

37 West 20th Street, Suite 901 | New York NY 10011 | 212-796-8844

STATE	30 SLOTS	PRIMARY CARE	SPECIALISTS	ADJUDICATION	RECRUITMENT	FLEX	COMMENTS
<p>Alabama</p> <p>Karl Bryant (334) 206-5517 karl.bryant@adph.state.al.us</p> <p>https://www.alabamapublichealth.gov/ruralhealth/j1visa.html</p>	<p>HPSA/MUA/MUP</p> <p>In FY2023, 16 slots currently filled as of April 2023, but still processing applications.</p>	<p>Gives priority to primary care (family practice, internal medicine, geriatrics, pediatrics, ob/gyn) and mental health physicians.</p> <p>At least 10 slots will be used for primary care or psychiatric physician placements.</p>	<p>Not accepted until first Monday in January, unless the employer is in a rural area, which is highly unlikely for most specialists.</p> <p>Each employer may file for only two (2) specialists per year until April 1. If any specialist slots remain, each employer may file an additional two.</p> <p>In FY2023, all 16 slots were filled by specialists.</p>	<p>Applications accepted Oct 1 through Sep 30, until the available 30 slots are filled.</p> <p>Applications processed on a first-come, first-serve basis with preference given to primary care and mental health placements.</p>	<p>Evidence of recruitment for at least 6 months prior to submission; ads must be placed at national level, in-state, and as written notification to Alabama's medical schools.</p> <p>Nationally posted internet ads with run dates are now allowable in place of newspaper ads.</p>	<p>10 FLEX slots.</p> <p>FY2023: 0 FLEX slots filled.</p>	<p>Nationally posted internet ads with run dates are now allowable in place of newspaper ads.</p>

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<p>Alaska</p> <p>Katie Reilly (907) 754-3553 katherine.reilly@aska.gov</p> <p>https://health.alaska.gov/dph/Emergency/Documents/healthcare/workforce/AK%20J-1%20Guidelines.pdf</p>	<p>HPSA/MUA</p> <p>FY2023 had 3 applicants.</p>	<p>In FY2023, 0 primary care applicants.</p>	<p>In FY2023, 3 slots went to specialists.</p>	<p>Applications accepted on a rolling basis year-round.</p>	<p>Evidence of recruitment (medical journal advertisements; labor certification or language in cover letter stating efforts to recruit an American physician have been unsuccessful).</p>	<p>10 FLEX slots.</p> <p>FY2023: 0 FLEX slots filled.</p>	<p>No updates to procedures as of April 2023.</p> <p>AK is very eager for more applicants.</p>
<p>Arizona</p> <p>Tiffany Wong (480) 518-7947 Tiffany.Wong@azdhs.gov; J1@azdhs.gov</p> <p>https://www.azdhs.gov/prevention/health-systems-development/workforce-programs/j-1-visa-waiver/index.php</p>	<p>HPSA/MUA/MUP</p> <p>As of April 2023, 26 out of 30 slots are filled.</p> <p>The FY2023 cycle remains open.</p>	<p>22 slots reserved for primary care or psychiatrists.</p> <p>Primary care physicians include: family/general practice, general internal medicine, OB/GYN, pediatrics, hospitalists</p> <p>In FY2023, only 6 primary care slots</p>	<p>7 slots available for specialists but may give more depending on need.</p> <p>In FY2023, 20 slots were filled by specialists.</p>	<p>Applications accepted from first business day in October until 11/30 and applications are reviewed after application cycle closes, <i>not first-come/first-serve</i>.</p> <p>A second cycle may be announced if slots remain and selections will be made after the application deadline closes. A third cycle may open on a first-come first serve basis</p>	<p>Must document recruitment efforts for at least 6 months and provide a narrative description of recruitment efforts.</p> <p>Must indicate number of job applicants and interviewees, as well as dates and methods used for recruitment.</p>	<p>10 FLEX slots.</p> <p>FY2023: 1 FLEX slot filled</p>	<p>Need 3 letters of community support.</p> <p>NEW: Online Application required https://www.azdhs.gov/prevention/health-systems-development/workforce-programs/j-1-visa-waiver/index.php#applications-process</p>

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		used.		if any slots remain after the second cycle. One slot is a discretionary waiver slot and may be used at any time during the fiscal year.			
Arkansas Michael Trevino (501) 280-4529 Michael.Trevino@arkansas.gov Secondary contact: Diane Elliot orhpc@arkansas.gov https://www.health.y.arkansas.gov/programs-services/topics/j-1-visa-waiver-program	HPSA /MHPSA /MUA/MUP/ FQHC/CHC FY2023: 19 designated slots filled, plus 4 FLEX.	Priority is Primary Care, including: Adolescent Medicine Adult Medicine Family Medicine General Practice Geriatric Medicine Internal Med (General) OB/GYN Pediatrics.	Specialties are considered after review of the applications for Primary Care.	Initial application period is 10/1–10/10 with selections made after 10/11, and a second application period from 10/11–12/30 if slots remain. A final application period opens from 12/31-9/15 if any slots remain, during which applications will be accepted on a first come/first serve basis. Additional criteria for prioritization: AR training/residency; HPSA/MUA designation score; J1 approved in past 2 years.	Evidence of recruitment for 6 months (include copies of ads, placement services, medical school postings, etc.) – if this information is not available, you can instead submit a strongly worded, detailed statement describing recruitment efforts.	10 FLEX slots. Document at least 30% of patients from neighboring HPSA(s) or MUA/P(s) . FY2023: 4 FLEX slots filled.	During initial placement period, facilities limited to 2 placements per location. This limit may also apply during the second application period. Must send original application and one copy, both via mail.

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California <i>* Program Coordinator not listed</i> J1VisaWaiverProgram@hcai.ca.gov https://hcai.ca.gov/workforce-capacity/california-primary-care-office/j-1-visa-waiver-program/	HPSA/MUA/MUP/MHPSA As of May 2023, 20 of the 30 slots had been filled. The FY2023 program is open until Sept 30 and Applications must be received by 9/15 for consideration.	Priority given to primary care (internist, family practice, pediatrics, psychiatry, OB/GYN). 19 primary care slots filled as of April 2023.	Specialists may apply beginning 7/1 if slots remain.	Primary Care application cycle is open from 10/1 through 9/30 and Specialists can begin applying on 7/1 through 9/30. Specialist applications prioritized as follows: 1. Primary care (rural); 2. Primary care (urban); 3. Cardiology, Geriatrics, or Pediatric Specialist; 4. All other specialists.	Must have documented evidence of recruitment/retention efforts during the past year made to American candidates. Specialists must show need using “population-based data” for the proposed specialty (morbidity, mortality, population/physician ratio etc.).	Does not use FLEX slots.	Must show at least 30% of caseload is Medicaid (Medi-Cal) and uninsured.
Colorado Em Moratto (303) 692-2514 em.moratto@state.co.us https://www.colorado.gov/pacific/cdphe/j-1-visa-waiver-program	HPSA/MUA/MUP FY2023: 8 applicants so far.	Specialists & Primary Care mostly treated the same, but if it’s a competitive year, CO may prioritize primary care over specialists. FY2023: Most of the 8 applicants so far were primary care, but 1-2	Specialists & Primary Care mostly treated the same, but if it’s a competitive year, CO may prioritize primary care over specialists. FY2023: Most of the 8 applicants so far were primary	Applications reviewed year-round in the order they are received. No formal start/end dates, but once 30 applications are approved, the program stops accepting new applications until Oct. 1.	Like to see 3-5 representative examples of recruitment methods, with a span of dates from the beginning to the end of the 6-month period. Evidence examples: ads placed in at least one major medical publication, area	10 FLEX slots. FY2023: 1 FLEX slot filled.	\$1,000 application fee. Colorado has state-designated HPSAs which they may consider on a case-by-case basis based on facility’s history of care to the medically underserved.

