
Health Care Provider Incentive Program: A Summary of our First 18 Months

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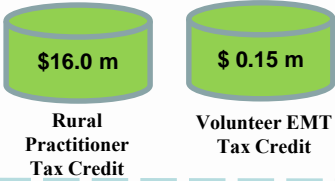
HEALTH POLICY AND ANALYTICS DIVISION

Background: HB3261

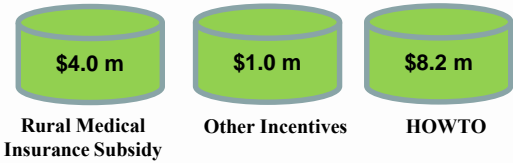
- *In 2017, Legislature passed HB3261 which consolidated multiple state programs into a single program effective 1/2/2018, with various incentives available. The legislature initially created several “buckets” of funding for specific incentive types:*
 - *Loan Repayment (\$4.0m)*
 - *Loan Forgiveness/Scholarships (\$7.1m)*
 - *Insurance Subsidies (\$4.0m)*
 - *Other (\$1m)*

STATE- AND FEDERAL FUNDED HEALTHCARE WORKFORCE PROVIDER INCENTIVES AVAILABLE TO OREGON PROVIDERS (2017-19)

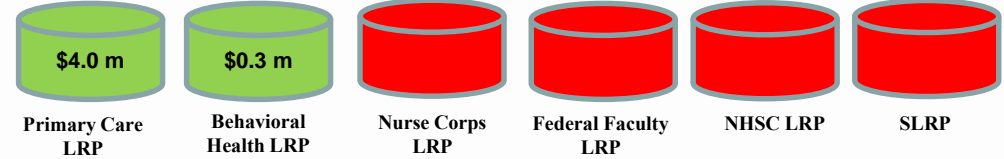
TAX CREDITS
\$16.15 m



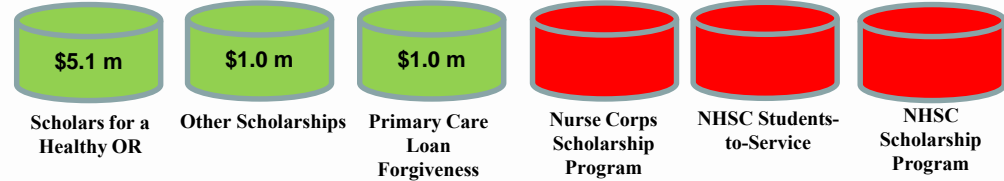
LOANS/GRANTS/SUBSIDIES
\$9.0 m



LOAN REPAYMENT
\$4.3 m



SCHOLARSHIPS/ LOAN FORGIVENESS
\$7.1 m



OTHER NON-FINANCIAL



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

New Rules for a New Program

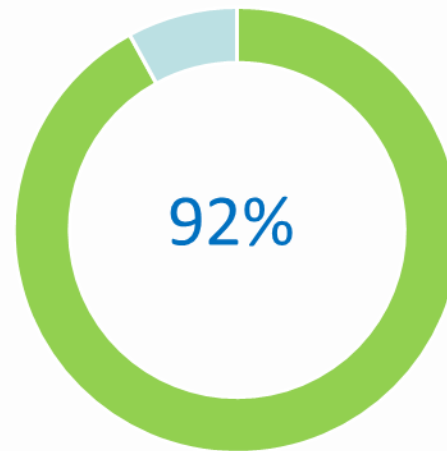
- The Health Care Provider Incentive Program was created to replace and surpass the various programs that had been separately in existence. Modifications from previous programs include:
 - Naturopaths and Pharmacists included as eligible providers
 - Made awards available to Behavioral Health clinicians working toward licensure
 - Loan repayment incentive available to providers already practicing at eligible practice sites less than two years
 - Secondary language skills and cultural agility included in the award determination criteria for loan repayment

What's Happened Since the Start of the Program?

