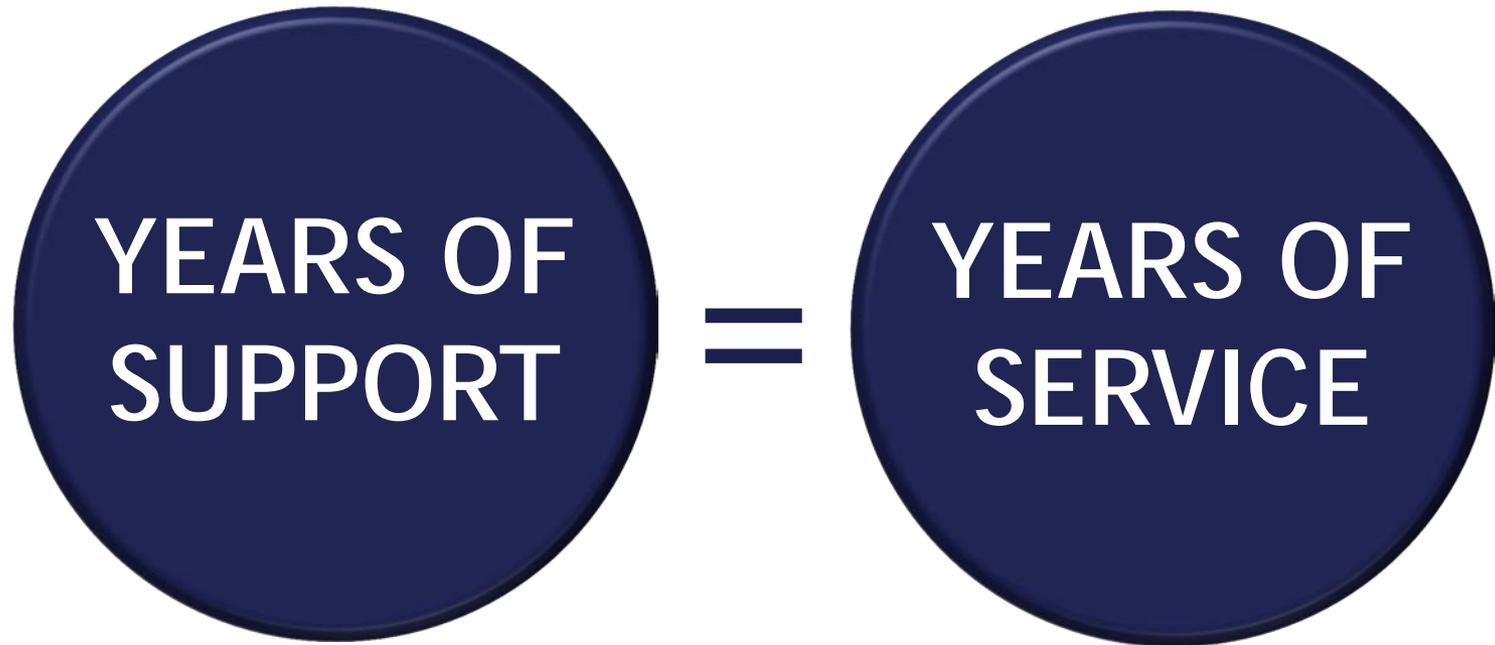


# Eligible Sites (in HPSAs)

- Solo or Group Partnership or Practice
  - Primary Care Clinic in a Public Health Department
  - U.S. Immigration, Customs Site
  - State or Federal Prisons
- \* *Note: State Hospitals and State Supported Living Centers are not eligible for NHSC*



# NHSC Service Obligation



Minimum 2 year Service Obligation.



# NHSC Loan Repayment Program Awards

Initial Contract	Full-Time 2 Yrs	Half-Time 2 Yrs
Sites with HPSA Score 14+	\$50,000	\$25,000
Sites with HPSA Score 0-13	\$30,000	\$15,000

Additional awards may be available annually for continued eligible service, until loans are paid in full.



