

Federal and State Workforce Development Offices and Loan Repayment and Scholarship Programs



Western Interstate Commission for Higher Education: A State of Nevada office that is part of a 16 member state collaboration dedicated to expanding educational access and workforce development.

- Professional Student Exchange Program (PSEP) Scholarship
- Health Care Access Program (HCAP) Scholarship

Contact: Jeannine Warner, Nevada WICHE
775-687-0991, j.warner@gov.nv.gov



National Health Service Corps: A Federal program administered by the Health Resources Services Administration dedicated to supporting health professional training and placement in underserved areas.

- Loan Repayment Program
- Scholarship Program

Contact: Scott Jones, Nevada Primary Care Office
(775) 684-4047, scottjones@health.nv.gov



NURSE Corps: A Federal program administered by the Health Resources Services Administration dedicated to supporting nurse training and placement in underserved areas.

- Loan Repayment Program
- Scholarship Program

Contact: Scott Jones, Nevada Primary Care Office
(775) 684-4047, scottjones@health.nv.gov



University of Nevada
School of Medicine

Nevada Health Service Corps: A state loan repayment program administered by the Office of Rural Health of the University Of Nevada School Of Medicine supported by funds from the Health Resources Services Administration and the State of Nevada. This program provides loan repayment for health professionals working in underserved areas.

Contact: Keith Clark, Nevada State Office of Rural Health
(775) 738-3828, kclark@medicine.nevada.edu



Nevada Primary Care Association: A Federally funded non-profit organization that provides technical assistance to community health centers to develop and improve service delivery effectiveness and efficiency in order to achieve the *Triple Aim* of improving cost, quality and patient experience.

Contact: Nancy Hook, Nevada Primary Care Association
(775) 887-0417, nhook@nvpca.org

EXHIBIT SS - Health Care Document consists of 8 pages. Entire exhibit provided. Meeting Date: 02-24-16

Nevada State and Federal Scholarship and Loan Repayment Opportunities for Students and Health Professionals

WICHE Professional Student Exchange Program (PSEP) Scholarship and Health Care Access Program (HCAP) Scholarship



✚ Benefits

- From \$2,400 to \$37,500 in tuition assistance depending on discipline

✚ Responsibility

- **PSEP:** 1 year of support for 1 year service in Nevada
- **HCAP:** 2 years of service to an underserved population in Nevada

✚ Eligible Disciplines

- Pharmacy, physical therapy, physician assistant, veterinary medicine, post-graduate psychiatric nursing and psychology internships

✚ Long-Term Retention

- Applicants referred to Federal and State loan repayment programs

National Health Service Corps (NHSC) Loan Repayment Program (LRP)



✚ Benefits

- \$50,000 tax-free loan repayment funding for health professional educational costs

✚ Responsibility

- 2 years full-time service at an NHSC approved site

✚ Eligible Disciplines

- Primary care or mental health doctor MD/DO, physician assistant (PA), advanced practice registered nurse (APRN), psychiatric nurse specialist (PNS), certified nurse midwife (CNM), dentist, dental hygienist, clinical psychologist, licensed clinical social worker (LCSW), licensed professional counselor (LPC) and marriage and family therapist (MFT)

✚ Long-Term Retention

- Continuation contracts for 1 year terms

National Health Service Corps Scholarship Program



✚ Benefits

- Stipend, tuition and related costs for health professional training up to 4 years

✚ Responsibility

- 1 year full-time service per year support (minimum 2 years) at an NHSC approved site

✚ Eligible Disciplines

- Enrolled in an accredited training program for Primary Care and Mental Health MD/DO, PA, APRN, CNM, DNP and dentist

✚ Long-Term Retention

- Non-competitive continuation contracts through the NHSC LRP for 1 year terms

National Health Service Corps Student-2-Service Program



- ✚ **Benefits**
 - \$120,000 of loan repayment during final year of medical school
- ✚ **Responsibility**
 - 3 years full-time service at an NHSC approved site
- ✚ **Eligible Disciplines**
 - Primary Care and Mental Health MD/DO
- ✚ **Long-Term Retention**
 - Non-competitive continuation contracts through the NHSC LRP for 1 year terms

