

CHC Clinician Recruitment Resources and Best Practices (8E)

CHAMPS/NWRPCA Fall Primary Care Conference, October 2008

ONLINE RECRUITMENT INFORMATION, STUDIES, RESOURCES, AND TIPS

American Academy of Ophthalmology Executives

Allied Health Recruitment and Training Tool Kit

New Ways to Think About Recruitment , Job Applicant Sources and How to Find Them, Recruitment Tools, and Ophthalmic Educational Training Resources

www.aao.org/aaosite/promo/alliedhealthtoolkit.cfm

Association of Staff Physician Recruiters

Not for profit professional consortium

In-House Recruiter member assistance, job bank and resource bank

<http://www.aspr.org/>

Bureau of Clinician Recruitment and Services (BCRS)

HRSA site including resources supporting Students and Clinicians (including NHSC), Faculty, and Communities

www.hrsa.gov/bcrs/

California Access to Care Program

California Policy Research Center Issue Brief

Improving Recruitment and Retention of Primary Care Practitioners in Rural California

<http://cpac.berkeley.edu/documents/carerural.pdf>

Community Health Association of Mountain/Plains States (CHAMPS)

Recruitment and Retention Resources

Recruitment & Hiring Tools, Orientation & Retention Tools, R&R Surveys and Data

www.champsonline.org/Tools/RRResources/

Health Leaders Media

Effective Physician Recruitment Tools

Article on effective ways to recruit physicians

www.healthleadersmedia.com/content/216082/topic/WS_HLM2_COM/Effective-Physician-Recruitment-Tools.html

Hospitals and Health Networks

Health Forum: Rural Recruitment Issues, Statistics, and Best Practices

www.hhnmag.com/hhnmag_app/jsp/articledisplay.jsp?dcrpath=HHNMAG/Article/data/12DEC2007/0712HHN_FEA_Gatefold&domain=HHNMAG

Migrant Clinicians Network

Recruitment and Retention

Recruitment and Retention Effectiveness Review

www.migrantclinician.org/toolsource/tool-box/health-center-recruitment-and-retention-effectiveness-review-rrer.html

National Association of Community Health Centers (NACHC)

Access Transformed: Building a Primary Care Workforce for the 21st Century
www.nachc.com/client/documents/ACCESS%20Transformed%20full%20report.pdf

National Health Services Corps

Help Wanted: NHSC Tips and Tools for Successful Clinician Recruitment Tip Sheet Index
(E.g., Effective Matchmaking, Recruiting Begins at Home, Build a Powerful Team, etc.)
http://nhsc.bhpr.hrsa.gov/site_toolkit/tip_sheet_index.asp

Nebraska Department of Health and Human Services

Office of Rural Health Recruitment and Retention Assistance
How to Recruit, by Dr. Bowman
www.unmc.edu/Community/ruralmeded/fedstloc/RecrRet/recrnat.htm

Northwest Regional Primary Care Association (NWRPCA)

Human Resources Listserv; for more information contact listserv@nwrpca.org
www.nwrpca.org/

Ohio Primary Care Association (with the PCAs of AZ, IL, MS, and VI)

Recruitment and Retention Best Practices Model
Recruitment, contracting, credentialing, and retention best practices and samples
www.ohiohc.org/clientuploads/downloads/RecruitmentRetentionBinder.pdf

Rural Health Resource Center

Recruitment and Retention Tools: Recruitment and Retention Guide for Small Rural Hospitals
www.ruralcenter.org/documents/Retention%20and%20Recruitment%20Manual%20Full.pdf

Rural Health Resource Center

Recruitment and Retention Tools: Recruiting for Retention
www.ruralcenter.org/documents/Recruitment%20Manual.pdf

Stanford Social Innovation Review

Article, Nonprofits Must Invest in Human Capital
www.ssireview.org/opinion/entry/1068/

University of Washington Department of Family Medicine

Health Services Research
Training Family Physicians in Community Health Centers: a Health Workforce Solution
<http://www.stfm.org/fmhub/fm2008/April/Carl271.pdf>

United States Department of Agriculture: National Agricultural Library

Community Development Resources, Health Professional Recruitment and Retention
http://ric.nal.usda.gov/nal_display/index.php?info_center=5&tax_level=3&tax_subject=211&topic_id=1157&level3_id=5742

