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# Oregon Workforce Recruitment and Retention Efforts

## A Five-Year Review and Look to the Future

Presented by:

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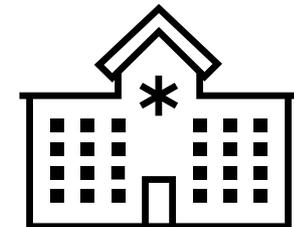
# Objectives

- Background of Health Care Provider incentive program (HCPIP)
- Overview and evaluation of current HCPIP incentives
- HCPIP 2023-2025 biennium: opportunities for growth
- Audience participation: dialogue on recruitment/retention efforts
- Next steps and final thoughts

# **Background of Health Care Provider Incentive Program (HCPIP)**

# Health Care Provider Incentive Fund: Purpose

- Oregon offers state-funded financial incentives to health care students and practicing professionals who commit to provide culturally responsive care for Oregon Health Plan members and Medicare recipients who commit to practicing in rural or medically underserved areas of this state
- These areas are identified through federal and state methodologies as having an insufficient number of providers to support optimal population health.



# Background on health care provider incentive programs in Oregon: Legislation

The Oregon Legislature passed House Bill 3261 (2017) that:

- **Created the Health Care Provider Incentive Fund**, which consolidated multiple provider incentives into a single pool; and
- **Directed the Oregon Health Policy Board (OHPB), through OHA and its partners to:**
  - Conduct a Health Care Workforce Needs Assessment every two years and provide proposals to address needs with Fund programs
  - Evaluate the effectiveness of state financial incentive programs every two years in recruiting and retaining health care providers to practice in rural and medically underserved areas serving Oregon Health Plan and Medicare patients

# Background: Review of HCPIP outcomes by the numbers (2018-2022)

Incentive	Unduplicated Number of Recipients
<b>Primary care loan forgiveness</b> for students in training	51
<b>Loan repayment</b> for practicing professionals in primary care, behavioral health and oral health*	292
<b>Scholars for a Healthy Oregon Initiative Program (SHOI)</b> scholarships for Oregon Health & Science University (OHSU) students	156
<b>SHOI-like</b> scholarships for non-OHSU students	16
<b>Rural medical malpractice insurance subsidies</b> for practicing primary care professionals in rural areas <sup>+</sup>	619
<b>Total</b>	<b>1,134</b>

\*Does not include 3 recipients who also received primary care loan forgiveness prior to receiving loan repayment incentives.

<sup>+</sup>Does not include 21 recipients who also received primary care loan forgiveness or loan repayment incentives.

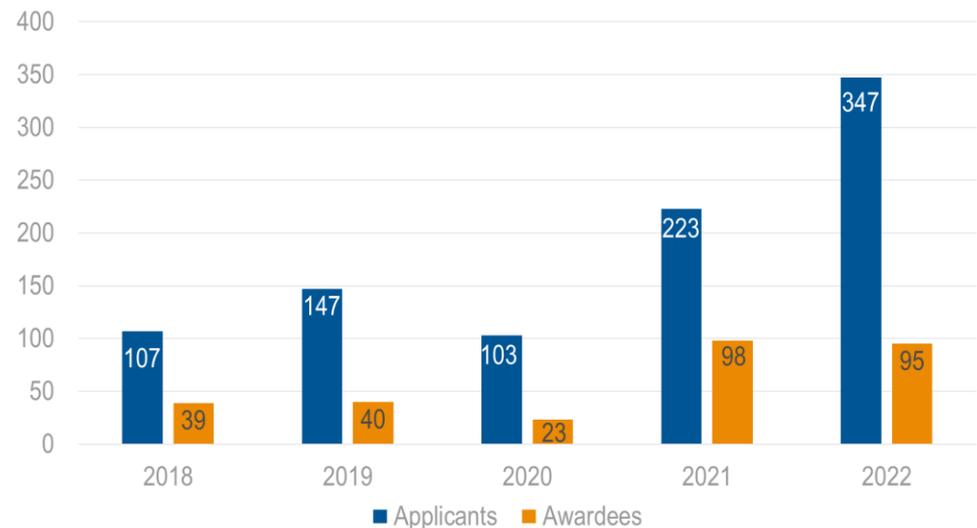
# Overview of HCPIP incentives

# Health care provider loan repayment

## Incentive overview

- Supports practicing professionals to repay qualifying student loan debt, in exchange for service commitment at a qualifying practice site
- 17 quarterly cycles awarded \$16.7 million to 295 practicing clinicians across the state
  - ❖ 34% of recipients identify as people of color or from Tribal communities
  - ❖ 34% speak a second language

