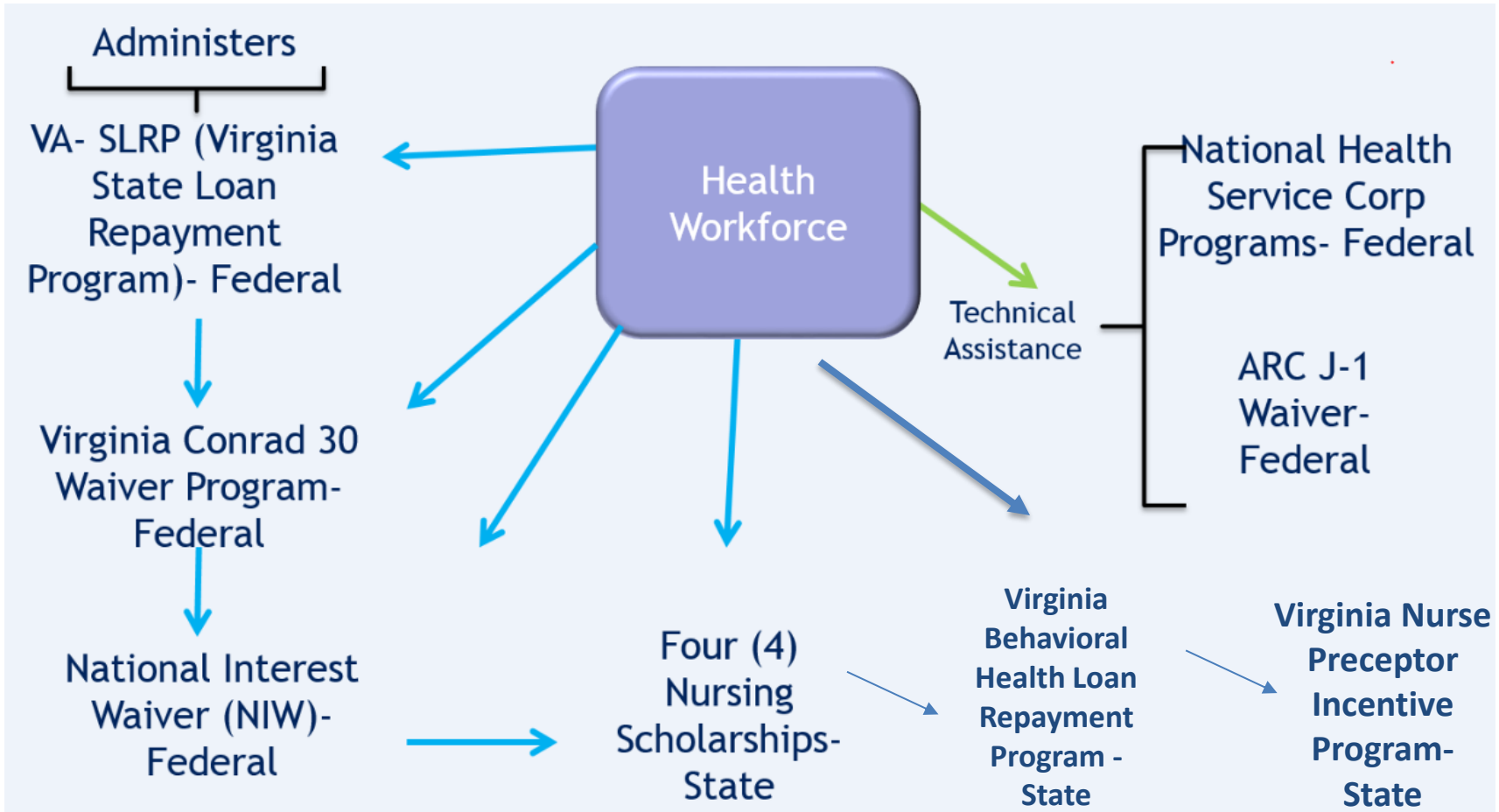


# Incentive Programs

**Olivette Burroughs, M.B.A., HCM, PHIC**  
Statewide Health Workforce Manager

**Rexford Anson-Dwamena, MPH**  
Acting Director, Epidemiologist Sr. / Spatial Analyst (GIS)

# Health Workforce Overview



# Purpose

To improve and increase access to quality care in Virginia's ***Health Professional Shortage Areas (HPSAs)***

- VDH-OHE offers incentive programs that:
  - Align with VDH's Mission and Vision
  - Help improve access to quality care by filling primary care occupations (*Nursing, Primary care, Mental Health and Dental*)
  - Address shortage needs
- VDH-OHE offers incentives in exchange for service in Virginia
- Close the gap of health equity- one provider at a time
  - **One way of giving community members what is required to be healthy** (*provider placement in underserved communities*)

# Virginia State Loan Repayment Program(VA-SLRP)

- Advisory Committee: To assist in the fair distribution of VA- SLRP monies.
- Community Match: 1:1 cash match required for federal funds only
- Who/What is considered “the community?”: Any non-federal fund source to include:
  - Employer
  - Applicant
  - Foundation
  - **Commonwealth of Virginia\***

# VA- SLRP



- Funding Source:
  - **\$822,000/yr. for three years- HRSA grant (federal)**
  - **\$1,500,000-General Assembly**
- Eligible Site: Required and must be located in a HPSA and be:
  - Non- Profit;
  - State/Public; or
  - For-Profit “operated by a non-profit” only
- Eligible Applicant: Required

# VA-SLRP

- **Award Amount**: Up to \$100,000 (new), Up to \$40,000 (Renewal)
- **Initial Obligation**: Up to \$100,000
  - 2 years, Full-time
  - 4 years, Part-time
- **Renewal- 1 year** (3<sup>rd</sup> & 4<sup>th</sup> year individually)
  - Up to \$40,000
- **Application Cycle**: January 1 to March 31 of each year
- **Website**: <https://www.vdh.virginia.gov/health-equity/virginia-loan-repayment-programs-2/>
  - 100% online



# Who is eligible for VA-SLRP?

PROVIDER	SPECIALTY
<b>Physicians</b> <ul style="list-style-type: none"> <li>Allopathic Medicine (MDs)</li> <li>Osteopathic Medicine (DOs)</li> </ul>	Pediatrics, Geriatrics, Psychiatry, Family or Internal Medicine, Women's Health
<b>Nurse Practitioners</b> <ul style="list-style-type: none"> <li>Includes Certified Nurse Midwives</li> </ul>	Adult, Family, Geriatric, Pediatric, Psychiatry/Mental Health and Women's Health
<b>Physician Assistants</b>	Adult, Family, Geriatric, Pediatric, Psychiatry/Mental Health and Women's Health
<b>Dental Professionals</b> <ul style="list-style-type: none"> <li>Dentists</li> <li>Registered Dental Hygienists</li> </ul>	General, Pediatric and Geriatric
<b>Mental Health Professionals</b> <ul style="list-style-type: none"> <li>Health Service Psychologists</li> <li>Licensed Clinical Social Workers</li> <li>Marriage and Family Therapists</li> <li>Licensed Professional Counselors</li> <li>Alcohol &amp; Abuse Counselors (<b>Masters level</b>)</li> </ul>	Adult, Family, Geriatric, Pediatric, Psychiatry/Mental Health and Women's Health
<b>Registered Nurses</b> <ul style="list-style-type: none"> <li>Includes Certified Nurse Midwives</li> </ul>	Adult, Family, Geriatric, Pediatric, Psychiatry/Mental Health and Women's Health
<b>Pharmacists</b> <i>Working at the following:</i> <ul style="list-style-type: none"> <li>Health Departments</li> <li>Clinics</li> <li>Health Centers</li> <li>Long-Term Care Facilities</li> <li>Penitentiaries</li> </ul>	Ambulatory Care, Hospital, Oncology, Pediatrics, Pharmacotherapy, Psychiatric, Critical Care, Nutrition Support, Nuclear and Community

# VA-SLRP Award Distribution

- The amount of the Federal portion of the award will be determined partially by the amount provided by the community match portion.
- The total amount of awards for all four years cannot exceed \$140,000.

