

STUDENT TO PRACTICE

Health Professional Student & Resident Resource Guide



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COLORADO
RURAL HEALTH
CENTER

The State Office of Rural Health

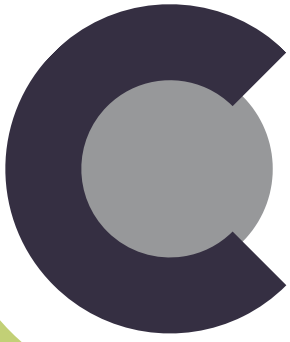


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WELCOME MESSAGE

Dear Students,

Welcome to an exciting journey toward making a meaningful impact in rural and underserved communities! As future health professionals, you hold the potential to transform lives and improve health outcomes for those who need it most.

At the State Office of Rural Health Healthcare, we are dedicated to supporting your aspirations and providing resources to help you thrive in your future careers. Your passion for serving rural populations is invaluable, and we're here to empower you with the knowledge and tools needed to succeed.

Rural communities face unique health challenges, including limited access to care, higher rates of chronic illnesses, and a shortage of healthcare providers. Your commitment to serving these areas is crucial for addressing health disparities and ensuring that every individual has access to quality care. By choosing to work in rural healthcare, you can help bridge the gap and make a lasting difference in the lives of your patients.

We invite you to explore the unique opportunities that await you in rural healthcare—where every patient encounter is an opportunity to create lasting change. Together, we can build healthier communities and ensure that quality care is accessible to all.

Thank you for your commitment to this important work. We look forward to supporting you on this rewarding path! you can help bridge the gap and make a lasting difference in the lives of your patients.

We invite you to explore the unique opportunities that await you in rural healthcare—where every patient encounter is an opportunity to create lasting change. Together, we can build healthier communities and ensure that quality care is accessible to all.

Thank you for your commitment to this important work. We look forward to supporting you on this rewarding path!

Warm regards,

Colorado Rural Health Center
The State Office of Rural Health





ABOUT THE COLORADO RURAL HEALTH CENTER

ABOUT

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, Colorado Rural Health Center (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 & 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.

EQUITY STATEMENT

The Colorado Rural Health Center recognizes that many factors impact the health of individuals and communities, including geography, income, and race. We recognize the existence and power of historical and ongoing systematic structures that have excluded individuals from leading their most healthy lives.

We are committed to repairing injustices by championing policies that recognize these inequities and foster community-led solutions. We are actively working to include diverse opinions and perspectives in our decision making processes and advocacy work and recognize that we all live better lives when everyone has a seat at the table.

RURAL COLORADO LANDSCAPE

Rural Colorado healthcare is a vital tapestry of dedicated providers working to bridge access gaps and deliver essential services to diverse communities in stunning, remote landscapes.

RURAL HEALTH FACILITY TYPES

- 32 Critical Access Hospitals (CAH)
- 56 Certified Rural Health Centers (RHC)
- 11 Rural Prospective Payment System Hospitals (PPS)
- 92 Federally Qualified Health Centers (FQHCs)
- 21 Community Health Centers (CHC)



HERE'S WHY OUR PROVIDERS CHOOSE RURAL:

"Building meaningful relationships with my team and our community, and feeling like I am a part of something bigger"

"The opportunity to make a difference for those who may not have as much access to care"

"I love the personal connections you make, the opportunity to lean by wearing multiple hats, and the collaboration that is formed to solve problems"

"We must practice at a higher standard to handle the more complicated cases. Keeps me constantly learning and growing."



719,343 PEOPLE

or 12.2% of the total population live in rural



77%

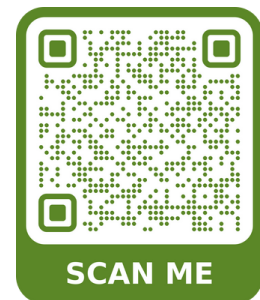
of Colorado's landmass is considered rural or frontier

64 TOTAL COUNTIES

- 17 Urban
- 24 Rural
- 23 Frontier

Rural: A non-metropolitan county containing no municipalities over 50,000 residents.

Frontier: A county with a population density of 6 or fewer residents per square mile.



