



South Carolina Area Health Education Consortium

Recruitment &

Retention

Programs

South Carolina AHEC connects students and professionals with the tools, training and resources necessary to provide quality healthcare with a focus on rural and underserved communities. We provide education, recruitment and retention programs to build and support the healthcare workforce South Carolina needs.

Rural Incentive Grants

Rural Incentive Grants address the undersupply of clinicians in rural and underserved South Carolina communities. The program provides incentive grants for physicians and advanced practice providers (advanced practice registered nurses, nurse midwives, and physician assistants) who commit to practice in a Health Professional Shortage Area (HPSA) for 4 years.

Rural Dentist Loan Repayment

The Rural Dentist Program addresses the distribution of dentists in rural and underserved areas of the state. The program assists with the repayment of educational loans for dentists who agree to practice in a HPSA or serve as a full-time faculty member in the MUSC College of Dental Medicine.

To find out more about these programs:



www.scahec.net/professionals/recruitment.html



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SOUTH CAROLINA OFFICE OF RURAL HEALTH

Investment. Opportunity. Health.

provider
services

RURAL PROVIDER RECRUITMENT+ RETENTION

Did You Know?

14 health care providers started work in one of our rural communities in 2017 as a result of SCORH's recruitment services.

Overview

Rural South Carolina is a wonderful place to live and work—a statement that is especially true for health care providers that choose careers in our rural communities. Our providers are an integral part of their communities and not just another physician or advanced clinician in a large health system. They are community leaders while still utilizing their broad clinical skill set to create meaningful and lasting relationships with their patients.

For the past 25 years, SCORH's Rural Recruitment Services effort has partnered with health care providers and rural health care employers across the state to make "compatible matches" for their workforce. SCORH provides technical assistance to South Carolina's Federally Qualified Health Centers (FQHCs), look-a-like community health centers (CHCs), Rural Health Clinics (RHCs), Critical Access Hospitals (CAHs), and other rural health care employers in all 46 counties in South Carolina. These organizations are connected with potential candidates, as well as financial programs and other tools from the state and national levels that enable them to grow and sustain their workforce.

Services Provided

For South Carolina Health Care Providers or Students:

- Access to programs that support retention through loan repayment and other incentives, such as the National Health Service Corps Loan Repayment Program and the SC Rural Physician Incentive Grant
- Match with opportunities to meet specific family needs
- Receive assistance with job searches and related topics, especially for recent graduates
- Connect with rural jobs and employers across South Carolina
Create a candidate profile and connect with SCORH staff about job opportunities in rural South Carolina: go to www.3RNet.org and look for the blue "Register" panel

For South Carolina Health Care Employers:

- Access to local candidates from South Carolina's graduate level health care programs
- Access to national candidates through the National Rural Recruitment and Retention Network (3RNet)
- Post rural job opportunities and share those jobs with qualified, motivated candidates
- Receive Rural Recruitment technical assistance
- Access to a liaison for relevant recruitment and retention programs across the state and nation

More Information:

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National Health Service Corps Loan Repayment Program



Program Description	The National Health Service Corps (NHSC) Loan Repayment Program (LRP) offers primary care medical, dental, and mental and behavioral health care providers the opportunity to have their student loans repaid, while earning a competitive salary, in exchange for providing health care in urban, rural, or frontier communities with limited access to care.		
Financial Benefits	The NHSC LRP offers two levels of funding, based upon the need of the community in which a provider works, as defined by a Health Professional Shortage Area (HPSA) score.		
Initial Award Amounts		2 Years Full-Time	2 Years Half-Time
	Sites with HPSA Score of 14-26	Up to \$50,000	Up to \$25,000
	Sites with HPSA Score of 0-13	Up to \$30,000	Up to \$15,000
	With continued service, NHSC providers may be able to pay off all of their student loans.		
Service Commitments	<p>Full-Time Option: 2 years of full-time service (minimum 40 hours/week, 45 weeks/year) at an NHSC-approved service site.</p> <ul style="list-style-type: none"> • For all health professionals, except as noted below: 32 hours/week providing patient care at an NHSC approved service site. • For OB/GYNs, Certified Nurse-Midwives, Pediatric Dentists and Geriatric Service providers: 21 hours/week providing care at an NHSC-approved service site; 19 hours/week providing patient care at an alternate service site. • No more than 8 hours/week may be spent on practice-related duties. • Up to 8 hours/week may be spent teaching in a clinical setting. <p>Half-Time Options: 2 years of half-time service (minimum 20 hours/week, 45 weeks/year) at an NHSC-approved service site.</p> <ul style="list-style-type: none"> • For all health professionals, except as noted below: 16 hours/week providing patient care at an NHSC-approved service site. • For OB/GYNs, Certified Nurse-Midwives, Pediatric Dentists and Geriatric Service providers: 11 hours/week providing patient care at an NHSC-approved site; 9 hours providing patient care at an alternate site. • No more than 4 hours/week may be spent on practice-related duties or teaching. 		