Nurse Corps Loan Repayment Program



- ✚ **Benefits**
 - Pays off 60% of outstanding nursing educational loans
- ✚ **Responsibility**
 - 2 years full-time service at a NURSE Corps approved site
- ✚ **Eligible Disciplines**
 - RN (including APRN and nursing faculty)
- ✚ **Long-Term Retention**
 - Optional 3rd year to pay off 25% of original loan balance

Nurse Corps Scholarship Program



- ✚ **Benefits**
 - Stipend, tuition and related costs up to 4 years
- ✚ **Responsibility**
 - 1 year full-time service per year support (minimum 2 years) at a NURSE Corps approved site
- ✚ **Eligible Disciplines**
 - Enrolled in an accredited training program for RN, APRN or Nursing Bridge Program
- ✚ **Long-Term Retention**
 - Continuation funding through the NURSE Corps LRP

Nevada Health Service Corps Loan Repayment Program



- ✚ **Benefits**
 - \$50,000 tax-free loan repayment funding
- ✚ **Responsibility**
 - 2 years full-time service at an approved site
- ✚ **Eligible Disciplines**
 - Primary care or mental health MD/DO, PA, APRN, CNM, PNS, dentist, dental hygienist, clinical psychologist, LCSW, LPC, MFT, Pharmacist and RN
- ✚ **Long-Term Retention**
 - Continuation contracts for 1 year terms

Health Professional Scholarship and Loan Repayment Opportunities in Nevada

Appendix 2

Updated 2.9.2016

Scholarship Opportunities						
Programs	Eligible Specialties	Requirements*	Service Obligation	Amounts	Helpful Links	Contact Information
National Health Service Corps (NHSC) Scholarship	- Medicine (DO or MD) - Dentistry (DMD or DDS) - Nurse Practitioner - Certified Nurse-Midwife - Physician Assistant (primary care) - Doctor of Nursing Practice (DNP)	- U.S. citizen or national - Full-time student at an accredited school	One year for each year of support (at least 2 years) at a NHSC certified site	- Payment of tuition and required fees (tax-free) - Educational costs (books, etc.) - A monthly living stipend (taxable) - For up to 4 years	NHSC.hrsa.gov NHSC Scholarship Website NHSC Scholarship At-A-Glance Sign Up for Email Notifications	State Contact Scott Jones Primary Care Office Division of Public and Behavioral Health 775-684-4047 scottjones@health.nv.gov http://dphh.nv.gov/Programs/NHSC/National Health Service Corps and Nurse Corps Programs - Home/ Federal Contact GetHelp@hrsa.gov Or 1-800-221-9393
Nurse Corps Scholarship	- Associate Degree School of Nursing (ADN) - Collegiate School of Nursing (BSN, graduate degree) - Diploma School of Nursing - Nursing Bridge Program (RN to BSN, RN to MSN-NP, Direct Entry MSN-NP)	Accepted or enrolled in an eligible, registered nursing or accelerated nursing degree program at an accredited school	One-year service commitment at an eligible critical shortage facility for each year of scholarship support (with a minimum 2-year service commitment). Maximum of up to 4 years of support.	- Payment of tuition and required fees - Educational costs (books, uniforms, etc.) - A monthly living stipend	Nurse Corps Scholarship Website Nurse Corps Scholarship-At-A-Glance Sign Up for Email Notification	State Contact Scott Jones Primary Care Office Division of Public and Behavioral Health 775-684-4047 scottjones@health.nv.gov http://dphh.nv.gov/Programs/NHSC/National Health Service Corps and Nurse Corps Programs - Home/ Federal Contact GetHelp@hrsa.gov Or 1-800-221-9393
NHSC Student-2-Service	Medicine (DO or MD)	- U.S. citizen or national - Full-time student in the last year at an accredited school, pursuing a degree in Medicine (MD or DO)	3 years of full-time Or 6 years of half-time service.	Up to \$120,000 in tax-free loan repayment	NHSC.hrsa.gov NHSC S2S Website NHSC S2S At A Glance	State Contact Scott Jones Primary Care Office Division of Public and Behavioral Health