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		behavioral health applicants as well.	care, but 1-2 behavioral health applicants as well.	Typically only fill 12-15 slots per year.	newspapers, letters to residency programs, agreements with placement services, attendance at health fairs, participation in CO Rural Health Center's CPR program, etc.).		
Connecticut Justin Hamrick (860) 509-8251 DPH-PCO@ct.gov ; Justin.Hamrick@ct.gov https://portal.ct.gov/DPH/Practitioner-Licensing--Investigations/J1-Visa-Program/J-1-Visa-Waiver-Program	HPSA/MUA/MUP All slots were used in FY2023. 39 total applications received, and a lottery was held on 11/14/2023.	No distinction made between primary care and specialists. FY2023: 6 slots were issued for primary care or primary care adjacent (hospitalist).	No distinction made between primary care and specialists. FY2023: 24 slots were issued to specialists. Commissioner can set aside up to 3 slots based on need. (OB/GYN, dermatology, and child/adolescent psychiatry in FY2023.)	Program guidelines published in the spring/summer, but is normally the first business day in October and runs for two business weeks. If more than 30 complete applications received by deadline, a lottery open to the public is held to randomly select 30. CT continues reviewing applications in order of receipt/delivery if not filled during original cycle.	Must submit evidence that recruitment efforts have failed (e.g. advertisements, job postings, etc.).	10 FLEX slots. FY2023: 0 FLEX slot filled.	Must submit 1 hardcopy and 1 emailed PDF copy of application.
Delaware	HPSA/MUA	Primary includes: family practice,	FY2023: 21 specialists.	Facility must file a site application to be pre-	Documented evidence of	10 FLEX slots.	For site application, must submit 3 letters

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Stephanie Nostrom (302) 741-8628 stephanie.nostrom@delaware.gov ; http://dhss.delaware.gov/dhss/dph/hs/j1visahome.html	FY2023: 27 slots filled as of May 2023.	general internal medicine, pediatrics, ob/gyn. FY2023: 3 primary care, 3 psychiatrists.		approved to sponsor a J-1 physician. First-come-first-served. If the number of applications exceeds 30, state utilizes a scoring system.	recruitment for 6 months prior to filing.	FY2023: 9 FLEX slots filled.	of support from community leaders residing in service area without a financial interest in the practice site. For physician application, must submit letter from <u>Director</u> of Sponsoring Site. \$200 site application fee; \$250 physician application fee.
District of Columbia Geraldine (Ginger) Pierce (202) 442-5892 HPLRP@dc.gov ; ginger.pierce@dc.gov https://dchealth.dc.gov/service/j1-visa-waiver-program	HPSA/MUA/MUP FY2023: 6 slots filled as of April.	At least 10 slots reserved for primary care physicians (including Internal Medicine, Family Practice, OB/GYN, Pediatrics, Psychiatry, or Geriatrics). FY2023: 5 slots filled were primary care.	Remaining 20 slots used for both primary care and specialists, with preference always given to primary care. Specialists will be considered for waivers if they practice in areas related to leading causes of death in DC, including:	Applications accepted on a rolling basis starting Oct. 1 until all slots are filled.	Must document at least two forms of recruitment efforts for 6 months prior to filing. Ads must identify the facility, specialty/field, and the publication dates.	10 FLEX slots. FY2023: 0 FLEX slots used.	For FLEX, sponsoring facility must serve a patient population of at least 30% are Medicaid or at least 45% publicly insured and/or Sliding Fee Scale.

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			heart disease, cancer, cerebrovascular disease, accidents, HIV/AIDS, & chronic lower respiratory diseases. In FY 2023, 1 specialist slot filled.				
Florida Keri Andersen Taggart (850) 617-1472 Keri.AndersenTaggart@flhealth.gov ; FL.PCO@flhealth.gov https://www.floridahealth.gov/provider-and-partner-resources/community-health-workers/HealthResourcesandAccess/conrad-30-program-j-1-visa/index.html	HPSA All 30 slots filled in FY2023.	State declines to provide breakdown of primary care versus specialist slots. Primary care physicians in HPSAs are prioritized (family med, internal, ob/gyn, psychiatry, pediatrics).	State declines to provide breakdown of primary care versus specialist slots.	Application period is first two full weeks in October, from 8 AM on the first Monday of Oct until 5 PM 10 business days later. No correspondence will take place during the initial review and prioritization of applications. Applicants notified of sponsorship status by email on or before Dec. 31.	No requirements regarding recruitment	10 FLEX slots. State declines to provide last year's totals.	Application packets must be mailed to address listed on site. Two new forms for the FY2024 program on FL PCO's website.

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Georgia Beth Walker (229) 276-2750 Beth.walker@dch.ga.gov https://dch.georgia.gov/georgias-j-1-visa-waiver-program	HPSA/MUA/MUP FY2023: All slots filled by 09/01/2022.	FY2023: 5 slots went to primary care.	FY2023: 25 slots went to specialists.	Applications reviewed starting September 1 on first-come-first-served basis, though priority is allowed for sites in areas with greatest need for access to medical care.	Must show evidence of good faith recruitment.	10 FLEX slots. FY2023: 1 FLEX slot used.	Slots are limited annually to no more than 8 slots per medical specialty or position type and no more than 4 slots per employer/facility (except for teaching hospitals). 2 letters of recommendation from physician's residency/fellowship program and 3 letters of community support including at least one from a local government official required.
Hawaii R. Scott Daniels (808) 961-9460 RogerScott.Daniels@doh.hawaii.gov https://health.hawaii.gov/opcrh/home/conrad-30-j-1-visa-waiver/	HPSA/MUA FY2023: 11 slots filled so far.	FY2023: 5 primary care slots filled.	FY2023: 6 specialist slots filled.	Applications reviewed starting Oct. 1. Typically do not fill all their slots in a given year.	Requires recruitment for 6 months.	10 FLEX slots. FY2023: All 10 FLEX slots were used.	

