

# **Delta Region Community Health Systems Development (DRCHSD) Program**

## **Rural Health Workforce Resources: Delta Doctors and AmeriCorps NCCC**





# The Center's Purpose

The National Rural Health Resource Center (The Center) is a nonprofit organization dedicated to sustaining and improving health care in rural communities. As the nation's leading technical assistance and knowledge center in rural health, The Center focuses on five core areas:

- Transition to Value and Population Health
- Collaboration and Partnership
- Performance Improvement
- Health Information Technology
- Workforce



[ruralcenter.org](http://ruralcenter.org)

# DRCHSD Program Supported by FORHP and DRA



U.S. Department of Health & Human Services



# HRSA

Federal Office of Rural Health Policy

*This project is supported by the Health Resources and Services Administration ([HRSA](#)) of the U.S. Department of Health and Human Services ([HHS](#)) under grant number U65RH31261, Delta Region Health Systems Development, \$10,000,000 (0% financed with nongovernmental sources). This information or content and conclusions are those of the author and should not be construed as the official position or policy of, nor should any endorsements be inferred by [HRSA](#), [HHS](#) or the U.S. Government.*

[ruralcenter.org](http://ruralcenter.org)

National  
Rural Health  
Resource Center

# Diversity, Equity, Inclusion, & Anti-racism



## Building a culture where difference is valued

The Center is committed to DEI and anti-racism. We create an environment that reflects the communities we live in and serve; a place where everyone feels accepted and empowered to be their full, authentic selves; and where everyone belongs.

We understand the impact of and seek to defeat racism and discrimination in ourselves, our workplace, and the world. This guides how we cultivate leaders, build our programs and resources, and deliver our technical assistance.

We are an organization that honors, celebrates, and respects all dimensions of diversity. These principles are central to our mission and to our impact.

*[Read more at ruralcenter.org/DEI](https://ruralcenter.org/DEI)*

ruralcenter.org





# DRCHSD Upcoming Webinars

- Quality Improvement Series: Rural Health Operational and Quality Best Practices
  - May 11 from 11:00am-12:00pm CT
- Quality Improvement Series: Just Culture
  - May 18 from 11:00am- 12:30pm CT
- DRCHSD Hospital and FQHC Application and Eligibility Webinar
  - June 6 from 11:00 – 12:00 pm CT
- DRCHSD RHC and Small Clinic Application and Eligibility Webinar
  - June 29 from 11:00 – 12:00 pm CT

# Pre-Polling Question

1. I am \_\_\_ in my understanding of the purpose of the Delta Doctors program and its eligibility requirements.
2. I am \_\_\_ in my understanding of the types of projects that AmeriCorps NCCC teams can support and responsibilities of the sponsoring organization.
3. I am \_\_\_ in my understanding of the application process for the Delta Doctors and AmeriCorps NCCC programs.