Scan the QR code to download a free digital copy of the 2024 Colorado Rural Health Center Snapshot of Rural Health

2023/24 ENVIRONMENTAL SCAN

REPORT SUMMARY

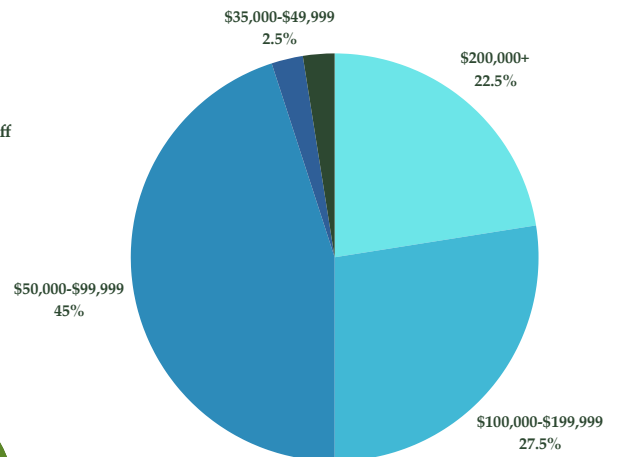
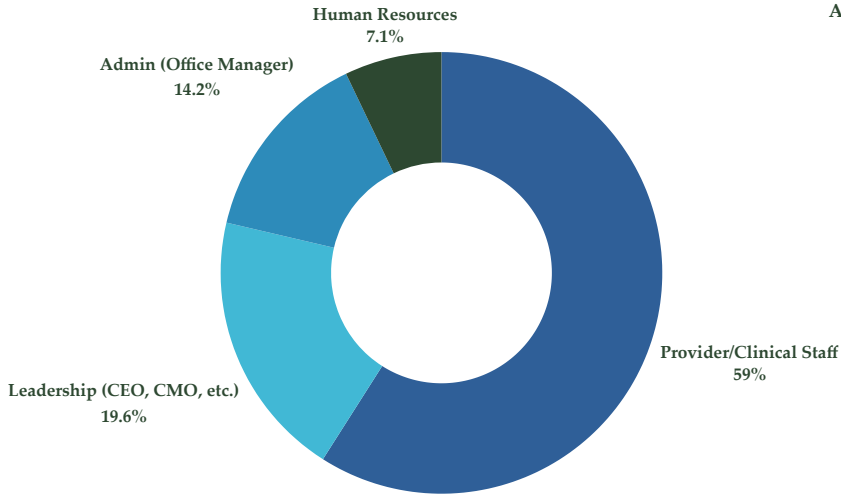
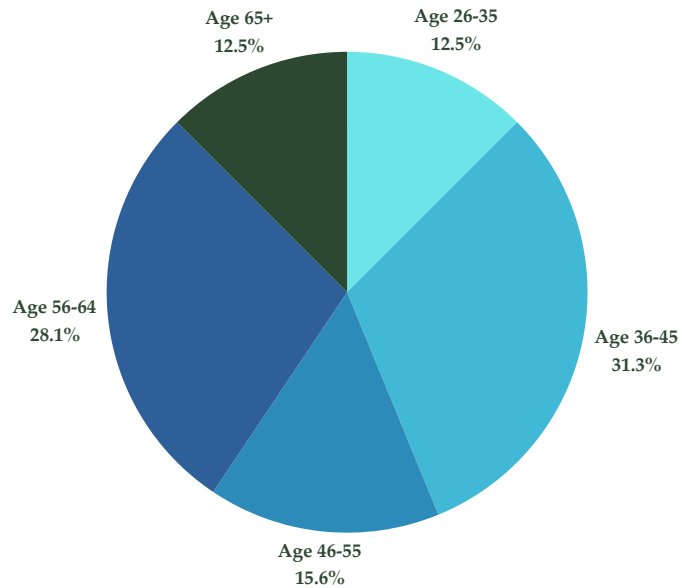
41 Respondents

5 Regions

- Eastern Plains (32%)
- Southwest (29%)
- Mountain West (18%)
- Resort West (18%)
- Northwest (4%)

Key Focus Areas:

- Staffing Shortages
- Housing
- Bonus Structure
- Loan Repayment



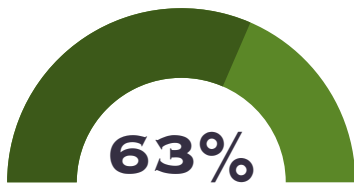
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2023/24 ENVIRONMENTAL SCAN