# For Additional Information

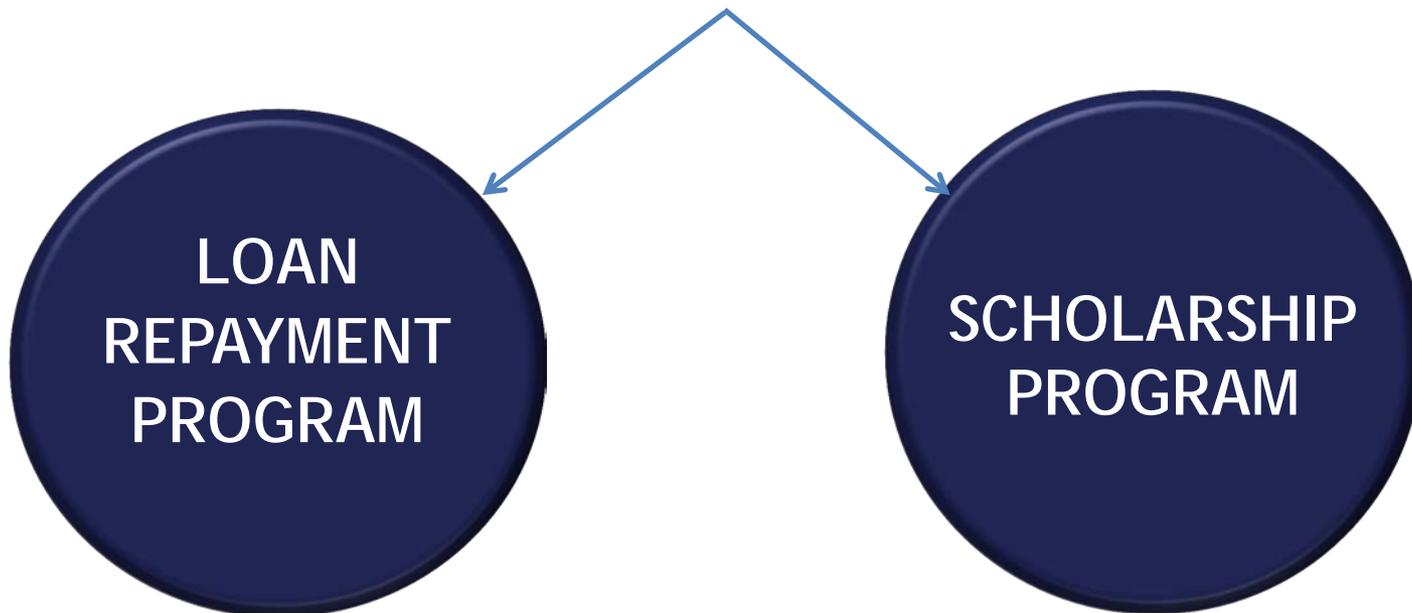
- National Health Service Corps:  
1-800-221-9393  
<http://nhsc.hrsa.gov/>
- NHSC Liaison for Texas:  
Cindy Ellis (512) 776-2127  
[Cindy.Ellis@dshs.state.tx.us](mailto:Cindy.Ellis@dshs.state.tx.us)  
<http://www.TXLRP.org>



