



COLORADO

PROVIDER RECRUITMENT AND RETENTION

A Colorado Rural Health Center Service

COLORADO
RURAL HEALTH
CENTER

The State Office of Rural Health



Dear current and prospective members and partners,

In the following catalog, we hope to convey provider recruitment services that Colorado Rural Health Center (CRHC) is able to offer, how they benefit you, and how you can access them. A digital version of this catalog with clickable links and navigation can be accessed [here](#).

Our workforce services have been created in response to the needs of those of you working to recruit and retain a qualified workforce in order to serve the healthcare needs of your rural community and we are committed to continue to evolve our services based on your needs and strengths regarding workforce. Our staff each have unique expertise to offer and are well-qualified to meet your needs.

The 2023 Colorado Provider Recruitment and Retention (CPR) catalog focuses on our workforce services with a brief outline of additional services, programs, and membership benefits offered by CRHC that will assist you and your staff in providing the highest level of care.

On behalf of all the staff and board of CRHC, I would like to personally thank you for all you do for rural Colorado. We believe the pages of this catalog contain opportunities to help you in your mission and we are honored to partner with you.

To access more information about CRHC services, please contact SL@coruralhealth.org. For more information on participating in the CPR program, contact CPR@coruralhealth.org.

Sincerely,

Sara Leahy

Director of Member Service



Our Organization

The Colorado Rural Health Center (CRHC) is Colorado's nonprofit State Office of Rural Health. CRHC works with federal, state, and local partners to offer services and resources to rural healthcare providers, facilities, and communities. We have a diverse and inclusive statewide constituency serving organizations in every corner of the state.

Established in 1991 by members of the Colorado Rural Health Consortium, CRHC was created with start-up support from the Federal Office of Rural Health Policy and several other public and private organizations around the state. CRHC was developed as a nonprofit organization and is one of only three nonprofit offices of rural health in the country.

Mission and Vision

Our mission is to enhance healthcare services in the state by providing information, education, linkages, tools, and energy toward addressing rural health issues. Our vision is to improve healthcare services available in rural communities to ensure that all rural Coloradans have access to comprehensive, affordable, high-quality healthcare.

Programs and Services

CRHC serves critical access hospitals, rural hospitals, rural clinics, emergency medical services, long term care facilities, local public health agencies, and individual professionals throughout the state with the offerings below. Learn more at coruralhealth.org/services-search



Administrative services to strengthen facility management



Evaluation services & support using expertise from industry leaders



Funding opportunities to support CRHC participants & members



Quality services & programs for facilities to remain current on regulations, standards, & best practices



Health Information Technology (HIT) support services for facilities to run efficiently & securely



Policy & advocacy support to enhance direct advocacy & grassroots efforts



Workforce services & programs to improve retention & healthcare workforce shortages



Data services including research, data collection, & analytics to understand & advocate rural community challenges & strengths



Individual and Group Benefits

Becoming a CRHC member gives you access to countless resources and services. We strive to serve as a trusted resource to all of our members. Member benefits include:

- Technical assistance with federal & state regulations
- E-newsletter & business bulletins
- Educational resources
- Personalized assistance for rural needs
- \$1,000 [Seed Grant](#)
- \$1,000 [Marva Jean Jackson Scholarship](#) dollars for clinician education
- Up-to-date rural healthcare policy & advocacy information, including notification of pending legislation and how to contact representatives
- Participation in CRHC's CPR program
- Discounts to CRHC events
- Discounted rates on select resources:
 - Health Information Technology Services
 - Peer Review Network
 - Educational workshops & webinars
 - Certified Rural Health Clinic support & accreditation services
 - Manuals & templates for federal & state regulation compliance
 - Financial feasibility assessments & reports
 - Participation in quality improvement initiatives

Membership Rates

Membership is active for the calendar year, from join date through December 31. Membership rates are based on number of full-time employees (FTEs).

# of FTEs	Student	1 FTE	2-9	10-49	50-99	100-199	200-299	300+
Price	\$47	\$304	\$424	\$551	\$1,340	\$1,671	\$2,012	\$3,347

Multi-Site Memberships

For organizations with multiple sites, only one membership is necessary under the parent organization for total number of FTEs across all sites. For example, a Critical Access Hospital with two affiliated Rural Health Clinics would total the number of FTEs across all three sites and pay that membership rate, earning membership for all three facilities.



