Improving Access to Care Through Provider Incentives

Arizona Primary Care Office
Bureau of Health Systems Development
Arizona Department of Health Services
Division of Public Health Services

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Learning Objectives

1. Understand workforce shortages in Arizona

2. Identify provider incentive programs that could help facilitate recruitment and retention in the State
Health and Wellness for all Arizonans

Arizona Department of Health Services

Division of Behavioral Health Services
- Public Health Prevention
  - Health Systems Development
  - Women's & Children's Health
  - Nutrition and Physical Activity
  - Tobacco and Chronic Disease

Division of Public Health Services
- Epidemiology & Disease Control
- Public Health Emergency Preparedness
- Emergency Medical Services & Trauma System
- State Laboratory Services
- Medical Marijuana Program
- Smoke-Free Arizona

Division of Policy and Operations
- Licensing Services
  - AZ Care Check
  - Online Complaint Forms
  - Residential Facilities
  - Childcare Providers
  - Long Term Care Providers
  - Medical Facilities
  - Special Licensing
Bureau of Health Systems Development
Mission Statement

• To optimize the health of Arizona residents by developing and strengthening systems services to expand access to primary care and other services with emphasis on the health needs of underserved people and areas
Bureau of Health Systems Development
Core Functions

• Serves as the Primary Care Office for Arizona

• Develops and implements strategies for strengthening primary care and the health care delivery system

• Administers programs to increase the number of providers and improve services in underserved areas

• Identifies areas that need improved health services and assists with federal/state shortage designations

• Provides technical assistance to statewide partners
A Health Professional Shortage Area (HPSA) is a designation, determined by the U.S. Department of Health and Human Services (HHS) Secretary, of a health workforce or provider shortage. A HPSA designation can be made for a geographic area, population group or health care facility. There are 3 types of HPSA designations:

- Primary Care
- Dental
- Mental Health

- Many Federal and State programs use HPSA designations in determining eligibility.
MEDICALLY UNDERSERVED AREAS & POPULATIONS

- A Medically Underserved Area or Population (MUA/P) is a designation, determined by the U.S. Department of Health and Human Services (HHS) Secretary, of a service area or a population group meeting the designation score based on the Index of Medical Underservice (IMU). The IMU involves 4 variables:
  - Ratio of primary medical care physicians per 1,000 population
  - Infant mortality rate
  - Percentage of the population with incomes below the poverty level
  - Percentage of the population age 65 or over
Workforce Shortages

National Data (July 2015)

- Number of HPSAs in the US:
  - Primary Care HPSA - 6,172
  - Dental HPSA – 5,062
  - Mental HPSA - 4,154

- Current shortage:
  - Primary Care - 7,900 primary care physicians
  - Dental - 7,125 dentists
  - Mental - 2,656 psychiatrists

Arizona Data (July 2015)

- Number of HPSAs and MUA/Ps:
  - Primary Care - 156
  - Dental - 173
  - Mental – 95
  - 36 MUA and 9 MUP

- Current shortage:
  - Primary Care - 412 primary care physicians
  - Dental - 425 dentists
  - Mental - 176 psychiatrists

Workforce Shortages

Unmet Healthcare Needs in Arizona

- **Mental**: Met 33%, Unmet Need 67%
- **Dental**: Met 35%, Unmet Need 65%
- **Primary Care**: Met 57%, Unmet Need 43%

Health and Wellness for all Arizonans

Arizona
Dental Health Professional Shortage Areas
January 2015

Legend:
- AzCounties
- Not Dental HPSA
- DentalType
  - Geographic
  - Native Ams
  - P Low-inc.

