

Alaska's SHARP Program

AMHTA Board of Trustees: SHARP Update

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Alaska's SHARP Program

1. Problem
2. Strategy
3. Program
4. Results
5. Lesson



1. Problem: Access to Healthcare



It's about "Access to Healthcare; and it's **not** about "loan repayment."

Key Driver: Staff Shortages



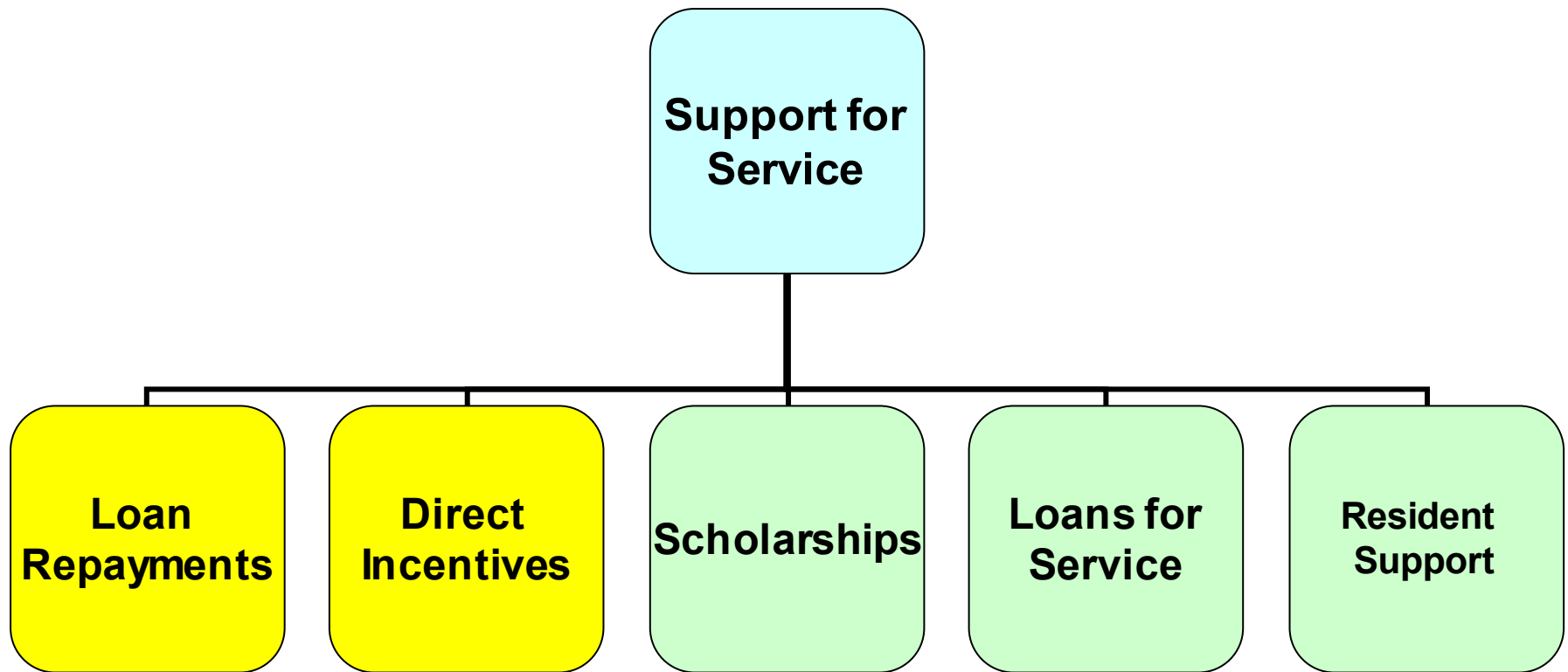
2. Strategy: Support-for-Service



Purpose of
SHARP:

Increase Access
to Healthcare
by
Enhancing
Alaska's
Healthcare
Workforce

Loan Repayment & Direct Incentive

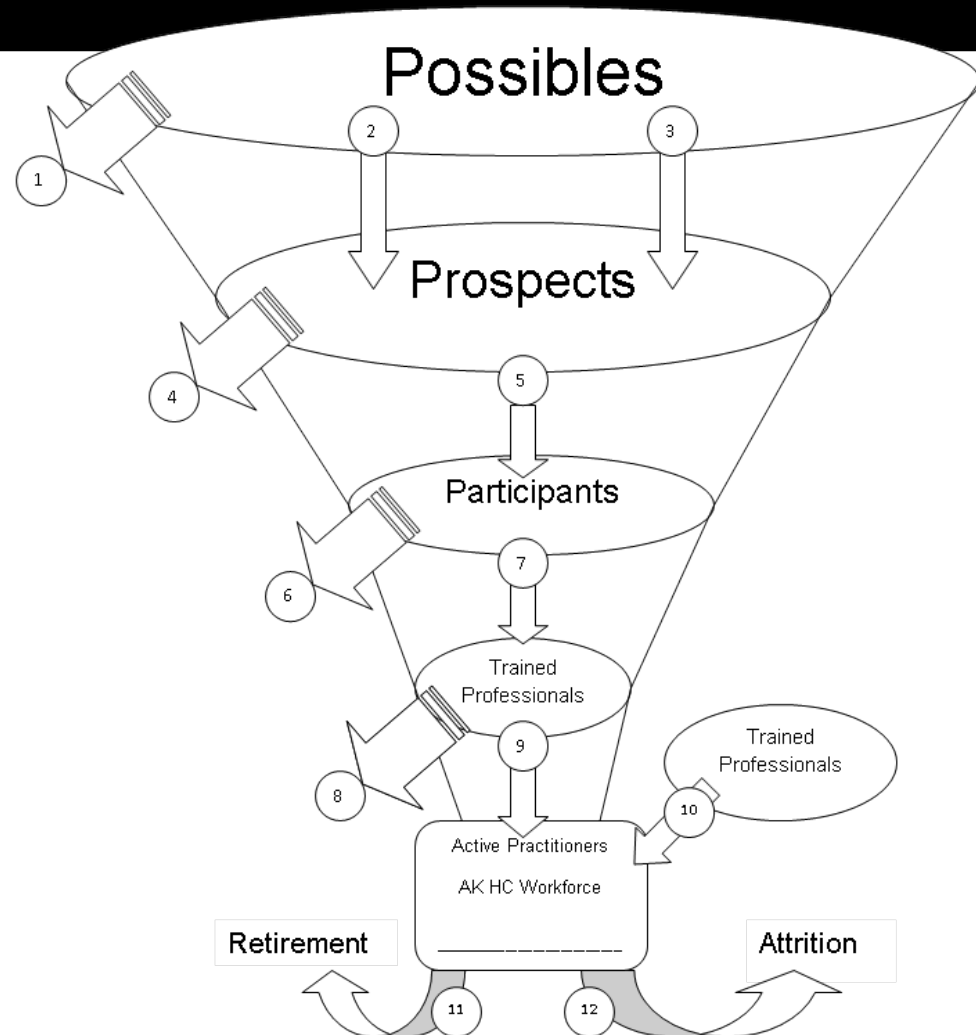


TIP: “Support-for-service” is a strategy – with **several** tactics: Loan Repayment, Direct Incentive, Scholarships, Service-Option Loans & Residency Support.

Healthcare Workforce System

Healthcare workforce is an interagency and inter-disciplinary issue.

Possibilities for changing the “flow” exist at each level.