1st and 2nd Year	3rd Year	4th Year
<ul style="list-style-type: none"> <li>• Match up to \$50,000</li> <li>• With a \$1 for \$1 match</li> <li>• \$50,000 from Federal &amp; \$50,000 from Community</li> <li>• Maximum \$100,000</li> </ul>	<ul style="list-style-type: none"> <li>• Match up to \$ 20,000</li> <li>• With a \$1 for \$1 match</li> <li>• \$20,000 from Federal &amp; \$20,000 from Community</li> <li>• Maximum \$40,000</li> </ul>	<ul style="list-style-type: none"> <li>• Match up to \$ 20,000</li> <li>• With a \$1 for \$1 match</li> <li>• \$20,000 from Federal &amp; \$20,000 from Community</li> <li>• Maximum \$40,000</li> </ul>



# Providers looking for jobs in a HPSA? Facilities looking for providers to work in a HPSA?

- Register at [3RNET.org](http://3RNET.org)

The screenshot shows the 3RNET.org website. The top navigation bar is dark blue with the 3RNET logo, which includes a map of the United States with a green magnifying glass over a red location pin. Below the logo, the text reads: "The Nation's Most Trusted Resource for Health Professionals Seeking Careers in Rural and Underserved Communities. Powered by the National Rural Recruitment and Retention Network". A paragraph below states: "Behind every successful 3RNET placement, there are dedicated people hard at work helping job seekers find their first, next or forever opportunity." Below this is a flow diagram showing three circular profile pictures connected by arrows. The first is labeled "Job Seeker", the second "Network Coordinator", and the third "Employer". At the bottom, the slogan "First. Next. Forever." is displayed, with the tagline "Helping mission-minded health professionals find their career opportunities" underneath. On the left side of the page, there is a dark blue box with a white "WWW" icon and a mouse cursor, and a green box with a lightbulb icon and the text "HAVE YOU BROWSED JOBS ON 3RNET RECENTLY?".

# How to find a HPSA Designation?

- **HPSA find**

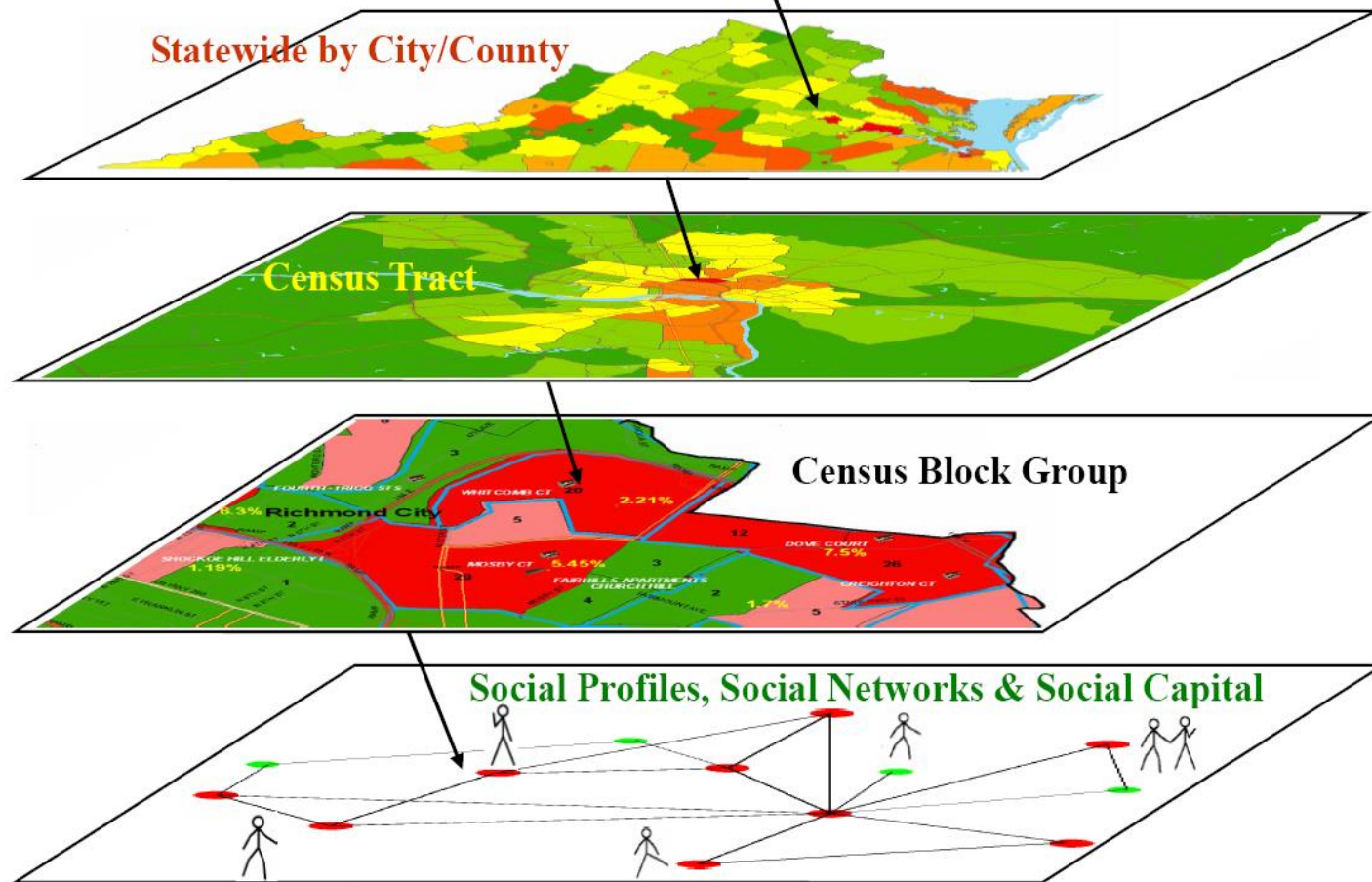
- <https://data.hrsa.gov/tools/shortage-area/by-address>



**In a Primary Care HPSA:** ✓ Yes  
**HPSA Name:** LI-Hampton City  
**ID:** 1513204626  
**Designation Type:** HPSA Population  
**Status:** Designated  
**Score:** 12  
**Designation Date:** 06/23/2021  
**Last Update Date:** 06/23/2021  
**HPSA Name:** Newport News  
**ID:** 1513212271  
**Designation Type:** High Needs Geographic HPSA  
**Status:** Proposed For Withdrawal  
**Score:** 12  
**Designation Date:** 01/14/2000  
**Last Update Date:** 06/23/2021

# VDH-Office of Health Equity (OHE) Conceptual Framework

## Multilevel Spatial Analysis of Fundamental Causes & the Social Determinants of Health



# The Health Opportunity Index

Environmental Quality Index (EPA)

