

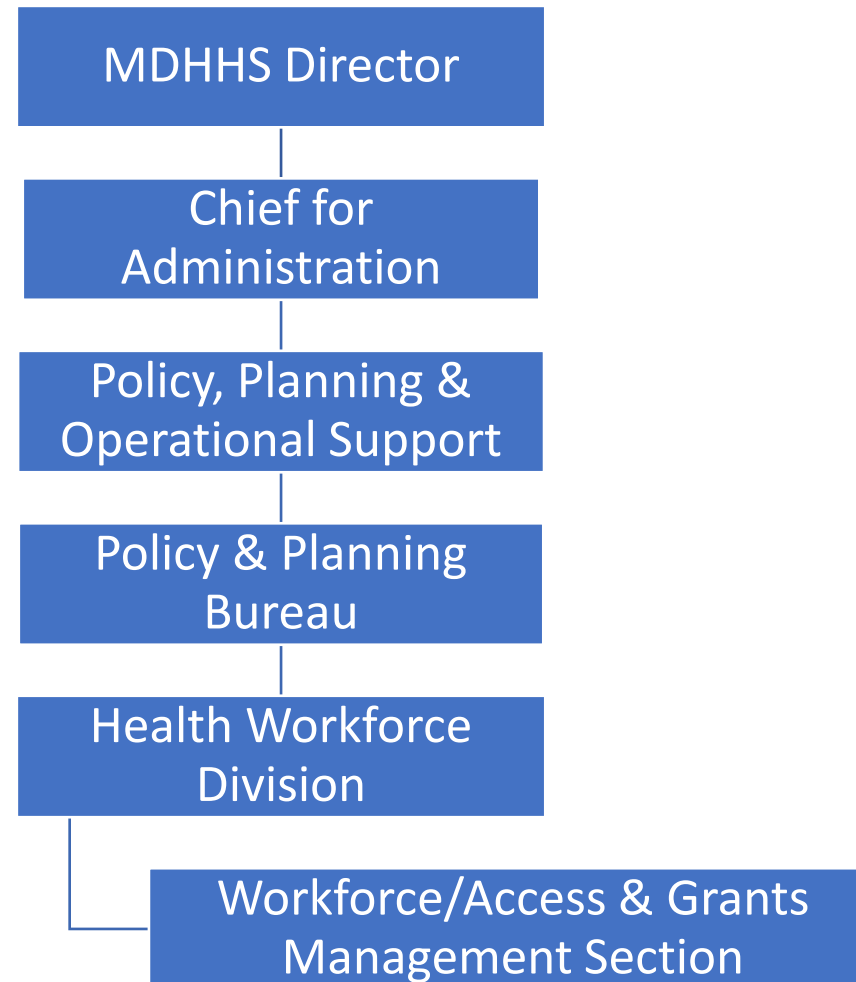
Emerging workforce programs and new initiatives to address Health Professional Shortage Areas (HPSA)

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Workforce/Access & Grants Management Section
MDHHS Policy and Planning Bureau – Health Care Workforce Division

Thursday, April 24, 2025
2025 MCRH Annual Conference



Light Organizational Chart:



Key Program Areas & Primary Care Office (PCO) grant



Shortage Designation Coordination

- Federal shortage designation process.
- [Statewide Community Health Needs Assessment](#) (Due: March 31, 2027).
- [Statewide Rational Service Area Plans](#) (SRSA).
- Provider validation process.



Provider Recruitment & Retention

- Supports the National Health Service Corps (NHSC) programs.
- State Loan Repayment Programs (LRPs). New Nursing LRP.
- New behavioral health stipends for interns.
- New accelerated Social Workers Degree Program.
- Foreign Born Medical Graduate Programs: J-1 Visa Waiver Program/ National Interest Waiver.



Access to Primary Care Services

- Supports the Free Clinics Program.
- Rural health initiatives.



Health Planning

- Health center planning & development.
- Collaborates with other statewide entities.

Objectives



Describe the shortage designation process in Michigan, including the HPSA scoring criteria and new Maternity Care Target Areas (MCTA).



Discuss the new Statewide Provider Survey and the 2025 National Shortage Designation Update.

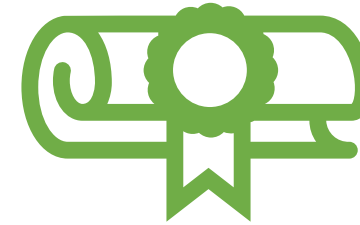


Summarize how new emerging programs which include the BSW to MSW Program and the Behavioral Health Internship Stipend Program, as well as state and federal loan repayment programs are used to reduce health care shortages in high need areas for the recruitment and retention of providers.

What are shortage designations?






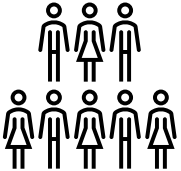


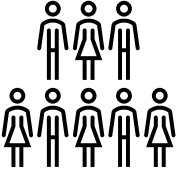


Federally designated geographic area, population group or facility experiencing a shortage of health services and/or providers.



There are several types of shortage designations, each linked to federal and state programs.

Types of Shortage Designations

HPSA (Health Professional Shortage Area)	MUA/P (Medically Underserved Area/Population)
A shortage of:	Limited access to:
 Primary Care  Mental Health  Dental Health	 Primary Care
Providers in a:	Services in a:
 Geographic Area  Population Group  Facility	 Geographic Area  Population Group

- Exceptional MUP: Subset of population without access to services due to unusual circumstances.
- Governor's Designated Secretary-Certified Shortage Areas for Rural Health Clinics: State-established shortage plan/criteria.

Facility HPSAs

Automatic Facility HPSAs (Auto-HPSAs):

- Health center (funded under sec. 330, e.g., FQHC).
- Health center look-alikes.
- Tribal-run clinics.
- Urban Indian organizations.
- Tribal health centers.
- Federal-run health service clinics.
- CMS-certified rural health clinics (RHCs) meeting NHSC site criteria.

