


SHORTAGE DESIGNATIONS

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AUTHORITY & PURPOSE

- Established under Public Health Act, Title 42, Chapter 1, Subchapter A, Part 5
 - [Full legislation available online](#)
 - Identify areas of greatest across three specialties
 - Target federal funds
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MEANING

Geographic HPSA: there are not enough providers to adequately serve the whole population


Low-Income HPSA: there are not enough providers seeing low income patients to adequately serve the whole low-income population

Facility HPSA: the individual facility is catering to the low-income population in an area that is of great need for these services


PROGRAMS THAT USE SHORTAGE DESIGNATIONS

	National Health Service Corps	Federally Qualified Health Center Program	CMS Medicare Incentive Payment	CMS Rural Health Clinic (RHC) Program	J1 – Primary Care & Mental Health	J1 – Sub Specialty
Primary Care HPSA	X		X	X	X	X
Dental HPSA	X					
Mental Health HPSA	X		X		X	X
Geographic HPSA	X		X	X	X	X
Low-Income HPSA	X			X	X	X
Facility HPSA	X				X	X
MUA		X		X		X
MUP		X				X

IMPORTANT NOTES ON HPSAs

- All designations are reviewed every 3 years by OPCRH (federally determined schedule)
 - Involves surveying all providers
 - Designation guidance is being updated by HRSA (primary care only)
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IMPORTANT NOTES ON MUAPs

- No mandatory update
 - MUA only qualifies areas for RHC program – if current!
 - Designation guidance is being updated by HRSA
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QUESTIONS?

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J-I Physician Waiver Programs in Alabama

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Program Objectives

- Name the different J-I physician waiver programs in Alabama and the distinct differences between them
- Have a general understanding of the J-I waiver application process in Alabama

J-1 Physicians

- International medical graduates who are in the U.S. to complete residency training or graduate fellowship
- Special visa called a “J-1” which requires return to home country for two years following completion of training

J-1 Visa Waiver

- Waives the two year home country return requirement
- Allows physician to remain in U.S. if he/she commits to full time employment at a health care facility in a federally designated medical shortage area for a period of 3 years

J-I Physician Waiver Programs Administered by ADPH

- Conrad State-30 Physician Waiver Program
- Appalachian Regional Commission (ARC) J-I Physician Waiver Program

Conrad State-30 J-I Waiver Program

- Purpose: Enhance physician coverage in medically underserved areas of the state
- Must practice in an HPSA or MUA/P a minimum of 40 hours per week
- Limited to 30 waivers per year per state
- Includes primary care and specialty care placements
 - Minimum of 10 slots reserved for primary care

ARC J-1 Waiver Program

- Purpose: Enhance physician coverage in the medically underserved northern counties of the state in the ARC region
- Limited to primary care and psychiatry
- Must see patients in an out-patient setting a minimum of 40 hours per week
- Practice must be in a HPSA
- Cannot have a no-cause termination clause in employment agreement

Common Requirements

- Employer must make good faith effort to recruit a U.S. physician before hiring a J-1
- All physicians must engage in direct patient care a minimum of 40 hours per week, exclusive of travel, hospital rounds or call
- Practice must provide medical treatment to all patients regardless of ability to pay
- Practice must be in a medical shortage area

J-I Waiver Application Process

- Role of Employer
 - Recruitment effort
 - J-I waiver application
 - Filing H-1B petition
- Role of the State
 - Review and process J-I waiver application
 - Recommendation letter to federal agency
 - Monitor compliance with service obligation
- Role of Federal Government
 - Final J-I waiver approval
 - Adjudicate H-1B petition

Timeline

- Recruitment (6 months – 1 year)
 - Within 6 months prior to J-I waiver application and at least 30 days prior to employment contract
- Preparation of Waiver Application (1-2 months)
- ADPH Review (2 weeks)
- U.S. Dept. of State (4-6 weeks)
- U.S. Citizenship and Immigration Services (3-6 weeks)

J-I Physician Waiver Application Procedures – Recruitment

- Recruitment efforts must demonstrate a good faith effort to recruit a U.S. physician well in advance of the employment contract and be documented in the waiver application
 - Three levels of recruitment:
 - National, state, and Alabama's medical schools
 - Specifically targeted to the employment opportunity
 - Must be print ads

Application Components – Employer Letter

Letter from employer to State Health Officer or ARC Federal Co-Chair, requesting J-I visa waiver

- Name of physician, medical specialty, license status, location of practice, county of practice, approximate date employment will begin and duration
- Employer type (RHC, FQHC, private non-profit, private for-profit)
- Certification that employer has operations well established in providing the type of care of J-I physician
- Justification of need for physician