3. Program

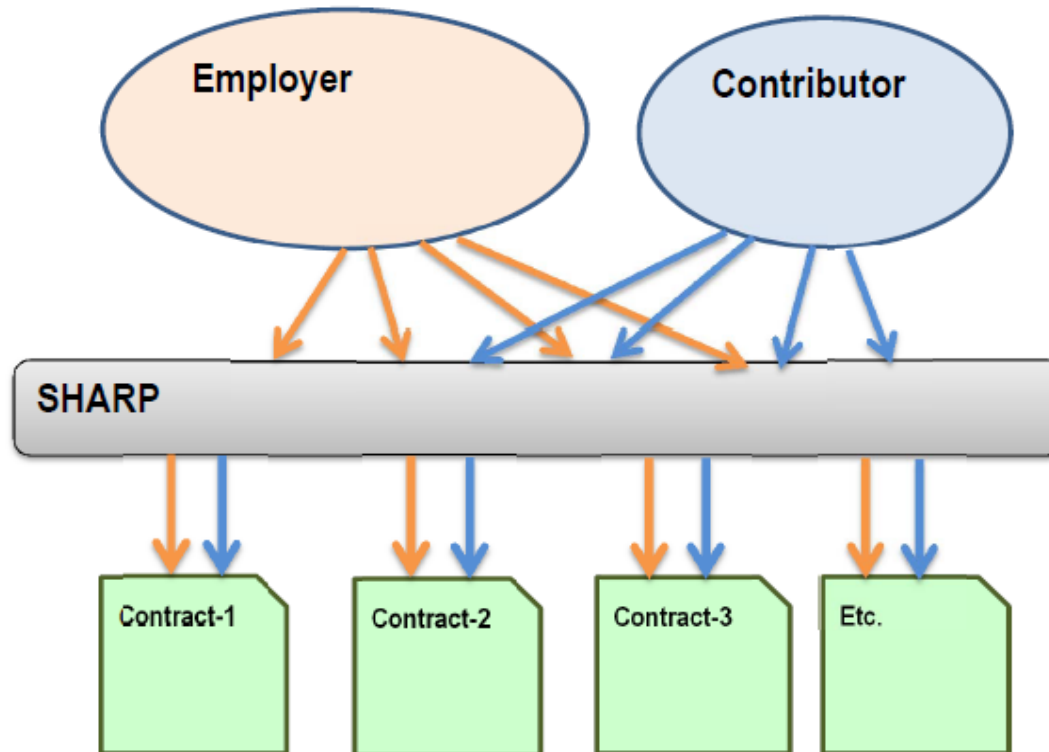
1. DHSS DPH SRCHS OHA
2. Staffing
 1. Program Director (full FTE)
 2. Accounting Tech-3 (new full FTE)
 3. Data Analyst (half FTE, RSA w/UA)
3. SHARP Council (15v, 4 ex-o)
4. Site Representatives

Recruitment and Retention

- Both Recruitment & Retention necessary
- Misleading to frame issue as “Either/Or”
- To fill up a Tub, you must:
 - Turn on the spigot
 - .. AND
 - Put in the plug



Blended Funding



iTIP: All contracts are resourced through case-specific budgeting. There are not, and should not be, “a priori block grants” to the Sites.

Occupations: Tier Level

Occupations – Examples - by Tier

Tier-Level	Behavioral	Dental	Medical
Tier-1 ***	Psychiatrist	Dentist	Physician, Pharmacist
Tier-2 ***	PA, NP, RN, LPC LCSW, LMDT, BCBA	RDH	PA, NP, Midwife, RN, PT
Tier-3	All other health occupations not listed as T1 or T2	All occupations not listed as either T1 or T2	All other health occupations not listed as T1 or T2

*** must have full license, & do direct patient care

Contract: Award Values

Annual Contract Values

Tier-Level	Regular Fill	Very Hard-to-Fill
Tier-1		
Full-Time	\$35,000	\$47,000*
Half-Time	\$17,500	\$23,500*
Tier-2		
Full-Time	\$20,000	\$27,000
Half-Time	\$10,000	\$13,500
Tier-3 (<i>SHARP-3</i>)		
Full-Time	\$15,000	\$20,250
Half-Time	\$7,500	\$10,125

Several Levels of Benefit

- For Patients
 - Increased healthcare access, & continuity of care
- For Practitioner
 - Exempt from federal income tax
 - Greatly reduces interest (a huge debt-amplifier)
- For Employer
 - Preserves institutional memory, continuity of care, and billing-revenues
 - Avoids temp. staffing costs (e.g. locum tenens)
- For System
 - Economic multiplier: Creates MORE jobs