Loan Repayment Applicants and Awardees by Annual Award Cycle 2018-2022



# Health care provider loan repayment

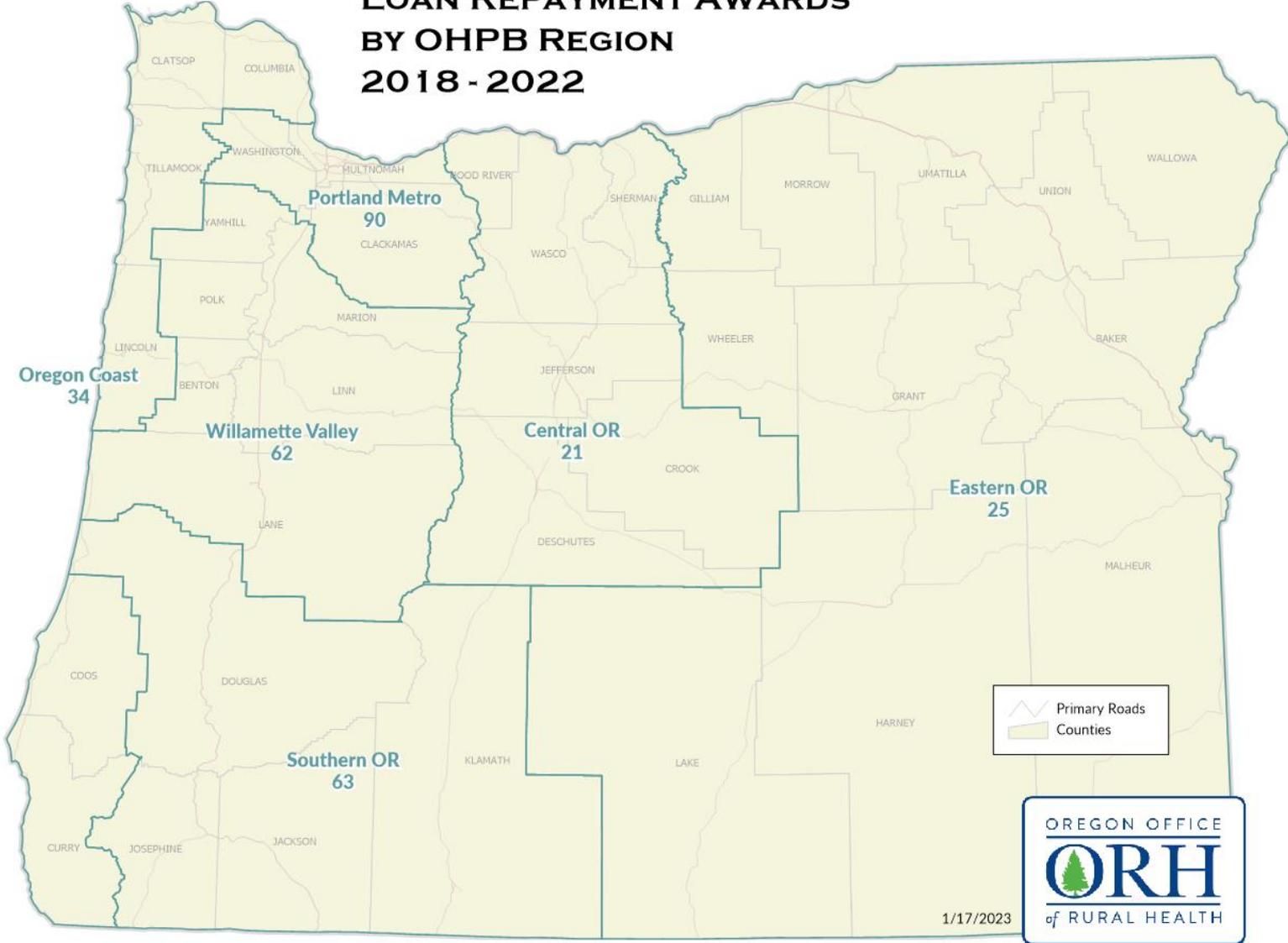
## Eligible provider types

- Dentists in general or pediatric practice;
- Expanded Practice Dental Hygienists (EPDH);
- Pharmacists;
- Physicians (MD, DO or ND): Family medicine or general practice, general internal medicine, geriatrics, pediatrics, or obstetrics and gynecology;
- Nurse Practitioners: adult primary care, women's health care, geriatrics, pediatrics, family practice, or nurse midwifery;
- Physician Assistants: Family medicine or general practice, general internal medicine, geriatrics, pediatrics or obstetrics and gynecology;