Application Components – Employer Letter

- Address of practice location, including nine-digit zip code
- Statement that the practice location is in a HPSA or MUA/MUP, listing shortage area ID#
- Address of practice location, including nine-digit zip code
- Certification that the practice will serve those enrolled in Medicaid, Medicare, and indigent uninsured patients
- Certification that the practice will utilize a sliding fee payment schedule based on 200 percent of the Federal Poverty Level to reduce charges to medically indigent
- Certification that the practice will post a public notice to provide care to all patients regardless of ability to pay
- Certification that physician will practice a minimum of 40 hours per week excluding call, travel, rounds, and ER coverage
- Certification physician will provide after hour coverage consistent with other staff physicians

Application Components – Employer Letter

- Acknowledgement that ADPH will monitor compliance with waiver program
- Acknowledgement that all terms and conditions of the J-I Affidavit and Agreement are incorporated in employment agreement
- Acknowledgement that employment does not modify or amend any terms or conditions of the J-I Affidavit and Agreement
- Certification of truth statement

Application Components- Immigration Documents

- G-28 Forms
- DS 3035 – Dept. of State Data Sheet
- I-94 card indicating D/S
- DS 2019 forms showing no gaps between times listed on the forms
- Passport and/or visa

Application Components – Employment Contract

- Anticipated employment date
- Term of employment
- Salary
- Liquidated damages clause
- No non-compete clause
- Clause stating all terms and conditions of J-1 Visa Policy Affidavit and Agreement are incorporated in contract
- ARC applications – “no cause” termination clause is not allowed

Application Components – J-1 Visa Waiver Affidavit and Agreement

- State 30 Affidavit and Agreement, signed by employer and J-1, and notarized
- ARC Affidavit and Agreement signed by J-1 and notarized

Application Components – Documentation of Recruitment Efforts

- Employment ads targeted to the specific opportunity
- Copies of printed advertisements for the job in state and national publications
- Evidence of written notifications to state medical schools, requesting posting of position with reply from school
- Within six months of employment contract

Application Components- Medical Credentials & Letters of Recommendation

- Physician's medical credentials
- Copy of AL medical license or license application
- USMLE Certification of Completion Score Reports
- Letters of recommendation from residency program
- For specialists: Letters of support from the medical community, government officials, and county medical society

Application Components – Demonstration of Past Service Form

- For primary care and mental health placements in a special population HPSA
 - Data that demonstrates employer's past service to Medicaid, Medicare, and uninsured
 - Compares employer's data to state data
 - Employer's percentages should meet or exceed State percentages
 - If not, must provide explanation

J-I Waiver Applications for Psychiatrists

- Falls under a primary care placement
- Can be placed under State-30 or ARC program
- Must be in a mental health HPSA

Submission Schedule

- State-30 J-I Waiver Program opens each year in October
 - Primary care applications accepted beginning October 1
 - Sub-specialty applications accepted beginning the first full week of January
 - Open until all slots are filled
- ARC J-I Waiver Program
 - Applications accepted all year (federal office closes for month of Sept)
 - No limit on slots

Other J-I Physician Waiver Programs

- Delta Regional Authority (DRA)
- Health and Human Services (HHS)
- Veterans Administration (VA)

AL J-I Waiver Program Information

- www.adph.org/ruralhealth
- AL State-30 J-I Waiver Program Policies and Procedures
- ARC J-I Waiver Program Policies and Procedures



Questions?

National Health Service Corps Programs

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National Health Service Corps (NHSC) Programs for Primary Care Clinicians

- ▶ NHSC Loan Repayment Program
- ▶ NHSC Scholarship Program
- ▶ NHSC Student to Service Program
- ▶ NHSC NURSE Corps Loan Repayment Program
- ▶ NHSC NURSE Corps Scholarship Program

NHSC Programs

- ▶ **NHSC Scholarship, Loan Repayment, and Student to Service** clinicians must serve at an approved NHSC site. NHSC approved sites may be public, non-profit, or for-profit.
- ▶ **NURSE Corps Scholarship and Loan Repayment** must serve at a public or private non-profit critical shortage facility located in, designated as, or serving a primary care or mental Health Professional Shortage Area (HPSA).

NHSC Scholarship, Loan Repayment and Student to Service Clinicians

- ▶ HPSA scores demonstrate the degree of need:
 - 14 to 26 Highest need areas (Tier 1)
 - 10 to 13 Mid-level need areas (Tier 2)
 - 0 to 9 Lowest level of need (Tier 3)
- ▶ HPSA Examples:
 - ▶ Jefferson County – Partial primary care – 8
 - Mental health – 17
 - Dental health – 12
 - FQHC 1 facility – 17
 - FQHC 2 facility – 18

Jefferson County HPSA Example

- ▶ Partial primary county HPSA (8) – check address to make sure site is in a HPSA.

Tier 3 – least competitive/need

- ▶ Whole county mental health HPSA (17)

Tier 1 – most competitive/greatest need

- ▶ Whole county dental HPSA (12)

Tier 2 – mid-range

Funding is tied to HPSA scores.