# Today's Speakers



Christina Wooden  
Health Program Manager,  
Delta Regional Authority

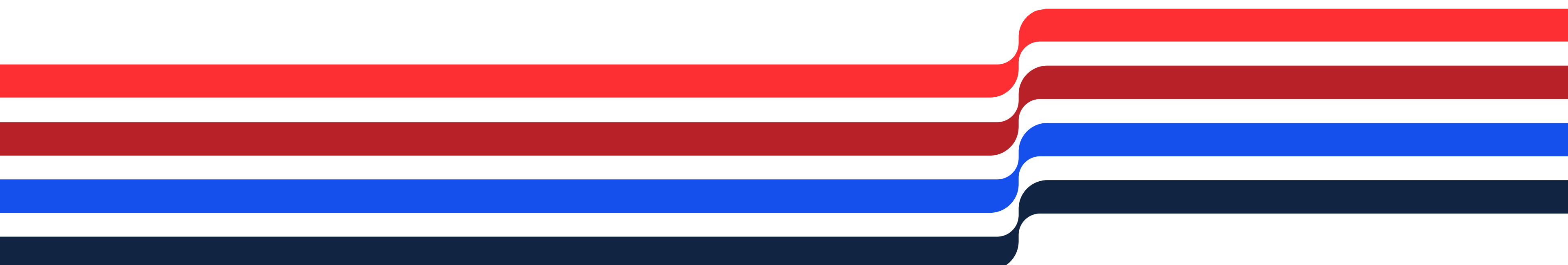


Tamika Eatmon  
Assistant Program Director,  
AmeriCorps NCCC Southern  
Region

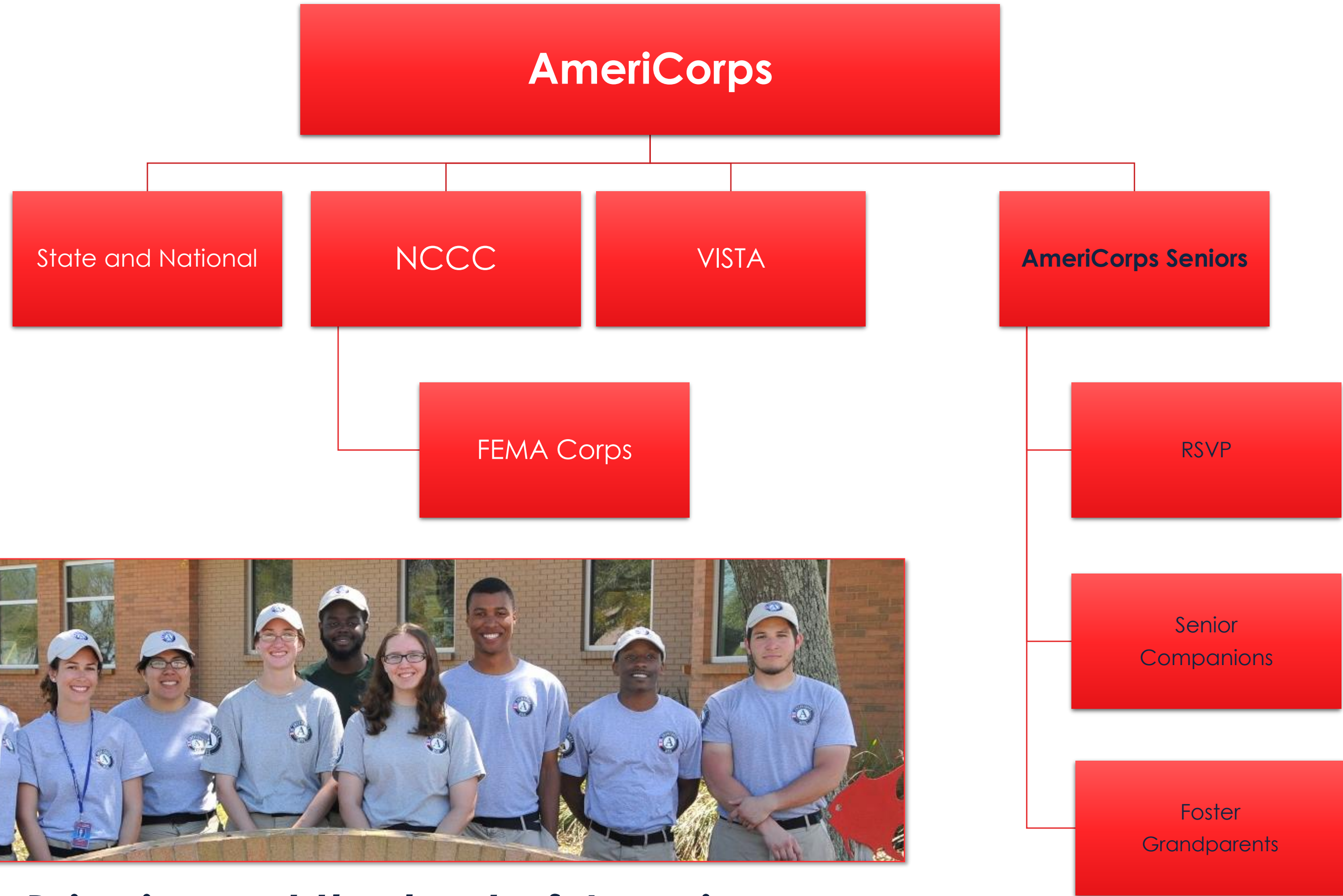
Expand Your Reach Tenfold:

# Partnering with AmeriCorps NCCC to Accomplish Your Organizational Goals

April 27, 2023







***Bringing out the best of America***



## Volunteers in Service to America

**VISTA**  
Poverty focus  
Capacity building

**VISTA**  
Year-round support  
Summer Associates

## State & National

**State & National**  
Year-round support  
Largest AmeriCorps branch

**State & National**  
Programs focus on variety of specific needs  
**Education, Conservation & more**

## National Civilian Community Corps

**NCCC**  
Team-based  
Relocate swiftly anywhere in U.S.  
Residential, intense member development

**NCCC**  
High-personnel, short-term needs  
**Disasters, Environmental Stewardship & more**



# NCCC Organizational Structure



Headquartered in Washington, DC.

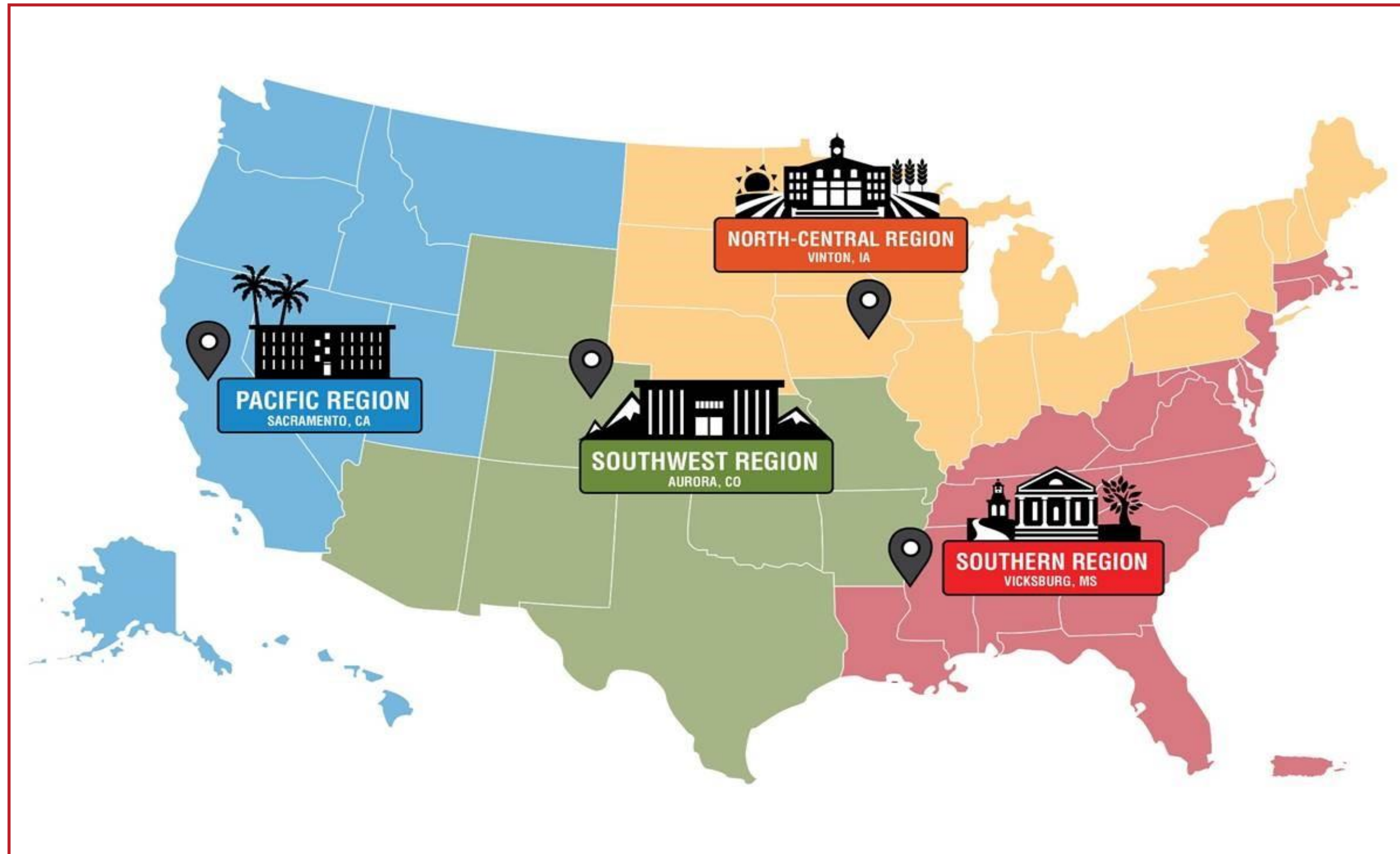
4 Regional Campus Locations.