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Idaho Alex Prado (208) 334-5993 alex.prado@dhw.idaho.gov https://healthandwelfare.idaho.gov/providers/rural-health-and-underserved-areas/recruitment-and-retention	HPSA/MUA/MUP FY2023: 4 approved applications, 2 pending.	Primary care includes pediatrics, family medicine, internal medicine, obstetrics, gynecology, general surgery, or psychiatry. FY2023: 1 primary care slot filled.	Only 10 slots open to specialists. FY2023: 3 specialist slots filled.	Applications reviewed on first come, first served basis throughout the year (Oct 1 – Sep 30). FLEX applications only accepted 4/1-9/30 (2 nd half of fiscal year). *Eager for more applicants.	Must document recruitment efforts for 3 month period (down from 6 months in prior years) prior to the waiver application and any US candidates were not selected.	10 FLEX slots. No more than 5 can go to specialists. FLEX applications open April 1 st , if other slots are not used up during the first six months of the fiscal year. 1 FLEX slot filled in FY2023 (pending, but anticipated to be approved).	\$1,000 application fee. At least one letter of recommendation from the US residency program required. One original and one copy of entire application must be sent via mail. Historically low rate of applications, but state is passing legislation to try to make program more accessible. <i>New state guidance will be available on the website in July 2023.</i>
Illinois Donald Jones (217) 782-1624 don.jones@illinois.gov https://dph.illinois.gov	HPSA/MUA/MUP FY2023: All slots filled in initial cycle (October 2022).	In FY 2023, 4 primary care slots filled.	In FY2023, 26 specialist slots filled.	Applications accepted October 1 – 31. If all slots do not fill during the first application period, subsequent application periods will be Jan 1-31 and April 1-30.	Application must include a statement from the administrator of the medical facility describing prior recruitment difficulties	10 FLEX slots. FY2023: 0 FLEX slots filled.	\$3,000 nonrefundable application fee. In FY2023, Illinois began considering forensic pathologists for waivers. Medical examiner's offices

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gov/topics-services/life-stages-populations/rural-underserved-populations/j1-waiver-program.html				Applications must be <i>received</i> within the application period. Applications postmarked before the deadline but received later will not be accepted.	experienced by the medical facility, the expected practice arrangement for the physician, and the impact on the medical facility and the patients it serves if the waiver is not approved.		are now considered a medical facility for purposes of the waiver program.
Indiana Natalie Morrison (765) 918-4431 nmorrison@indianapca.org https://www.indianapca.org/j1-visa-waiver-program/	HPSA/MUA/MUP/ <u>Mental Health</u> HPSA In FY2023, all 30 slots were filled.	Priority given to primary care physicians. In FY2023, 9 slots were primary care.	Specialists will be considered after Jan 1, if still available. Specialists can apply ahead of time, and will be date-stamped for future consideration. In FY2023, 21 slots were filled by specialists.	Applications are accepted from September 1 st through December 31 st . Applications accepted on a rolling basis until 30 slots filled.	Must document good faith recruitment efforts for US workers in the offered salary range for at least 4 prior to application.	10 FLEX slots. In FY2023, 0 FLEX slots filled.	Three (3) copies of the application must be mailed to the Indiana Primary Health Care Association address below using a tracked mail service.
Iowa Kevin Wooddell (515) 281-6765 Kevin.Wooddell@dph.iowa.gov	HPSA/MUA/MUP For FY2023, 37 applications received, and	In FY2023, 3 primary care slots filled. Priority given to primary care providers AND	In FY2023, 27 specialist slots filled. Once PC slots are used, priority given to	Applications accepted from the first Tuesday in September through the last Friday in October. Requests may be	Must provide a detailed recruitment report including length of vacancy, methods of recruitment, number of candidates that	10 FLEX slots. First come first served. In FY2023, 2 FLEX slots filled.	Submissions <u>must</u> be tabbed and include a table of contents.

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https://idph.iowa.gov/policy-and-workforce-services/Rural-Health-and-Primary-Care/Workforce-Recruitment-and-Retention-Programs/J-1-Visa-Waivers	all 30 slots filled.	specialists in HPSA/MUAs, followed by primary care in non-HPSAs. Hospitalists and mental health adjudicated with primary care.	specialists in non-urban areas.	submitted after the last Friday in October but are considered late. These submissions will only be considered if waiver slots are still available after making recommendations on requests submitted within the timeframe.	applied, if interviews were conducted, and if any offers were made.		
Kansas Ashley Templin (785)-296-3380 ashley.templin@ks.gov http://www.kdheks.gov/olrh/j-1visa-waiver-overview.htm	HPSA/MUA/MUP For FY2023, 22 slots have been used as of April 2023.	For FY2023, 0 slots were primary care.	For FY2023 all 22 were specialists.	<u>Phase 1:</u> Applications accepted from 09/01 to 11/30 and results announced on or before 12/15. <u>Phase 2:</u> Any received after 11/30 will only be considered if slots are still available.	Recruitment documentation only required for non-primary care physician applicants (Tier 2 or 3).	10 FLEX slots. For FY2023, 1 FLEX slot filled. Only available for Tier 1 & 2. Must prove need in community/region.	<u>Three Tier System:</u> 1, Primary Care: Family and General IM and Pediatrics, Ob/Gyn, Emergency Medicine, or Psychiatry working in outpatient ambulatory care settings. 2, Specialty: Hospitalists, physicians in time-critical care (i.e. STEMi, stroke, trauma). 3, Other Specialists: preference for specialties that care for patients with chronic disease (i.e.

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							diabetes, heart disease).
Kentucky Kasey R. Padgett (502) 564-8966 Ext. 4001 kasey.padgett@ky.gov https://chfs.ky.gov/agencies/dph/dpqi/hcab/Pages/j1visaw_aiver.aspx	HPSAs, MUAs For FY2023, all 30 slots were filled.	In FY2023, 1 slot was primary care. Priority given to primary care physicians practicing family & internal medicine, pediatrics, ob/gyn, psychiatry).	In FY2023, 29 slots were specialists. Specialists (including Hospitalists) are only offered slots after primary care, and are prioritized by HPSA/MUA score.	Applications are accepted from 10/01-10/31, or the last business day of October if the 31 st falls on a Saturday or Sunday. If any slots remain, applications will be accepted until 07/30 or until all waivers have been awarded.	Medical center's <u>director</u> must submit a letter detailing facility's attempts to locate a qualified U.S. physician, description of physician's qualifications and how their employment will satisfy unmet needs in the HPSA/MUA, description of unmet medical needs of the community, prevalent health problems, etc.	10 FLEX slots. In FY2023, 3 FLEX slots were filled. Sponsoring facility must serve a population of at least 30% Medicaid, or a minimum of 45% publicly insured and/or Sliding Fee Scale.	Priority is also given to critical access hospitals and safety net providers including community health centers, local health departments, publicly owned health facilities, and FQHC's.
Louisiana Dorie Tschudy (225) 342-1583 Dorie.tschudy@la.gov http://new.dhh.louisiana.gov/index.cfm/page/792	HPSA/MUA <i>* Slot allocation details not provided by state.</i>	Primary care physicians in the following disciplines qualify: pediatrics, internal medicine, obstetrics/gynecology, geriatrics, family practice, forensic pathology, psychiatry (will be accepted in a mental	10 slots are open to sub-specialists and specialists. Up to 3 slots will be open to forensic pathologists. If slots are not filled by 01/01 the remaining slots	Applications are accepted from 10/01-03/31.	The employer must provide evidence of recruitment beginning at least 3 months prior to application submission. Each employer can request 3 physicians per year. If spots are still open on 1/1,	10 FLEX slots. Must show that at least 30% of patients reside in HPSAs.	All applicants must be represented by an attorney.