Health Professional Scholarship and Loan Repayment Opportunities in Nevada

Appendix 2

Updated 2.9.2016

		- Planning to complete an accredited primary medical care residency in an NHSC-approved specialty (Internal Medicine, Family Practice, Pediatrics, OB/GYN, and Geriatrics) - Have unpaid loans		Sign Up for Email Notifications	775-684-4047 scottjones@health.nv.gov http://dpbh.nv.gov/Programs/NHSC/National_Health_Service_Corps_and_Nurse_Corps_Programs_-_Home/ Federal Contact GetHelp@hrsa.gov Or 1-800-221-9393
WICHE Professional Student Exchange Program (PSEP) Scholarship and WICHE Health Care Access Program (HCAP) Scholarship	- Pharmacy - Physical Therapy - Physician Assistant - Veterinary Medicine - Post-Graduate - Psychiatric Nursing - Psychology Internships	1 year's residence in Nevada immediately before applying - Commission approval of completed application - Must apply to WICHE-participating educational institutions	PSEP: 1 year for each year of support anywhere in the state of Nevada - Must reside in Nevada while meeting service obligation HCAP: - Up to 2 years in the state of Nevada with an underserved population - Does <i>not</i> have to be in a HPSCA; location approved by Nevada WICHE - Must reside in Nevada while meeting service obligation	- Pharmacy: \$7,525/\$10,033 - Physical Therapy: \$14,575 - Physician Assistant: \$17,250 - Veterinary Medicine: \$32,400 - Post-Graduate Psychiatric Nursing: Up to \$6428 - Psychology Internships: \$37,500 - Amounts are annual and subject to change - Maximum of up to 4 years of support depending upon field	Jeannine Warner, Director Nevada Office of Western Regional Education Compact (WICHE) 775-687-0991 j.warner@gov.nv.gov www.wiche.edu/ps www.nevadawiche.org

Loan Repayment Programs						
Programs	Eligible Specialties	Requirements*	Service Obligation	Amounts	Helpful Links	Contact Information
NHSC Loan Repayment Program	- Physician (MD or DO) - Nurse practitioner - Certified Nurse-Midwife - Physician Assistant - Dentist (general or pediatric) - Dental Hygienist - Psychiatrist - Psychologist (health service) - Licensed Clinical Social Worker - Psychiatric Nurse Specialist - Marriage and Family Therapist - Licensed Professional Counselor	- U.S. citizen or national - Currently work, or applying to work, at an NHSC-approved site - Have unpaid government or commercial loans for school tuition, reasonable educational expenses, and reasonable living expenses, segregated from all other debts - Licensed to practice in state where employer site is located	2 years of full-time service at a certified NHSC site Or 4 years of part-time service at a certified NHSC site	Up to \$50,000 for 2 year service obligation with additional loan repayment for every additional year worked at a NHSC site	NHSC.hrsa.gov NHSC LRP Website NHSC LRP At-A-Glance Sign Up for Email Notifications	State Contact Scott Jones Primary Care Office Division of Public and Behavioral Health 775-684-4047 scottjones@health.nv.gov http://dpbh.nv.gov/Programs/NHSC/National_Health_Service_Corps_and_Nurse_Corps_Programs_-_Home/ Federal Contact GetHelp@hrsa.gov Or 1-800-221-9393
Nurse Corps Loan Repayment Program	Have a current license to practice as a registered nurse and received a diploma, associate's, bachelor's, master's, or doctoral degree in nursing	- Be a U.S. citizen, U.S. national, or lawful permanent resident; - Have a current license to practice as a registered nurse and received a diploma, associate's, bachelor's, master's, or doctoral degree in nursing; - Be employed full time (at least 32 hours per week) at a public or private nonprofit Critical	2 year minimum with an optional 3 rd year at an eligible critical shortage facility	NURSE Corps Loan Repayment Program participants receive 60 percent of their total outstanding educational loan balance incurred for nursing education. Qualifying participants may receive an additional	Nurse Corps LRP Website Nurse Corps LRP At-A-Glance Sign Up for Email Notifications	State Contact Scott Jones Primary Care Office Division of Public and Behavioral Health 775-684-4047 scottjones@health.nv.gov http://dpbh.nv.gov/Programs/NHSC/National_Health_Service_Corps_and_Nurse_Corps_Programs_-_Home/