Townsend Deprivation Index

Population Churning Index

Food Accessibility Index

Population-Weighted Density Index

Employment Access Index

Walkability Index

Income Inequality Index

Affordability Index

Job Participation Index

Education Index

Access to Care

Spatial Segregation Index

# Health Opportunity Index

Community  
Environmental Profile

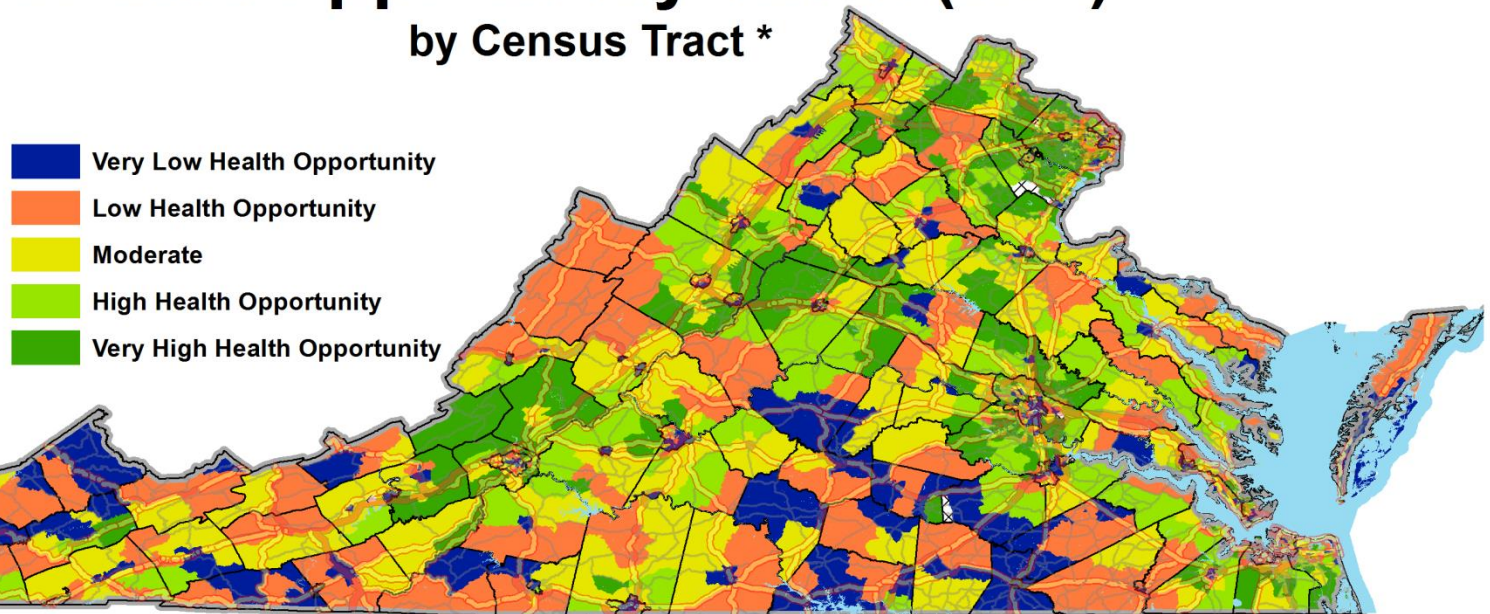
Consumer Opportunity  
Profile

Economic Opportunity  
Profile

Wellness Disparity  
Profile

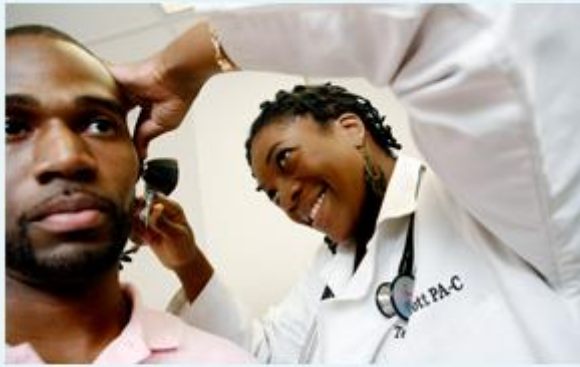
# Virginia

## Health Opportunity Index (HOI) by Census Tract \*



\* Health opportunity Index (HOI) – The HOI is a composite measure comprising 13 indices that reflect a broad array of social determinants of health

# Health Professional Shortage Area (HPSA) - Designation

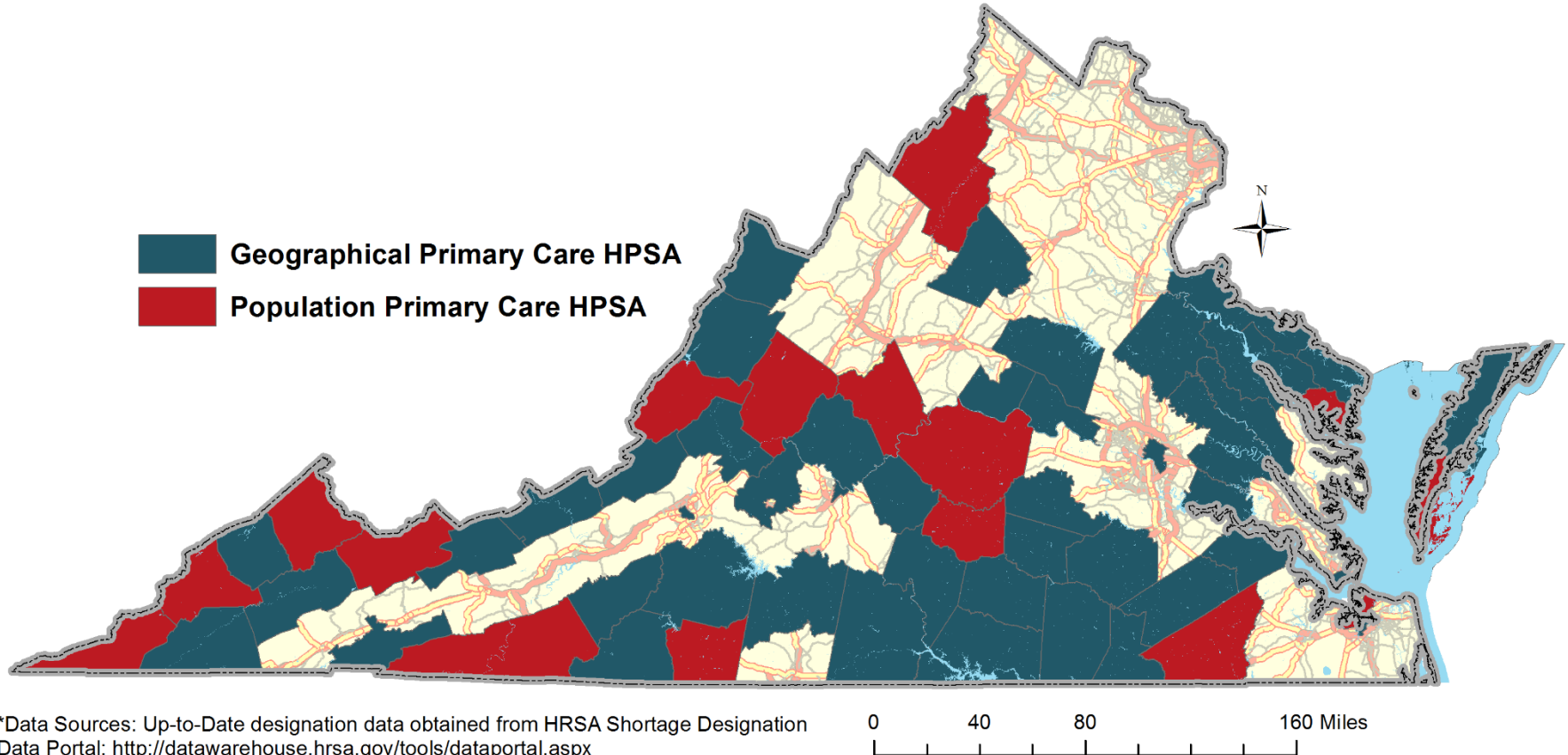


# What is as HPSA Score?

- HPSA Scores are developed for use by the National Health Service Corps in determining priorities for assignment of clinicians.
- Scores range from 1 to 25 for primary care and mental health, 1 to 26 for dental.
- The higher the score, the greater the chance of obtaining a provider.