4: Results



SHARP Update
to AMHTA

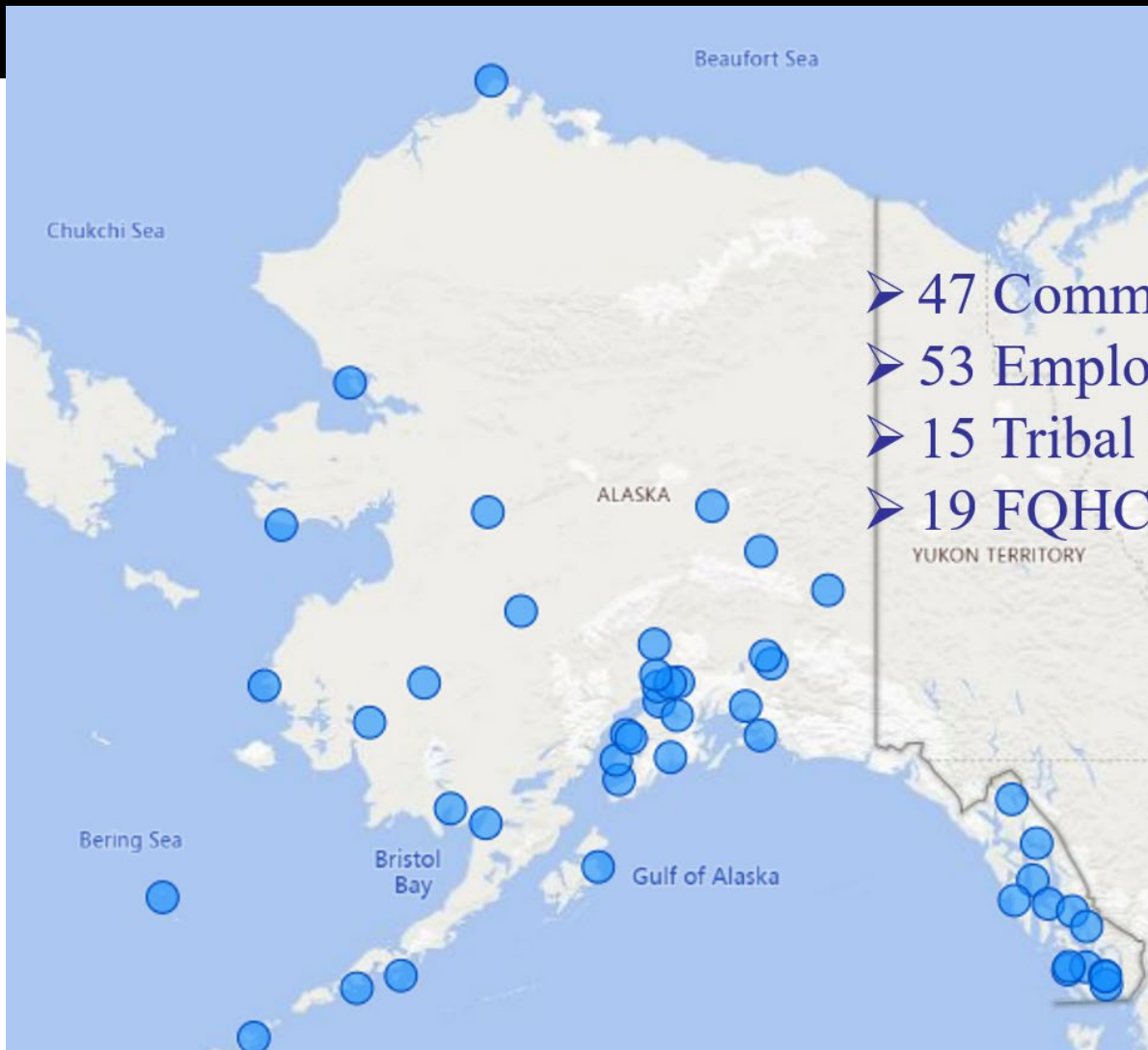
Results: Program Longevity

Year	Milestone
• 2008	• Dental Workforce: HRSA Grant
• 2009	• SHARP-1: 1 st HRSA Grant
• 2010	• SHARP-1: 1st Contracts Issued
• 2012	• SHARP-2: Passes Unanimously
• 2013	• SHARP-2: 1 st Contracts Issued
• 2015	• SHARP-1: 3 rd HRSA Grant
• 2016	• SHARP-2: Last Contracts Issued
• 2018	• SHARP-1: 4 th HRSA Grant
• 2019	• SHARP-3: Passes Unanimously

