Health Professional Recruiting Programs in Texas

Texas Primary Care Office
Department of State Health Services
Connie Berry, Manager
August 28, 2014
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

HRSA
Health Resources and Services Administration

AHEC
Area Health Education Centers

SORH
State Office of Rural Health (Dept of Agriculture)

THECB
TX Higher Education Coordinating Board
# Obligated Health Professionals in Texas

<table>
<thead>
<tr>
<th>Professional Category</th>
<th>NHSC</th>
<th>NURSE Corps</th>
<th>PELRP</th>
<th>St David's Foundation</th>
<th>J-1 Visa Waiver</th>
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<td>237</td>
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<td>403</td>
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NHSC has nationally competitive programs that provide financial support to providers in exchange for working at NHSC-approved sites.

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

- Loan Repayment Program
- Students to Service Loan Repayment Program
- Scholarship Program
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
Minimum 2 year Service Obligation.
## NHSC Loan Repayment Program Awards

<table>
<thead>
<tr>
<th>Initial Contract</th>
<th>Full-Time 2 Yrs</th>
<th>Half-Time 2 Yrs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sites with HPSA Score 14+</td>
<td>$50,000</td>
<td>$25,000</td>
</tr>
<tr>
<td>Sites with HPSA Score 0-13</td>
<td>$30,000</td>
<td>$15,000</td>
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</tbody>
</table>

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
  http://www.TXLRP.org
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.
<table>
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<th>Eligible CSFs (in HPSAs)</th>
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<tr>
<td>✓ Critical Access Hospital</td>
</tr>
<tr>
<td>✓ Disproportionate Share Hospital</td>
</tr>
<tr>
<td>✓ Federally Qualified Health Center &amp; Look-Alikes</td>
</tr>
<tr>
<td>✓ Indian Health Service Health Center</td>
</tr>
<tr>
<td>✓ Public Hospital</td>
</tr>
<tr>
<td>✓ Native Hawaiian Health Center</td>
</tr>
<tr>
<td>✓ Rural Health Clinic</td>
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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**

<table>
<thead>
<tr>
<th>Debt $160K &amp; above</th>
<th>Debt below $160K</th>
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<tr>
<td>Year 1: $25,000</td>
<td>16% of total debt</td>
</tr>
<tr>
<td>Year 2: $35,000</td>
<td>22% of total debt</td>
</tr>
<tr>
<td>Year 3: $45,000</td>
<td>28% of total debt</td>
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<tr>
<td>Year 4: $55,000</td>
<td>34% of total debt</td>
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- Physicians may receive prorated loan repayment assistance based on part time service
- There are currently 403 physicians serving in PELRP
Texas Higher Education Coordinating Board  
PO Box 12788  
Austin, Texas 78711-2788  
Phone: 800-242-3062  
E-mail: 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
Texas Higher Education Coordinating Board
PO Box 12788
Austin, Texas 78711-2788
Phone: 800-242-3062
E-mail: loanrepaymentprograms@thecb.state.tx.us
Program web page:
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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
  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
(512) 776-7518
TexasPCO@dshs.state.tx.us
http://www.TXLRP.org