



Overview: Midlevels for the Medically Underserved

-EMPLOYER INFORMATION-

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What is Midlevels for the Medically Underserved?

ABOUT MIDLEVELU

MidlevelU is a thriving online community of practicing and prospective nurse practitioners and physician assistants. Our content reaches an audience of 100,000 visitors each month. MidlevelU's mission is to support NPs & PAs from the beginning of their education throughout their careers. Content on the MidlevelU site covers topics like "An Attorney's Advice for Prescribing Controlled Substances Responsibly".

Readership and participation in the MidlevelU community are rapidly growing and our reach extends across the country. MidlevelU also receives regular national media attention on the Fox News Channel.

CONTACT INFORMATION

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- You can think of Midlevels for the Medically Underserved (MMU) as somewhat analogous to a residency for nurse practitioners and physician assistants.
- MMU is a way for facilities that work with medically underserved patients to attract motivated, enthusiastic advanced practice providers.
- MMU participants are fully certified and licensed advanced practice providers with prescribing privileges.
- MMU sites hire NPs and PAs with the expectation that coaching and training will be required to help the inexperienced provider reach their full potential and achieve a greater level of autonomy.
- MidlevelU supports program participants with weekly didactic sessions to help increase confidence and competence in the clinical setting.
- Participants work as full-time salaried employees and commit to at least a 12-month term.

PROGRAM GOALS

Goals of Midlevels for the Medically Underserved include:

- Increasing access to high quality medical care for underserved populations by matching participants with facilities serving such communities
- Alleviating the shortage of medical providers in facilities dedicated to patient care and committed to supporting advanced practice providers
- Developing increased confidence and competence among NPs & PAs in the clinical setting with the ultimate goal of improved career satisfaction and performance

Why MMU?

The Problem for Employers

Attracting, recruiting and retaining medical providers can be difficult, particularly for smaller clinics, hospitals, and health systems as well as those that care for medically underserved communities. Facilities that don't have a problem recruiting advanced practice providers may not struggle with attracting NPs and PAs to their practices, however they often lack the time and resources to help train and educate new providers.

The Problem for NPs and PAs

NPs and PAs graduate with the expectation of high clinical performance. In many practice settings, they are expected to perform about 80% of the job responsibilities of physicians but with significantly less training. Additional coaching and guidance are required to achieve this metric. Without a support system, inexperienced advanced practice providers as well as employers become dissatisfied with the employment arrangement leading to a strained relationship and ultimately turnover.

The MMU Solution

Similar to the way physicians complete a residency after medical school, postgraduate training for nurse practitioners facilitates the transition from education to practice. You can think of Midlevels for the Medically Underserved as being somewhat analogous to a residency for nurse practitioners and physicians assistants.

Clear expectations and a timeline to provider autonomy foster a quality employer-provider relationship. Provider job satisfaction increases improving retention. Adequate staffing results in higher levels of patient satisfaction and lower rates of burnout among existing staff. Finally, with an additional provider onboard, practice revenue increases.

Using this Packet

This guide is intended to help you analyze the benefits of and commitment associated with hiring a Midlevels for the Medically Underserved participant. Hiring a MMU nurse practitioner or physician assistant confers financial and other benefits for employers. But, employing provider with MMU isn't for everyone.

As you consider if hiring a Midlevels for the Medically Underserved participant is in your best interests, feel free to reach out at anytime to mmu@midlevelu.com with questions or concerns.

Increase Practice Revenue

Hiring a Midlevels for the Medically Underserved participant confers financial value to your practice in the following ways:

#1 Revenue created by the participant

- Hiring a MMU provider immediately impacts your ability to see more patients resulting in increased revenue
- An additional provider improves access to care for patients allowing you to book more appointments, decrease wait times, and increase patient satisfaction
- See Appendix 1 for an estimate of the revenue that hiring a MMU participant can bring your practice

#2 Favorable cost of employing the MMU nurse practitioner

- Midlevels for the Medically Underserved participants are employed at a reduced salary (\$65,000) making the arrangement financially favorable for the employer
- The cost of hiring provider through MMU is lower than that of hiring a NP or PA outside of the program
- See Appendix 2 for the estimated cost of employing a MMU NP or PA

#3 Decrease lost revenue from hard-to-fill vacant positions

- Clinical provider positions are costly to fill as recruiting efforts often take months
- Unfilled positions represent missed revenue opportunities for your practice
- Participation in Midlevels for the Medically Underserved helps meet your facility's employment needs in a reliable manner. This allows for decreased recruiting expenses and a predictable source of revenue for your practice.
- See Appendix 3 for the financial losses you prevent by filling a vacant position with a MMU participant

Build a Positive Practice Culture

The healthcare climate in our country is rapidly changing. Healthcare organizations face increasing competition paired with a shortage of medical providers. As a result, building and maintaining a trusted brand is essential for healthcare organizations to attract qualified providers.