Loan Repayment

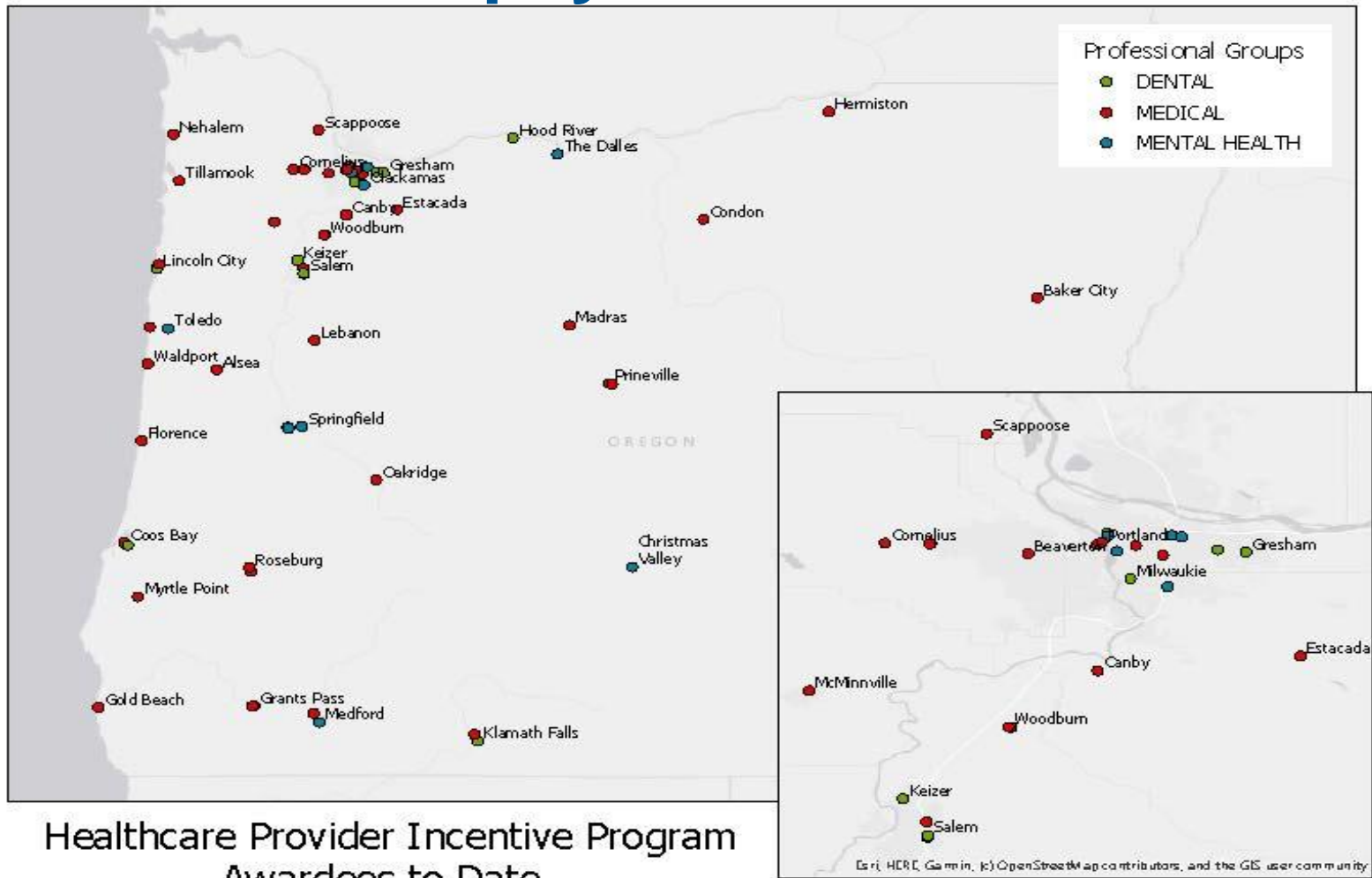
- \$4,000,000 earmarked
 - Program awarded **83** clinicians a total of \$3.7 million, or 92% of the budget.

Loan Repayment Budget Spent



- Of those awarded:
 - **46** working in Rural areas (55%)
 - **37** working in non-Rural (aka “Urban Underserved”) areas (44%)

Loan Repayment Awardees



Loan Repayment Awardee Details (through July 2019)

