EXPLORE

WATERFALLS
HIKING
CRATER LAKE
FISHING
PAINTED HILLS
CAMPING
LAVA BEDS
WINE TASTING
COLUMBIA GORGE
KITE SURFING
SMITH ROCK
MOUNTAIN BIKING
HOT SPRINGS
RIVER RAFTING
HIGH DESERT
SNOW BOARDING
TILLAMOOK FOREST
KAYAKING
COASTAL DUNES
The Oregon Legislature created the Oregon ORH in 1979. (in 1989 we moved to OHSU)

- Coordinating statewide efforts for providing care in rural areas
- Apply for grants
- Develop legislation to facilitate rural health care
- Rural Health Coordinating Council
- Recruitment/retention program
- Provide info link to state and federal policies
ORH has a dedicated workforce staff

Stacee Reed – Program Manager, Recruitment & Retention Serv.
Bill Pfunder – Program Manager, Incentive Programs
Annalee Venneri – Workforce Services Coordinator

• All staff know and understand the importance of workforce
ORH partners with practice sites across all of Oregon that are looking to fill current and future positions.

**ORH Workforce Services for sites:**

• Practice Assessment
• Development of an opportunity description
• Identify key characteristics of an ideal candidate
• Guidance in the interview and onboarding process
• Recruitment marketing plan
• Workshops on recruitment tools, marketing tips and other topics
A nonprofit service specifically geared to candidates interested in rural and underserved America with over 4,000 active job opportunities across the country. 3RNet has been the premier rural job board for 20 years running.
ORH Recruitment Services

ORH with multiple education institutions: OHSU, Pacific University, Comp NW, College of Naturopathic Medicine, PNWU

ORH Workforce Services for students & candidates:

- Identifying the right practice opportunity;
- Creating a CV;
- Preparing for an interview;
- Comparing career opportunities;
- Developing a job search timeline;
- Connecting you with a potential hiring facility and providing leads on employment opportunities.
A nonprofit service specifically geared to candidates interested in rural and underserved America with over 4,000 active job opportunities across the country. 

3RNet has been the premier rural job board for 20 years running.
Provider Incentive Programs

Loan Forgiveness
  Primary Care Loan Repayment Program
  Scholars for a Healthy Oregon

Loan Repayment
  Oregon Health Care Provider Loan Repayment
  Oregon Partnership State Loan Repayment

Rural medical Practitioners Insurance Subsidy

Rural Provider Tax Credits
  Rural Practitioner Tax Credit
  Rural Volunteer EMS Tax Credit
Why Should a Practice Site Complete a Site Application?

• Allows the ORH to determine what programs your site qualifies for, using a single application

• Helps the ORH to keep sites informed about incentive programs and other workforce program benefits
SLRP is an incentive program for primary care providers working at approved practice sites in Health Professional Shortage Areas (HPSAs). SLRP is funded by the Health Resources and Services Administration (HRSA), and matched by an awardee's practice site.
In 2017 the Oregon Legislature created the Healthcare Provider Incentives Program (HB 3261) in the Oregon Health Authority. The purpose of the program is to support access to health care for underserved communities throughout Oregon. The program offers loan repayment to health care providers who commit to serving patients in underserved areas throughout the state.
ORH Workforce Partnerships
Curt Stilp, Ed.D., PA-C
Program Director, Oregon AHEC
Associate Professor, OHSU PA Program
The Area Health Education Centers

Purpose
To recruit, train and retain a health professions workforce committed to underserved populations.

- AHEC Program developed by Congress in 1971
- Currently serving over 85% of U.S. counties
- 300+ Program offices and regional centers
Oregon AHEC System

Oregon Pacific AHEC
www.opahec.org
Hosted by Samaritan Lebanon Community Hospital, the Center serves communities along the Oregon Coast and I-5 Corridor, including the counties of Benton, Clatsop, Columbia, Lincoln, Linn, Marion, Polk, Tillamook and Yamhill.

AHEC of Southwest Oregon
www.healthyoregon.com
Located in Roseburg, the center provides services to the counties of Coos, Curry, Douglas, Lane, Jackson and Josephine.

Oregon AHEC Program Office
Hosted by OHSU

Oregon Healthcare Workforce Institute
www.oregonhwi.org
Serving Clackamas, Multnomah and Washington Counties

Northeast Oregon AHEC
www.eou.edu/neoahec
Located on the campus of Eastern Oregon University in La Grande, the center serves Baker, Gilliam, Hood River, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, Wasco and Wheeler counties.

Cascades East AHEC
www.cascadeseast.org
Hosted by St Charles Health System in Bend, the Center serves Central and Southeastern Oregon and includes Crook, Deschutes, Grant, Harney, Jefferson, Klamath, and Lake counties plus the Warm Springs Indian Reservation.

