Health Center Expansion and Recruitment Survey 2004: Results by Health and Human Services Regions and Health Center Geography

Technical Report

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Overview

Federally qualified health centers (HCs) face major barriers in recruiting and retaining health professionals, yet there have been no projections of key health professions staffing needs for HCs and proposed new HCs. A study by the University of Washington Rural Health Research Center (RHRC) and collaborators described the current staffing needs of HCs across the United States and the staffing, recruitment, and retention issues that HC chief executive officers (CEO) regard as most critical throughout the nation as a whole. Many of this study’s findings have been published.\textsuperscript{1-5} Presented here are further findings from the national study of HCs reported by HHS region, urban and rural geography, as well as national overall estimates.

Methods

The survey was conducted between May and September 2004. Of the 846 HCs in the national study, survey responses were received from 671 HCs (79.3%). The response rate for HCs in rural locations was 97.5%. Questionnaires were mailed to the CEOs of all federally qualified HCs in the nation. The questionnaires profiled their current staff vacancies, projected staffing needs, recruitment and retention issues, center site expansion plans, and CEO perception of policies that would facilitate recruitment and retention.

Findings and Collaborators

This report includes 118 graphs of selected survey results for HCs throughout the nation and by HHS region. Results are reported overall and by geographic location of the HCs when there are large enough numbers to protect respondent confidentiality. Vacancy rates for selected health personnel are reported at the state level in addition to HHS regions and for the nation overall.

These data were collected via a collaborative project between the WWAMI RHRC, South Carolina RHRC, National Association of Community Health Centers, and Health Resources and Services Administration’s Bureau of Health Professions, Bureau of Primary Health Care (BPHC), and Office of Rural Health Policy (ORHP). Core funding for data collection came from ORHP and BPHC.

\textsuperscript{1} Rosenblatt RA, Andrilla CHA, Curtin T, Hart LG. Shortages of medical personnel at community health centers: implications for planned expansion. JAMA. Mar 1 2006;295(9):1042-1049.
\textsuperscript{2} WWAMI Rural Health Research Center, University of Washington. Project summary: physicians currently fulfilling service obligations in federally funded health centers. Seattle, WA: Author; Sep 2005.
\textsuperscript{5} WWAMI Rural Health Research Center, University of Washington. Project summary: registered nurse vacancies in federally funded health centers. Seattle, WA: Author; Dec 2006.
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Vacancy Rate (%)

States and HHS regions with fewer than five respondents in this classification are not shown.
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States and HHS regions with fewer than five respondents in this classification are not shown.
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States and HHS regions with fewer than five respondents in this classification are not shown.
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States and HHS regions with fewer than five respondents in this classification are not shown.
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States and HHS regions with fewer than five respondents in this classification are not shown.
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States and HHS regions with fewer than five respondents in this classification are not shown.
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Nation (11.0)
- HHS 1 (27.7)
- HHS 6 (19.3)
- HHS 7 (11.1)
- HHS 9 (11.0)
- HHS 10 (10.3)
- HHS 4 (9.8)
- HHS 3 (6.5)
- HHS 2 (3.8)
- HHS 5 (0.0)

HHS
- HHS 1 (27.7)
- HHS 6 (19.3)
- HHS 7 (11.1)
- HHS 9 (11.0)
- HHS 10 (10.3)
- HHS 4 (9.8)
- HHS 3 (6.5)
- HHS 2 (3.8)
- HHS 5 (0.0)

States
- HHS 1 (27.7)
- HHS 6 (19.3)
- HHS 7 (11.1)
- HHS 9 (11.0)
- HHS 10 (10.3)
- HHS 4 (9.8)
- HHS 3 (6.5)
- HHS 2 (3.8)
- HHS 5 (0.0)

CT (100.0)
- CT (100.0)
- NV (33.3)
- MS (29.4)
- LA (25.0)
- VA (25.0)
- OK (24.9)
- AR (23.5)
- MA (23.3)
- TX (20.2)
- ID (18.1)
- NC (14.6)
- AL (13.9)
- IA (12.5)
- SC (12.5)
- MD (11.4)
- MO (11.1)
- AZ (10.7)
- CA (10.1)
- WA (10.1)
- KY (6.8)
- CO (4.5)
- NM (3.1)
- AK (0.0)
- FL (0.0)
- GA (0.0)
- HI (0.0)
- IL (0.0)
- IN (0.0)
- MI (0.0)
- MN (0.0)
- MT (0.0)
- NE (0.0)
- NJ (0.0)
- NY (0.0)
- OH (0.0)
- OR (0.0)
- PA (0.0)
- RI (0.0)
- TN (0.0)
- UT (0.0)
- WV (0.0)
- WI (0.0)
- WY (0.0)
States and HHS regions with fewer than five respondents in this classification are not shown.
Figure 11c: Pharmacist Rural Vacancy Rate by Geography
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States and HHS regions with fewer than five respondents in this classification are not shown.
Figure 11d: Pharmacist Large Rural Vacancy Rate by Geography
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States and HHS regions with fewer than five respondents in this classification are not shown.
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States and HHS regions with fewer than five respondents in this classification are not shown.
Figure 12c: Mental Health Provider Rural Vacancy Rate by Geography
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States and HHS regions with fewer than five respondents in this classification are not shown.
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States and HHS regions with fewer than five respondents in this classification are not shown.
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Figure 13a: Perceived Importance of Factors Affecting Recruitment of Physicians to Community Health Centers by Geographic Location

