



# Health Professional Shortage Areas and Opportunities for Kansas Workforce

Ashley Wallace, Coordinator | July 2023

# Health Professional Shortage Areas & Opportunities

The State Office of Primary Care and Rural Health (SOPC-RH) helps Kansas' rural and medically underserved communities in building sustainable access to quality, patient centered primary health care services.



## Topics

- Health Professional Shortage Area (HPSA) Designations
- Vacancies and Turnover
- Opportunities and Incentives

**Health Professional Shortage Area (HPSA)** designations identify areas, population groups, or facilities within the United States that are experiencing a shortage of health care professionals.

State and Federal agencies use HPSAs to prioritize and direct limited resources to areas with unmet primary, dental and mental health care needs.

The SOPC-RH is responsible for the collection of information from health care professionals used in the population to professional ratios. All other data used is obtained through U.S. census and other national sources.



## HPSA (Health Professional Shortage Area)

### *A shortage*

**Primary Care**



**Mental Health**



**Dental Health**



### *providers in*

**Geographic Area**



**Population Group**



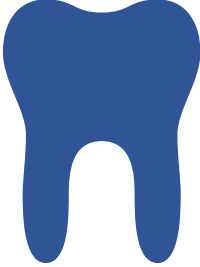


**Facility**



- Health Professional Presence
- Socio-Economic and Demographic Area
- Language Barriers
- Health Indicators
- Population's Access to Health Care
- Travel Time to Nearest Available Provider

# Health Professional Shortage Areas & Opportunities

Primary Care	Mental Health	Dental Health
		
<p>Includes Doctors of Medicine (MD) and Doctors of Osteopathy (DO) who provided services in the following specialties:</p> <ul style="list-style-type: none"> <li>• Family Practice</li> <li>• Internal Medicine</li> <li>• Obstetrics and Gynecology</li> <li>• Pediatrics</li> </ul>	<p>Includes</p> <ul style="list-style-type: none"> <li>• Only Psychiatrists or</li> <li>• Psychiatrists AND all</li> <li>• Clinical Social Psychologists</li> <li>• Clinical Social Workers</li> <li>• Psychiatric Nurse Specialists</li> <li>• Marriage and Family Therapists</li> </ul>	<p>Includes</p> <ul style="list-style-type: none"> <li>• Dentists and</li> <li>• Dental Auxiliaries</li> </ul> <p>Dental auxiliaries are defined as non-dentist employed by the dentist to assist in the operation of practice.</p>

# Health Professional Shortage Areas & Opportunities

## Minimum Population-to-Provider Ratios set by HRSA

	Primary Care	Mental Health	Dental Health
<b>Geographic</b>	3,500:1	6,000:1 and 20,000:1 CMH and Psychiatrists OR 9,000:1      30,000:1 CMH only      Psych only	5,000:1
<b>Population</b>	3,000:1	4,500:1 and 15,000:1 CMH and Psychriasts OR 6,000:1      20,000:1 CMH only      Psych only	4,000:1
<b>Facility</b>	1,000:1	2,000:1	1,500:1
	<i>Min Pop 500</i>	<i>Min Pop 3,000</i>	<i>Min Pop 1,000</i>

## Rules for Population Group HPSAs

### Low-Income Population

- To qualify, the RSA must have  $> 30\%$  of its population  $\leq 200\%$  of the poverty level.

### Medicaid-Eligible Population

- To qualify, the RSA must have  $> 30\%$  of its population  $\leq 200\%$  of the poverty level.

### Migrant or Seasonal Farmworker

- Designation requests should adjust the number of migrant seasonal farmworkers for the fraction of the year they are in the RSA.