BUREAU OF HEALTH SYSTEMS DEVELOPMENT
Arizona Department of Health Services

Health and Wellness for all Arizonans
Arizona
Mental Health Professional Shortage Areas
2015

Legend

Geographic Mental HPSAs

Bureau of Health Systems Development
Arizona Department of Health Services
Workforce Programs Objectives

• To improve the accessibility of health care for underserved areas and populations in Arizona

• To incentivize primary medical, dental, and mental health who agree to serve in medically underserved areas by providing loan repayment incentives or in-kind support

• To encourage retention of healthcare professionals in areas of need
• Arizona State Loan Repayment Programs (SLRP)
  – Public or Non-profit
  – Rural, Private Practice

• National Health Service Corps (NHSC) Loan Repayment Program

• J-1 Visa Waiver Program

• National Interest Waiver Program

• Nurse Corps Scholarship & Loan Repayment Program
## Workforce Programs – Provider Participation

### Current Obligated Providers - Arizona

<table>
<thead>
<tr>
<th>Program</th>
<th>Urban</th>
<th>Rural</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>NHSC</td>
<td>211</td>
<td>168</td>
<td>379</td>
</tr>
<tr>
<td>SLRP</td>
<td>20</td>
<td>12</td>
<td>32</td>
</tr>
<tr>
<td>J1 Visa</td>
<td>64*</td>
<td>55</td>
<td>119</td>
</tr>
<tr>
<td>Nurse Corps</td>
<td>59</td>
<td>7</td>
<td>66</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>354 (59%)</strong></td>
<td><strong>242 (41%)</strong></td>
<td><strong>596</strong></td>
</tr>
</tbody>
</table>

*Includes 4 NIW providers*
Arizona State Loan Repayment Programs (SLRP)
Administered by the Arizona Department of Health Services (ADHS), Arizona Primary Care Office (PCO)

Provides loan repayment in exchange for an initial two year commitment in a Health Professional Shortage Area (HPSA) of the State

Available to providers working in public or private non-profit or rural private practice sites located in a HPSA or an AzMUA
Recent Developments with SLRP:

• Governor Doug Ducey signed Senate Bill 1194 into law on Feb. 24, 2015.

• Bill became effective on July 3, 2015.

• Enhances SLRP through 3 key changes:
  • Expands the eligible disciplines
  • Enhances the award amounts
  • Extends the years of participation

• No additional appropriation resulting from the legislation.

• Program operates at a combined state/federal funding of $850,000 per year.
# Enhanced Arizona State Loan Repayment Programs At-A-Glance

<table>
<thead>
<tr>
<th>Categories</th>
<th>Program Before SB 1194</th>
<th>Enhanced Program</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Eligible Disciplines</strong></td>
<td>Physicians (Family Medicine, Dentists, OB/GYN, Pediatrics, Internal Medicine) PA, NP, Nurse Midwives</td>
<td>Physicians (Family Medicine, OB/GYN, Pediatrics, Internal Medicine, Geriatrics, Psychiatry), Dentists PA, NP, Nurse Midwives, Behavioral Health Providers, Pharmacists</td>
</tr>
<tr>
<td><strong>Award Amounts</strong></td>
<td>Up to $40,000/2 year commitment for physicians and dentists per state statute</td>
<td>Up to $65,000/2 year commitment for physicians and dentists</td>
</tr>
<tr>
<td></td>
<td>Up to $15,000/2 year commitment for Nurse Practitioners, Physician Assistants, and Certified Nurse Midwives per state statute</td>
<td>Up to $50,000/2 year commitment for advanced practice practitioners</td>
</tr>
<tr>
<td><strong>Service Years</strong></td>
<td>Capped to 4 years per state statute</td>
<td>No cap as long as provider continues to have qualifying loans.</td>
</tr>
</tbody>
</table>

*Health and Wellness for all Arizonans*
Immediate Impact of SB1194

- 82 inquiries received to-date (77 in-state and 5 out-of-state)
Arizona State Loan Repayment Programs (SLRP)

Actual Applications Received (Historical and Current)

