



Bureau of Health Workforce Programs 3RNET Annual Conference

September 13, 2023

Mr. Joey Carter, Public Health Analyst
Division of Regional Operations
Dallas Regional Office
Bureau of Health Workforce

Vision: Healthy Communities, Healthy People



Agenda

- 1 • Bureau of Health Workforce
- 2 • Nurse Corps Loan Repayment and Scholarship Programs
- 3 • National Health Service Corps Loan Repayment and Scholarship Programs
- 4 • Questions



Health Resources and Services Administration



- Supports more than 90 programs that provide health care to people who are geographically isolated, economically or medically vulnerable
- HRSA does this through grants and cooperative agreements to more than 3,000 awardees, including community and faith-based organizations, colleges and universities, hospitals, state, local, and tribal governments, and private entities
- Every year, HRSA programs serve tens of millions of people, including people living with HIV/AIDS, pregnant women, mothers and their families, and those otherwise unable to access quality health care

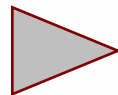
Bureau of Health Workforce

MISSION Improves the health of underserved populations by

- ▶ strengthening the health workforce
- ▶ connecting skilled professionals to communities in need



EDUCATION

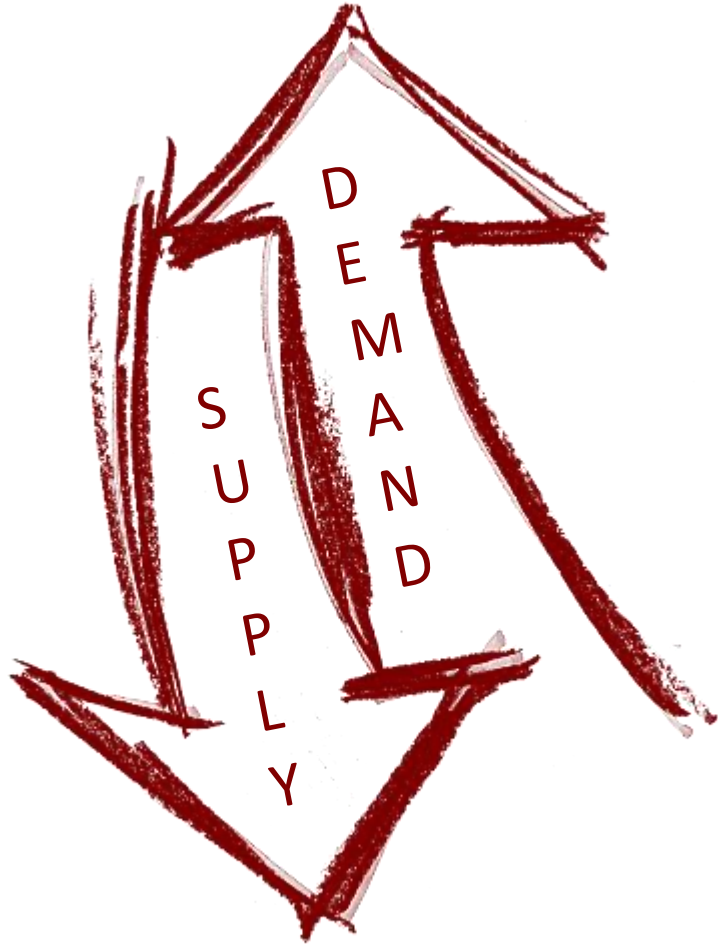


TRAINING



SERVICE

Health Workforce Challenges



PROJECTED FTE SHORTAGES by 2035*
early COVID data

Primary Care Physicians **35,260**

Adult Psychiatrists **14,260**

Addiction Counselors **920**

*Source: National Center for Health Workforce Analysis
<https://data.hrsa.gov/topics/health-workforce/workforce-projections>

Challenges Facing Care Teams

➤ CHALLENGES

Health equity

Social determinants of health

Cultural competency

Mental health and substance use disorder

Provider resilience



BHW Programs (Academic Year 2021-2022)