- **Southern Region:** Vicksburg, MS (Red)

- **North Central Region:** Vinton, IA (Gold)

- **Southwest Region:** Aurora, CO (Green)

- **Pacific Region:** Sacramento, CA (Blue)



# Who are NCCC Members?



**All Corps Members must be 18 to 26 years old.**  
Average 20-21

- Hail from across the U.S., representing diverse backgrounds and ethnicities
- 1/3 recent high school graduates
- 1/3 have some college experience
- 1/3 recent college graduates
- Team Leaders typically in their mid/late 20s
- Well-disciplined with a great interest in service, but only beginner-level skills



# How is the Year Organized?



- Each team will serve on 4-8 projects during their service year
- Projects are 4-8 weeks in length, organized into four rounds
- Areas of Service:
  - Urban and Rural Development
  - Infrastructure Improvement
  - Natural and Other Disasters
  - Environmental Stewardship and Conservation
  - Energy Conservation

# Examples of Work

- Food Prep & Meal Delivery
- Screening & Switchboard Operation
- Stocking of Food Shelves, Oxygen Tanks, & Isolation Cadies
- Environmental Services Support
- Public Facility Rehabilitation
- Beautification & Grounds Enhancement
- Event & Volunteer Coordination
- Assessments & Community Outreach
- Call Center Coordination
- COVID-19 Logistical Support at Vaccination Sites





# 2023-2024 Projects



**If your organization has experienced or anticipates any of the following due to the pandemic, please apply:**

- Significant loss of volunteers, funds and other support which interferes with your ability to provide services
- Increase in deferred maintenance or resource management, especially those impacting safety
- Increase in clients/visitors that is putting a strain on staff or resources
- Need for assistance with providing services that directly impacts disease mitigation or prevention
- Other challenges sustaining your day-to-day operations



# How Do I Apply for a Team?



## (1) Contact your regional campus

Determine the appropriate AmeriCorps NCCC Regional Campus for your point of contact. Reach out to campus staff to discuss your ideas for a project, clarify questions, and learn more about the NCCC program, as well as other AmeriCorps programs.

## (2) Complete a concept form

Complete and submit an AmeriCorps NCCC Project Concept Form\*. This form provides a brief overview of the applying organization and a tentative project plan for the team.

\*Not required for immediate disaster response projects.

## (3) Submit an application

Upon review of the Project Concept Form, AmeriCorps will invite the organization to submit a full application or request additional information.



# How Do I Apply for a Team? (continued)



|                 | <b>2023-2024<br/>Project Dates</b>                        | <b>Step 1:<br/>Concept Form<br/>Due</b> | <b>Step 2:<br/>Full Application<br/>Due</b> |
|-----------------|---|---|---|
| Southern →      | Round 1: (2023)<br>Aug. 17 – Oct. 10                      | Apr. 27, 2023                           | June 8, 2023                                |
|                 | Round 2: (2023)<br>Oct. 18 – Dec. 13                      | June 28, 2023                           | Aug. 9, 2023                                |
|                 | Round 3: (2024)<br>Jan. 9 – Mar. 11                       | Sept. 19, 2023                          | Oct. 31, 2023                               |
|                 | Round 4: (2024)<br>Mar. 18 – May 8                        | Nov. 27, 2023                           | Jan. 8, 2024                                |
| Southwest →     | Round 1: (2023)<br>Nov. 3 – Dec. 17                       | June 16, 2023                           | Aug. 11, 2023                               |
| North Central → | Round 4: (2023)<br>Sept. 15 – Nov. 7<br>Oct. 19 – Dec. 15 | May 2, 2023                             | June 6, 2023                                |

## What is the role of the sponsor?



**There is No Charge for sponsoring an NCCC team.**

However, sponsors must provide:

- **Lodging** (Can be with a partner organization. Collaborate! Share the team! Most common: churches, summer camps, vacant homes, empty office or program space.)
- Project materials
- Training and orientation
- Supervision
- At least 40 hours a week of enriching service





## To Assist the Sponsor, NCCC Provides:

- All members have passed a federal background check, TB test, & a 10-panel drug screen, and must be fully vaccinated
- Team Leader to handle team concerns and serve as a liaison between sponsor and the rest of the team
- Transportation (via a 15-passenger van)
- Worker's Comp, Health Benefits, and Torts Coverage for members while they serve
- Budget for Food, Laundry, and Tolls if needed