Applications Received by Submission Deadline

<table>
<thead>
<tr>
<th>Date</th>
<th>Applications Received</th>
</tr>
</thead>
<tbody>
<tr>
<td>3/15/2011</td>
<td>2</td>
</tr>
<tr>
<td>6/15/2011</td>
<td>4</td>
</tr>
<tr>
<td>9/15/2011</td>
<td>6</td>
</tr>
<tr>
<td>12/15/2011</td>
<td>8</td>
</tr>
<tr>
<td>3/15/2012</td>
<td>10</td>
</tr>
<tr>
<td>6/15/2012</td>
<td>12</td>
</tr>
<tr>
<td>9/15/2012</td>
<td>14</td>
</tr>
<tr>
<td>12/15/2012</td>
<td>16</td>
</tr>
<tr>
<td>3/15/2013</td>
<td>18</td>
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<td>6/15/2013</td>
<td>16</td>
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<td>9/15/2013</td>
<td>14</td>
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<td>12/15/2013</td>
<td>12</td>
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<tr>
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<td>10</td>
</tr>
<tr>
<td>6/15/2014</td>
<td>8</td>
</tr>
<tr>
<td>9/15/2014</td>
<td>6</td>
</tr>
<tr>
<td>12/15/2014</td>
<td>4</td>
</tr>
<tr>
<td>3/15/2015</td>
<td>2</td>
</tr>
<tr>
<td>6/15/2015</td>
<td>0</td>
</tr>
</tbody>
</table>

SB 1194
## Arizona State Loan Repayment Programs (SLRP)

### CONTRACTED PROVIDERS

<table>
<thead>
<tr>
<th>Discipline</th>
<th>FY 2014</th>
<th>FY 2015</th>
<th>FY 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physicians</td>
<td>10</td>
<td>19</td>
<td>22</td>
</tr>
<tr>
<td>Dentists</td>
<td>3</td>
<td>7</td>
<td>9</td>
</tr>
<tr>
<td>Physician Assistants</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Nurse Practitioners</td>
<td>1</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>Nurse Midwives</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td><strong>TOTAL CONTRACTED</strong></td>
<td><strong>14</strong></td>
<td><strong>34</strong></td>
<td><strong>38</strong>*</td>
</tr>
<tr>
<td>Total Funding</td>
<td>$744,900</td>
<td>$620,000</td>
<td>$1,045,800</td>
</tr>
<tr>
<td>Funding Utilization (%)</td>
<td>32%</td>
<td>62%</td>
<td>100%</td>
</tr>
</tbody>
</table>

* Includes 4 providers who started on July 1, 2015 and 6 who are expected to start on October 1, 2015
Eligible disciplines:
MD/DO, Dentist, Advance Practice Provider, Mental Health Provider, Pharmacist

Must meet the following requirements:
• US Citizen
• Current AZ License
• Valid employment contract
  – Two year minimum obligation
  – Full time or half-time employment at 40 hours or 20 hours per week
  – Provide primary care services at the approved site
• Accept Medicare and Medicaid (AHCCCS)
• Implement a Sliding Fee Scale
• Has qualifying loans
• Has no unsatisfied obligations
Site Eligibility

- Public, private non-profit or rural private practice
- Located in a designated HPSA or AzMUA
- Accept Medicare and Medicaid (AHCCCS)
- Implement a Sliding Fee Scale for uninsured, low income at or below 200% of the FPL.
## Arizona State Loan Repayment Programs (SLRP)

<table>
<thead>
<tr>
<th>CONTRACT YEAR</th>
<th>AMOUNTS Physicians and Dentists</th>
<th>AMOUNTS Advance Practice, Behavioral Health, and Pharmacists</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st 2 years</td>
<td>Up to $65,000</td>
<td>Up to $50,000</td>
</tr>
<tr>
<td>Succeeding Year</td>
<td>Up to $35,000</td>
<td>Up to $25,000</td>
</tr>
</tbody>
</table>

Award amounts are based upon the type of health professional, the priority ranking of the application, and the applicant’s total student loan indebtedness.

Award amounts are subject to the availability of funding.
Arizona State Loan Repayment Programs (SLRP)

Current Application Submission Timelines:

<table>
<thead>
<tr>
<th>To be considered for a State contract term to commence on:</th>
<th>Application Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jul 1</td>
<td>Dec 16 -Mar 15</td>
</tr>
<tr>
<td>Oct 1</td>
<td>Mar 16 – Jun 15</td>
</tr>
<tr>
<td>Jan 1</td>
<td>Jun 16 –Sep 15</td>
</tr>
<tr>
<td>Apr 1</td>
<td>Sep 16 - Dec 15</td>
</tr>
</tbody>
</table>

- Only complete applications are considered for review.
- Applications must be postmarked no later than the last date of the application cycle.

