



## Rural Health Transformation Program

### Initiative 3.1: Rural Health Workforce Incentive Program

#### Frequently Asked Questions

- Are incentive awards taxable? *Yes, it is considered earned income and will be taxed.*
- How long must I serve in a rural area to receive the full contracted amount? *5 years.*
- Will every applicant receive an award? *If the number of applications exceed funding, certain rural metrics will be considered.*
- If my application is approved, how will my award be sent to me? *Your award will be sent yearly after your employer completes verification of your employment. It will be deposited via ACH.*
- Are state employees eligible to apply? *This incentive award is given to providers in clinical practice. They cannot be compensated twice if the clinical practice is paid for by the State of Nebraska. If their state job is not related to clinical practice, they may be eligible.*
- Are board members for state advisory boards eligible? *Yes, if they provide clinical care and meet all the requirements of the incentive program.*
- Are EMS volunteers eligible? *Yes, licensed Emergency Medical Technicians, Advanced Emergency Medical Technicians, and Paramedics are eligible, regardless of whether they are volunteers or paid a salary. Volunteers must respond to 20% of their station's calls **and** attend half of their station's meetings and/or training sessions as reported by ENARSIS.*
- What if I don't bill for services to Medicaid as an individual provider, but my facility takes care of this at the facility level? *Facility Medicaid data can be used.*
- *If I am participating in the Nebraska State Loan Incentive Program, am I eligible to apply for the RHTP Workforce Incentive Program.* No, Article III Section 19 of the Nebraska State Constitution prohibits the state from granting public officers "extra compensation" after services have been rendered.
- If I am participating in any of the National Health Service Corps sponsored Loan Repayment, Scholarship, or Nurse Corps Programs, am I eligible to apply for the RHTP Workforce Incentive Program? *This question has been presented to the Bureau of Health Workforce at The Health Services and Systems Administration (HRSA) and is in deliberation. The answer is pending.*
- Will there be any additional application windows open after July 30, 2026. *Additional application windows are possible but not guaranteed for the future. It is recommended to apply during the posted time.*
- Can telehealth be considered as clinical care hours for the incentive? *Yes, a minimum of 20 hours and higher level of in-person or telehealth (or a combination of each) care can be considered for eligible hours. The patients receiving care must be in rural counties. Telehealth providers must live in Nebraska. This will be confirmed yearly during the employment verification.*

- Can provisionally licensed mental health providers be eligible? *Yes*
- My dental practice is in Otoe county (rural), but I live in Lancaster County (not rural) – can I apply? *Yes. The award is based on where you provide care, not where you live.*
- I reside in Oklahoma and my telehealth patients are Nebraskans residing in Nebraska. Am I eligible to apply? *No, this is for Nebraska based providers only.*
- I provide clinical care for a Federally Qualified Health Center (FQHC) in Lincoln, but I know some of my patients travel from rural areas for their appointments. Am I eligible to apply? *No, the services must be provided in a rural area, which for this workforce program includes all Nebraska counties except Lancaster, Douglas, and Sarpy Counties.*
- The owner of the clinic where I am employed is retiring and then clinic is closing, what are the consequences of not fulfilling my contract? *The provider must find a new rural employer to provide care. They also must contact the Office of Rural Health to notify them of the change so an amended contract can be created for signature.*
- My employer cannot pay for the 10% Cost Share required by the program, what are my options? *This program allows for an in-kind cost share with the value of 10% of the award. They can decide yearly with the incentive awardee, updated on the employer verification.*
- I am a former participant in a loan repayment program at DHHS' Office of Rural Health, can I apply. *Yes, if you are no longer obligated with a contract participating in the other program.*

For further information, please submit your inquiry to [DHHS.Ruralhealth@nebraska.gov](mailto:DHHS.Ruralhealth@nebraska.gov).