Healthcare Workforce in Rural Michigan

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Michigan Center for Rural Health

- Non-profit organization; state office of rural health (SORH) for MI
- Located at MSU COM
- Serve as the point of contact and advocate for rural health issues and initiatives across MI
- Collaborate with MDHHS and federal agencies regularly
- Work with EMS, rural health clinics, federally qualified health centers and hospitals in all 57 rural counties
What’s Considered Rural Michigan?
Healthcare Education in MI

- 7 Medical Schools
- 2 Dental Schools
- Dental Therapist legislation introduced
- 6 (9 by 2020) Physician Assistant Programs
- 10 Nurse Practitioner Programs
- 37 BSN Schools
- 30 RN Schools
- No shortage of educational opportunities
Why do we have shortages?

- Poor distribution of training opportunities
- Limited training available outside of metropolitan and academic centers
- Most GME in MI is not located in rural communities
- According to AAFP, 56% of FM physicians practice within 100 miles of where they completed residency
Health Professional Shortage Areas (HPSAs)

- Designations and scores given by HRSA to counties, populations, or facilities that have a shortage of providers (medical, dental, mental)
- Scores are on a scale of 0-25; a higher score indicates a greater need
- BOTH federal and state loan repayment programs use HPSA to determine qualification for loan repayment
- Find HPSA designations and scores at www.hpsafind.hrsa.gov
HPSA Find

www.hpsafind.hrsa.gov

HPSA Find

Health Professional Shortage Areas (HPSAs) are designated by HRSA as having shortages of primary care, dental care, or mental health providers and may be geographic (a county or service area), population (e.g., low income or Medicaid eligible) or facilities (e.g., federally qualified health centers, or state or federal prisons). More about shortage areas >>

HPSA Search

A field with an asterisk (*) before it is a required field.

Search by HPSA ID:

Or search by state/county:

* Choose a state/territory:
  Select a State ▼

* Choose a county or counties:

* Narrow by HPSA discipline(s):
  - Primary Care
  - Dental Health
  - Mental Health

[+] Expand search options

Search >>

Note: Programs that use HPSAs to determine eligibility may utilize the HPSA data to facilitate program operations. To locate National Health Service Corps (NHSC) approved sites with eligible HPSAs and the corresponding HPSA scores for use in the NHSC programs, please refer to the NHSC Jobs Center.

Additional Tools

- Find HPSA and MUA by Address
- Medicare Bonus Payment Eligibility Analyzer
- MUA Find

July 1, 2015 Federal Register Notice

Below are lists of designated HPSAs that reflect the publication of the Federal Register notice on July 1, 2015. This Federal Register notice reflects the status of HPSAs as of May 29, 2015. The main impact of this Federal Register publication will be to officially withdraw those HPSAs that have been in "proposed for withdrawal" status since the last Federal Register notice was published on June 25, 2014. HPSAs that have been placed in "proposed for withdrawal" status since May 29, 2015, will remain in that status until the publication of the next Federal Register notice. If there are any questions about the status of a particular HPSA or area, we recommend that you contact the state primary care office in your state.

- County and county equivalent listing – Primary Care (approx. 387 KB)
- County and county equivalent listing – Dental Care (approx. 320 KB)
Primary Care HPSAs in Michigan
Physician Shortage

- Not enough physicians - especially primary care
- 20% of U.S. lives in rural; only 10% of physicians practice there
- Loan burden is tremendous - this cannot be ignored if you need to recruit/retain
Loan Repayment Programs

- Federal and state programs exist to assist primary care clinicians (medical, dental, behavioral health) who elect to work in a health professional shortage area (HPSA) in out/patient setting
- Programs are state and federal income tax exempt
- Medical primary care defined as Family, Internal, OB/GYN, Pediatrics, Geriatrics, Med-Pediatrics, Psychiatry
- Clinicians include MD/DO, Dentists, Nurse Practitioners, Certified Nurse Midwives, Physician Assistants, Psychologists, MSWs
Nursing Shortage

- Shortage of nurses or shortage of experienced nurses?
- Do you have a pipeline for CAN-RN-BSN or BSN-NP?
- Offer tuition assistance?
- Iowa Online Nursing Residency Program
Create a Pipeline

- CampMed/OsteoCHAMPS - encourage students from your communities to attend
- Community college programs, i.e., Camp Health and Wellness at Delta College
- Can you create similar programs at your local community colleges?
What Can You Do?

- Think outside the box
- Innovate
- Be flexible
- Remove obstacles and barriers (communities - are you a welcoming place to live? Employers - call schedules, childcare, etc.)
- Form partnerships with universities and colleges
- Engage your community in this process
Tools/Resources

- National Rural Recruitment and Retention Network - 3RNet
- Medical Opportunities in Michigan - MOM
- Loan Repayment - MSLRP & NHSC
- J-1 Physicians - Conrad 30 & HHS J1 waiver programs
- AAMC State of Physician Workforce Report
Innovative Ideas

- CMU’s Rotary Scholarship Fund - “Thanks for Staying”
- Residency stipends
- Aspirus Scholars
- MIDOCS
- Community Recruiters
Contact

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