Results: Practitioner Contracts

Contracts by Category					
Category	SHARP-1	SHARP-2	SHARP-3	Totals	Percents
Admin			8	8	1%
Behavioral	109	18	19	146	24%
Dental	53	18		71	12%
Medical	299	47	41	387	63%
Totals	461	83	68	612	100%

Results: Statewide Distribution



- 47 Communities
- 53 Employers
- 15 Tribal Employers
- 19 FQHC's

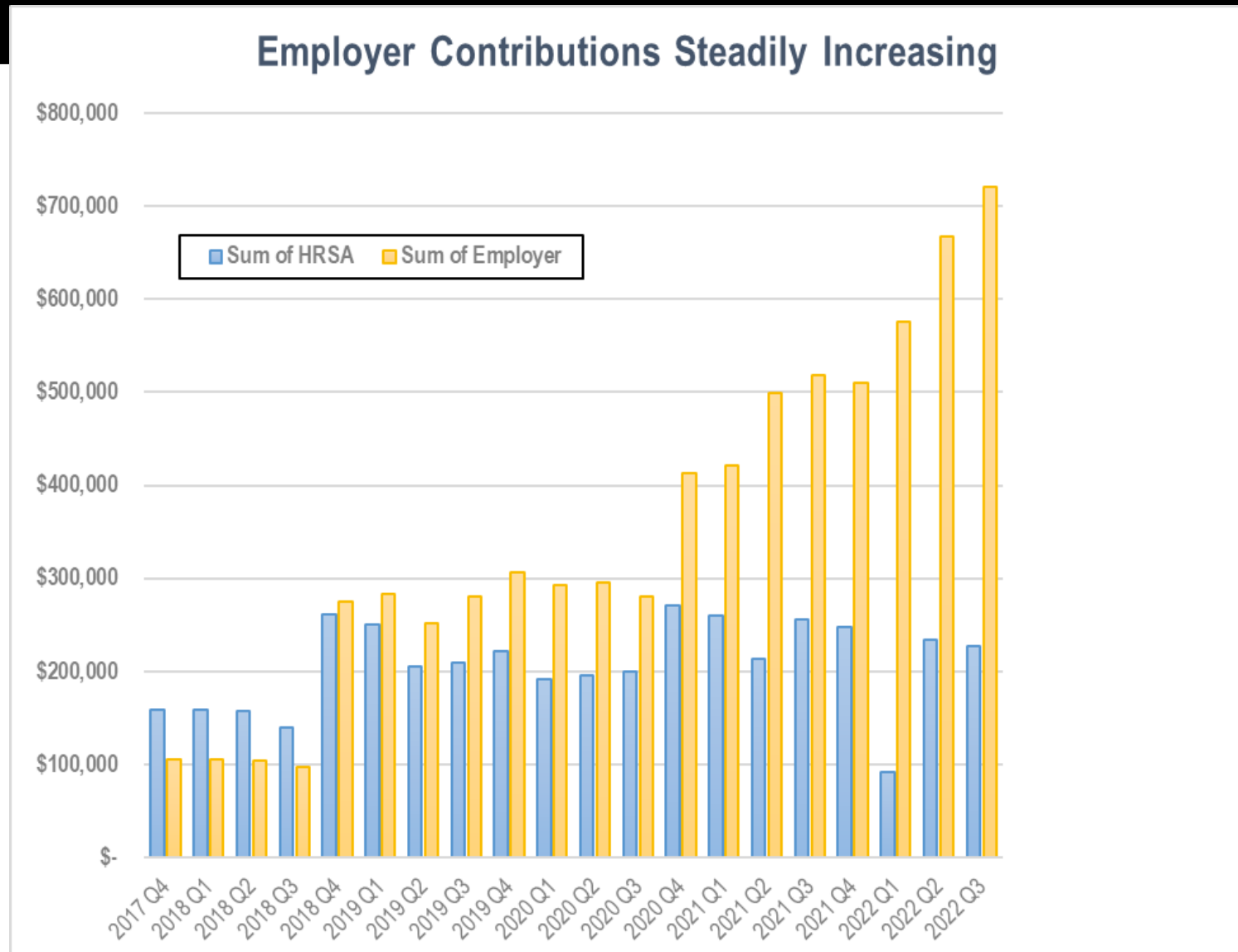
Results: Contract Values by Region

Occupation	Behavioral	Medical	Dental	Admin	Totals
Anchorage	2,389,760	3,938,842	693,102		7,021,704
Gulf Coast	565,967	2,549,029	210,635	47,250	3,372,881
Interior	260,601	1,030,816	479,219	47,250	1,817,886
Mat-Su	1,210,449	1,420,458	374,105		3,005,012
Northern	140,000	3,747,691	540,992	47,250	4,475,933
Southeast	1,557,558	2,705,668	643,719	126,788	5,033,733
Southwest	391,830	6,132,052	1,788,323	70,875	8,383,080
Totals	6,516,165	21,524,556	4,730,095	339,413	33,110,229

