Rural Recruitment and Retention: Utilizing 3RNet and State/Federal Student Loan Repayment Programs

RACHEL RUDDOCK
RECRUITMENT AND RETENTION SERVICES MANAGER
MICHIGAN CENTER FOR RURAL HEALTH
MICHIGAN STATE UNIVERSITY
517-355-7758
RACHEL.RUDDOCK@HC.MSU.EDU
Michigan Center for Rural Health (MCRH)

- Non-profit organization; recipient of state office of rural health (SORH) grant
- Serve as the point of contact for rural health issues and initiatives across MI
- Advocate for rural healthcare and communities
- Collaborate with MDHHS and federal agencies regularly
- Work with EMS, rural health clinics, and hospitals in all 57 rural counties
State and Federal 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
- Medical primary care defined as Family, Internal, OB/GYN, Pediatrics, Geriatrics, Med-Peds, Psychiatry
- Clinicians include MD/DO, Dentists, Nurse Practitioners, Certified Nurse Midwives, Physician Assistants, Psychologists, MSWs
Health Professional Shortage Area (HPSA)

• 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 0-26; 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
<table>
<thead>
<tr>
<th>National Health Service Corps Loan Repayment Program (NHSC LRP)</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Federal appropriated dollars provided to primary care clinicians in full-time (40 hours/week) out/patient primary care practice</td>
</tr>
<tr>
<td>• Must work in a HPSA area/facility with a minimum score of 14 or above in order to be a competitive applicant</td>
</tr>
<tr>
<td>• Must be a U.S. citizen or national</td>
</tr>
<tr>
<td>• $25,000/year maximum – up to $200,000 over 8 years</td>
</tr>
</tbody>
</table>
*Disclaimer* For the majority of MI’s rural areas and providers, NHSC LRP is not an option due to low HPSA scores

MSLRP is often the only viable loan repayment option for rural providers
Michigan State Loan Repayment Program (MSLRP)

- State appropriated dollars provided to primary care clinicians in full-time (40 hours/week) outpatient primary care practice
- Emphasis placed on HPSA designation, not score (key difference between MSLRP and NHSC)
- Employer is required to contribute 20% match for each year provider participates in program (MSLRP only)
MSLRP Cont.

- Must be a U.S. citizen or national
- $25,000/year maximum – up to $200,000 over 8 years
- Starting now, a calculation will be used to determine funding per year – e.g., $50k in student debt will be divided by 8 and multiplied by 2 for the yearly award amount: $50,000/8 \times 2 = $12,500 (maximum award per year)

- Application cycle: January – April, however applications are batched and reviewed at the end of every month; apply in January
Both NHSC LRP and MSLRP are funded by federal and state appropriations

Not enough funds to meet demand

MSLRP is funded through General Funds which can be decreased or eliminated at any time

Need increases in funding in order to help meet the shortage
3RNet- www.3rnet.org

- National Rural Recruitment and Retention Network
- Rural recruitment professionals representing every state
- Center for Rural Health is the organizational member for MI
- Focus is solely on recruitment efforts of rural facilities and candidates wanting to work in rural areas
• Free resource – costs nothing to post positions or for candidates to create profiles and job search
• Can post clinical (physicians, NP/PA, MSWs, Nurses, etc.) and non-clinical (upper management – CEO, CFO, Quality, etc.) positions
• Contact me with any questions on how to get started
Resources

- Michigan Center for Rural Health: www.mcrh.msu.edu
- National Health Service Corps: www.nhsc.hrsa.gov
- Michigan State Loan Repayment Program: www.michigan.gov/mslrp
- 3RNet: www.3rnet.org
- HPSA Find: www.hpsafind.hrsa.gov
Contact

Rachel Ruddock
Recruitment and Retention Services Manager
Michigan Center for Rural Health
(517) 355-7758
rachel.ruddock@hc.msu.edu