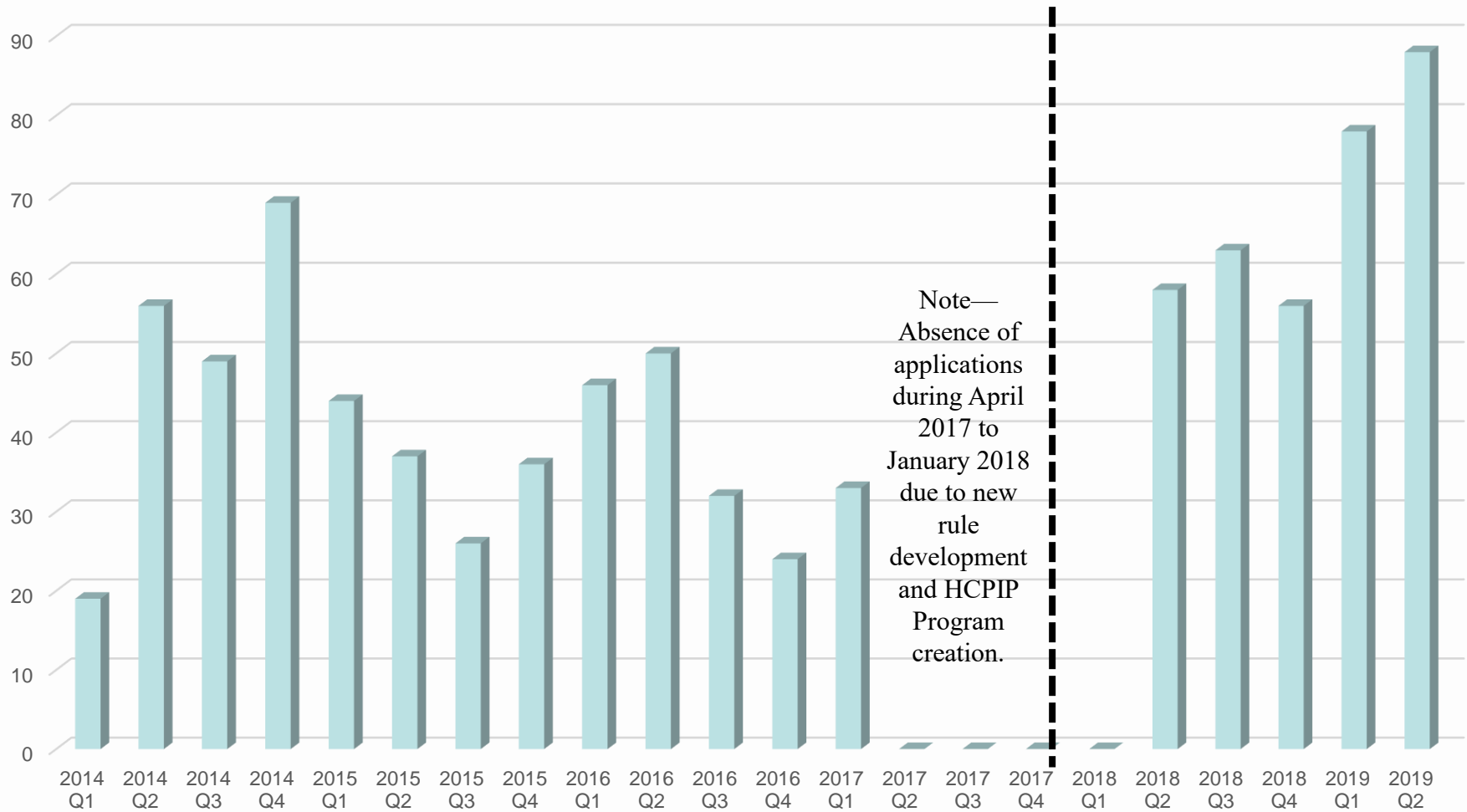
- Number Selected: **83** Total Providers In Awarded
 - » 1 Clinical Psychologist
 - » 1 Nurse Midwife
 - » 3 Licensed Professional Counselor
 - » 4 Pharmacist
 - » 4 Doctors of Osteopathic Medicine (DO)
 - » 4 Licensed Clinical Social Workers
 - » 6 Naturopathic Doctor
 - » 9 Behavioral Health Clinicians working toward Licensure
 - » 11 Medical Doctors (MD)
 - » 11 Nurse Practitioners
 - » 12 Physicians Assistants
 - » 15 Dentists
- By Discipline:
 - » 48 Physical Health Professionals
 - » 15 Dental Health Professionals
 - » 20 Mental Health Professionals

Loan Repayment Awardee Details Cont.