(Overall)

- Noncompetitive Compensation
- Excessive Workload
- Poor Schools
- Difficult Housing
- Lack of Cultural Activities and Opportunities
- Lack of Spousal Employment
- Health Center Facility Condition

Mean Score
(1 = not important, through 4 = important problem)
Figure 13b: Perceived Importance of Factors Affecting Recruitment of Physicians to Community Health Centers by Geographic Location (HHS Region 1)

(HHS Region 1)

- Noncompetitive Compensation: Urban 2.7, Rural 2.9
- Excessive Workload: Urban 1.9, Rural 2.3
- Poor Schools: Urban 1.4, Rural 2.3
- Difficult Housing: Urban 2.1, Rural 2.2
- Lack of Cultural Activities and Opportunities: Urban 1.6, Rural 2.8
- Lack of Spousal Employment: Urban 1.7, Rural 3.2
- Health Center Facility Condition: Urban 1.5, Rural 1.3

Mean Score (1 = not important, through 4 = important problem)
Figure 13c: Perceived Importance of Factors Affecting Recruitment of Physicians to Community Health Centers by Geographic Location

(HHS Region 2)

- Noncompetitive Compensation: Urban mean = 2.7, Rural mean = 1.7
- Excessive Workload: Urban mean = 2.1, Rural mean = 1.0
- Poor Schools: Urban mean = 1.6, Rural mean = 1.0
- Difficult Housing: Urban mean = 1.5, Rural mean = 1.3
- Lack of Cultural Activities and Opportunities: Urban mean = 1.4, Rural mean = 1.3
- Lack of Spousal Employment: Urban mean = 1.6, Rural mean = 1.3
- Health Center Facility Condition: Urban mean = 1.7, Rural mean = 1.0

Mean Score (1 = not important, through 4 = important problem)
Figure 13d: Perceived Importance of Factors Affecting Recruitment of Physicians to Community Health Centers by Geographic Location

(HHS Region 3)

1. Noncompetitive Compensation
2. Excessive Workload
3. Poor Schools
4. Difficult Housing
5. Lack of Cultural Activities and Opportunities
6. Lack of Spousal Employment
7. Health Center Facility Condition

Mean Score
(1 = not important, through 4 = important problem)
Figure 13e: Perceived Importance of Factors Affecting Recruitment of Physicians to Community Health Centers by Geographic Location

(HHS Region 4)

- Noncompetitive Compensation
- Excessive Workload
- Poor Schools
- Difficult Housing
- Lack of Cultural Activities and Opportunities
- Lack of Spousal Employment
- Health Center Facility Condition

Mean Score
(1 = not important, through 4 = important problem)
Figure 13f: Perceived Importance of Factors Affecting Recruitment of Physicians to Community Health Centers by Geographic Location

(HHS Region 5)

- Noncompetitive Compensation: Mean Score 2.5 (Urban) vs. 2.8 (Rural)
- Excessive Workload: Mean Score 2.1 (Urban) vs. 2.3 (Rural)
- Poor Schools: Mean Score 1.7 (Urban) vs. 2.1 (Rural)
- Difficult Housing: Mean Score 1.4 (Urban) vs. 1.9 (Rural)
- Lack of Cultural Activities and Opportunities: Mean Score 1.5 (Urban) vs. 2.7 (Rural)
- Lack of Spousal Employment: Mean Score 1.6 (Urban) vs. 2.9 (Rural)
- Health Center Facility Condition: Mean Score 1.6 (Urban) vs. 1.6 (Rural)

(1 = not important, through 4 = important problem)
Figure 13g: Perceived Importance of Factors Affecting Recruitment of Physicians to Community Health Centers by Geographic Location (HHS Region 6)

- **Noncompetitive Compensation**: Urban 1.6, Rural 2.7
- **Excessive Workload**: Urban 2.2, Rural 2.2
- **Poor Schools**: Urban 1.9, Rural 2.2
- **Difficult Housing**: Urban 1.4, Rural 2.7
- **Lack of Cultural Activities and Opportunities**: Urban 1.9, Rural 3.1
- **Lack of Spousal Employment**: Urban 2.0, Rural 3.2
- **Health Center Facility Condition**: Urban 1.5, Rural 1.6

(1 = not important, through 4 = important problem)
Figure 13h: Perceived Importance of Factors Affecting Recruitment of Physicians to Community Health Centers by Geographic Location (HHS Region 7)
Figure 13i: Perceived Importance of Factors Affecting Recruitment of Physicians to Community Health Centers by Geographic Location

(HHS Region 8)

- Noncompetitive Compensation: Urban 2.1, Rural 2.3
- Excessive Workload: Urban 1.6, Rural 2.3
- Poor Schools: Urban 1.1, Rural 1.8
- Difficult Housing: Urban 1.4, Rural 2.7
- Lack of Cultural Activities and Opportunities: Urban 1.6, Rural 3.0
- Lack of Spousal Employment: Urban 1.6, Rural 3.1
- Health Center Facility Condition: Urban 1.1, Rural 1.3

