



# Retention of NHSC Alumni

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# Retention in NHSC Service Site

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- **Mathematica-UNC evaluation (2000)**

Service site retention one month after obligation: 26%

- 20% for scholars; 57% for loan repayors
- 23% for late 1980s alums; 51% for 1990's alums

- **Congressional Budget Office (1999)**

“. . . almost half of the [NHSC'S] recruits do not remain in their underserved location beyond their obligation.”

**“... but this is the wrong outcome ...”**

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- **Mathematica-UNC evaluation (2000)**

Retention one month after service within  
*any underserved site = 75%* for alums of early 1990s

- 62% for scholars; 79% for loan repayors

- **Congressional testimony, ORHP (2008)**

“the most current retention rate of NHSC clinicians in  
in rural areas is approximately 75%”

- **NHSC website**

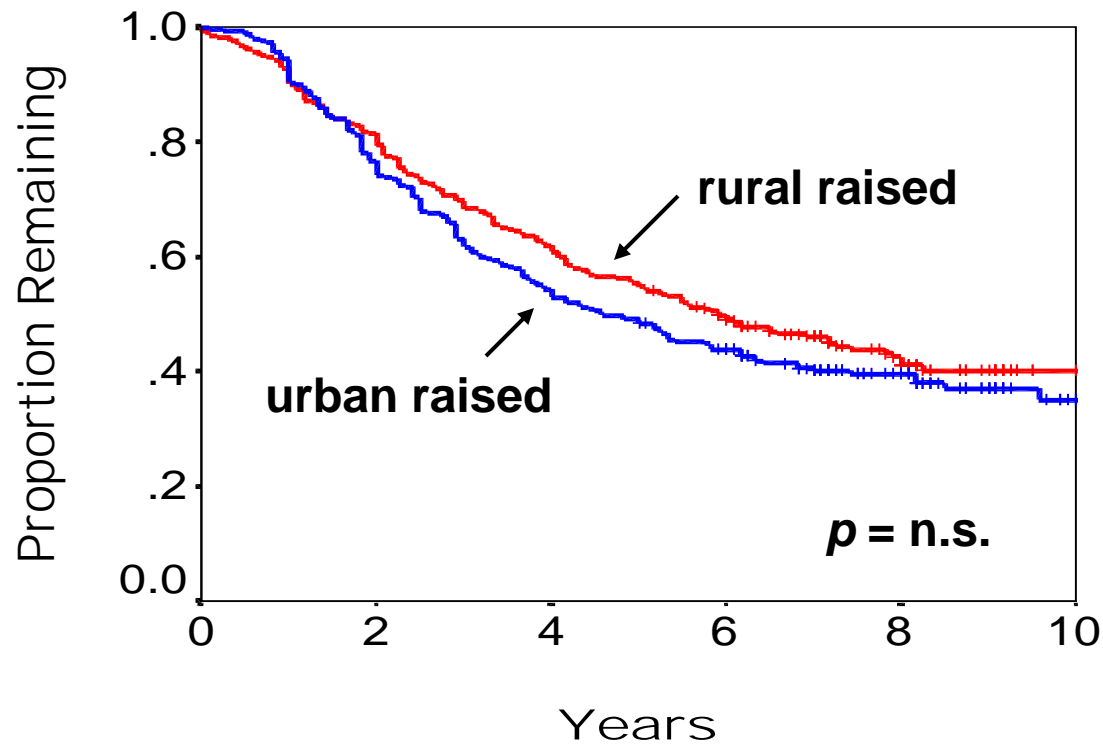
“Nearly 80 percent stay in the underserved area ...”

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- **What should the NHSC's retention goal be?**