WWAMI Rural Research Office

Performs policy-oriented research on issues related to rural health care
<http://depts.washington.edu/uwrhrc/>

RESOURCES FOR STUDENTS

American Association of Colleges of Osteopathic Medicine

Doctor of Osteopathic Medicine general information

www.aacom.org

American Medical Association

Health Care Careers

Information and guides about “Becoming an MD” and 77 other healthcare professions

<http://www.ama-assn.org/>

AspiringDocs.org

Association of American Medical Colleges

Information, tools, and support helping aspiring physicians understand the process of becoming a doctor

www.aspiringdocs.org

AT Still University

Arizona School of Dentistry and Oral Health, School of Osteopathic Medicine in Arizona

Community-health oriented programs, with “hometown” application program to give preference to applicants supported by their communities

www.atsu.edu

Community Health Association of Mountain/Plains States (CHAMPS)

Job Opportunities Bank (JOB)

Online listing of current career opportunities in Region VIII CHCs

www.champsonline.org/JobBank/default.asp

About Community Health Centers

Introducing CHCs, including requirements and expectations

www.champsonline.org/About/CHCs/

CHC Advantages

Benefits of working in CHCs

www.champsonline.org/Tools/RRResources/CHCAdvantages.asp

Explore Health Careers

American Dental Education Association (administrator)

Overviews of health careers with requirements, programs, and job outlook, salary ranges, sources for portable financial aid, pre-health enrichment programs, advice on how to succeed in health professions school, current health policy information, articles, and links

www.explorehealthcareers.org

Northwest Regional Primary Care Associations (NWRPCA)

About Community Health Centers

Clinician Recruitment

<http://www.nwrpca.org/about/>

NATIONAL RECRUITMENT & RETENTION LINKS

Clinic Careers,
California Primary Care Association (CPCA)
<http://cliniccareers.cPCA.org/>

Medical Group Management Association
(MGMA)
www.mgma.com/jobs/find.cfm

National Center for Farmworker Health
(NCFH)
www.ncfh.org

National Health Service Corps (NHSC)
<http://nhsc.bhpr.hrsa.gov>

National Rural Recruitment & Retention
Network (3R Net)
www.3RNet.org

Partners in Information Access for the
Public Health Workforce
www.phpartners.org/jobs.html

Rural Assistance Center
www.raconline.org

Rural Information Center
www.nal.usda.gov/ric/

MD & DDS Resources, Inc. (NACHC-
affiliated Physician and dental recruiters)
www.mdr-inc.com

Staff Care (NACHC-affiliated locum tenens
staffing firm)
www.staffcare.com

REGION VIII RESOURCES AND INFORMATION

REGION VIII STATE PRIMARY CARE ASSOCIATIONS (SPCAs)

- Colorado Community Health Network (CCHN)
www.cchn.org
- Montana Primary Care Association (MPCA)
www.mtpca.org
- Community HealthCare Association of the Dakotas (CHAD)
www.communityhealthcare.net
- Association for Utah Community Health (AUCH)
www.auch.org
- Wyoming Primary Care Association (WYPCA)
www.wypca.org

REGION VIII STATE PRIMARY CARE OFFICES (PCOs)

- Colorado Dept. of Public Health & Environment, Primary Care Office
www.cdphs.state.co.us/pp/primarycare/
- Montana Dept. of Public Health & Human Services, Primary Care Office
www.dphhs.mt.gov/PHSD/Primary-Care/primary-care-index.shtml
- North Dakota Dept. of Health, Primary Care Office
www.health.state.nd.us/
- South Dakota Office of Rural Health, Primary Care Office
<http://doh.sd.gov/RuralHealth/default.aspx>
- Utah Dept. of Health, Office of Primary Care & Rural Health
<http://health.utah.gov/primarycare>
- Wyoming Dept. of Health, Office of Rural Health
<http://health.wyo.gov/familyhealth/rural>

REGION VIII STATE AREA HEALTH EDUCATION CENTERS (AHECs)

- Colorado AHEC System
www.uchsc.edu/ahec
- Montana AHEC
<http://healthinfo.montana.edu>
- Utah AHEC
www.ahec.utah.edu
- Wyoming AHEC - University of Wyoming
www.uwyo.edu/ahec