- *“Delta 6 worked the first half of the round four in Louisville, KY with Baptist Heath. The team was split up to complete many different tasks such as inventory, cold food prep, and delivering meal trays to patients. There was never a dull moment, and staff always kept members on the go. Delta 6 saw firsthand just how important each department is within the hospital and how effective communication is key in order for the operation to run smoothly. It was rewarding for the corps members to take care of the patients and be a part of brightening their day.”*

*-Class 27B Corps Member*

*“The NCCC team helped us to be more prepared for our annual workday and to provide better quality services for our clients. The team members came to us full of energy and ideas. They brightened our lives and the lives of our clients. Think of all the things you wish you could do but can't. Then think of how an NCCC team might be able to help you do them.”* -Bonnie Bessor





# Who can you contact at NCCC?



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|--|--|
| <p><b><u>Southern Region</u></b></p> <p><b>States Served:</b> AL, CT, DC, DE, FL, GA, KY, LA, MA, MD, MS, NC, NJ, RI, SC, TN, VA, WV, USVI, PR</p> <p><b>Tel:</b> 601-630-4040<br/> <b>Email:</b> <a href="mailto:NCCCSouthern@cns.gov">NCCCSouthern@cns.gov</a></p> | <p><b><u>Southwest Region</u></b></p> <p><b>States Served:</b> AR, AZ, CO, KS, MO, NM, OK, TX, WY</p> <p><b>Tel:</b> 303-844-7400<br/> <b>Email:</b> <a href="mailto:NCCCSouthwest@cns.gov">NCCCSouthwest@cns.gov</a></p>                |
| <p><b><u>North Central Region</u></b></p> <p><b>States Served:</b> IA, IL, IN, MI, ME, MN, ND, NE, NH, NY, OH, PA, SD, VT, WI</p> <p><b>Tel:</b> 319-472-9664<br/> <b>Email:</b> <a href="mailto:NCCCNorthCentral@cns.gov">NCCCNorthCentral@cns.gov</a></p>          | <p><b><u>Pacific Region</u></b></p> <p><b>States Served:</b> AK, CA, HI, ID, MT, NV, OR, UT, WA, Pacific Territories</p> <p><b>Tel:</b> 916-640-0310<br/> <b>Email:</b> <a href="mailto:NCCCPacific@cns.gov">NCCCPacific@cns.gov</a></p> |

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| <p><b>SOUTHERN</b></p>   |
| <p><b>(AL, LA, MS, TN) – Tamika Eatmon</b><br/>                 202-489-5097<br/> <a href="mailto:teatmon@cns.gov">teatmon@cns.gov</a></p> |
| <p><b>(KY) – Stephanie Chan</b><br/>                 202-528-3506<br/> <a href="mailto:schan@cns.gov">schan@cns.gov</a></p>                |
| <p><b>SOUTHWEST</b></p>  |
| <p><b>(AR) – Brian Wegner</b><br/>                 202-948-5899<br/> <a href="mailto:bwegner@cns.gov">bwegner@cns.gov</a></p>              |
| <p><b>(MO) – Nicole Cozzi</b><br/>                 202-913-6157<br/> <a href="mailto:ncozzi@cns.gov">ncozzi@cns.gov</a></p>                |
| <p><b>NORTH CENTRAL</b></p>  |
| <p><b>(IL) – Alana Svensen Hults</b><br/>                 202-409-6797<br/> <a href="mailto:asvensen@cns.gov">asvensen@cns.gov</a></p>     |

# DELTA DOCTORS



## DELTA DOCTORS

A Program of the Delta Regional Authority

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# About the Delta Regional Authority

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Established in 2000 by Congress, the Delta Regional Authority (DRA) makes strategic investments of federal appropriations into the physical and human infrastructure of DRA communities. These investments strengthen:

- Basic public infrastructure
- Transportation improvements
- Workforce training
- Small business development and entrepreneurship
- Local and regional leadership
- Access to quality healthcare