Results: Admin Fee Revenue

Admin Fee Revenue - by Quarter				
Quarter	SHARP-1	SHARP-2	SHARP-3	Totals
2020 Q4	22,827			22,827
2021 Q1	25,345			25,345
2021 Q2	27,626		3,657	31,283
2021 Q3	29,630		4,912	34,542
2021 Q4	32,602		4,615	37,217
2022 Q1	34,657		7,071	41,728
2022 Q2	34,799		11,037	45,836
2022 Q3	41,051		12,799	53,850
Grand Total	248,537		44,090	292,627

Results: Program Sustainability



SHARP
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Results: Care Delivered - Totals

Care Totals - Since 2016			
Occupation	Total Patients*	Total Visits	Total Rx
Admin	-	-	-
Behavioral	49,427	146,745	-
Dental	76,865	120,198	-
Medical	713,094	598,052	799,523
Grand Totals	839,386	864,995	799,523

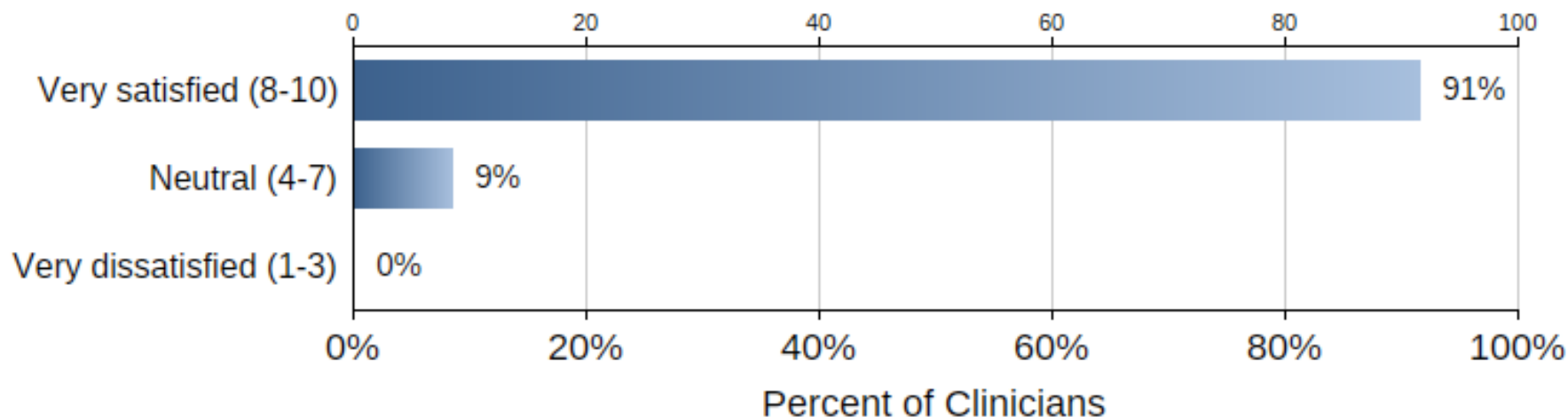
*Definition: The metric of "patients" is the number of unduplicated patients seen, reported as within individual clinician, within quarter.