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		health shortage area.	will be open to all positions on a first-come, first-serve basis.		more requests per employer may be considered.		
Maine Nicole Breton (207) 287-5524 Nicole.breton@maine.gov https://www.maine.gov/dhhs/mecdc/public-health-systems/rhpc/j1-visa-waiver-program.shtml	HPSA/MUA/MUP <i>* Slot allocation details not provided by state.</i>	Considered on equal priority with specialists, slots not separated out.	Although same priority as primary care, review may be more stringent in some areas.	Applications open on 10/01, and are reviewed on first-come, first-served basis (applications are reviewed within 30 days).	Must provide a statement demonstrating a reasonable effort for at least six months before application.	10 FLEX slots.	Request must be accompanied by a letter from the head of sponsoring medical facility and at least 3 letters of professional recommendation.
Maryland Sade Diggs (410) 767-7141 Sade.Diggs@maryland.gov Sara Seitz (410) 767-6123 Sara.Seitz@maryland.gov General Email:	HPSA or MUA <i>* Slot allocation details not provided by state.</i>	Priority given to Primary Care.		Applications are accepted from 10/01-12/01. All applications are reviewed after 12/01.	Six months of recruitment required, including ads in newspapers, national medical journals, and/or Maryland medical schools.	10 FLEX slots.	Application package must be submitted, including an original and one copy of the entire waiver request package, by the noted deadline. All applications submitted to MDH must include the review file number and J-1 physician's last name on each

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Mdh.providerworkforceprograms@maryland.gov https://pophealth.health.maryland.gov/Pages/J-1-Visa-Waiver-Program.aspx							page of the application packet.
Massachusetts Silvia Banos-Aguayo (617) 624-6051 Silvia.Banos-Aguayo@mass.gov https://www.mass.gov/how-to/apply-for-the-conrad-30-j-1-visa-waiver-program	HPSA or MUA/MUP In FY2023, 26 slots were filled as of March 2023. No further updates received.	Priority given to primary care: general, internal & family medicine, pediatrics, geriatrics, ob/gyn, and psychiatry.	Preference is for primary care, but many specialists accepted, based on need.	Applications are accepted from 10/01-12/31 for both primary care and specialists. If any slots remain after December, MA may reopen for a second round of applications.	Must document a history of recruitment difficulty over a lengthy period of time (at least 6 months), or an unusual circumstance requiring a J-1 waiver candidate. Documentation must include duration of position vacancy, list of recruitment efforts, and responses.	10 FLEX slots. Facilities must show that at least 30% of patients reside in underserved areas.	Priority given to facilities in rural areas, and for physicians speaking a foreign language spoken by a significant proportion of the underserved population. Three applications max per employer, per fiscal year, and each must be ranked/prioritized by employer.
Michigan Megan Linton (517) 335-6713 lintonm3@michigan.gov	In FY2023, 45 applications were received, and all 30 slots	In FY2023, 9 slots were filled by primary care physicians.	In FY2023, 21 slots were filled by specialists. Only available if unused slots	Applications only accepted from 09/01-11/01. Applications must be received by 5:00PM	No recruitment required.	10 FLEX slots. FY2023: 0 FLEX slots filled.	FY2024 application cycle will begin on 09/01/2023 and end on 11/01/2023. Priority is given to

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https://www.michigan.gov/mdhhs/0,5885,7-339-71551_2945_4763_5-215486--00.html	were filled.		remain after all primary care applicants have been accepted. Hospitalists count as specialists.	on 11/01. All applications are reviewed together once application cycle closes.		Only if unused slots after waivers allocated to HPSA/MUA.	applicants who meet the program preference/priority criteria, and specialist and hospitalist applications which demonstrate a defined need for their services.
Minnesota Siham Abdellah (651) 201-5988 MN_health.J1NH.W@state.mn.us https://www.health.state.mn.us/facilities/ruralhealth/j1/index.html	HPSA, MHPSA, MUA, MUP In FY2023, 40 applications were received, and all 30 slots were filled.	In FY2023, 8 slots were filled by primary care (Family Medicine Internal Medicine, Pediatrics, Geriatrics, Psychiatry, or General Surgery). Preference given to primary care.	In FY2023, 22 slots were filled by specialists.	Applications are accepted until 11/30. <i>If received by 10/15, MN DOH will do an initial review for deficiencies and notify applicant.</i> Another round of applications may open if slots remain after the first round.	Must show that reasonable effort was made.	10 FLEX slots. In FY2023, 8 FLEX applications were received, and 3 FLEX slots were filled.	Must include detailed plan to retain physician past initial 3-year contract. Application must be accompanied by a recommendation from the local government, confirming the applicant fills a community need for services.
Mississippi Jim Newkirk (601) 576-7216 Jim.Newkirk@msdhs.ms.gov https://msdh.ms.gov	HPSA/MHPSA <i>* Slot allocation details not provided by state.</i>	Primary Care includes: family practice, general practice, general pediatrics, obstetrics, and general internal medicine.	Considered FLEX and limited to 10 per year.	Adjudication on first-come, first-served basis.	Must show that some sort of recruitment effort was made over a period of at least 3 months at both regional and national levels.	10 FLEX slots available for specialists. Must show that 30% of patients reside	Non-refundable \$2,000 processing fee.

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STATE	30 SLOTS	PRIMARY CARE	SPECIALISTS	ADJUDICATION	RECRUITMENT	FLEX	COMMENTS
v/msdhsite/_static/44,455,112,181.html						in a HPSA	
Missouri Deetri Lynn Galbreath (573) 751-644 deetri Lynn.galbreath@health.mo.gov General Email: ORHPCinfo@health.mo.gov http://health.mo.gov/living/families/primarycare/j1visa/	HPSA, MUA, MUP For FY2023, all 30 slots filled.	In FY2023, 2 slots were primary care. Priority is given to primary care physicians.	In FY2023, 28 specialist slots were filled.	Applications are only accepted between 10/01-10/31. Priority given to physicians practicing family medicine, general pediatrics, general obstetrics and gynecology, general internal medicine, or general psychiatry.	Must show copies of recruitment efforts. Recruitment must be both national and state level.	Does not use FLEX slots.	If more than 30 <u>completed</u> packages received, applications will be prioritized as follows: (a) Primary Care prioritized before other specializations (b) Higher Primary Care HPSA score of worksite (c) after the above prioritization, if there are more physicians than slots, and all physicians are on equal priority, a lottery will be performed.
Montana Ann Buss (406) 444-4119 abuss@mt.gov	HPSA/MUA/MUP/MHPSA In FY2023, 5 slots used.	20 slots reserved.	10 slots reserved. In FY2023, 5 specialist slots approved.	First-come, first-served basis. Preference to Family Practice, Internal Medicine, Pediatrics,	Proof of prior 6 months' recruitment efforts: ads posted, applicants interviewed, and reasons for rejection.	Does not use FLEX slots.	No non-compete clauses. No termination without cause. "No objection" letter

