



# **RECRUITMENT AND RETENTION E-CATALOG**

**COLORADO  
RURAL HEALTH  
CENTER**

*The State Office of Rural Health*

# TABLE OF CONTENTS

Strengthening Your Workforce Ecosystem

---

Upskilling, Connections & Career Mobility

---

Financial Pathways & Incentive Programs

---

Burnout Prevention & Workforce Sustainability

---

Veteran-Focused Employment: From Service to Civilian  
Success

---

Supporting Community Health Workers and  
Community Based Care

---

Resources for New Professionals

---

Data & Funding Tools

---

# STRENGTHENING YOUR WORKFORCE ECOSYSTEM

## COLORADO RURAL HEALTH CENTER-COLORADO PROVIDER RECRUITMENT AND RETENTION PROGRAM (CPR)

The Colorado Provider Recruitment and Retention Program (CPR) is your dedicated partner in building a robust healthcare workforce across the state. Our mission is to support rural Colorado clinics and hospitals in attracting and retaining top-tier professionals for underserved areas, ensuring that communities have access to high-quality care. Our unique program connects providers who are passionate about serving safety-net patients in rural Colorado with their perfect Colorado home. The Colorado Rural Health Center connects students across a variety of healthcare disciplines with RHCs, CAHs, and their job opportunities through regular student events, career fairs, and in-classroom presentations

## COLORADO RURAL HEALTH CENTER-WORKFORCE ENVIRONMENTAL SCANS & ASSOCIATED RETENTION STRATEGIES

The workforce-based environmental scan is an ongoing data collection and analysis designed to capture real-time insights on emerging trends, challenges and opportunities within the field. This scan draws from rural healthcare professionals, students and residents across the state.

- 2025
- 2024
- 2023

## CDPHE PCO HEALTH PROFESSIONAL SHORTAGE AREA MAPS AND DATA

These maps and data describe the health professional capacity at the community level across Colorado. Federal shortage designations are created using methodologies published in the Federal Register ([Federal Register Notice](#)). State Health Professional Shortage Areas (sHPSAs) are created under the State Board of Health Rules ([6 CCR 1015-6](#)).

## COLORADO RURAL HEALTH CENTER WORKFORCE DEVELOPMENT FRAMEWORK (COMMUNITY APGAR)

For the past three years, The Colorado Rural Health Center, has collected workforce data from:

- Health professional student environmental scans
- Current rural health professional workforce environmental scans
- Rural site visits
- Other workforce-based grant initiatives

When matched to our largest workforce research project, the Community Apgar Questionnaire (CAQ), this information helped us develop a framework for addressing specific aspects of rural provider recruitment and retention.

The CAQ is a validated research tool developed and implemented by Dr. David Schmitz, M.D., University of North Dakota and Dr. Ed Baker, PhD, Boise State University. This tool utilizes 5 classes of 10 factors each:

- Assess the recruitment and retention readiness of rural clinics and hospitals
- Identify how clinics and hospitals may have advantages and challenges related to each factor
- Create space for clinics and hospitals to discuss possible solutions for recruiting challenges and language for marketing advantages

Each CAQ uses a cohort of participating organizations to better understand state-level challenges and advantages as well as the unique top and bottom factors of each organization. There is a suite of CAQ options, but this framework narrows in on factors from the Rural Health Clinic and Critical Access Hospital CAQs.

### **3RNET (CRHC MEMBERSHIP REQUIRED TO ACCESS)**

The Nation's Most Trusted Resource for Health Professionals Seeking Careers in Rural and Underserved Communities.

- With a Colorado Rural Health Center membership, post unlimited open positions, with no placement fees.

#### **3RNET Recruiting for Retention Academy**

- This six-part webinar series equips participants with innovative strategies and tools to enhance recruitment and retention efforts, particularly in rural and underserved areas.