- Race/Ethnicity of Awardees (as self-identified):
 - » 1 Native American
 - » 1 Native Hawaiian
 - » 1 African American
 - » 6 Hispanic
 - » 6 Asian
 - » 7 Awardees chose not to respond
 - » 61 White/Non-Hispanic
- Languages Spoken by Awardees:
 - » 26 Spanish
 - » 1 Hindi
 - » 1 Russian
 - » 1 Arabic
 - » 1 Tagalog
 - » 1 Chinese
 - » 1 Korean
 - » 1 American Sign Language
 - » 1 Vietnamese

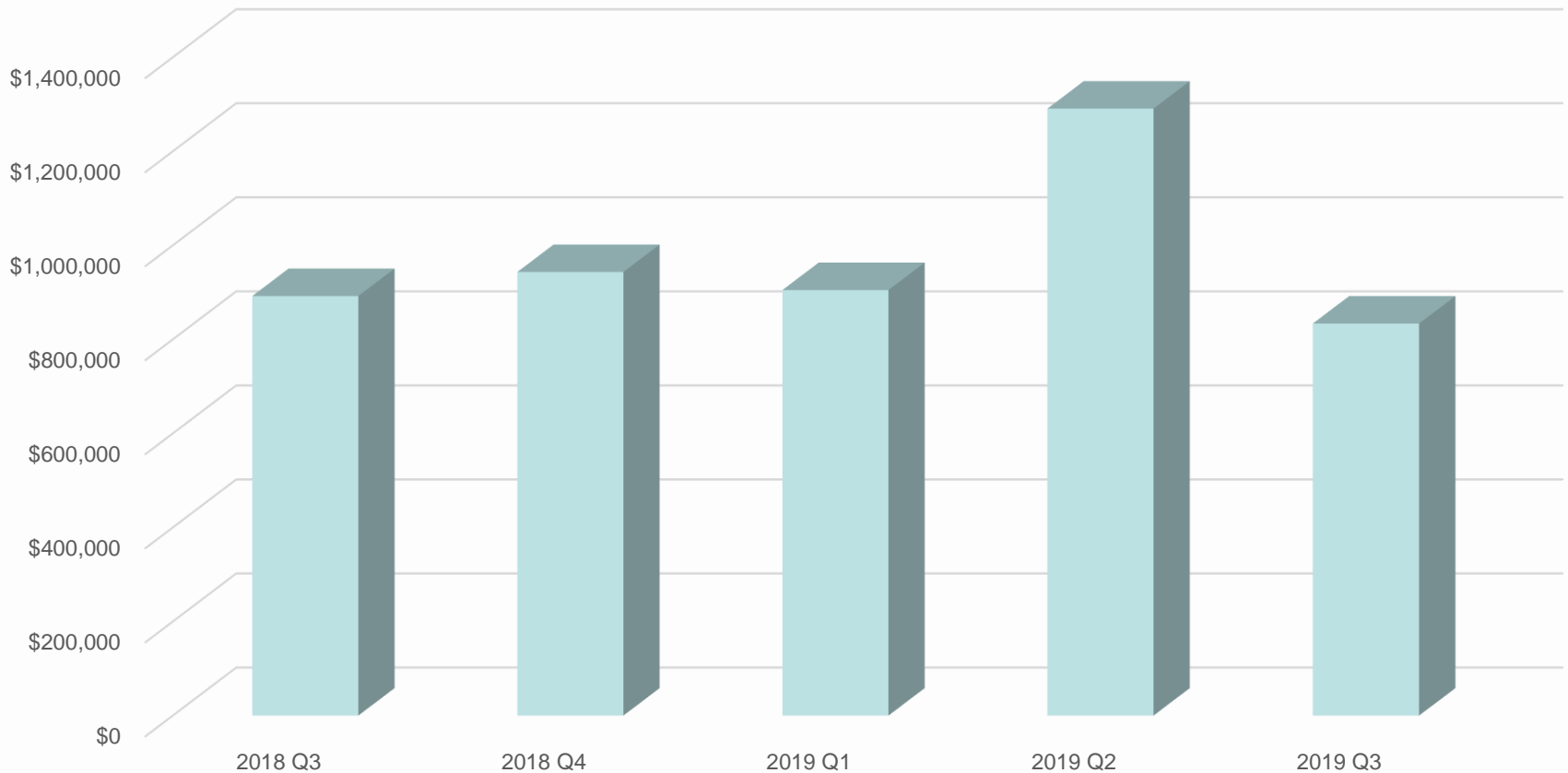
Loan Repayment Applications

LR Applications



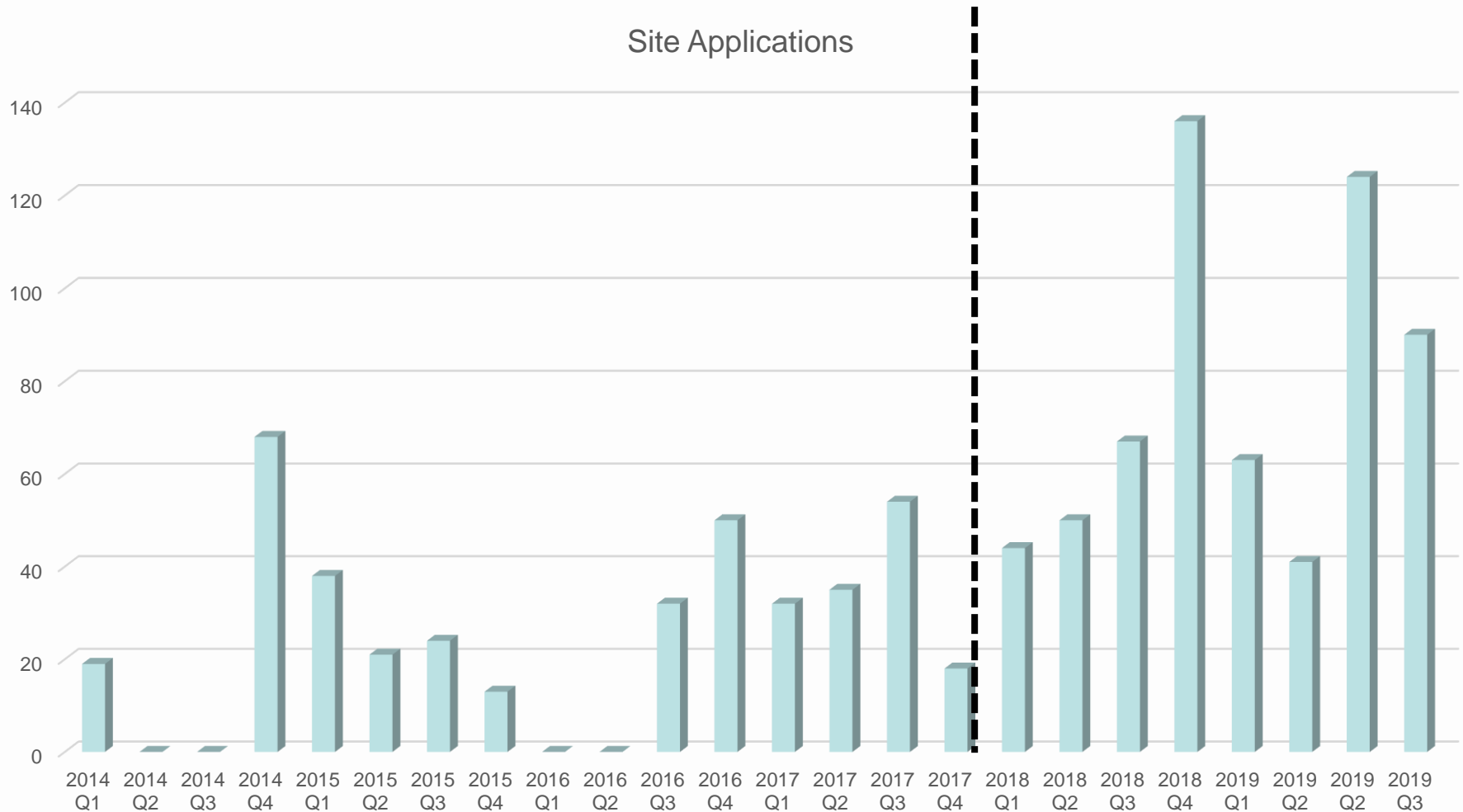
Loan Repayment Continued

HCPIP Loan Repayment Award Totals Per Quarter



Site Participation

Site Applications



“SHOI-Like” Scholarships

- Program made available:
 - **\$336,000** in scholarship funds to Western University of Health Sciences- College of Osteopathic Medicine of the Pacific (COMP-NW) (3 scholars)
 - **\$269,000** in scholarship funds to National University of Natural Medicine (NUNM) (4 scholars)
- Pacific University will launch its “SHOI-Like” Scholarship opportunities for the 2020 school year
- Students who accept these awards will be required to work at a qualified site *in Oregon*

Loan Forgiveness Clinicians in Service (by year)