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https://dphhs.mt.gov/ecfsd/primarycare/J1VisaProgram				and Ob/Gyn. Priority to physicians completing a residency program in MT.	Compensation must be at least equal to local prevailing wage or employer's actual wage for similarly employed US workers (whichever is higher).		must be provided by home country.
Nebraska Heidi Peirce (402) 471-0148 Heidi.Peirce@nebraska.gov http://dhhs.ne.gov/Pages/Rural-Health-Visa-Waiver.aspx	HPSA/MUA/MUP For FY2023, 13 slots used.	In FY2023, 0 Primary Care slots used.	In FY2023, 13 specialist slots used.	First-come, first-served basis. Review usually takes 2 weeks. Priority to rural/in state, Primary Care/Psychiatry, sliding fee/Medicare/Medicaid, community-based/non-profit.	Must provide copies of ads, agreements w/ placement services, or detailed statement re: recruitment efforts. Must include long-range plan for retention of physician.	10 FLEX slots. FY2023: 10 FLEX slots filled.	"No objection" letter from home country only if foreign gov funding involved. Considering new process for FLEX slots to ensure all are used. For FY2024, focus on communicating opportunities to smaller hospitals and clinics that are not in FLEX areas.
Nevada Cynthia Meno (775) 684-2204 cmeno@dncfp.nv.gov	HPSA/MUA/MUP In FY2023, 15 slots used as of April 2023.	Internal medicine, family or general practice, pediatrics, OB/GYN. In FY2023, 2 slots used were Primary	Accepted, but priority to primary care. In FY2023, 8 slots used were Specialist.	First-come, first-served basis.	Proof required of good faith effort to recruit US physician at prevailing wage for at least two months before considering J-1 waiver physician.	10 FLEX slots. FY2023: 2 FLEX slots used.	Application fee: \$1,000 (Non-profits) \$2,000 (All others) Site(s) must accept all patients regardless of ability to pay and

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STATE	30 SLOTS	PRIMARY CARE	SPECIALISTS	ADJUDICATION	RECRUITMENT	FLEX	COMMENTS
<p>General Email: nvpc@health.nv.gov</p> <p>http://dpbh.nv.gov/Programs/Conrad30/Conrad30-Home/</p>		Care. 5 used were Primary Care w/ additional specialty.			<p>Copies of ads, agreements w/ placement services, etc. must be provided.</p> <p>Rural sites may post open positions on https://www.3rnet.org/.</p>		<p>must provide notice to public that policy is in effect.</p> <p>No non-compete clauses.</p> <p>Considering implementing program to allow physicians to submit applications online.</p>
<p>New Hampshire</p> <p>Jan (Janine) Wainwright (603) 271-4741 Janine.wainwright@dhhs.state.nh.us</p> <p>https://www.dhhs.nh.gov/programs-services/health-care/rural-health-primary-care/j-1-visa-waiver-program</p>	<p>HPSA/MHPSA/MUA/E-MUP (Recommended by Governor and community leaders).</p> <p>Priority to designated slots and outpatient primary care.</p> <p>In FY2023, 29 slots used.</p>	<p>Family practice, pediatrics, OB/GYN, internal medicine, and psychiatry.</p>	<p>Priority to hospitalists, geriatrics, general radiologists, and general surgeons who will practice for safety net sites (health departments, FQHCs, Community Mental Health Centers, homeless clinics, CAHs, psychiatric sites, and RHCs.</p> <p>Must demonstrate staffing shortage.</p>	<p>First-come, first-served basis.</p> <p>Initial review process takes 3 to 5 weeks.</p>	<p>Must show recruitment efforts of at least 6 months prior to submission, as well as results of recruitment.</p>	<p>10 FLEX slots.</p> <p>FY2023: 9 FLEX slots filled.</p> <p><i>FLEX slot applications must be pre-approved.</i></p>	<p>Site(s) must accept all patients regardless of ability to pay.</p> <p>Requests must be submitted by a health care facility or immigration attorney on behalf of the J-1 physician, and a “No objection” letter or statement that physician is not required to return is required.</p> <p>All sponsoring sites must provide short- and long-term</p>

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							strategies/plans to keep the physician in the service area and to encourage the physician to continue to practice in NH after the three-year obligation is completed.
<p>New Jersey</p> <p>Nashon Hornsby (609) 984-1856 Nashon.Hornsby@doh.nj.gov https://www.nj.gov/health/fhs/primary-care/provider-placement/</p>	<p>HPSA/MUA/MUP</p> <p>In FY2023, 13 applications received.</p>	<p>Family practice, OB/GYN, general pediatrics, internal medicine.</p> <p>Priority to physicians working in outpatient settings.</p>	<p>Fully supports specialists.</p> <p>Specialists are considered general slots unless work location not in HPSA/MUA/MUP.</p>	<p>Applications accepted starting 09/01 until all slots are filled.</p>	<p>Copies of ads and detailed summary of recruitment efforts over 6 months to identify qualified and interested board eligible or certified US physicians for the job.</p> <p>Must receive salary equal to income of comparably qualified physician of organization, and consistent with the prevailing wage.</p> <p>Must provide short- and long-term plan for retention of physician during and</p>	<p>10 FLEX slots.</p> <p>FY2023: 2 FLEX applications received.</p>	<p>No non-compete clauses.</p> <p>“No objection” letter must be included as applicable.</p> <p>Site(s) must have a written policy that accepts all patients regardless of ability to pay.</p> <p>Never filled all 30 slots, but actively seeking to change that by working closely with attorneys and providing timely communication. Also do their best to connect physicians to</p>

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STATE	30 SLOTS	PRIMARY CARE	SPECIALISTS	ADJUDICATION	RECRUITMENT	FLEX	COMMENTS
New Mexico Jasmin Hendrickson (505) 222-8672 Jasmin.Hendrickson@state.nm.us https://www.nmhealth.org/about/phd/pchb/oprh/jvwp/	HPSA/MUA/MUP FQHC automatically qualifies regardless of location. For FY2023, 25 slots used as of April 2023.	Family practice, general internal medicine, OB/GYN, pediatrics, psychiatry. Must seek employment in federally designated HPSA. For FY2023, 8 Primary Care slots used as of April 2023	Hospitalist, gastroenterology, endocrinology, nephrology, general surgery, anesthesiology, pain management. Must seek employment in federally designated MUA/Ps. May identify other specialty areas of need and consider applications for such. For FY2023, as of 4/13, 17 Specialist slots used.	First-come, first-served basis. Applications accepted from 09/01 until all slots filled. After review, decision for a letter of support takes 4-6 weeks.	beyond 3 years. Must show extensive recruitment efforts over at least a six-month period, including copies of site-specific ads (posts to job/message boards not accepted), copies of agreements w/ placement services (Internet searches not accepted), long-range plans for retention of physician beyond 3 years.	10 FLEX slots. FY2023: as of 4/13, no FLEX/non-designated slots used.	work locations. No application fee. Site(s) must have a written policy that accepts all patients regardless of ability to pay. Can only work at one practice location during waiver obligation (excluding hospital rounds). No non-compete clauses. In case of physician default, monetary penalty to employing site can be any amount not exceeding \$250,000. 3 letters of community support and 3 letters of recommendation required.

