

MUSC College of Nursing
Advanced Nursing Education Grant Program (ANEW)
Recruitment and Retention Video Transcript

Thank you for taking the time to learn about what South Carolina has to offer you as you explore the possibility of working in a rural or underserved area. During the video you will hear from representatives of the South Carolina Area Health Education Consortium, the South Carolina Office of Rural Health, and the South Carolina Office of Primary Care. They will share the resources that are available to you for choosing a primary care practice setting in a rural or underserved area.

Hi, I'm Kim and I'm Emily; and we're the Health Professions Student Coordinators at Lowcountry AHEC. We're here to talk to you about working in the rural and underserved areas of South Carolina.

And each center and has one or two health professions student coordinators that have similar job duties.

We facilitate and coordinate rotations from many primary care profession disciplines such as nurse practitioner students, physician assistant students, and third year family medicine students.

The goal for the state-wide health profession student program is to assist with recruiting and retaining rural health professionals especially the primary care disciplines (MD, DO, PA, and NP) for workforce distribution in rural areas.

We provide housing for students in the rural areas.

We have seen that these activities increase health professionals working in rural areas. We are cog in the wheel to recruit providers. It takes a state-wide team: South Carolina AHEC, South Carolina Office of Rural Health and South Carolina Office of Primary Care.

Some AHEC Health Professions Student Coordinators also serve as National Health Service Corps Ambassadors. The National Health Service Corps assists South Carolina and communities throughout the United States to access desperately needed primary health care in areas where health care providers are in short supply by awarding scholarships and loan repayment to clinicians in exchange for at least two years of service in a health professions shortage area. Being an ambassador for the National Health Service Corps is a natural extension of what we do. The goals are the same: to recruit committed health care workers to practice in areas lacking quality health resources.

In addition, all AHEC centers have a board of directors or a board of advisory that consist of representatives from each of our rural counties. These boards are made of CEOs, providers and other health professionals that work together with the AHEC centers to make sure the workforce is evenly distributed.

It is our goal to encourage health professions students to return to rural and/or medically underserved communities to practice once they have graduated. Therefore, we are here to ask you to consider working in the rural and underserved areas of South Carolina.

Hi, I'm Kristin Cochran, Director of Recruitment and Retention Programs for the South Carolina Area Health Education Consortium. Today, I would like to take a few minutes to share information with you

about the South Carolina AHEC as well as information about financial incentive opportunities available through AHEC's recruitment and retention programs.

The South Carolina Area Health Education Consortium began in 1972 as 1 of 11 originally funded projects of the federal AHEC program. Today, South Carolina AHEC is a state agency with a program office housed at the Medical University of South Carolina, 4 regional centers and family medicine residency programs.

South Carolina AHEC connects students and professionals with the tools, training and resources necessary to provide quality healthcare with an emphasis on improving health workforce diversity and distribution and encouraging practicing transformation. South Carolina AHEC provides education, recruitment and retention programs emphasizing service in rural underserved areas to build and support the health care workforce South Carolina needs. This is accomplished through a variety of programs starting with students in high school and progressing through college, health profession student training programs, and graduate medical education. Then once providers are practicing professionals, programs support the recruitment and retention of providers in rural underserved areas as well as continuing professional development and access to education and other services supporting telehealth implementation.

The South Carolina Rural Physician Program was initiated by the South Carolina legislature in 1989 to address the undersupply of clinicians in rural and underserved areas of the state. The program provides incentive grants to primary care physicians and the specialties of family medicine, internal medicine, pediatrics and OBGYN and to advanced practice professionals including nurse practitioners, nurse midwives and physician assistants who commit to practice in an underserved area on outpatient basis. Surgeons and psychiatrists practicing at small rural hospitals are also eligible to apply. Today, 410 physicians and 71 advanced practice providers have been funded through this program.

The South Carolina Rural Physical Program provides \$25,000 per year for up to four years or \$100,000 total for qualified physicians practicing in counties with a population of less than 50,000. The program provides \$12,500 per year for up to four years or \$50,000 total for advanced practice providers practicing in counties with a population of less than 50,000.

