

PRIMARY CARE NURSE RECRUITMENT AND RETENTION PROGRAMS IN MASSACHUSETTS

**THIS INFORMATION HAS BEEN COLLECTED THROUGH A COLLABORATIVE EFFORT
BETWEEN THE
MASSACHUSETTS DEPARTMENT OF PUBLIC HEALTH
PRIMARY CARE OFFICE
AND
THE UNIVERSITY OF MASSACHUSETTS MEDICAL SCHOOL'S
MASSAHEC NETWORK
A PROGRAM OF COMMONWEALTH MEDICINE**

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NURSING SCHOLARSHIP, LOAN REPAYMENT AND LOAN PROGRAMS

A variety of programs are in place within state agencies and within organizations at the national, state and community levels to recruit primary care health professionals who will provide services in high-need/underserved communities in Massachusetts. Many of the program activities are coordinated through the Massachusetts Department of Public Health (MDPH) Primary Care Office (PCO).

The programs summarized here focus on primary care nursing disciplines.

MASSACHUSETTS DEPARTMENT OF PUBLIC HEALTH PRIMARY CARE OFFICE

The Massachusetts Primary Care Office (PCO) is funded in part by the federal Health Resources and Services Administration's (HRSA) Bureau of Clinician Recruitment and Services, Bureau of Health Professions and Bureau of Primary Health Care. The PCO works collaboratively with federal, state, and local partners to coordinate resources to address issues related to the delivery of comprehensive primary care services, and the retention, recruitment and oversight of health professionals for populations in medically underserved areas. The PCO conducts research and analysis of the healthcare delivery system and the population it serves to identify trends in access and develop strategies to address deficiencies. Working with the federal HRSA, the PCO serves as the point of contact for many federal and state workforce assistance programs, designed to help attract health professionals of various disciplines to join our healthcare provider community.

The mission of the Massachusetts PCO is to promote and advocate for comprehensive primary health care access for all residents.

UNIVERSITY OF MASSACHUSETTS MEDICAL SCHOOL/ COMMONWEALTH MEDICINE MASSAHEC NETWORK

The Massachusetts Area Health Education Center (MassAHEC) Network is funded by the Health Resources and Services Administration's Bureau of Health Professions and the University of Massachusetts Medical School. The MassAHEC Network includes six community-based agencies that address health care workforce issues at the local level, an AHEC office at the Boston University School of Medicine and a central office at the University of Massachusetts Medical School in Worcester.

The mission of the MassAHEC Network is to reduce health disparities across the Commonwealth by enhancing the skills and increasing the diversity of the health care workforce and facilitating access to culturally and linguistically responsive health care services.

If you are aware of resources that should be included in this guide or have comments, please contact Joan Bohlke, MassAHEC-DPH Workforce Manager, Massachusetts Department of Public Health, 617-624-5991, Joan.Bohlke@state.ma.us

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Disclaimer: *The contents of this document are subject to change at any time. Please contact the identified program to confirm deadlines and requirements.*

Health Professional Shortage Areas Medically Underserved Areas Medically Underserved Populations



Certain areas of the state are designated as Health Professional Shortage Areas (HPSAs) or medically underserved areas and/or medically underserved populations (MUAs/ MUPs). These areas are identified by the Massachusetts Primary Care Office and approved by the federal Department of Health and Human Services Bureau of Health Professions, Shortage Designation Branch.

Health Professional Shortage Areas (HPSA, "hipsas") are designated for primary care (family medicine, general practitioners, general pediatricians, general obstetricians/gynecologists, general internal medicine, and general geriatrics), dental or mental health. HPSAs are determined by:

- Geography, by designating an area of the state that has a shortage of providers for the total population in an identified rational service area (RSA)
- Population based, including underserved areas for low income populations, migrant or seasonal farm workers, Native Americans, or other populations who face specific language, cultural or access barriers
- Facility based designations, including public or non-profit facilities such as Rural Health Clinics or Federally Qualified Health Centers, or Correctional Facilities
- Federally recognized tribes
- Federal and state correctional facilities

Currently, HPSAs are updated approximately every five years through a complex assessment process. To determine the HPSA designation of an area or facility, visit <http://hpsafind.hrsa.gov> or contact the Primary Care Office to determine the latest designation.