Continued



Eligible Disciplines	<ul style="list-style-type: none"> • Physician (MD/DO) <ul style="list-style-type: none"> ○ Family Medicine ○ Obstetrics/Gynecology ○ General Internal Medicine ○ Geriatrics ○ General ○ Pediatrics ○ General Psychiatry • Physician Assistant (primary care) 	<ul style="list-style-type: none"> • Nurse Practitioner (NP) <ul style="list-style-type: none"> ○ Nurse Practitioner (adult, family, pediatric) ○ Psychiatric/Mental Health ○ Geriatrics ○ Women's Health ○ Certified Nurse-Midwife ○ Psychiatric Nurse Specialist 	<ul style="list-style-type: none"> • Dentistry (DDS, DMD) • Dental Hygienist • Mental and Behavioral Health <ul style="list-style-type: none"> ○ Health Service Psychologist ○ Licensed Clinical Social Worker ○ Licensed Professional Counselor ○ Marriage and Family Therapist ○ Physician Assistant
Where Members Serve	<ul style="list-style-type: none"> • NHSC clinicians must work at an NHSC-approved service site in a HPSA. • HPSAs are located around the country in rural, urban and frontier communities. • NHSC-approved sites are generally outpatient facilities providing primary medical, dental, and/or mental and behavioral health services. These facilities may be a: <ul style="list-style-type: none"> ○ Federally Qualified Health Center (FQHC) ○ FQHC Look-Alike ○ Rural Health Clinic ○ Indian Health Services (IHS) hospitals ○ Hospital-affiliated Primary Care Outpatient Clinic ○ Private Practice (Solo/Group) ○ State or Federal Correctional Facility ○ Other Health Facilities: <ul style="list-style-type: none"> • Community Mental Health Facility • Community Outpatient Facility • Critical Access Hospital • Free Clinic • Immigration and Customs Enforcement (ICE) Health Service Corps • Mobile Unit • School-based Health program • State and County Department of Health Clinic 		
Application Requirement	U.S. citizen (U.S. born or naturalized) or U.S. national		
Tax Liability	Not taxable		
Web Site	https://nhsc.hrsa.gov/loan-repayment/nhsc-loan-repayment-program.html		

NHSC's mission is to build healthy communities by supporting qualified medical, dental, mental and behavioral health care providers working in areas of the United States with limited access to care.





National Health Service Corps Scholarship Program



Program Description	Students pursuing a career in primary health care are eligible to receive funding for their education in exchange for practicing in rural, urban, and frontier communities with limited access to care, upon graduation and licensure.
Eligible Disciplines	Enrolled or accepted in the following primary health care disciplines in an eligible degree program in a U.S. state or territory: <ul style="list-style-type: none"> • Primary Care Physician (MD or DO) • Dentist (DDS or DMD) • Family Nurse Practitioner (NP) • Certified Nurse-Midwife (CNM) • Primary Care Physician Assistant (PA)
Service Commitment	1-year service commitment per scholarship year or partial scholarship year; 2-year minimum and 4-year maximum.
Financial Benefits	Funding for a maximum of 4 years: <ul style="list-style-type: none"> • Tuition • Required fees • Reasonable educational costs • Monthly support stipend
Tax Liability	Only stipend is taxable.
Where Members Serve	NHSC Scholars must practice at an NHSC-approved site in a Health Professional Shortage Area (HPSA) with a minimum score that is determined annually. Funding for a maximum of 4 years: <ul style="list-style-type: none"> • NHSC sites are located in 50 states, DC, and territories and may be a: <ul style="list-style-type: none"> ○ Federally Qualified Health Center (FQHC) ○ FQHC Look-alike ○ Rural Health Clinic ○ Hospital-affiliated Primary Care Outpatient Clinic ○ Indian Health Service, Tribal Clinic, and Urban Health Service Corps Indian Health Clinic (ITU); IHS and Tribal Hospitals ○ State or Federal Correctional Facility—Private Practice (Solo/Group) ○ Other Health Facilities <ul style="list-style-type: none"> • Community Mental Health Facility • Community Outpatient Facility • Critical Access Hospital • Free Clinic • Immigration and Customs Enforcement (ICE) • Health Service Corps • Mobile Unit • School-based Health Program • State and County Department of Health Clinic
Application Requirements	U.S. citizen (U.S. born or naturalized) or U.S. national
Web Site	https://nhsc.hrsa.gov/scholarships/index.html