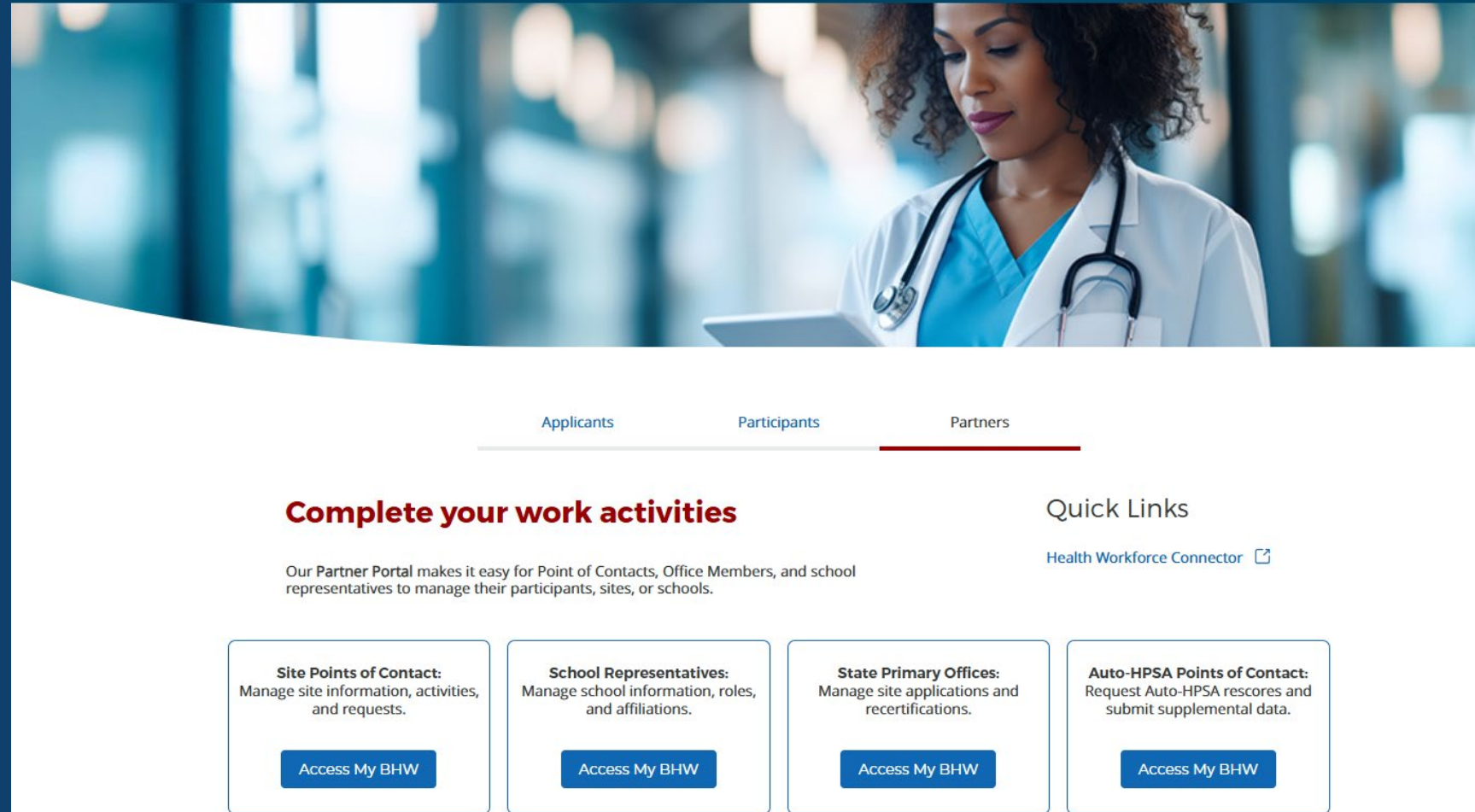
Not Auto-HPSAs:

- Correctional facility (medium- to maximum-security federal, state and youth detention facilities).
- State mental hospitals (mental health HPSA only).
- Other facility (OFAC): public or non-profit private medical facilities serving a HPSA.

Auto-HPSA facilities can submit rescore requests through the Auto-HPSA Portal at any time using “An Auto-HPSA Point of Contact” link here: [Programportal.hrsa.gov/extranet/landing.seam](https://programportal.hrsa.gov/extranet/landing.seam).

Shortage Designation Management System (SDMS)

The Office of Primary Care within MDHHS must be contacted to request a shortage designation and is the **only entity that can submit a designation request to HRSA in Michigan. Requests are free and can be made by anyone in the community.*



BHW Portals:
programportal.hrsa.gov/extranet/public

HPSA scoring calculations

	Traditional Primary Care			Dental Health			Mental Health
Criteria	Max Pts Awarded	Multiplier	Total Points Possible	Max Pts Awarded	Multiplier	Total Points Possible	Max Pts Awarded
Population:Provider Ratio	5	x 2	= 10	5	x 2	= 10	7
% of Population below FPL	5	x 1	= 5	5	x 2	= 10	5
Travel distance/time to NSC	5	x 1	= 5	5	x 1	= 5	5
Infant Mortality Rate or Low Birth Weight	5	X 1	= 5				
Water Fluoridation				1	x1	= 1	
Ratio of children under 18 to adults 18-64							3
Ratio of adults 65 and older to adults 18-64							3
Substance misuse prevalence							1
Alcohol misuse prevalence							1
Max Score:	= 25			= 26			= 25

Once designated, HRSA scores HPSAs on a scale of 0-25 for primary medical care and mental health, and 0-26 for dental health, with higher scores indicating greater need.

Auto-HPSA Rescore Requests



System Data Rescore

- No supplemental data can be submitted.
- Can select the designations (PC, DH, MH) that you would like to have rescored.
- Recalculate scores using most current system data only.
- No review is required. It may take up to 48 hours.



Supplemental Data Rescore

- Update based on the supplemental data entered.
 - Opportunity to provide: Service Area Data*, Organization Specific Data*, Dental and Mental Health Data and Supporting Documentation.
 - Review is required. It may take up to 90 days.
- *Does not apply to organizations that report UDS data.

- ✓ *The service areas for RHCs, ITU, and any FQHC or FQHC LAL without UDS data will by default based on all census tracts that intersect with a 30-minute (for Primary Care) or 40-minute (for Dental and Mental Health) travel polygon around each site within the organization.*

Supporting Documents Requirements

- Service area data (this updates all disciplines)
 - Patients served by zip code.
- Organization-specific data (this updates all disciplines)
 - % patients served with known income at 100% FPL.
 - Patients served under 18 years old.
 - Patients served 18-64 years old.
 - Patients served 65 years and older.
 - Relevant female 15-44 population (only for new MCTA scores).
- Dental and mental health data (this updates dental and mental health disciplines only)
 - Fluoridation rate justification – if less than 50% of the population has access to fluoridated water.
 - Alcohol misuse justification – if the alcohol misuse rate is in the worst quartile for the nation, region, or state.
 - Substance misuse justification - if the substance misuse rate is in the worst quartile for the nation, region, or state.
 - The fluoridation, alcohol misuse and substance misuse data do not need to mirror the HRSA-created service area.

HPSAs and MUAs/Ps in Michigan

Michigan's HPSA Statistics by Discipline and Type

Discipline	Total HPSAs	Geographic Areas	Population Group	Facility	Population of Designated HPSAs	Practitioners Needed to Remove Designations
Primary Care	253	8	65	180	2,698,029	490
Mental Health	233	35	23	175	3,690,930	144
Dental Health	242	0	64	178	1,582,942	297

Source: HRSA Data Warehouse. Second Quarter of Fiscal Year 2025, Designated HPSA Quarterly Summary, as of March 31, 2025. Available at <https://data.hrsa.gov/topics/health-workforce/health-workforce-shortage-areas>

State/Territory: Michigan
HPSA Facilities: 533
HPSA Geographic Areas: 43
HPSA Population Groups: 152
Total Count of HPSAs: 728

State/Territory: Michigan
MUA/P Designations: 116

- As of March 2025, there is a total of 728 HPSAs and 116 MUA/P designations in Michigan, most of which are facility-specific HPSAs, including Automatic Facility HPSA (Auto-HPSA) designations for FQHCs, ITUs, and eligible Certified RHCs.