#### **Recruiting for Retention Guides**

- Planning and Preparation
- Marketing To and Finding Candidates
- Matching and Committing
- Retaining for the Lifecycle of the Employee

#### **3RNET Factor Booklets**

Identify & communicate strengths, invest in challenges

- Community Health Center
- Rural Community
- Rural Health Clinic

### **COLORADO RURAL HEALTH CENTER- STRATEGIC ROADMAP FOR OPERATIONAL EXCELLENCE & WORKFORCE DEVELOPMENT**

The primary purpose of this strategic roadmap is to provide a clear and actionable framework for advancing your healthcare delivery and provider recruitment system. It aims to align organizational objectives with emerging trends and best practices in healthcare, fostering a culture of continuous improvement and innovation. By focusing on patient-centered care, operational excellence, and technological advancement, your clinics can enhance outcomes and streamline processes.

### **COPIC MEDICAL LIABILITY INSURANCE & COVERAGE**

#### **Medical Liability Insurance**

- Physicians
- Advanced Practice Providers
- Group Practices and Clinics
- Medical Facilities & Hospitals
- Cyber Liability Coverage

#### **Advantage Program**

- Advantage Program for APPs
- Advantage Program for Stand-Alone Tail Coverage

#### **COPIC Financial**

- Property & Casualty/Cyber Liability Insurance
- Group Benefits
- Individual Disability Insurance
- Individual Life Insurance
- Financial Planning Services
- Retirement Plan Services & Consulting

### **THE COLORADO RURAL WORKFORCE CONSORTIUM**

The Workforce Colorado Rural Alliance (WCRA) serves as a resource for job seekers and businesses throughout 51 rural Colorado counties by connecting individuals with employment opportunities, developing skills necessary for the workforce and addressing Industry needs.

- Post Jobs
- Hiring Events & Job Fairs
- Workforce Intelligence
- Employer Education
- Community Connection
- Training
- Work-Based Learning

### **COMMUNITY HEALTH ASSOCIATION OF MOUNTAIN/PLAINS STATES (CHAMPS)**

- Pathways to Healthcare Careers
- Answers to Physician Recruitment FAQs and Plan
- Orientation and Retention Tools
  - Sample Retention Workplan
  - Resiliency Resources
- Sample Job Descriptions
- National Recruitment & Retention Links

## **PUBLIC HEALTH MODEL JOB DESCRIPTIONS PROJECT**

The public health model job descriptions project is an initiative of the Region V Public Health Training Center at the University of Michigan School of Public Health and Center for Public Health Systems at the University of Minnesota School of Public Health. The goal is to create evidence-based job descriptions and attractive job postings that can be easily adapted by local and state health departments.

## **HEALTH LINKS**

When it comes to promoting healthy, safe work, we're science-led experts and we're mentors. Our team is based in the Centers for Health, Work & Environment at the Colorado School of Public Health. As a research-to-practice program within a university, we use evidence-based strategies to help you improve workplace health and safety.

## **GALLUP Q12 EMPLOYEE ENGAGEMENT SURVEY**

Gallup's engagement survey helps leaders drive clarity and high performance, even when the workplace evolves. When disruption leads to disengagement, burnout and turnover, the Q12 identifies and reinforces the core conditions high-performing teams need to thrive.

## **CANDID CULTURE**

- Leadership Training
  - How to Say Anything to Anyone
  - Find Out What Really Makes an Organization a Great Place to Work
  - Avoiding the Quit & Stay Phenomenon
- Business Communication Training

## **NATIONAL ASSOCIATION OF COUNTY & CITY HEALTH OFFICIALS**

### **Building an Equitable Workplace at Local Health Departments Toolkit**

An equitable workplace, as this toolkit will describe, is also one that is inclusive, supports the wellbeing and morale of staff, and is able to both attract and retain a diverse, talented, and motivated workforce (Gallup, 2018; Long, 2023). However, the journey to building such a workplace can feel daunting, even for LHDs that have or are engaging in equity efforts or have publicly committed to advancing equity in the communities they serve. The purpose of this toolkit, therefore, is to support the ability of LHDs to look inward, to consider how policy, practice, and culture are advancing equity and inclusion within their department and among their staff, and to take action toward positive change.

## **COLORADO DEPARTMENT OF PUBLIC HEALTH DEPARTMENT J-1 VISA**

- Physicians who attend medical school and receive a medical degree in a foreign country are permitted to come to the United States for residency training on a J-1 visa.
- Upon completion of residency training, these physicians are required to return to their home country for two years before applying for a new U.S. visa.