Participation in Midlevels for the Medically Underserved allows your practice to be associated with the MidlevelU brand, which is recognized as a quality resource for nurse practitioners and physician assistants by more than 100,000 monthly readers and growing.

Participating in MMU builds a positive reputation for your facility in the following ways:

- Increased exposure to and recognition among the advanced practice community
- Stand out as a trusted organization among competitors
- A commitment to training new providers is recognized as an investment in your employees and sets a positive tone for your practice
- Meet your company's immediate and long-term staffing needs by facilitating a relationship with the NP & PA community
- Fill jobs with enthusiastic providers willing to learn to practice in the way that best fits your setting
- Improved reputation in the local community as hiring a MMU nurse practitioner reduces wait times and increases availability of medical care for patients

HOW WE GET THE WORD OUT ABOUT YOUR SITE

Marketing for the Midlevels for the Medically Underserved program includes:

- Blog posts featuring the program promoted to MidlevelU's 100,000 visitors/month
- Mention in our daily newsletter distributed to 6,000+ subscribers
- MMU site openings posted on the MidlevelU Job Board viewed by 3,000 advanced practice providers/month
- Mention in our career eBook series requested by more than 2,500 MidlevelU readers annually

MidlevelU's extensive reach helps attract top applicants to the program, in turn connecting your facility to the NPs and PAs with the greatest potential.

Improve Provider Retention

The inaugural class of MMU participants is currently in progress. So, we don't have formal data about retention of NPs and PAs in the program of our own at this time. But, we can look at statistics from similar settings to predict retention.

The National Health Service Corps (NHSC) tracks data related to retention of clinicians working in medically underserved areas hired as part of the NHSC loan repayment program. While the NHSC loan repayment program requires only a two year commitment, many clinicians continue working in the communities where they are placed long after their commitment to the program has lapsed.

NHSC statistics indicate that providers placed in medically underserved communities tend to remain in their workplaces long after their obligatory service commitment.

- Four years after completing their NHSC service commitment, more than 60% of Primary Mental and Behavioral Health providers still practiced in a medically underserved community.
- 59% of nurse practitioners remain in the NHSC practice ten years after their service commitment is completed.

MidlevelU expects similar results with Midlevels for the Medically Underserved. As participants become established in the communities they serve, it becomes increasingly likely that providers will continue on as full-time employees beyond the one-year MMU commitment.

MidlevelU Midlevels for the Medically Underserved helps attract motivated advanced practice providers to your facility who might not have otherwise considered relocating to your community. The program also helps facilitate a positive employment experience making it more likely for the participant to maintain a relationship with your facility long-term.

Facility Requirements and Expectations

To accomplish the mission of Midlevels for the Medically Underserved, hiring facilities agree to the following:

- Participants will work alongside experienced providers who agree to coach, mentor and train the NP or PA throughout the period of the program. MidlevelU understands that this is not the primary responsibility of other providers, but requires that the NP or PA practice in an environment conducive to learning.
- Reasonable expectations for NP/PA participants representative of their level of experience. Confidence, competence and autonomy of the NP/PA will increase throughout the program. Job responsibilities and expectations should increase accordingly as well.
- Prioritize attendance of the NP/PA in Midlevels for the Medically Underserved learning opportunities. These opportunities are limited to less than 2 hours each week and should not significantly interfere with the participant's primary job responsibilities.

F.A.Q.

I'm concerned about turnover, can I request a provider that is looking for something long term?

While some of our facilities love the 12-month commitment model as it allows them to give new providers a test run, others prefer a lengthier commitment up front. We're happy to let our participants know that you are looking for a long-term commitment and match you accordingly.

If I sign up, am I obligated to hire an NP or PA from your program?

No. If you interview the applicants we think might be a good fit for your practice and you disagree, there is no obligation to move forward. We want participating facilities to be 100% excited about the NP or PA that will be joining their team.

I understand that the participant will need to work alongside experienced providers - do these providers need to be physicians?

No. The MMU participant may work alongside any experienced provider whether an NP, PA or MD.