Primary Care HPSAs

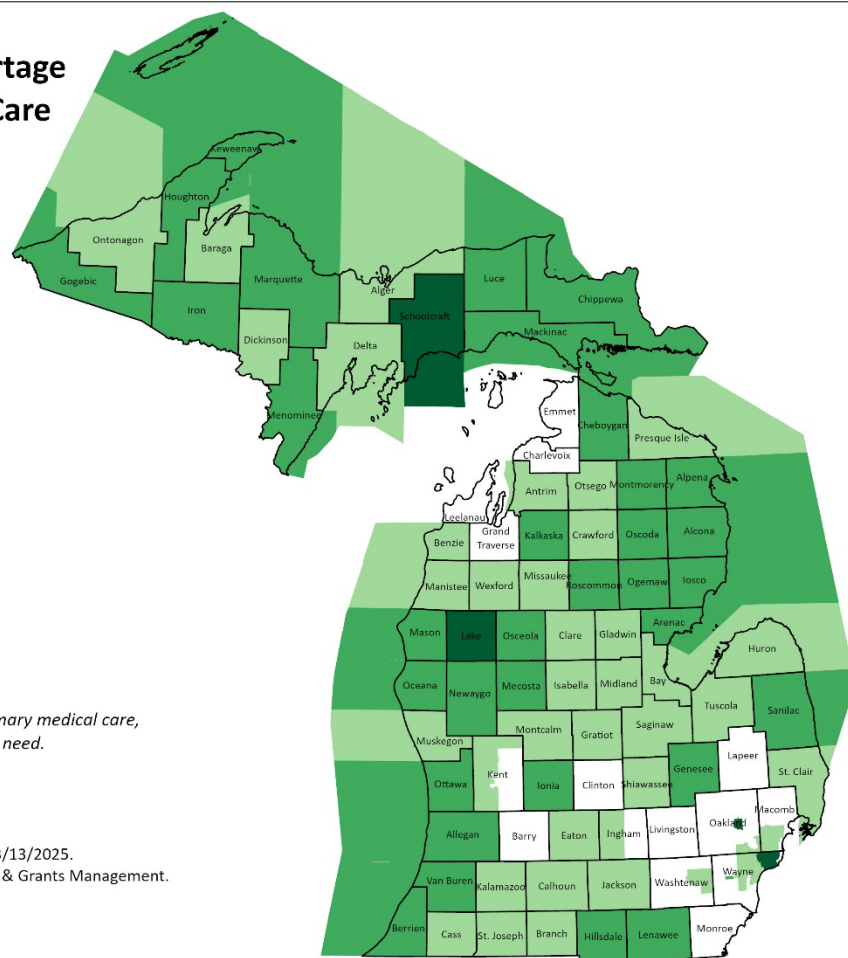
Health Professional Shortage Areas (HPSA) - Primary Care Michigan, March 2025

HPSA Score

- 8 - 14
- 15 - 17
- 18 - 19
- Not Designated

HPSA Scores range from 0-25 for primary medical care, with higher scores indicating greater need.

Data Source: HRSA Data Warehouse, as of 03/13/2025.
Map prepared by MDHHS Workforce/Access & Grants Management.
Michigan Primary Care Office (PCO).



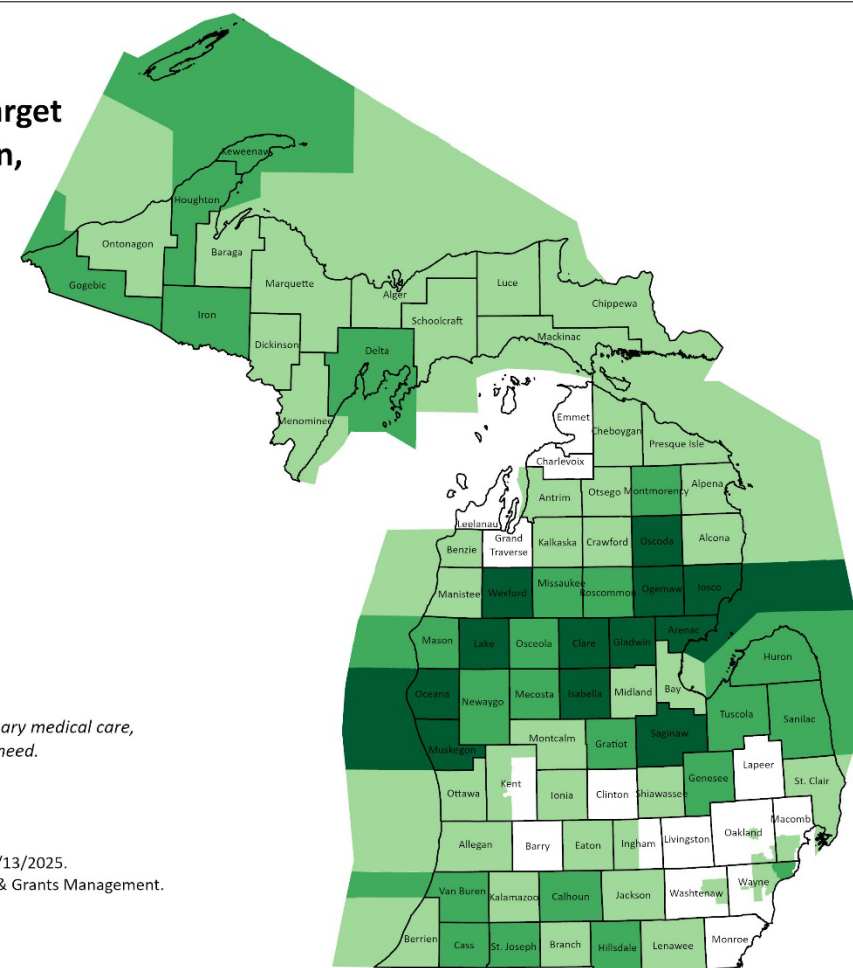
Designated Primary Care HPSA - Maternity Care Target Areas (MCTA) in Michigan, March 2025

MCTA Score

- 5 - 14
- 15 - 17
- 18 - 22
- Not Designated

HPSA Scores range from 0-25 for primary medical care, with higher scores indicating greater need.

Data Source: HRSA Data Warehouse, as of 03/13/2025.
Map prepared by MDHHS Workforce/Access & Grants Management.
Michigan Primary Care Office (PCO).