The South Carolina Rural Physician Program provides \$15,000 per year or \$60,000 total to qualified physicians who work in rural areas of other counties or who work in federally qualified health centers in urban areas. If you're interested in whether a practice site qualifies, please contact me and I'll be glad to look up the information for you.

I would like to say that the Rural Physician Program is an incentive grant program versus a loan repayment program. So, clinicians will receive payments to be used as they choose such as for loan repayment or in another manner. Payments are made at the end of each state's fiscal year. This program offers a half-time option. This option allows for half time of at least 20 hours per week for half of the full-time funding amount which is consistent with the program available through the federal National Health Service Corps. The application deadline for the Rural Physician Program is March 15th each year.

South Carolina AHEC is pleased to announce a new component of the Rural Physician Program: Resident Recruitment Incentive Grants. Residents are eligible for the resident recruitment incentive if they meet

all the following criteria: complete a South Carolina Family Medicine Residency program, agree to practice full-time primary care on an outpatient basis upon graduation, and practice in a whole county Geographic Health Professional Shortage Area. The Rural Physician Program will guarantee funding in the amount of \$30,000 per year for four years or \$120,000 total to eligible residents who commit to service in one of these areas. Due to the limited number of spots available, these incentives are available on a first come first serve basis to eligible residents who submit a completed application packet, which includes the Rural Physical Program application, a practice site profile completed by the intended practice site, and a letter of intent signed by the applicant and the practice site. Residents may apply at any time during the residency training. Eligible counties are those counties that are whole county Geographic Health Professional Shortage Area as of January 1, 2018. This information as well as other details can be found on the South Carolina AHEC recruitment and retention webpage.

Now I would like to spend a few minutes to share information with you about the South Carolina Rural Dentist Program. Recognizing the importance of ensuring access to affordable, timely and high-quality dental health care, the South Carolina Rural Dentist Program was established by the state legislature in 2005. This program assists in the repayment of educational loans of dentists who practice in a HPSA or serve as full-time faculty at the Medical University of South Carolina College of Dental Medicine. The expectation is that during their commitment period, these dentists will establish viable community practices or academic careers at the College of Dental Medicine, become involved in their respective communities and remain after the funding period is complete.

Currently, the program provides up to \$75,000 for a four-year service obligation in a Health Professional Shortage Area (HPSA). MUSC faculty sign contracts for a one-year period and may apply for funding multiple years.

Applicants must practice full time in a Health Professional Shortage Area (HPSA) or serve as full time faculty at MUSC College of Dental Medicine. The deadline for applications is February 15 each year.

Hello. My name is Jessica Seel and I am the Program Manager for Recruitment and Retention for the SC Office of Rural Health. I am pleased to be given the opportunity to speak with you today about how our office works with a variety of partners across the state to recruit and retain healthcare providers. The South Carolina Office of Rural Health is a 501(c)(3) nonprofit statewide organization. We are dedicated to improving the health of rural and underserved communities throughout the state. Since 1991, we've worked with local, state and national partners to leverage opportunities for improving rural quality of life in the Palmetto State. We're the only federally designated state-wide organization that is solely focused on the health needs of rural communities. 27% of the state's population live in rural communities and 36 of the state's 46 counties fall outside of a metropolitan area. We work in all areas of the state to assist our 19 Federally Qualified Health Centers (FQHCs) with more than 176 delivery sites and the 88 Rural Health Clinics to assure all communities have access to quality healthcare.

A Health Professional Shortage Area (HPSA) is a geographic area, population, and facility designated as having a shortage of Primary Care, Dental, and Mental Health Providers and Services. This is important to understand especially if you are interested in any of the following loan repayment programs:

National Health Service Corp Loan Repayment

Rural Physician Incentive Grant

Resident Recruitment Incentive Grant

Currently, Allendale, Bamberg, Barnwell, Chester, Chesterfield, Colleton, Edgefield, Fairfield, Hampton, Lee, Marlboro, McCormick, Saluda, Union, and Williamsburg Counties are all designated as Geographic HPSAs. HPSAs tend to experience an increase in disease prevalence. As you can see indicated by the darker colors in the maps, there is an absolute correlation between HPSAs and higher rates of hypertension, diabetes and stroke among other chronic conditions. This is why we make it a priority to address primary care shortage areas within SC.