Pipeline & Diversity



Loans & Scholarships



Medicine



Behavioral Health



Nursing



Oral Health



Geriatrics



Pediatrics



Public Health



Provider Resilience

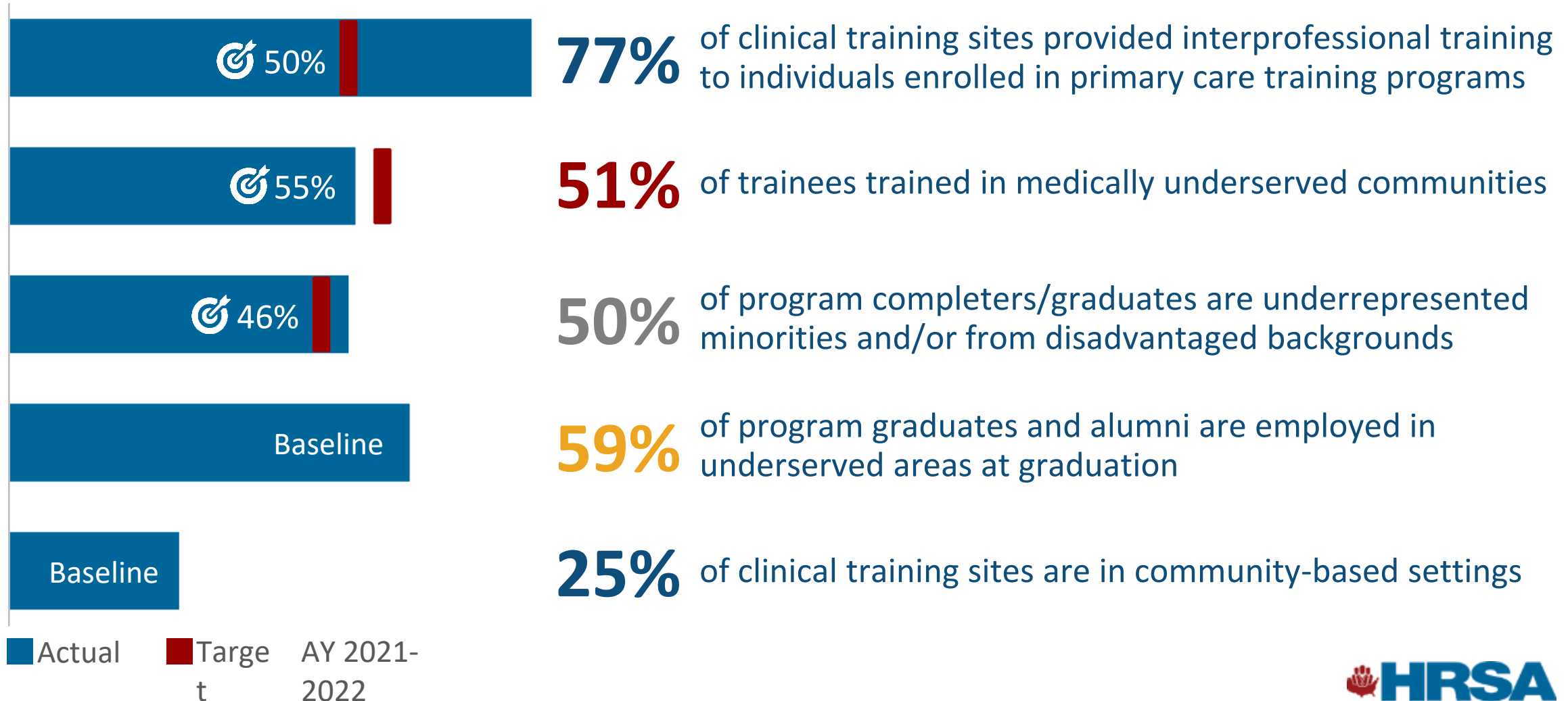


Strategies for Success

-  Recruit students from the communities we serve
-  Train students in rural and underserved communities
-  Expand community-based training
-  Leverage loan and scholarship programs
-  Train interprofessional and collaborative teams
-  Integrate behavioral and public health into primary care