Mean Score (1 = not important, through 4 = important problem)
Figure 13j: Perceived Importance of Factors Affecting Recruitment of Physicians to Community Health Centers by Geographic Location

(HHS Region 9)

- Noncompetitive Compensation: Mean Score 2.7 (Rural) - 2.4 (Urban)
- Excessive Workload: Mean Score 1.9 (Rural) - 2.5 (Urban)
- Poor Schools: Mean Score 1.7 (Rural) - 2.2 (Urban)
- Difficult Housing: Mean Score 2.2 (Rural) - 2.5 (Urban)
- Lack of Cultural Activities and Opportunities: Mean Score 1.6 (Rural) - 2.8 (Urban)
- Lack of Spousal Employment: Mean Score 1.7 (Rural) - 3.6 (Urban)
- Health Center Facility Condition: Mean Score 1.6 (Rural) - 1.5 (Urban)

(1 = not important, through 4 = important problem)
Figure 13k: Perceived Importance of Factors Affecting Recruitment of Physicians to Community Health Centers by Geographic Location (HHS Region 10)

- Noncompetitive Compensation: Urban 1.8, Rural 2.7
- Excessive Workload: Urban 2.2, Rural 2.4
- Poor Schools: Urban 1.3, Rural 2.0
- Difficult Housing: Urban 1.2, Rural 2.0
- Lack of Cultural Activities and Opportunities: Urban 1.3, Rural 2.5
- Lack of Spousal Employment: Urban 1.4, Rural 3.2
- Health Center Facility Condition: Urban 1.5, Rural 1.8

Mean Score (1 = not important, through 4 = important problem)
Figure 14a: Perceived Importance of Factors Affecting Recruitment of Registered Nurses to Community Health Centers by Geographic Location

(Overall)

- Noncompetitive Compensation
  - Urban: 1.9
  - Rural: 1.7
- Excessive Workload
  - Urban: 1.9
  - Rural: 1.7
- Poor Schools
  - Urban: 1.4
  - Rural: 1.7
- Difficult Housing
  - Urban: 1.5
  - Rural: 1.8
- Lack of Cultural Activities and Opportunities
  - Urban: 1.4
  - Rural: 2.1
- Lack of Spousal Employment
  - Urban: 1.5
  - Rural: 2.3
- Health Center Facility Condition
  - Urban: 1.6
  - Rural: 1.5

Mean Score
(1 = not important, through 4 = important problem)
Figure 14b: Perceived Importance of Factors Affecting Recruitment of Registered Nurses to Community Health Centers by Geographic Location (HHS Region 1)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Mean Score (Urban)</th>
<th>Mean Score (Rural)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Noncompetitive Compensation</td>
<td>3.2</td>
<td>3.4</td>
</tr>
<tr>
<td>Excessive Workload</td>
<td>1.9</td>
<td>1.5</td>
</tr>
<tr>
<td>Poor Schools</td>
<td>1.4</td>
<td>1.9</td>
</tr>
<tr>
<td>Difficult Housing</td>
<td>2.0</td>
<td>2.1</td>
</tr>
<tr>
<td>Lack of Cultural Activities and Opportunities</td>
<td>1.6</td>
<td>2.2</td>
</tr>
<tr>
<td>Lack of Spousal Employment</td>
<td>1.6</td>
<td>2.9</td>
</tr>
<tr>
<td>Health Center Facility Condition</td>
<td>1.5</td>
<td>1.3</td>
</tr>
</tbody>
</table>

(1 = not important, through 4 = important problem)
Figure 14c: Perceived Importance of Factors Affecting Recruitment of Registered Nurses to Community Health Centers by Geographic Location

(HHS Region 2)

- Noncompetitive Compensation: Urban 3.2, Rural 2.7
- Excessive Workload: Urban 2.0, Rural 1.0
- Poor Schools: Urban 1.3, Rural 1.0
- Difficult Housing: Urban 1.4, Rural 1.0
- Lack of Cultural Activities and Opportunities: Urban 1.4, Rural 1.0
- Lack of Spousal Employment: Urban 1.5, Rural 1.5
- Health Center Facility Condition: Urban 1.8, Rural 1.0

Mean Score (1 = not important, through 4 = important problem)
Figure 14d: Perceived Importance of Factors Affecting Recruitment of Registered Nurses to Community Health Centers by Geographic Location (HHS Region 3)

- Noncompetitive Compensation: Urban (3.5) Rural (3.0)
- Excessive Workload: Urban (2.1) Rural (1.6)
- Poor Schools: Urban (1.5) Rural (1.7)
- Difficult Housing: Urban (1.4) Rural (1.7)
- Lack of Cultural Activities and Opportunities: Urban (1.4) Rural (2.0)
- Lack of Spousal Employment: Urban (1.5) Rural (2.2)
- Health Center Facility Condition: Urban (1.8) Rural (1.3)

(1 = not important, through 4 = important problem)
Figure 14e: Perceived Importance of Factors Affecting Recruitment of Registered Nurses to Community Health Centers by Geographic Location

(HHS Region 4)

1. Mean Score
   - Noncompetitive Compensation: Urban 3.0, Rural 2.7
   - Excessive Workload: Urban 1.8, Rural 1.5
   - Poor Schools: Urban 1.5, Rural 1.8
   - Difficult Housing: Urban 1.2, Rural 1.6
   - Lack of Cultural Activities and Opportunities: Urban 1.4, Rural 1.9
   - Lack of Spousal Employment: Urban 1.4, Rural 2.0
   - Health Center Facility Condition: Urban 1.5, Rural 1.6