## Eligible practice site

- Located in a Health Professional Shortage Area (HPSA), or have a Facility HSPA; **or**
- Serve Medicaid and Medicare patients in no less than the same proportion of such patients in the county; **or**
- Provides essential health care services to an underserved population, as determined by the Authority; **and**
- Have a Site Application on file with the Oregon Office of Rural Health and have received confirmation of site qualification.

# LOAN REPAYMENT AWARDS BY OHPB REGION 2018 - 2022

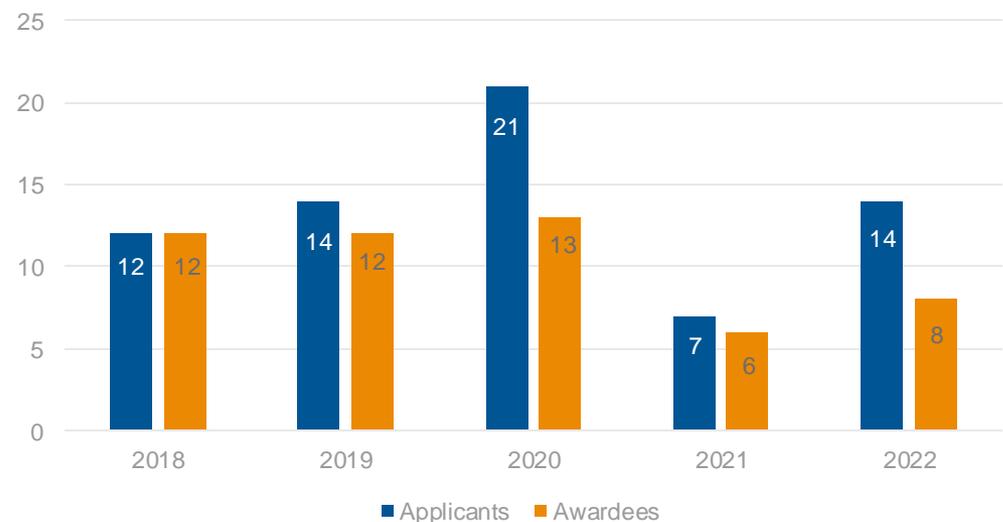


# Primary care loan forgiveness (PCLF)

## Incentive overview

- Supports students on a primary care rural training track to practice in rural communities, in exchange for a service obligation at a qualifying practice site
- Five annual cycles to 51 future clinicians from five schools in six clinical programs
- Began collecting race and ethnicity data in 2021-2022
  - ❖ Less than 36% of recipients identify as students of color or from Tribal communities\*

Primary Care Loan Forgiveness Applicants and Awardees by Annual Award Cycle, 2018-2022



# PCLF

## Eligible student types

- Enroll in an academic institution that does/will not discriminate against anyone based on the following: age, ancestry, disability, race, color, citizenship, national origin, creed, political or religious affiliation, sex (including pregnancy-related conditions), familial or marital status, sexual orientation, gender identity or expression, marital status, military status, unfavorable discharge from the military, status as a protected veteran, or other groups protected by law; AND
- Be in good academic standing; AND
- **Participate in the Oregon AHEC Scholars Program** or accepted to an approved Oregon rural training track; **and**
- Begin to practice in primary care at an approved rural practice site within 90 days of graduation or completion of residency (if applicable)

## Eligible practice site

- Located in a rural area as designated by the Oregon Office of Rural Health; **and**
- Located in a federally designated HPSA, MUA or an Area of Unmet Need as determined by the Oregon Office of Rural Health; **and**
- See at least the same percentage of Medicare and Medicaid patients that exist in the county in which the clinic is located; **and**
- Have a valid Site Application on file with the Oregon Office of Rural Health that is no more than one year old.