Health Professional Scholarship and Loan Repayment Opportunities in Nevada

Appendix 2

Updated 2.9.2016

		Shortage Facility OR be employed full time at an accredited, public or private nonprofit school of nursing; • Have completed the education program for which the loan applies	25 percent of their original loan balance for a third year of service.		Federal Contact GetHelp@hrsa.gov Or 1-800-221-9393
State Loan Repayment Program (Nevada Health Service Corp)	• Physician (MD or DO) • Nurse practitioner (PC) • Certified Nurse-Midwife • Physician Assistant • Dentist • Dental Hygienist • Psychiatrist • Psychologist (health service) • Licensed Clinical Social Worker • Psychiatric Nurse Specialist • Marriage and Family Therapist • Licensed Professional Counselor • Mental Health Counselor • Nurse • Pharmacist	• U.S. citizen or national • Currently work, or applying to work, at an NHSC-approved site • Have unpaid government or commercial loans for school tuition, reasonable educational expenses, and reasonable living expenses, segregated from all other debts • Licensed to practice in Nevada. • The candidate agrees to provide services to all patients, regardless of their ability to pay; to accept assignments under section 1842(b)(3)(B)(ii) of the Social Security Act as full payment for all services for which payment may be made under Part B of Title XVIII and under Title XIX of such Act; to deliver services with medically accepted quality standards for performance; and to remain in the assigned underserved area for the duration of the period of obligated service.	2 years of full-time service at a certified NHSC site initial contract period. Or 4 years of part-time service at a certified NHSC site for initial contract period. Contracts can be renewed for one year at a time after the initial contract period.	Up to \$50,000 for 2 years of service obligation. Participants may receive additional funds for renewing their service commitment. Renewed contracts are one year commitments with additional loan repayment for every additional year worked.	Keith Clark State Office of Rural Health kclark@medicine.nevada.edu

* This table provides a basic overview of each program's requirements. For specific program requirements, please request information from the program's contact.

Provider Retention Efforts

The State Primary Care Office, Nevada Primary Care Association, State Office of Rural Health, and Western Interstate Commission for Higher Education are working collaboratively to improve provider retention efforts in Nevada with Practice Sights.

The Practice Sights Retention Management System:

- Provides a standardized and state-of-the-art way to routinely gather real-time data from clinicians as they serve in the State's and the National Health Service Corps' (NHSC) loan repayment, scholarship and other incentive programs;
- Is a broad, multi-dimensional and adaptable platform;
- Gathers, analyzes and presents retention data for clinicians (of all types) serving in incentive programs in a variety of settings; and,
- Is the first system in the nation for collecting and sharing retention information within states and nationally.



Practice Sights collects data through online questionnaires sent to clinicians and practice administrators via email. The software is programmed to prompt Start of Service, End of Year, End of Contract, Administrator and Alumni questionnaires at specific points in time during a clinician's service obligation.

Clinician and site administrator responses are the key to providing a rich set of data. The system is designed to routinely follow-up with clinicians to increase the rate of questionnaire completions. Summative reports are available on demand with up-to date data per program for: Start of Service, End of Year/End of Contract and Administrator.

SAMPLE REPORT DATA FROM END OF CONTRACT QUESTIONNAIRE

D. Clinicians' anticipated retention and future practice plans

How many more years clinicians anticipate they will remain in . . .				
	Mean	Median	25th Percentile	75th Percentile
their current practice	9.7 year(s)	5 year(s)	2 year(s)	15 year(s)
their current community	15.6 year(s)	10 year(s)	5 year(s)	30 year(s)
rural practice *	14.4 year(s)	10 year(s)	5 year(s)	20 year(s)
a medically underserved area, whether urban or rural **	15.3 year(s)	15 year(s)	5 year(s)	25 year(s)
their current state	18.6 year(s)	20 year(s)	6 year(s)	30 year(s)

* excludes those who indicate they are not currently in a rural area

** excludes those who indicate they are not currently in a medically underserved area

Practice Sights can also create comparative reports across disciplines, specialties, gender, practice type and in state/out of state education and upbringing are also available for the End of Year/End of Contract reports.

Throughout the project year, Practice Sights webinars are conducted to assist in education, interpretation and opportunities to use the data and assist states' in their recruitment and retention work. Webinars will also suggest ways in which programs can work with other stakeholders in their state regarding workforce issues and support.