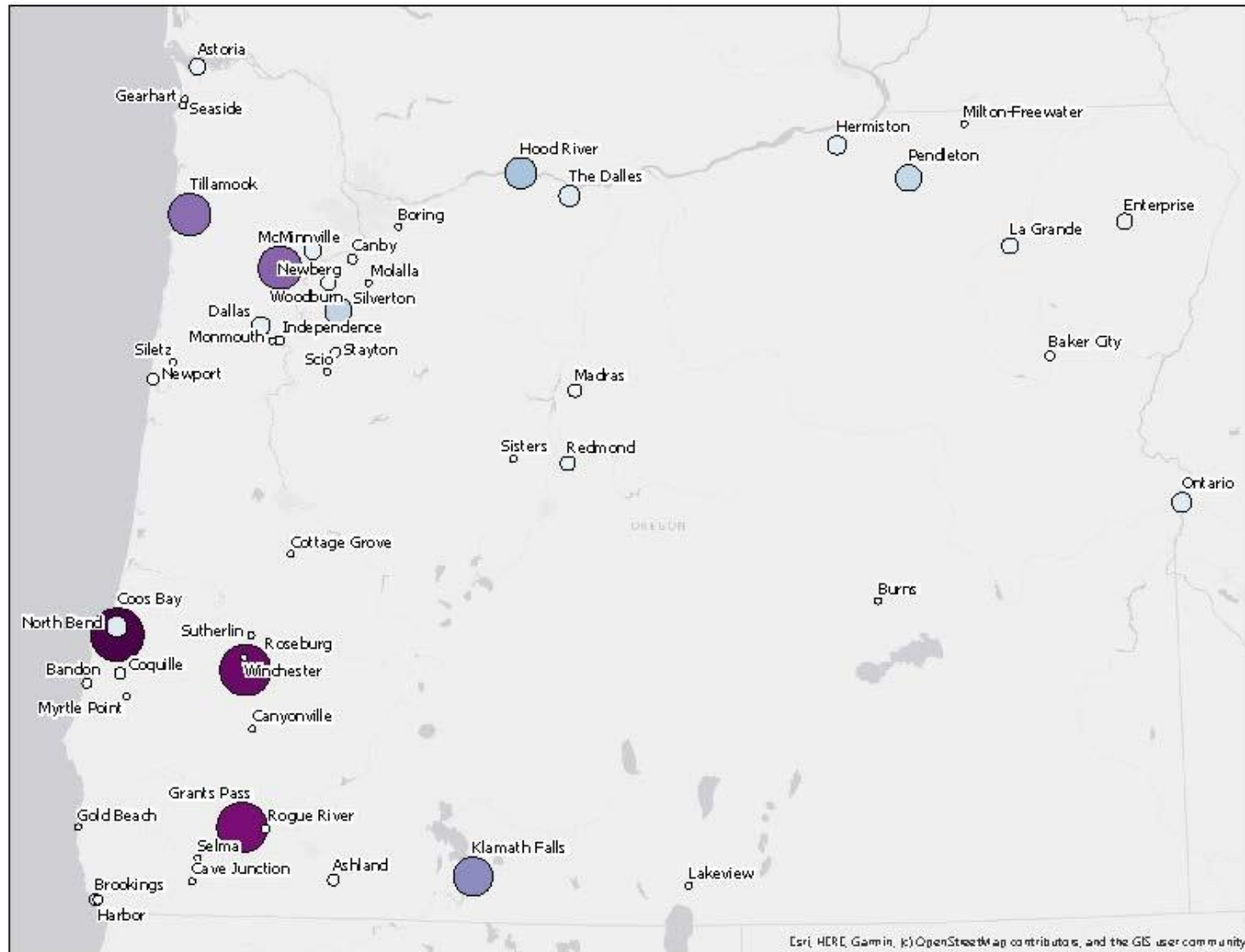
	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Physician				1	4	1		3	5	3	1	1	6
Family/ General NP	1			6		2		1					
Physician Assistants		1	1	4	5	2	9	7					



Rural Malpractice Insurance Subsidy

- Eight different insurance carriers participate:
 - » Affinity Insurance Services Inc. (CNA)
 - » Oregon Medical Association Group (CNA-OAN)
 - » Coverys/ProSelect
 - » Darwin National Insurance Company
 - » Preferred Professional Insurance Company
 - » The Doctors Company
 - » Physicians Insurance Company
 - » Medical Protective Services
- Since January 2018, the Program has awarded **more than \$3.7 million** in medical malpractice premium subsidies to over **550** physicians and nurse practitioners in rural practice settings
- Subsidies range from \$109.69 to \$12,860.00
- Average subsidy is approximately \$997