Results: Tribal vs Non-Tribal Employers

Tribal and Non-Tribal Employers - Total Contracts to Date					
	Program Component				
	SHARP-1	SHARP-2	SHARP-3	Totals	Percent
Tribal Organizations	298	42	11	351	57%
Non-Tribal Orgs	163	41	57	261	43%
Grand Totals	461	83	68	612	
Percent	75%	14%	11%		

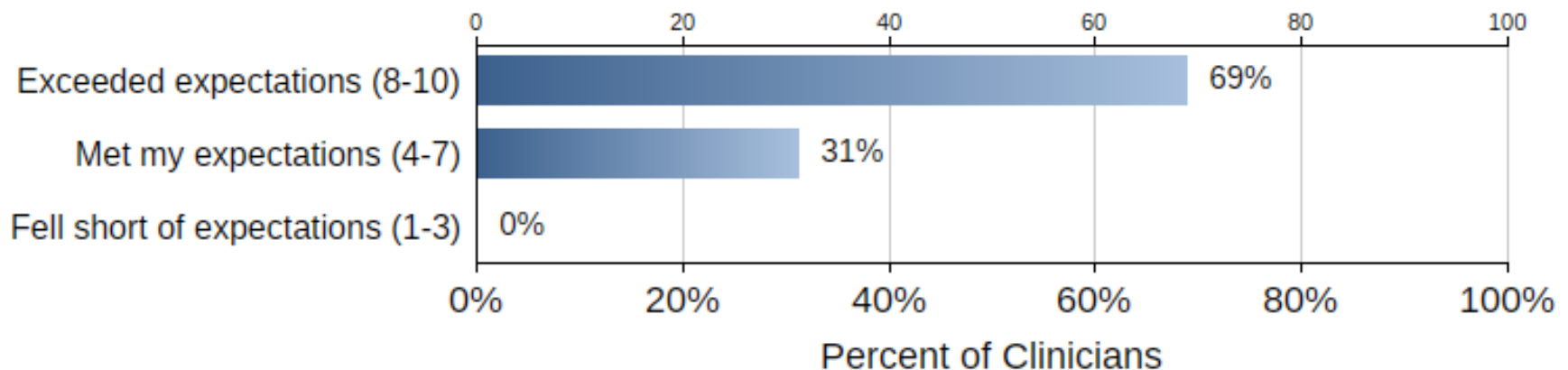
Results: Satisfaction with SHARP

Overall satisfaction with the SHARP Program
among clinicians completing their service contracts (n=211)
(Mean response: 9.2 out of 10)



Results: Met or Exceeded Expectations

Assessments that the SHARP Program exceeded or fell short of initial expectations among clinicians now completing their service contracts (n=212)
(Mean response: 8.3 out of 10)