National Health Service Corps Job Center

- ▶ www.nhsc.hrsa.gov & click on NHSC Jobs Center button
- ▶ Tool for NHSC applicants and sites.
- ▶ NHSC applicants can see where approved NHSC sites are located and review site profiles.
- ▶ NHSC sites can market their site job openings to NHSC clinicians nationally.

NHSC Scholarship Program



NHSC Scholarship Program

- ▶ Application cycle is now open through May 15th

Target: Students who are U.S. citizens or nationals enrolled full-time in fully accredited training programs for the following primary care professions:

- Physicians
 - Dentists
 - NPs (no bridge programs or doctorate)
 - PAs (primary care only)
 - Certified Nurse Midwives
- ▶ Classes must begin on or before Sept 30, 2014
 - ▶ Cannot change disciplines

Application process

- ▶ **Create a portal account** at nhsc.hrsa.gov. You will receive an email to activate your account and login.
- ▶ Read the guidance, check for eligibility, and understand the service commitment.
- ▶ Prepare a resume, two letters of recommendation, a school transcript, and three essay questions.
- ▶ Disadvantaged background, exceptional financial need and likelihood applicant will remain in a HPSA are all funding priorities
- ▶ In the range of 10% of applicants are awarded

NHSC Scholarship

- ▶ Tuition and fees
- ▶ Other reasonable educational costs such as computer, travel expenses for clinical rotations
- ▶ Monthly taxable stipend of \$1,302
- ▶ Service commitment: For each year of financial support, one year of service with a minimum of two years of service and a maximum of four years of service.

NHSC Loan Repayment



NHSC Loan Repayment

Targets: Primary Care Physicians
 PAs, NPs*, and CNMs
 General and Pediatric Dentists
 Dental Hygienists
 Psychiatrists
 Health Service Psychologists
 LPCs, LCSWs, and Marriage and
 Family Therapists

**NPs = Adult, family, pediatric, psychiatric,
geriatric, or women's health*

NHSC Loan Repayment

▶ **Tier 1 – HPSA score:**

Full-time option – Two years of service in exchange for \$50,000 tax free
or Part-time option – Two years of service in exchange for \$25,000 tax free.

▶ **Tier 2 and 3 HPSA score:**

Full-time option – Two years of service in exchange for \$30,000 tax free
or Part-time option – Two years of service in exchange for \$15,000 tax free.

** no part-time option for private practice.*

NHSC Loan Repayment

- ▶ Fully licensed
- ▶ Either currently working at NHSC approved site or accepted an offer of employment at NHSC approved site and will begin working by July 15, 2014
- ▶ Multiple sites – use site with lowest HPSA score to determine how application will be processed.
- ▶ Characteristics likely to remain in a HPSA and disadvantaged background.
- ▶ Online application

NHSC Loan Repayment

- ▶ Online Application:
 - Screening for eligibility
 - General information
 - Discipline, training and certification
 - Employment and employment verification
 - Loan information
 - Proof of U.S. Citizen or U.S. National
 - Loan information verification

NHSC Loan Repayment

- ▶ Sites are responsible for periodic verifications of clinicians employment, service, updating the Site Profile and vacancies on the NHSC job center.
- ▶ If clinicians leave site or have disciplinary issues, site must contact NHSC
- ▶ Clinicians will have two contracts – one with site and one with the federal government. Transfers to new sites must be approved.
- ▶ NHSC continuation contracts are available.

Student to Service (S2S)



Student to Service (S2S)

- ▶ Target: **Fourth year medical students**
- ▶ Apply for up to \$120,000 in tax free loan repayment for 3 years of full-time service or 6 years of part-time service.
- ▶ Primary care residency program (MD or DO) – internal medicine, family practice, pediatrics, ob/gyn, geriatrics or psychiatry.
- ▶ Tier 1 HPSA
- ▶ On-line application

NURSE Corps



NURSE Corps– Scholarship and Loan Repayment Programs

- ▶ Target: **NPs and RNs**
- ▶ Public or private **non-profit** critical shortage facility
- ▶ Examples: CAH, DSH, FQHC, Indian Health Center, RHC, skilled nursing facility, public hospitals, public health departments, ambulatory surgical centers, home health agencies, hospice programs, nursing homes **in primary care or mental health HPSAs.**

NURSE Corps – Loan Repayment

- ▶ **Not** critical shortage facilities:
 - Private practice offices
 - Assisted living facilities
 - Private for profit facilities (RHCs)
- ▶ Selection preferences:
 - Debt to income ratio
 - HPSA score/ facility

NURSE Corps Scholarship

- ▶ Target: accepted or enrolled in a diploma, associate, baccalaureate or graduate nursing programs (including Nursing Bridge Programs: RN to BSN; RN to NP and non-nursing Bachelor's to NP)
- ▶ Scholarship for tuition and fees, monthly stipend, and other reasonable costs in exchange for service at a critical shortage facility

Questions?