## **COLORADO COMMUNITY HEALTH NETWORK**

Colorado Community Health Network (CCHN) represents Colorado's 21 Community Health Centers (CHCs) that together are the backbone of the primary health care safety net in Colorado. CHCs are the primary care home for more than 850,000 Coloradans at more than 250 clinics across the state.

- Clinic Operations
- Job Board
- Student Outreach
- Networking Events

## **THE MISSING PHYSICIAN- ASSOCIATION FOR ADVANCING PHYSICIAN AND PROVIDER RECRUITMENT**

Strong recruitment is essential for healthcare organizations. Without real numbers to prove the cost of a vacancy though, it can be difficult to get the recruiting resources you need. This website will run the numbers for you.

Simply input your own recruitment data and the calculations will show cost by days to fill, by the number of searches conducted and by annual revenue lost.

## **SOCIAL MISSION ALLIANCE/ MULLAN INSTITUTE HEALTH WORKFORCE DIVERSITY TRACKER**

The Health Workforce Diversity Initiative is helping to promote greater racial and ethnic parity in the health workforce through measurement and accountability. In recent years, we've seen both nationwide protests over racial inequalities as well as a crippling pandemic disproportionately impacting communities of color. As the public debate on these issues shifts and responds to the urgency of the situation, decision makers are seeking guidance, understanding, and insights to craft effective evidence-based policies.

## **MILL LEVY SUPPORT**

- Hall & Render Law Firm
- The Advisory Group of McCormick Chase & May

## **FRONTIER PHYSICIANS**

We provide experienced physicians and hospitalist teams to rural communities, ensuring exceptional care for patients and efficient support for hospitals.

We support each patient with comprehensive, accessible, and personalized medical attention, ensuring every individual receives the highest standard of care, no matter where they live.

## **THE COLORADO NETWORK, INC.**

The Colorado Network (TCN) is a collaborative effort between close to half of Colorado's rural hospitals and their associated physicians to address challenges with payer contracting payer relations and provider relations.

We are a dues supported network of providers with a sliding fee scale for members that allows them to delegate their managed care contracting, and if desired, provider credentialing, to the Network. Members pay dues based on their relative net revenues and TCN becomes the member's 'managed care departments. The sliding scale costs allows members to benefit from managed care contracting and credentialing expertise that would otherwise be unaffordable to all but the largest of the Network's members.

With a tight focus on managed care, credentialing, claims troubleshooting costs are kept to a minimum. While the principles and founding ideals allow for any collaborative initiative the members approve, the focus has kept us from pursuing every good idea that comes down the road. This also keeps costs affordable.

The Colorado Network exists to assist hospitals, physicians and patients in rural Colorado meet challenges in order to maintain a healthcare system in small towns that meets the needs of all concerned.

# UPSKILLING, CONNECTIONS & CAREER MOBILITY

## COLORADO CENTER FOR NURSING EXCELLENCE

The Center works within communities throughout Colorado, and across the nation, building a stronger nursing workforce. Our work aims to build a workforce that improves access to care and mirrors the communities in which they work.

- Healthcare workforce Snapshot
- Demand & Supply Analysis
- RN & LPN Refresher Courses
- Behavioral health based fellowships
- Elder care training
- Professional development
- Rural and Underserved based fellowships
- Customized leadership training and coaching
- Cultural inclusivity training for organizations
- Advocacy and initiatives

## COMMUNITY HEALTH ASSOCIATION OF MOUNTAIN/PLAINS STATES (CHAMPS)

The mission of the Community Health Association of Mountain/Plains States (CHAMPS) is to provide opportunities for education and training, networking, and workforce development so that Region VIII (Colorado, Montana, North Dakota, South Dakota, Utah, Wyoming) Community Health Centers can better serve their patients and communities.

- Annual primary care conference
- Webcasts
- Leadership learning opportunities
- Spanish language training
- On demand learning
- Clinical resources
- Cross-disciplinary resources
- QI resources
- Recruitment & Retention Resources
- Board Resources

## COPIC- EDUCATION

- In-person and virtual seminars
- On-demand courses
  - Working safely with APNs and PAs
  - Medication errors in the digital age
- Colorado Opioid Competency CME
- In-person conferences
- Webinars
- ACCME and ANCC Accredited

## STAR2CENTER

The STAR<sup>2</sup> Center provides resources, training, and technical assistance to build and strengthen the clinical workforce serving at our nation's health centers.

