Staffing Resources for Primary Care Practices

The following resources can be used by primary care practices to identify potential new staff for staffing.

Organization/Program	Description	Contact Information/Additional Information
Organizations Representing Healthcare Practitioners		
Nurse Practitioner Association of Maryland Inc.	Provides nurse practitioner resources and can link practices to nurse practitioners.	Beverly Lang MScN, RN, ANP-BC, FAANP Executive Director, Nurse Practitioner Association of Maryland Inc. P: 443-367-0277 P 866-405-NPAM F: 410-772-7915 NPAMexdir@npedu.com Marty Buonato - President NPAM@npedu.com
Maryland Academy of Advanced Practice Clinicians (MAAPC)	Provides advanced practice clinician resources and can link practices to advanced practice clinicians.	Dr. Elaine Crain - President themaapc@gmail.com
Maryland Academy of Physician Assistants	Provides physician assistants resources and can link practices to physician assistants.	If you have any questions, please contact Maryland Academy of PAs at management@mdapa.org or 410-818-MAPA (6272).
Maryland Academy of Nutrition and Dietetics		If you have any questions, please contact: president@eatwellmd.org.
Accredited CHW Certification Training Programs	The Maryland Department of Health lists all accredited CHW training programs, as are listed on the website in the link on the left.	
American Case Management Association	The American Case Management Association provides resources for case managers and can link people to case management resources	If you have any questions, please contact Becky Nations, VP of Sales and Marketing at bnations@acmaweb.org or 501-907-2262.
National Recruitment and Retention Network (3RNet)	3RNet is a unique national non-profit network specializing in health care jobs in rural and underserved communities for all types of healthcare professionals.	If you have any questions or concerns, please contact Sadé Diggs, MPH Coordinator, Office of Workforce Development Maryland Department of Health, at

	Registration to 3RNET is FREE for facilities in Maryland and for interested health professionals looking to work in Maryland.	mdh.providerworkforceprograms@maryland.gov or 410-767- 6123.
Training Programs		
Maryland Area Health Education Center Program - AHEC Scholars Program	AHEC Scholars is a program geared towards health profession students. The AHEC Scholars Program (ASP) is a longitudinal program that provides students with interdisciplinary didactic and community-based clinical training in rural and/or underserved areas of the State. Educational training activities focus on six core topics: Interprofessional Education, Behavioral Health Integration, Social Determinants of Health, Cultural Competency, Practice Transformation, Current and Health Emerging Health Issues (e.g. COVID-19). At least forty-five (45) Scholars will enroll annually in the ASP, with fifteen (15) assigned to each center AHEC West, Central Maryland AHEC, and Eastern Shore AHEC.	If you have any questions, please contact Allison Robinson, MPH, arobinson@som.umaryland.edu.
AHEC - Primary Care Track	Medical students work alongside preceptors one half day per month during their pre-clinical years, and 80 hours in their first year summer with a primary care physician (PCP) mentor, through a collaboration with one of the three state AHECs. Along with these experiences with community physicians, students participate in monthly didactic sessions. Approximately 30% of the first, second and third year class are enrolled in this program. To date, the PCT remains a collaborative program of the Departments of Family Medicine, Internal Medicine and Pediatrics.	If you have any questions, please contact Allison Robinson, MPH, at arobinson@som.umaryland.edu.

Health Professional Shortage Area Resources

*Practices located in a designated Health Professional Shortage Area (HPSA) **may** be eligible for the state and/or federal programs below.The MDH OPHI manages these programs. Practices can learn whether they may qualify as HRSA facilities [here](#).*

Resource	Description	Contact Information
Waiver Programs *Note: immigration waivers for physicians only		
J-1 Visa Waiver Program	The Maryland Office of Workforce Development reviews applications and makes recommendations to the U.S. Department of State for foreign-born physicians requesting waivers from their J-1 Visa. The waiver is granted in exchange for the physician's agreement to work in an under-served area for three years.	To sign up for our Workforce Listserv to receive updates about our J-1 Visa Waiver Program click here. Sadé Diggs, MPH Coordinator, Office of Workforce Development Maryland Department of Health Phone: 410-767- 6123 mdh.providerworkforceprograms@maryland.gov
ARC J-1 Visa Waiver Program	ARC will consider recommending a waiver of the foreign residence requirement on behalf of physicians holding J-1 Visas in Health Professional Shortage Areas to address the Region's healthcare needs. The physicians receiving these waivers must practice a minimum of forty hours a week of primary care medicine or specialty medicine with an appropriate showing of need at a site in Health Professional Shortage Area within the legislatively defined Appalachian Region for a minimum of three years.	If you have any questions or concerns, please contact: Sadé Diggs, MPH Coordinator, Office of Workforce Development Maryland Department of Health Phone: 410-767- 6123 mdh.providerworkforceprograms@maryland.gov
HHS Exchange Visitor Program	The U.S. Department of Health and Human Services (HHS) is responsible for managing the U.S. Exchange Visitor Program as it relates to health research and clinical care. This program accepts applications to request waiver of the 2-year foreign residency requirement related to health care services needed in a Health Professional Shortage Area (HPSA) in the United States. Physicians with J-1 visas must agree to deliver health care services for three years in a mental health or primary care HPSA.	

Guidance document only— not endorsed by CMS.