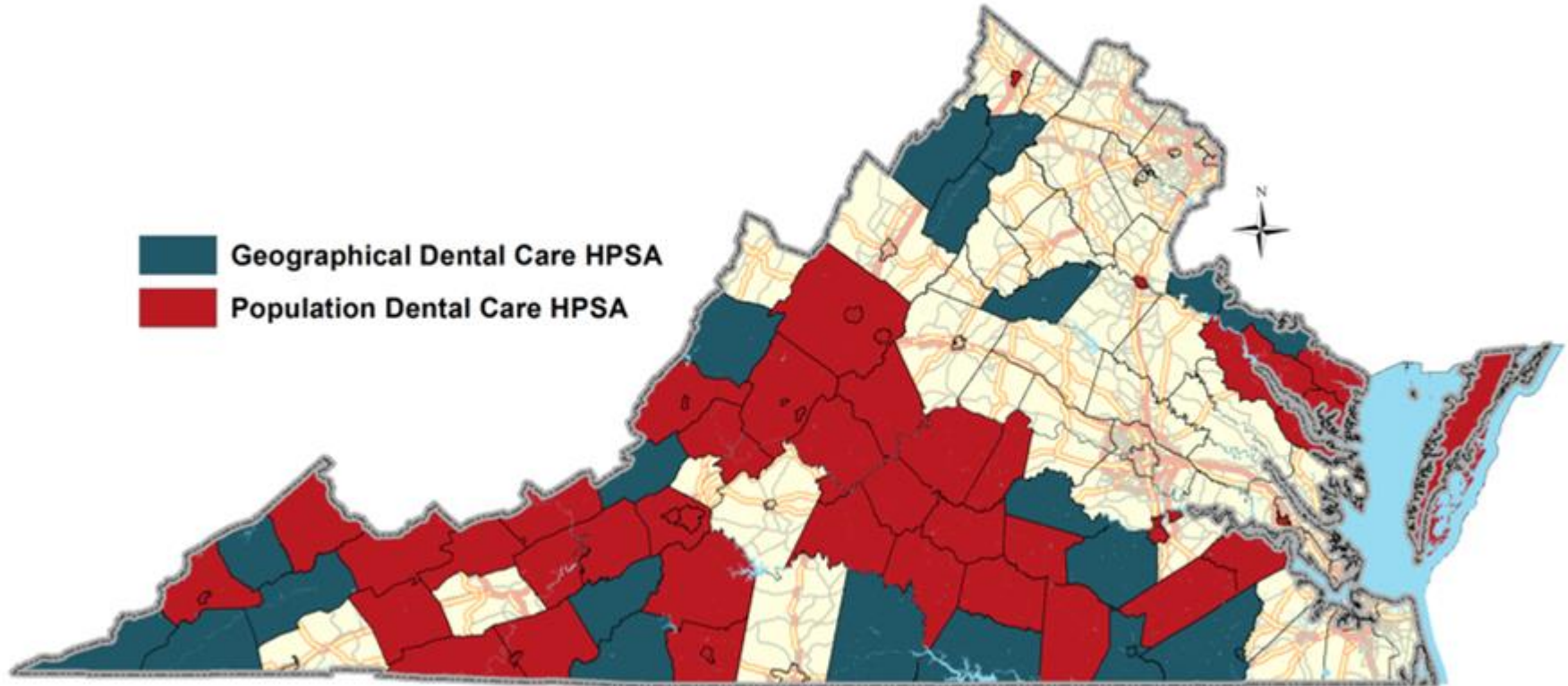
# Virginia Primary Care Professional \* Shortage Areas (HPSA) \*\*



\*Data Sources: Up-to-Date designation data obtained from HRSA Shortage Designation Data Portal: <http://datawarehouse.hrsa.gov/tools/dataportal.aspx>

\*\* Health Professional Shortage Areas (HPSAs) are designated by HRSA as having shortages of primary care and may be geographic (a county or service area), demographic (low income population) or institutional (comprehensive health center, federal qualified health center or other public facility). The Dark blue color on the map shows the HRSA shortage area of county or service area (Geographic) for primary Care while the Red color shows the Low-income population areas (Population)