- Resource Center
- Web-based trainings
- Self-paced courses
- In-person training
- Learning Collaborative
- Training Archive

## NATIONAL ASSOCIATION OF COUNTY & CITY HEALTH PROFESSIONALS- COMMUNITY-BASED SUICIDE PREVENTION ONLINE COURSE

With support from the Centers of Disease Control and Prevention, the National Association of County and City Health Officials (NACCHO) recently launched a new FREE course on Community-Based Suicide Prevention for Local Health Departments. It is online and self-paced and takes about 2 hours to complete. While designed for local health department staff, the content may also be relevant and helpful for a broad audience of organizations and groups involved in local suicide prevention, such as suicide prevention coalitions, schools, and community partners.

# FINANCIAL PATHWAYS & INCENTIVE PROGRAMS

## COLORADO HEALTH SERVICE CORPS LOAN REPAYMENT PROGRAM (EMPLOYERS)

Colorado Health Service Corps sites must:

- Be located in a designated Health Professional Shortage Area.
- Provide comprehensive primary, mental health, behavioral health, or dental care.
- Accept all patients regardless of ability to pay and offer a sliding fee scale based on family size and annual income for those at or below 200 percent of the Federal Poverty Level.
- Accept patients on public insurance, including Medicare, Medicaid, and CHP+.
  - For practices that provide substance use disorder services, sites are eligible to participate if they do not accept Medicaid and/or Medicare so long as a meaningful sliding fee scale for low-income patients is available to clients.
  - If a site doesn't see patients over 65, the Medicare requirement will be waived, if a site doesn't see children, the CHP+ requirement will be waived.

Applications are open year round.

## COLORADO HEALTH SERVICE CORPS

Primary care providers working in designated health professional shortage areas can apply to receive funding to repay qualifying educational loans. Participants must see underserved patients at an approved clinical site for the entire service obligation.

\*Participants must see underserved patients at an approved clinical site and meet the hourly requirements for direct clinical contact for the entire service obligation.

## COLORADO HEALTH SERVICE CORPS- REAP (PRIVATE PRACTICE)

The Rural Essential Access Provider (REAP)

- Practice must be a private practice, offering full-scope outpatient primary care services, and providing care to patients for at least two years prior to application.
- Practice must be located in a rural or frontier county (Reference: [Colorado County Designation map](#)).
- Practice must be located in a federally designated Health Professional Shortage Area (Reference: [Colorado County Designation map](#)).
- Practice must accept current and new Medicaid, Medicare, and CHP+ and offer a slide fee scale based on family size and annual income for those at or below 200 percent of the Federal Poverty Level.
- Practice level proportion of Medicaid and SFS combined must exceed 10 percent of patients served in the previous 12 months to be eligible for consideration.
- Hours of operation must be conducive to patient and community access to clinic care.

## STATE DENTAL LOAN REPAYMENT

- You must work at a public, nonprofit, or private dental practice in Colorado.
- You must see some Medicaid, CHP+ and/or uninsured patients each month.
- You must be a Colorado resident.
- Direct clinical care is defined as a medically necessary medical, dental, mental or behavioral health visit or a qualified preventive health visit. The visit must be a face-to-face/one-on-one encounter between the patient and clinician during which time one or more services are rendered.

## NURSE FACULTY LOAN REPAYMENT PROGRAM

- Colorado-based public or private non-profit nursing programs.
- A Colorado Board of Nursing approved nursing program.
- Accredited by the Commission of Collegiate Nursing Education (CCNE) or the Accreditation Commission for Education and Nursing (ACEN).
- Colorado Department of Regulatory Agencies
  - Visit the Colorado Department of Regulatory Agencies' website to learn more about [Colorado Board of Nursing-approved nursing programs](#)(opens in new window).

### Eligible nurse faculty applicants must:

- Be a U.S. citizen (United States born or naturalized) or be a U.S. national or lawful permanent resident.
- Be a Colorado resident.
- Have at least a master's degree in nursing.
- Be employed as a full-time or part-time nurse faculty member of an eligible school of nursing.
- Have outstanding qualifying educational loans leading to a degree in nursing.
- Have completed the nursing program for which the loan balance applies.
- Have a current, full, permanent, unencumbered, unrestricted license to practice as an RN in the state of Colorado or be authorized to practice in Colorado pursuant to the Nurse Licensure Compact.

