

Alaska's SHARP Program
Providing Support-for-Service to Healthcare Clinicians Statewide

Position Type: Regular vs. Very Hard-to-Fill
SHARP-1 SLRP-4 Solicitation - 2018

Position Type

SHARP-I designates all positions as either regular-fill or very hard-to-fill (VHTF). The default designation is regular-fill, with the large majority of positions so categorized.

There are some positions that an employer may find difficult to staff and keep filled. SHARP may choose to designate those positions as very hard-to-fill, and therefore to provide increased support-for-service payment. SHARP does this by increasing the specified maximum allowable SHARP contract benefit to a level above that provided for regular-fill.

Evidence

To have a position designated as VHTF, the employer is required to submit specific evidence in the Employer Application packet. The burden to collect and present this proof does not fall to the program. Furthermore, the clinician does not set the position type.

There are three lines of evidence taken into account: (1) What was the duration of the prior vacancy (e.g. a year or more)? (2) What was the fate of prior failed personnel searches (e.g. extent, documentation and history of actual personnel searches to fill the job)? and (3) As a result, what was the employer's history of using temporary staffing arrangements (e.g. locum tenens) to accomplish the needed healthcare work? SHARP sets the VHTF designation based on the overall weight of this evidence.

Contract Value

The table below shows how determination of position type influences total contract value.

Tier	Category	Annual		Total Contract (2 yr)		Occupations
		Regular	VHTF	Regular	VHTF	
1	Beh Hlth	\$ 35,000	\$ 47,000	\$ 70,000	\$ 94,000	Physician
1	Dental	\$ 35,000	\$ 47,000	\$ 70,000	\$ 94,000	Dentist
1	Medical	\$ 35,000	\$ 47,000	\$ 70,000	\$ 94,000	Physician, Pharmacist
Tier	Category	Regular	VHTF	Regular	VHTF	Occupations
2	Beh Hlth	\$ 20,000	\$ 27,000	\$ 40,000	\$ 54,000	CSW, LPC, MFT, NP, PA, Psy, SAC
2	Dental	\$ 20,000	\$ 27,000	\$ 40,000	\$ 54,000	RDH
2	Medical	\$ 20,000	\$ 27,000	\$ 40,000	\$ 54,000	NP, PA, RN, Midwife