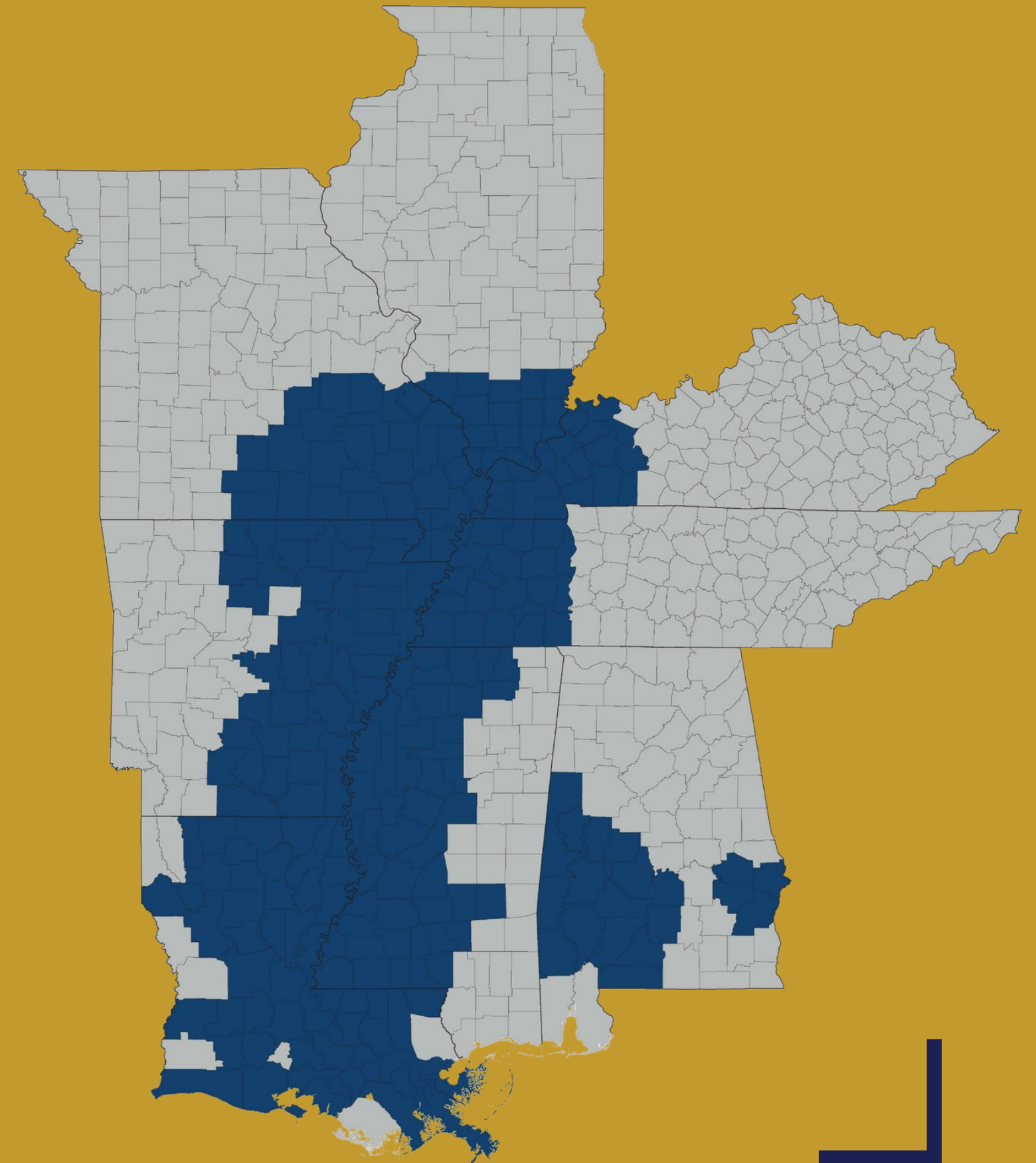




# THE DRA REGION

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The 252 counties and parishes served by DRA make up one of the most distressed areas in the country.



# HEALTHCARE ACCESS IN THE DELTA



241

## Health Professional Shortage Area

All or parts of 241 DRA counties and parishes are considered primary care Health Professional Shortage Areas (HPSAs) - defined as having shortages of primary medical care, dental or mental health providers and may be defined as geographic, population or facilities.

