



**JOINT LEGISLATIVE OVERSIGHT COMMITTEE  
ON HEALTH AND HUMAN SERVICES -  
GRADUATE MEDICAL EDUCATION SUBCOMMITTEE**

## **Loan Repayment Program Available to Medical Providers Practicing in Rural North Carolina**

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Department of Health and Human Services**

**March 1, 2018**

# Programs at Office of Rural Health



## Placement and HPSA Services

Recruit providers and designates health professional shortage areas



## NC Rural Health Centers

Supports state designated rural health centers that serve the entire community



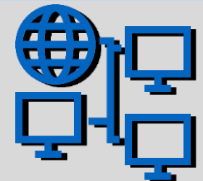
## NC Community Health Grants

Supports the primary care safety net system with increasing access to health care for vulnerable populations



## NC Farmworker Health Program

Supports medical, dental and educational services for members of the North Carolina agricultural labor force and their families



## Rural Health Information Technology Program

Provides technical assistance to improve the use of Electronic Health Record (EHR) Systems and the use of health information exchange



## NC Rural Hospital Program

Funds operational improvement projects for the benefit of all critical access hospitals and eligible small rural hospitals



## NC Medication Assistance Program

Provides free and low-cost medications donated by pharmaceutical manufacturers to patients who cannot afford them



## NC Statewide Telepsychiatry Program

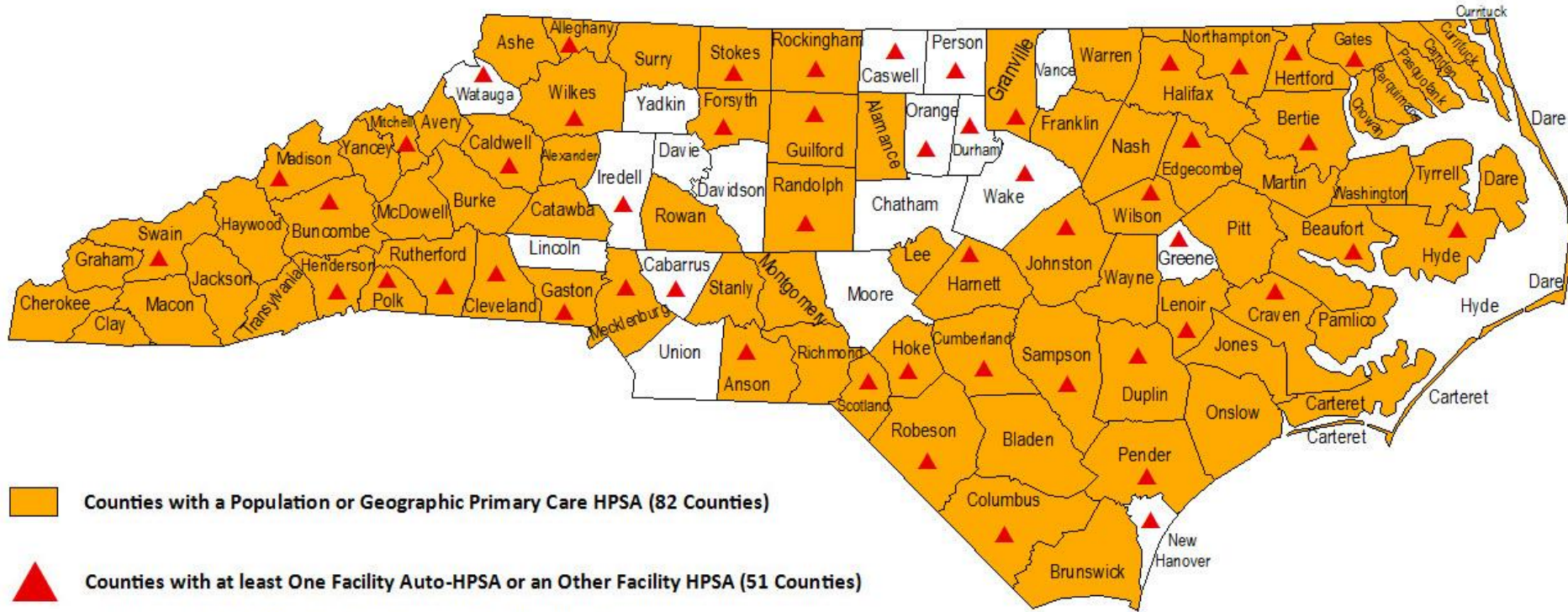
Supports psychiatric evaluation of patients through videoconferencing technology in emergency departments



## NC Integrated Health Systems

Supports community health initiatives and demonstration projects that benefit vulnerable populations