Recruiting and Retaining from the Community



Rural Health Workforce



National Health Service Corps
and Nurse Corps

>8,200 serve in rural communities



Advanced Nursing Education—
Nurse Practitioner Residency Program

35% of training sites in rural areas



Rural Residency Planning and
Development Program

>50% of residency time at rural sites



Teaching Health Center Graduate
Medical Education Program

**96% train in medically underserved
or rural communities**



Behavioral Health Workforce
Development Programs

**65% gain experience in treating
substance/opioid use disorders**



Deepening Connections with Communities



\$226.5 M

Community Health Worker Training Program

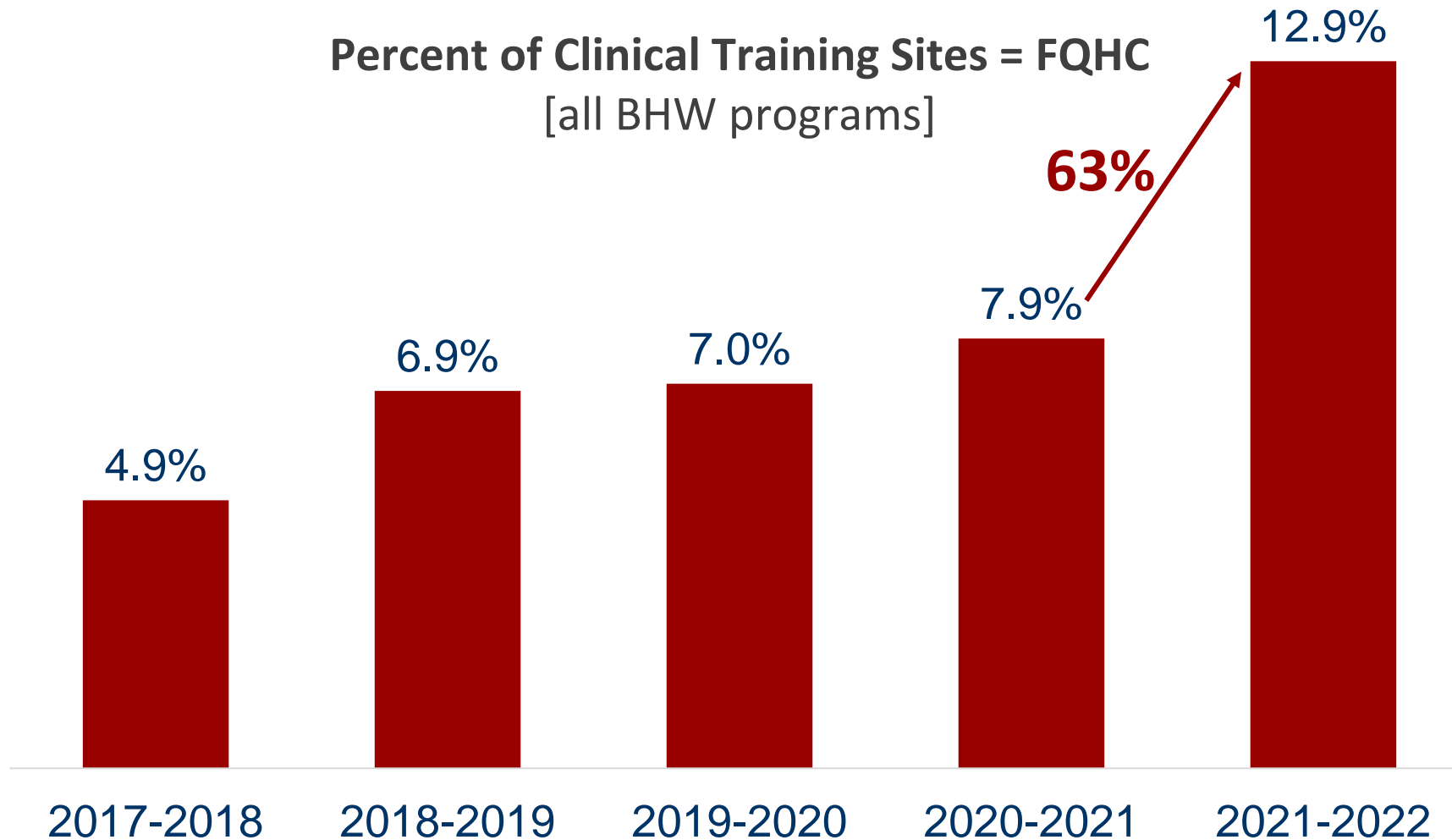
Increase access to care

Improve public health emergency response

Address the public health needs of
underserved communities

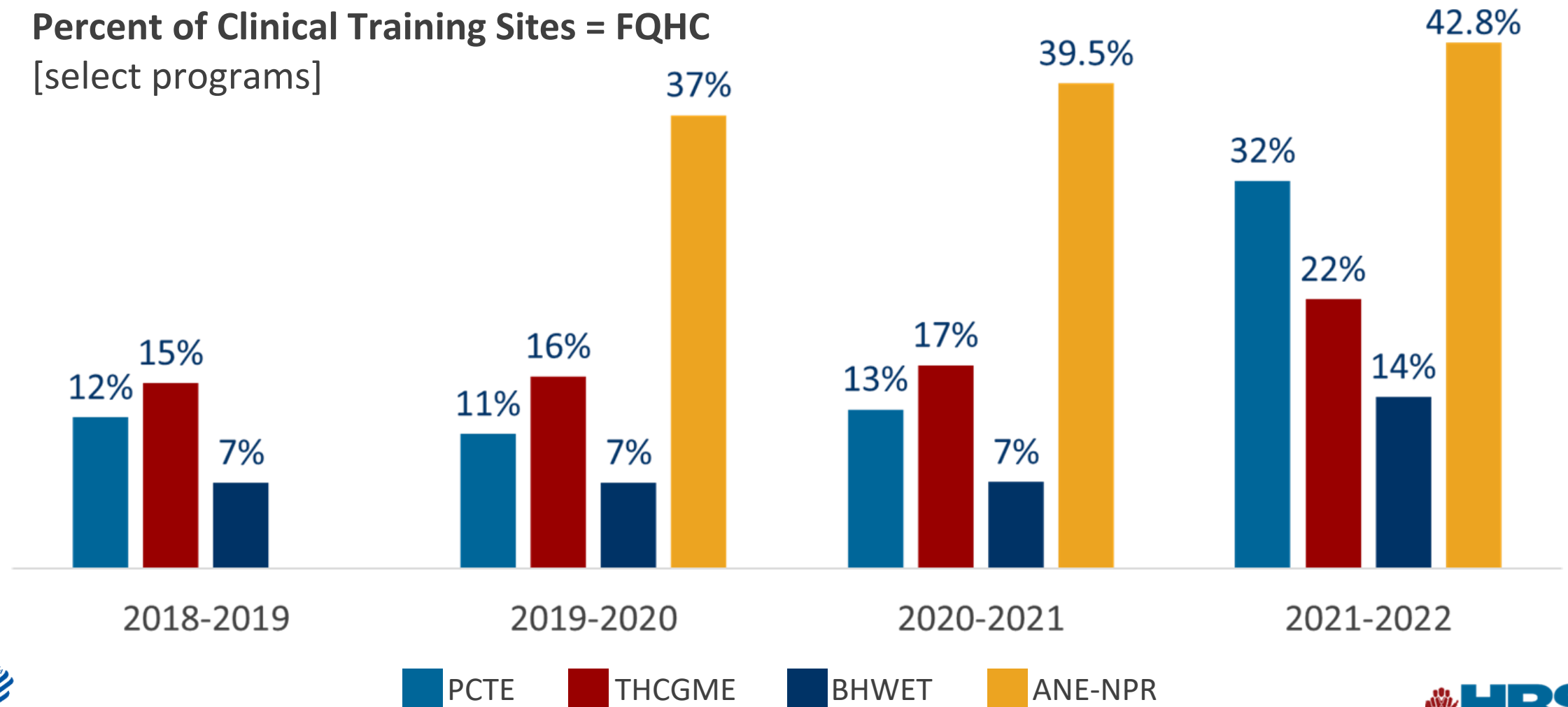
➤ 84 awards

Community-Based Training at FQHCs



Community-Based Training at FQHCs

Percent of Clinical Training Sites = FQHC
[select programs]