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Loan & Loan Repayment Programs

Janet L Hoffman Loan Assistance Repayment Program	Open to Maryland residents who provide public service in Maryland State or local government or nonprofit agencies in Maryland to low income or underserved residents. This is available for nurses, licensed clinical counselors, and physical and occupational therapists. Practices must help low income, underserved residents or underserved areas in the state.	Email: careerbased.mhec@maryland.gov Maryland Higher Education Commission Office of Student Financial Assistance Phone: (410) 767-3300; (800) 974-0203 TTY for the Deaf: (800) 735-2258 www.mhec.maryland.gov
Maryland Loan Repayment Program or State Loan Repayment Program	MLARP (State Funds) applies to physicians, physician assistants, and medical residents in their last year of residency. Those eligible receive an opportunity to practice in a designated Health Professional Shortage Area (HPSA) while also getting funds to help pay their higher education loans. An eligible practice site is one operated as a public clinic by any federal, state, local governmental entity or a non-profit medical care facility that 1) treats all persons regardless of ability to pay, and 2) is located in a geographic region of Maryland that the Health Resources and Services Administration has designated as a HPSA (Primary Care HPSA for internal medicine, family medicine, pediatrics, obstetrics/gynecology and geriatrics; Mental HPSA for psychiatry). An eligible practice site could be non-profit or for profit medical facility that 1) treats all persons regardless of their ability to pay and 2) is located in a Health Professional Shortage Area, or 3) Medically Underserved Area, or 4) site is located in one of the 18 rural counties of the State.	If you have any questions or concerns, please contact: Sadé Diggs, MPH Coordinator, Office of Workforce Development Maryland Department of Health Phone: 410-767- 6123 mdh.providerworkforceprograms@maryland.gov

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National Health Service Corps Loan Programs	NHSC awardees commit to serving at approved sites to have their educational loans paid off. An NHSC-approved site is an organization that provides complete outpatient services to people living in Health Professional Shortage Areas (HPSAs) and meets NHSC site eligibility requirements and qualifications as are specified on the website. New and renewed NHSC sites are reviewed for recommendation by the Primary Care Office (PCO).	Call: 1-800-221-9393 (TTY: 1-877-897-9910) Hours: M-F , 8:00 a.m. – 8:00 p.m. ET (except federal holidays) HPSA Find NHSC Regional Analyst for Maryland - DGronseth@hrsa.gov Elizabeth Vaidya Maryland PCO Director elizabeth.vaidya@maryland.gov
Nurse Corps	Nurse Corps awards scholarships and loan repayment to nurses, nursing students, and nurse faculty. In exchange, accepted applicants work at least two years in a Critical Shortage Facility (CSF). Or, they serve as nurse faculty (NF) in an eligible school of nursing. An eligible school of nursing includes hospitals, clinics, and other facilities with a lack of nurses.	See the website for further details.
Bonus and Tax Credit Programs		
CMS - Physician Bonuses	The Centers for Medicare & Medicaid Services (CMS) pays a 10 percent bonus to physicians when you deliver Medicare-covered primary care or mental health services to patients in a geographic HPSA. CMS pays the bonus quarterly based on the amount paid for professional services. When you deliver services to Medicare patients in areas designated as primary care or mental health geographic HPSAs by HRSA as of December 31 of the prior year, you are eligible for the Medicare	Physicians should direct questions as to why a particular location is designated as a shortage area to the Maryland PCO Director, elizabeth.vaidya@maryland.gov. The full address of the site in question should be included. CMS is not involved in designating shortage areas. For additional questions regarding the HPSA bonus program, physicians should direct questions to HPSAInquiry@cms.hhs.gov

	HPSA bonus during the current year. If an area does not have a geographic primary care HPSA designation but has a geographic mental health HPSA designation, only psychiatrists who deliver services to Medicare patients in the designated area are eligible for the 10 percent bonus.	
[Tax Preceptor Program](#)	This Program authorizes a credit against the State income tax for individuals who have served as a preceptor in certain preceptorship programs and work in certain areas of the State with a health care workforce shortage. Preceptorship program means an organized system of clinical experience, that, for the purpose of attaining specific learning objectives, pairs either 1) a Medical student in a Maryland medical school with a licensed Physician who meets the qualifications as a preceptor, or 2) a Nurse Practitioner student enrolled in a nursing education program that is recognized by the State Board of Nursing with a Nurse Practitioner or licensed Physician who meets the qualifications as a preceptor. Eligibility includes serving a practice location in a health care workforce shortage area.	If you have any questions or concerns, please contact: Sadé Diggs, MPH Coordinator, Office of Workforce Development Maryland Department of Health, at mdh.providerworkforceprograms@maryland.gov or 410-767- 6123.
Other		
[Role of the Maryland Primary Care Office](#)	The Primary Care Office (PCO) is federally funded to improve access to health services (primary care, mental health, and dental care) for Maryland residents. The PCO uses data to analyze the state for federal shortage designation ([HPSAs](#), [MUAs, and MUPs](#)) to garner federal and state provider resources for underserved communities and populations. The PCO provides technical assistance to safety-net organizations and conducts a needs assessment in accordance to its federal grant.	If you have any questions or comments, please reach out to Elizabeth Vaidya, PCO Director, at: elizabeth.vaidya@maryland.gov.

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