National Health Service Corps Students to Service (S2S) Loan Repayment Program



<p>Program Description</p>	<p>Under the National Health Service Corps (NHSC) Students to Service Loan Repayment Program (S2S LRP), medical students (MD or DO) and dental students (DMD or DDS) in their final year of school can receive loan repayment assistance in return for providing health care in urban, rural, or frontier communities with limited access to care.</p>
<p>Eligibility</p>	<ul style="list-style-type: none"> • U.S. citizen (U.S. born or naturalized) or U.S. national • Enrolled as a full-time student in the final year at a fully accredited medical or dental school in an eligible allopathic, osteopathic, doctor of dental surgery, or doctor of dental medicine degree program. • Planning to complete an accredited primary care medical or dental residency in an NHSC-approved specialty (Internal Medicine, Family Practice, Pediatrics, OB/GYN, Geriatrics, and Psychiatry. Dental applicants are encouraged, but are not required to complete a postgraduate training. Approved postgraduate training for dentists: General Practice Dentistry, Advance Education in General Dentistry, Pediatric and Public Health Dentistry, Geriatric Dentistry fellowship.
<p>Service Commitment</p>	<ul style="list-style-type: none"> • Upon completion of residency, 3 years of full-time or 6 years of half-time service <ul style="list-style-type: none"> ○ Full-Time Clinical Practice — no less than 40 hours per week, for a minimum of 45 weeks a year ○ Half-Time Clinical Practice — no less than 20 hours per week (not to exceed 39 hours per week), for a minimum of 45 weeks per year.
<p>Financial Benefits</p>	<ul style="list-style-type: none"> • Loan repayment assistance up to \$120,000 with 3 years of full-time or 6 years of half-time service • Eligible providers may be able to pay off all qualifying student loans through continued service. They may apply for additional funding once their initial service obligation is completed. Funding is based on availability.
<p>Where Members Serve</p>	<p>NHSC Students to Service Loan Repayment Program participants must work at NHSC-approved sites in federally designated HPSAs of greatest need throughout the United States and its Territories. The NHSC publishes a list of approved sites each year. Review the NHSC Jobs Center to learn more about primary care job vacancies and information about NHSC-approved sites.</p> <p>Sites may be:</p> <ul style="list-style-type: none"> • Federally-Qualified Health Center (FQHC) • FQHC Look-Alike • Rural Health Clinic (RHC) • Hospital Affiliated Primary Care Out-Patient Clinic • Critical Access Hospital • Federal Indian Health Service, Tribal Clinic, and Urban Indian Health Clinic (ITU) • Some Indian Health and Tribal Hospitals • Public Health Department • State or Federal Correctional Facility • Private Practice (Solo/Group) • Other Health Facility



How Awards Are Determined	<p>The NHSC will prioritize applications based on:</p> <ul style="list-style-type: none"> • Disadvantaged Background. The applicant must submit certification from a school that he/she: (i) was identified as having a “disadvantaged background” based on environmental and/or economic factors or (ii) received a Federal Exceptional Financial Need Scholarship. • Applicants Likely to Remain in a HPSA. The NHSC will also give funding preference to applicants who display characteristics that indicate a higher likelihood of continuing to serve in a HPSA once the service commitment is completed as outlined in their application essay and letters of recommendation.
Tax Liability	<p>Not taxable</p>
Web Site	<p>http://NHSC.hrsa.gov/loanrepayment/studentstoserviceprogram/index.html</p>

