

Rural Health Transformation

Initiative 3.1 Rural Health Workforce Incentive Program

The Rural Health Transformation Program is supported by the Centers for Medicare & Medicaid Services (CMS) of the U.S. Department of Health and Human Services (US HHS) as part of a financial assistance award totaling \$218,529,075.01 with 100 percent funded by CMS/US HHS. The contents are those of the Nebraska Department of Health and Human Services (DHHS) and do not necessarily represent the official views of, nor an endorsement by, CMS/US HHS, or the U.S. Government.



Housekeeping – Today’s Call

- Today’s call will be informational only
- Questions can be asked in the Q & A area
- Answers will be posted on our FAQ Sheet
- DHHS.Ruralhealth@nebraska.gov

Please note:

- Questions?
 - Before you call or email, visit the website:
<https://dhhs.ne.gov/Pages/Nebraska-Rural-Health-Workforce-Incentive-Program.aspx>
- Please visit the Frequently Asked Questions
- Please give the staff time to respond

Application Errors:

- Errors occur when:
- The applicant answers “no” for the Medicaid Question
- Applicants attach the incorrect document type: .pdf, .jpg, .png.
- The file name has punctuation:
example: Incentive/program2026
- The file size attached must be less than 20MB

Today's Agenda

- Introduction
- Rural Health Workforce Incentive Program
- Overall program requirements
- Frequently asked questions
- How to apply
- What to expect after applying
- How to submit questions
- Frequently asked questions

3.1 Rural Health Workforce Incentive Program

Qualifying Site Types include the following:

Rural Health Clinics	Educational Service Units
Emergency Medical Service Agencies	Certified Community Behavioral Health Clinics
Nursing Homes/Assisted Living Facilities	Prospective Payment System Hospitals
Critical Access Hospitals	Private Practice
Federally Qualified Health Centers	Mental/behavioral health clinics
Indian Health Clinics in rural counties	Schools
Home Health Agencies	Local Health Departments
Pharmacies	Rural Emergency Hospitals

3.1 Rural Health Workforce Incentive Program

Qualified Licensed Professions

Advanced Practice Nurse Practitioner	Certified Nurse Anesthetist	Dental Hygienist	Genetic Counselor	Licensed Mental Health Practitioner	Medical Radiography or Limited Medical Radiography
Alcohol and Drug Abuse Counselor	Certified Nurse Assistant	Dentist	Licensed Athletic Trainer	Licensed Pharmacy Technician	Medication Aid
Audiologist	Certified Nurse Midwife	Dialysis Patient Care Technician	Licensed Clinical Social Worker	Licensed Practical Nurse	Occupational Therapist
Behavioral Analyst	Certified Social Worker	Dietician Nutritionist or Licensed Nutritionist	Licensed Dental Assistant	Licensed Surgical First Assistant	Occupational Therapist Assistant
Certified Peer Support Specialist	Chiropractor	Emergency Medical Service Professionals - Emergency Medical Technician, Advanced Medical Technician	Licensed Independent Mental Health Provider	Marriage and Family Counselor	

3.1 Rural Health Workforce Incentive Program

Qualified Licensed Professions

Optometrist	Physical Therapy Assistant	Psychologist
Paramedic	Physician Assistant	Public Health Dental Hygienist
Perfusionist	Physician	Registered Nurse
Pharmacist	Podiatrist	Respiratory Care Practitioner
Physical Therapist	Psychiatrist	Speech Pathologist

3.1 Rural Health Workforce Incentive Program Provider Requirements

- Full-time and part-time providers are eligible. Part-time minimum: **20 hours per week on average over one year**, including telehealth services given to rural Nebraska residents.
- Providers must **live in Nebraska**.
- Providers must **provide care in rural counties** (all counties except Douglas, Lancaster, and Sarpy).
- Providers must be **U.S. citizens or qualified aliens** (Neb. Rev. Stat. §§ 4-108 to 4-114).