## Health Care Vacancies and Turnover in Kansas\*

- Vacancy rates for nurse assistants (CNAs) and staff nurses have remained steady since 2022, while licensed practical nurse (LPN) vacancies have increased to an all time high of 25 percent.
- Turnover rates for LPNs and CNAs have increased slightly since last year, while Registered Nurse (RN) turnover remains steady at 20 percent.
- Highest Projected Job Openings through 2028: RNs, CNAs and Home Health Aides

\*Health Care Vacancies and Turnover in Kansas, Challenges and Trends for Sustaining a Skilled Workforce, 2023, Kansas Hospital Association

## State and Federal Programs Rely on HPSA Designations and Scores

- CMS Medicare Incentive Payment
- CMS Rural Health Clinic Program
- Conrad 30 J-1 Visa Waiver Program
  
- Faculty Loan Repayment Program
- National Health Service Corps (NHSC) Loan Repayment & Scholarship Programs
- Nurse Corps Loan Repayment & Scholarship Programs
- Pediatric Specialty Loan Repayment Program
- **State Loan Repayment Program (SLRP)**
- Substance Use Disorder Treatment and Recovery Loan Repayment Program

Kansas' **State Loan Repayment Program** offers eligible health care professionals an opportunity to receive assistance with the repayment of qualifying educational loans in exchange for a minimum two-year service commitment to an underserved area.

From 2018 to 2022, the SOPC-RH helped 59 health care professionals pay off over \$1.3 million in student debt through the **SLRP** ([kdhe.ks.gov/PC-RH](http://kdhe.ks.gov/PC-RH)).

Of the 59 participants, 16 percent served a frontier county, and 44 percent served in a rural county.





# Health Professional Shortage Areas & Opportunities

## Award Amounts by Eligible Health Care Discipline

Health Care Professional		Discipline	Initial Service		Continuation		
			YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
MD	Allopathic Medicine	Primary Care/Mental Health	Up to \$25,000	Up to \$25,000	\$20,000	\$15,000	\$10,000
DO	Osteopathic Medicine	Primary Care/Mental Health					
Pharm	Pharmacist	Primary Care					
DDS	Dental Surgery	Dental Health					
DMD	Dental Medicine	Dental Health					
NP	Nurse Practitioner	Primary Care	Up to \$20,000	Up to \$20,000	\$15,000	\$10,000	\$5,000
PA	Physician Assistant	Primary Care					
RN	Registered Nurse	Primary Care/Mental Health					
CNM	Certified Nurse Midwife	Primary Care					
RDH	Registered Dental Hygienist	Dental Health					
NP	Nurse Practitioner - Mental Health	Mental Health					
PA	Physician Assistant - Mental Health	Mental Health					
HSP	Health Service Psychologist	Mental Health					
LCSW	Licensed Clinical Social Worker	Mental Health					
LPC	Licensed Professional Counselor	Mental Health					
MFT	Marriage and Family Therapist	Mental Health					
PNS	Psychiatric Nurse Specialist	Mental Health					
	Substance Use Disorder Counselors	Mental Health					