Rural Malpractice Insurance Subsidy Map



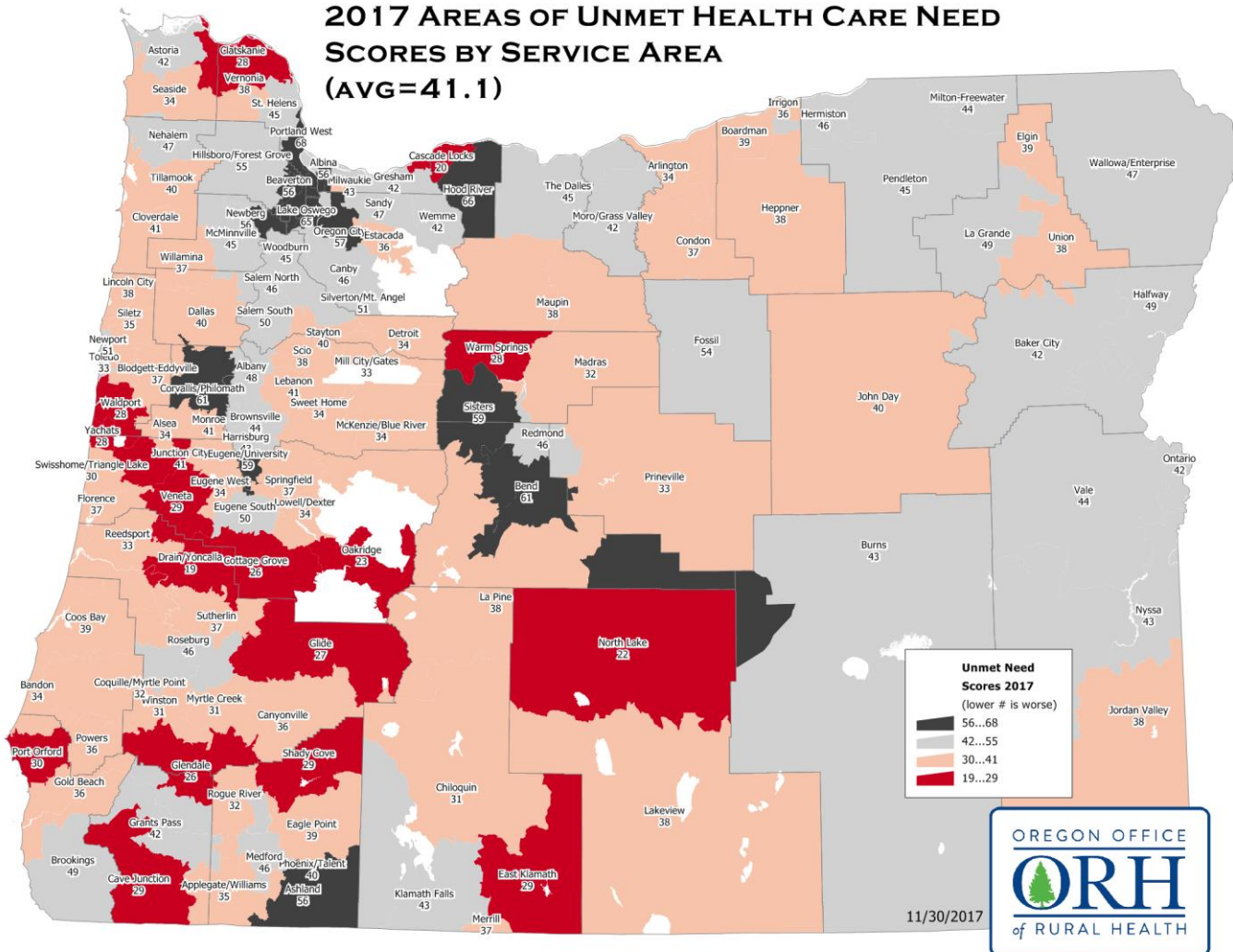
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Effects on Workforce Capacity

- Since the beginning of the HCPIP, Primary Care provider FTE has increased in the following service areas:
 - » North Lake
 - » East Klamath
 - » Cave Junction
 - » Glide
 - » Drain/Yoncalla
 - » Veneta
- Additionally, an analysis of 2018 Areas of Unmet Healthcare Needs Report indicated:
 - » Many of the areas with workforce declines had increased FTE
 - » Of the 16 highest-need areas identified in 2017, seven of those areas are no longer in bottom quartile of service areas
 - » The lowest scoring area in the state improved its score from 19 to 20

