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Leadership Minute Podcast Episode Description

- There is a significant shortage of neurologists in the United States. Much of the potential neurology workforce is non-US international medical graduates who have limitations based on the rules of the J-1 visa program. Understanding how to use the waiver system can be beneficial in improving recruitment of neurologists.

Background: J-1 Visas

- Non-US international medical graduates who train in U.S. residency programs enter through the J-1 exchange visitor program.
- J-1 visitors who come for medical education or training are automatically subject to:
 - A two year foreign residence requirement.
 - Time limits on the duration of their program.
 - The two year return home requirement creates challenges in recruiting new faculty
- 31.5% of neurologists are international medical graduates

Waivers

- Conrad 30
 - State run with individual requirements, timing, etc
 - Limited to 30 per state (thus the name, but change may be coming)
- HHS
 - Limited to Primary Care Physicians (FM, IM, Peds, Ob/gyn, Psych)
 - Unlimited number
- Appalachian Regional Commission
 - Preference for Primary Care
 - Unlimited number
 - Includes parts of Alabama, Georgia, Kentucky, Maryland, Mississippi, New York, North Carolina, Ohio, Pennsylvania, South Carolina, Tennessee, and Virginia, and all of West Virginia
 - Specialty medicine may be considered “with an appropriate showing of need.”
- Delta Regional Authority
 - Available to Primary care and specialists
 - Unlimited number
 - Includes parts of Alabama, Arkansas, Illinois, Kentucky, Louisiana, Mississippi, Missouri, and Tennessee

What is the Conrad 30 Program?

Created in 1994 by Senator Kent Conrad of North Dakota

Each state is allocated 30 waivers that exempt J-1 physicians from the requirement to return to their country of origin

This is in exchange for three years of service in an underserved community

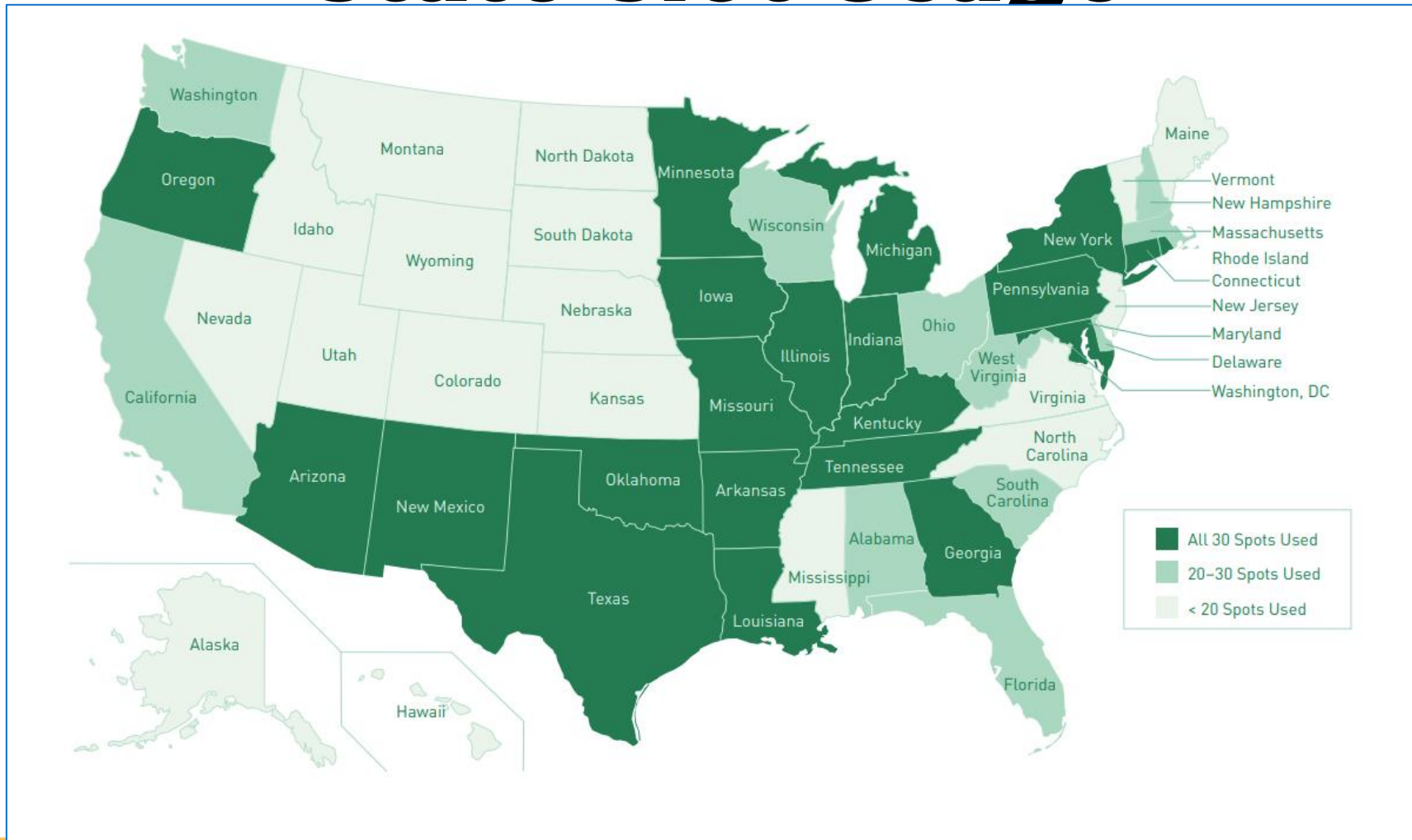
There are both general and state-specific requirements to qualify for the program