Employment Basics

Midlevels for the Medically Underserved is a full-time, 12-month position. You can think of the process of accepting a MMU participant similarly to hiring a full-time employee. The following terms are agreed upon in advance as part of participation in the program.

COMPENSATION AND BENEFITS

- Annual salary of \$65,000
- Health benefits package similar to that of other providers in your facility
- Paid time off commensurate with that of other advanced practice providers in your facility
- Reimbursement for licensure, DEA and other credentialing fees
- Stipend to attend the MMU program kickoff and training in Nashville (travel, lodging)
- Optional: Relocation assistance

Many sites participate in federal NHSC student loan repayment programs. Loan repayment is not coordinated by or offered directly through MidlevelU, however participants are welcome to apply for NHSC loan repayment or other loan forgiveness programs if matched with a qualifying site.

CREDENTIALING

Midlevels for the Medically Underserved participants are required to be certified, licensed and have a DEA number prior to the program kick-off in Nashville. Your facility is responsible for coordinating with the NP credentialing and other logistics required to practice at your facility.

MMU MATCHING FEE

MidlevelU charges a fee for matching a Midlevels for the Medically Underserved participant with your facility. This fee goes to support:

1. Administrative overhead of coordinating the application and matching process
2. Two days of orientation and training for all participants in Nashville, Tennessee
3. Facilitating continued learning opportunities for participants

MidlevelU's MMU matching fee is \$15,000 per participant hired by your facility. This fee is payable upon successfully matching the participant with your program as indicated by the participant signing an employment agreement.

How Does the Process Work?



NPS & PAS APPLY

NPs and PAs submit applications to MidlevelU including transcripts, references, essay responses, a resume and letters of reference. MidlevelU reviews applications considering academic achievement, experience, professionalism and career outlook.



APPLICATION REVIEW

After reviewing applications, qualified applicants are contacted by MidlevelU for an initial phone interview to further assess qualifications and career goals.



MATCHING PROCESS

Participating MMU facilities are presented to applicants based on the needs and requirements of the facility as well as the interests and qualifications of the applicant. Applicant profiles and resumes are in turn reviewed by the facility.



INTERVIEW PROCESS

After reviewing applicant information, partnering MMU facilities decide which NPs and PAs they would like to interview. MidlevelU helps coordinate initial phone interviews between facilities and applicants. Facilities may then opt to invite applicants of interest for an in-person interview.



IT'S A MATCH!

Facilities decide on the nurse practitioner or physician assistant(s) who will be the best fit for their practice and finalize an offer of employment.

Sorry, I've Already Got a Stack of Resumes on My Desk...

Congratulations! If you have plenty of advanced practice provider applicants for your open positions, you're one step ahead of the game. For facilities who do not have difficulty attracting providers, but could still benefit from the didactic training that MMU provides, we are now offering practices the option to enroll their existing NPs and PAs exclusively in the curriculum portion of our program.

The curriculum component of the program includes:

1. Participation in the MMU kickoff conference in Nashville
2. Participation in weekly didactic sessions

The below outlines the timeline, expectations and fee structure for enrolling a current provider in MMU.

Timeline

The participating provider must be 'accepted' to the program by MidlevelU. Providers must have an initial interview with a MidlevelU team member before an acceptance decision is made and may be asked to submit supplemental application materials.

For the program starting in April 2017, the participant's interview *must be complete by March 31, 2017*. For the program starting in September 2017, the participant's interview *must be complete by August 1, 2017*.

Expectations

The employer and participant both agree to prioritize attendance of the NP/PA in Midlevels for the Medically Underserved learning opportunities for the 12-month duration of the program. These opportunities are scheduled in advance, are limited to less than 2 hours each week, and should not significantly interfere with the participant's primary job responsibilities. They include the Nashville Kickoff Conference and 90-minute weekly online sessions scheduled in advance on a recurring basis.

Fees

The cost of enrolling a provider in MMU's curriculum component is \$6,350 per participant. In addition to the fee, the employer or participant is responsible for covering the cost of travel and lodging for the 2-day Nashville kickoff conference. MidlevelU is not responsible for covering travel costs outside of conference programming.