# North Carolina Office of Rural Health Primary Care - Health Professional Shortage Areas (HPSA)



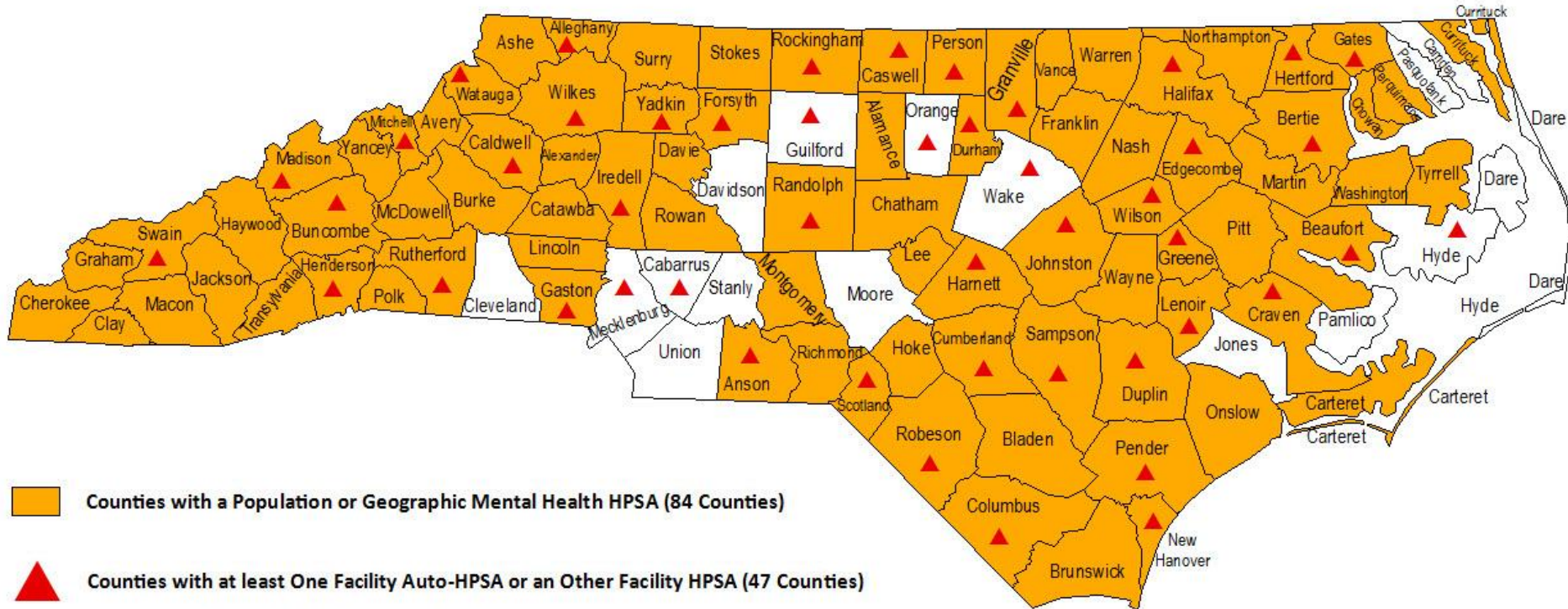
- Counties with a Population or Geographic Primary Care HPSA (82 Counties)**
- Counties with at least One Facility Auto-HPSA or an Other Facility HPSA (51 Counties)**

Disclaimer: Primary Site only, does not include Correctional Facilities or Federally Qualified Health Center (FQHC) satellite sites

Data as of January 3, 2018



# North Carolina Office of Rural Health Mental Health - Health Professional Shortage Areas (HPSA)

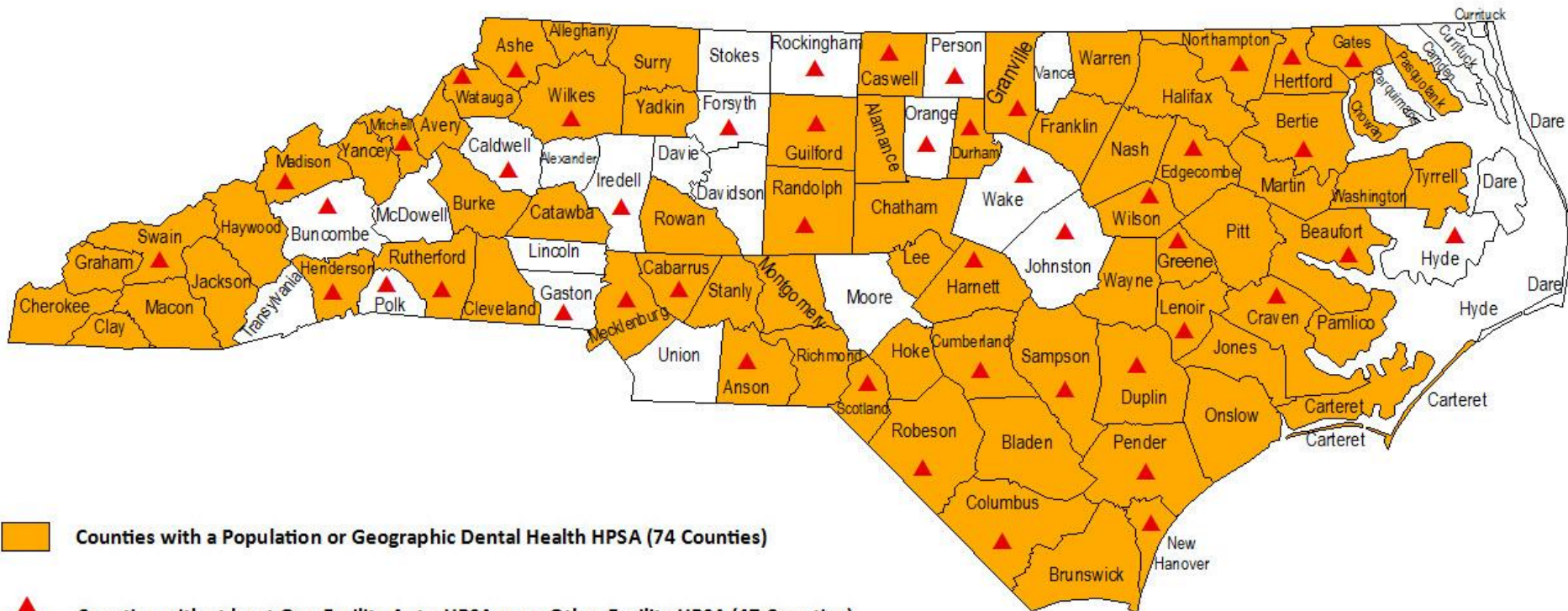


Disclaimer: Primary Site only, does not include Correctional Facilities or Federally Qualified Health Center (FQHC) satellite sites