REPORT SUMMARY

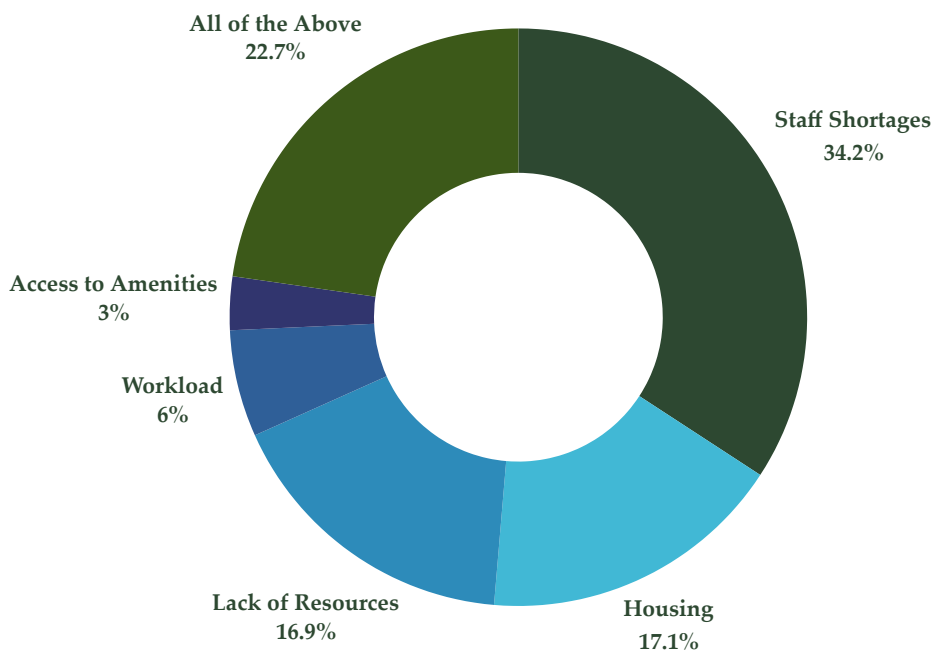
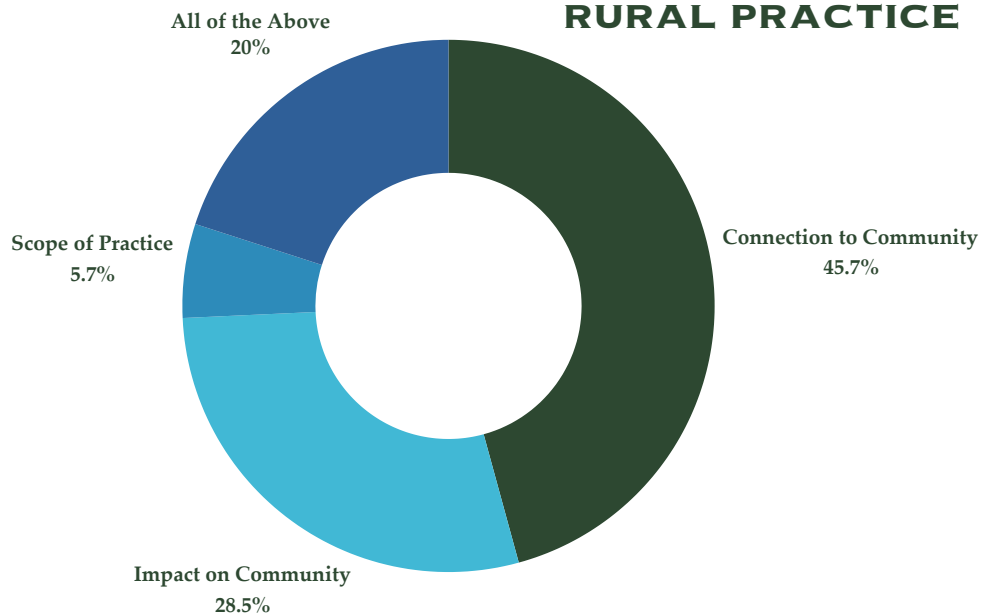


felt their total benefit package met their employee's needs (down from 73% 2022)



The majority of facilities (47%) prioritized creating a welcoming environment for new hires

REWARDS OF RURAL PRACTICE



85% felt their organization understood employee needs to make changes



CHALLENGES OF RURAL PRACTICE



3 R N E T

3RNET, the National Rural Recruitment and Retention Network, is your go-to career platform for health professionals passionate about making a difference in rural and underserved communities. Each state, along with the Department of Veterans Affairs and Indian Health Services (IHS), has its own dedicated landing page brimming with opportunities. Here in Colorado, the Colorado Rural Health Center proudly manages our state page, empowering rural clinics and critical access hospitals to showcase their open positions. Join us in transforming healthcare in rural areas and discover your next adventure!