About Colorado Provider Recruitment and Retention (CPR)

Colorado Provider Recruitment and Retention (CPR) is a non-profit program administered by CRHC. The program was created in 2001 to address healthcare workforce shortages in Colorado's rural and underserved communities. CPR helps communities recruit and retain dedicated and qualified healthcare providers who are committed to practicing in rural and underserved areas.

This unique program connects providers and professionals who are passionate in serving the safety-net population with a Colorado community that meets their personal and professional needs to retain them for the long-term. CPR has a successful track record of partnering with rural communities to recruit providers with the program maintaining a 5-year retention rate of 61%.

CPR Benefits

CPR provides a comprehensive recruitment and retention services program with *no placement fees*. As a membership benefit, CRHC members can register for CPR at no additional cost. If your organization is not currently registered for CPR, start the process by submitting our [CPR registration form](#). Once registered, you will receive access to CPR Program benefits outlined below.



Unlimited job postings on the National Rural Recruitment and Retention Network (3RNET), the nation's premier job board for providers seeking opportunities in rural and underserved areas, and on CPR's own job board.



Comprehensive job review and suggestions of your 3NET job post, follow-up emails and other associated communications for the first stages of recruitment.



Healthcare program outreach from CPR and associated partners to advanced practice and medical residency programs throughout the year and provide information on rural practice opportunities.



CPR Benefits Continued



Salary analysis to showcase how health-based facilities are paying their employees in order to remain competitive.



Annual recruitment and retention based environmental scan conducted by CPR which illustrates current best practices in Colorado.

CPR for Non-Members

For 1 year of services, non-member hospitals and Federally Qualified Health Centers (FQHC) can subscribe to CPR for \$5,000. Non-member independent and private practice entities can subscribe to CPR for \$3,500 a year.

CPR for Employers

CPR provides recruitment and retention services for rural hospitals, rural clinics, urban safety-net clinics, and other rural healthcare facilities. CPR supports these employers in finding the ideal healthcare provider for your open position for the long-term. Our staff works with providers looking for a rural experience. We understand rural life is not for everyone and that lifestyle is as important as a clinical match. Our efforts have led to over 180 provider placements in Colorado with a five-year retention rate consistently higher than the national average.

Throughout recruitment, CPR provides employers with information or assistance, as needed, including assistance with development of recruitment and retention plans, assistance building job descriptions, evaluation of state and national loan repayment eligibility, regional and statewide workforce data, and more.



CPR Employer Benefits

Unlimited Job Postings and Referrals with 3RNET: Employers can post unlimited jobs on the National Rural Recruitment and Retention Network (3RNET), the nation's premier job board for providers seeking opportunities in rural and underserved areas. Employers receive candidate referral lists and profiles of those who have an interest in rural/underserved practice in Colorado. Throughout 2022, there were 111 active jobs posted on 3RNET for Colorado that accrued more than 140,000 views. Nearly 1,000 active job seeking health professionals with an interest in Colorado logged in during 2022 that generated more than 8,000 referrals to employers.

Education Training and Resources: Employers receive educational materials, technical assistance, on-site training and assessments, and other resources to assist employers recruitment and retention efforts. CPR and associated partners also provide healthcare program outreach to advanced practice and medical residency programs throughout the year and provide information on rural practice opportunities.

In addition to these benefits, CPR also offers the following technical assistance services and recruitment and retention resources:

Technical Assistance for CPR Employers

- **Loan Repayment Programs**
 - Colorado offers loan repayment programs for eligible healthcare providers at eligible clinics to be a part of at no cost. These programs offer an additional, valuable incentive for new providers and can help retain current healthcare providers. [Learn more](#) about eligibility requirements and how to apply to be an approved loan repayment site.
- **Workforce Data**
 - CPR houses rural workforce data available for distribution that can help inform your recruitment and retention efforts.



Recruitment and Retention Resources

- **Healthcare Employers Manual for Recruitment and Retention**
 - Developed to serve as a reference for staff at rural facilities whose job includes the very important task of recruitment, this manual will provide valuable insight on the steps and processes it takes to recruit and retain a provider in your clinic or hospital for the long-term.
- **Factors to Market Your Community Guidebooks**
 - Developed by 3RNET and based on research from the renowned Community APGAR program, helps facilities identify and communicate community strengths to candidates during the recruitment process, and invest in challenges to retain them once you've hired them.
- **Recruitment for Retention Academy**
 - Facilities subscribed to CPR receive free registration to the annual [3RNET Recruitment for Retention Academy](#), which is a series of workshop-style webinars to help healthcare facilities recruit and retain providers.