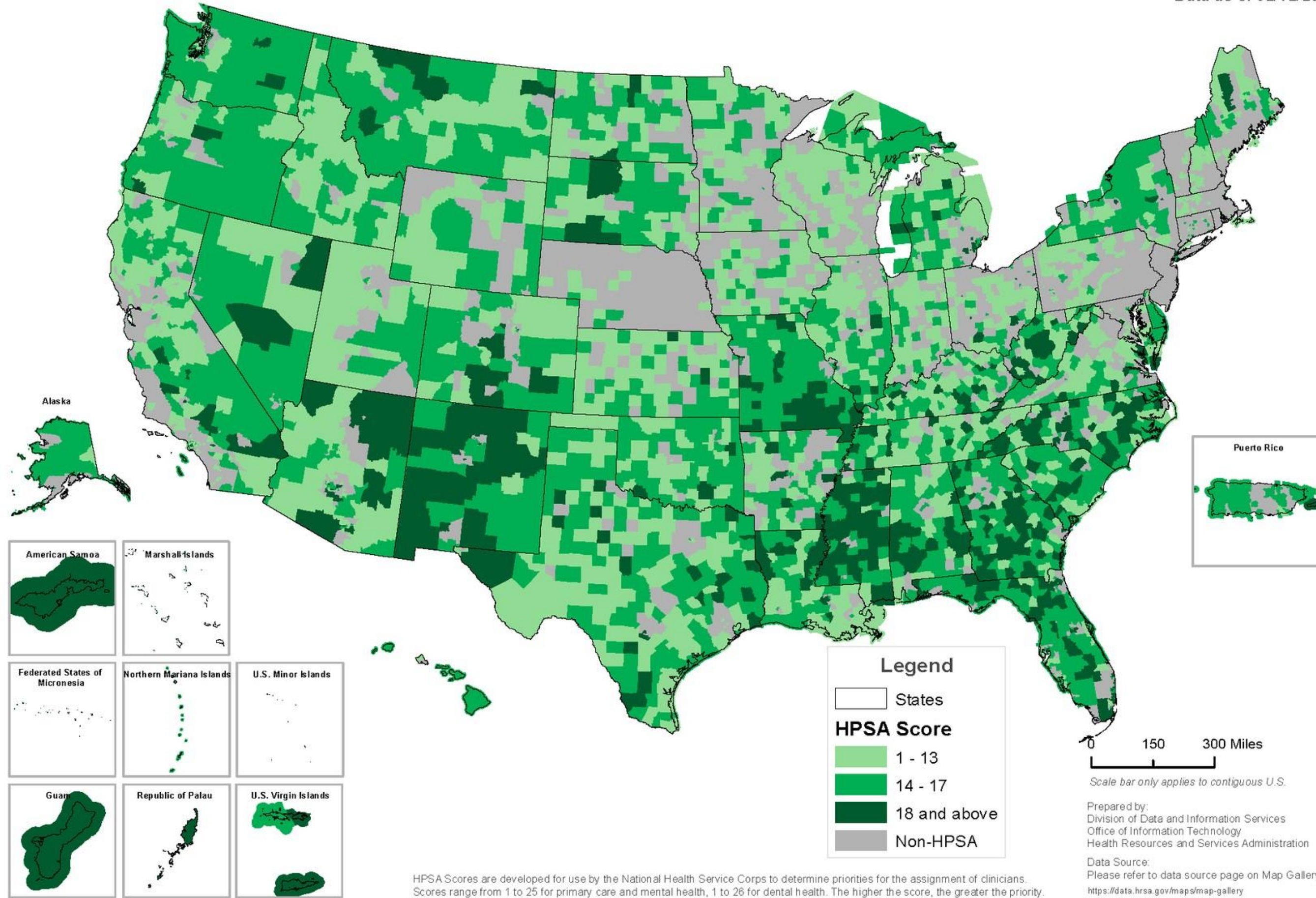
244

## Medically Underserved Areas

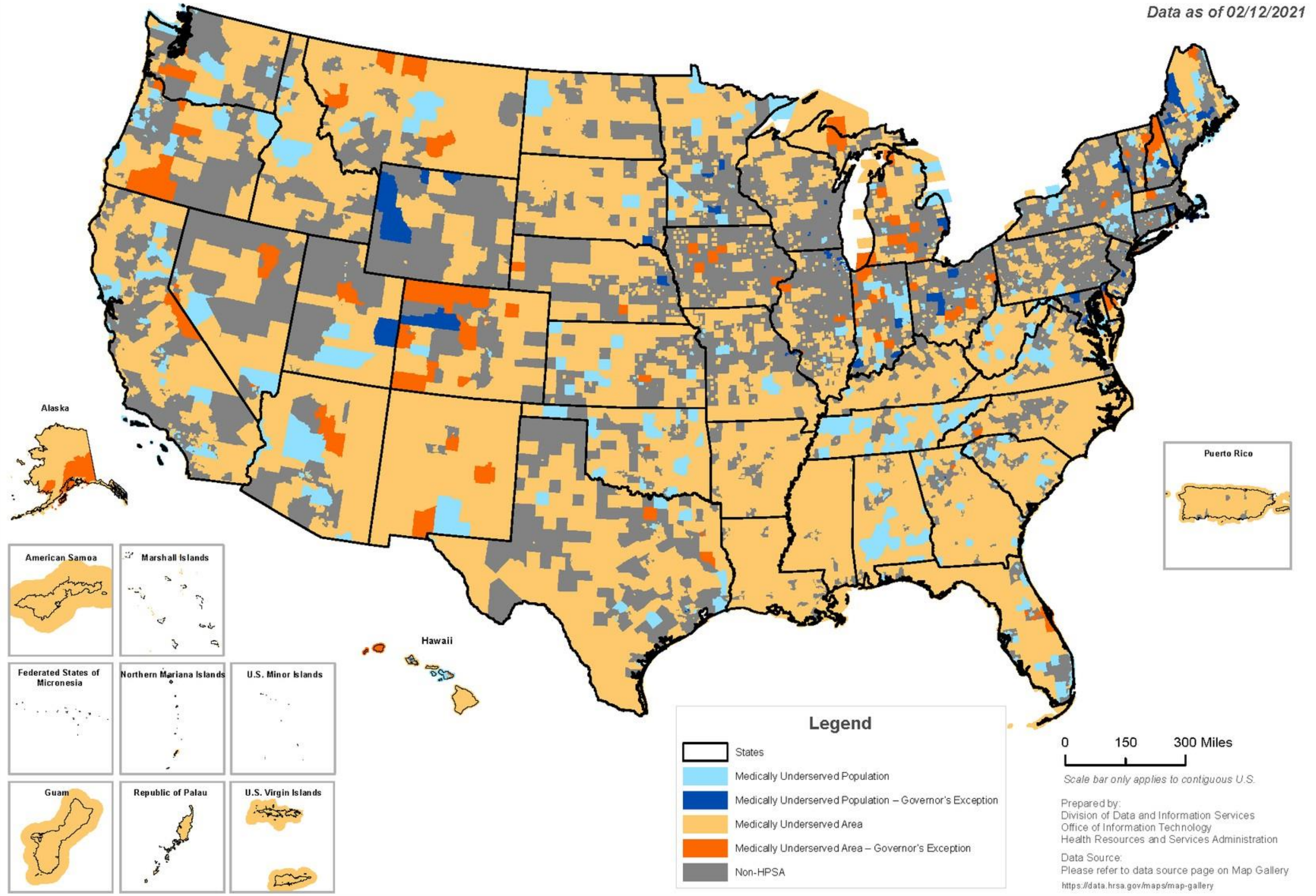
All or parts of 244 DRA counties and parishes are considered Medically Underserved Areas (MUAs) - defined as having too few primary care providers, high infant mortality, high poverty or a high elderly population.



Data as of 02/12/2021









# DELTA DOCTORS

To increase access to quality healthcare in DRA communities, DRA established the Delta Doctors program, which allows foreign physicians who are trained in this country to work in medically underserved areas or health professional shortage areas for three years through a J-1 visa waiver. Those in the Delta Doctors program do not take jobs away from U.S.-born physicians. Instead, these physicians provide critical medical services in areas with a physician shortage.



# U.S. Department of State

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DRA is able to recommend J-1 visa waivers to the U.S. Department of State. Medical school graduates from other countries normally are required to return to their home countries for at least two years after they complete their education; however, the J-1 visa waiver obtained under the Delta Doctors program allows graduates to stay in the United States if they spend at least three years in a medically underserved area.