Funding Opportunities Expected 2023-2024*

MEDICINE

- Geriatric Workforce Enhancement Program
- Medical Student Education
- Primary Care Training and Enhancement—Physician Assistant Rural Training in Mental and Behavioral Health
- Primary Care Training and Enhancement—Rural Community Program Directors
- Teaching Health Center Graduate Medical Education (currently open)



PIPELINE

- Centers of Excellence
- Health Care Workforce Innovation

PUBLIC HEALTH

- State Primary Care Offices

BEHAVIORAL HEALTH/SUD

- Behavioral Health Workforce Education and Training Program—Paraprofessionals
- Behavioral Health Workforce Education and Training Program—Professionals
- Opioid-Impacted Family Support Program
- Supporting the Mental Health Among the Health Professions Workforce

NURSING

- Advanced Nursing Education—Sexual Assault Nurse Examiner
- Maternity Care Nursing Workforce Expansion
- NEPQR—Workforce Development
- Nurse Faculty Loan Program

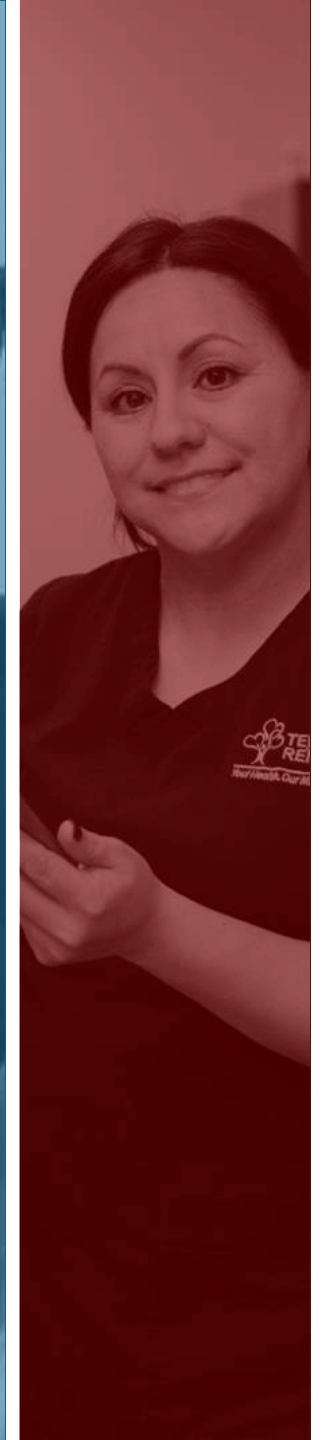
*Programs listed are forecasted on Grants.gov as of July 21, 2023.
This list is not comprehensive for Fiscal Year 2024.





HRSA
Nurse Corps

Nurse Corps Overview



About Nurse Corps

The Nurse Corps offers programs to help address shortages of nurses across the country. These include:

- loan repayment to nurses who work in facilities experiencing a critical shortage of nurses;
- loan repayment to nurse faculty; and
- scholarships to students enrolled—or accepted for enrollment—in nursing degree programs.



**LOAN REPAYMENT
PROGRAM**



**SCHOLARSHIP
PROGRAM**

Nurse Corps Field Strength



- The Nurse Corps program helps alleviate the critical shortage of nurses in high-need areas across the U.S. and its territories.
- Currently, there are more than 3,900 Nurse Corps participants serving at over 2,500 sites.
- Nurse Corps participants provide care to more than 4 million patients annually in urban, rural, and tribal areas.
- About 23% of our Nurse Corps clinicians work at a community health center or a community health center look-alike

Types of Critical Shortage Facilities (CSF)

Hospitals:

- Disproportionate Share Hospital
- Private Hospital
- Public Hospital



Community-Based Settings:

- Ambulatory Surgical Center
- American Indian Health Facilities
- Community Mental Health Center
- End Stage Renal Disease (ESRD) Dialysis Centers
- Federally Qualified Health Center
- Free and Charitable Clinics
- Home Health Agency
- Hospice Program
- Native Hawaiian Health Center
- Nurse Managed Health Clinic/Center
- Outpatient Facility
- Residential Nursing Home
- Rural Health Clinic
- School Based Clinic
- State or Local Health Department
- Urgent Care Center

