



**U.S. Department of Health and Human Services
Health Resources and Services Administration**

REPORT TO CONGRESS

**SUBSTANCE USE DISORDER TREATMENT
AND RECOVERY LOAN REPAYMENT PROGRAM
FOR THE YEAR 2023**

Executive Summary

The report to Congress for 2023 details the programmatic accomplishments of the Substance Use Disorder Treatment and Recovery (STAR) Loan Repayment Program (LRP). STAR LRP increases the number of substance use disorder care providers in communities with mean overdose rates that far exceed the national average by providing loan repayment in exchange for a 6-year service commitment in an area of need. The report covers program efforts through fiscal year 2023 to provide financial support to health care providers who are combating the nation's mental health and substance use disorder crisis using evidence-based behavioral health treatments, including medication for opioid use disorder.

By law, participants in STAR LRP must provide services in either (1) a county (or a municipality, if not contained within any county) where the mean drug overdose death rate per 100,000 people over the past 3 years for which official data are available from the state is higher than the most recent available national average overdose death rate per 100,000 people, as reported by the Centers for Disease Control and Prevention (or (2) in a Health Professional Shortage Area designated for mental health.¹. The report:

- Provides an overview of STAR LRP.
- Describes recruitment and application data for the program.
- Reviews the progression of STAR LRP implementation.
- Details the program's field strength, or total number of STAR LRP participants serving at program-approved sites, as of the end of Fiscal Year 2023.

¹ As provided under the STAR LRP's statutory authority. *See* 42 U.S.C. § 295h (Section 781 of the Public Health Service Act, Loan Repayment Program for Substance Use Disorder Treatment Workforce).

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Acronym List

CDC	Centers for Disease Control and Prevention
FY	Fiscal Year
HPSA	Health Professional Shortage Area
HRSA	Health Resources and Services Administration
LRP	Loan Repayment Program
STAR	Substance Use Disorder Treatment and Recovery
SUD	Substance Use Disorder

Legislative Language

Section 7071 of the Substance Use-Disorder Prevention that Promotes Opioid Recovery and Treatment for Patients and Communities Act (P.L. 115-271) established the Substance Use Disorder Treatment and Recovery (STAR) Loan Repayment Program (LRP). STAR LRP is authorized by section 781 of the Public Health Service Act (42 U.S.C. § 295h). Section 781(h) of the Public Health Service Act requires that the Secretary provide a report to Congress, and states:

Not later than 5 years after the date of enactment of this section, and every other year thereafter, the Secretary shall prepare and submit to the Committee on Energy and Commerce of the House of Representatives and the Committee on Health, Education, Labor, and Pensions of the Senate a report on—

- (1) the number and location of borrowers who have qualified for loan repayments under this section; and*
- (2) the impact of this section on the availability of substance use disorder treatment employees nationally and in shortage areas and counties described in subsection (d).*

Program Background

The purpose of STAR LRP is to recruit and retain medical, nursing, and behavioral health clinicians and paraprofessionals who provide direct treatment or recovery support to patients with or in recovery from a substance use disorder (SUD). Eligible applicants with education or SUD treatment training loans are awarded up to \$250,000 in loan repayment in exchange for a 6-year commitment to serve in a high-need area. STAR LRP participants agree to full-time employment in positions that provide direct SUD treatment services and/or recovery support in areas where the average drug overdose mortality rate exceeds that of the national average, or in Mental Health, Health Professional Shortage Areas (HPSA).

I. Introduction

STAR LRP strengthens the Health Resources and Services Administration's (HRSA) response to opioid use disorder, a significant public health crisis. The authorizing legislation for the program extended loan repayment eligibility, in exchange for a service commitment, to a number of behavioral health disciplines, including bachelor's level SUD counselors, behavioral health paraprofessionals, and clinical support staff, which have not been eligible to participate in other HRSA-administered opioid-related loan repayment programs.

The legislation requires participants in STAR LRP to agree to a service commitment of 6 years of full-time employment in a job that involves direct treatment or recovery support of patients with or in recovery from a SUD in areas of need. Specifically, recipients must serve in either a HPSA designated for mental health, or in a county or municipality where the average drug overdose death rate is higher than the national average. HRSA operationalizes this statutory geographic service requirement for STAR LRP in two ways, through the development of a list of facilities eligible for STAR LRP placements in both Mental Health HPSAs and counties or municipalities with high drug-related death rate averages; and through a two-tier funding preference in the program's review of loan repayment applications and its determination of

awards. To ensure that HRSA targets areas most in need of SUD treatment and recovery services, the STAR LRP application ranking criteria established first preference (Tier 1) for applicants employed in eligible facilities in counties or municipalities where the mean drug overdose death rate per 100,000 people over the past 3 years for which official data are available from the state is higher than the most recent available national average overdose death rate per 100,000 people, as reported by the Centers for Disease Control and Prevention (CDC). STAR LRP reserved second preference (Tier 2) criteria for applicants employed in eligible facilities in Mental Health HPSAs.

STAR LRP completed its first application and award cycle in fiscal year (FY) 2021. This report focuses on the early impact of the recruitment and retention of behavioral health providers through STAR LRP. The report also provides an overview of the award, field strength, and application data for STAR LRP through FY 2023.