9254 REFERRALS THROUGH 3RNET
(Number of health professionals referred to employers. For example, one health professional sent to ten employers equals ten referrals.)



302 NEW HEALTH PROFESSIONALS
(Newly registered health professionals with an interest in your location who logged in.)



140

Jobs Active Total (number of jobs active through last date in range (jobs are active three months).)

EMPLOYMENT OPPORTUNITIES OVERVIEW

Job Details: Title, profession, location (state, city, zip code, county), HPSA score, community type, population, employment type (including J1-Visa and telehealth options).

Compensation: Salary range, benefits, and compensation overview, along with education requirements.

Community Insights: Overview and unique selling points of the community.

Facility Information: Name, parent organization, employer overview, size, work schedule, designation type, social media links, hiring manager contact, and "apply now" link.

Students should sign up for a rural job platform to connect with unique career opportunities that not only enhance their professional journey but also allow them to make a meaningful impact in underserved communities, gaining invaluable experience while addressing pressing healthcare needs.



LOAN REPAYMENT ESSENTIALS

PROGRAMS

TRADITIONAL PROGRAM

- You must be employed at a qualifying site.
- You will receive a financial incentive, applied as additional compensation toward your education debt, in exchange for a specified period of service.
- The financial incentive is applicable only to qualified education expenses related to your degree or program.

SCHOLARSHIP PROGRAM

- You may or may not be employed.
- You must be actively working toward your intended degree and licensure.
- You can apply for funding specifically designated for your medical education expenses.

HEALTH PROFESSION SHORTAGE AREA (HPSA)

A federal designation identifying areas with a shortage of healthcare professionals. These areas have a shortage of primary, dental, or mental health care providers.

WHAT IS A GEOGRAPHIC HPSA?

A shortage of providers for an entire group of people within a defined geographic area.

WHAT IS A POPULATION HPSA?

A shortage of providers for a specific group of people within a defined geographic area. Examples include low-income populations, homeless populations, and migrant farmworker populations.

WHAT IS A MATERNITY CARE TARGET AREA (MCTA)?

Maternity Care Health Professional Target Areas (MCTAs) are areas within an existing Primary Care Health Professional Shortage Areas (HPSA) that are experiencing a shortage of maternity health care professionals.

WHAT IS A FACILITY HPSA?

OTHER FACILITY (OFAC)

Public or non-profit private medical facilities. They serve a population or geographic area with a shortage of providers.

CORRECTIONAL FACILITY

Medium- to maximum-security federal and state correctional institutions

Youth detention facilities with a shortage of providers

STATE/COUNTY MENTAL HOSPITALS

State or county hospitals with a shortage of mental health providers (mental health designations only)

AUTOMATIC FACILITY HPSAs (AUTO-HPSAs)

Facilities automatically designated as HPSAs based on statute or through regulation. These include:

- Federally Qualified Health Centers (FQHCs)
- FQHC Look-A-Likes (LALs)
- Indian Health Facilities
- IHS and Tribal Hospitals
- CMS-Certified Rural Health Clinics (RHCs)*
 - Outpatient clinics located in non-urbanized areas that are Centers for Medicare and Medicaid Services (CMS) certified and meet [NHSC Site requirements](#) (such as accepting Medicaid and CHIP and providing services on a sliding fee scale).



PRIMARY CARE OFFICE (PCO)

In Colorado, the Primary Care Office (PCO) serves as the key resource for addressing health professional shortage areas (HPSAs) and managing loan repayment programs. The PCO plays a vital role in identifying regions in need of healthcare providers and works to connect qualified professionals with these opportunities. By collaborating with healthcare facilities, community organizations, and educational institutions, the Colorado PCO aims to enhance access to care in underserved areas.

TAX LIABILITY

Certain loan repayment programs and incentives may be subject to income tax, even in states without an income tax, as federal income tax may still apply. However, NHSC programs are exempt from both state and federal income taxes.

GENERAL ELIGIBILITY- CHSC

- You can't have another service obligation while you participate in the Colorado Health Service Corps.
- If your employer offers a signing bonus that obligates you to a period of service, that obligation must be waived before you can be awarded loan repayment.
- You may apply to both the Colorado and National Health Service Corps, but can accept only one award at a time.
- You must have a negotiated employment contract and have started your first day of employment by the first day of the opening of the respective application cycle, March 1 or September 1.
- You must be licensed at the time of application.
- You are ineligible to apply if you have a conditional license as a result of a disciplinary action by your professional licensing board.
- Work for a term of three years at the approved site.
- Work part-time or 3/4 time or full-time with a minimum of clinical contact hours.
- Meet the hourly requirements for direct clinical contact during the entire service obligation

EDUCATIONAL LOANS NOT ELIGIBLE FOR REPAYMENT

- Loans that were consolidated with any other type of debt or another person's debt.
- HRSA Primary Care Loans
- Parent PLUS loans.
- Loans from a friend or family member.