## COLORADO HEALTH SERVICE CORPS SCHOLARSHIP PROGRAM FOR ADDICTION COUNSELORS

You may be eligible to apply to receive a scholarship for addiction counseling training.

In order to be eligible for the scholarship, you must:

- Be a Colorado resident.
- Be on a path to becoming a licensed Certified Addiction Technician (CAT), Certified Addiction Specialist (CAS), or a Licensed Addiction Counselor (LAC).
- Apply to the scholarship program.
- Get accepted into an approved clinical addiction counseling training program within six months of accepting the scholarship award.
- Complete your coursework and required hours within 18 months for CAT or 24 months for CAS and LAC.
- Work in a Colorado Health Professional Shortage Area at a CHSC-certified site for six months after becoming fully licensed as a CAT, CAS, or LAC.
  - [Colorado Health Professional Shortage Area](#). (map )
    - The practice must accept public insurance and offer discounted services to low-income and/or uninsured patients on a sliding fee scale and must follow CHSC guidelines on direct clinical care.
    - [Colorado Health Service Corps hourly requirements](#). (webpage)

## RURAL & FRONTIER HEALTH CARE PRECEPTOR TAX CREDIT

Qualifying licensed health-care professionals (preceptors) who practice in a rural or frontier area and who provide a preceptorship during the tax year may be eligible for the Rural and Frontier HealthCare Preceptor Tax Credit. A credit of \$2,000 is allowed for each qualifying preceptorship. Credits are allowed for a maximum of three preceptorships and a total of \$6,000 for the tax year. Only 300 primary health care preceptors are entitled to claim this credit each tax year.

## NATIONAL HEALTH SERVICE CORPS LOAN REPAYMENT PROGRAM

Licensed primary care clinicians can receive loan repayment assistance through the NHSC Loan Repayment Program. Providers must be in an eligible discipline serving in a discipline-related Health Professional Shortage Area (HPSA). In exchange for loan repayment, you must serve at least two years at an NHSC-approved site in a HPSA.

### Maternity Care Target Areas

In addition to HPSAs, we also will use designated Maternity Care Target Area (MCTA) scoring to distribute maternity care health professionals. MCTAs are within primary care HPSAs. MCTAs are within primary care HPSAs. We award maternity care health providers using either the primary care HPSA or the MCTA score of their site, whichever is higher.

## NATIONAL HEALTH SERVICE CORPS SUBSTANCE USE DISORDER WORKFORCE

To combat the nation's opioid crisis, HRSA launched the NHSC Substance Use Disorder Workforce Loan Repayment Program. The most effective treatment for opioid addiction is a comprehensive approach that incorporates medication and behavioral health counseling. The program supports the recruitment and retention of health professionals needed in underserved areas to expand access to SUD treatment and prevent overdose deaths. In exchange for loan repayment, you must serve three years at an NHSC-approved SUD treatment facility in a Health Professional Shortage Area (HPSA).

## NATIONAL HEALTH SERVICE CORPS NURSE CORPS SCHOLARSHIP

Eligible nursing students can apply to the Nurse Corps Scholarship Program. If accepted, we pay your tuition, fees, and other educational costs, along with a monthly stipend. In return, after you graduate, you work at an eligible health care facility with a critical shortage of nurses.

## NATIONAL HEALTH SERVICE CORPS RURAL COMMUNITY LOAN REPAYMENT PROGRAM

The National Health Service Corps (NHSC) Rural Community Loan Repayment Program is for providers working to combat the opioid epidemic in the nation's rural communities.

The NHSC Rural Community Loan Repayment Program will make loan repayment awards in coordination with the Rural Communities Opioid Response Program (RCORP) from the Federal Office of Rural Health Policy (FORHP). This will provide evidence-based substance use disorder (SUD) treatment, assist in recovery, and prevent overdose deaths across the nation. In exchange for loan repayment, you must serve three years at an NHSC-approved SUD treatment facility in a Health Professional Shortage Area (HPSA).