## Nurse Corps Loan Repayment Program

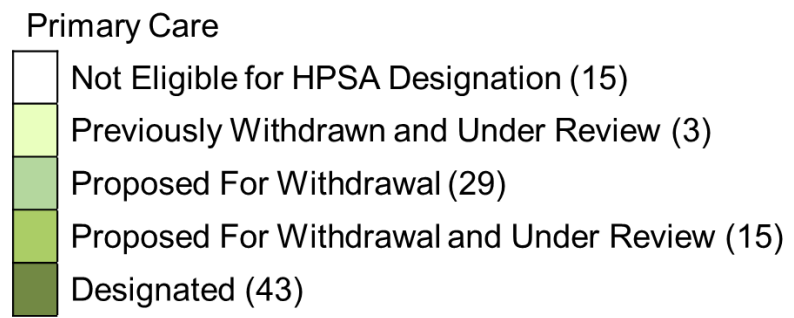
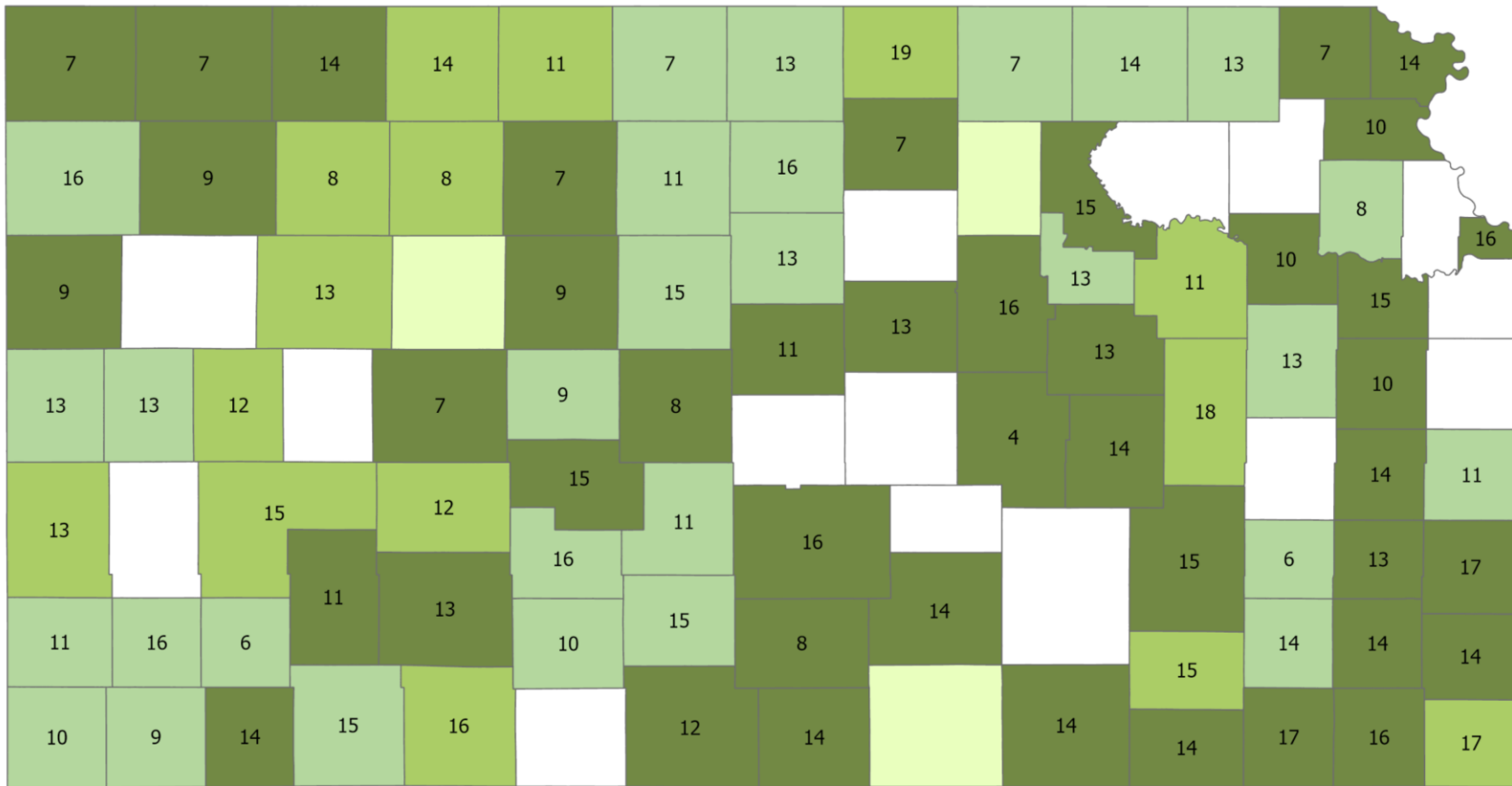
The Nurse Corps offers loan repayment to nurses who work in health centers, rural health clinics, hospitals, and other facilities experiencing a critical shortage of nurses; and to nurse faculty who teach full-time in eligible public or private schools of nursing.

**FEEL THE JOY  
OF DEBT RELIEF.**

Apply for the Nurse Corps  
Loan Repayment Program.