# Virginia Dental Care Professional \* Shortage Areas (HPSA) \*\*

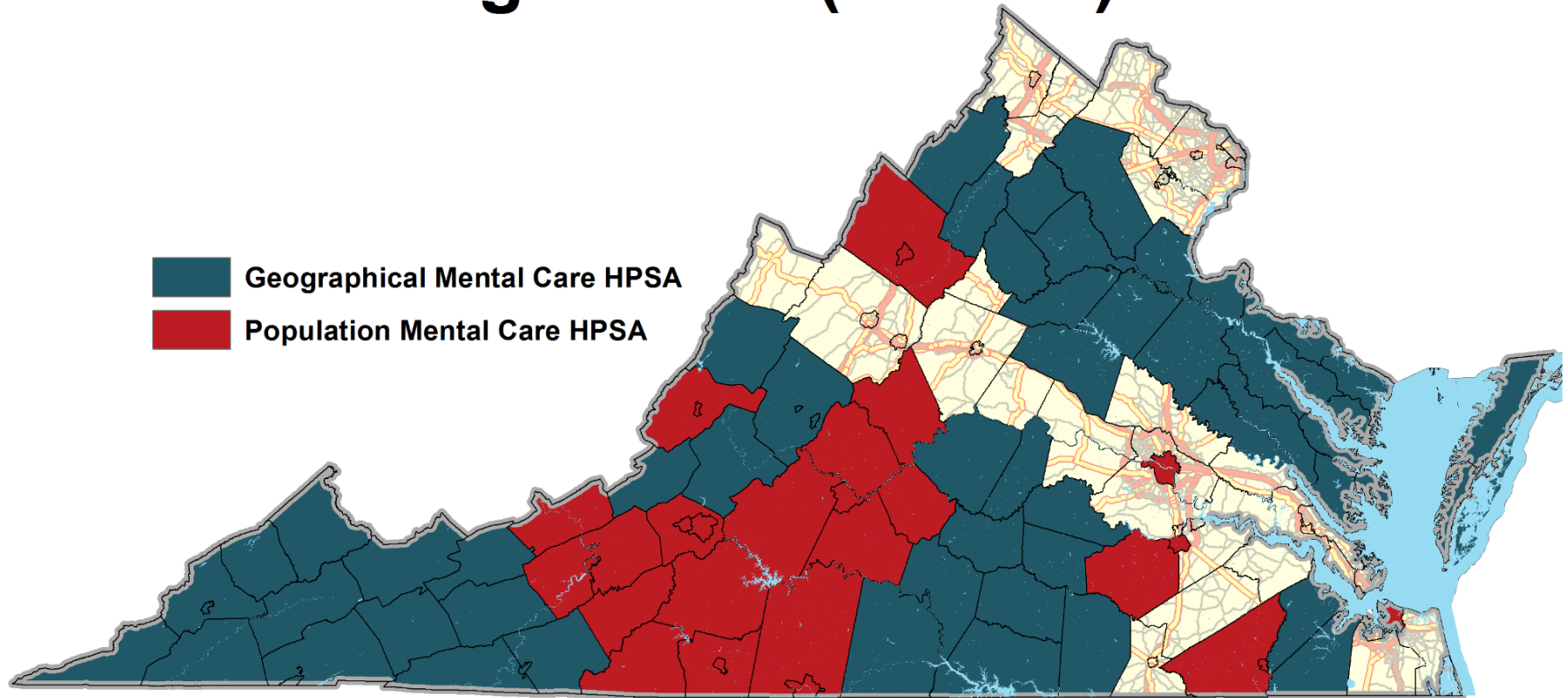


\*Data Sources: Up-to-Date designation data obtained from HRSA Shortage Designation Data Portal: <http://datawarehouse.hrsa.gov/tools/dataportal.aspx>

0 40 80 160 Miles

\*\* Health Professional Shortage Areas (HPSAs) are designated by HRSA as having shortages of dental care and may be geographic (a county or service area), demographic (low income population) or institutional (comprehensive health center, federal qualified health center or other public facility). The Dark blue color on the map shows the HRSA shortage area of county or service area (Geographic) for Dental Care while the Red color shows the Low-income population areas (Population)

# Virginia Mental Care Professional \* Shortage Areas (HPSAs) \*\*



\*Data Sources: Up-to-Date designation data obtained from HRSA Shortage Designation Data Portal: <http://datawarehouse.hrsa.gov/tools/dataportal.aspx>

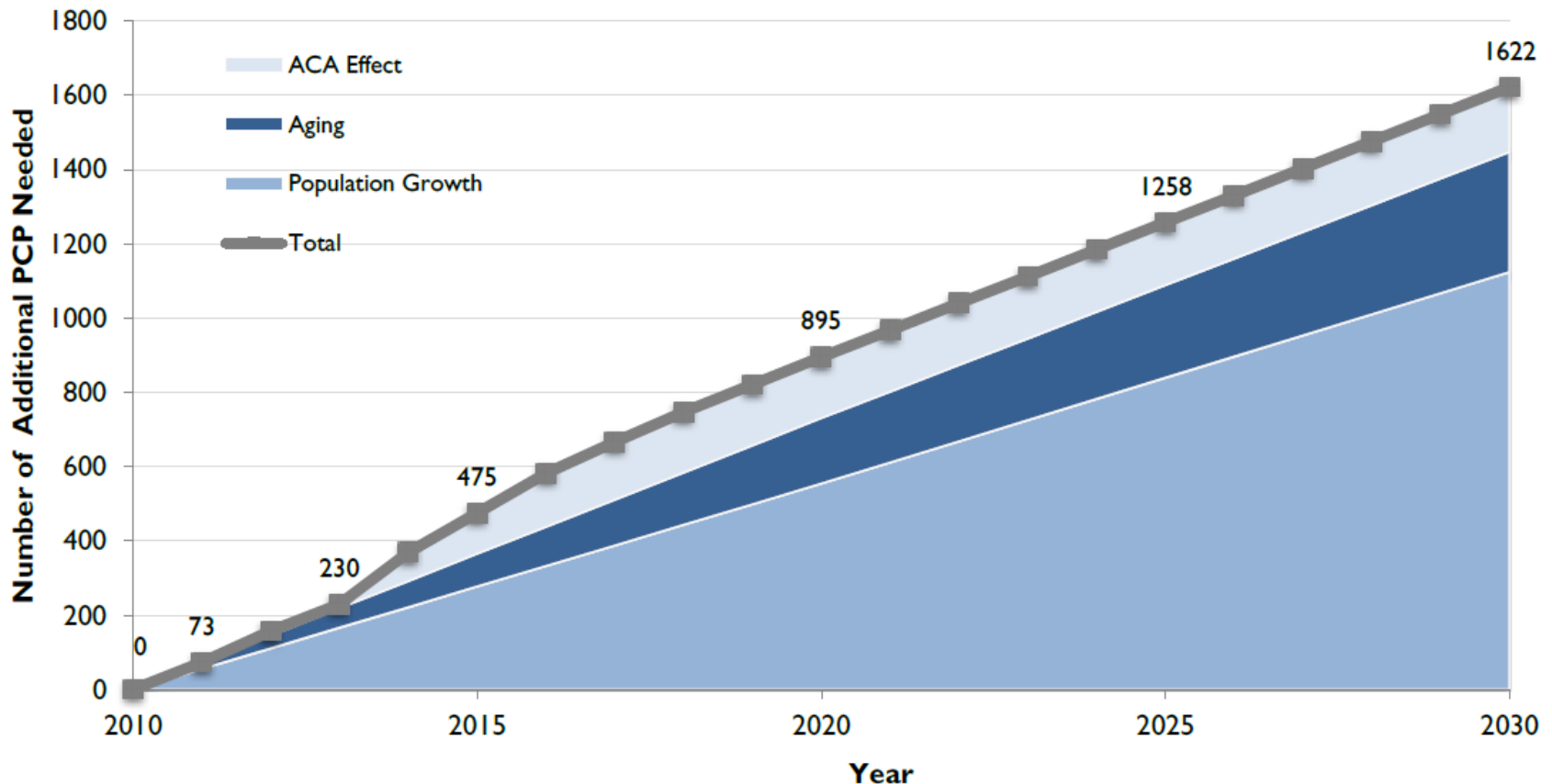
0 40 80 160 Miles

\*\* Health Professional Shortage Areas (HPSAs) are designated by HRSA as having shortages of Mental care and may be geographic (a county or service area), demographic (low income population) or institutional (comprehensive health center, federal qualified health center or other public facility). The Dark blue color on the map shows the HRSA shortage area of county or service area (Geographic) for Mental Care while the Red color shows the Low-income population areas (Population)

# The Demand of Primary Care Physicians Projections

# Virginia: Projecting Primary Care Physician Workforce (2010-2030)

Virginia Projected Primary Care Physicians Need



To maintain current rates of utilization, Virginia will need an additional 1,622 primary care physicians by 2030, a 29% increase compared to the state's current 5,471 PCP workforce.

# Highlights: Health Care Workforce

## Highlights: Virginia's Projected Primary Care Physician Demand

Additional PCPs Required by 2030

**1,622**

Or, **29%** of current workforce, due to an aging, growing and increasingly insured population.

Current Primary Care Physician Workforce  
**5,471**

The state's PCP ratio of 1462:1 is lower than the national average of 1463:1.