CPR for Providers

As Colorado's leading non-profit recruitment service for rural and urban underserved, Colorado Provider Recruitment and Retention (CPR) is locally based and has long-standing relationships with hospitals and clinics throughout the state. CPR is a service of the Colorado Rural Health Center, dedicated to helping providers find a job and community that is a good match for personal and professional interests.

As described on the following page, CPR offers providers technical assistance, information about life and practice in rural Colorado, and resources for students, residents, and job seekers.



Technical Assistance for Providers

- **Rural Practice Financial Incentive Programs & Student Scholarships**
 - Colorado offers [loan repayment programs](#) for eligible healthcare providers. Providers working in Colorado at an eligible employer and meet the program requirements are welcome to apply to any program.
 - Colorado [scholarship programs](#) for eligible students training for the medical, dental, behavioral health and nursing fields, as well as medical students, physician assistants, nurse practitioners, and registered nurses.
 - The National Health Service Corps (NHSC) offers [loan repayment programs](#) and [scholarship programs](#) for eligible providers, students, and employer sites.

Life and Practice in Rural Colorado for Providers

Rural Colorado offers a diverse landscape and appealing practice opportunities for healthcare providers and professionals excited to live outside the hustle and bustle of the big city. A career in rural health is very rewarding; rural medicine presents a wide scope of practice, is exciting and allows providers to play a pivotal role in the well-being of the whole community. Each community has its own unique personality and culture. Wherever you choose to practice, you will see the professional impact you make every day!

Resources for Students, Residents, and Job Seekers

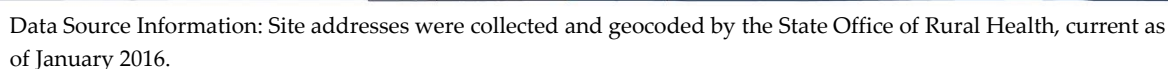
- [Job search on 3RNET](#) for current jobs in rural and underserved areas of Colorado
- Adventures in Medicine's "[Career & Life Planning Guide for Medical Residents](#)"
- Preceptor Resources
 - In need of a preceptor, housing during a rotation, or other resources? Check out [Colorado Area Health Education Center](#) for a listing of Colorado's six regional AHEC offices which can be of assistance.
 - For health professional students trained in a rural area in Colorado, ensure preceptors knows about the [Rural Preceptor tax credit program](#).



Terminology

Abbreviation	Full
AHEC	Area Health Education Center
CAH	Critical Access Hospital
CHSC	Colorado Health Service Corps
CMS	Centers for Medicare & Medicaid Services
CPR	Colorado Provider Recruitment and Retention
CRHC	Colorado Rural Health Center
FQHC	Federally Qualified Health Center
FTE	Full Time Employee
HPSA	Health Professional Shortage Area
IMG	International Medical Graduate
NHSC	National Health Service Corps
RHC	Rural Health Clinic
3RNET	National Rural Recruitment & Retention Network