(1 = not important, through 4 = important problem)
Figure 14f: Perceived Importance of Factors Affecting Recruitment of Registered Nurses to Community Health Centers by Geographic Location

(HHS Region 5)

- Noncompetitive Compensation: Urban 3.0, Rural 3.0
- Excessive Workload: Urban 1.8, Rural 1.6
- Poor Schools: Urban 1.6, Rural 1.6
- Difficult Housing: Urban 1.4, Rural 1.6
- Lack of Cultural Activities and Opportunities: Urban 1.5, Rural 2.1
- Lack of Spousal Employment: Urban 1.5, Rural 2.0
- Health Center Facility Condition: Urban 1.6, Rural 1.5

Mean Score
(1 = not important, through 4 = important problem)
Figure 14g: Perceived Importance of Factors Affecting Recruitment of Registered Nurses to Community Health Centers by Geographic Location (HHS Region 6)

- **Noncompetitive Compensation**: Urban - 1.7, Rural - 2.8
- **Excessive Workload**: Urban - 1.5, Rural - 2.1
- **Poor Schools**: Urban - 1.8, Rural - 1.7
- **Difficult Housing**: Urban - 1.5, Rural - 2.1
- **Lack of Cultural Activities and Opportunities**: Urban - 1.9, Rural - 2.3
- **Lack of Spousal Employment**: Urban - 2.0, Rural - 2.4
- **Health Center Facility Condition**: Urban - 1.5, Rural - 1.7

Mean Score (1 = not important, through 4 = important problem)
Figure 14h: Perceived Importance of Factors Affecting Recruitment of Registered Nurses to Community Health Centers by Geographic Location

(HHS Region 7)

- **Noncompetitive Compensation**: Urban 2.4, Rural 2.0
- **Excessive Workload**: Urban 1.6, Rural 1.3
- **Poor Schools**: Urban 1.4, Rural 1.3
- **Difficult Housing**: Urban 1.1, Rural 1.5
- **Lack of Cultural Activities and Opportunities**: Urban 1.3, Rural 2.0
- **Lack of Spousal Employment**: Urban 1.3, Rural 2.2
- **Health Center Facility Condition**: Urban 1.4, Rural 1.2

Mean Score:
- (1 = not important, through 4 = important problem)
Figure 14i: Perceived Importance of Factors Affecting Recruitment of Registered Nurses to Community Health Centers by Geographic Location (HHS Region 8)

- Noncompetitive Compensation
  - Urban: 1.2
  - Rural: 3.0
- Excessive Workload
  - Urban: 1.1
  - Rural: 1.7
- Poor Schools
  - Urban: 1.1
  - Rural: 1.2
- Difficult Housing
  - Urban: 1.2
  - Rural: 2.0
- Lack of Cultural Activities and Opportunities
  - Urban: 1.3
  - Rural: 2.1
- Lack of Spousal Employment
  - Urban: 1.4
  - Rural: 2.2
- Health Center Facility Condition
  - Urban: 1.1
  - Rural: 1.2

Mean Score (1 = not important, through 4 = important problem)
Figure 14j: Perceived Importance of Factors Affecting Recruitment of Registered Nurses to Community Health Centers by Geographic Location

(HHS Region 9)

Mean Score
(1 = not important, through 4 = important problem)
Figure 14k: Perceived Importance of Factors Affecting Recruitment of Registered Nurses to Community Health Centers by Geographic Location

(HHS Region 10)

- **Noncompetitive Compensation**: Mean Score = 2.8 (Urban), 3.0 (Rural)
- **Excessive Workload**: Mean Score = 1.8 (Urban), 2.0 (Rural)
- **Poor Schools**: Mean Score = 1.1 (Urban), 1.8 (Rural)
- **Difficult Housing**: Mean Score = 1.3 (Urban), 2.0 (Rural)
- **Lack of Cultural Activities and Opportunities**: Mean Score = 1.2 (Urban), 2.0 (Rural)
- **Lack of Spousal Employment**: Mean Score = 1.4 (Urban), 2.7 (Rural)
- **Health Center Facility Condition**: Mean Score = 1.6 (Urban), 1.6 (Rural)

(1 = not important, through 4 = important problem)
Figure 15a: Perceived Factors that Would Aid in the Recruitment and Retention of Health Professionals in Health Centers by Location

(Overall)

- More NHSC Loan Repayment Slots: Urban 61.9%, Rural 66.8%
- Better Capacity to Provide Annual Salary Increases: Urban 76.8%, Rural 78.4%
- More Residency Training Slots at Health Centers: Urban 21.4%, Rural 25.8%
- Better Facilities: Urban 29.2%, Rural 24.6%
- Greater Visibility of HC During Training: Urban 65.0%, Rural 61.3%
- Portable Benefit Package: Urban 29.3%, Rural 38.1%
- More Underrepresented Minority Graduates: Urban 45.2%, Rural 26.6%
- Better Health Center Job Banks: Urban 33.5%, Rural 35.3%
- Better Model Recruitment Tools: Urban 27.1%, Rural 37.2%