## NATIONAL HEALTH SERVICE CORPS STUDENTS TO SERVICE LOAN REPAYMENT

Eligible students in the last year of medical, physician assistant, nursing, or dental school can receive loan repayment assistance from the NHSC Students to Service Loan Repayment Program (NHSC S2S LRP).

In return, you provide at least three years of full-time service at an NHSC-approved site in a designated Health Professional Shortage Area (HPSA).

## NATIONAL HEALTH SERVICE CORPS NURSE CORPS LOAN REPAYMENT

We pay up to 85% of unpaid nursing education debt for:

- Registered nurses (RNs)
- Advanced practice registered nurses (APRNs)
- Nurse faculty

If you receive an award, you must work two years in either:

- An eligible health care facility with a critical shortage of nurses (critical shortage facility)
- An eligible nursing school as nurse faculty

## NATIONAL HEALTH SERVICE CORPS APPROVED SITES CRITERIA

- Centers for Medicare & Medicaid Services Certified Rural Health Clinics
  - Provider-based
  - Independent
- Community outpatient facilities
  - Hospital-affiliated
  - Non-hospital-affiliated
- Free clinics
- Hospitals
  - Critical access hospitals (CAH)
  - Rural Emergency Hospitals (REHs)
- Mobile units
- Private practices (solo or group)
- School-based clinics
- State or local health departments
- State Prisons
  - Note: Not all state prisons are eligible. A prison must meet these criteria to qualify for a designated HPSA:
    - Must be medium or maximum security
    - Must have at least 250 inmates
    - The ratio of the number of internees per year to the number of FTE primary care physicians serving the institution must be at least 1000:1
- Substance use disorder (SUD) treatment facilities
  - SAMHSA-certified Opioid Treatment Programs (OTPs)
  - Office-Based Opioid Treatment (OBOT) facilities

## NATIONAL HEALTH SERVICE CORPS AUTO- APPROVED SITES

- American Indian Health Facilities: Indian Health Service Facilities, Tribally Operated 638 Health Programs, and Urban Indian Health Programs (ITUs)
  - Federal Indian Health Service (IHS) American Indian Health/Alaskan Native Health Facilities
  - Tribal/638 Health Facility
  - Dual-funded (Tribal Health Clinic and FQHC funded)
  - Urban Indian Health Program
  - IHS Hospitals
- Correctional or Detention Facilities
  - Federal prison
  - Immigration and Customs Enforcement (ICE) Health Service Corps
- Federally Qualified Health Centers (FQHCs)
  - Community Health Center
  - Migrant Health
  - Homeless Program
  - Public Housing Program
  - School-Based Program
  - Mobile Clinic
- Federally Qualified Health Centers Look-Alikes

### Eligible auto-approved NHSC sites:

- May apply to the NHSC at any point in the year.
- Are not required to apply during the NHSC New Site Application cycles.
- Are not required to recertify their status every three years.

# BURNOUT PREVENTION & WORKFORCE SUSTAINABILITY

## HEALTH LINKS

When it comes to promoting healthy, safe work, we're science-led experts and we're mentors. Our team is based in the Centers for Health, Work & Environment at the Colorado School of Public Health. As a research-to-practice program within a university, we use evidence-based strategies to help you improve workplace health and safety.

## GALLUP Q12 EMPLOYEE ENGAGEMENT SURVEY

Gallup's engagement survey helps leaders drive clarity and high performance, even when the workplace evolves. When disruption leads to disengagement, burnout and turnover, the Q12 identifies and reinforces the core conditions high-performing teams need to thrive.

## CANDID CULTURE

- Leadership Training
  - How to Say Anything to Anyone
  - Find Out What Really Makes an Organization a Great Place to Work
  - Avoiding the Quit & Stay Phenomenon
- Business Communication Training

## PAN FOUNDATION- COMMUNITY RESOURCES

- Asian American, Native Hawaiian and Pacific Islander communities
- Black and African American communities
- Hispanic and Latino communities
- LGBTQIA+ communities
- Low-income communities
- Native American and Indigenous communities
- Older adults
- Rural communities
- Women

## NATIONAL ASSOCIATION OF COUNTY & CITY HEALTH OFFICIALS

### Building an Equitable Workplace at Local Health Departments Toolkit

An equitable workplace, as this toolkit will describe, is also one that is inclusive, supports the wellbeing and morale of staff, and is able to both attract and retain a diverse, talented, and motivated workforce (Gallup, 2018; Long, 2023). However, the journey to building such a workplace can feel daunting, even for LHDs that have or are engaging in equity efforts or have publicly committed to advancing equity in the communities they serve. The purpose of this toolkit, therefore, is to support the ability of LHDs to look inward, to consider how policy, practice, and culture are advancing equity and inclusion within their department and among their staff, and to take action toward positive change.