# Who may apply for this program?

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**Foreign physicians, both primary care physicians and specialists, who are trained in the United States. Physicians must agree to the following:**

- Provide direct patient care for a term of 3 years;
- Provide direct patient care for 40 hours per week or 160 hours per month;
- Provide direct patient care to individuals without discriminating against them because (a) they are unable to pay for services or (b) payment for those health services are made under Medicare and Medicaid, or a state equivalent indigent healthcare program; and
- Comply with policies and provisions set forth in the Delta Doctors Program Guidelines



# What is an eligible area?

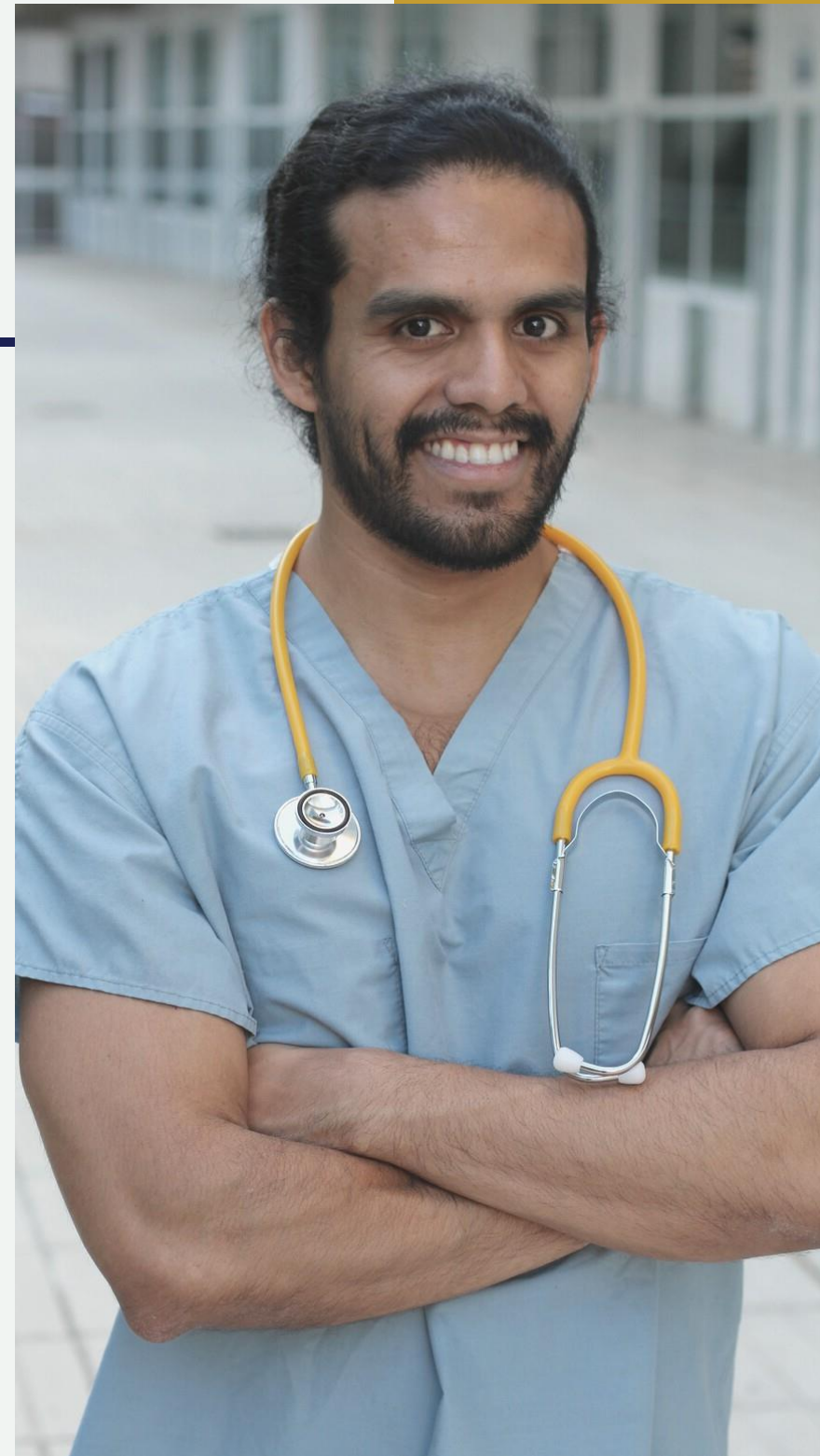
Facilities located in a Health Professional Shortage Area (HPSA) or Medically Underserved Area (MUA) within the 252 counties and parishes of DRA's eight state region.



# HOW DO WE GET STARTED?

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DRA accepts J-1 visa waiver requests on a continuous basis, year-round. Facilities must make a good faith effort to recruit an American physician for the opportunity in the same salary range, without success for at least 45 days. Requests are submitted on behalf of physicians and employers directly to DRA by immigration attorneys.





# Application Process

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If you are interested in submitting an application, please review the Program Overview Packet at [www.dra.gov](http://www.dra.gov). For your convenience, the individual program documents are available for download.

This program is not a residency program, nor is DRA able to assist in the placement of non-domestic medical students into residency programs. Physicians must practice at worksites located within DRA's congressionally mandated footprint.



**DELTA DOCTORS**

# Application Checklist, 1 – 4

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The following items must be submitted to DRA for consideration.