Data as of January 3, 2018



# North Carolina Office of Rural Health Dental Health - Health Professional Shortage Areas (HPSA)



 Counties with a Population or Geographic Dental Health HPSA (74 Counties)

 Counties with at least One Facility Auto-HPSA or an Other Facility HPSA (47 Counties)

Disclaimer: Primary Site only, does not include Correctional Facilities or Federally Qualified Health Center (FQHC) satellite sites

Data as of January 3, 2018



# Loan Repayment Acronyms

- **National Health Service Corps (NHSC)**
  - Is administered by the Bureau of Health Workforce (BHW) in the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS).
- **NC Loan Repayment Program (NC LRP)**
  - State supported
- **High Needs Service Bonus (HNSB)**
  - State supported
- **Federal Loan Repayment Program (NC SLRP)**
  - Federal funds administered by ORH with additional philanthropic fund matching (50%)

# NHSC, NC LRP, HNSB, and NC SLRP Guidelines

Program	Payment Amount	Site Info	Years of Service	Eligible Providers
<b>National Health Service Corp</b>	\$50,000 (paid at beginning of contract- penalties if provider leaves)	Site must be: -Located within a HPSA -NHSC certified (or making meaningful strides toward NHSC certification)	2 (6 years max)	<ul style="list-style-type: none"> <li>Physicians – Family Medicine, OB/GYN, General Internal Medicine, Geriatrics, General Pediatrics, General Psychiatry</li> <li>Physician Assistants (Primary Care)</li> <li>Nurse Practitioners – Adult, Family, Pediatrics, Psychiatric / mental health, Geriatric, Women’s Health, Certified Nurse Midwives, Psychiatric Nurse Specialists</li> <li>Dentistry</li> <li>Dental Hygienist</li> <li>Mental and Behavioral Health – Health Service Psychologist, Licensed Clinical Social Worker, Licensed Professional Counselor, Marriage and Family Therapist, Physician Assistant</li> </ul>
<b>NC Loan Repayment</b>	\$100,000 graduated payments -Physicians -Dentists  \$60,000 graduated payments -Nurse Practitioners -Physician Assistants -Dental Hygienists	Automatic eligibility for: -State Alcohol and Drug Abuse Treatment Centers (psychiatrists only), -NHSC certified sites (or making meaningful strides toward NHSC certification) -State Mental Health Hospitals (psychiatrists only) -Critical Access Hospitals	4	<ul style="list-style-type: none"> <li>Physicians – Family Medicine, OB/GYN, General Internal Medicine, General Pediatrics, General Psychiatry</li> <li>Physician Assistants (Primary Care)</li> <li>Nurse Practitioners – Adult, Family, Pediatric, Psychiatric / mental health, Certified Nurse Midwives</li> <li>Dentists</li> <li>Dental Hygienists</li> </ul>
<b>NC High Needs Service Bonus</b>	\$50,000 graduated payments -Physicians -Dentists  \$30,000 graduated payments -Nurse Practitioners -Physician Assistants -Dental Hygienists	Automatic eligibility for: -State Alcohol and Drug Abuse Treatment Centers (psychiatrists only), -NHSC certified sites(or making meaningful strides toward NHSC certification) -State Mental Health Hospitals (psychiatrists only) -Critical Access Hospitals	4	<ul style="list-style-type: none"> <li>Physicians – Family Medicine, OB/GYN, General Internal Medicine, General Pediatrics, General Psychiatry</li> <li>Physician Assistants (Primary Care)</li> <li>Nurse Practitioners – Adult, Family, Pediatric, Psychiatric / mental health, Certified Nurse Midwives</li> <li>Dentists</li> <li>Dental Hygienists</li> </ul>
<b>Federal Loan Repayment (SLRP)</b>	\$30,000 (static payment over 2 years)	Site must be: -Located within a HPSA -NHSC certified (or making meaningful strides toward NHSC certification) <b>-Integrated care setting</b>	2	<ul style="list-style-type: none"> <li>Licensed Clinical Social Workers</li> <li>Licensed Professional Counselors</li> <li>Marriage and Family Therapists</li> <li>Psychiatric Nurse Specialists</li> <li>Health Service Psychologists</li> </ul>

# National Health Service Corp

- **Payment Amount:**
  - \$50,000 (paid at beginning of contract- penalties if provider leaves)
- **Site Information Requirements:**
  - Located within a HPSA
  - NHSC certified (or making meaningful strides toward NHSC certification)
- **Years of Service: 2 (6 years max)**
- **Eligible Providers:**
  - Physicians – Family Medicine, OB/GYN, General Internal Medicine, Geriatrics, General Pediatrics, General Psychiatry
  - Physician Assistants (Primary Care)
  - Nurse Practitioners – Adult, Family, Pediatrics, Psychiatric/Mental Health, Geriatric, Women’s Health, Certified Nurse Midwives, Psychiatric Nurse Specialists
  - Dentistry, Dental Hygienist
  - Mental and Behavioral Health – Health Service Psychologist, Licensed Clinical Social Worker, Licensed Professional Counselor, Marriage and Family Therapist, Physician Assistant