FULL TIME SERVICE COMMITMENT

\$120,000 for physicians and dentists.

\$90,000 for physician assistants, advanced practice nurses, clinical pharmacists, licensed mental health providers, licensed addiction counselors, dental hygienists, and certified addiction counselors.

3/4 TIME SERVICE COMMITMENT

\$90,000 for physicians and dentists.

\$67,500 for physician assistants, advanced practice nurses, clinical pharmacists, licensed mental health providers, licensed addiction counselors, dental hygienists, and certified addiction counselors.

PART TIME SERVICE COMMITMENT

\$60,000 for physicians and dentists.

\$45,000 for physician assistants, advanced practice nurses, clinical pharmacists, licensed mental health providers, licensed addiction counselors, dental hygienists and certified addiction counselors.





LOAN REPAYMENT OPTIONS

INDIAN HEALTH SERVICES

- Must be employed with the Indian Health Service.
- Receive up to \$40,000 toward your student loan repayment for two years of service.
- Open to advanced practice nurses, behavioral health specialists, dentists, medical doctors, nurses, optometrists, pharmacists, physical rehabilitation professionals, physician assistants, and other healthcare roles.
- For more details, visit: [IHS Loan Repayment Program](#).

NATIONAL HEALTH SERVICE CORPS

- Must be employed at an NHSC-approved site.
- Receive up to \$50,000 for full-time service and \$25,000 for part-time service over two years.
- Open to physicians (DO/MD), nurse practitioners, physician assistants, certified nurse midwives, health service psychologists, licensed clinical social workers, psychiatric nurse specialists, marriage and family therapists, licensed professional counselors, dentists, and dental hygienists.
- For more information, visit: [NHSC Loan Repayment Program](#).

NHSC SUBSTANCE USE DISORDER WORKFORCE

- Must be employed at an NHSC-approved Substance Use Disorder (SUD) site.
- Receive up to \$75,000 for full-time service and \$37,500 for part-time service over three years.
- Open to physicians (DO/MD), nurse practitioners, physician assistants, certified nurse midwives, health service psychologists, licensed clinical social workers, psychiatric nurse specialists, marriage and family therapists, licensed professional counselors, substance use disorder counselors, pharmacists, and registered nurses.
- For more details, visit: [NHSC SUD Workforce Loan Repayment Program](#).

NHSC RURAL COMMUNITY LOAN REPAYMENT PROGRAM

- Must be employed at a rural, NHSC-approved Substance Use Disorder (SUD) site.
- Receive up to \$100,000 for full-time service and \$50,000 for part-time service over three years.
- Open to physicians (DO/MD), nurse practitioners, physician assistants, certified nurse midwives, health service psychologists, licensed clinical social workers, psychiatric nurse specialists, marriage and family therapists, licensed professional counselors, and substance use disorder counselors.
- For more information, visit: [NHSC Rural Community Loan Repayment Program](#).



LOAN REPAYMENT OPTIONS

NHSC STUDENT TO SERVICE

- Must be a student in your final year of medical, nursing, or dental school and work at an NHSC-approved site.
- Receive up to \$120,000 for full-time service, disbursed in four annual installments of up to \$30,000 each, over three years.
- Eligible professions include physicians (DO/MD), nurse practitioners, certified nurse midwives, and dentists.
- For more details, visit: [NHSC Students to Service Loan Repayment Program](#).

NHSC SCHOLARSHIP PROGRAM

Scholars commit to this program while still in school, before they begin their careers. Once ready for employment, you must serve at an NHSC-approved site in a Health Professional Shortage Area (HPSA). The NHSC provides financial support for full-time students pursuing degrees in primary care health professions for up to four years. This support includes tuition and eligible fees, an annual payment for additional educational expenses, and monthly stipends to help with living costs during your studies. This program is tailored for students training in primary care health professions. For more details, visit: [NHSC Scholarships Overview](#).

NURSE CORPS PROGRAM

- Must be employed at a Critical Shortage Facility or serve as nurse faculty at an eligible school of nursing.
- Receive up to 85% of your unpaid nursing education debt covered for two years of service.
- Eligible participants include licensed registered nurses, advanced practice nurses, and nurse faculty.
- For more information, visit: [Nurse Corps Loan Repayment Program](#).