2022 Award Cycle



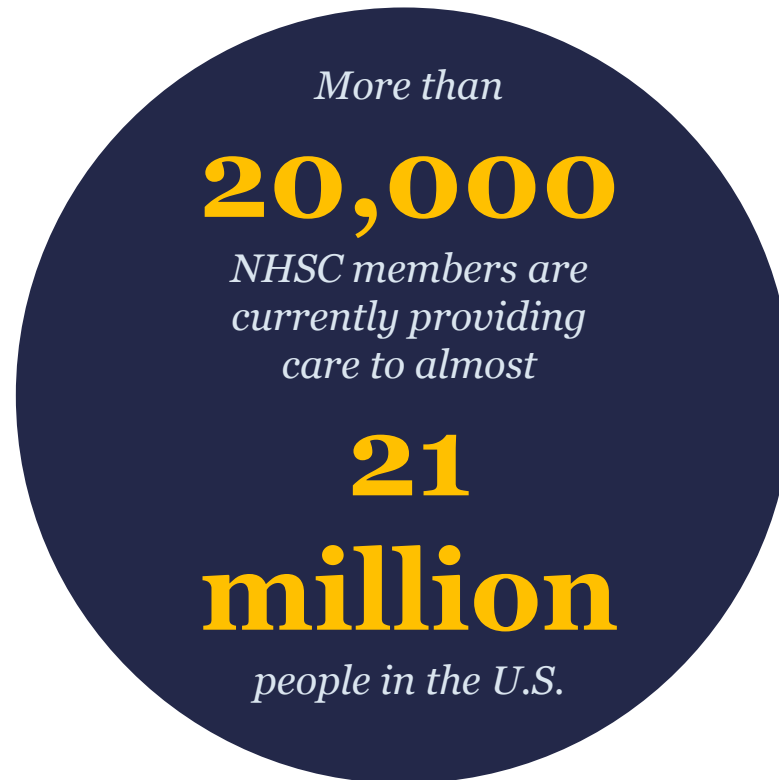
- [Nurse Corps Loan Repayment Program](#) (\$94.1 million) provided 2,071 new awards and 208 one-year continuation awards to nurses in exchange for a commitment to serve at a health care facility with a critical shortage of nurses or serve as nurse faculty at an accredited school of nursing.
- [Nurse Corps Scholarship Program](#) (\$58.9 million) provided 567 new awards and 25 continuation awards to nursing students in exchange for a commitment to work at least two years in a facility with critical shortages.



National Health Service Corps Overview



Impact of the NHSC: Largest class in program history

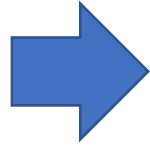


- **In 2021 and 2022**, we awarded every eligible applicant making this our largest class of clinicians ever.
- Many NHSC members continue to serve in areas of greatest need beyond their service obligation.



NHSC Programs – Overview

NHSC Loan Repayment Program

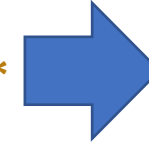


2 years service

Up to \$50K full-time

Up to \$25K half-time

NHSC Scholarship Program*



2 years service

Tuition, Monthly Stipend,
Other reasonable cost

NHSC SUD Workforce Loan Repayment Program

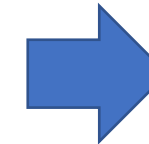


3 years service

Up to \$75K full-time

Up to \$37.5K half-time

NHSC Students to Service Loan Repayment Program*



3 years service

Up to \$120K full-time

6 years service

Up to \$120K half-time

NHSC Rural Community Loan Repayment Program



3 years service

Up to \$100K full-time

Up to \$50K half-time

NHSC State Loan Repayment Program



50 Grantees

\$100 Million in the
current project period,
September 2022-2025

Maternity Care Target Areas (MCTAs)

New for the FY23 NHSC LRP Application Cycle

- Designated score within existing primary care Health Professional Shortage Areas (HPSAs)
- The new score applies to:
 - Providers of obstetrics/gynecology
 - Family medicine physicians who practice obstetrics on a regular basis
 - Certified nurse midwives

MCTA Score Range
25 ————— **0**

Higher score = Greater need



NHSC-Approved Sites

NHSC-Approved Sites

- NHSC clinicians serve at approved sites throughout the nation.
- NHSC-approved sites are outpatient facilities providing primary care medical, dental, and/or mental and behavioral health services.
- The facility may be located in a rural, urban or tribal community.
- To apply to become an NHSC site, the facility must be an [eligible site type](#) and meet applicable requirements.



NHSC-Approved SUD Treatment Facilities

NHSC-Approved Substance Use Disorder (SUD) Eligible Treatment Facilities

To be an NHSC-approved SUD treatment facility, sites must have demonstrated that they meet the requirements set forth in the NHSC Site Agreement and NHSC Site Reference Guide, including submission of SUD documentation.

- SAMHSA-certified opioid treatment programs (OTPs)
- Office-based opioid treatment facilities (OBOTs)
- Non-opioid substance use disorder treatment facilities (SUD treatment facilities)
- Federally Qualified Health Care Centers (FQHCs)
- Rural Health Clinics (RHCs)
- American Indian Health facilities
- FQHC Look-Alikes
- State or federal correctional facilities
- Critical Access Hospitals
- Community health centers
- State or local health departments
- Community outpatient facilities
- Private practices
- School-based clinics
- Mobile units and free clinics