# NC Loan Repayment

- **Payment Amount:**
  - \$100,000 graduated payments for Physicians and Dentists
  - \$60,000 graduated payments for Nurse Practitioners, Physician Assistants and Dental Hygienists
- **Site Information - automatic eligibility for:**
  - State Alcohol and Drug Abuse Treatment Centers (psychiatrists only)
  - NHSC certified sites (or making meaningful strides toward NHSC certification)
  - State Mental Health Hospitals (psychiatrists only)
  - Critical Access Hospitals
- **Years of Service: 4**
- **Eligible Providers:**
  - Physicians – Family Medicine, OB/GYN, General Internal Medicine, General Pediatrics, General Psychiatry
  - Physician Assistants (Primary Care)
  - Nurse Practitioners – Adult, Family, Pediatric, Psychiatric/Mental Health, Certified Nurse Midwives
  - Dentists, Dental Hygienists

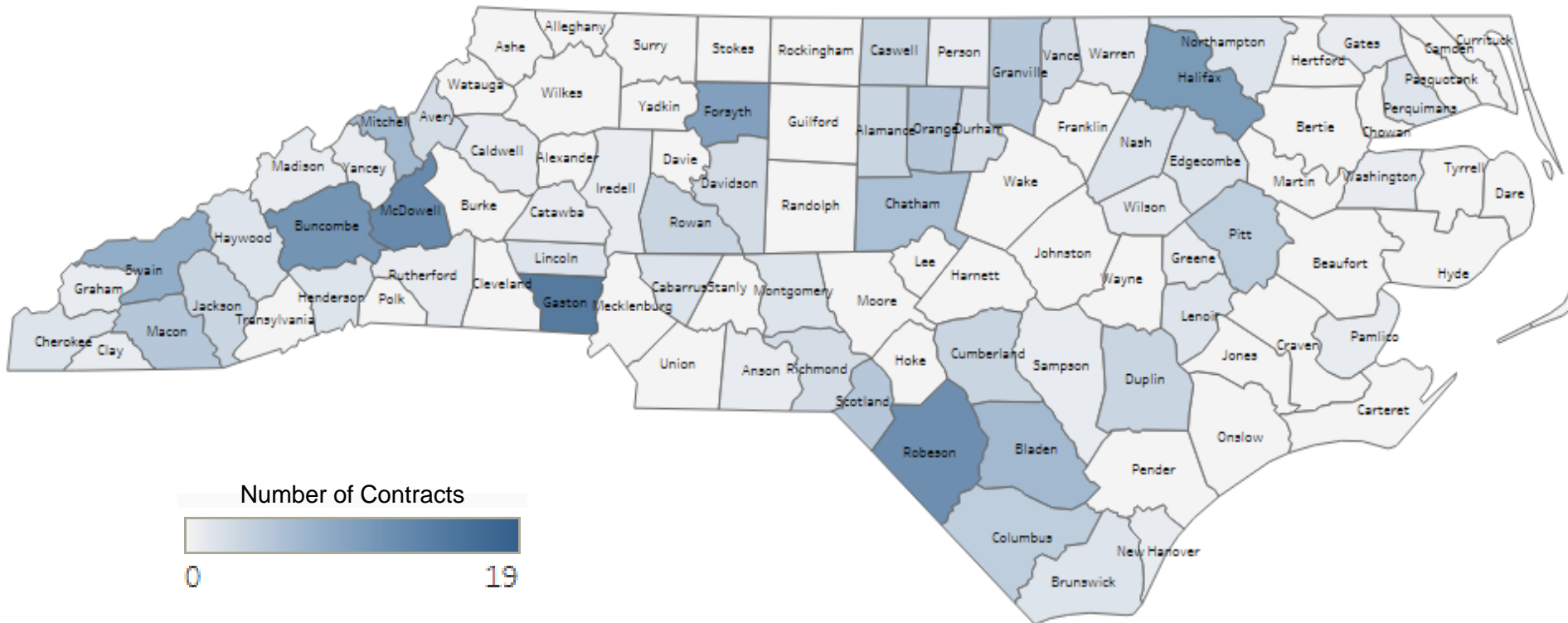
# NC High Needs Service Bonus

- **Payment Amount:**
  - \$50,000 graduated payments for Physicians and Dentists
  - \$30,000 graduated payments for Nurse Practitioners , Physician Assistants and Dental Hygienists
- **Site Information - automatic eligibility for:**
  - State Alcohol and Drug Abuse Treatment Centers (psychiatrists only)
  - NHSC certified sites (or making meaningful strides toward NHSC certification)
  - State Mental Health Hospitals (psychiatrists only)
  - Critical Access Hospitals
- **Years of Service: 4**
- **Eligible Providers:**
  - Physicians – Family Medicine, OB/GYN, General Internal Medicine, General Pediatrics, General Psychiatry
  - Physician Assistants (Primary Care)
  - Nurse Practitioners – Adult, Family, Pediatric, Psychiatric/Mental Health, Certified Nurse Midwives
  - Dentists, Dental Hygienists

# Federal Loan Repayment (SLRP)

- **Payment Amount:**
  - \$30,000 (static payment over 2 years)
- **Site Information Requirements:**
  - Located within a HPSA
  - NHSC certified (or making meaningful strides toward NHSC certification)
  - **Integrated care setting**
- **Years of Service: 2**
- **Eligible Providers:**
  - Licensed Clinical Social Workers
  - Licensed Professional Counselors
  - Marriage and Family Therapists
  - Psychiatric Nurse Specialists
  - Health Service Psychologists