NURSE CORPS SCHOLARSHIP

- Scholars commit to this program while still in school, before starting their careers. Upon graduation, you must serve at a Critical Shortage Facility.
- The Nurse Corps covers tuition, fees, other educational costs, and provides a monthly stipend for a two-year commitment.
- This program is for nursing students.
- For more information, visit: [Nurse Corps Scholarship Program](#).



LOAN REPAYMENT OPTIONS

STATE LOAN REPAYMENT PROGRAM (SLRP)- CHSC

- The Colorado Health Service Corps (CHSC) offers up to \$120,000 for a three-year commitment to practice in areas with a clinician shortage, serving low-income, publicly insured, uninsured, or rural Coloradans.
- Eligible professions include doctors of osteopathic or allopathic medicine (family medicine, geriatrics, general internal medicine, general psychiatry, child psychiatry, pediatrics, obstetrics and gynecology, addiction medicine, and pain management), clinical pharmacists (PharmD), dentists (both general and pediatric), and licensed clinical or counseling psychologists (Ph.D. or Psy.D.).
- For more information, visit: [Colorado Health Service Corps](#).

INDEPENDENT STATE PROGRAMS

Many states have developed financial incentive programs for health professionals. These programs will vary from state to state, searching online or connecting with your PCO are good ways to identify independent state programs

PUBLIC SERVICE LOAN FORGIVENESS

- The Public Service Loan Forgiveness (PSLF) Program enables you to have the remaining balance of your Direct Loans forgiven after making 120 qualifying monthly payments while working full-time for an eligible employer.
- Additionally, there is a possibility for forgiveness through the Temporary Expanded Public Service Loan Forgiveness (TEPSLF) opportunity. If some or all of your payments on Direct Loans were made under a non-qualifying repayment plan for PSLF, you may still qualify for TEPSLF if you meet the other criteria.

COMMUNITY BASED OR HEALTH SYSTEM PROGRAMS

Some communities and health systems offer their own sponsorship programs. Be sure to ask potential employers during your interview or negotiation phase to discover more about these opportunities.

BEFORE YOU SUBMIT YOUR APPLICATION



IS YOUR DISCIPLINE OR PROFESSION INCLUDED?

Curious if your specific field or profession qualifies for these programs? Many initiatives are designed to support a wide range of healthcare disciplines, from nursing and medicine to mental health and dental health professions. It's important to check the eligibility criteria for each program, as they may vary. If you're unsure, don't hesitate to reach out to CRHC or your PCO or explore their website for detailed information. Ensuring your discipline is included could open doors to valuable opportunities and support for your career!



WHAT IS THE DURATION OF YOUR OBLIGATION TO THE PROGRAM?

Wondering how long you'll be committed to the program? The duration of your obligation can vary significantly depending on the specific initiative you choose. Most programs typically require a commitment ranging from two to four years of service, often tied to the financial support or benefits you receive.

It's crucial to understand these terms, as fulfilling your service obligation not only benefits the communities you serve but also enhances your professional experience. Before you apply, make sure to review the details of the program carefully. If you have questions, don't hesitate to reach out to program administrators for clarification. Knowing the length of your commitment will help you plan your career path and ensure you're fully prepared for the responsibilities ahead!



WHAT ARE THE CONSEQUENCES OF WITHDRAWING FROM YOUR SERVICE COMMITMENT?

Considering the implications of backing out of your service commitment? It's essential to understand that many programs have specific penalties for failing to fulfill your obligation. These consequences can vary widely, but they may include financial repercussions, such as having to repay the funds received, or losing access to certain benefits.

In addition to financial penalties, withdrawing from your commitment can affect your professional reputation and future opportunities within the healthcare field. It's important to weigh these potential outcomes carefully before making a decision.

If you find yourself in a situation where you might need to back out, it's advisable to communicate openly with program administrators. They may offer options or solutions that can help you navigate your circumstances while minimizing negative impacts. Being informed about the consequences can help you make the best decision for your career and personal situation.