Section 5

SUPPORT & RESOURCES



Publicly Available Health Workforce Data

The screenshot displays the data.HRSA.gov website. At the top, the URL 'data.HRSA.gov' is visible on the left, and a search bar with a magnifying glass icon and the text 'Search' is on the right, followed by a link to 'A-Z Index'. Below the header is a dark blue navigation bar with white text and dropdown arrows for 'Find Health Care', 'Data', 'Maps', 'Tools', 'Topics', and 'Help'. The 'Topics' dropdown menu is open, showing a list of categories: 'Grants', 'Health Centers', 'Health Workforce' (highlighted with a red box and a red arrow pointing to it), 'Health Systems', 'HIV/AIDS and Ryan White', 'HRSA Special Initiatives', 'Maternal and Child Health', and 'Rural Health'. The 'Health Workforce' category is further expanded, showing sub-items: 'Health Workforce Shortage Areas', 'BHW Program Data and Tools', 'NCHWA Resources and Tools', and 'National Practitioner Data Bank'. On the left side of the page, there is a red circular icon with a white silhouette of the United States map. Below it, the text 'Health Work Tools, and D' is partially visible. Further down, a paragraph states: 'HRSA provides the public with ex on Health Workforce programs, f scholarship awards to downloada health professions training progr'. Another paragraph below that says: 'Our health workforce programs i need it most. We strengthen the h skilled health care providers to co about our [Health Workforce prog](#)'. On the right side of the page, there is a large photograph of a smiling male healthcare professional in blue scrubs with a stethoscope around his neck. In the background, another person is partially visible.