3RNET (Rural recruitment and retention network) is a national network aimed to improve rural and underserved communities' access to quality health care by recruitment of physicians and other health care professionals. Each state has one member and SC Office of Rural Health is the member for South Carolina. This program allows private access to health care providers looking for opportunities and a place to create a profile and upload a CV to begin identifying potential opportunities. Current opportunities in SC are listed. Please feel free to go to the site to see what types of positions are available. I am here to help match candidates with potential job opportunities by getting to know you and what your priorities are while identifying the organizations which will best fit your needs. We strive to match candidates with the best fit that will hopefully be long term because we know how essential that provider will be to the community.

Please feel free to contact me with any questions you may have and thank you for your interest in the Palmetto State.

This is Mark Jordan. I am the Director of the Office of Primary Care at the South Carolina Department of Health and Environmental Control. In that capacity, I am the state's liaison to the National Health Service Corps.

National Health Service Corps (NHSC) clinicians serve in Health Professional Shortage Areas (HPSA). Another function of my office is to maintain these designations for the state of South Carolina. Health Professional Shortage Areas or HPSAs are divided into three categories: Primary Health Care, Primary Care Dental and Primary Care Mental Health Services.

The National Health Service Corps (NHSC) has members that are currently providing care to more than 9.7 million people in the United States. Networking and other education resources are available to support National Health Service Corps (NHSC) providers during their service. The number of providers in service has more than doubled since 2008.

First, let's talk about the National Health Service Corps (NHSC) Loan Repayment Program.

This is an opportunity to pay off student debts while providing care to communities in need.

It offers both full-time and part-time options.

The full-time program offers up to \$50,000 in tax-free loan repayment for two years of service. With continued service beyond five years, health care clinicians may be able to pay off all their student loans.

Providers receive loan repayment in addition to a competitive salary from their employers that are National Health Service Corps (NHSC) approved sites. The first step is that a provider finds a job at a

National Health Service Corps (NHSC) approved site, and then they apply for the National Health Service Corps (NHSC) loan repayment program.

Now, let's talk about the National Health Service Corps (NHSC) Scholarship Program.

Students pursuing careers in primary care can receive a scholarship now and serve later. The scholarship includes: payment of tuition and required fees that are tax-free, some other tax-free educational costs such for books, etc., and a monthly living stipend which is taxable. It is available for up to four years while the clinician is in training.

Scholars commit to serve in the Corps upon completion of their training – one year for each year of support, with a minimum two-year obligation.

Scholars choose where they will serve from a list of sites in high-need rural, urban, and frontier areas.

The first step in the Scholarship application process is to review the application and program guidance, and then apply online at NHSC.hrsa.gov.

Finally, let's talk about the Students to Service Loan Repayment Program.

This program offers up to \$120,000 in tax-free loan repayment for 3 years of full-time or 6 years of half-time service. Loan repayment begins during residency. With continued service, eligible providers may be able to pay off all their student loans. This program is eligible to medical students and dental students.

First, the clinician reviews the application and program guidance, and second, they apply online at NHSC.Hrsa.gov/loanrepayment/studentstoservice.htm.

Again, this program is only available to medical students and dental students.

Now, let's talk about the sites of where NHSC clinicians serve their obligations.

The types of sites where NHSC work are: Federally Qualified Health Centers (FQHC), American Indian Health Facilities, FQHC Look-Alikes, Correctional or Detention Facilities, Certified Rural Health Clinics (RHC), Critical Access Hospitals (CAH), Community Mental Health Centers (CMHC), State or County Health Departments, Community Outpatient Facilities, Private Practices, School-Based Clinics, Mobile Units/Clinics, and Free Clinics.

To be eligible to be a NHSC site, the site must: be located in a federally designated HPSA, see all patients regardless of ability to pay, and provide services on a discount fee schedule.

Thank you for taking the time to view this video. We hope that this information is helpful to you. Please call any of us at our contact information provided with any questions you may have.