Dental Health and Mental Health HPSAs

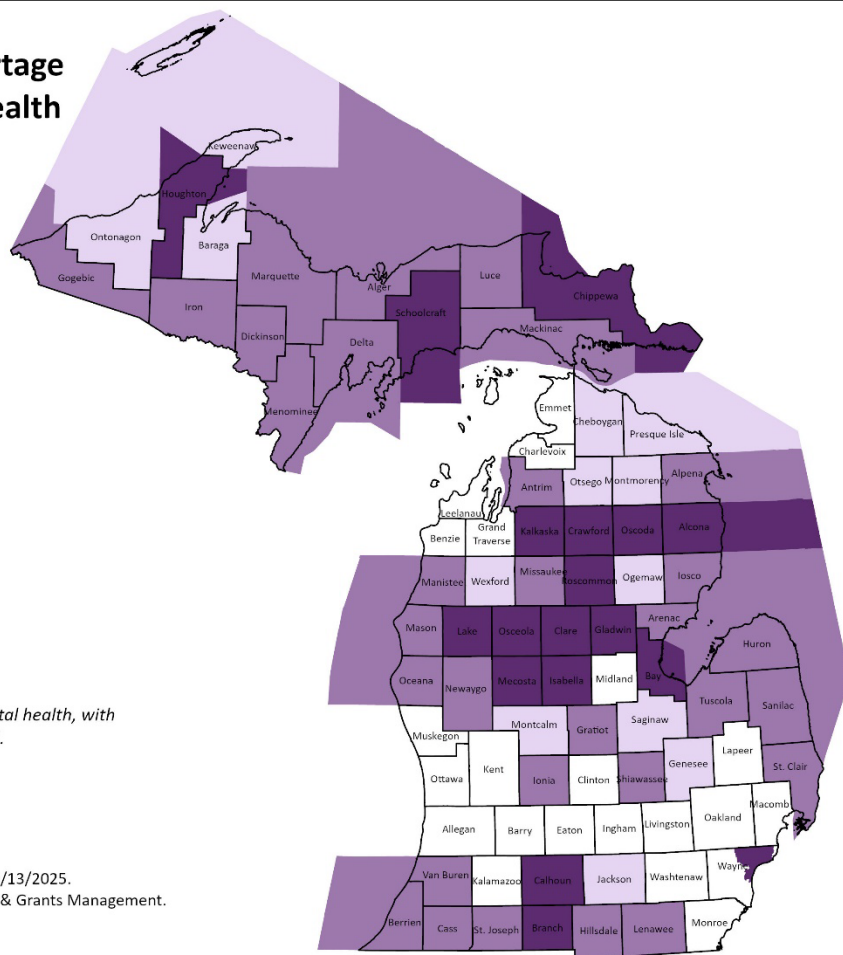
Health Professional Shortage Areas (HPSA) - Dental Health Michigan, March 2025

HPSA Score

- 6 - 14
- 15 - 17
- 18 - 21
- Not Designated

HPSA Scores range from 0-26 for dental health, with higher scores indicating greater need.

Data Source: HRSA Data Warehouse, as of 03/13/2025.
Map prepared by MDHHS Workforce/Access & Grants Management.
Michigan Primary Care Office (PCO).



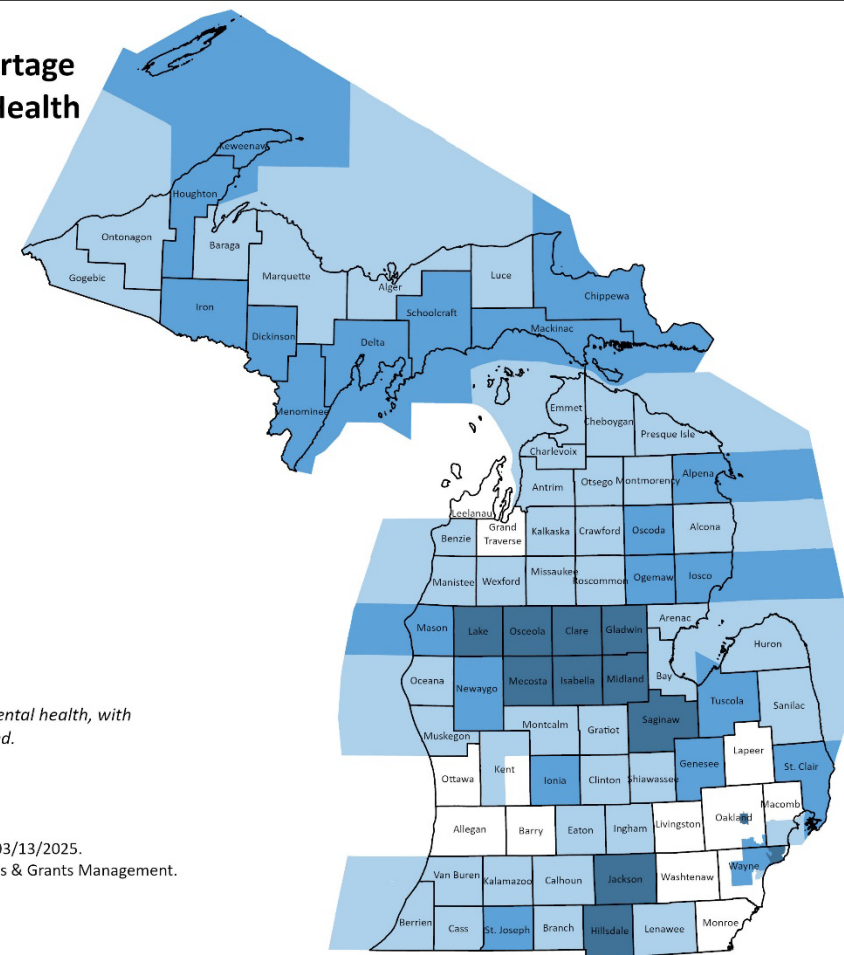
Health Professional Shortage Areas (HPSA) - Mental Health Michigan, March 2025

HPSA Score

- 5 - 14
- 15 - 17
- 18 - 20
- Not Designated

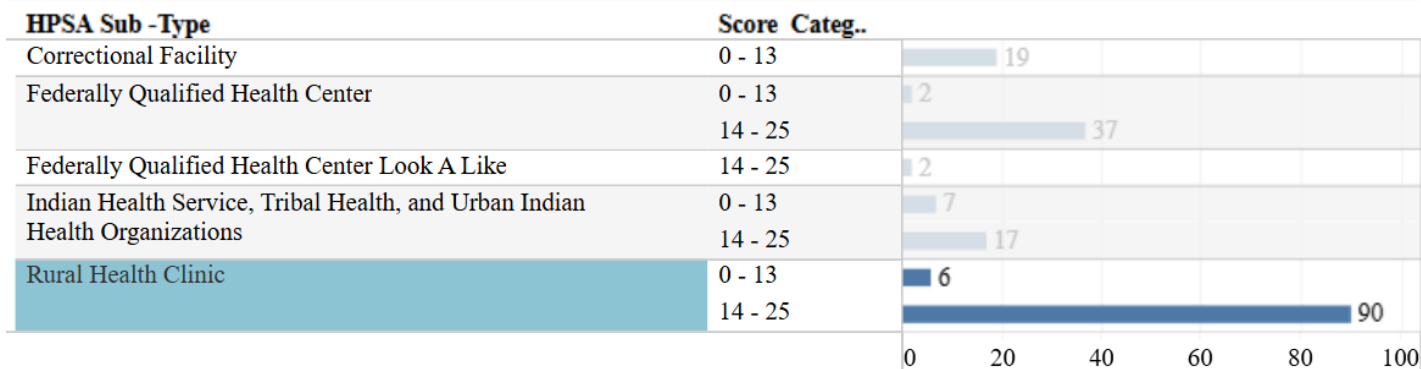
HPSA Scores range from 0-25 for mental health, with higher scores indicating greater need.