# NURSE CORPS

Caring for communities in need

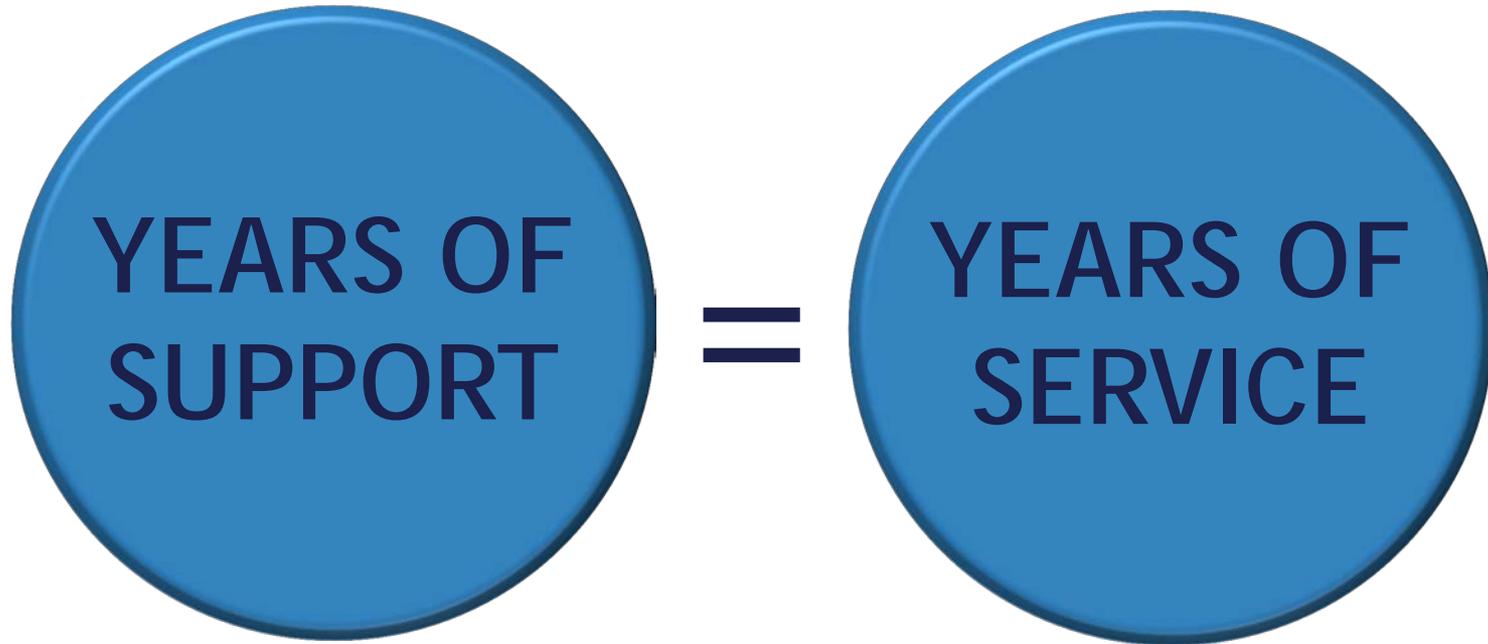
NURSE Corps, also a federal program, provides financial support to Registered Nurses & Nurse Practitioners in exchange for working at Critical Shortage Facilities (CSF) located in a Primary Care or Mental HPSA.



# Eligible CSFs (in HPSAs)

- |   |   |
|---|---|
| ✓ Critical Access Hospital                        | ✓ Skilled Nursing Facility                                  |
| ✓ Disproportionate Share Hospital                 | ✓ State or Local Public Health or Human Services Department |
| ✓ Federally Qualified Health Center & Look-Alikes | ✓ Ambulatory Surgical Center                                |
| ✓ Indian Health Service Health Center             | ✓ Nursing Home  |
| ✓ Public Hospital                                 | ✓ Home Health Agency  |
| ✓ Native Hawaiian Health Center                   | ✓ Hospice Program   |
| ✓ Rural Health Clinic                             | ✓ Non-Disproportionate Share Hospital                       |

# Nurse Corps Service Obligation



Minimum 2-year, Maximum 4-year Service Obligation.



The Loan Repayment Program pays up to 85% of the outstanding debt for 3 years of service.

There are currently 156 nurses serving in NURSE Corps in Texas

More information can be found at

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



# Texas Loan Repayment And Incentive Programs





# Physician Education Loan Repayment Program (PELRP)

Administered by the Texas Higher  
Education Coordinating Board (THECB)

# What PELRP Offers

Physician Education Loan Repayment Program (PELRP) provides loan repayment to primary care physicians who agree to practice in a Health Professional Shortage Area (HPSA) for at least four years.



# Eligible Providers and Sites

- Priority is given to primary care physicians who agree to practice in a Health Professional Shortage Area (HPSA)
- Up to ten physicians per year may qualify by serving patients in a Texas Juvenile Justice Department or Texas Department of Criminal Justice facility.
- Physicians may also qualify if they have provided services to a designated minimum number of Medicaid or Texas Woman's Health Program enrollees.