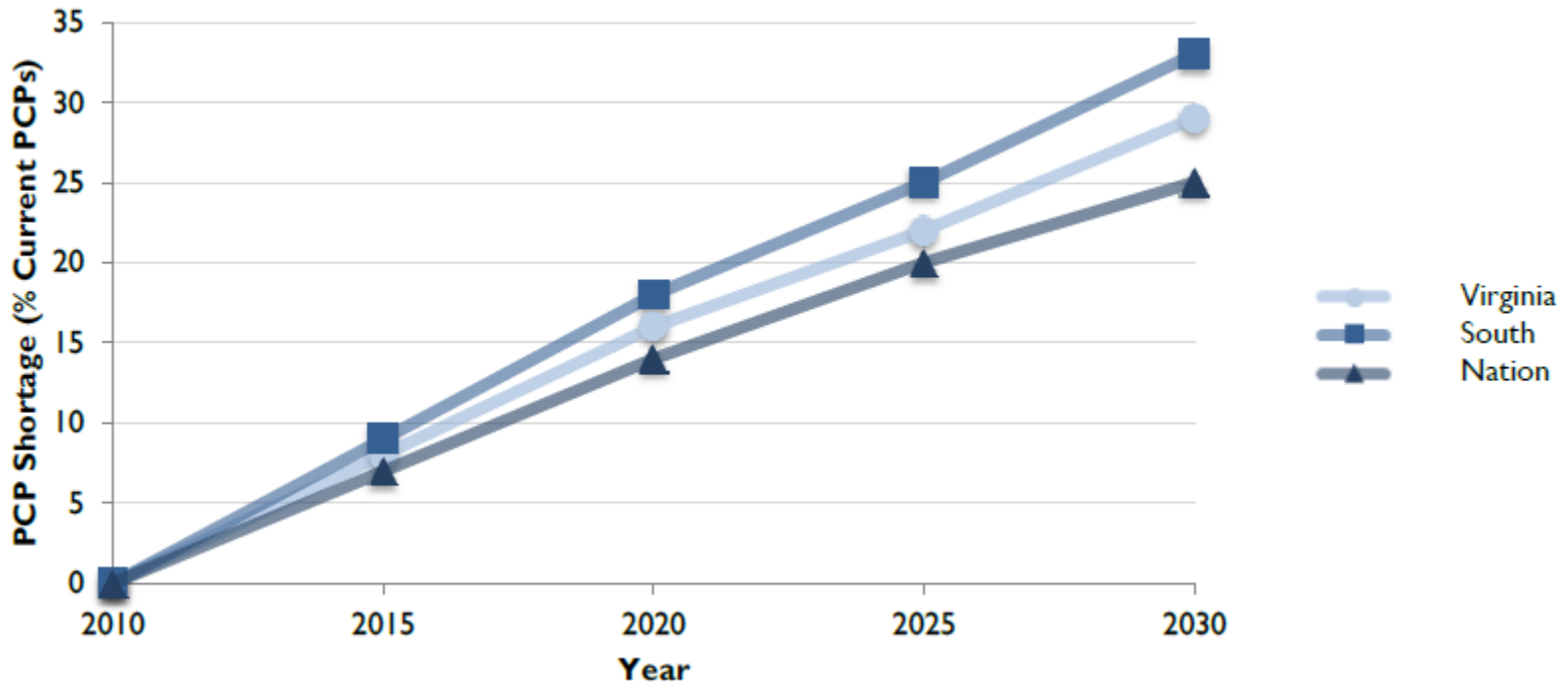
## Potential Solutions –

### Bolster the Primary Care Pipeline

- ❖ Physician reimbursement reform
- ❖ Dedicated funding for primary care Graduate Medical Education (GME)
- ❖ Increased funding for primary care training (Title VII, Section 747)
- ❖ Medical school student debt relief