# Scholars for a Healthy Oregon Initiative (SHOI)

- OHA contracts with OHSU to administer incentive that is established in separate statute ([ORS 348.303](#))
- Funding allocated to this incentive has remained steady each biennium
- Provides full tuition/fees to OHSU students in four clinical programs, in exchange for a service commitment at a qualifying practice
- Must be a resident of Oregon and accepted into, but not yet started, the first year of education at OHSU
- Gives preference to individuals:
  - a) From rural heritage, as defined by the university's admission policy;
  - b) First generation college students; or
  - c) Individuals from a diverse or underrepresented community

For more information about this program, contact David Robinson: [robinsda@ohsu.edu](mailto:robinsda@ohsu.edu)



# SHOI: Eligibility

## Eligible student types

Students must be admitted to OHSU as an Oregon Resident or Oregon Heritage Student in one of the following clinical degree programs:

- Doctor of Medicine (MD)
- Doctor of Dental Medicine (DMD)
- Master of Physician Assistant Studies (MPAS)
- Doctor of Nursing Practice (DNP) in:
  - Adult Gerontology Acute Care Nurse Practitioner
  - Family Nurse Practitioner
  - Nurse Anesthesia
  - Nurse Midwifery
  - Pediatric Nurse Practitioner
  - Psychiatric Mental Health Nurse Practitioner

**SHOI Recipients by Discipline  
2019/20-2021/22**

<b>Discipline</b>	<b>Academic Year 2019/20- 2021/22</b>
Doctor of Medicine (MD)	8
Doctor of Dental Medicine (DMD)	14
Master of Physician Assistant Studies (MPAS)	13
Doctor of Nursing Practice (DNP)	20
<b>Total recipients</b>	<b>55</b>

For more information about this program, please contact David Robinson: [robinsda@ohsu.edu](mailto:robinsda@ohsu.edu)

# SHOI: Eligible practice sites

## Urban areas

- Federally Qualified Health Centers (FQHCs);
- County and state correctional facilities;
- Community Mental Health Clinics;
- State Mental Hospital –Salem;
- A Non-profit facility, with a HPSA for your profession, seeing a high percentage of Medicaid and/or Medicare patients;
- Other primary care facilities as identified by the Oregon Office of Rural Health with a HPSA score

## Rural areas

- Federally Qualified Health Centers (FQHCs);
- Sites in rural areas in Oregon, with a HPSA for your profession, seeing the same percentage of Medicaid and/or Medicare patients that exist in the county in which the clinic is located;
- County and State correctional facilities;
- Community Mental Health Clinics;
- State Mental Hospital- Junction City;
- Critical Access Hospitals (CAH) and other rural hospitals;
- Certified Rural Health Clinics (RHC);
- Veterans Affairs Facilities;
- Tribal Clinics

# SHOI-like

- Funds for tuition/fees to students in non-OHSU training programs in exchange for a service commitment at a qualifying practice site
- Changed program structure from previous biennia:
  - Adjusted from contracting directly with students to contracts with training programs through Request for Grant Application (RFGA) opportunity
  - Expanded types of training programs with varied health care workforce disciplines
  - Prioritized for individuals who will increase access to services that are peer- and community-driven and that provide culturally specific and culturally responsive services for people of color, and tribal communities

Scholarships by School and Profession 2019-2021

School	Profession	Count	Total Award Amount
National University of Natural Medicine	Naturopathic Doctor	6	\$382,711
Pacific University	Physician Assistant	5	\$375,000
COMP-NW	Doctor of Osteopathic Medicine	5	\$588,000
<b>Total</b>		<b>16</b>	<b>\$1,347,711</b>

# SHOI-like

## Institution Eligibility

- Must have an established medical, behavioral health or dental “training program”
  - *Training program: results in certification, licensure or other credential related to healthcare workforce*
- Operationalize scholarships that increase diversity and representation of people of color, tribal communities and persons with lived experience
- Provide support for employment
- Implement application process (approved by OHA) and data tracking mechanism for REALD collection