HPSA and MUA/MUP designation may qualify a primary care clinician or facility for certain loans and recruitment incentive programs that are defined here.

Contact: MA-PCO-Shortagedesignation@state.ma.us or 617-624-5508

Massachusetts Loan Repayment Programs



The Massachusetts Loan Repayment Program for Health Professionals

The goal of the Massachusetts Loan Repayment Program (MLRP) for Health Professionals is to increase the number of primary care health professionals providing services to the most vulnerable populations in the Commonwealth. The MLRP establishes contracts with qualified clinicians seeking financial support for professional education loan repayment. A grant from the federal Bureau of Health Professions and appropriated state funds through the Massachusetts Department of Public Health (MDPH) fund the program. Awards are not considered taxable income. Currently the MDPH Primary Care Office (PCO) administers two loan repayment programs for primary care nurse practitioners and advanced practice nurses, Components A and C.

Component A Overview:

Primary care clinicians, including nurse practitioners, psychiatric nurse specialists, physician assistants and certified nurse midwives

- U.S. Citizen
- Up to \$25,000/ yr. (\$50,000 total award over two years); continuation contracts available
- Applicants must work in a public and/or non-profit agency located in a federally designated health professional shortage areas (HPSA)
- Applications must be submitted jointly by the provider and public or non-profit agency
- Applicants must not be a National Health Service Corps member or a participant in other loan repayment programs concurrently; however, the MLRP can be sequenced with other federal and state programs and applicants can also reapply
- Applications are accepted on a rolling basis and reviewed quarterly
- Awards are made quarterly
- Applications must be submitted to the Massachusetts Primary Care Office

Component C Overview:

Primary care clinicians, including nurse practitioners practicing within the areas of family medicine, adult medicine, women's health and pediatrics

- U.S. Citizen, or legal permanent resident
- Practice either full time or part time
- Up to \$25,000/ yr. (\$50,000 total award over two years); continuation contracts available

- Applicants must work in the not-for-profit, non-profit, or public sector or at a relevant private or group practice and meet one of the following:
 - Medically underserved area/population (MUA/P), HPSA
 - Organizations not in HPSA or MUA/P with a payer mix at least 50% MassHealth & Medicaid and/or Medicare, Commonwealth Care, and/or for sliding fee scale
 - OR, at least 50% of patients reside in HPSAs and/or MUA/Ps, health centers, rural health clinic, outpatient primary care practices of small rural hospitals; public sector (non-federal) health facilities

Applications are accepted on an ongoing basis. Download the Request for Response (RFR) application and required forms at www.mass.gov/dph/hcworkforcecenter by clicking on [Assistance Programs](#).

Contact: Nicole.Watson@state.ma.us **Phone:** 617-624-6051

Website: <http://www.mass.gov/dph/primarycare>

Community Health Center Primary Care Provider Loan Repayment Program



The Community Health Center Primary Care Provider Loan Repayment Program is managed by the Massachusetts League of Community Health Centers and is funded by donations from Bank of America, Commonwealth of Massachusetts, Neighborhood Health Plan, Blue Cross and Blue Shield Foundation of Massachusetts and Partners HealthCare. The program offers medical and nursing school loan repayment to primary care physicians and nurse practitioners who make a two-to-three year commitment to practice at one of the state's 52 community health centers.

While the bulk of program funding is for physicians and nurse practitioners seeking positions at health centers, there are some resources available for current providers.