Areas of Unmet Need: 2017

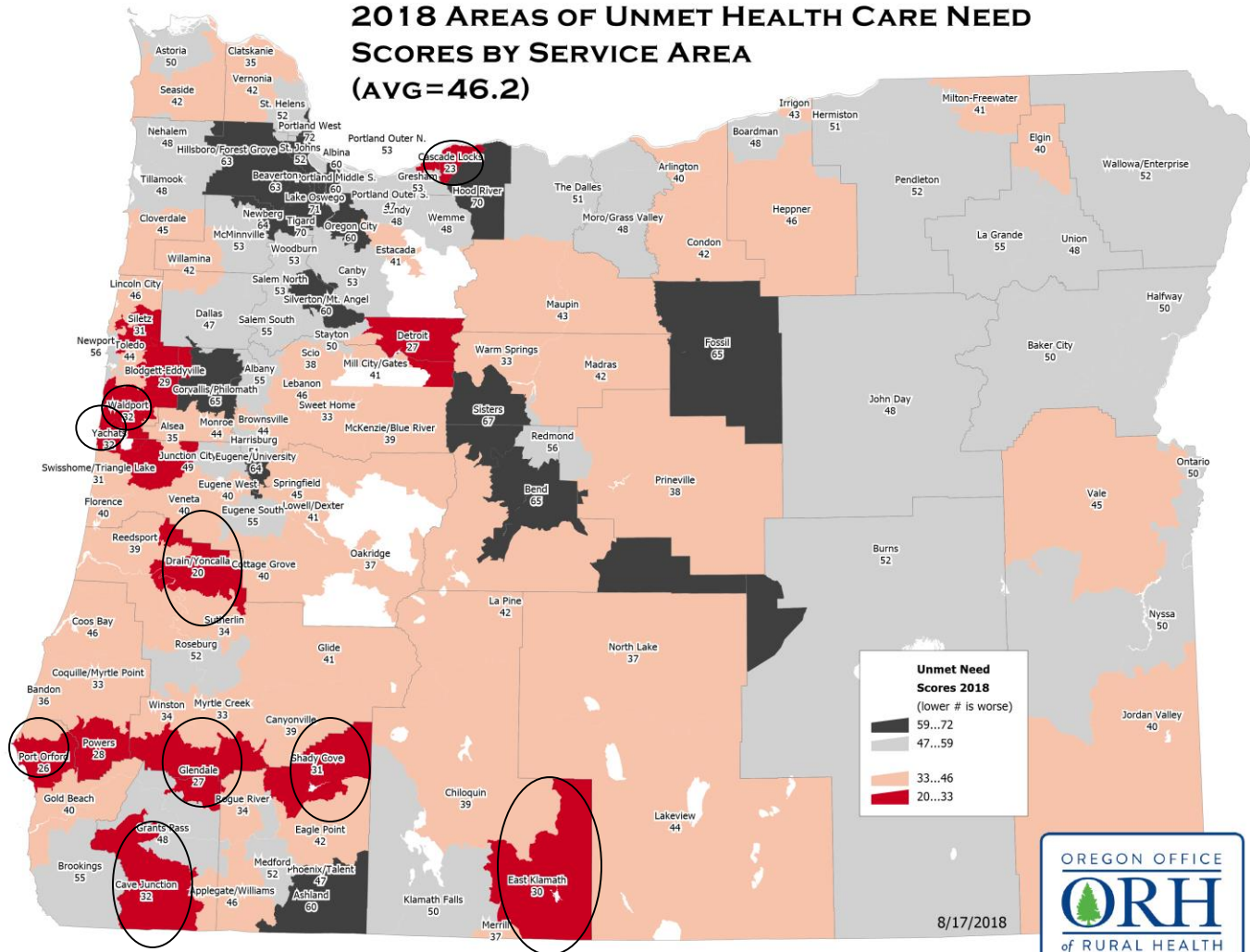
2017 AREAS OF UNMET HEALTH CARE NEED
 SCORES BY SERVICE AREA
 (AVG=41.1)



11/30/2017

Areas of Unmet Need: 2018

**2018 AREAS OF UNMET HEALTH CARE NEED
SCORES BY SERVICE AREA
(AVG=46.2)**



Summary

- Oregon Health Authority allocated \$14 million for 2017-19 for HCPIP
 - Over \$12.5 million spent/obligated!
 - An additional \$3 million allocated directly to OHSU for SHOI, PCLF
 - More than 737 clinicians funded
 - 32 students funded with scholarships/loan forgiveness
 - 115 additional FTE supported through these funds (current and future years)

So, What's Next?

- 2019-21 Allocation:
 - \$17.6 million
- Back to Workforce Committee in September with recommendations

Questions?

- What stands/jumps out at you?
- What questions does this leave you with?
- What else should we consider?

For Follow-up, Contact:

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