# Trend compares to Region & Nation

Physician Demand Comparison – State, Region, Nation

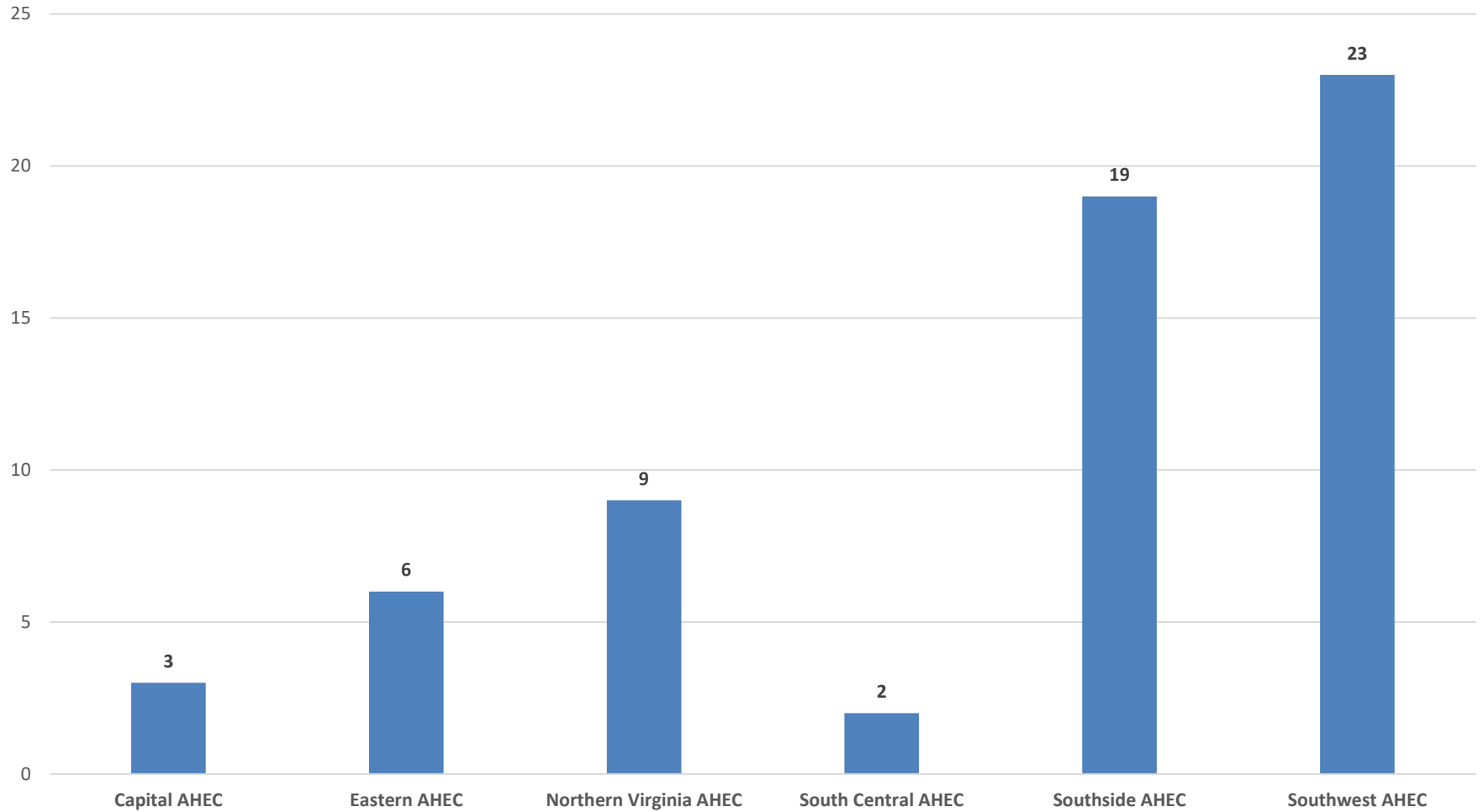


# The Distribution of Health workforce - SLRP

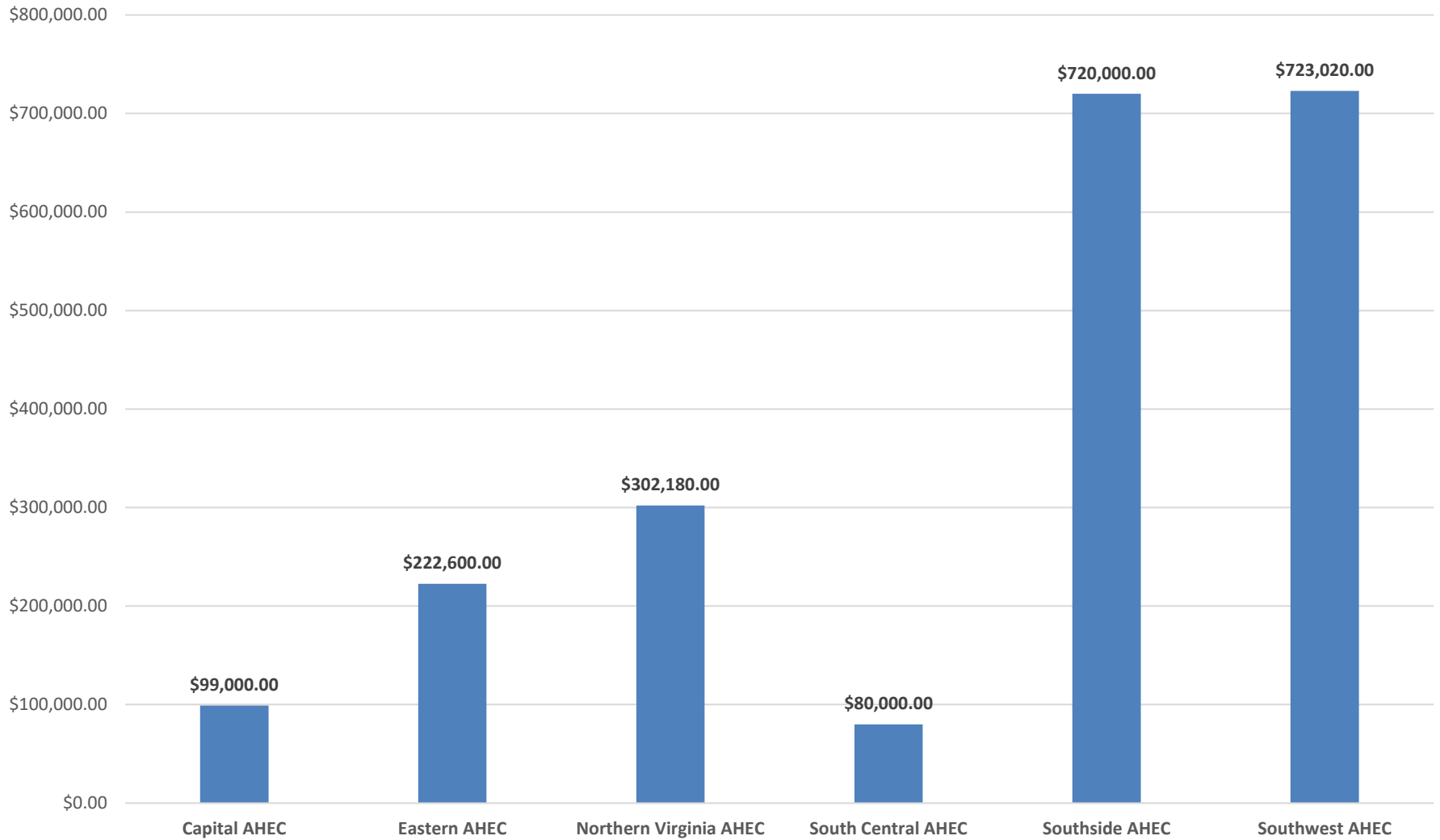


Discipline	Number of Awardees	Total Amount Allocated
Dentist	2	\$80,000.00
General Psychiatry/Mental Health	1	\$40,000.00
Health Service Psychologist	2	\$62,800.00
Licensed Clinical Social Worker	4	\$160,000.00
Licensed Professional Counselor	6	\$203,800.00
Pharmacist	3	\$120,000.00
Primary Care Nurse Practitioner	19	\$631,630.00
Primary Care Physician	5	\$200,000.00
Primary Care Physician Assistant	1	\$40,000.00
Psychiatric Mental Health Nurse Practitioner, General Psychiatry/Mental Health	1	\$40,000.00
Registered Nurse	15	\$463,930.00
Substance Use Disorder Counselor	3	\$104,640.00
Total	<b>62</b>	<b>\$2,146,800.00</b>

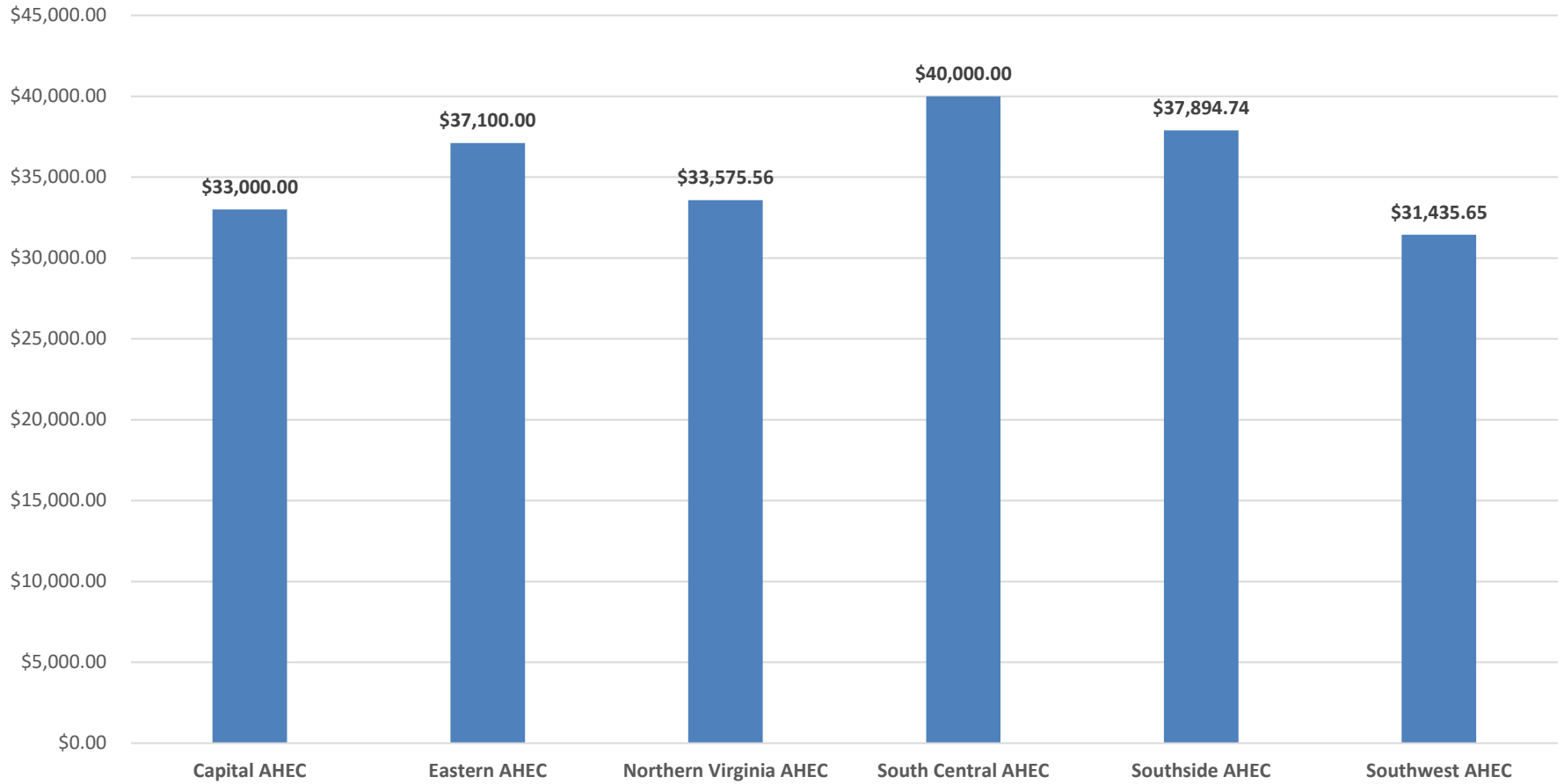
## Number of Virginia SLRP Awardees by AHEC\* Region, 2024