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STATE	30 SLOTS	PRIMARY CARE	SPECIALISTS	ADJUDICATION	RECRUITMENT	FLEX	COMMENTS
New York Helen Crane (518) 912-1374 helen.crane@health.ny.gov http://www.health.ny.gov/professionals/j-1 Visa waivers/	HPSA/MUA/MUP In FY2023, 55 applications were received. Decisions not yet issued as of May 2023.	Internal medicine, family medicine, pediatrics, psychiatry.	Accepted, depending on priorities.	Application deadline is usually first week in December and decision by the Spring. Adjudicated w/ attention to HPSA scores, volume of services provided, and percentage of Medicaid patients, but at the complete discretion of NYS DOH.	Must demonstrate reasonable recruitment for six months prior to submitting application. Copies of ads required.	10 FLEX slots. In practice, very few FLEX slots are awarded.	Employer support letter must be signed by the CEO or CMO of sponsoring facility. Local community support letters are very important and given a lot of weight. No termination without cause or non-compete clauses.
North Carolina Karen Gliarmis (919) 527-6452 Karen.Gliarmis@dhs.nc.gov https://www.ncdhs.gov/divisions/office-rural-health/office-rural-health-programs/provider-recruitment-and-placement	HPSA/MHPSA For FY2023, 16 slots used.	10 slots reserved for primary care. For FY2023, 0 slots were primary care. Includes family practice, general internal medicine, general pediatrics, OB/GYN, combined internal medicine/pediatrics, geriatrics medicine, psychiatry and	For FY2023, 16 slots used were Specialist. Site(s) must be located in an area proven to have a shortage for the specialty applying. Must assure availability of after-hour and inpatient	First-come, first-served basis. A maximum of 2 slots per year may be allocated for forensic pathologists who are practicing 100% forensic pathology. Acceptance of Medicare/Medicaid not required for forensic pathologists	Describe efforts in last year to recruit US specialist physician for minimum of 6 months (copies of job postings, job specifications).	10 FLEX slots. FY2023: 5 FLEX slots used. When specialist applications exceed the 10 FLEX slots, a waiting list is created.	Waiver request must come from site(s) on behalf of physician. No non-compete clause. Candidates must agree to accept assignments for Medicare/Medicaid (excluding forensic pathologists). All applications must

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		<p>subspecialties, and hospitalists in primary care.</p> <p>Must practice in ambulatory care setting that assures availability of primary care services (lab/x-ray, pharmacy, after-hour and inpatient coverage, and referral arrangement).</p>	coverage.				<p>document that 80% of patients seen by physician will be from HPSA or specialty shortage areas.</p> <p>A minimum of 32 hours/week of direct patient care is required with at least 40 hours/week of clinic time for at least 48 weeks/year.</p>
<p>North Dakota</p> <p>Stacy Kusler (701) 777-3300 Stacy.kusler@und.edu</p> <p>https://ruralhealth.und.edu/projects/primary-care-office/jl</p>	<p>HPSA/MUA/MUP</p> <p>For FY2023, 10 slots used as of May 2023.</p>	<p>Preference to primary care (family practice, pediatrics, internal medicine, OB/GYN, and psychiatry).</p>	<p>Most slots used are specialists.</p> <p>Preference to specialists (hospitalists, geriatrics, general radiology, and general surgery) who are willing to work full time for at least three years in an HPSA/MUA/MUP.</p>	<p>First-come, first-served starting 10/01.</p> <p>Review process can take 2-4 weeks.</p> <p><i>Typically 2 to 3 shortage area slots are used each cycle.</i></p>	<p>Description of recruitment efforts of U.S. physician should be included in the facility letter. <i>Copies of ads, receipts, etc. are no longer required.</i></p>	<p>10 FLEX slots.</p> <p>FY2023: 10 FLEX slots used.</p> <p><i>Typically all FLEX slots are used each cycle.</i></p>	<p>J-1 Physicians cannot self-apply for waivers.</p> <p>All physicians must include a “no objection” letter from the home country, or statement that they are not contractually obligated to return.</p>

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<p>Ohio</p> <p>Hend Mostafa (614) 466-1629 Hend.Mostafa@odh.ohio.gov</p> <p>General Email: PCRH@odh.ohio.gov</p> <p>https://odh.ohio.gov/know-our-programs/primary-care-office/workforce-programs/pco-j1-visa-2023-app-packet</p>	<p>HPSA/MHPSA/MUA/MUP</p> <p>For FY2023, 29 applications received by 3/31 deadline for initial cycle.</p> <p>Applications still under review.</p>	<p>Includes physicians who are completing post-grad training in family practice, general internal medicine, OB/GYN, general pediatrics, combined internal medicine/pediatrics, adolescent medicine, or geriatrics and will practice in outpatient setting.</p> <p>Includes behavioral health (general psychiatry, addiction psychiatry, or addiction medicine) in outpatient or inpatient setting.</p>	<p>Hospitalists and emergency medicine physicians (inpatient) considered non-primary care.</p>	<p>Applications are accepted in cycles.</p> <p>Preference for primary care physicians who will practice outpatient care in safety net sites located in HPSA and physicians who will assist in meeting the state's behavioral health workforce needs</p>	<p>Must document efforts to recruit a US worker over past 12 months by providing a summary of recruitment efforts Do not include copies of ads.</p>	<p>10 FLEX slots.</p>	<p>\$3,571 application fee.</p> <p>Must first complete Notice of Intent to Apply.</p> <p>No non-compete clauses. No termination without cause.</p> <p>Must provide services on a sliding fee scale based on 200 percent of the current federal poverty level.</p>
<p>Oklahoma</p> <p>Jana Castleberry (405) 271-9444 Ext. 56520 JanaC@health.ok.gov</p>	<p>HPSA/MUA</p> <p><i>* Slot allocation details not provided by state.</i></p>	<p>Priority to general internal medicine, family practice, general pediatrics, OB/GYN.</p>		<p>First-come, first-served basis.</p>	<p>Documentation of 2 years of recruitment no longer required, but facility's recruitment efforts are assessed on case-by-case basis.</p>	<p>10 FLEX slots.</p>	<p>Previous requirement for diplomas, license, and board certifications removed. CV should include education and certification information.</p>

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https://www.ok.gov/health/Organization/Center_for_Health_Innovation_and_Effectiveness/Office_of_Primary_Care_and_Rural_Health_Development/J-1_Waiver_Documentation/index.html							Must fill out Smartsheet form online and mail hard copy.
Oregon Dia Shuhart (503) 373-0364 Dia.SHUHART@oha.oregon.gov http://www.oregon.gov/OHA/HPA/HP-PCO/Pages/J1.aspx	HPSA/MUA/MUP/MHPSA In FY2023, 29 slots used as of May 2023.	Family medicine, general internal medicine, pediatrics, OB/GYN, general psychiatry. Hospitalists are considered primary care. In FY2023, 13 Primary Care slots used.	Priority to primary care, but sub-specialties are accepted. In FY2023, 16 Specialist slots used.	First-come, first-served basis. Early applications tend to be processed more quickly than those submitted later in the year. When all 30 slots for FY2023 are used, program will place physicians for FY2024. Priority depends on: number of waivers per employer, primary care vs specialist, physician HHS	Employer must try to actively recruit US doctor for at least 6 months – “broad attempt” to fill position w/ US doctor.	10 FLEX slots. FY2023: 4 FLEX slots used. FLEX slots require prior approval from PCO.	\$2,000 application fee. Employer agrees to post sliding fee scale and to accept all patients regardless of ability to pay. Minimum of 40% of all patient visits must be Medicaid/OHP, Medicare, and low-income (200% or less of Federal Poverty Guidelines) uninsured. Letter of recommendation