Colorado: County Designations, 2022



Colorado: Regional Designations (Rural), 2022



COLORADO STATE LOAN REPAYMENT OPTIONS

Program	Audience	Provider/Student Eligibility	Site Eligibility	Award
Colorado Health Service Corps (CHSC) Contact: tamara.davis@state.co.us Website: coloradohealthservicecorps.org	Dentists	DDS, DMD, RDH in general or pediatric dentistry	Located in HPSA, Accept public insurance & sliding fee scale for low-income, Dental/Primary care, outpatient settings, excluding for-profit practices	Up to \$120,000 for DDS; \$90,000 for RDH
Colorado Health Service Corps (CHSC) Contact: rachel.carmen@state.co.us Website: coloradohealthservicecorps.org	Physicians, PAs, FNPs	MD or DO including FP, IM, PED, OB/GYN, GER, PSYCH; NP, PA, CNM; Licensed Mental Health Practitioners (LMPH); PHARM; Substance Use Disorder certification or specialization	Located in a HPSA; Accept public insurance and have a sliding fee scale for low-income patients; Primary care, outpatient settings and Critical Access Hospitals	Up to \$120,000 for MD/DO and DDS, \$90,000 for PA, NP, CNM, LMHP and RDH
CHSC w/ Extended Dental Loan Option Contact: tamara.davis@state.co.us Website: coloradohealthservicecorps.org	Dentists	DDS, DMD, RDH in general or pediatric dentistry	Accept Medicaid and/or Medicare and/or Children's Health Insurance (CHIP+) and/or have a sliding fee scale for low-income patients, All dental practices/clinics	Up to \$26,250/year for DDS/DMD; up to \$15,000/year for RDH
Colorado State Nurse Faculty Loan Repayment Program Contact: rachel.carmen@state.co.us Website: cdphe.colorado.gov/nurse-faculty-loan-repayment-program	Nurses	Have at least a master's degree in nursing; Be employed full or part time as nurse faculty in an eligible school of nursing	Colorado based public or private non-profit nursing program; Colorado Board of Nursing approved nursing program accredited by CCNE or the ACEN	\$40,000 for full time or \$20,000 for part time
Colorado Center for Nursing Excellence Registered Nurse Residency Apprenticeship Contact: carmen@coloradonursingcenter.org Website: coloradonursingcenter.org/rural-new-nurse-residency-apprenticeship/	Nurses	Employed with a participating employer; CO state nursing license	Registration with Dept of Labor as a residency employer; Ability to recruit, hire and enroll new grad RNs to program; Provide a staff RN to serve as a preceptor	Minimum 2-year commitment with participating employer
Rural Essential Access Provider program (REAP) Contact: rachel.carmen@state.co.us Website: coloradohealthservicecorps.org	Physicians, PAs, FNPs	MD or DO including FP, IM, PED, OB/GYN, GER, PSYCH; NP, PA, CNM; Licensed Mental Health Practitioners (LMPH); Pharmacists	Located in a HPSA in rural county; Accept public insurance and have a sliding fee scale; Primary care, outpatient private practices; 10% of payer mix in last 12 months must be Medicaid, Medicare and/ or uninsured	Up to \$30,000 for MD/DO and DDS; up to \$15,000 for NP, PA, CNM and LMHP
Colorado Nursing Foundation (CNF) Scholarship Program (Students) Contact: support@civicmanagement.zendesk.com Website: https://www.coloradonursesfoundation.com/new-page-1	Student Nurses	CO resident committed to practicing in CO; in an approved CO nursing program or approved online program; min. 1 semester/quarter of study remaining prior to completing degree	Accredited online nursing program; Accredited CO nursing program	Details on website

FEDERAL LOAN REPAYMENT OPTIONS

Program	Audience	Provider/Student Eligibility	Site Eligibility	Award
National Health Service Corps (NHSC) Contact: abutcher@hrsa.gov Website: nhsc.hrsa.gov	Dentists	DDS, DMD, RDH in general or pediatric dentistry	Located in HPSA, Accept public insurance & sliding fee scale for low-income, All primary/dental, outpatient settings	Up to \$50,000 for full time DDS, DMD and RDH. \$25,000 for part time.
National Health Service Corps (NHSC) Contact: abutcher@hrsa.gov Website: nhsc.hrsa.gov	Physicians, PAs, FNPs	MD or DO including FP, IM, PED, OB/GYN, GER, PSYCH; NP, PA, CNM; Licensed Mental Health Practitioners	Located in a HPSA; Accept public insurance and have a sliding fee scale for low-income; Only high need HPSA areas will be competitive; Primary care, outpatient settings and Critical Access Hospitals	Up to \$50,000 for a two-year, full-time commitment or \$25,000 for part-time commitment, tax free
Nurse Corps Loan Repayment Program Contact: abutcher@hrsa.gov Website: nhsc.hrsa.gov	Nurses	Registered Nurses, Advanced Practice Nurses, Nurse Faculty	Public or private healthcare facility in a Critical Shortage Facility serving a HPSA - For Nurse Faculty: A nursing school accredited by a national nursing agency or recognized by SOS	Up to 85% of nursing education debt
Nurse Corps Loan Repayment Program Contact: abutcher@hrsa.gov Website: nhsc.hrsa.gov	Physicians, PAs, FNPs	Registered Nurses, Advanced Practice Nurses, Nurse Faculty	Public or private healthcare facility in a Critical Shortage Facility serving a HPSA; For Nurse Faculty: A nursing school accredited by a national nursing agency or recognized by SOS	Up to 60% of nursing education debt
NHSC Rural SUD Community Loan Repayment Program Contact: abutcher@hrsa.gov Website: nhsc.hrsa.gov	Nurses	Registered Nurses and Advanced Practice Nurses	Rural NHSC-approved SUD treatment facility; Facility must be located in a Mental Health or Primary Care HPSA	\$100,000 award, tax free
NHSC Rural SUD Community Loan Repayment Program Contact: abutcher@hrsa.gov Website: nhsc.hrsa.gov	Physicians, PAs, FNPs	Primary Care Physicians, Advanced Practice Nurses, Physician Assistants, Behavioral Health Professionals, SUD Counselors, Pharmacists	Rural NHSC-approved SUD treatment facility; Facility must be located in a Mental Health or Primary Care HPSA	\$100,000 award, tax-free
NHSC Scholarship Program (Students) Contact: abutcher@hrsa.gov Website: nhsc.hrsa.gov	Med Students	Students pursuing a career in primary health care (Primary Care Physician (MD or DO); Dentist (DDS or DMD); Nurse Practitioner (NP); Certified Nurse-Midwife (CNM); Physician Assistant (PA))	NHSC-approved site in HPSA	Tax-free payment of tuition, required fees, other reasonable educational costs, and a monthly living stipend (taxable)
NHSC Student to Service Program (Students) Contact: abutcher@hrsa.gov Website: nhsc.hrsa.gov	Med Students	Full-time student in final year of medical school, MD or DO degree at an accredited school - pursuing residency in FP, IM, PED, OB/GYN, GER or PSYCH	NHSC-approved site in HPSA	Up to \$120,000 in (4) annual installments
Nurse Corps Scholarship Program (Students) Contact: abutcher@hrsa.gov Website: nhsc.hrsa.gov	Student Nurses	Students accepted or enrolled in a diploma, associate, baccalaureate, or graduate nursing program	Once graduated, nurses must work in a Critical Shortage Facility serving a HPSA	Taxable scholarship pays for tuition, fees, and other educational costs.