% Health Centers
Figure 15b: Perceived Factors that Would Aid in the Recruitment and Retention of Health Professionals in Health Centers by Location (HHS Region 1)
Figure 15c: Perceived Factors that Would Aid in the Recruitment and Retention of Health Professionals in Health Centers by Location

(HHS Region 2)
Figure 15d: Perceived Factors that Would Aid in the Recruitment and Retention of Health Professionals in Health Centers by Location (HHS Region 3)
Figure 15e: Perceived Factors that Would Aid in the Recruitment and Retention of Health Professionals in Health Centers by Location

(HHS Region 4)

- More NHSC Loan Repayment Slots: 61.0% Urban, 62.3% Rural
- Better Capacity to Provide Annual Salary Increases: 79.7% Urban, 81.1% Rural
- More Residency Training Slots at Health Centers: 24.6% Urban, 27.9% Rural
- Better Facilities: 29.0% Urban, 28.9% Rural
- Greater Visibility of HC During Training: 59.5% Urban, 64.1% Rural
- Portable Benefit Package: 36.1% Urban, 43.2% Rural
- More Underrepresented Minority Graduates: 30.8% Urban, 26.5% Rural
- Better Health Center Job Banks: 28.7% Urban, 32.0% Rural
- Better Model Recruitment Tools: 21.3% Urban, 39.3% Rural

% Health Centers
Figure 15f: Perceived Factors that Would Aid in the Recruitment and Retention of Health Professionals in Health Centers by Location

(HHS Region 5)

- More NHSC Loan Repayment Slots: 56.9% (Urban), 71.0% (Rural)
- Better Capacity to Provide Annual Salary Increases: 74.0% (Urban), 83.4% (Rural)
- More Residency Training Slots at Health Centers: 16.6% (Urban), 24.8% (Rural)
- Better Facilities: 21.2% (Urban), 29.0% (Rural)
- Greater Visibility of HC During Training: 57.9% (Urban), 75.9% (Rural)
- Portable Benefit Package: 26.5% (Urban), 24.8% (Rural)
- More Underrepresented Minority Graduates: 8.3% (Urban), 53.8% (Rural)
- Better Health Center Job Banks: 30.2% (Urban), 41.4% (Rural)
- Better Model Recruitment Tools: 35.2% (Urban), 29.0% (Rural)
Figure 15g: Perceived Factors that Would Aid in the Recruitment and Retention of Health Professionals in Health Centers by Location (HHS Region 6)

- More NHSC Loan Repayment Slots: Urban 59.4%, Rural 62.5%
- Better Capacity to Provide Annual Salary Increases: Urban 77.0%, Rural 85.6%
- More Residency Training Slots at Health Centers: Urban 31.7%, Rural 24.6%
- Better Facilities: Urban 22.7%, Rural 27.7%
- Greater Visibility of HC During Training: Urban 68.6%, Rural 64.3%
- Portable Benefit Package: Urban 36.7%, Rural 41.5%
- More Underrepresented Minority Graduates: Urban 40.1%, Rural 39.5%
- Better Health Center Job Banks: Urban 22.4%, Rural 41.6%
- Better Model Recruitment Tools: Urban 34.3%, Rural 49.9%
Figure 15h: Perceived Factors that Would Aid in the Recruitment and Retention of Health Professionals in Health Centers by Location

(HHS Region 7)
Figure 15i: Perceived Factors that Would Aid in the Recruitment and Retention of Health Professionals in Health Centers by Location (HHS Region 8)

- **More NHSC Loan Repayment Slots**: 61.1% (Urban), 67.4% (Rural)
- **Better Capacity to Provide Annual Salary Increases**: 55.7% (Urban), 75.1% (Rural)
- **More Residency Training Slots at Health Centers**: 16.5% (Urban), 20.9% (Rural)
- **Better Facilities**: 22.1% (Urban), 16.9% (Rural)
- **Greater Visibility of HC During Training**: 42.0% (Urban), 51.1% (Rural)
- **Portable Benefit Package**: 5.6% (Urban), 42.0% (Rural)
- **More Underrepresented Minority Graduates**: 21.9% (Urban), 25.8% (Rural)
- **Better Health Center Job Banks**: 16.8% (Urban), 38.4% (Rural)
- **Better Model Recruitment Tools**: 16.8% (Urban), 34.7% (Rural)
Figure 15j: Perceived Factors that Would Aid in the Recruitment and Retention of Health Professionals in Health Centers by Location

(HHS Region 9)
Figure 15k: Perceived Factors that Would Aid in the Recruitment and Retention of Health Professionals in Health Centers by Location (HHS Region 10)

- More NHSC Loan Repayment Slots: 70.9% Urban, 60.8% Rural
- Better Capacity to Provide Annual Salary Increases: 52.4% Urban, 61.1% Rural
- More Residency Training Slots at Health Centers: 29.1% Urban, 31.3% Rural
- Better Facilities: 42.7% Urban, 26.0% Rural
- Greater Visibility of HC During Training: 77.5% Urban, 52.3% Rural
- Portable Benefit Package: 33.9% Urban, 28.8% Rural
- More Underrepresented Minority Graduates: 57.3% Urban, 37.5% Rural
- Better Health Center Job Banks: 38.7% Urban, 29.8% Rural
- Better Model Recruitment Tools: 24.2% Urban, 24.3% Rural
Figure 16a: Perceived Difficulty Filling a Vacancy of Selected Health Center Personnel