## FEWER CO

FEWER CO (Fostering Emotional Wellbeing, Empathy and Resilience in Colorado) is a pilot program addressing suicide prevention and lethal means safety in rural communities. FEWER trains communities how to counties how to:

- 1) Recognize a mental health crisis,
- 2) Reach out to someone who might be having thoughts of suicide
- 3) Respond by creating a safety plan

## **LANDLOGIC MODEL**

The LandLogic Model<sup>SM</sup> is the idea of purposefully incorporating a farmer's land - the quintessential resource for a farmer - into behavioral health interventions. Positive feedback from farmers, behavioral health, and medical providers continue to highlight this important aspect. The LandLogic Model<sup>SM</sup> has then taken proven Cognitive Behavior Therapy skills and incorporated land-based interventions in hopes of promoting positive behavioral health outcomes for our farmers and their families.

## **COLORADO MEDICAL SOCIETY (CMS): PHYSICIAN WELLBEING RESOURCE CENTER**

## **UNIVERSITY OF COLORADO ANSCHUTZ- COMET**

COMET encourages supportive interactions among peers, aligning with rural values of neighbor helping neighbor. COMET strives to lessen our fear of engaging in potentially sensitive conversations and reduce the stigma of talking about mental, emotional and behavioral health.

Developed by the High Plains Research Network (HPRN) and HPRN Community Advisory Council in rural eastern Colorado, COMET was designed with input from mental health professionals and researchers. Supported by the Patient Centered Outcomes Research Institute, this partnership uncovered mental health needs in these communities.

# VETERAN-FOCUSED EMPLOYMENT: FROM SERVICE TO CIVILIAN SUCCESS

## U.S. DEPARTMENT OF LABOR- EMPLOYER GUIDE FOR HIRING VETERANS

Aims to help employers, managers and supervisors, human resource professionals, and employee assistance program providers relate to and support their employees who are veterans and members of the Reserve and National Guard.

## U.S. DEPARTMENT OF LABOR- VETS

For Employers:

- Hire a Veteran (job posting)
- HIRE Vets Medallion Program
- Job for Veterans State Grants
- Policy Guidance
- Data & Research

## RHI HUB- ARTICLE FOR VETERANS TRANSITION INTO HEALTHCARE

Article discussing initiative to address physician and nursing shortages in rural, underserved areas with military medics and corpsmen. Reference to a Health Workforce Studies paper reporting the top 4 barriers veterans face when entering a healthcare career. Resources from two organizations working to reduce barriers.

# SUPPORTING COMMUNITY HEALTH WORKERS AND COMMUNITY-BASED CARE

## CDPHE COMMUNITY HEALTH WORKER TRAINING PROGRAMS

Current CDPHE-Recognized Training Programs:

- Fort Lewis College Community Health Certificate
- Metropolitan State University of Denver Health Navigator Training
- University of Colorado Anschutz Multidisciplinary Center on Aging Community Health Worker Training
- Patient Navigator & Community Health Worker Training Program

Colorado's CHW Core Competencies can be found on this site.

## CDPHE COLORADO CHW REGISTRY

## PATIENT NAVIGATION & COMMUNITY HEALTH WORKER TRAINING

- CHW Certificate Training
- CHW Workplace Workshop
- Care Coordination Training
- Supervisor Training
- Resources, News, Funding

## COLORADO RURAL HEALTH CENTER CHW TOOLKIT AND DIRECTORY

The CHW Toolkit is a collection of resources to assist a clinic in integrating a CHW into their existing care team including scope of practice guidelines, workflow models and sample job descriptions.

The CHW Directory is a tool for the CHW to utilize when working with a diverse population to better connect the patient with local, relevant resources.