- 1. G-28:** Notice of Entry of Appearance as Attorney
- 2. Cover letter from employer**
  - Medicare/Medicaid/Indigent population (3-year data)
  - Patient to physician ratio
- 3. Department of State data sheet and case number sheet**
- 4. CV with Social Security number**





# Application Checklist, 5 – 6

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## 5. DOS exchange visitor attestation form

- a. Signed/dated by physician and notarized

## 6. Copy of executed contract

- a. Signed/dated by physician and employer
- b. 3-year service; 5-year service
- c. No non-compete clause
- d. 160 hours/month of primary/specialty medical care
- e. Service to Medicare/Medicaid/Indigent population
- f. Base salary
- g. Name and address of each worksite



# Application Checklist, 7 – 13

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**7. Verified proof of HPSA/MUA status**

**8. IAP-66/DS-2019**

**9. Copy of I-94**

**10. Letter of opinion from legal representation**

**11. DRA J-1 Program Guidelines**

**12. DRA Affidavit and Agreement**

**13. Proof of prevailing wage data**

a. Level I

b. Level II





# Application Checklist, 14 – 18

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## **14. Recruiting documentation**

- a. Recruitment overview
- b. National, state, state medical schools, other

## **15. Letters of community support**

- a. Two local, unaffiliated physicians
- b. One local elected official

## **16. Letters of recommendation**

## **17. Copy of diploma(s), board certification(s), USLME scores, etc.**

- a. State medical license or application for license

## **18. Proof of existence for each facility**



# Application Checklist, 19 – 22

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**19. Copy of posted public notice of sliding fee payment for each facility**

**20. List of primary care or specialty physicians in county/parish**

**21. Passport(s)**

**22. Physician's Statement**





# Compliance Guidelines

## The Delta Regional Authority will administer compliance of the J-1 Visa Waiver Program in three steps:

- The Physician Employment Verification Form must be provided to the Delta Regional Authority within the physician's first week of practice.
- Physician and Employer Compliance Surveys are due twice per year on June 30th and December 31st, for the entire duration of the three-year employment period.
- The DRA or an agent representing the DRA may conduct unannounced site visits at random during the three-year employment period.



### J-1 Visa Waiver Program

#### Compliance Guidelines

The Delta Regional Authority will administer compliance of the J-1 Visa Waiver Program in three steps:

1. The administrator of the facility and the physician will sign and return the "Physician Employment Verification Form", within the first week that the physician begins work. Include copies of documentation that physician is in H-1B status including approval notices from USCIS, the physician's I-94 forms and a copy of the H-1B visa stamp from the physician's passport if the physician has already been granted an H-1B visa. If the physician was not licensed in the state of practice at the time the application for the waiver was submitted, a copy of the physician's state medical license must be included with this form.
2. Compliance Surveys are due on June 30<sup>th</sup> and December 31<sup>st</sup> of each year. The surveys will be completed and returned separately to the DRA by both the J-1 physician and the administrator of the facility. The surveys are not identical and will ask confidential questions to both the J-1 physician and the administrator. This survey also requests the number of Medicare, Medicaid, and indigent patients that the facility and the physician has treated in that six-month period, and whether both parties have otherwise complied with the terms of the DRA J-1 Visa Waiver Program.

*The DRA has established formal deadlines for these surveys. Both surveys should be returned to the DRA within 15 business days from the due date. If both surveys are not returned within the initial 15 business days, the DRA will notify the employer that the survey(s) should be returned within an extension period of 15 business days. If the surveys are not returned within the extension period and if the employer has made no effort or attempt to comply with DRA Compliance Guidelines, DRA will notify the appropriate agencies that compliance efforts were unsuccessful and recommend the taking of appropriate enforcement actions.*

3. The DRA or an agent representing the DRA will conduct unannounced site visits at random during the three-year employment period. If the physician or employer is found to be out of compliance, the DRA will immediately notify the appropriate agencies and recommend the taking of appropriate enforcement actions.



## CONRAD 30 WAIVER PROGRAM

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The Conrad 30 waiver program allows J-1 foreign medical graduates (FMGs) to apply for a waiver of the 2-year foreign residence requirement upon completion of the J-1 exchange visitor program. The Conrad program addresses the shortage of qualified doctors in medically underserved areas by allowing each State's Department of Health to sponsor up to a certain number (initially 20, and now 30) FMGs each year for waiver of the two-year home residency requirement of the physician's J-1 visa. The approved Conrad J-1 waiver applicants are required to serve in federally designated shortage area (either rural or urban).





## **CONRAD 30 WAIVER PROGRAM (continued)**

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**NATIONAL** [www.uscis.gov](http://www.uscis.gov)

**ALABAMA** [www.alabamapublichealth.gov](http://www.alabamapublichealth.gov)

**LOUISIANA** [www.ldh.la.gov](http://www.ldh.la.gov)

**ARKANSAS** [www.healthy.arkansas.gov](http://www.healthy.arkansas.gov)

**MISSISSIPPI** [www.msdh.ms.gov](http://www.msdh.ms.gov)

**ILLINOIS** [www.dph.illinois.gov](http://www.dph.illinois.gov)

**MISSOURI** [www.health.mo.gov](http://www.health.mo.gov)

**KENTUCKY** [www.chfs.ky.gov](http://www.chfs.ky.gov)

**TENNESSEE** [www.tn.gov](http://www.tn.gov)

# Book Recommendations

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## **The Physician Immigration Handbook**

by Gary Siskind & Elissa J. Taub

## **Foreign Physician's Immigration Handbook: A Guide for Administrators and Physician Recruiters**

by Barry Walker







# QUESTIONS AND ANSWERS

# Post-Polling Questions

I am \_\_\_ in my understanding of the purpose of the Delta Doctors program and its eligibility requirements.

I am \_\_\_ in my understanding of the types of projects that AmeriCorps NCCC teams can support and responsibilities of the sponsoring organization.

I am \_\_\_ in my understanding of the application process for the Delta Doctors and AmeriCorps NCCC programs.

I am \_\_\_ that I will apply the knowledge gained from this educational training to make informed decisions about the fit of these rural health workforce resources (Delta Doctors and AmeriCorps NCCC) for my organization.