Data Source: HRSA Data Warehouse, as of 03/13/2025.
Map prepared by MDHHS Workforce/Access & Grants Management.
Michigan Primary Care Office (PCO).

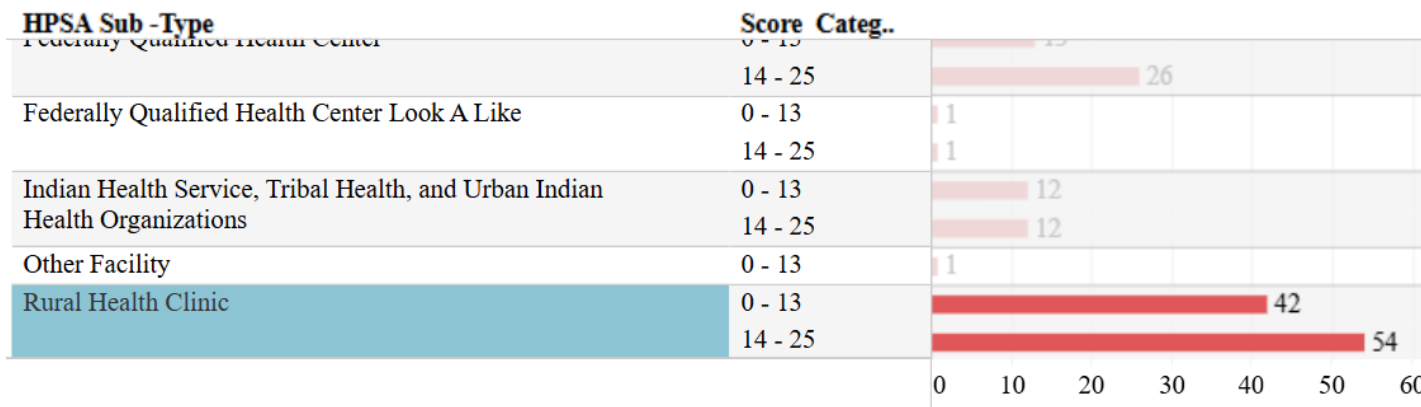


HPSA Scores by Facility Type

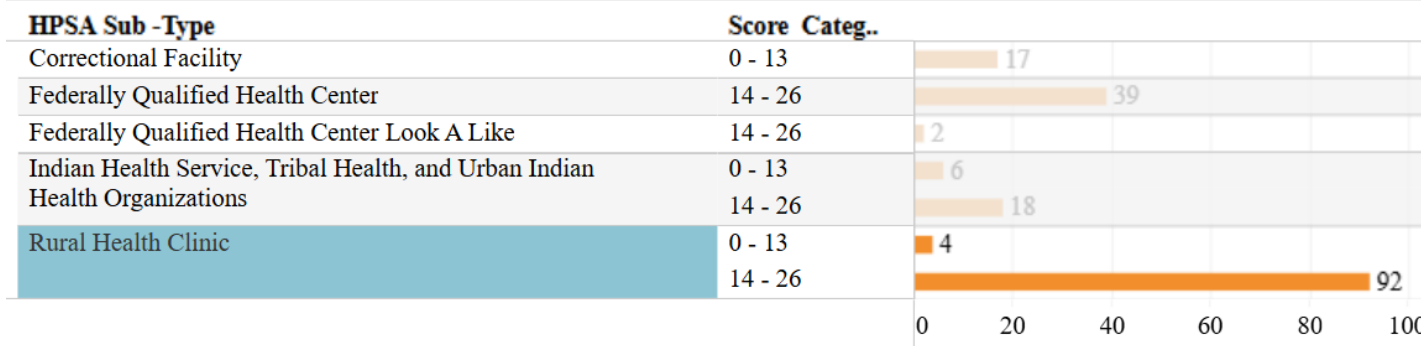
Primary Care



Mental Health



Dental Health



Auto-HPSA sites can use either their facility-specific designations or geographic designation scores for recruitment and retention purposes.

National Shortage Designation Update (NSDU)



- HPSA designations must be updated every three years; MUA/P designations are not.
- Next planned NSDU is in September 2025.
- Update preview reports started in March – anticipate five total.
- Top priorities:
 - Validate provider data in the Shortage Designation Management System (SDMS) using available data sources.
 - Collaborate with providers and partners to improve data collection.
 - Seek new designations for areas and populations with access to care barriers as demonstrated by provider shortages or other high need indicators, particularly areas that lost their HPSA status in 2024.

2025 Statewide Provider Survey

- New initiative and effort to improve data collection for the federal shortage designations and FTE calculations.
- Distributed using GovDelivery and collaborating with partners: Jan. 27 – Feb. 28.
- Gathered information about the supply and accessibility of HPSA-eligible primary medical care, dental and mental health providers.
- Data collected:
 - National Provider Identifier (NPI) and License numbers;
 - Specialty and sub-specialty data;
 - Primary practice site address and any secondary location(s);
 - Direct tour tours and clinical information for FTE calculations (number of annual claims and percent of special populations served); and
 - Physician availability questions: practice site setting, recent retirement or relocation plans, among others.
- [HPSA Provider Questionnaire](#)

2026-2027 Statewide Community Health Needs Assessment Update



Due Date: March 31, 2027

“By year three of the period of performance, each recipient must conduct a statewide Community Health Needs Assessment that identifies the communities with the greatest unmet health care needs, disparities in health outcomes, poverty, health workforce shortages, and barriers to health care access.”



PCO grant deliverable and HRSA requirement.



Update needs assessment data annually (or as needed for PCO priorities) and conduct a full update every five years.



Include additional feedback from partners in future updates and new recommended data:

- State/rural/urban breakout table.
- Add broadband and telehealth access data.
- Gather qualitative information.