LOAN REPAYMENT APPLICATION BUILDERS



REQUIRED DOCUMENTS

When applying for the program, you'll need to submit several essential documents to ensure your eligibility. Here's a breakdown of what's required:

- **Proof of U.S. Citizenship or National Status:** Documentation that verifies your status as a U.S. citizen or national.
- **Loan Documentation:** This includes any relevant loan information, such as:
 - **Account Statement:** A current statement detailing your loan balance and payment history.
 - **Disbursement Report:** A report showing all disbursements related to your loans.
 - **Supplemental Documentation (if applicable):** Additional documents may be required based on your specific circumstances.
- **Data 2000 Waiver:** Required for applicants of the NHSC Substance Use Disorder (SUD) Workforce Loan Repayment Program (LRP) only.
- **Substance Use Disorder Certification/License:** Necessary for NHSC SUD Workforce LRP applicants to demonstrate qualification.
- **Disadvantaged Background Form:** A form that helps assess your eligibility based on your educational and socioeconomic background.
- **Proof of Name Change:** If applicable, submit documentation that verifies any name changes.
- **Verification of Existing Service Obligation:** Evidence that confirms any current service commitments you may have.
- **Payment History:** A comprehensive record of your loan payments to provide context for your financial obligations.
- **Specialty Certification:** If applicable, include documentation of any specialty certifications relevant to your field.

Gathering these documents ahead of time will streamline your application process and help ensure that you meet all eligibility requirements. Be sure to review the specific guidelines for each document, as this can vary by program. If you have any questions about what to submit, don't hesitate to reach out for assistance!

LOAN REPAYMENT APPLICATION BUILDERS



STATE LOAN REPAYMENT CONSIDERATIONS

- **Exposure Through Volunteer Work:** Gaining experience in rural or underserved communities can come from various avenues, including both clinical and non-clinical volunteer opportunities, clinical rotations, or choosing a rural track during your education.
- Personal lived experiences in these areas also contribute significantly to your understanding and connection to the community.
- **Community Integration:** Demonstrating a commitment to becoming part of the community can include actions such as purchasing a home, relocating, participating in local volunteer efforts, and involving your children in extracurricular activities that engage them with local culture and needs.
- **Dedication to Underserved Settings:** Your personal and professional life experiences should reflect a commitment to practicing in underserved environments. This could involve making decisions that prioritize serving these communities throughout your career.
- **Long-Term Commitment:** Consider your willingness to make a three-year commitment to working in an underserved setting, and how this aligns with your career path and future aspirations.
- **Relevant Activities Participation:** Engaging in activities related to rural or underserved settings can strengthen your application. This includes:
 - **Clinical and Volunteer Experience:** Involvement in both clinical and non-clinical volunteer work that directly impacts these communities.
 - **Residency and Training Programs:** Participating in residency programs or specialized training tracks focused on rural or underserved healthcare.
 - **Research Initiatives:** Engaging in research related to access to care or conducting projects aimed at addressing issues in rural or underserved populations.
 - **Internships or Practicums:** Completing internships or practicum experiences that provide hands-on exposure to the challenges and needs of these communities.
- Establish a strong relationship with a mentor who can speak to your skills, career aspirations, community engagement, and extracurricular involvement.

These experiences not only enhance your qualifications but also demonstrate your genuine commitment to serving rural and underserved populations in your future career.

LOAN REPAYMENT APPLICATION BUILDERS



FEDERAL LOAN REPAYMENT CONSIDERATIONS

- **Current or Former NHSC Scholarship Awardees:** Applicants who have previously received NHSC scholarships are encouraged to apply. Their experience with the program can enhance their qualifications and commitment to serving in underserved areas.
- **Completion of Specialized Training:** Applicants who have completed training programs that align with the needs of the NHSC will be prioritized. This specialized training is essential for addressing the specific healthcare challenges faced by Health Professional Shortage Areas (HPSAs).
- **Disadvantaged Background Applicants:** Those from disadvantaged backgrounds are encouraged to apply. This includes individuals who have faced socioeconomic challenges that may influence their career trajectory and commitment to serving underserved communities.
- **Characteristics Indicating Long-Term Commitment to HPSAs:** Applicants demonstrating personal and professional traits likely to result in a sustained presence in HPSAs will be considered favorably. This may include a history of volunteer work, community involvement, or personal experiences that connect them to these areas.
- **Training in Community-Based Underserved Settings:** Completing training programs in community-based settings that serve underserved populations is an asset. This hands-on experience is invaluable in preparing applicants to meet the unique needs of these communities.
- **Current Work at NHSC-Approved Sites:** Your existing or past employment at an NHSC-approved site will be a strong indicator of your commitment to serving in underserved areas. This experience demonstrates practical knowledge and understanding of the challenges faced by these communities.
- **Spousal Characteristics:** If applicable, the characteristics of your spouse that suggest a likelihood of remaining in a HPSA may also be taken into account. This could include their career aspirations, community involvement, or personal connections to the area.