(Overall)

- **Family Physicians**: 28.2% very difficult, 40.2% somewhat difficult
- **Internal Medicine**: 21.2% very difficult, 44.4% somewhat difficult
- **Pediatricians**: 26.0% very difficult, 43.2% somewhat difficult
- **Obstetricians**: 54.1% very difficult, 32.1% somewhat difficult
- **Psychiatrists**: 59.5% very difficult, 27.7% somewhat difficult
- **Mental Health Providers**: 29.8% very difficult, 44.6% somewhat difficult
- **Dentists**: 48.2% very difficult, 35.1% somewhat difficult
- **Nurse Practitioners**: 11.2% very difficult, 37.5% somewhat difficult
- **Physician Assistants**: 8.9% very difficult, 30.3% somewhat difficult
- **Certified Nurse Midwives**: 17.4% very difficult, 51.3% somewhat difficult
- **Registered Nurses**: 41.2% very difficult, 37.5% somewhat difficult
- **Pharmacists**: 57.1% very difficult, 28.1% somewhat difficult

Legend:
- Blue: % very difficult
- Red: % somewhat difficult
Figure 16b: Perceived Difficulty Filling a Vacancy of Selected Health Center Personnel

(HHS Region 1)
Figure 16c: Perceived Difficulty Filling a Vacancy of Selected Health Center Personnel (HHS Region 2)

<table>
<thead>
<tr>
<th>Profession</th>
<th>% Health Centers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family Physicians</td>
<td></td>
</tr>
<tr>
<td>% very difficult</td>
<td>13.7</td>
</tr>
<tr>
<td>% somewhat difficult</td>
<td>46.2</td>
</tr>
<tr>
<td>Internal Medicine</td>
<td></td>
</tr>
<tr>
<td>% very difficult</td>
<td>42.6</td>
</tr>
<tr>
<td>% somewhat difficult</td>
<td>38.2</td>
</tr>
<tr>
<td>Pediatricians</td>
<td></td>
</tr>
<tr>
<td>% very difficult</td>
<td>4.4</td>
</tr>
<tr>
<td>% somewhat difficult</td>
<td>32.2</td>
</tr>
<tr>
<td>Obstetricians</td>
<td></td>
</tr>
<tr>
<td>% very difficult</td>
<td>29.7</td>
</tr>
<tr>
<td>% somewhat difficult</td>
<td>43.6</td>
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<tr>
<td>Psychiatrists</td>
<td></td>
</tr>
<tr>
<td>% very difficult</td>
<td>14.4</td>
</tr>
<tr>
<td>% somewhat difficult</td>
<td>58.2</td>
</tr>
<tr>
<td>Mental Health Providers</td>
<td></td>
</tr>
<tr>
<td>% very difficult</td>
<td>34.6</td>
</tr>
<tr>
<td>% somewhat difficult</td>
<td>48.1</td>
</tr>
<tr>
<td>Dentists</td>
<td></td>
</tr>
<tr>
<td>% very difficult</td>
<td>10.2</td>
</tr>
<tr>
<td>% somewhat difficult</td>
<td>53.4</td>
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<tr>
<td>Nurse Practitioners</td>
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<tr>
<td>% very difficult</td>
<td>5.4</td>
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<td>% somewhat difficult</td>
<td>37.6</td>
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<tr>
<td>Physician Assistants</td>
<td></td>
</tr>
<tr>
<td>% very difficult</td>
<td>18.5</td>
</tr>
<tr>
<td>% somewhat difficult</td>
<td>45.8</td>
</tr>
<tr>
<td>Certified Nurse Midwives</td>
<td></td>
</tr>
<tr>
<td>% very difficult</td>
<td>16.7</td>
</tr>
<tr>
<td>% somewhat difficult</td>
<td>66.7</td>
</tr>
<tr>
<td>Registered Nurses</td>
<td></td>
</tr>
<tr>
<td>% very difficult</td>
<td>59.0</td>
</tr>
<tr>
<td>% somewhat difficult</td>
<td>21.0</td>
</tr>
</tbody>
</table>
Figure 16d: Perceived Difficulty Filling a Vacancy of Selected Health Center Personnel

(HHS Region 3)
Figure 16e: Perceived Difficulty Filling a Vacancy of Selected Health Center Personnel (HHS Region 4)
Figure 16f: Perceived Difficulty Filling a Vacancy of Selected Health Center Personnel (HHS Region 5)
Figure 16g: Perceived Difficulty Filling a Vacancy of Selected Health Center Personnel

(HHS Region 6)
Figure 16h: Perceived Difficulty Filling a Vacancy of Selected Health Center Personnel (HHS Region 7)
Figure 16i: Perceived Difficulty Filling a Vacancy of Selected Health Center Personnel

(HHS Region 8)
Figure 16j: Perceived Difficulty Filling a Vacancy of Selected Health Center Personnel

(HHS Region 9)
Figure 16k: Perceived Difficulty Filling a Vacancy of Selected Health Center Personnel

(HHS Region 10)