- Must have outstanding educational loans from an accepted institution or loan program
- Forgivable loan awards of up to \$25,000 / yr. for up to 3 years
- Applications must be submitted to the Massachusetts League of Community Health Centers

Website and Applications:

<http://www.massleague.org/Programs/PrimaryCareProviderInitiatives/LoanRepaymentProgram-CHC.php>

OTHER PROGRAMS IN MASSACHUSETTS

Massachusetts Center for Nursing

In collaboration with the Boston Private Industry Council, the Massachusetts Center for Nursing has developed a 14-page listing of various scholarship opportunities for nursing students throughout Massachusetts.

Website: <http://www.nursema.org/downloads/financialaidresources.pdf>

Financial Aid Resource Guide: <http://www.nursema.org/downloads/financialaid.pdf>

The Boston Private Industry Council Forgivable Loan Pool

Working with the Massachusetts League of Community Health Centers, the Boston Private Industry Council will select 10 individuals employed in a Community Health Center who are either interested in pursuing a degree in nursing or are currently in a nursing program and experiencing financial difficulty. The adult Career Coach, provided by the BPIC, will work with these individuals as needed. Ultimately, upon successful completion of a nursing degree, these workers will commit to working in a Community Health Center.

Contact: Rebekah Lashman, Special Programs Manager, (617) 423-3755

MetroWest Community Health Care Foundation

The MetroWest Community Health Care Foundation is an independent public philanthropy located in Framingham, Massachusetts. Scholarships of \$2,000 per academic year are available to students who live or work in the MetroWest area and are enrolled in a nursing, medical, clinical or oral health program at an accredited institution.

Website: <http://www.mchcf.org/GrantsampScholarships/Scholarships/tabid/228/Default.aspx>

Contact: info@mchcf.org or (508) 879-7625

Massachusetts/Rhode Island League of Nursing (MARILN): Professional Award for RN and LPN students

MARILN may make a Professional Award annually to a resident of Massachusetts or Rhode Island (for at least four years) who is enrolled in either a Registered Nursing Program or Practical Nursing program. **RN applicant** must be a full-time nursing student who has completed two consecutive semesters of nursing courses in a registered nursing program (ADN, DIPL, BSN) or is a registered nurse who has been accepted into a RN-BSN nursing program, or is a part-time nursing student who has completed the equivalent of two consecutive semesters of nursing courses in a registered nursing program. **LPN applicant** must be a full-time practical nursing student who has completed four months in a practical nursing program, or a part-time practical nursing student who has completed the equivalent of four months in a practical nursing program.

Website: http://www.nln.org/CLWebsites/MARIL/scholarship_info.htm

Contact: Sheila Blomquist at mariln@verizon.net or 617-242-3009

Massachusetts Hospital Association/Bostonworks.com: Nursing Faculty Professional Scholarship

Through a donation from BostonWorks and the assistance of the Massachusetts Hospital Association, this scholarship will award \$20,000 to a selected nurse who is currently enrolled in a graduate-level program with the intention of becoming a full- or part-time nursing faculty member upon completion. Recipient must be a US citizen and a Registered Nurse. Recipient must be either accepted to or currently enrolled in a graduate level nursing program (MSN, PhD) with a course load of no less than 6 credits; in the case of doctoral completion, "required continuous enrollment," students are also eligible.

Contact: Erin Callanan at ecallanan@bostonworks.com or 617-929-2752

FEDERAL LOAN REPAYMENT PROGRAMS



HRSA

U.S. Department of Health and Human Services
Health Resources and Services Administration

The Health Resources and Services Administration (HRSA), an agency of the U.S. Department of Health and Human Services, is the primary federal agency for improving access to health care services for people who are uninsured, isolated or medically vulnerable. The Bureau of Clinician Recruitment and Service (BCRS) oversees recruitment and retention activities of health professionals. The National Health Service Corps (NHSC) is the major national primary care loan repayment and scholarship program under the BCRS.



The National Health Service Corps (NHSC) is committed to improving the health of the nation's underserved by uniting communities in need with health professionals, and supporting communities' efforts to build better systems of care. The NHSC helps medically underserved communities recruit and retain primary care clinicians, including dental and mental/behavioral health professionals, to serve in their community.