**To retain its alumni within their *service sites*  
or within *any underserved area*?**

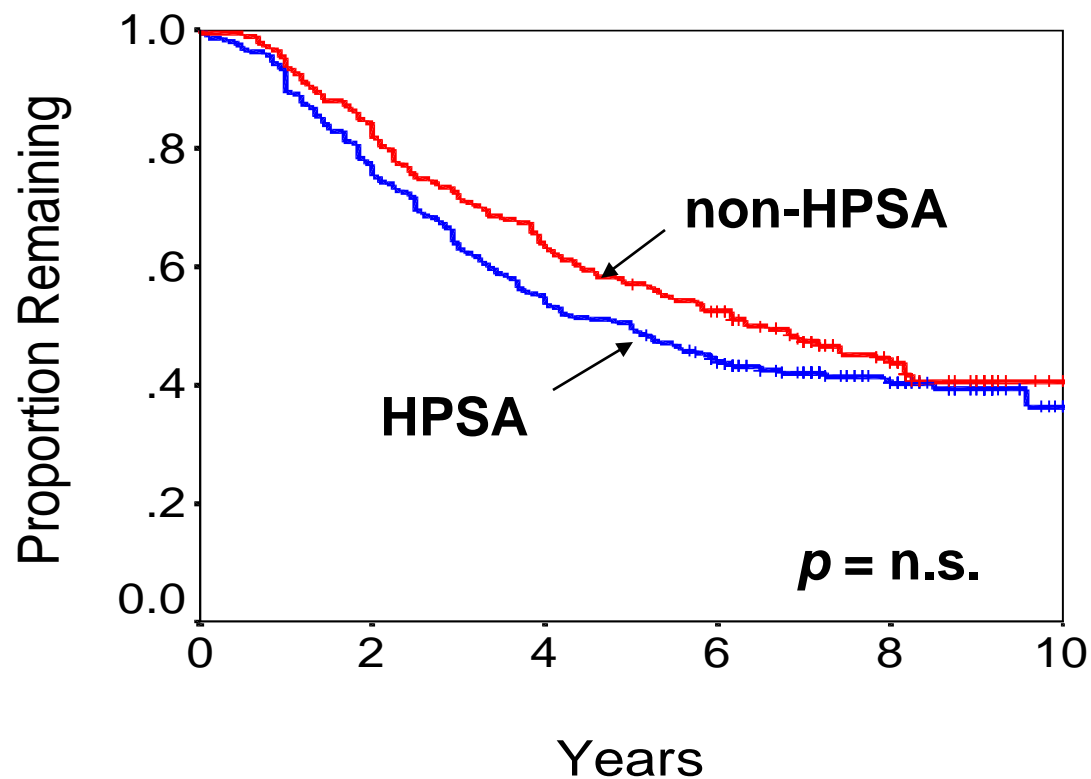
# Rural Upbringing and Retention

587 rural U.S. generalists

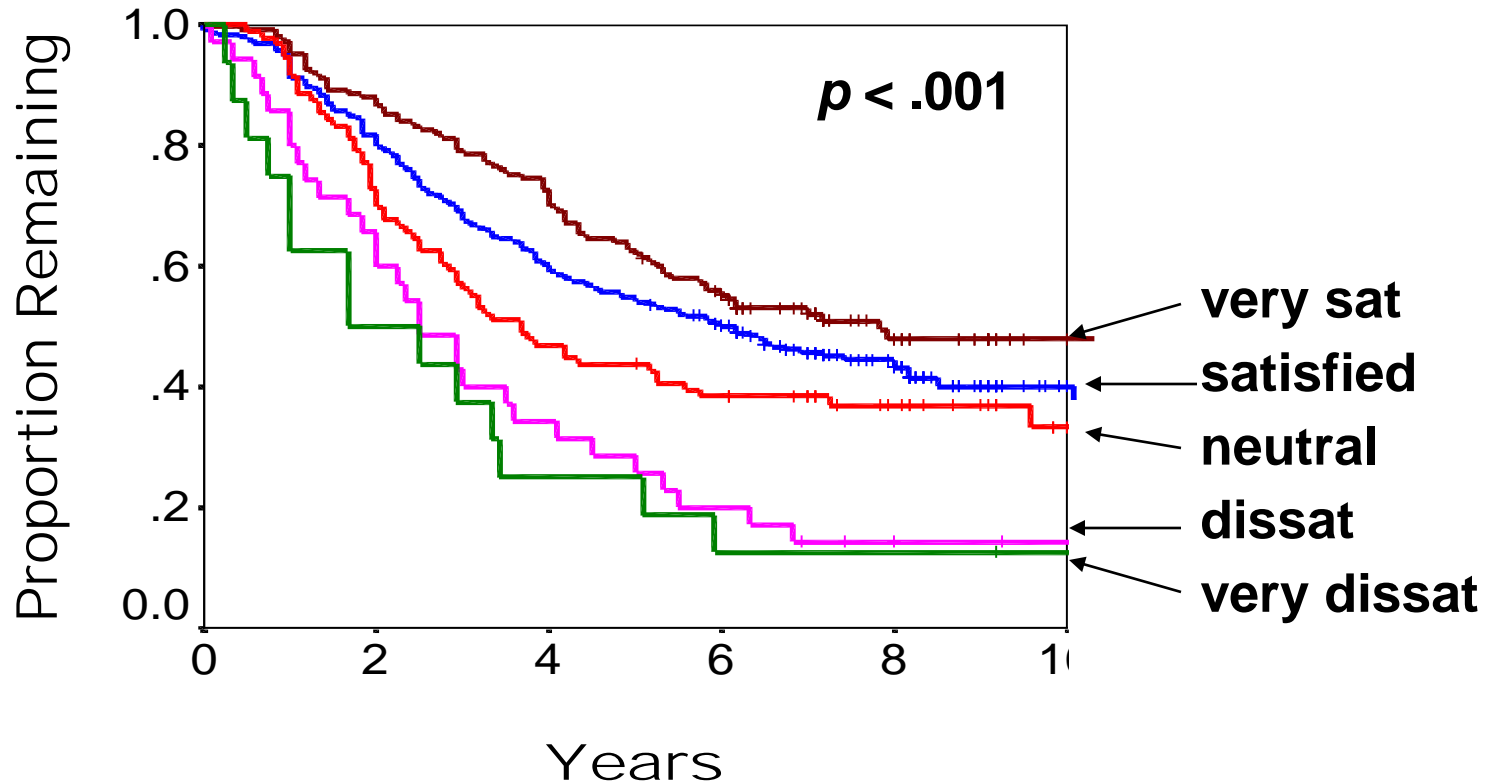


# Retention in HPSA vs. Non-HPSA Rural Areas

587 rural generalists w/o service obligations