NOTE:
Program is in the process of revising its administrative rules. Submission timelines may change.
For more information

Arizona State Loan Repayment Programs

Health and Wellness for all Arizonans

An opportunity to pay off student loans while providing care to communities in need

National Health Service Corps Loan Repayment Program (NHSC LRP)
Bureau of clinician recruitment and service

- The NHSC is part of HRSA’s Bureau of Clinician Recruitment and Service (BCRS)

- BCRS coordinates the recruitment and retention of health professionals to work in medically underserved communities
• Recruits fully-trained health professionals to provide culturally competent, interdisciplinary primary health care services to underserved populations located in selected Health Professional Shortage Areas (HPSAs)

• Assists clinicians in repayment of qualifying educational loans that are still owed in exchange for service in a HPSA
Key Updates

• Final year of ACA-related funding for NHSC. After Sept. 30, 2015, NHSC funding reverts back to base funding.

• In FY 2014, Arizona received 5th highest allocation for NHSC LRP funding at $6.84 million (NY, CA, IL, MO, AZ).
  – New awards - $5.48 Million
    • 59% approval rate for new applications
    • 67% approval rate for new applications at HPSA score 14 and above.
  – Continuation - $1.36 Million
    • 100% approval rate for continuation applications.

• Total NHSC LRP participants in AZ: 379
• Total NHSC certified sites in AZ: 971
National Health Service Corps (NHSC) Loan Repayment

NHSC Field Strength as of September 30, 2014

National Data

- 26% Physicians
- 28% Mental Health Providers
- 18% Physician Assistants
- 12% Dentists
- 12% Nurse Practitioners
- 2% Dental Hygienists
- 2% Nurse Midwives

More than 9,200 NHSC primary care providers serving at nearly 5,000 sites.
Arizona - Field Strength Report 2015
N = 379

- MD/DO, 33%
- NP, 26%
- Dentist, 13%
- RDH, 2%
- PA, 9%
- Mental, 17%
- CNM, 3%

Health and Wellness for all Arizonans
ELIGIBLE DISCIPLINES

Must be licensed in one of the following:

- Physician (MD or DO)
- Nurse practitioner
- Certified nurse-midwife
- Physician assistant
- Dentist (general or pediatric)
- Dental hygienist
- Psychiatrist
- Licensed clinical psychologist
- Licensed clinical social worker
- Psychiatric nurse specialist
- Marriage and family therapist
- Licensed professional counselor

Must meet the following requirements:

- US Citizen or National
- Current AZ license
- Have unpaid government or commercial loans for school tuition, reasonable educational and living expenses, segregated from all other debts (that is, not consolidated with non-educational loans)
- Currently work or ready to work in a NHSC-approved facility located in a Health Professional Shortage Area
How do providers benefit from NHSC LRP?

Service
By joining the thousands of NHSC participants across the country, you have an opportunity to provide primary health care services to communities in need.

Loan Repayment
- Funds to repay outstanding qualifying educational loans
- Funds are exempt from federal income and employment taxes
- Funds are not included as wages when determining Social Security benefits

An opportunity to be part of something bigger than yourself
How do providers benefit from NHSC LRP?

Program options:

- Full time: 40 hours per week for a minimum of 45 weeks per year
- Part time: 20 hours per for a minimum of 45 weeks per year

<table>
<thead>
<tr>
<th>Initial Award Amounts</th>
<th>2 Years Full-time</th>
<th>2 Years Half-time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Loan Repayment Award</td>
<td>$50,000</td>
<td>$25,000</td>
</tr>
<tr>
<td>(HPSA 14 and above)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Loan Repayment Award</td>
<td>$30,000</td>
<td>$15,000</td>
</tr>
<tr>
<td>(HPSA 13 and below)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Additional Loan Repayment Awards:

Continue loan repayment beyond the initial contract, one year at a time, and pay off all qualifying educational loans.
National Health Service Corps (NHSC) Loan Repayment Service Site Eligibility

Eligible Sites

- Federally Qualified Health Center or Look-Alike (FQHC or FQHC-LA)
- Certified Rural Health Clinic (RHC)
- Indian Health Service Site (Federal or Tribal)
- Solo or Group Partnership or Practice
- Hospital-Affiliated Primary Care Practice
- Critical Access Hospital
- Managed Care Network
- State or Federal Prison
- U.S. Immigration, Customs and Enforcement Site
- Public Health Department
- Other Health Clinics

