

Health Professional Shortage Areas

Powered by the National Recruitment and Retention Network

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About 3RNET

3RNET is the most trusted resource for health professionals seeking careers in rural and underserved communities.

3RNET Mission

3RNET works to improve rural and underserved communities' access to quality health care through recruitment of physicians and other health care professionals, development of community based recruitment and retention activities, and national advocacy relative to rural and underserved health care workforce issues.

3RNET Vision

3RNET is the national leader for community-based health professional recruitment and retention, using interactive technologies and communication.

3RNET.org

Health professionals have trusted 3RNET.org to find jobs across the United States since 1995.

Rural and underserved health care employers' trusted, national platform for promoting their job openings.

3RNET's Network Coordinators

3RNET is powered by the National Rural Recruitment and Retention Network.

3RNET Network Coordinators can guide health professionals through their job search process.

Network Coordinators support employers in rural and underserved communities with hiring and keeping mission-focused health professionals.



About this Guide

This guide is a basic overview of what you should know if you're dealing with an incentive program for which Health Professional Shortage Areas are a factor of importance.

Trusted, Reliable Information

3RNET and our national network of Coordinators, the National Rural Recruitment and Retention Network, are committed to providing unbiased, reliable information for health professionals.

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This guide was created in a collaborative effort to combine the expertise and industry knowledge of 3RNet's Network Coordinators.

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HPSA Basics

What is a HPSA?

HPSAs are a rating system used to determine the highest areas of need for health care providers.

HPSAs are federal designations determined through data submitted by a state's Primary Care Office (PCO). There is one PCO in every state. You can find a list of all the PCOs here: <http://bhpr.hrsa.gov/shortage/hpsas/primarycareoffices.html>

HPSAs are designated using a scoring system.

A 'HPSA score' is a number that can change over time and ranges from 1-25 for primary care and mental health HPSAs and 1-26 for dental HPSAs.

The higher the HPSA score, the greater the need.

To learn more about HPSAs

Visit the Bureau of Health Workforce's web page covering HPSAs: <https://bhw.hrsa.gov/shortage-designation/hpsas>

Contact your PCO

Contact the appropriate 3RNET Network Coordinator: <https://www.3rnet.org/locations>

How can you find out if a facility is a designated HPSA?

HRSA has a HPSA designation search tool that can be found here: <https://data.hrsa.gov/> or here: <http://hpsafind.hrsa.gov/>

Types of HPSAs

HPSA scores can be calculated using three different methodologies:

- Low income
- Physician to population ratio
- Geographic

There are three different types of HPSAs:

- Mental Health
- Dental
- Primary Care

Knowing a HPSA score can provide some context about a facility.

For example, a geographic HPSA could be designated because of distance between one facility and another.

Conversely, a low income HPSA can occur in an urban, highly populated area or a rural, lower populated area.

These examples are not exclusive scenarios for these HPSA designations.

What Health Professionals Should Know About HPSAs

Many loan repayment and scholarship programs use HPSAs to determine areas eligible for service. One example of this is the National Health Service Corps.

All Federally Qualified Health Centers (FQHCs) are automatically designated as a HPSA, although their individual HPSA scores may vary. Not all FQHC – Look-a-likes are necessarily designated as HPSAs.

| HPSA scores can change!

| Know who your PCO contact is: <https://bhw.hrsa.gov/shortage-designation/hpsa/primary-care-offices>





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