# Award Amounts & Providers

	Debt \$160K & above	Debt below \$160K
Year 1:	\$25,000	16% of total debt
Year 2:	\$35,000	22% of total debt
Year 3:	\$45,000	28% of total debt
Year 4:	\$55,000	34% of total debt

- Physicians may receive prorated loan repayment assistance based on part time service
- There are currently 403 physicians serving in PELRP



# Additional Information



Texas Higher Education Coordinating Board  
PO Box 12788  
Austin, Texas 78711-2788

Phone: 800-242-3062

E-mail: [loanrepaymentprograms@thecb.state.tx.us](mailto:loanrepaymentprograms@thecb.state.tx.us)

Program web page:

<http://www.thecb.state.tx.us/lrp>



# **St. David's Foundation Public Health Corps Loan Repayment Program**

**Administered by the Texas Higher  
Education Coordinating Board (THECB)**

# What St. David's Foundation Public Health Corps Loan Repayment Program Offers

This program is funded by the St David's Foundation through a grant to the Texas Higher Education Coordinating Board (THECB).

St. David's Foundation Public Health Corps Loan Repayment Program (SDFLRP) provides loan repayment to primary care clinicians and dentists in central Texas.

# St David's Eligible Providers

- Primary Care Physicians
- Psychiatrists
- General Dentists
- Pediatric Dentists
- Primary Care Physician Assistants
- Behavioral Health Physician Assistants
- Primary care Nurse Practitioners
- Behavioral Health Nurse Practitioners



# St David's Eligible Sites

- Non-profit primary care clinic
- FQHC
- RHC
- Local mental health authority
- Public health facility (outpatient clinic, state psychiatric hospital).
- Must be located in Bastrop, Caldwell, Hays, Travis, or Williamson County



# St David's Award Amounts & Providers

## Annual Award Amounts

- Physicians: \$30,000
- Dentists: \$30,000
- Physician Assistants: \$15,000
- Nurse Practitioners: \$15,000



There are currently 31 providers serving in the St. David's Foundation Public Health Corps Loan Repayment Program



# Additional Information



Texas Higher Education Coordinating Board  
PO Box 12788  
Austin, Texas 78711-2788

Phone: 800-242-3062

E-mail: [loanrepaymentprograms@thehb.state.tx.us](mailto:loanrepaymentprograms@thehb.state.tx.us)

Program web page:

<http://www.thehb.state.tx.us/lrp>

# Texas Conrad 30: J-1 Visa Waiver Program

- Allows Foreign Medical Graduates (J-1 Visa holders) to remain in the US and practice in underserved areas
- Each state can recommend up to 30 waivers per year
- Texas uses all 30 every year (Texas usually receives all 30 applications on day 1 or 2)
- Program is funded by application fees



# Texas Conrad 30: J-1 Visa Waiver Program

- Program is coordinated with US Department of State and US Department of Homeland Security
- Sub-specialists as well as primary care physicians are eligible for a visa waiver
- 91% of Conrad 30 physicians are still in Texas after their three-year obligation ends
- Currently 103 Conrad 30 physicians are practicing under the J-1 Waiver in Texas



# Texas Conrad 30: J-1 Visa Waiver Program

## Additional Information

- Clay Daniel:

(512) 776-3862

[Clay.Daniel@dshs.texas.gov](mailto:Clay.Daniel@dshs.texas.gov)

<http://www.TXLRP.org>





# Unfunded Loan Repayment and Scholarship Programs

- Dental Education Loan Repayment Program  
Administered by THECB
- Children's Medicaid Loan Repayment Program  
Administered by THECB, HHSC, and DSHS
- Rural Physician Assistant Loan Repayment  
Administered by Texas Office of Rural Health
- Outstanding Rural Scholar Recognition Program  
Administered by Texas Office of Rural Health

*Funding Reduced or Eliminated in 2011*



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# Recruitment & Retention Efforts by TX Primary Care Office

- Presentations for residency and training programs, student groups, and professional organizations
- Exhibit at health profession fairs, job fairs, meetings, and conferences
- Collaborative efforts with partner agencies and organizations
- Technical assistance site visits
- Connect students and clinicians with job opportunities through 3RNet, TACHC, NHSC, & TX Health Match

# Contact the TX Primary Care Office

Connie Berry, Manager

[Connie.Berry@dshs.texas.gov](mailto:Connie.Berry@dshs.texas.gov)

(512) 776-7518

[TexasPCO@dshs.state.tx.us](mailto:TexasPCO@dshs.state.tx.us)

<http://www.TXLRP.org>



TEXAS PRIMARY  
CARE OFFICE