The Primary Care Office is the identified liaison for Massachusetts with the NHSC and participates in the approval process by assessing new applicant sites and health professionals. The PCO also offers technical assistance for sites seeking to become NHSC placement sites and when appropriate, identifying sites eligible for NHSC placement in high-need communities.

National Health Service Corps Loan Repayment Program

- Primary care certified nurse practitioners, primary care physician assistants, and certified nurse midwives are among the health professionals who are eligible to apply
- Must agree to provide full-time primary care services in an approved NHSC practice site located in a federally designated Health Professional Shortage Area (HPSA)
- Funding preference given to applicants serving in HPSAs of greatest need (based on the HPSA scores; the higher the score, the higher the need)
- Requires a two year commitment, with opportunities to extend contract beyond two years
- Amounts up to \$60,000 available for the first two years of service based on qualifying educational loans
- Amounts up to \$170,000 for a five-year commitment.
- Massachusetts had 192 NHSC loan re-payers as of March 2011

Website and Application: <http://nhsc.hrsa.gov/loanrepayment>

MDPH Primary Care Office contact for technical assistance:

Nicole.Watson@state.ma.us or 617-624-6051

National Institutes of Health (NIH) Student Loan Repayment

The National Institutes of Health (NIH) has Extramural Programs that repay student loans in exchange for conducting research. These programs will repay up to \$35,000 of qualified educational debt for health professionals pursuing careers in biomedical and behavioral research. Participants must possess a doctoral-level degree, devote 50% or more of their time to research funded by a domestic non-profit organization or government entity (federal, state or local), and have educational loan debt equal to or exceeding 20% of their institutional base salary. The five NIH Loan Repayment Programs are for Clinical Research, Clinical Research for Individuals from Disadvantaged Backgrounds, Contraception and Infertility Research, Health Disparities, and Pediatric Research.

Website and Application: <http://www.lrp.nih.gov>

Contact: LRP@NIH.gov or 866-849-4047

Nursing Education Loan Repayment Program

The Nursing Education Loan Repayment Program is a competitive program of the U.S. Government that helps nurses working at certain types of non-profit health care facilities repay their student loans. In exchange for two years of service, participants receive 60 percent of their total qualifying nursing education loan balance. For an optional third year of service, participants may receive 25 percent of their original total qualifying nursing education loan.

Website and Application: <http://www.hrsa.gov/loanscholarships/repayment/nursing/>

Indian Health Service Loan Repayment for Healthcare Professions

Commissioned corps, civil service, and direct tribal hire employees working full time for IHS, tribal, or urban health programs are eligible. Recipients must work full time for two continuous years in clinical practice at an IHS facility or approved Indian health program. Program will repay all or a portion of health professional education loans up to \$24,000 per year including taxes. Interested applicants can also apply directly to work at specific HIS sites that offer the Supplemental Loan Repayment Program for up to \$48,000 over two years.

Website: <http://www.ihs.gov/careers/displaypage.cfm?module=loanrepay&titlescore=4>

Contact: Sandra Haldane at Sandra.Haldane@ihs.gov or 301-443-1840

FEDERAL SCHOLARSHIP PROGRAMS



The Health Resources and Services Administration (HRSA), an agency of the U.S. Department of Health and Human Services, is the primary federal agency for improving access to health care services for people who are uninsured, isolated or medically vulnerable. The Bureau of Clinician Recruitment and Service (BCRS) oversees recruitment and retention activities of health professionals. The National Health Service Corps (NHSC) is the major national primary care loan repayment and scholarship program under the BCRS.

National Health Service Corps Scholarship Program: The NHSC Scholarship Program pays tuition and fees, books, supplies and equipment for up to four years of education (tax exempt) and a taxable monthly stipend for students in an accredited physician, family nurse practitioner, nurse-midwifery, physician assistant or dental program. For each year of support, recipients serve one year in an approved practice site. There is a minimum service commitment of two years, which must begin upon completion of the primary care residency. Massachusetts had 34 Scholars practicing in HPSAs as of March 2011.