For more information on Oregon AHEC visit: www.ohsu.edu/xd/outreach/ahec
Oregon AHEC Programs

- Rural Experiential Training Support
- Entry-level Health Professions
- Opioid Education and Training
- State-wide Assessment and Evaluation
- AHEC Scholars
AHEC Scholars

- Four different universities
  - OHSU
  - Western University COMP-NW
  - Oregon State University
  - Pacific University

- Five different professions – Nine different programs
  - Physician (DO, MD)
  - Physician Assistant (PA)
  - Pharmacist (PharmD)
  - Family Nurse Practitioner (FNP)
  - Dentist (DMD)
  - Nursing (BSN)
Oregon AHEC Scholars

- AHEC Scholars
  - First program of its kind in Oregon
  - An interprofessional group of healthcare professions students who have declared an interest in rural and underserved health
  - Unique opportunity to fulfill your degree requirements with an emphasis on rural and underserved health
  - Part of the eligibility criteria for the Primary Care Loan Forgiveness (PCLF) program
  - AHEC Scholars provides the framework and support for the Scholars for Health Oregon Initiative (SHOI) students
AHEC Scholars – Office of Rural Health

- Inform the delivery of incentive programs
  - SHOI
  - PCLF
- Connection for students as they graduate
- Guide students to ORH services (3RNet)
Oregon AHEC – Office of Rural Health

- Communications resource
  - Opioid Symposium
- Rural Health Conference
  - Presentations
  - Students
  - Networking
- Close proximity of our offices
Marc Overbeck
Director, Primary Care Office
Oregon Health Authority
Oregon PCO—Part of OHA

**Purpose**
To support Oregon to master the challenge of the supply and distribution of the health professional workforce.

- Every state and territory has a PCO
- Funded in whole or in part by a federal Cooperative Agreement (HRSA)
- Most states’ PCOs are part of the same agency as the SORH
- Very small amount of Oregon PCO funding comes from HRSA agreement
- Oregon’s SORH is in academic institution, while PCO is part of state government
Primary Care Office Functions

- Health Professional Shortage Area Designation
- National Health Service Corps/Nurse Corps Liaison
- J-1 Waiver Program Oversight and Administration
- Developing Workforce Needs Assessments
- Health Care Provider Incentive Program Oversight
- HOWTO Grant Program Oversight/Collaboration for OHPB
- Staffing of Health Care Workforce Committee
- Input on Coordinated Care Organization Implementation
- Implementation of HRSA Oral Health Workforce Grant
Primary Care Office Breadth/Focus

- 97 Facility HPSAs each in Primary Care, Dental and Mental Health
- 99 Geographic and Population HPSAs combined across disciplines
- Over 385 NHSC approved sites in Oregon
- Over 240 NHSC loan repayors and scholars
- 87 active J-1 Providers
- More than 600 participants receiving state-funded incentives
- 10 HOWTO Projects
STATE- AND FEDERAL FUNDED HEALTHCARE WORKFORCE PROVIDER INCENTIVES AVAILABLE TO OREGON PROVIDERS (2017-19)

**TAX CREDITS** $16.15 m
- **Rural Practitioner Tax Credit** $16.0 m
- **Volunteer EMT Tax Credit** $0.15 m

**LOANS/GRANTS/SUBSIDIES** $9.0 m
- **Rural Medical Insurance Subsidy** $4.0 m
- **Other Incentives** $0.3 m
- **How To**

**LOAN REPAYMENT** $4.3 m
- **Primary Care LRP** $4.0 m
- **Behavioral Health LRP** $1.0 m
- **Nurse Corps LRP** $8.2 m

**SCHOLARSHIPS/LOAN FORGIVENESS** $7.1 m
- **Scholars for a Healthy OR** $5.1 m
- **Other Scholarships** $1.0 m
- **Primary Care Loan Forgiveness** $1.0 m

**OTHER NON-FINANCIAL**
- **J-1 Visa Waiver Program**

**STATE FUNDING** $36.45 m
- **State Financial** $16.0 m
- **Federal Financial** $5.45 m
- **State Non-Financial** $36.45 m

1) Non-financial/no cost; program generates revenues from application fees to cover biennial costs

Oregon Health Authority Updated – June 2019
PCO – Office of Rural Health

- Recruitment support from recruitment director
  - J-1 providers and others

- Administration of Health Care Provider Incentive Program
  - Incentives
    - Loan Repayment
    - Loan Forgiveness
    - Rural Insurance Subsidies
    - SHOI

- Data Support and Analysis in determining areas in greatest need.