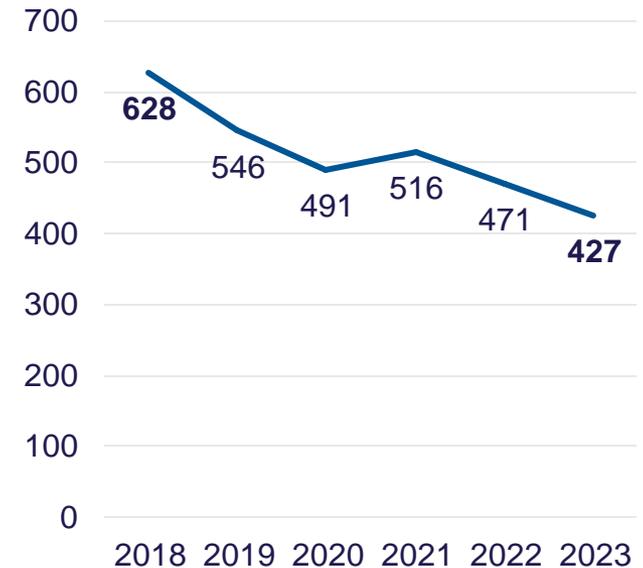
## Scholarships by School and Profession 2021-2023

School	Profession (to be finalized)
Capitol Dental	Dental Assistant (DA)
Chemeketa Community College	Anesthesia Tech, DA, Dental Hygienist, Emergency Medical Technician, Medical Assistant, Practical Nursing, Nursing Assistant, Pharmacy Technician, Speech Pathology
George Fox University	Physician Assistant
National University of Naturopathic Medicine	Naturopathic Doctor
Pacific University	Physician Assistant
Umpqua Community College	Nursing Assistant, Pharmacy Technician, Phlebotomist, Dental Assistant

# Rural Medical Practitioners Insurance Subsidy

- Originally launched under House Bill 3260 in 2003
- Purpose: to support and stabilize the health care workforce in rural and frontier areas of Oregon by providing partial malpractice premium subsidy payments for Physicians and Nurse Practitioners practicing in rural areas
- Seven\* insurance carriers that make payments to practicing professionals at a percentage of their malpractice premiums (\*Five active carriers/two inactive but remain eligible based on recent carrier mergers within the last biennium)

Rural Medical Insurance Subsidy Enrollment 2018-2023



Eligible Providers  
January-July 2023

Reimbursement percentages (OAR 406-036-0050)	Number of providers (Jan-July 2023)
80%	29
60%	14
40%	216
15%	102
<b>Total</b>	<b>361</b>

# Other Health Care Workforce Incentive Opportunities

Future Ready Oregon (HECC)

HOW TO Grant (OHA)

Long Term Care Workforce Investments (ODHS)

State Tax Credits (Dept of Revenue)

NHSC Scholarships (Federal)

HCPIP Investments (OHA)

Behavioral Health Workforce (OHA)

Oral Health Workforce Grant (OHA)

J-1 Visa Program (OHA)

**HCPIP 2023-2025 biennium:  
opportunities for growth**

# HCPIP incentive considerations

- Focus on career pathways and incentive expansion for behavioral health, oral health, and primary care workforce
- Adjust Loan Repayment eligibility requirements to:
  - Reintroduce behavioral health professions
  - Expand to other high-demand health professions
- Develop new incentives focused on retention (licensed, certified and uncertified workforce)
- Explore antiracism strategies that directly impact health care workforce
  - Collaboration with community partners and reconvene provider of color advisory group
  - Implementation of strategies into program policies (procedures, contracts and grantee support)
- Enhance program evaluation to measure short and long-term impact, diversity of programs, and resiliency and workplace well-being
  - Diversity of workforce using REALD race, ethnicity, language, and disability (REALD) and eventually sexual orientation or gender identity (SOGI)
  - Support trauma-informed workplace

**Audience participation**

# Questions for the audience

- Thinking about your current health care workforce, what support is missing?
- What ideas do you have that would support the health care workforce in your area?
- Other questions or comments?



**Next steps and final thoughts**

# Next steps

- Create high-level overview document of HCPIP incentives that will include:
  - Contact information for further discussion
  - QR code to provide additional comments/suggestions
- Develop HCPIP Incentives 101 webinar for clinics
  - Program eligibility for providers and students
  - Site eligibility
- Extend workforce conversations by developing a “community of practice.” Topics may include:
  - Understanding support needed to expand qualified health care workforce
  - Understanding workforce and equity

# Contact information

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***Thank you!***