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				eligibility, rural vs urban, HPSA score, and order of applications. FQHCs are the highest priority.			from Residency Program Director required.
Pennsylvania Jackie Austin (717) 772-5298 jaaustin@pa.gov General Email: waiverprograms@pa.gov https://www.health.pa.gov/topics/programs/Primary%20Care/Pages/Physician-Visa-Waiver.aspx	Serves HPSAs, MUAs, and MUPs <i>* Slot allocation details not provided by state.</i>	Focus is on primary care (family practice, general internal medicine, pediatrics, OBGYN, and psychiatry) in <u>outpatient ambulatory care sites</u> .	Specialists may apply and will be considered on an as-needed basis. Specialists must document the need for the proposed specialist using objective, population-based data relevant to proposed specialty.	Next application cycle will open from 10/02/2023 through 12/15/2023.	The practice site must demonstrate evidence of unsuccessful efforts to recruit an American physician for the vacancy.	10 FLEX slots. Only 1 FLEX slot per employer is allowed. Sponsors must submit copy of their EIN with the waiver application.	Cannot have non-compete clause. Supports ARC waivers. Supports PNIW petitions.
Rhode Island Jill Derrico (401) 222-1418	HPSA/MUA/MUP All 30 slots	Primary care physicians, psychiatrists, and sub-specialty trained physicians are	Primary care physicians, psychiatrists, and sub-specialty trained physicians	Application cycle opens 10/01. Preference will be	Requires description of recruitment efforts. Applications for community-based placements must also	10 FLEX slots. FY2023: 7 FLEX slots used.	Must complete 2 of the following 3: 1) Volunteer Hours 2) MAT Certification

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STATE	30 SLOTS	PRIMARY CARE	SPECIALISTS	ADJUDICATION	RECRUITMENT	FLEX	COMMENTS
Jill.Derrico@health.ri.gov https://health.ri.gov/programs/detail.php?pgm_id=155	<p>used in FY2023.</p> <p>14 slots were given to Primary care providers; remainder to specialists.</p>	<p>eligible to apply.</p> <p>In FY2023, 14 slots were primary care.</p>	<p>are eligible to apply.</p> <p>In FY2023, 26 slots were specialists.</p>	<p>given to Physicians who have done their residency in Rhode Island or are in Primary Care.</p>	<p>include a five-year site review of prior J-1 placements (five-year review of prior J-1 placement(s) at the site and the physician's current employment. If a physician is no longer at the site, a brief explanation must be given).</p>		<p>3) CLAS Champion</p>
<p>South Carolina</p> <p>Mark A. Jordan (803) 898-0766 jordanma@dhec.sc.gov https://scdhec.gov/application-review-process</p>	<p>HPSA/MUA/MUP</p> <p>20 slots have been used to date in FY 2023.</p>	<p>SC recommends primary care physicians to utilize the US Department of Health and Human Services' IGA waiver program.</p>	<p>All medical specialties are eligible for consideration.</p>	<p>Applicant facilities may request a slot assignment at any time. Applicant facility eligibility requirements are as described here: Employers can be, but are not limited to, publicly funded health care facilities or private entities.</p>	<p>Does not require evidence of recruitment efforts.</p>	<p>10 FLEX slots.</p> <p>FY2023: 7 FLEX slots used.</p>	<p>A facility must currently accept Medicare and Medicaid assignment and have an approved arrangement for treating indigent and uninsured patients, and must have been providing care for a minimum of 12 months in the state at the time of submitting its request.</p> <p>Supports PNIW</p>

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							for physicians who have received J-1 Waivers through the South Carolina Conrad State 30 Program.
South Dakota DeAnn Sprenger (800) 738-2301 DeAnn.Sprenger@state.sd.us https://doh.sd.gov/providers/ruralhealth/j1-waiver/	HPSA/MUA/MUP 10 slots filled in so far in FY 2023.	All specialties and primary care are considered equally.	For FY 2023, the 10 specialties were gastroenterology, interventional neurology, neurology, ophthalmology, hematology & medical oncology, orthopedic surgery, infectious disease medicine, family medicine, and hospitalist.	Primary care and specialists are reviewed in the same pool and ordered in based on the date they are received. All specialty areas will be considered.	Must provide copies of unsuccessful ads and recruitment efforts. If copies are not available, a detailed report of the efforts and results must be included.	10 FLEX slots. Prior to 1/2, 5 slots allocated to urban areas and 5 for non-urban areas. After 1/2, flex slots are allocated regardless of their location.	A non-refundable fee of \$200 payable to the Department of Health must accompany each application. Facility must submit the waiver request on behalf of the physician.
Tennessee Ann Cranford (615) 741-0380 Ann.Cranford@state.tn.us	HPSA/MUA, and hospitals in non-HPSAs or MUAs that have 50% or more of their	Primary care includes family practice, general pediatrics, obstetrics, general internal medicine.	TN designates specific specialties for qualification as a specialist.	Applications reviewed starting 10/01. Priority given to primary care, with no more than 1/3 of slots going to specialists in an urban HPSA until 06/30.	Requires documentation of recruitment efforts (copies of national advertisements, agreements with placement services, etc.) for the previous six months, as well as		Physician must have no-objection statement from home country. Supports PNIW.

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https://www.tn.gov/health/health-program-areas/rural-health/j1.html	<p>patients residing in HPSA or MUA.</p> <p>All 30 slots have been filled for FY2023</p>			After 06/30, all applications considered for any remaining slots.	description of effect on area of waiver denial.		
<p>Texas</p> <p>Ann Barnett (512) 776-7518 (512) 776-6762 Conrad30@dshs.texas.gov</p> <p>https://www.dshs.texas.gov/texas-primary-care-office-tpco/texas-conrad-30-j-1-visa-waiver-program/how-do-i-find</p>	<p>HPSA/MUA (NO MUPs)</p> <p>In FY 2023, all 30 slots were used.</p>	<p>Includes primary mental health care specialties listed on the annual program guidelines.</p> <p>In FY2023, 24 slots were for primary and mental health care.</p>	<p>Includes any specialty not listed as a primary or mental health care specialty and all sub-specialties.</p> <p>In FY2023, 6 slots were specialists.</p>	<p>If the Program receives more than 30 applications than the FY's filing deadline, waivers are rank ordered and prioritized following criteria published on TX PCO's website. A lottery is administered if there is a tie for the last remaining slot.</p> <p>The program will consider applications received after the filing deadline if any slots remain unfilled at that time.</p>	No recruitment necessary.	10 FLEX Slots FY2023: 0 slots used.	<p>Application fee is \$3,000.</p> <p>The employment contract cannot include: non-compete clause, liquidated damages clause, remedies clause. Non-solicitation clauses reviewed on a case-by-case basis.</p>