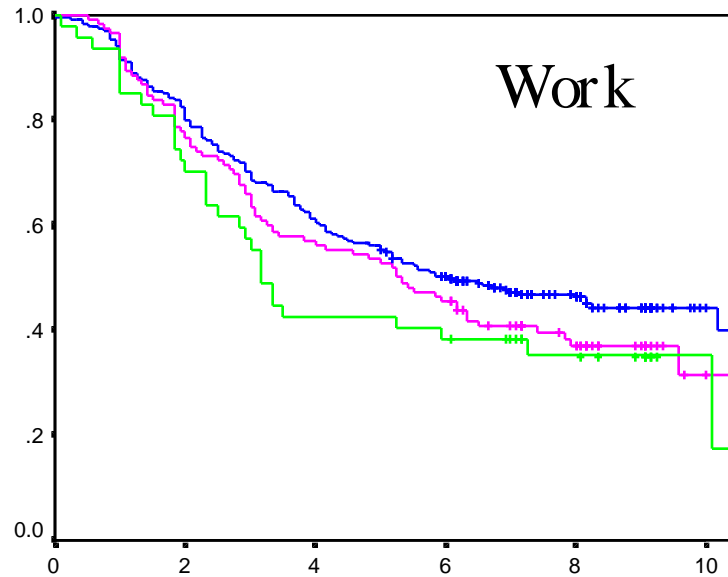
# Satisfaction with the Community



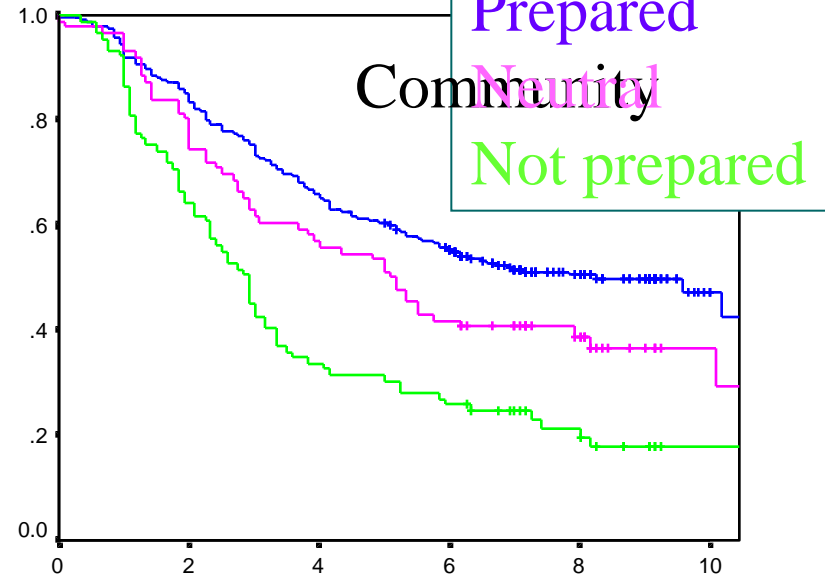
# Community Preparation and Retention

Proportion Remaining

Work

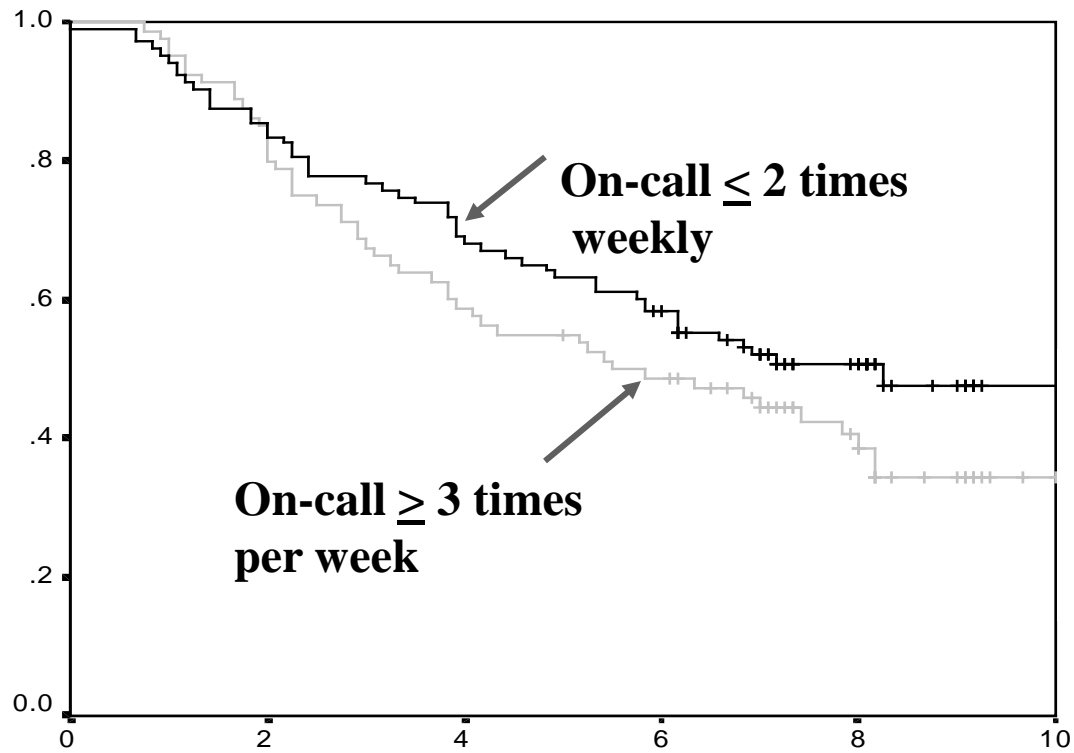


Community

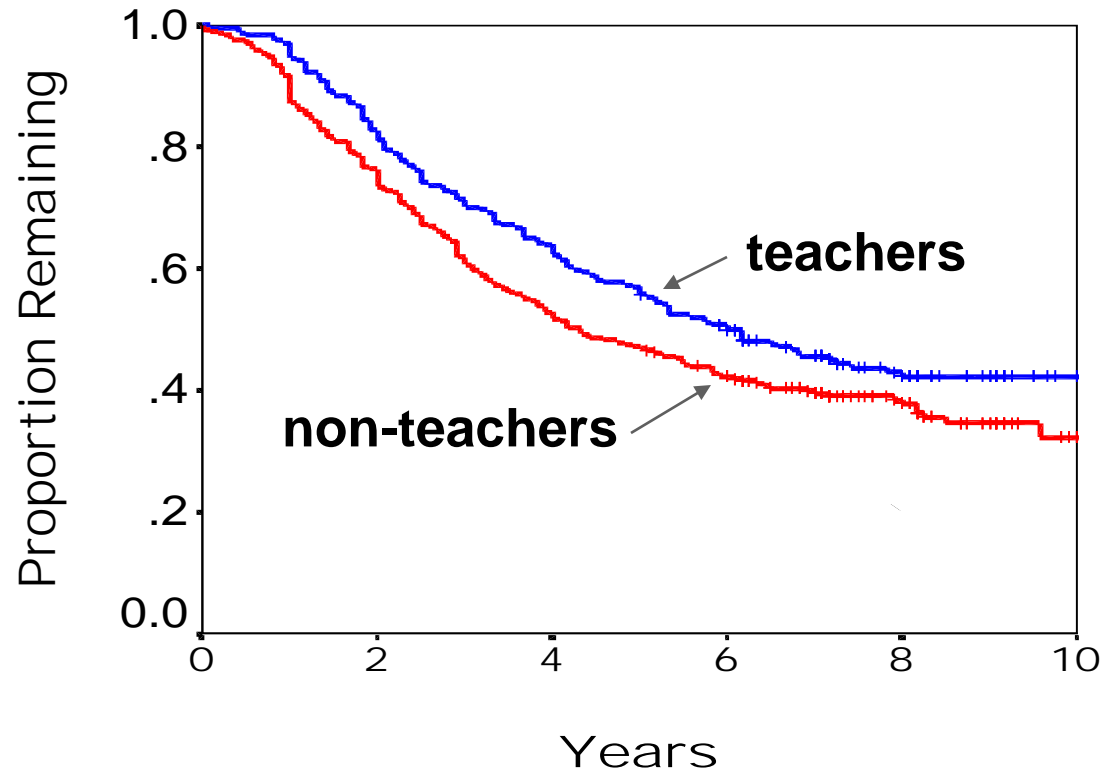


Years in Specific Rural Practice

# On-Call Frequency



# Teachers vs. Non-Teachers





## Questions for Group

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- **Should the NHSC's retention goal be to retain its alumni within their service sites, or within any underserved area?**
- **What should the NHSC do to maximize the retention of its practitioners?**