Slots are administered at the state-level

Conrad 30 Waiver Requirements

- have an offer of full-time employment at a health care facility in a designated health care professional shortage area or at a health care facility which serves patients from such a designated area;
- agree to begin employment at that facility within 90 days of receiving a waiver; and
- sign a contract to continue working at that health care facility for a total of 40 hours per week and for not less than three years.

State Slot Usage



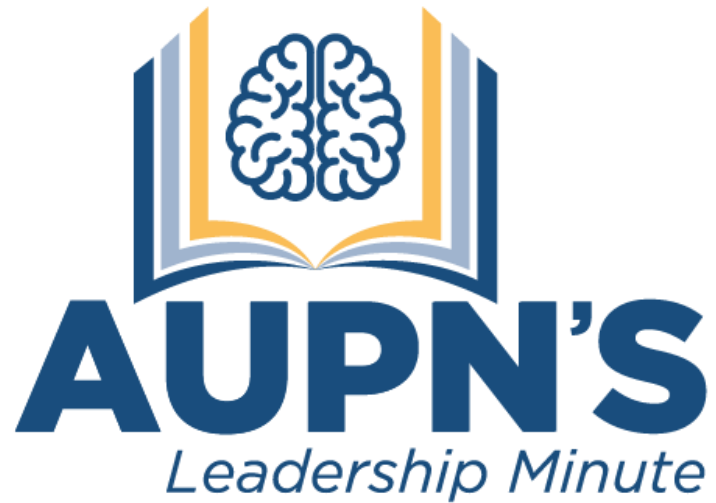
How You Can Help

Conrad State 30 and Physician Access Reauthorization Act (S. 665/H.R. 4942)

- Reauthorizes the Conrad 30 program for an additional three years
- Expands number of waivers from each state from 30 to 35
- Makes several key improvements to the program, including:
 - A process to gradually increase the number of waivers
 - Requiring additional employment protections
- Allows physicians who work in an underserved area or Veterans' Administration facility for a total of five years to gain priority access in the Green Card system, thereby helping to address the current physician Green Card backlog.

Navigating the Process

- Do you have a need?
- Do you qualify as an HPSA or Underserved Area?
- What Waivers are available to you?
- Become friends with your institutions immigration office.
 - The process is complicated and fluid.
- Learn the process from someone who went through it.
 - Understanding to process can be reassuring to potential recruits.
- Build your case for access to use a waiver.
 - Why is your need greater than the need in another specialty with a shortage?
 - Having a viable candidate in hand has been helpful in convincing state agencies.



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