Shortage Designations Help Target Resources**

Shortage Designation* Type	National Health Service Corps (NHSC)	NURSE Corps	State Loan Repayment Program	Health Center Program	IHS Loan Repayment Program	CMS HPSA Bonus Payment Program	CMS Rural Health Clinic Program	J-1 Visa Waiver
Primary Care								
Geographic HPSA	X	X	X		X	X	X	X
Population HPSA	X	X	X		X		X	X
Facility HPSA	X	X	X		X			X
Dental Care								
Geographic HPSA	X		X		X			
Population HPSA	X		X		X			
Facility HPSA	X		X		X			
Mental Health								
Geographic HPSA	X	X	X		X	X		X
Population HPSA	X	X	X		X			X
Facility HPSA	X	X	X		X			X
MUA				X			X	X
MUP				X				X
Exceptional MUP (Unique Local Conditions)				X				X
State Governor's Certified Shortage Area							X	

*42 USC §254e(d)(1): “The Secretary shall determine health professional shortage areas in the States, publish a descriptive list of the areas, population groups, medical facilities, and other public facilities so designated, and at least annually review and, as necessary, revise such designations.”

List of programs is not exhaustive. **More information is available at: <https://bhwh.hrsa.gov/shortage-designation/types>

CMS HPSA Bonus Payment Program

- Centers for Medicare & Medicaid Services (CMS) pays a 10% quarterly bonus to certain health care providers: physicians who provide Medicare-covered medical care services in **geographic primary care HPSAs** and to psychiatrists in **geographic mental health HPSAs**.
- Only services furnished in areas that are designated as geographic HPSAs as of Dec. 31 of the prior year are eligible.
- See [Health Professional Shortage Area \(HPSA\) Bonus Payment Policy Changes PDF](#).
- Only CMS can provide more information on the physician bonus. For more information, please see the [Physician Bonuses](#) page on CMS.gov. For questions about the HPSA bonus program, please contact your [Medicare Administrative Contractor \(MAC\)](#).
- Medicare Physician Bonus Payment Eligibility Analyzer: [Data.hrsa.gov/tools/medicare/physician-bonus](https://data.hrsa.gov/tools/medicare/physician-bonus).
- For questions about HPSA designations, please contact our office. Be sure to include the full address of the location you're inquiring about.

HPSA Benefits: Geographic vs. Population Group HPSAs

Geographic HPSAs

- Count all eligible providers in the geographic area.
- HPSA benefits: eligibility to 10% CMS bonus payment, state and federal recruitment and retention programs, grants, visa waivers, RHC program, among other benefits.
- They usually have a lower HPSA score.
- We must determine what is the priority in the area by reaching out to partners and providers: a higher HPSA score or a Geographic HPSA with a lower HPSA score for the 10% bonus payment eligibility.
- There can only be one designation for the same discipline and geographic area.

Population Group HPSAs

- Count only eligible providers serving the low-income population or specific population groups.
- HPSA benefits: eligibility to same programs and benefits, except for the 10% CMS bonus payment.
- They usually have a higher HPSA score if the area has a high poverty level and low provider FTE serving the specific population group.
- A higher HPSA score is better for some loan repayment programs eligibility such as NHSC and NURSE Corps.
- There can only be one designation for the same discipline and geographic area.

MDHHS Provider Recruitment and Retention Programs

State Loan Repayment Programs, Accelerated Social Workers Degree Program and Behavioral Health Stipends for Interns



Michigan State Loan Repayment Program (MSLRP) Overview



Michigan State Loan Repayment Program (MSLRP) is administered by MDHHS.

MSLRP helps employers recruit and retain primary medical, dental and mental health care providers.

MSLRP provides loan repayment to those entering MSLRP service obligations.
(Up to \$300,000 in tax-free funds to repay educational debt over a period of up to 10 years.)

MSLRP service obligations require participants to provide full-time primary health care services in HPSAs at non-profit clinics for two years.

MSLRP Eligibility

Participant Eligibility

- Must be a U.S. Citizen.
- Commit to a two-year service obligation.
- Provide primary care to an ambulatory population.
- Provide full-time healthcare services.
 - 32 hours of direct patient care per week out of the full-time requirement.
- Be included on the list of eligible provider types.
- Have an active license with appropriate certifications.

Practice Site Eligibility

- Located in a HPSA or have a HPSA facility designation.
 - This information can be found on the HPSA-Find website:
[Data.hrsa.gov/tools/shortage-area](https://data.hrsa.gov/tools/shortage-area).
- Nonprofit site.
- Have a sliding fee schedule based on the current Federal Poverty Guidelines.
- Have a sliding fee schedule policy that complies with the National Health Service Corps.

MSLRP Eligible Practice Sites



- Certified Rural Health Clinics.
- Community Health Centers.
- Federally Qualified Health Center 'Look-Alikes'.
- Community Mental Health Clinics.
- Tribal-Affiliated Primary Care Clinics.
- Hospital-Affiliated Primary Care Clinics.
- Local Health Departments.
- Other not-for-profit Primary Care Clinics.
- Private/not-for-profit Primary Care Clinics.
- State Psychiatric Hospitals.
- State/Federal Correctional Facilities.
- State-funded Primary Care Clinics.
- Urgent Care Sites physically separate from Emergency Rooms or Emergency Departments.

Behavioral Health Loan Repayment Program



- Administered by the Michigan Department of Health and Human Services.
- Incentivizes behavioral health care providers to practice in underserved areas within Michigan.
 - Prioritizes providers who provide services to child and adolescent patient populations.
- Participants must provide full-time behavioral health services at:
 - (1) an eligible, non-profit practice site, located within a mental Health Professional Shortage Area (HPSA), or at
 - (2) a public school-based setting.
- Provides up to \$300,000 in loan repayment over a period of up to 10 years, through contractual service obligation periods of two years.

Behavioral Health Loan Repayment Program



Participant Eligibility

- Must be a U.S. citizen.
- Behavioral health provider with an eligible discipline, detailed on list of provider types.
- Commit to a two-year service obligation.
- Cannot be concurrently enrolled in another state or federal loan repayment program.
- Provide full-time, in person services at an eligible, non-profit practice site.
 - Provide at least 32 hours of direct behavioral health care services per week out of full-time requirement.
- Have an active license or certification within the state of Michigan, if applicable.

Practice Site Eligibility

- Practice sites must be classified as one of the following:
 - Non-Profit, Mental Health Practice Site within a Mental Health Professional Shortage Area (HPSA)
 - Non-Profit, Mental Health Practice Site with a HPSA Facility Designation- not located within a HPSA, but has its own facility HPSA designation
 - Public School Based Site- K-12 public school setting; no HPSA-designation required.
 - HPSA designation status can be found using locator tool: data.hrsa.gov/tools/shortage-area/hpsa-find

Behavioral Health Loan Repayment Program

Eligible Practice Sites



- Community Mental Health Authority (CMH).
- Public Schools or Public School-Based Sites.
- Non-Profit, Outpatient Behavioral Health Clinics.
- Non-Profit, Outpatient Community Health Organizations.

Michigan Opioid Treatment Access Loan Repayment Program (MIOTA)



Administered by the Michigan Department of Health and Human Services.

Incentivizes healthcare providers to expand Michigan's capacity to treat Opioid Use Disorder (OUD).

Eligible providers will receive loan repayment for beginning or expanding opioid treatment in Michigan.