<table>
<thead>
<tr>
<th>Profession</th>
<th>% Very Difficult</th>
<th>% Somewhat Difficult</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family Physicians</td>
<td>38.0</td>
<td>40.1</td>
</tr>
<tr>
<td>Internal Medicine</td>
<td>33.0</td>
<td>47.4</td>
</tr>
<tr>
<td>Pediatricians</td>
<td>41.7</td>
<td>25.6</td>
</tr>
<tr>
<td>Obstetricians</td>
<td>59.8</td>
<td>20.1</td>
</tr>
<tr>
<td>Psychiatrists</td>
<td>87.1</td>
<td>12.9</td>
</tr>
<tr>
<td>Mental Health Providers</td>
<td>37.1</td>
<td>38.0</td>
</tr>
<tr>
<td>Dentists</td>
<td>41.3</td>
<td>46.0</td>
</tr>
<tr>
<td>Nurse Practitioners</td>
<td>15.3</td>
<td>19.7</td>
</tr>
<tr>
<td>Physician Assistants</td>
<td>11.1</td>
<td>22.5</td>
</tr>
<tr>
<td>Certified Nurse Midwives</td>
<td>51.4</td>
<td>48.6</td>
</tr>
<tr>
<td>Registered Nurses</td>
<td>47.2</td>
<td>32.2</td>
</tr>
<tr>
<td>Pharmacists</td>
<td>55.2</td>
<td>38.1</td>
</tr>
</tbody>
</table>

Legend:
- % very difficult
- % somewhat difficult
Plan to expand clinical operations at current site and/or expand the number of clinical sites

No expansion plans

**Figure 17a: Expansion Plans of Federally Funded Health Centers by Location (Overall)**

- **Urban**
  - Plan to expand: 84.9%
  - No expansion: 15.1%

- **Large Rural**
  - Plan to expand: 77.9%
  - No expansion: 22.1%

- **Small Rural**
  - Plan to expand: 80.9%
  - No expansion: 19.1%

- **Isolated Small Rural**
  - Plan to expand: 71.1%
  - No expansion: 28.9%
Figure 17b: Expansion Plans of Federally Funded Health Centers by Location
(HHS Region 1)

- Plan to expand clinical operations at current site and/or expand the number of clinical sites
- No expansion plans

Urban
- Plan to expand: 82.5%
- No expansion: 17.5%

Large Rural
- Plan to expand: 66.7%
- No expansion: 33.3%

Small Rural
- Plan to expand: 60.0%
- No expansion: 40.0%

Isolated Small Rural
- Plan to expand: 60.0%
- No expansion: 40.0%
Figure 17c: Expansion Plans of Federally Funded Health Centers by Location (HHS Region 2)

- **Plan to expand clinical operations at current site and/or expand the number of clinical sites**
- **No expansion plans**

**Urban**
- 93.2% Plan to expand
- 6.8% No expansion

**Large Rural**
- 66.7% Plan to expand
- 33.3% No expansion

**Small Rural**
- 100.0% Plan to expand

**Isolated Small Rural**
- *not applicable*

% Health Centers
Figure 17d: Expansion Plans of Federally Funded Health Centers by Location (HHS Region 3)

- Urban:
  - Plan to expand clinical operations at current site and/or expand the number of clinical sites: 89.3%
  - No expansion plans: 10.7%

- Large Rural:
  - Plan to expand clinical operations at current site and/or expand the number of clinical sites: 85.7%
  - No expansion plans: 14.3%

- Small Rural:
  - Plan to expand clinical operations at current site and/or expand the number of clinical sites: 57.1%
  - No expansion plans: 42.9%

- Isolated Small Rural:
  - Plan to expand clinical operations at current site and/or expand the number of clinical sites: 80.0%
  - No expansion plans: 20.0%
Figure 17e: Expansion Plans of Federally Funded Health Centers by Location (HHS Region 4)

- **Urban**: 81.0% plan to expand clinical operations, 19.0% no expansion plans
- **Large Rural**: 70.8% plan to expand clinical operations, 29.2% no expansion plans
- **Small Rural**: 81.8% plan to expand clinical operations, 18.2% no expansion plans
- **Isolated Small Rural**: 66.7% plan to expand clinical operations, 33.3% no expansion plans

Legend:
- Blue: Plan to expand clinical operations at current site and/or expand the number of clinical sites
- Red: No expansion plans
Figure 17f: Expansion Plans of Federally Funded Health Centers by Location
(HHS Region 5)

- **Urban**: 91.5% plan to expand, 8.5% no plans
- **Large Rural**: 83.3% plan to expand, 16.7% no plans
- **Small Rural**: 100% plan to expand
- **Isolated Small Rural**: 83.3% plan to expand, 16.7% no plans

Legend:
- Blue: Plan to expand clinical operations at current site and/or expand the number of clinical sites
- Red: No expansion plans

% Health Centers
Figure 17g: Expansion Plans of Federally Funded Health Centers by Location (HHS Region 6)

- **Urban**
  - Plan to expand clinical operations at current site and/or expand the number of clinical sites: 86.0%
  - No expansion plans: 14.0%

- **Large Rural**
  - Plan to expand clinical operations at current site and/or expand the number of clinical sites: 78.6%
  - No expansion plans: 21.4%

- **Small Rural**
  - Plan to expand clinical operations at current site and/or expand the number of clinical sites: 90.0%
  - No expansion plans: 10.0%