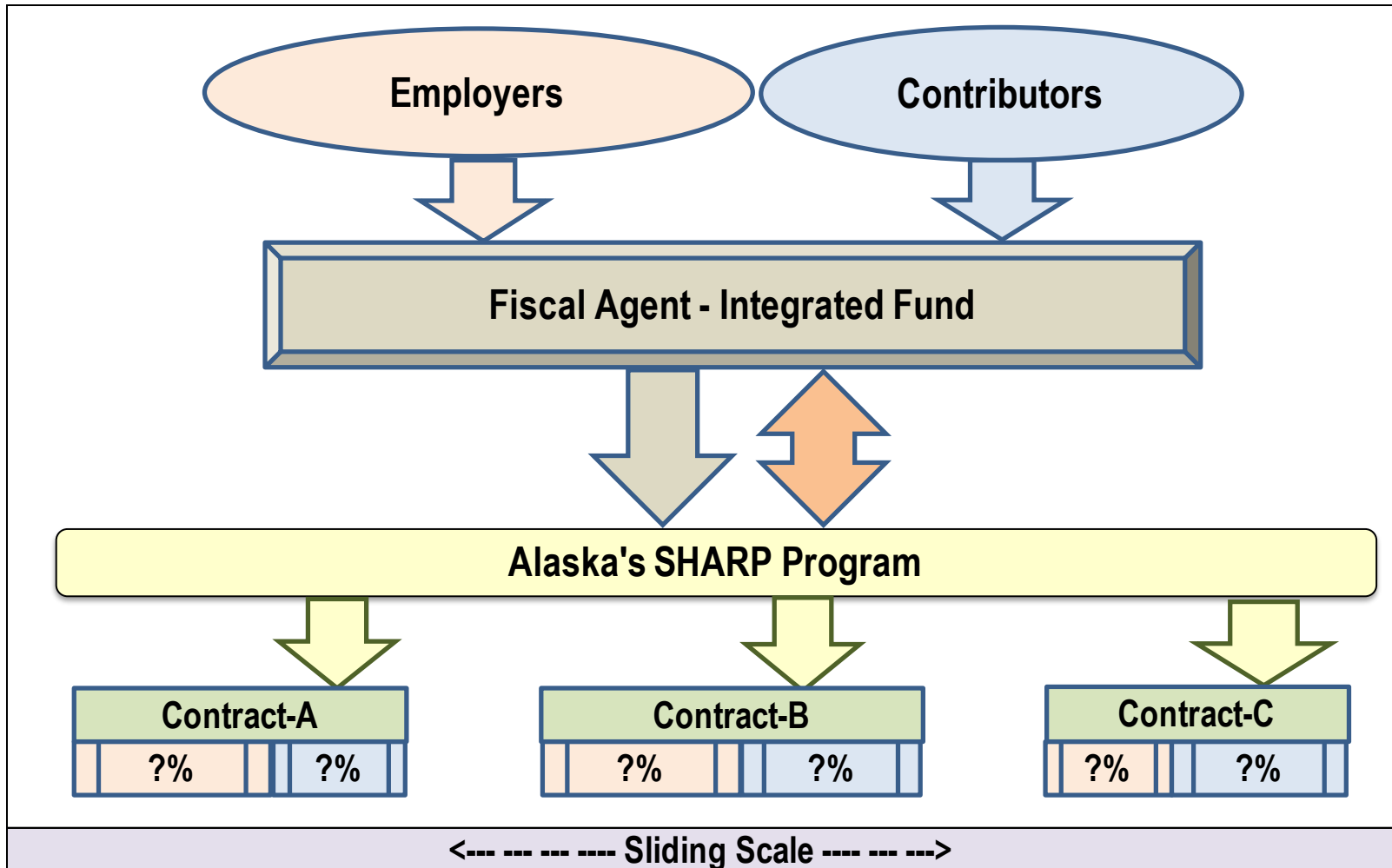


Results: Recommending SHARP

Likelihood of recommending the SHARP Program to other practitioners
among clinicians completing their service contracts (n=202) *

Definitely not	Unlikely	50-50; Unsure	Probably	Definitely
0 (0%)	2 (1%)	3 (1%)	26 (13%)	171 (85%)

5. The Road Ahead: SHARP-3



The Road Ahead: Direct Care Staff

- “SHARP-3, Tier-3”
- Direct care staff - e.g., OCS
- Esp. Senior, MH & Disability Srv



6. Lesson: Systems Change is Hard



SHARP Update to AMHTA

How to Apply

- Practitioner application
Apply [here](#)
- Employer application
Apply [here](#) (organization form)
and [here](#) (position form)
- Contract copy? click here
[SHARP Inquiry Submission Form](#)

For more information...

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SHARP website at:
<https://health.alaska.gov/dph/Emergency/Pages/healthcare/sharp/default.aspx>

Questions & More information → [SHARP Inquiry Submission Form](#)

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