Website and application: <http://nhsc.bhpr.hrsa.gov/applications/scholarship/>

MDPH Primary Care Office Contact for technical assistance:

Nicole.Watson@state.ma.us or 617-624-6051

The Nursing Scholarship

In exchange for at least two years service at a health care facility within a critical shortage area of nurses, the Nursing Scholarship Program pays tuition, required fees, a monthly stipend, and other reasonable costs, including required books, clinical supplies, laboratory expenses, etc., in exchange for at least two years of service. Preference is given to qualified applicants with the greatest financial need who are enrolled full time in an undergraduate nursing program.

Website: <http://bhpr.hrsa.gov/nursing/scholarship/>

Contact: CallCenter@hrsa.gov or 1-800-221-9393

Scholarships for Disadvantaged Students

The Scholarships for Disadvantaged Students program provides scholarships to full-time, financially needy students from disadvantaged backgrounds, enrolled in health professions and nursing programs. The scholarship covers the cost of attendance (tuition, reasonable educational expenses, and reasonable living expenses). To be eligible the applicant must be from a disadvantaged background as defined by the U.S. Department of Health and Human Services, and a citizen, national, or lawful permanent resident of the United States. Applicants may apply for this scholarship at the financial aid office of the school they are intending to be enrolled.

Website: <http://www.hrsa.gov/loanscholarships/scholarships/disadvantaged.html>

Tylenol Scholarship

The TYLENOL® Scholarship program helps students getting a healthcare-related education manage the rising costs of education. Each year, the scholarship awards \$250,000 in scholarships to 40 students based on leadership qualities and performance. Ten students get scholarships of \$10,000 and 30 students get scholarships of \$5,000.

Website and Application:

<http://www.tylenol.com/page.jhtml?id=tylenol/news/subptyschol.inc>

OTHER REGIONAL PROGRAMS

New England Regional Black Nurses Association, Inc.

The New England Regional Black Nurses Association (NERBNA) supports underrepresented minorities (according to federal guidelines) for education in the field of nursing. The communities served by NERBNA are looking for health care providers who understand the issues and the strategies that will promote effective change in the health status of people of color. There are five scholarship opportunities offered to nursing candidates at various stages of education and career.

Website and Applications: <http://www.nerbna.org/org/scholarships.html>

Contact: (617) 524-1951

Foundation of the National Student Nurses' Association, Inc.

Promise of Nursing Regional Faculty Fellowship Program

Registered nurses enrolled in graduate level, degree-granting colleges and universities in selected regions of the US may be eligible to apply for a Promise of Nursing Regional Faculty Fellowship (PON Fellowship). The PON Fellowship is designed to assist RN's who are preparing for the nurse educator role to achieve their degrees. PON Fellowships are awarded annually and may be applied toward tuition, academic fees and books. Award amounts range from \$1,000 to \$7,500 per academic year.

Website and Application:

<http://www.nсна.org/FoundationScholarships/FNSNAScholarships/PONFellowship.aspx>

Contact: Jasmine at nsna@nsna.org or (718) 210-0705

ACADEMIC RESOURCES IN MASSACHUSETTS

UMASS Amherst School of Nursing Scholarships

There are over 15 different scholarships, awards and fellowships listed in the UMASS resource guide. These range from scholarships provided by the School of Nursing, from the University, and several from private or foundational sources. The School of Nursing offers annual scholarship to eligible students, who are notified in the Fall about opportunities. The University offers grants and awards through the Financial Aid Office.

Website: http://www.umass.edu/nursing/student_information/scholarships.html

Financial Aid Phone: (413) 545-0801

Boston College William Connell School of Nursing Scholarships

There are several scholarships and financial aid packages available to nursing and doctoral students at the School of Nursing. The Genesis Scholarship is a loan forgiveness program, offering up to \$25,000 in return for one year of practice as a geriatric nurse.

Website: http://www.bc.edu/schools/son/admissions/financial_aid.html

Contact: MaryBeth Crowley at csongrad@bc.edu or (617) 552-4928