Health Workforce Projections Dashboard

➤ Adult Psychiatrists

Supply & Demand Trends

Change in Total Supply 2020 - 2035

-6,430 ▼ -17%

Starting Value: 38,580 Ending Value: 32,150

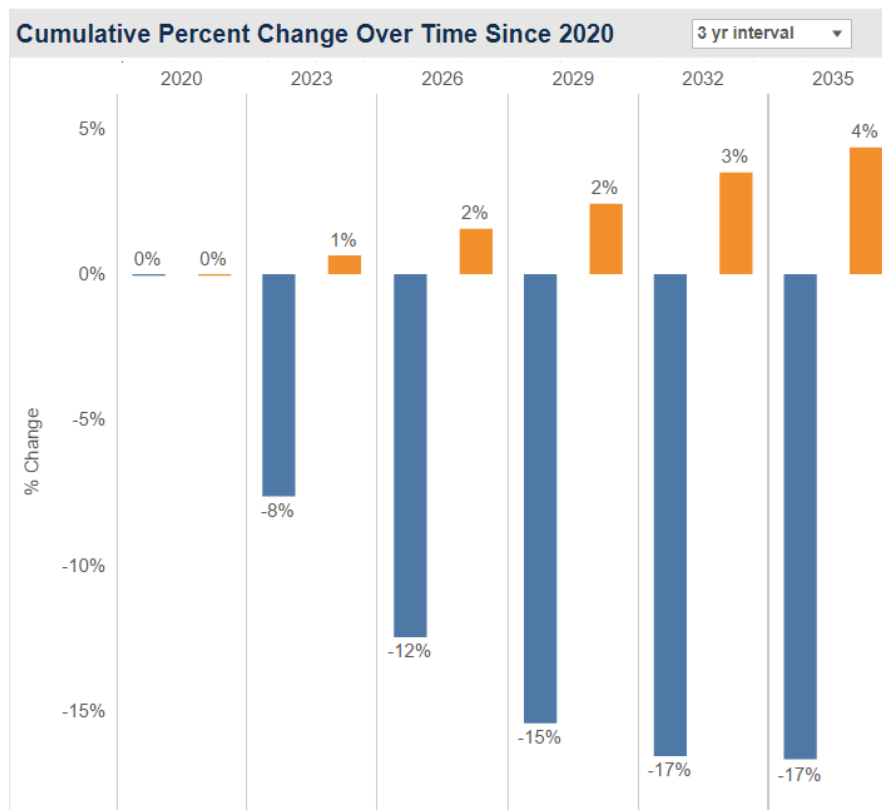
Change in Total Demand 2020 - 2035

1,940 ▲ 4%

Starting Value: 44,470 Ending Value: 46,410

Total Percent Adequacy 2035

69%



➤ Adult Psychiatrists ■ Supply, Total ■ Demand, Total

data.HRSAgov

HEALTH CARE FIELDS

All Health Workforce

Allied Health

Behavioral Health

Long-Term Care

Oral Health

Primary Care

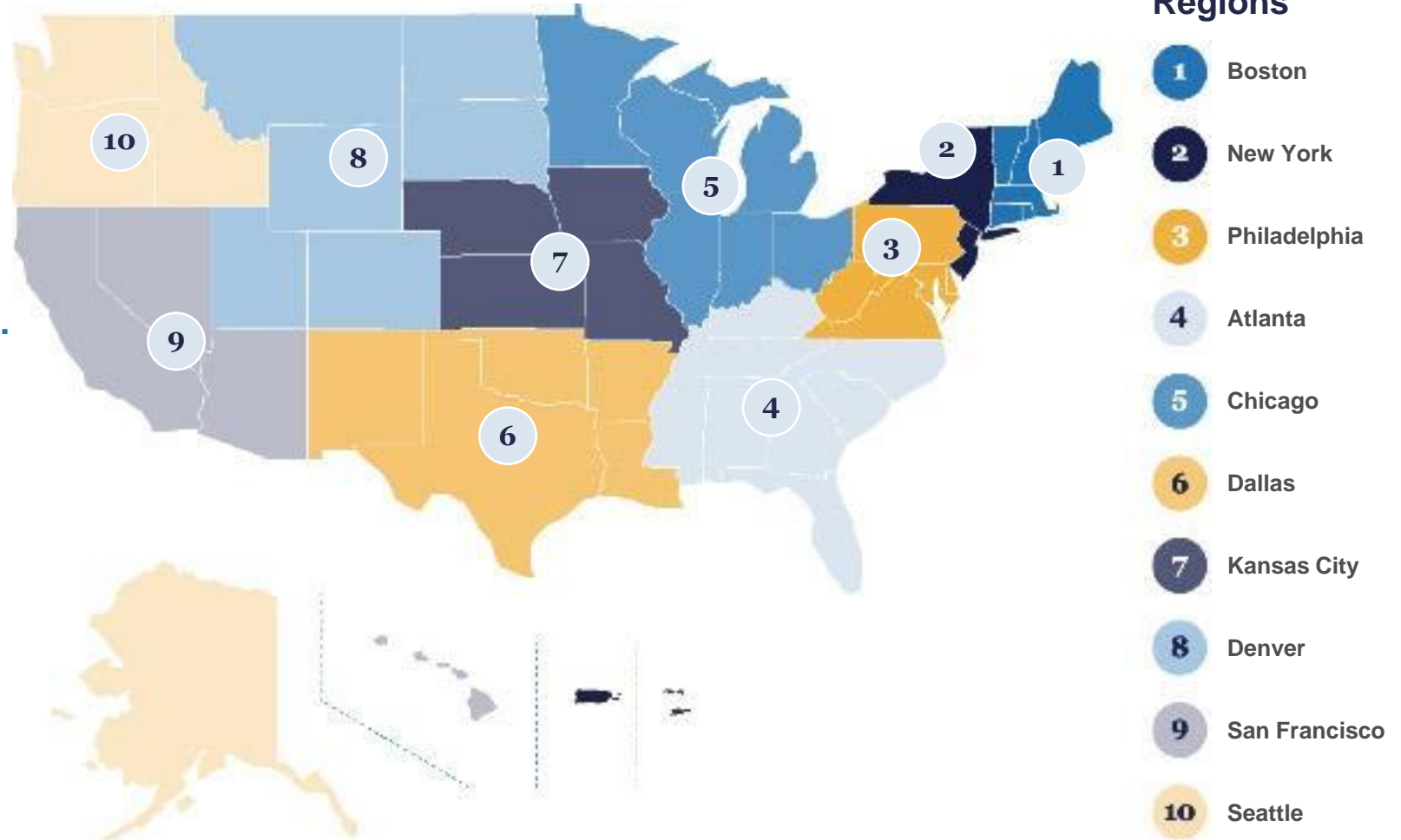
Women's Health



Support & Resources – DRO Regional Offices

Support for Providers

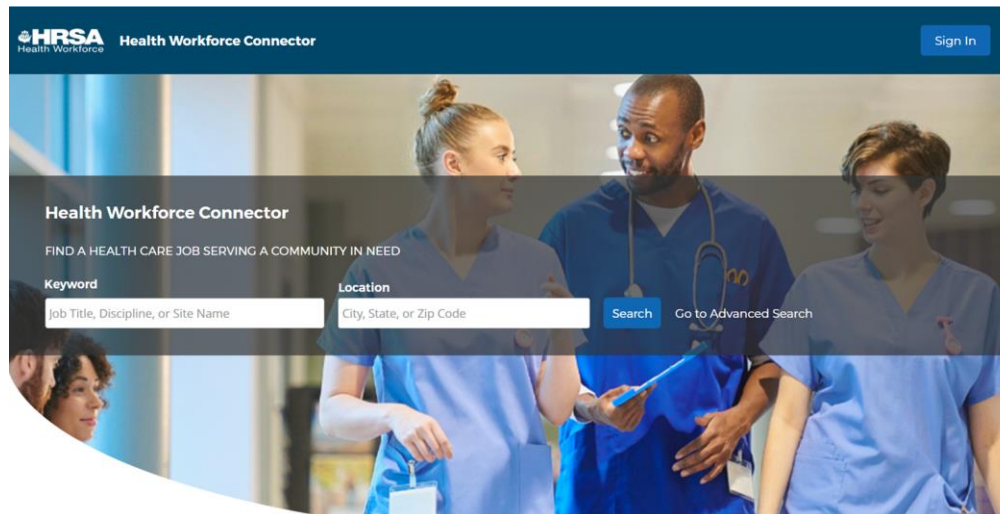
- Support for you in your region.
- Dedicated BHW staff located in 10 regional offices provide dedicated contacts for your area.
- Find your contact on the NHSC website.



Health Workforce Connector – Clinician Profiles

Health Workforce Connector (HWC)

- View job vacancies at thousands of NHSC- and Nurse Corps-approved sites nationwide.
- The Health Workforce Connector lets primary medical, dental, and behavioral health job seekers create a free profile.