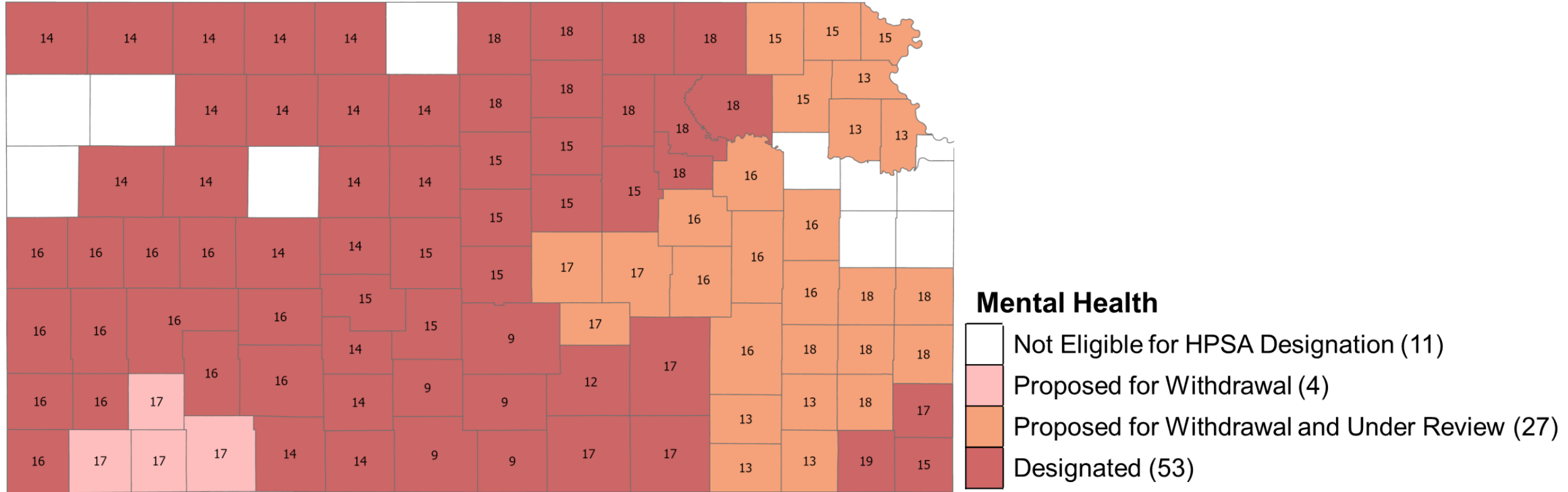


# Primary Care HPSA Scores as of July 2023



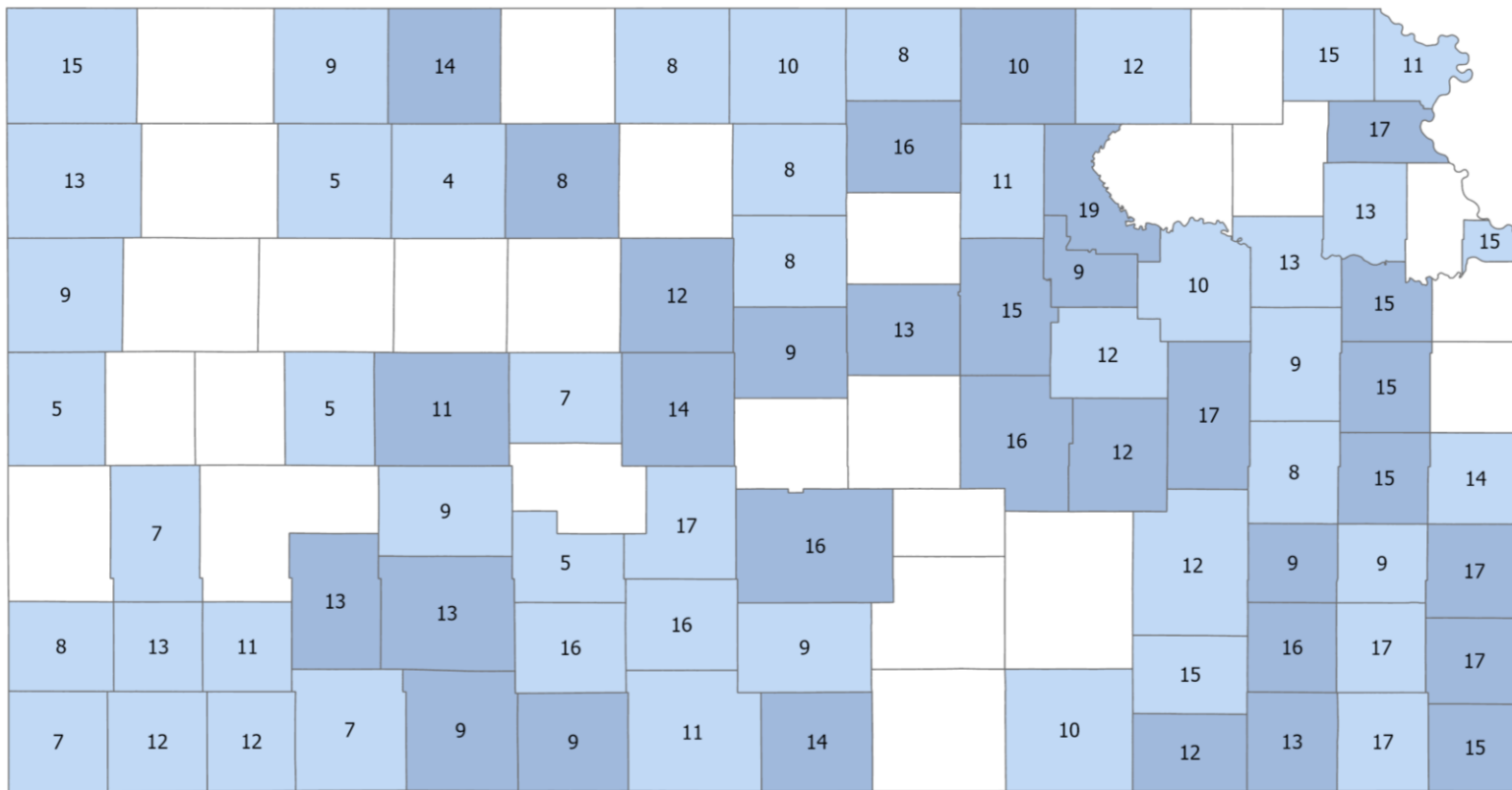
Source: Office of Primary Care and Rural Health Statistics  
 Britney Nasser, KDHE, July 17, 2023

# Mental Health HPSA Scores as of July 2023



Source: Office of Primary Care and Rural Health Statistics  
Britney Nasser, KDHE, July 17, 2023

# Dental Health HPSA Scores as of July 2023



## Mental Health

- Not Eligible for HPSA Designation (11)
- Proposed for Withdrawal (4)
- Designated (53)

Source: Office of Primary Care and Rural Health Statistics  
Britney Nasser, KDHE, July 17, 2023



- **To learn more about Shortage Designations and Loan Repayment:**  
[bhw.hrsa.gov/workforce-shortage-areas/](http://bhw.hrsa.gov/workforce-shortage-areas/)  
[nhsc.hrsa.gov/loan-repayment](http://nhsc.hrsa.gov/loan-repayment)
- **For a list of county/facility HPSA designations:**  
HPSA Find tool: [data.hrsa.gov/tools/shortage-area/hpsa-find](http://data.hrsa.gov/tools/shortage-area/hpsa-find)
- **To request a HPSA score, rescore or for more info on KS HPSAs & LRP:**  
Contact Britney Nasserri – [Britney.Nasserri@ks.gov](mailto:Britney.Nasserri@ks.gov) or visit [kdhe.ks.gov/PC-RH](http://kdhe.ks.gov/PC-RH)

## Thank you! Questions?



**Ashley Wallace, Coordinator**  
Office of Primary Care and Rural Health  
Ashley.Wallace@ks.gov