Purpose of the program is to expand availability of treatment of OUD and any co-occurring Substance Use Disorder (SUD), including Medications to treat Opioid Use Disorder.

MIOTA Provider Eligibility

Provide full-time health care services

Commit to a two-year service obligation

Eligible providers must:

- Begin providing medication opioid use disorder treatment in Michigan:
 - by having obtained a standard Drug Enforcement Agency (DEA) registration certificate, or
 - Already be providing treatment using a standard DEA registration certificate, or
 - Provide services as a SUD counselor within an opioid treatment program or serving individuals with an Opioid Use Disorder, Stimulant Use Disorder (StUD), or SUD program.

MDHHS Loan Repayment Programs

Provider Eligibility

Michigan State LRP (up to \$60,000 for a two-year agreement)	Behavioral Health LRP (up to \$60,000 for a two-year agreement)	MI Opioid Treatment Access LRP (\$15,000 to \$30,000 for a two-year agreement)
<ul style="list-style-type: none"> • Psychiatrists (M.D./D.O.) <ul style="list-style-type: none"> • Psychologists • Licensed/Limited Professional Counselor (LPC/LLPC) 	<ul style="list-style-type: none"> • Licensed/Limited Master's Social Workers (LMSW/LLMSW) <ul style="list-style-type: none"> • Licensed/Limited Marriage and Family Therapist (LMFT/LLMFT) 	
<ul style="list-style-type: none"> • Dentists (D.D.S./D.M.D.) • Primary Care Physicians (M.D./D.O.) • Physician Assistants (Primary Care) • Nurse Practitioners (Primary Care) • Certified Nurse Midwives • Psychiatric Nurse Specialists (Master) • Psychologists (Master) and MSWs providing autism services 	<ul style="list-style-type: none"> • Psychiatric Nurse Specialists • Board Certified Behavioral Analysts (BCBA) • Board Certified Assistant Behavioral Analysts (BCABA) 	<ul style="list-style-type: none"> • Physicians (M.D./D.O.) • Nurse Practitioners (NP) • Physician Assistants (PA) • Substance Use Disorder (SUD) Counselors <ul style="list-style-type: none"> • Social Workers • Professional Counselors • Marriage and Family Therapists

MDHHS Loan Repayment Application Cycles



- Michigan State Loan Repayment Program.
 - Application Cycle is currently open.
 - Feb. 3, 2025 – April 30, 2025.
- Behavioral Health Loan Repayment Program.
 - Application Cycle is currently open.
 - March 3, 2025 – April 25, 2025.
- Michigan Opioid Treatment Access Loan Repayment Program.
 - Upcoming Application Cycle.
 - May 5 - May 19, 2025.

Nurse Loan Repayment Program (NLRP)

- Nurse Loan Repayment Program is a **new program** administered by MDHHS.
- Assists employers in the recruitment and retention of nurses in underserved communities.
- Provides up to \$300,000 for in loan repayment over a period of up to 10 years.
- Nurses must provide full-time nursing services at non-profit clinics or a Michigan school of nursing for two years.

Nurse Loan Repayment Program

Participant Eligibility

- Eligible nurses:
 - **Registered Nurses**
 - **Licensed Practical Nurses**
- Must be a U.S. Citizen.
- Commit to a two-year service obligation.
- Provide full-time healthcare services.
- Have an active nursing license.

Practice Site Eligibility

- Non-profit or nursing school.
- Required to be located in HPSA.
 - HPSA-designation status can be found using locator tool:
[Data.hrsa.gov/tools/shortage-area/hpsa-find](https://data.hrsa.gov/tools/shortage-area/hpsa-find).

NLRP Eligible Site Types

- Certified Rural Health Clinics (HPSA)
- Community Health Centers
- Community Mental Health Clinics
- Federally Qualified Health Center Look-Alikes
- Hospital-Affiliated Primary Care Clinics
- Local Health Departments
- Other Not-for-Profit Primary Care Clinics
- Private/Not-for-Profit Primary Care Clinics
- State Psychiatric Hospitals
- State/Federal Correctional Facilities
- State-Funded Primary Care Clinics
- Tribal-Affiliated Primary Care Clinics
- Urgent Care Sites
- Schools of Nursing
- Free Clinics

NLRP Top Priority Applicants for 2025

- Nurses Employed Within High Social Vulnerability Index Counties:
 - Lake, Clare, Gladwin, Osceola, Newaygo, Oceana, Branch, Wayne, Mecosta, Isabella, Muskegon, Saginaw, Genesee, Ingham, Calhoun, Van Buren, Berrien, St. Joseph, Schoolcraft, Mackinac and Chippewa
 - Applicants Who Are Underrepresented
 - Race/Ethnicity/Gender
 - Applicants Who Are Multi/Bilingual
- Nurses Employed by Priority Practice Sites:
 - Certified Rural Health Clinics
 - State Psychiatric Facilities
 - Public Schools
 - Tribal Health & SUD Clinics
 - Community Mental Health (CMH)
 - School of Nursing

The Nurse Loan Repayment Program
application cycle will open on
April 30, 2025.

Michigan Behavioral Health Internship Stipend Program (MI-BHISP)



- MI-BHISP aims to increase the number of qualified behavioral health professionals in Michigan by providing a stipend of up to \$15,000 to eligible student interns.
- MI-BHISP is intended for interns who are in the process of completing their bachelor or graduate level behavioral health degree program.
- Interns must be in the process of completing a degree that would lead to one of the following behavioral health professions:
 - Behavior Analyst
 - Marriage or Family Therapist
 - Social Worker
 - Professional Counselor
 - Psychologist

Michigan Behavioral Health Internship Stipend Program



- The internship must be completed in Michigan.
- Approved sites include a public behavioral health-based system, defined as a:
 - Local community mental health or subcontracted entity.
 - Indian health service.
 - Tribal-operated facility or program.
 - Urban Indian clinic.
- A commitment to seeking employment in Michigan's behavioral health sector after graduation is encouraged.
- Application cycle is currently closed (Jan. 8 – Jan. 22, 2025).

Bachelor of Social Work (BSW) to Master of Social Work (MSW) Program



PROGRAM OVERVIEW

- The BSW to MSW Program is administered by the MDHHS.
- Incentivizes BSWs to obtain MSW degree and provide behavioral health services
- Universities apply for the program.
 - MDHHS will grant award funds to each participating university.
 - The university will then manage the administration of awarded funds with program participants at the school.
- The BSW to MSW Program intends to provide one-time, \$30,000 stipends to BSWs who agree to enter a full-time advanced standing MSW program and fulfill the program's post-graduation service obligation.
- Service obligations require participants to provide at least two years of full-time service in public sector behavioral health within Michigan after graduation from MSW program.

BSW to MSW Program, Continued

PROGRAM REQUIREMENTS FOR STUDENT PARTICIPATION

- Must hold a bachelor's degree in social work.
- Must be eligible to enroll into a full-time, advanced standing MSW program at a university within Michigan.
- The university must be contracted with the BSW to MSW Program.
- Must fulfill all requirements for graduation from the advanced standing MSW program.
- Must obtain licensure as a Master in Social Worker in Michigan after graduation.