These criteria aim to identify applicants who not only have the necessary qualifications but also demonstrate a genuine commitment to serving rural and underserved populations.



PROVIDER CONVERSATIONS

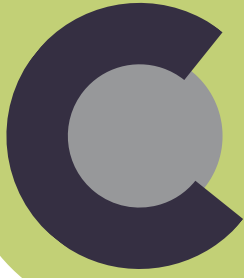
As you prepare to transition from your studies into your professional career, there are several important topic areas to explore that can significantly influence your job satisfaction and career trajectory. These considerations should be weighed based on what matters most to you and your specific goals for practice. Here are some key aspects to investigate before accepting a position:

- What kind of access will you have to a larger community that offers specialized dining, entertainment, shopping, and cultural or religious opportunities?
- How diverse will the patient population be, or alternatively, what access will you have to specific niche patient groups that may be essential to your desired practice?
- What will your access to social networking and socialization opportunities look like?
- What will your access to local, enjoyable activities outside of work look like?
- What access will your spouse or partner have to education, employment, and socialization opportunities?
- What access will there be to quality schools for school-aged children, including special education services, sports, and clubs?
- What access will there be to local shopping and essential services, such as hardware stores and auto repair shops?
- What is the year-round weather like in this community, particularly in terms of driving conditions and opportunities for outdoor hobbies?
- How flexible is the clinic or hospital in accommodating part-time work schedules?
- Does the clinic or hospital provide loan repayment options for qualifying providers?
- What Support Is Available for Community Introduction?
 - How does the clinic or hospital help alert the community that you are a new provider, assisting you in establishing a patient base? Consider options like:
 - Income Guarantee
 - Moving Allowance
 - Signing Bonus
 - Start-Up/Marketing Costs



PROVIDER CONVERSATIONS

- How competitive is the take-home pay, including potential bonuses, health benefits, retirement packages, and retention payments?
- What is the breakdown of the payor mix?
 - *Understanding the payor types is crucial, as they may affect your ability to provide care to patients.
- What is the collegiality like among providers and other staff members?
- Is providing obstetrical care mandatory, optional, or not offered at all? Does the clinic or hospital intentionally provide this level of care?
 - If obstetrical services are offered, are C-sections mandatory or optional?
- Is emergency room coverage mandatory, optional, or not available? Regarding minor trauma care, such as casting, is this level of service required, optional, or not offered?
- Is providing scope services, such as colonoscopy or endoscopy, mandatory, optional, or not available?
- Is nursing home coverage mandatory, optional, or not available?
- What level of inpatient care is expected from providers, and how is it structured?
- What are the expectations for providers regarding the delivery of direct mental health care services?
- What are the regulations regarding NP/PA supervision? Is this supervision mandatory, optional, or not applicable for providers?
- Is teaching residents or medical students mandatory, optional, or not available?
- How flexible is participation in committees or additional roles, such as Chief of Staff? What are the expectations for involvement?
- What does the retention rate of physicians and advanced practice providers look like over the long term?
- Are sub-specialists available for patient consultations either on-site or via telehealth?
- What is the process for arranging patient transfers to another facility, particularly in emergency situations, and how easy is it to navigate?



PROVIDER CONVERSATIONS

- What does access to resources, training, and collaboration with other professionals entail?
- What does access to ancillary staff, such as ultrasound technicians, lab technicians, X-ray technicians, and physical therapists, look like?
- What does access to pre-hospital medical services through EMS look like?
- Is participation in an on-call schedule mandatory or optional? What does this schedule entail, and how is on-call time compensated?
- What equipment is available to providers? Are there plans to expand equipment/services?
- Are there plans for capital investment, and how are updates on these plans communicated to the staff?
- How long has the hospital or clinic been using this EMR system, and what does the training process involve?
- What does the leadership structure look like, and what are the expectations for communication and support within the organization?
- Is there CME support available for providers, such as funding, access to resources, or on-site opportunities?
- Are there opportunities for volunteer and community service available, both medical and non-medical?



THANK YOU

Thank you for your time and dedication to serving rural communities. Your commitment to making a difference in the lives of those in underserved areas is truly inspiring. The passion and hard work you bring to your studies and future careers will undoubtedly have a lasting impact on the health and well-being of countless individuals. We appreciate your willingness to engage with these communities and your determination to address their unique challenges. Together, you are helping to shape a brighter future for rural healthcare.



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coruralhealth.org



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The State Office of Rural Health