Get more benefits with a Health Workforce Connector profile

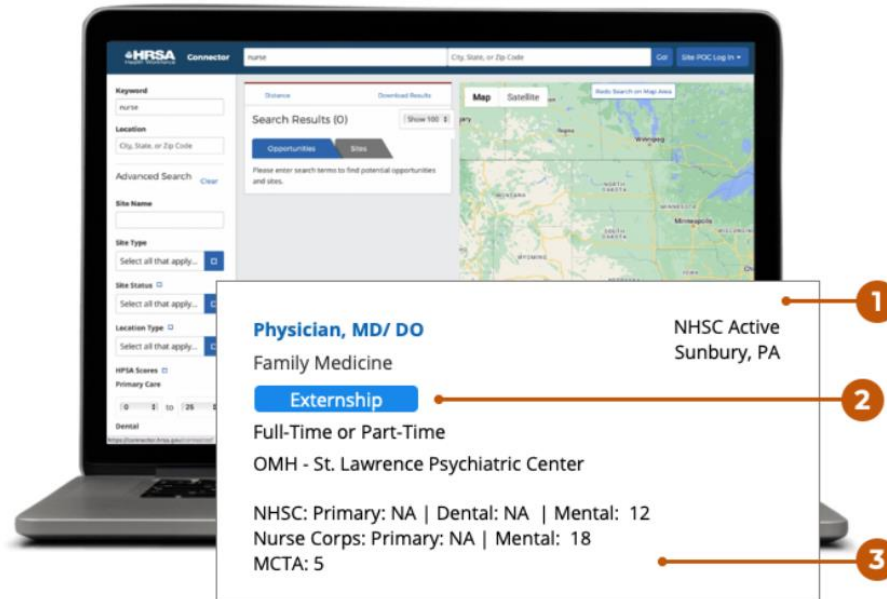
- 🔖 **Bookmark Opportunities and Facilities**
Save open opportunities and health care facilities to find future openings at a desired location.
- 🔗 **Connect with Health Care Facilities and Other Professionals**
Network with professionals at health care facilities serving communities in need.
- ⚠️ **Stay Up to Date on New Opportunities**
Receive alerts for new opportunities customized for you.

[Sign In](#)

Health Workforce Connector – Site Profiles

Health Workforce Connector Site Profiles

NHSC- and Nurse Corps-approved sites can create a profile and post job vacancies, visible to thousands of health care professionals who are actively seeking employment in underserved communities.



Guide to Health Workforce Connector

[Site POC User Guide](#)
[How-To Guide](#)

1. Site Status

See the program associated with an opening (such as NHSC, Nurse Corps, and STAR) and its location (city and state).

2. Opportunity Type

View if the listing is an open position, internship, or training opportunity.

3. HPSA and Other Scores

Check Health Professional Shortage Area (HPSA) scores by program for primary care, dental, and/or mental health as well as Maternity Care Target Area (MCTA) scores for the health care facility.

What Is A Virtual Job Fair?

- Virtual Job Fairs offer an innovative way for sites to promote job opportunities to a targeted audience of primary care clinicians who are interested in serving communities with limited access to health care.

Benefits:

- Sites advertise to a wide audience.
- Connections are made virtually with no travel costs.
- Clinicians connect with sites in targeted areas where they are looking to work.
- Clinicians explore jobs at sites they may not have been aware of for consideration.
- Both job-seekers and sites can receive technical assistance with the Health Workforce Connector.

Sign up: Nurse Corps and NHSC Notifications

Scan to sign up for email notifications or visit

<https://bit.ly/47AlzNw>



Support & Resources – Contact Us: Nurse Corps



- Division of Health Careers and Financial Support (DHCFS), Nurse Corps
- Email: Nurse Corps LRP NurseCorpsLRPSupport@hrsa.gov
- Email: Nurse Corps SP NurseCorpsSP_Review@hrsa.gov
- Phone: 1-800-221-9393 (Customer Care Center); M-F, 8 a.m. to 8 p.m. ET, except federal holidays

- Web Loan Repayment Program: <https://bhw.hrsa.gov/funding/apply-loan-repayment/nurse-corps>
- Web Scholarship Program: <https://bhw.hrsa.gov/funding/apply-scholarship/nurse-corps>
- Virtual Job Fair: <http://jobfair.hrsa.gov>
- Health Workforce Connector: <http://connector.hrsa.gov/>

 Facebook:

<https://www.facebook.com/HRSANurseCorps/>

 LinkedIn: <https://www.linkedin.com/company/nurse-corps>



Support & Resources – Contact Us: National Health Service Corps (NHSC)

- **Mr. Joey Carter, Public Health Analyst**
- Division of Regional Operations (DRO), Dallas Regional Office
- [Region 6, Dallas: Email JCarter2@hrsa.gov](mailto:JCarter2@hrsa.gov)
- For other regions, visit Regional Operations' State/Territorial Contacts on the NHSC website
- Division of National Health Service Corps (NHSC)
- NHSC Email: NHSCLRPApplications@hrsa.gov
- Phone: 1-800-221-9393 (Customer Care Center); M-F, 8 a.m. to 8 p.m. ET, except federal holidays

NHSC Website <http://nhsc.hrsa.gov>

Virtual Job Fair: <http://jobfair.hrsa.gov>

Health Workforce Connector: <http://connector.hrsa.gov/>

 Facebook:

 Twitter: <http://facebook.com/nationalhealthservicecorps>
<http://twitter.com/NHSCorps>

 LinkedIn: <http://www.linkedin.com/company/national-health-service-corps>

Questions



Connect with HRSA

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www.HRSA.gov



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