# SFY 2017 National Health Service Corps Current Active Placements

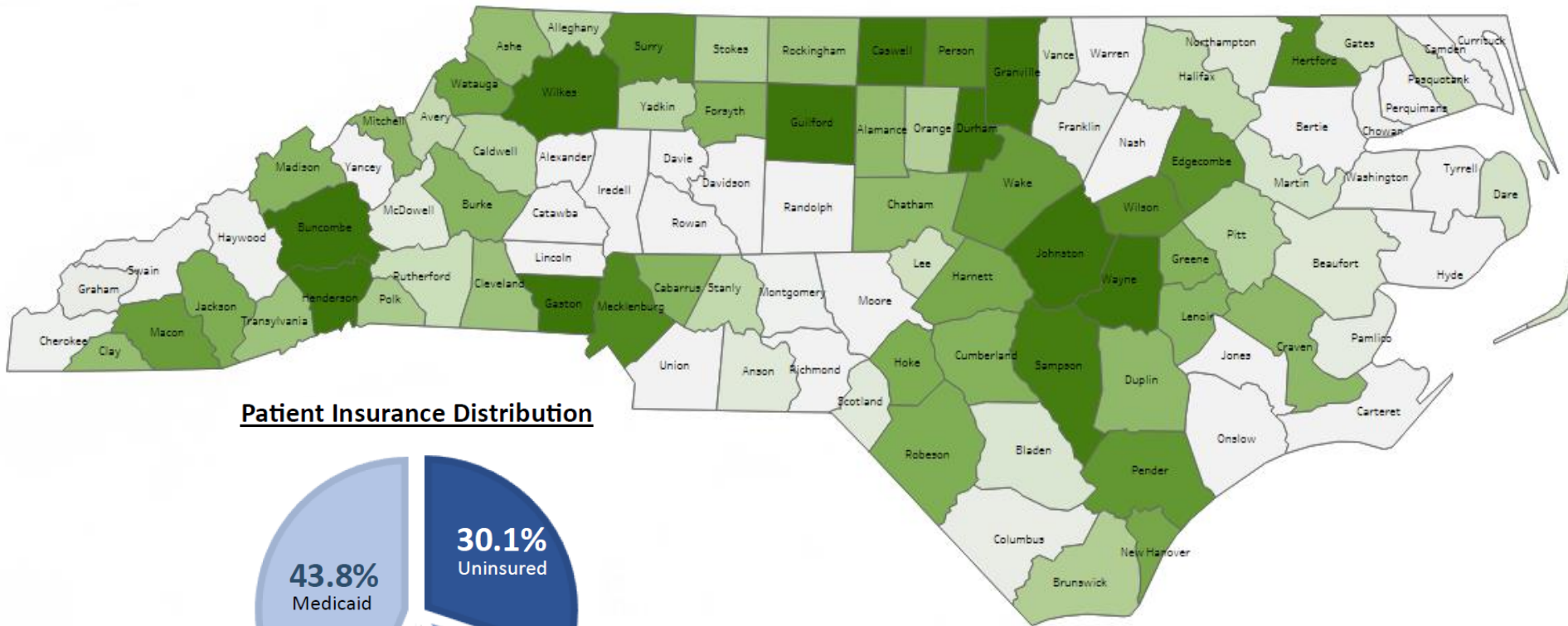


**49** New awards in SFY 2017 for a total of \$2,160,572.57

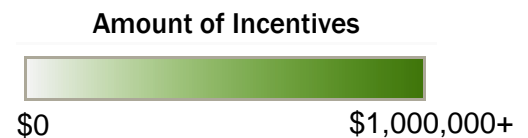
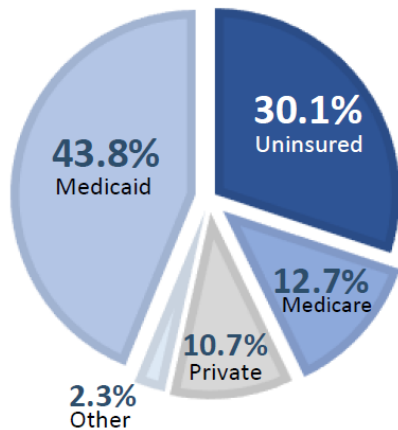
**60** Continuation awards in SFY 2017 for a total of \$933,565.36

\* Data from 2017 NC Field Strength Report

# State Loan Repayment and High Needs Service Bonus for SFY 2013 – Current



**Patient Insurance Distribution**



# Current Providers in Loan Repayment Programs

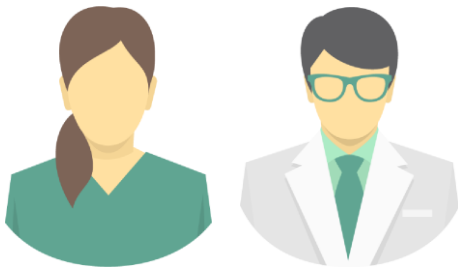


Federal Loan Repayment  
(SLRP)

13  
Providers

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**117 TOTAL  
PROVIDERS**



High Needs Service  
Bonus and State Loan  
Repayment  
(State Funds)

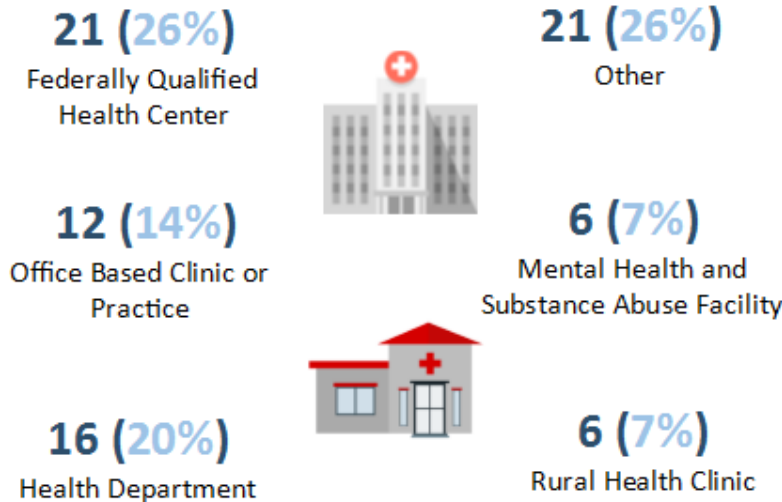
104  
Providers

# SFY 2017 North Carolina Loan Repayment Program and High Needs Service Bonus Program (82 Providers)

## Disciplines of Clinicians Placed



## Facility Type Breakdown



## Economic Impact

Source: IMPLAN

**\$45 Million**

\*Composition (Practice Sights) and Economic Impact (IMPLAN)