## Total Amount Allocated per AHEC\* Region

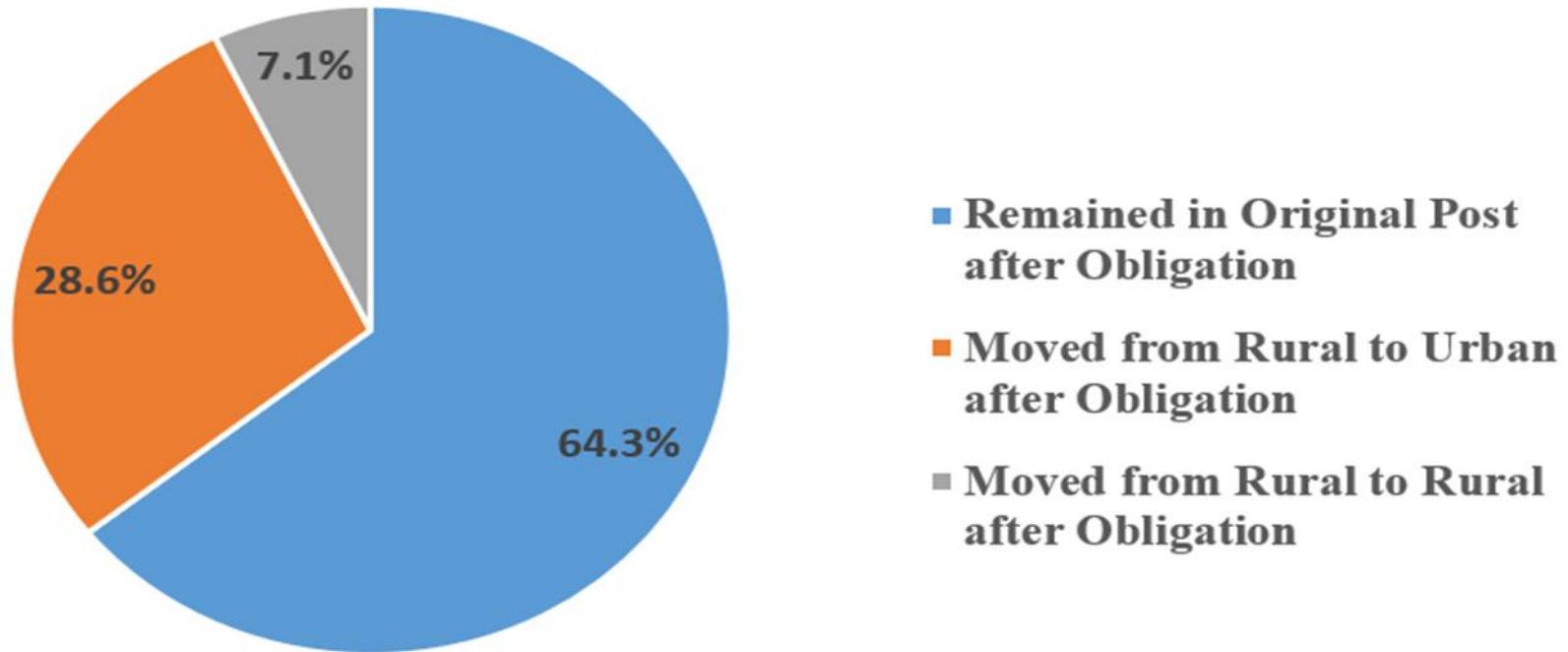


## Average Amount per Award by AHEC Region



# Retention & Economic Impact Analysis

## Retention of J-1 Physicians after their obligations in Rural Areas



- All 3 Cohorts (2014-2017) of index study, amounted to 82 Physicians.
- Out of the 82 Physicians, 36 moved out of Virginia (43.90%)
- The average number of months they remained with a J-1 waiver employer after obligation ended and before leaving Virginia was 26.91 months.
- Of the 46 Physicians that remained in Virginia, 14 Physicians (30.43%) originally served rural populations
- 10 remained rural and 4 moved urban at the end of obligation
- Of the 32 urban Physicians, 31 remained urban and 1 moved rural.

# Workforce Economic Impact – Rural Case study

Locality	Supported Providers	Economic Impact <sup>i</sup>	Jobs Supported <sup>ii</sup>
<b>Charles City County</b>	Licensed Clinical Social Worker	\$137,002	1.4
<b>Franklin County</b>	Physician Assistant	\$148,219	1.6
<b>Fredericksburg city</b>	Nurse Practitioner-Mental Health	\$270,839	2.2
<b>Halifax County (3 total)</b>	Family Medicine Physician OB/GYN Dentist	\$1,102,486	7.0
<b>Northampton County</b>	Dentist	\$304,132	1.9
<b>Orange County</b>	Dentist	\$361,188	1.9
<b>Prince Edward County</b>	Nurse Practitioner-Family	\$157,116	1.8
<b>Smyth County</b>	Psychiatrist	\$424,988	3.6
<b>Regional Impact</b>	NA	\$495,046	4.5
<b>Total</b>	<b>10 recipients</b>	<b>\$3,401,016</b>	<b>25.9</b>

<sup>i</sup> Gross Regional Product (GRP), or Total Value Added in IMPLAN, represents the additional value created through the production process over the cost of the inputs. It is effectively net output (revenues less intermediate expenditures) and includes labor income, taxes on production and imports (net of subsidies), and other property income.

<sup>ii</sup> The IMPLAN model produces employment figures as average annual headcounts, which includes full-time, part-time, and seasonal workers. We converted raw outputs to full-time equivalents (FTEs) using industry-specific conversion values.

# Got Questions?

For more information, please contact:

Olivette Burroughs  
Statewide Health Workforce Manager  
[Olivette.burroughs@vdh.virginia.gov](mailto:Olivette.burroughs@vdh.virginia.gov)  
(804) 864-7431

Rexford Anson-Dwamena, MPH  
Acting Director, Epidemiologist Sr. / Spatial Analyst (GIS)  
(804) 864-7421  
[rexford.dwamena@vdh.virginia.gov](mailto:rexford.dwamena@vdh.virginia.gov)

<http://www.vdh.virginia.gov/health-equity/virginia-loan-repayment-programs-2/>