Appendix 1: Estimated Revenue Generated by the MMU Participant

On average, the reimbursement rate for a midlevel provider is 80% that of a physician. Using this number, you can calculate a rough estimate of the revenue a MMU participant will generate for your practice using the following steps:

1. Determine the annual reimbursement for an MD working in the same practice where the MMU participant will be employed.
2. Adjust this number to reflect 70% of the MD's annual reimbursement. It is unlikely that a MMU participant will have the same number of patient encounters as the MD. This may be lower than 70% at the beginning of the program and higher towards the end of the program.
3. Multiply this number by 85% to reflect the reimbursement rate of midlevels compared to MDs. This final number is the revenue you can expect a Midlevels for the Medically Underserved participant to generate for your practice.

The following case study depicts the reimbursement scenario outlined above.

Dr. K generates \$800,000 in annual revenue for Lincoln Primary Care Clinic. The nurse practitioner employed by Lincoln Primary Care is, on average, about 70% as productive as Dr. K. The nurse practitioner is reimbursed at 80% the rate of Dr. K. So, the annual revenue increase Lincoln Primary Care Clinic can expect by hiring a Midlevels for the Medically Underserved participant is \$476,000.

Estimated Revenue Generated by MMU Participant

MD Annual Reimbursement	\$800,000
NP Productivity Adjustment	x 70%
NP Revenue at MD Reimbursement Rate	\$560,000
NP Reimbursement Adjustment	x 85%
NP Annual Reimbursement	\$476,000

Appendix 2: Estimated Cost of Employing the MMU Participant

Costs of employment vary by institution. A general estimate of the cost of employment can be made by filling the values applicable to your facility in the following table. As a comparison, the following table outlines the approximate costs of employing a full-time MD, a full-time NP and a MMU NP.

Employment Cost Comparison MD vs. NP vs. MMU NP

Annual Salary & Benefits	MD	NP/PA	MMU NP/PA
Salary	\$200,000	\$100,000	\$65,000
Payroll Taxes, Benefits, PTO*	\$40,000	\$20,000	\$13,000
Education Allowance**	\$4,000	\$2,000	\$1,200
Malpractice	\$1,700	\$900	\$900
Relocation	\$5,000	\$5,000	\$2,500
Placement Fee	\$25,000	\$15,000	\$15,000
Licensure, DEA Number Reimbursement	\$1,200	\$900	\$900
Total Cost of Employment	\$276,900	\$143,800	\$98,500

*Payroll taxes, benefits and PTO/vacation time are estimated at 20% of salary

**Education allowance for MMU participant goes toward attending the MMU Kickoff

Employing a MMU participant is a cost effective way to fill advanced practice positions in your practice. Salary and benefits are transparent with Midlevels for the Medically Underserved. Participants will not expect to negotiate for a salary or benefits different from those detailed in your facility's initial conversations and agreement with MidlevelU.

Appendix 3: Estimated Cost of an Unfilled NP/PA Position

How Much Does a Nurse Practitioner Vacancy Cost You?

A vacant nurse practitioner *conservatively* costs your clinic \$1,500/day or more in missed revenue potential.

Consider a scenario where the nurse practitioner works 8 hours/day treating 3 patients per hour. If these patients visits are each assigned a 99213, basic office visit CPT code, and the visit is billed to Medicare, the NP stands to generate about \$1,490 in revenue for the clinic each day.

This scenario doesn't even begin to take into account revenue for ancillary services or visits billed with more complex CPT codes. In reality, missed revenue as a result of an unfilled nurse practitioner job is much higher.

For businesses that fail to fill job openings within the first month, there is a 57% chance that the position will remain open for three months or more (Source: [indeed.com](https://www.indeed.com)).

Assuming the scenario above, a nurse practitioner job opening left vacant for three months represents \$89,400 or more in missed revenue.

Open positions aren't only resulting in lost revenue potential, they place additional stress and workload on existing providers. This leads to job dissatisfaction and higher turnover rates among current employees which are also costly to your company. Midlevels for the Medically Underserved helps stop this cycle.

How Much Will Stopping the Cycle Cost You?

MidlevelU's MMU matching fee is \$15,000. This is in line with the fee agencies charge to recruit nurse practitioners.

Filling an advanced practice position with a MMU participant just 10 business days sooner than you would have filled the opening on your own, recoups the cost of the matching fee not to mention the time and stress it saves you and your staff.

Not only that, but MidlevelU also takes on some of the responsibility for training and educating NPs and PAs, a service not provided by a traditional recruiting model.

Questions?

...we want to hear from you

If you interested in participating in Midlevels for the Medically Underserved or have questions about what MMU would look like at your facility, email us at mmu@midlevelu.com or request a facility application by clicking [here](#).