# Sample Payment Schedules for NC State Loan Repayment Program

## Physician and Dentist LRP

Payment 1 - 1/15/2018	\$2,860
Payment 2 - 7/15/2018	\$5,720
Payment 3 - 1/15/2019	\$8,580
Payment 4 - 7/15/2019	\$11,440
Payment 5 - 1/15/2020	\$14,300
Payment 6 - 7/15/2020	\$14,300
Payment 7 - 1/15/2021	\$21,400
Payment 8 - 7/15/2021	\$21,400
Totals	\$100,000

## Other Eligible Providers LRP

Payment 1 - 1/15/2018	\$1,716
Payment 2 - 7/15/2018	\$3,432
Payment 3 - 1/15/2019	\$5,148
Payment 4 - 7/15/2019	\$6,864
Payment 5 - 1/15/2020	\$8,580
Payment 6 - 7/15/2020	\$8,580
Payment 7 - 1/15/2021	\$12,840
Payment 8 - 7/15/2021	\$12,840
Totals	\$60,000

\*Graduated Payments Based on Service Time/State Supported



# Sample Payment Schedules for High Needs Service Bonus

## Physician and Dentist HNSB

Payment 1 - 1/15/2018	\$1,430
Payment 2 - 7/15/2018	\$2,860
Payment 3 - 1/15/2019	\$4,290
Payment 4 - 7/15/2019	\$5,720
Payment 5 - 1/15/2020	\$7,150
Payment 6 - 7/15/2020	\$7,150
Payment 7 - 1/15/2021	\$10,700
Payment 8 - 7/15/2021	\$10,700
<b>Totals</b>	<b>\$50,000</b>

## Other Eligible Providers HNSB

Payment 1 - 1/15/2018	\$858
Payment 2 - 7/15/2018	\$1,716
Payment 3 - 1/15/2019	\$2,574
Payment 4 - 7/15/2019	\$3,432
Payment 5 - 1/15/2020	\$4,290
Payment 6 - 7/15/2020	\$4,290
Payment 7 - 1/15/2021	\$6,420
Payment 8 - 7/15/2021	\$6,420
<b>Totals</b>	<b>\$30,000</b>