REGION VIII STATE LOAN REPAYMENT PROGRAMS

- Colorado Health Care Provider Loan Repayment Program
CollegeInvest
www.collegeinvest.org/HealthcareRepayment/default.aspx?pageID=131
- Colorado Health Foundation Physician Loan Repayment Program
Colorado Community Health Network
www.cchn.org/scholarship_loan.php
- Other Colorado Loan Repayment Programs
Colorado AHEC System
www.uchsc.edu/ahec/lrp/
- Montana Rural Physician Incentive Program
www.montana.edu/wwwami/rpip.html
- North Dakota Primary Care Office
National Health Service Corps Loan Repayment Program
<http://ruralhealth.und.edu/projects/pco/nhsc.php>
- South Dakota State Loan Repayment Program
<http://doh.sd.gov/RuralHealth/StateLoan.aspx>
- South Dakota Office - National Health Service Corps Loan Repayment and Scholarship Program
<http://doh.sd.gov/RuralHealth/NHSC.aspx>
- Utah Department of Health, Primary Care and Rural Health
Utah Health Care Workforce Program
Health Professional Education Financial Assistance
www.health.state.ut.us/primarycare/scholarloanmenu.html
- Wyoming Healthcare Professional Loan Repayment Program
<http://health.wyo.gov/rfhd/rural/loan.html>

OTHER REGION VIII STATE RESOURCES

- Colorado Health Institute Health Professions Workforce Inventory
www.coloradohealthinstitute.org/resourceHotissues/hotissuesViewItemFull.aspx?theItemID=45
- Colorado Rural Health Center
www.coruralhealth.org
- Montana Office of Rural Health
<http://healthinfo.montana.edu/>
- North Dakota - University of North Dakota Center for Rural Health
www.med.und.nodak.edu/depts/rural/
- Wyoming Health Resource Network, Inc.
www.whrn.org/

REGION X RESOURCES AND INFORMATION

REGION X STATE PRIMARY CARE ASSOCIATIONS (SPCAs)

- Alaska Primary Care Association (APCA)
<http://alaskapca.org/>
- Idaho Primary Care Association (IPCA)
www.idahopca.org/
- Oregon Primary Care Association (OPCA)
www.orpca.org/
- Washington Association of Community and Migrant Health Centers (WACMHC)
www.wacmhc.org/

REGION X STATE PRIMARY CARE OFFICES (PCOs)

- Alaska Primary Care Programs
www.hss.state.ak.us/dph/healthplanning/priarycare/PC_home.htm
- Idaho State Office of Rural Health and Primary Care
www.healthandwelfare.idaho.gov/portal/alias_Rainbow/lang_en-US/tabID_3459/DesktopDefault.aspx
- Oregon Department of Human Services, The Primary Care Office
www.oregon.gov/DHS/ph/hsp/primarycare/index.shtml
- Washington State Office of Community and Rural Health
www.doh.wa.gov/hsqa/ocrh/

REGION X STATE AREA HEALTH EDUCATION CENTERS (AHECs)

- Alaska AHEC
<http://nursing.uaa.alaska.edu/acrh/>
- Idaho AHEC
www.idahoahhec.org/index.html
- Oregon AHEC
www.ohsu.edu/ahec/
- Eastern Washington AHEC
www.ahec.spokane.wsu.edu/
- Western Washington AHEC
www.wwahec.org/

STATE LOAN REPAYMENT PROGRAMS

- Washington State Health Professional Loan Repayment and Scholarship Programs
www.hecb.wa.gov/paying/waaaidprgm/health.asp
- Oregon Rural Health Services (RHS) Loan Repayment Program
www.getcollegefunds.com/ad_repay_rural_health.html
- NHSC Loan Repayment Program
www.studentmarket.com/nhsc-loan-repayment-program.html
- Association of American Medical Colleges (AAMC) Loan Repayment/Forgiveness and Scholarship Program
http://services.aamc.org/fed_loan_pub/

OTHER REGION X STATE RESOURCES

- Alaska Office of Rural Health
www.hss.state.ak.us/dph/healthplanning/ruralhealth/default.htm
- Idaho State Office of Rural Health and Primary Care
www.healthandwelfare.idaho.gov/site/3459/default.aspx
- Oregon Office of Rural Health
www.ohsu.edu/oregonruralhealth/
- Washington- Office of Community and Rural Health
www.doh.wa.gov/hsqa/ocrh/
- Rural Health Coordinator, Region X
www.cms.hhs.gov/