Must meet the following eligibility requirements:

- Located in a designated HPSA
- Accept Medicare and Medicaid
- Use Sliding Fee Scale
- Non-discriminatory policy in the provision of health services
- Has capacity to maintain a competitive salary, benefits, and malpractice coverage package for clinicians
- Must receive NHSC certification
Learn more at
Nurse Corps Loan Repayment Program

Health and Wellness for all Arizonans
Nurse Corps Loan Repayment Program

- Administered by the Bureau of Clinician and Recruitment Services (BCRS) in the Health Resources Services Administration (HRSA) or the US Department of Health and Human Services (DHHS).
- Aims to alleviate the shortage of nurses across the country by offering loan repayment assistance to registered nurses and advanced practice registered nurses, such as nurse practitioners, working in a public or private nonprofit Critical Shortage Facility OR nurse faculty employed by an accredited school of nursing.
  - **Critical Shortage Facility** - a health care facility located in, designated as, or serving a primary medical care or mental Health Professional Shortage Area (HPSA).
- Repayment of 60 percent of the total outstanding qualifying educational loan balance incurred while pursuing an education in nursing in exchange for a 2-year service commitment.
- Qualifying participants may receive an additional 25 percent of their original loan balance for a third year of service.
Nurse Corps Loan Repayment Program

Eligibility Requirements:

- RNs or Advanced Practice Registered Nurses i.e. Nurse Practitioners
- U.S. citizen, U.S. national, or lawful permanent resident
- Current license to practice as a RN and received a diploma, associate’s, bachelor’s, master’s, or doctoral degree in nursing
- Full time employment (at least 32 hours per week) at a public or private nonprofit Critical Shortage Facility OR employed full time at an accredited, public or private nonprofit school of nursing;
- Completed the education program for which the loan applies.
Nurse Corps Loan Repayment Program

Service Site Eligibility Requirements:

- **Nurse Faculty:** Accredited, public or private nonprofit school of nursing
- **Registered Nurses and Advanced Practice Registered Nurses:** Public or private nonprofit

Critical Shortage Facility:
- Critical Access Hospital
- Disproportionate Share Hospital
- Public Hospital
- Federally Qualified Health Center
- Indian Health Service Health Center
- Native Hawaiian Health Center
- Rural Health Clinic
- Skilled Nursing Facility
- State or Local Public Health or Human Services Department
- Ambulatory Surgical Center
- Home Health Agency
- Hospice Program
- Non-Disproportionate Share Hospital
- Nursing Home
Funding Preference:

- **Registered Nurses and Advanced Practice Registered Nurses:** Preference will be given to nurses based on the greatest financial need (those with debt to salary ratio of 20 percent or greater), the type of facility, and the mental health or primary care Health Professional Shortage Area (HPSA) designation.

- **Nurse Faculty:** Preference will be given to faculty with the greatest financial need (with debt to salary ratio of 20 percent or greater) and to faculty working at schools of nursing with at least 50 percent enrollment of students from a disadvantaged background.
## Nurse Corps Loan Repayment Program

<table>
<thead>
<tr>
<th>Debt to Salary Ratio</th>
<th>Facility Type</th>
<th>Critical Shortage Facility HPSA Score as of January 1</th>
<th>Funding Tiers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Greater than or equal to 20 percent</td>
<td>Priority 1 Facility</td>
<td>Primary or Mental HPSA &gt; or = 14</td>
<td>Tier 1</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Primary or Mental HPSA 10 – 13</td>
<td>Tier 2</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Primary or Mental HPSA 0 – 9</td>
<td>Tier 3</td>
</tr>
<tr>
<td></td>
<td>Priority 2 Facility</td>
<td>Primary or Mental HPSA 0 – 25</td>
<td>Tier 4</td>
</tr>
<tr>
<td>Less than 20 percent</td>
<td>Priority 1 Facility</td>
<td>Primary or Mental HPSA &gt; or = 14</td>
<td>Tier 5</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Primary or Mental HPSA 10 – 13</td>
<td>Tier 6</td>
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<tr>
<td></td>
<td></td>
<td>Primary or Mental HPSA 0 – 9</td>
<td>Tier 7</td>
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<tr>
<td></td>
<td>Priority 2 Facility</td>
<td>Primary or Mental HPSA 0 – 25</td>
<td>Tier 8</td>
</tr>
</tbody>
</table>
For more information
Nurse Corps Loan Repayment Program:
Arizona J1 Visa Waiver Program
What is a J1 Visa?