\*State Supported

# SFY 2017 Federal Loan Repayment Program

## Disciplines of Clinicians Placed

**8 (100%)**  
Mental Health



## Facility Type Breakdown



**4 (50%)**

Federally Qualified  
Health Center

**3 (37%)**

Other

**1 (13%)**

Mental Health and  
Substance Abuse Facility



## Economic Impact Source: IMPLAN

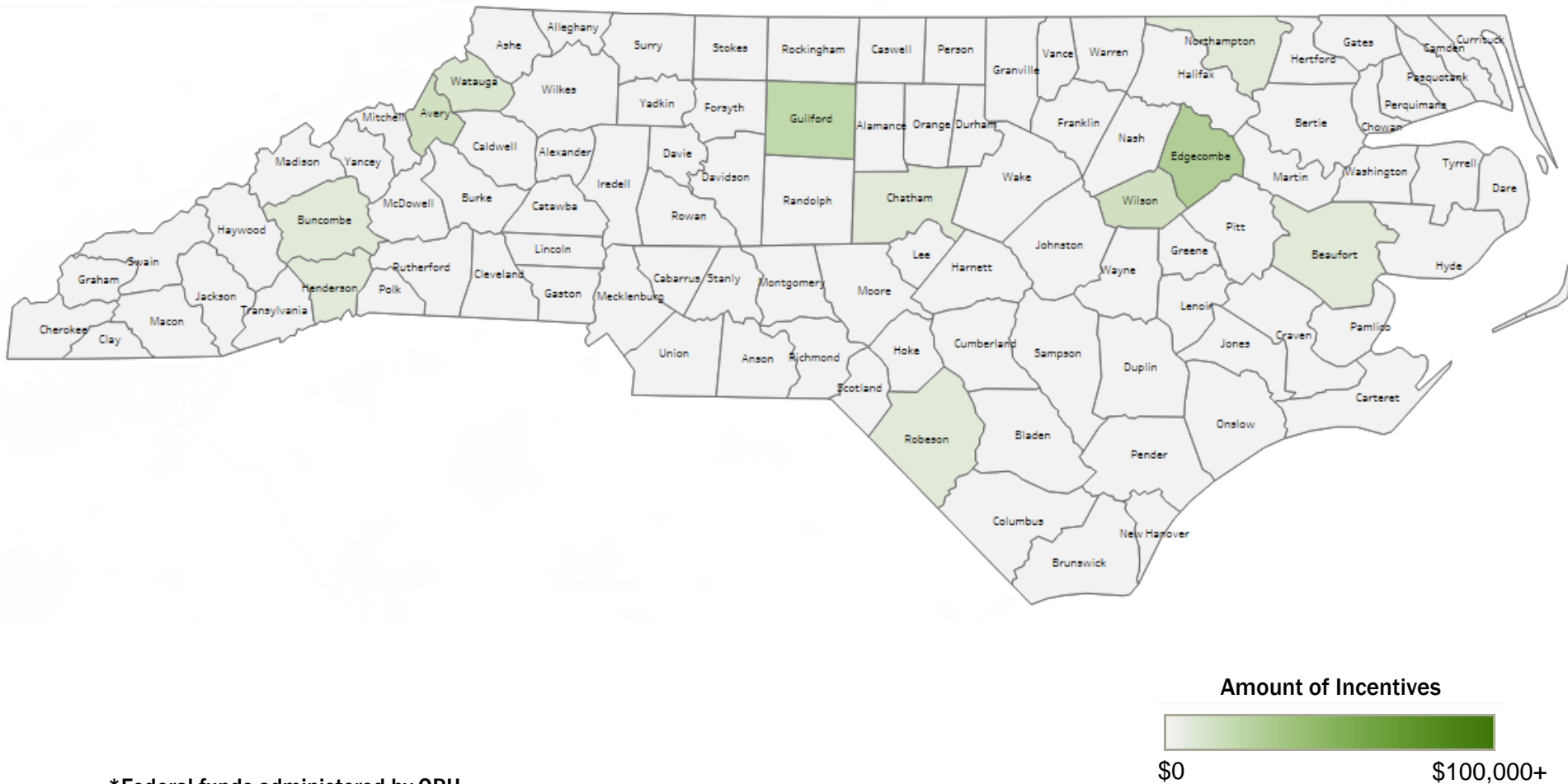
**\$1.8 Million**

- 4 Licensed Clinical Social Workers
- 3 Licensed Professional Counselors
- 1 Health Service Psychologist

\*Federal funds administered by ORH

Composition (Practice Sights) and Economic Impact (IMPLAN) in North Carolina- Funded by Health Research Service Administration (HRSA)

# Federal Loan Repayment for FY 2015 – Current



\*Federal funds administered by ORH

# Sample Payment Schedules for Federal Loan Repayment

## SLRP

Payment 1 - 1/15/2018	\$7,500
Payment 2 - 7/15/2018	\$7,500
Payment 3 - 1/15/2019	\$7,500
Payment 4 - 7/15/2019	\$7,500

\*Federal funds administered by ORH

# ORH Contract Completion and Default Rates

## State Loan Repayment and High Needs Service Bonus

Year	Retention %
2018	55/58 = <b><u>95%</u></b>
2017	46/55 = <b><u>84%</u></b>
2016	35/57 = <b><u>61%</u></b>
2015	58/78 = <b><u>74%</u></b>
2014	74/94 = <b><u>79%</u></b>
2013	54/72 = <b><u>75%</u></b>

## Federal Loan Repayment

Year	Retention %
2018	5/5 = <b><u>100%</u></b>
2017	9/10 = <b><u>90%</u></b>
2016	4/4 = <b><u>100%</u></b>

Retention % is number of contracts retained during loan period/total contracts during loan period.

# ORH Contract Completion and Default Rates for Long Term Contracts (3-4 Year Commitments)

## State Loan Repayment and High Needs Service Bonus

Year	Retention %
2018	37/40 = <b><u>93%</u></b>
2017	28/36 = <b><u>78%</u></b>
2016	18/26 = <b><u>69%</u></b>
2015	27/43 = <b><u>63%</u></b>
2014	20/32 = <b><u>63%</u></b>
2013	18/30 = <b><u>60%</u></b>


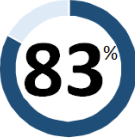
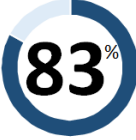









Best indicator of completed 4 year contracts

Retention % is number of contracts retained during loan period/total contracts during loan period.

# SFY 2017 - Top Three Retention Factors

Practice Sights Retention Data - Based on % of respondents who agreed to the statement - Includes all respondents from every program



NC State Loan Repayment	 <p>94% I feel like I am doing important work</p>	 <p>83% I fully value the mission of my practice</p>	 <p>83% Staff in my practice support my professional judgment</p>
Nation Health Service Corps	 <p>88% I feel like I am doing important work</p>	 <p>88% I fully value the mission of my practice</p>	 <p>88% Staff in my practice support my professional judgment</p>
Federal Loan Repayment (SLRP)	 <p>100% I feel like I am doing important work</p>	 <p>100% I fully value the mission of my practice</p>	 <p>100% I feel a strong personal connection with my patients</p>
Other 20 States that participate in Practice Sights Retention Data	 <p>97% I feel like I am doing important work</p>	 <p>94% I fully value the mission of my practice</p>	 <p>93% Staff in my practice support my professional judgment</p>

# SFY 2017 - Top Three Retention Factors - Community



	1	2	3
NC State Loan Repayment	My spouse is happy in the community	We feel safe in the community	We have access to most of the things we like to do
Nation Health Service Corps	The community provides well for my children's need	My children are happy in the community	We feel safe in the community
Federal Loan Repayment (SLRP)	We feel safe in the community	My children are happy in the community	My spouse is happily employed
Other 20 States that participate in Practice Sights Retention Data	We feel safe in the community	My children are happy in the community	My spouse is happy in the community


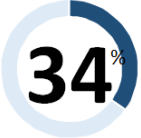
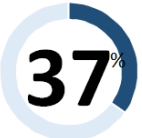
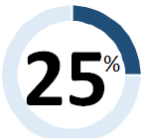
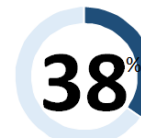
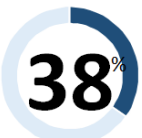
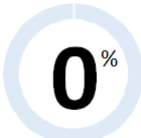
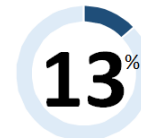