- **Isolated Small Rural**
  - Plan to expand clinical operations at current site and/or expand the number of clinical sites: 100.0%
  - No expansion plans: 0.0%

Legend:
- □ Plan to expand clinical operations at current site and/or expand the number of clinical sites
- ■ No expansion plans

% Health Centers
Figure 17h: Expansion Plans of Federally Funded Health Centers by Location

(HHS Region 7)

- **Urban**: 70.0% plan to expand, 30.0% no expansion plans
- **Large Rural**: 90.0% plan to expand, 10.0% no expansion plans
- **Small Rural**: 100.0% no expansion plans
- **Isolated Small Rural**: 100.0% no expansion plans

Legend:
- Blue: Plan to expand clinical operations at current site and/or expand the number of clinical sites
- Red: No expansion plans
Figure 17i: Expansion Plans of Federally Funded Health Centers by Location (HHS Region 8)

- **Urban**
  - Plan to expand clinical operations at current site and/or expand the number of clinical sites: 82.6%
  - No expansion plans: 17.4%

- **Large Rural**
  - Plan to expand clinical operations at current site and/or expand the number of clinical sites: 57.1%
  - No expansion plans: 42.9%

- **Small Rural**
  - Plan to expand clinical operations at current site and/or expand the number of clinical sites: 100.0%
  - No expansion plans: 0%

- **Isolated Small Rural**
  - Plan to expand clinical operations at current site and/or expand the number of clinical sites: 45.5%
  - No expansion plans: 54.5%
Figure 17j: Expansion Plans of Federally Funded Health Centers by Location (HHS Region 9)

Plan to expand clinical operations at current site and/or expand the number of clinical sites
No expansion plans

<table>
<thead>
<tr>
<th>Location</th>
<th>Plan to Expand</th>
<th>No Expansion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Urban</td>
<td>86.4%</td>
<td>13.6%</td>
</tr>
<tr>
<td>Large Rural</td>
<td>92.3%</td>
<td>7.7%</td>
</tr>
<tr>
<td>Small Rural</td>
<td>80.0%</td>
<td>20.0%</td>
</tr>
<tr>
<td>Isolated Small Rural</td>
<td>50.0%</td>
<td>50.0%</td>
</tr>
</tbody>
</table>

% Health Centers
Figure 17k: Expansion Plans of Federally Funded Health Centers by Location (HHS Region 10)

- **Urban**: 65.4% Plan to expand clinical operations at current site and/or expand the number of clinical sites, 34.6% No expansion plans
- **Large Rural**: 80.0% Plan to expand clinical operations at current site and/or expand the number of clinical sites, 20.0% No expansion plans
- **Small Rural**: 80.0% Plan to expand clinical operations at current site and/or expand the number of clinical sites, 20.0% No expansion plans
- **Isolated Small Rural**: 55.6% Plan to expand clinical operations at current site and/or expand the number of clinical sites, 44.4% No expansion plans
Figure 18a: Reported Months Spent Recruiting a Family Physician in Health Centers

By health center's geographic location:

- **Isolated**
  - % greater than 12 months: 12.7
  - % 6-12 months: 23.1

- **Small Rural**
  - % greater than 12 months: 15.6
  - % 6-12 months: 27.7

- **Large Rural**
  - % greater than 12 months: 8.7
  - % 6-12 months: 32.9

- **Urban**
  - % greater than 12 months: 8.8
  - % 6-12 months: 33.5
Figure 18b: Reported Months Spent Recruiting a Dentist in Health Centers

By health center's geographic location:

- **Isolated**: 12.3% > 12 months, 37.0% 6-12 months
- **Small Rural**: 19.6% > 12 months, 38.8% 6-12 months
- **Large Rural**: 11.6% > 12 months, 33.9% 6-12 months
- **Urban**: 10.8% > 12 months, 19.4% 6-12 months
Figure 18c: Reported Months Spent Recruiting a Registered Nurse in Health Centers

By health center's geographic location:

- **Nationally**: 7.5% > 12 months, 25.8% 6-12 months
- **HHS Region 1**: 15.9% > 12 months, 32.6% 6-12 months
- **HHS Region 2**: 15.6% > 12 months, 10.6% 6-12 months
- **HHS Region 3**: 18.2% > 12 months, 10.6% 6-12 months
- **HHS Region 4**: 6.6% > 12 months, 26.5% 6-12 months
- **HHS Region 5**: 12.9% > 12 months, 42.6% 6-12 months
- **HHS Region 6**: 27.4% > 12 months, 14.4% 6-12 months
- **HHS Region 7**: 7.0% > 12 months, 14.4% 6-12 months
- **HHS Region 8**: 15.2% > 12 months, 34.8% 6-12 months
- **HHS Region 9**: 12.9% > 12 months, 43.7% 6-12 months
- **HHS Region 10**: 25.5% > 12 months, 27.0% 6-12 months

- **Isolated**: 28.8% > 12 months, 7.2% 6-12 months
- **Small Rural**: 34.8% > 12 months, 34.8% 6-12 months
- **Large Rural**: 9.0% > 12 months, 27.0% 6-12 months
- **Urban**: 28.8% > 12 months, 7.2% 6-12 months

% Health Centers