J-1 Visa Waiver Programs

The J-1 visa is a student visa used by medical professionals from other countries who are studying in the United States.

A requirement of the visa is that the student must return to their home country for two years before they would be eligible to work in the U.S.

J-1 visa waiver programs allow individuals to skip the return-home requirement, letting them transition directly from education to employment.

In Michigan, two J-1 visa waiver programs are available, the Conrad 30 Program and the U.S. Exchange Visitor Program.

J-1 Visa Waiver Programs

- Conrad 30:
 - Administered by MDHHS.
 - Limited to 30 participants per year.
 - Applications will be available on June 1.
 - Can only apply during annual **Sept. 1 – Nov. 1** application cycle.
 - Eligibility
 - Doctors of any specialty.
 - Working in Michigan.
 - HPSA prioritized but not required.
- U.S. Exchange Visitor Program:
 - Administered by U.S. Department of Health and Human Services.
 - Unlimited but with narrow criteria.
 - Can apply at any time.
 - Eligibility:
 - Primary care physicians.
 - Working in a HPSA.
 - With a score of seven or higher.

National Health Service Corps (NHSC) Loan Repayment Programs

Health Resources and Services Administration (HRSA)



Key Differences between State and Federal Loan Repayment Programs

State Loan Repayment Programs

1. Accepts non-profit practice sites only.
2. Sites do not have to be pre-approved.
3. For MSLRP, dental hygienists are not eligible.
4. Accepts Limited License and Fully Licensed Behavioral Healthcare Providers.
5. Offers only full-time contracts.
6. Selection criteria centered on the needs of the state (priority applicants).

National Health Service Corps

1. Accepts non-profit and for-profit practice sites.
2. Sites must be pre-approved by HRSA.
3. Dental Hygienists are eligible for NHSC.
4. Accepts only Fully Licensed Behavioral Healthcare Providers.
5. Offers full and half-time contracts.
6. NHSC selection criteria strongly based on practice site HPSA score.

National Health Service Corps (NHSC) Loan Repayment Programs (LRPs)

You can only apply to one program.

NHSC LRP

- Recruit and retain medical, dental and mental/behavioral health clinicians in underserved areas.

NHSC SUD Workforce LRP




- Recruit and retain medical, nursing, and behavioral/mental health clinicians *to provide evidence-based SUD treatment and counseling* in underserved areas.

NHSC Rural Community LRP

- Recruit and retain medical, nursing, and behavioral/mental health clinicians *to provide evidence-based SUD treatment and counseling* in rural-underserved areas.



WHICH ONE IS RIGHT FOR YOU?

PROGRAM TYPE	NHSC Loan Repayment Program	NHSC SUD Workforce Loan Repayment Program	NHSC Rural Community Loan Repayment Program
DISCIPLINES ELIGIBLE FOR ALL PROGRAMS	Physicians (DO/MD)* • Nurse Practitioners (NP)* • Physician Assistants (PA)* • Certified Nurse Midwives (CNM)* Health Service Psychologists (HSP) • Licensed Clinical Social Workers (LCSW) • Psychiatric Nurse Specialists (PNS) Marriage and Family Therapists (MFT) • Licensed Professional Counselors (LPC)		
DISCIPLINES ELIGIBLE FOR SPECIFIC PROGRAMS	 Dentists (DDS/DMD) Dental Hygienists (RDH)	 Substance Use Disorder (SUD) Counselors Pharmacists (PHARM) Registered Nurses (RN)	 Substance Use Disorder (SUD) Counselors Pharmacists (PHARM) Registered Nurses (RN) Certified Registered Nurse Anesthetists (CRNA)
AWARD AMOUNT	UP TO \$75K full-time / UP TO \$37.5K* part-time UP TO \$50K full-time / UP TO \$25K part-time	UP TO \$75K full-time / UP TO \$37.5K part-time	UP TO \$100K full-time / UP TO \$50K part-time
SPANISH-LANGUAGE AWARD ENHANCEMENT	Up to \$5,000 for clinicians who demonstrate Spanish-language oral proficiency. This is in addition to the maximum award amounts for each program for full- or half-time service.		
SERVICE COMMITMENT	2 YEARS	3 YEARS	
NHSC HEALTH CARE SITE	✓ Any NHSC-approved site	✓ Any NHSC-approved SUD site	✓ Any rural, NHSC-approved SUD site

*In 2024, primary care providers, including physicians, nurse practitioners, certified nurse midwives, and physician assistants can apply for an increased award amount. Other eligible disciplines providing dental and behavioral health services can apply for the standard award.

All programs use one application, **but you can only apply to one program.**

NHSC Loan Repayment Application Cycles



Application cycles are open and closes on May 1, 2025.



All three loan repayment programs are open at the same time.



Providers can only apply to one program.

Apply to Become an NHSC Site



- Becoming an NHSC site can assist your organization in recruitment and retention of primary, dental and mental health care providers.
- **The new site application cycle opens in the spring.**
 - For sites that have **never** been approved as an NHSC-approved site.
 - For sites that are currently **inactive** for NHSC due to expiration.
- **The site recertification cycle opens in the fall.**
 - For sites that display “active” under Program on the Bureau of Health Workforce Customer Service Portal Site Dashboard and have an expiration date.
- This application cycle typically lasts six to eight weeks.
- It is necessary to read the **Site Reference Guide** and the **NHSC Site Agreement** when applying to become an NHSC site.
- **Sites must submit an application every three years.**

NHSC Auto-Approved Sites

- Eligible auto-approved sites include:
 - FQHCs
 - Community Health Centers
 - School-Based Programs
 - Mobile Clinics
 - FQHC Look-Alikes
 - American Indian Health Facilities
 - Correctional or Detention Facilities
 - Federal Prisons
- Auto-approved sites can request NHSC approval at any time.
 - Sites do not need to wait for the annual site application cycle.
 - [Auto-Approved NHSC Sites | NHSC \(hrsa.gov\)](https://www.hrsa.gov/nhsc/)

Centers for Medicaid and Medicare Services- Certified RHCs requesting an Auto-HPSA Score



- In order for Centers for Medicaid and Medicare Services-Certified RHCs to request an Auto-HPSA score:
 - Must become NHSC-approved sites.
 - Submit an application, and under the section “Confirm Site Details,” include your Certification Number.
 - This will allow HRSA to apply the facility shortage-area designation score.
- If HRSA approves the application, HRSA will then calculate the auto-designation score and notify the site and the state primary care office.
- This process takes place during the New NHSC Site Application Cycle (spring) and the NHSC Site Recertification Cycle (fall).

Contact Information

Website: [Workforce/Access & Grants Management Section \(michigan.gov\)](https://www.michigan.gov/Workforce/Access%20&%20Grants%20Management%20Section)

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