3.1 Rural Health Workforce Incentive Program Provider Requirements

- Providers must accept Medicaid according to required participation thresholds.
- **Year 1:** 5% Medicaid
- **Year 2:** 5% Medicaid + 2% Medicaid or uninsured (total 7%)
- **Year 3:** 5% Medicaid + 2% Medicaid or uninsured (total 9%)
- **Year 4:** 5% Medicaid + 2% Medicaid or uninsured (total 11%)
- **Year 5:** 5% Medicaid + 2% Medicaid or uninsured (total 13%)
- Please use your facility's Medicaid Claims Data.
- Employers will attest to Medicaid billing each year with required employment verification, responses subject to audit.

3.1 Rural Health Workforce Incentive Program Provider Requirements

Question: How is the Medicaid requirement calculated?

Medicaid percentages are calculated by annual Medicaid claims (there can be more than one claim per patient) divided by annual number of patient visits.

(there can be more than one visit per patient)

3.1 Rural Health Workforce Incentive Program Provider Requirements

- **Volunteer Providers in EMS**
- Volunteer providers in EMS (Emergency Medical Responders, Emergency Medical Technician, Advanced Emergency Medical Technician, and Paramedic). Volunteers must respond to 20% of their station's calls as reported by ENARSIS.
- Attend half of their station's meetings and/or training sessions as verified during their bi-annual verification.

3.1 Rural Health Workforce Incentive Program Employer Obligation

- Employers must complete the verification forms that are sent to them.
 - Twice each year for 5 years
- Employers must contribute a **10% yearly cost share** for each provider. The amount may be updated annually via the employer verification form.
- Continuing education (CEUs)
 - Training
 - License fees
 - Relocation stipends
 - Health insurance
 - Preceptorships
 - Other approved contributions
- **Monetary cost share** may also be used

3.1 Rural Health Workforce Incentive Program timeline

- **Applications are open through June 30, 2026, closing at 11:59pm Central**
 - Applicant will complete their portion, listing their employer(s) and those who will be signing contracts and/or performing verifications. This may be 2 different people
 - The employer(s) will receive their section to complete and submit back to DHHS
 - All parts of the application must be submitted by June 30, 2026, 11:59pm Central

3.1 Rural Health Workforce Incentive Program timeline

- Notice of award documents will be sent via email to the provider.
- A contract will be created for the employer and provider to sign.
 - **This is a binding contract to fulfill your commitment for a 5-year term**
- Once the contract is signed, the provider will receive their first year's award via ACH debit.

3.1 Rural Health Workforce Incentive Program timeline

Prioritization (If Applications Exceed Funding)

- Providers who are relocating from non-rural to rural areas
- Providers who are expanding service to locations in rural areas.
- Providers serving in **frontier counties**
- Providers who serve higher percentages of Medicaid/uninsured patients
- Providers Identified as high need
- Providers serving **100% of their time in rural counties**

3.1 Rural Health Workforce Incentive Program timeline

- 5-year commitment **2026-2031**
- Contract default – providers who do not fulfill their full 5 years must pay the money they received back to DHHS.
- Special circumstances – if there is a reason you can not fulfill your contract, such as staff downsizing, DHHS will attempt to work with you to find another rural position. These circumstances must be communicated as early as possible.

3.1 Rural Health Workforce Incentive Program Frequently Asked Questions

- Eligibility
 - Relocation/Expansion or Retention
- Emergency Medical Services Professionals
 - Awards and Contracts
- Medicaid Participation Requirement
 - Facility/Practice Sites

3.1 Rural Health Workforce Incentive Program Frequently Asked Questions

- Loan Repayment Program Participation
 - Future Funds Availability
- Contractual Requirements
- Cost Share Requirements
- Employer Requirements
 - Miscellaneous

3.1 Rural Health Workforce Incentive Program Frequently Asked Questions

- FAQ's

Thank you!

- Answers to the questions posted during this call will be posted on the Incentive's website as soon as possible.
- <https://dhhs.ne.gov/Pages/Nebraska-Rural-Health-Workforce-Incentive-Program.aspx>
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