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STATE	30 SLOTS	PRIMARY CARE	SPECIALISTS	ADJUDICATION	RECRUITMENT	FLEX	COMMENTS
<p>Utah</p> <p>Anna West (801) 201.9462 awest@utah.gov</p> <p>General Email: opcrh@utah.gov</p> <p>https://ruralhealth.health.utah.gov/workforce-development/primary-care-office-pco/j-1-visa-waivers/</p>	<p>HPSA/MUA/MUP</p> <p>For FY2023, 4 slots filled as of March 2023.</p>	<p>Primary care includes family practice, internal medicine, pediatrics, OBGYN, and psychiatry.</p> <p>In FY2023, 0 primary care slots used.</p>	<p>Specialists must use FLEX slots.</p> <p>For FY2023, 4 specialist (FLEX) slots used.</p>	<p>Applications reviewed on first come, first served basis starting 10/01.</p>	<p>No recruitment requirement. Support letters should, however, explain how onboarding of physician will fill an unmet need.</p>	<p>10 FLEX Slots</p> <p>Specialists, sub-specialists, and physicians practicing in non-HPSA designated areas must use FLEX slots.</p>	<p>No non-compete clauses permitted.</p> <p>Considering allowing forensic pathologists to qualify for 2024, but that is still under review.</p>
<p>Vermont</p> <p>Luca Fernandez (802) 859-5921 Luca.Fernandez@vermont.gov</p> <p>https://www.health.vermont.gov/systems/health-</p>	<p>HPSA/MUA/MUP</p> <p><i>* Slot allocation details not provided by state.</i></p>	<p>Primary care gets 1st priority (Family practice, general internal medicine, OB/GYN, pediatrics, geriatrics, hospitalists).</p>	<p>The following specialties are 2nd priority: general or orthopedic surgery, anesthesiology, neurology, pathology, specialty internal medicine,</p>	<p>Accepts applications throughout the year.</p>		<p>10 FLEX slots.</p>	

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STATE	30 SLOTS	PRIMARY CARE	SPECIALISTS	ADJUDICATION	RECRUITMENT	FLEX	COMMENTS
professionals/j1-visa			<p>psychiatry.</p> <p>Specialists that are 3rd priority: ophthalmology, radiology, emergency medicine, urology. Other specialties will be considered for waivers if employer can document need.</p>				
<p>Virginia</p> <p>Olivette Burroughs (804) 864-7435 olivette.burroughs@vhd.virginia.gov</p> <p>https://www.vdh.virginia.gov/health-equity/conrad-30-waiver-program-overview/</p>	<p>HPSA/MUA/MUP (<i>HPSAs preferred</i>)</p> <p><i>* Slot allocation details not provided by state.</i></p>	<p>Primary care includes family medicine, internal medicine, pediatrics, OBGYN, and general psychiatry.</p>	<p>Other specialists are eligible if they fill a documented community healthcare need.</p>	<p>Applications reviewed on a first come, first served basis, but the state may make discretionary waiver recommendations beginning 09/01.</p>		<p>5 FLEX slots.</p> <p>Accepted starting 2/1.</p> <p>5 discretionary slots reserved to be used based on the critical needs for specific health care professionals, as decided by the state.</p>	<p>Contracts cannot have a non-compete clause.</p> <p>All applications require an online application and a mailed original submitted to the VA DOH</p> <p>Supports ARC waivers. Supports PNIW.</p>

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STATE	30 SLOTS	PRIMARY CARE	SPECIALISTS	ADJUDICATION	RECRUITMENT	FLEX	COMMENTS
Washington Terri McReynolds (360) 236-2862 Terri.McReynolds@doh.wa.gov General Email: J1VisaWaiver@doh.wa.gov https://doh.wa.gov/public-health-healthcare-providers/rural-health/workforce-recruitment-and-retention#:~:text=J%2D1%20physician%20eligibility%20requirements&text=Primary%20care%20waivers%20are%20not,for%20three%20years%20of%20service	HPSA In FY2023, 27 applications received as of Feb 2023.	20 slots reserved for primary care. For FY2023, 17 primary care applications received and in review as of Feb 2023.	10 slots reserved for specialists. For FY2023, 10 slots filled as of Feb 2023.	Program opens 10/01. Additional specialists can apply if slots remain as of 04/01.	Must be able to document at least 6 months of unsuccessful recruitment activity.	10 FLEX Slots FY2023: 0 slots used.	Non-compete clauses prohibited. Physician must have completed training or must be in final year as of 10/01. If not, a letter of good standing from training program required. 15% of patient visits to facility in prior 12 months must come from Medicare, Medicaid and/or low income patients. Physicians must be board-eligible or board certified. Supports PNIW.
West Virginia Bethlhem Amare	HPSA/MUA/MUP For FY2023,	For FY2023, 4 slots were primary care.	For FY2023, 19 specialist slots were used.	Applications are reviewed by priority level with primary care given highest	Must provide documentation that a good faith effort has been made to recruit	10 FLEX slots. FY2023: 1 FLEX slot	Contract cannot have a non-compete clause.

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STATE	30 SLOTS	PRIMARY CARE	SPECIALISTS	ADJUDICATION	RECRUITMENT	FLEX	COMMENTS
(304) 558-4382 bethlehem.s.amare@wv.gov https://www.3rnet.org/locations/west-virginia	23 slots used as of April 2023.			priority, then by HPSA score.	a US citizen physician for the same position at the same salary range for past 6 months.	used.	Supports ARC waivers.
Wisconsin Jaime Olson (608) 267-1440 jaime.olson@dhs.wisconsin.gov General Email: dhsprimarycareoffice@dhs.wisconsin.gov https://dhs.wisconsin.gov/primarycare/j-1visa/description.htm	HPSA/MUA/MUP For FY 2023, All 30 slots filled by January 2023.	Primary care includes family medicine, internal medicine, pediatrics, obstetrics, and psychiatry. For FY2023, 15 slots were primary care.	For FY 2023, 15 slots were for specialists. Certain subspecialties relating to a Wisconsin public health advisory on a crisis may also be considered, such as pathologists and medical examiners during the opioid crisis.	Accepts applications on first come, first serve basis until all slots are filled. Waiver applications will be ranked according to community need, as evidenced by Health Professional Shortage Area (HPSA)/Medically Underserved Area (MUA)/ Medically Underserved Population (MUP) scores. Waiver applications from employers who	Statement describing need for additional primary care physicians, explaining how denial will impact community, and efforts to recruit US physicians in the past 6 months must be included.	10 FLEX Slots FY2023: 8 FLEX slots used.	State requests applicants qualified for a waiver with the US Department of Health and Human Services pursue that route. Supports PNIW.

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STATE	30 SLOTS	PRIMARY CARE	SPECIALISTS	ADJUDICATION	RECRUITMENT	FLEX	COMMENTS
				have experienced lengthy or multiple unsuccessful prior recruitments for the specialty identified will be prioritized.			
Wyoming Keri Wagner (307) 777-6512 keri.wagner@wyo.gov https://health.wyo.gov/publichealth/rural/officeofruralhealth/primary-care-office/	HPSA/MUA/MUP For FY2023, 4 slots used as of March 2023.	Primary care includes family medicine, internal medicine, pediatrics, OBGYN, geriatrics, and psychiatry. For FY2023, 1 slot used for primary care.	Up to 10 slots available for specialists, which includes any field not listed as primary care. For FY2023, 3 slots were used for specialists.	Applications accepted from 10/01 and on a first come first served basis. Each complete application is assigned a priority number up to 30 cases. Any cases received after the initial 30 are assigned a case number and carried over to the next fiscal year's program.	Application must include description of how the medical facility's attempts to locate qualified U.S. physicians including evidence of recruitment efforts such as copies of ads. If not available, a strongly worded statement describing the efforts must be included.	10 FLEX Slots FY2023: 2 slots used.	