## THE ALLIANCE OF COLORADO COMMUNITY HEALTH WORKERS & PROMOTORES DE SALUD

The Alliance promotes policies, programs, and partnerships that: reduce and eliminate barriers to quality health care both within health systems and the community; reduce disparities in health outcomes; and foster ongoing health equity. The Alliance believes that every Coloradan has an equal opportunity to obtain healthcare that personally addresses their medical, dental, mental, emotional, social determinants, and spiritual health needs.

\*Please note that The Alliance does not provide direct navigation and community health work services to patients or organizations.

# RESOURCES FOR NEW PROFESSIONALS

## MONEY CANVAS

Funded by Thrivent's non-profit arm, offering three FREE 60-minute sessions one-on-one with a financial coach to assess the current situation, create a budget and plan to track spending, and then follow up accountability.

## THE NATIONAL CHILD TRAUMATIC STRESS NETWORK- PSYCHOLOGICAL FIRST AID (PFA) AND SKILLS FOR PSYCHOLOGICAL RECOVERY (SPR)

Psychological First Aid (PFA) and Skills for Psychological Recovery (SPR) are promising practices for disaster and behavioral health response and recovery. Both PFA and SPR were developed by the National Center for PTSD and the National Child Traumatic Stress Network, as well as other individuals involved in coordinating and participating in disaster/trauma response and recovery. PFA and SPR intervention strategies are intended for use with children, adolescents, parents and caretakers, families, and adults who are survivors or witnesses exposed to disaster or terrorism. PFA and SPR can also be provided to first responders and other disaster relief workers. Available in Spanish and English.

## PRACTICELINK MAGAZINE

PracticeLink Magazine, offers valuable perspective and practical tips on negotiating provider contracts, crafting your CV, understanding the transition from resident to experienced provider, and much more.

## NEWSLETTERS

- Colorado Rural Health Center
- The Alliance
- Overdose Prevention Unit
- Better Allies

## COLORADO ASSOCIATION OF FAMILY MEDICINE RESIDENCIES

We unite ten family medicine residency programs and three rural training tracks across Colorado, offering comprehensive training in both urban and rural environments. Explore the exciting opportunities for medical student rotations, residency training, and the unique career paths that await you in our stunning state.

## NATIONAL STUDENT NURSES' ASSOCIATION

NSNA's mission is to mentor students preparing for initial licensure as registered nurses, and to convey the standards, ethics, and skills that students will need as responsible and accountable leaders and members of the profession.

- Committee opportunities
- Professional development
- Career Planning Guides
- Annual convention

Colorado Student Nurses Association

# DATA & FUNDING TOOLS

## **COLORADO RURAL HEALTH CENTER SNAPSHOT OF RURAL HEALTH**

The Snapshot is a unique infographic resource that provides information about demographics, economics, health outcomes, health access, health workforce and health trends in rural Colorado.

## **COLORADO RURAL HEALTH CENTER SNAPSHOT OF RURAL HEALTH- REGIONAL EDITIONS**

## **COLORADO RURAL HEALTH CENTER- WORKFORCE BASED ENVIRONMENTAL SCANS**

## **CIVHC- DENTAL HEALTH ANALYSIS**

Oral health is a vital part of overall well-being—impacting everything from nutrition and speech to chronic disease and quality of life. This interactive dashboard, developed in partnership with the Colorado Dental Association, provides a clear picture of dental care in Colorado using commercial claims data from 2022 to 2024 from the Colorado All Payer Claims Database.

## **FOUNDATIONS WITH RURAL-BASED FUNDING OPPORTUNITIES:**

- The Colorado Health Foundation
- The Denver Foundation
- The Colorado Trust
- Rocky Mountain Health Foundation
- Telligen Community Initiative
- Kaiser Permanente Community Health Grantmaking
- El Pomar Foundation
- USDA
- HRSA

**Please note this tool is not an exhaustive list of resources. We publish updates twice yearly.**

**Certain descriptions provided herein have been obtained from the respective company or property websites and are used for informational purposes.**

**Bold, colored or underlined text denotes embedded hyperlinks to external websites.**

# COLORADO RURAL HEALTH CENTER

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.

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*The State Office of Rural Health*