CRHC Resources

Digital Version of 2023 CPR Catalog	https://coruralhealth.org/wp-content/uploads/2023/04/2023-CPR-Program-Catalog.pdf
CRHC	https://coruralhealth.org/
CRHC Membership	https://coruralhealth.org/membership-2
CRHC Programs and Services	https://coruralhealth.org/services-search
CRHC Colorado Provider Recruitment	https://coruralhealth.org/colorado-provider-recruitment
CRHC CPR Registration Form	https://coruralhealth.org/cpr-contract-sign-up
2022 Retention Strategy	https://coruralhealth.org/wp-content/uploads/2013/10/2022-CRHC-Retention-Strat.pdf
2023 Snapshot of Rural Health in Colorado	https://coruralhealth.org/snapshot-of-rural-health
Online Workforce Catalog	https://coruralhealth.org/recruitment-and-retention-catalog#strategic
Environmental Scan Dashboard	https://coruralhealth.org/workforce-environmental-scan
Rural Health Information Hub	https://www.ruralhealthinfo.org/

CPR Catalog Links

3RNET	https://3rnet.org/
Colorado AND National Loan Repayment Options and Scholarships	https://coruralhealth.org/wp-content/uploads/2023/03/CO-and-National-Loan-Repay-and-Scholarships.pdf
Colorado ONLY Loan Repayment Options & Scholarships	https://coruralhealth.org/wp-content/uploads/2013/10/CO-Loan-Repay-and-Scholarships.pdf
National ONLY Loan Repayment Options & Scholarships	https://coruralhealth.org/wp-content/uploads/2013/10/National-Loan-Repay-and-Scholarships.pdf
J-1 Visa Waiver Program	https://cdphe.colorado.gov/prevention-and-wellness/health-access/international-medical-graduates
Navigating the J-1 Visa Waiver Job Search	https://3rnet.org/Resources/J1-Waiver
3RNET Recruitment for Retention Academy	https://academy.3rnet.org/
Job Search on 3RNET	https://coruralhealth.org/colorado-provider-recruitment/jobs
Career and Life Planning Guidebook for Medical Residents	https://physiciancareerplanning.com/ebooks/career-and-life-planning-guidebook-for-medical-residents/18/
Colorado Area Health Education Center	https://www.cuanschutz.edu/centers/coahec
Rural Preceptor Tax Credit Program	https://coruralhealth.org/preceptor-survey

For more information about
Colorado Provider Recruitment and Retention,
please visit:
coruralhealth.org/colorado-provider-recruitment

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