– Temporary, Nonimmigrant Visa
– Clinical Resident or Fellow
– Duration limit of seven years
– Limited exclusively to Graduate Medical Education (i.e., no moonlighting)
– Mandatory, across-the-board, two-year home residence obligation
RELEVANCE OF TWO-YEAR HOME RESIDENCE OBLIGATION:
• Disqualifies J-1 from H-1B visa and/or permanent residence status unless:
  – Obtains a waiver of obligation; or
  – Goes back to HOME country for two years

J-1 WAIVER OPTIONS:
– Interested Governmental Agency (IGA)
– State Department of Health
– Exceptional Hardship
– Persecution
Arizona J1 Visa Waiver Program

- **J1 Visa Waiver** - a waiver of the two-year foreign residence requirement as it applies to foreign medical graduates, pursuant to Section 214(k) of the Immigration and Nationality Act 8 USC 1184, as amended by PL 103-416.

- The J1 Visa Waiver Program (aka Conrad State 30 Program) was created in 1994 to help rural and underserved communities across the United States in recruiting primary care providers.

- The J1 Visa Waiver Program allows foreign physicians to practice in medically-underserved communities without returning to their home residence, thus, allowing them to receive nonimmigrant, H-1B status (temporary worker in specialty occupation) for three years.

- The U.S. Citizenship and Immigration Services (USCIS) is the Federal Agency that grants J1 Visa Waiver’s.

- The Arizona Department of Health Services (ADHS) acts as an Interested Agency in supporting J1 Visa Waiver requests on behalf of J1 physicians willing to practice in medically underserved areas of the State.

- Thirty (30) slots are available per year (22 primary care, 7 specialist, 1 discretionary).

- Annual application cycle is from October 1 through November 30.
Arizona J1 Visa Waiver Program

Eligible disciplines: MDs in primary care discipline (internal medicine, family or general practice, pediatrics, OB/GYN or psychiatry) or specialists

Provider
- Have an offer of full time employment for 40 hours per week at an eligible service site
- 3 year minimum obligation
- Provide primary care or specialty services in an approved site
- AZ medical license or eligible for an AZ medical license

Service Site
- Located in a designated HPSA, MUA or MUP
- Accept Medicare and Medicaid
- Have a non-discriminatory policy in the provision of health services
- Use a Sliding Fee Scale
- Demonstrate unsuccessful recruitment efforts of a U.S. citizen or national physician for at least 6 months prior to the J1 waiver request
- Operational and providing care for at least six months as of the date of the request
Arizona National Interest Waiver Program (NIW)

• The Federal National Interest Waiver (NIW) program allows certain foreign workers including foreign physicians (MDs) with advanced degrees or exceptional abilities to work in the United States.

• The federal guidelines allow states to recommend a national interest waiver to foreign physicians.

• ADHS act as an interested agency attesting that the foreign physician’s work is in the public interest.

• ADHS will consider requests for ADHS NIW support from J1 physicians meeting the following conditions:
  – Obtained a J1 waiver from USCIS based on ADHS recommendation
  – Practiced at an eligible service site (within designated HPSA/MUA) for at least one year immediately preceding the request for an ADHS NIW support and will continue to practice in the same or similar setting to a total aggregate of 5 years (including J1 obligation)
  – Complied with the ADHS J-1 Visa Waiver Programs policies
For more information

**Arizona J1 Visa Waiver Program**
http://www.azdhs.gov/hsd/workforce/j-1-waiver/index.htm

**Arizona National Interest Waiver Program**
http://www.azdhs.gov/hsd/workforce/national-interest-waiver.htm
REGISTER YOUR FACILITY NOW!
www.3rnet.org
AZ 3RNet Program Contacts

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Any Questions?

Thank You