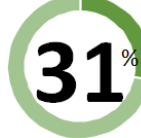
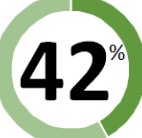
\*Practice Sights Retention Data - Based on % of respondents who agreed to the statement – Includes all respondents from every program



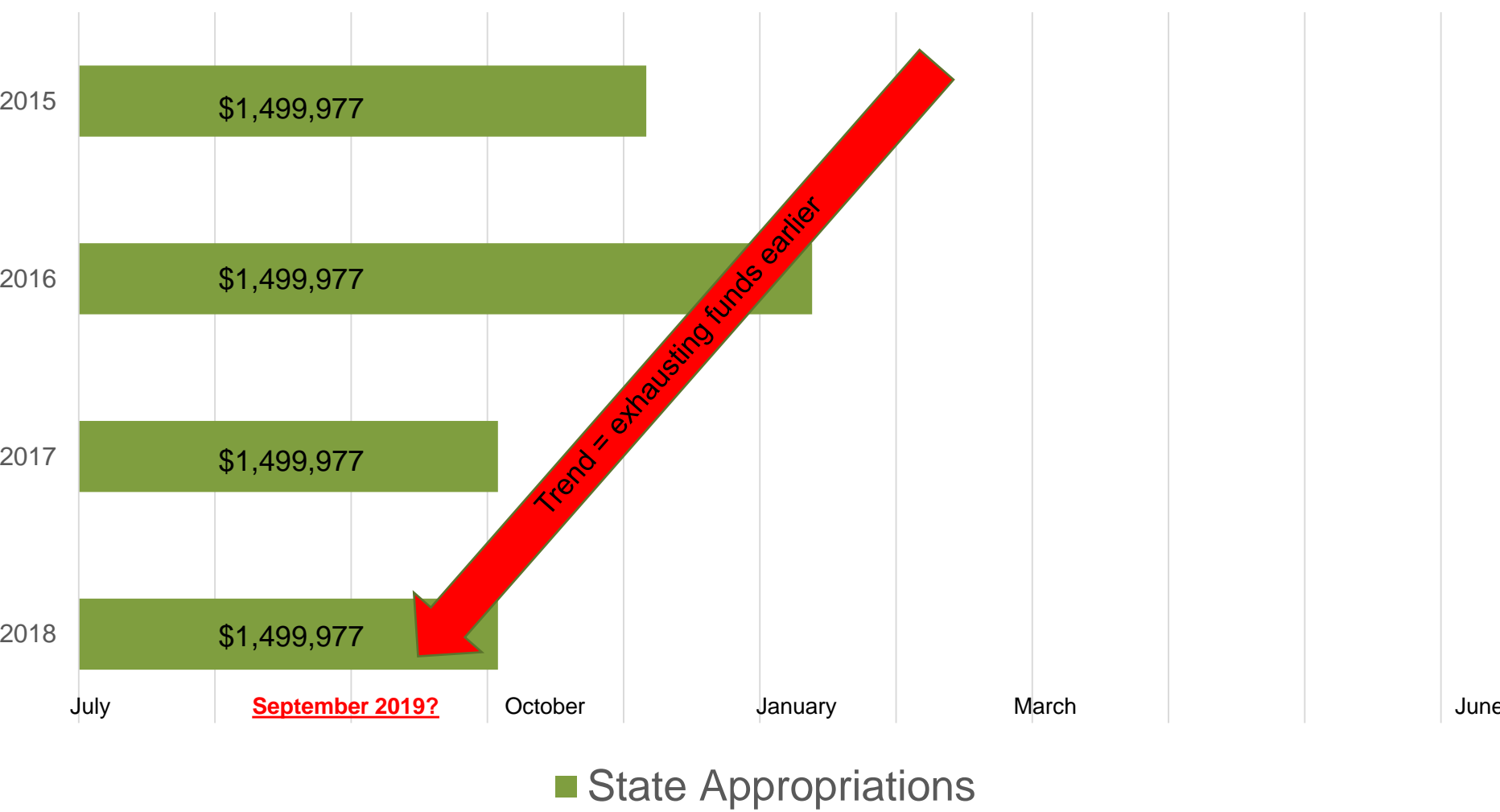
# SFY 2017 - Lowest Three Retention Factors

Practice Sights Retention Data - Based on % of respondents who agreed to the statement - Includes all respondents from every program



NC State Loan Repayment	 <p>27% I am well compensated given my training and experience</p>	 <p>34% The staffing at my practice is stable-not much recent turnover</p>	 <p>37% Work rarely encroaches on my personal time</p>
Nation Health Service Corps	 <p>25% My total compensation package, including benefits, is fair</p>	 <p>38% Work rarely encroaches on my personal time</p>	 <p>38% I am well compensated given my training and experience</p>
Federal Loan Repayment (SLRP)	 <p>0% I am well compensated given my training and experience</p>	 <p>13% I have real input into administrative decisions</p>	 <p>50% Work rarely encroaches on my personal time</p>
Other 20 States that participate in Practice Sights Retention Data	 <p>25% I am well compensated given my training and experience</p>	 <p>31% Work rarely encroaches on my personal time</p>	 <p>42% The staffing at my practice is stable-not much recent turnover</p>

# SFY 2018 Loan Availability and Consumption



# Summary

- **No silver bullet to recruit/retain providers so collectively we can make an impact**
- **Community engagement is critical across stakeholders: economic development, health, education**
- **Communities provide invaluable information to help direct resources and efforts**
- **Telehealth (broadband access) will open doors for improved health, employment and education**