II. Overview of STAR LRP

Throughout the program's operation, including the FY 2023 cycle, STAR LRP applicants were eligible to receive awards of up to \$250,000 for the repayment of eligible loans for education and/or training for SUD treatment employment. In return, participants agreed to a service agreement for 6 years of full-time employment in a job that involves direct treatment or recovery support of patients with or in recovery from an SUD. STAR LRP participants must serve full-time in a facility located in either of the following:

- A Mental Health HPSA (as designated under section 332 of the Public Health Service Act [42 U.S.C. § 254e]);² or
- A county (or a municipality, if not contained within any county) where the mean drug overdose death rate per 100,000 people over the past 3 years for which official data are available from the state is higher than the most recent available national average overdose death rate per 100,000 people, as reported by the CDC.

III. Promoting STAR LRP as a Recruitment and Retention Tool to Support SUD Treatment

HRSA's promotional outreach for STAR LRP targeted SUD professionals working at STAR LRP-approved SUD treatment facilities, interested/affected parties or groups, partner organizations, and other audiences with the ability to amplify and support the program's priorities. Marketing strategies to promote STAR LRP included promotional email blasts, technical assistance events, social media messaging, webinars for interested groups, and conference promotion and attendance.

In FY 2023, STAR LRP's promotion and recruitment efforts included social media posts on HRSA's social channels throughout the open application cycle. HRSA made social media posts aimed at SUD disciplines and SUD counselors, specifically, and social media posts for the

² STAR LRP uses the Mental Health HPSA data as of the application submission deadline throughout that FY's application and award cycle.

expanded range of STAR LRP-approved facility types. Web and resource content across all HRSA's relevant web assets was also updated, and the agency's targeted email outreach included over 100,000 interested groups previous applicants, and "STAR updates" subscribers. These interested party recipients included 70 organizations and associations representing behavioral health generally, SUD treatment, and general medicine professionals, along with relevant federal and state partners.

Approximately 95 percent of applicants to the FY 2023 STAR LRP cycle were award-eligible, indicating HRSA successfully guided applicants through the application process through consistent messaging and multiple webinars with Q&A for providers. Notably, of the more than 1,900 eligible applications submitted by the close of the FY 2023 STAR LRP application cycle, more than 500 applicants (26 percent) reported they were SUD counselors. Of the 295 STAR LRP awards HRSA made in FY 2023, approximately 20 percent were to SUD counselors, and of the 20 SUD treatment provider types serving in the program, SUD counselors account for approximately 23 percent of the total STAR LRP field strength of just over 700 participants.

HRSA will continue to explore promotional tools and technical assistance opportunities to attract qualified SUD counselors and other health professionals uniquely trained to care for persons with an SUD to STAR LRP as a key component in HRSA's efforts to respond to areas hit hardest by the opioid crisis.

While it is early to make evaluative assessments of the program, through STAR LRP, HRSA was able to focus efforts to address the maldistribution of the SUD treatment and recovery workforce in communities of greatest need. In particular, STAR LRP offers SUD treatment facilities, community mental health, and other specialty community behavioral health centers an opportunity to recruit and retain staff from a broader range of SUD treatment and recovery clinicians and paraprofessionals. Consequently, these entities make up 78 percent of the sites where STAR participants currently serve.

IV. Early Impact on the Availability of SUD Treatment Providers

In FY 2021, the program's inaugural application and award cycle, STAR LRP received 3,184 applications and had enough resources to make 255 awards to SUD professionals across 19 disciplines (a comprehensive list of STAR LRP-eligible disciplines and specialties is provided in Appendix A), obligating \$26.4 million in appropriated funding.³ The counties and municipalities across which the first STAR LRP awards were distributed experienced an average drug overdose death rate ranging from 63.9 to 213.3 deaths per 100,000 people (as reported by CDC), while the 3-year national average overdose death rate for 2017 to 2019 was 21.6 deaths per 100,000 people (the rate used for the FY 2021 application cycle). All STAR LRP participants awarded 6-year service contracts in FY 2021, as well as in the following two programmatic cycles, are serving in Tier 1 facilities.

³ STAR LRP award amounts include accommodations for applicable federal taxes. HRSA utilized funding appropriated for the program in FY 2020 and FY 2021 to make awards in STAR LRP's first application and award cycle. Annual appropriations for the program also support administrative and other programmatic costs associated with the award-making process, follow-up performance reviews, and information technology enhancements, for example.

In FY 2022, STAR LRP received 2,646 eligible applications from more than 20 different types of SUD treatment service providers. Congress appropriated a total of \$24 million for STAR LRP, from which the program made 208 loan repayment awards in FY 2022.

In FY 2023, STAR LRP received 1,961 eligible applications, and from a congressional appropriation of \$40 million, STAR LRP made 295 awards to providers recognized for providing SUD treatment and recovery services in communities across the nation.⁴ The increase in appropriated funding in FY 2023 enabled STAR LRP to nearly double its application-to-award rate, from 7.86 percent in FY 2022, to 15.04 percent in FY 2023.

As in FY 2021, HRSA prioritized making STAR LRP awards to applicants working in areas with the highest mean drug overdose death rates (Appendix B includes STAR LRP-approved service facility types) in both the FY 2022 and FY 2023 application and award cycles. The counties and municipalities these STAR LRP clinicians serve experienced an average drug overdose death rate ranging respectively from 81.6 to 202.5 per 100,000 people in FY 2022, and from 49.4 to 137.6 deaths per 100,000 people in FY 2023 (as reported by CDC). Notably, the 3-year national average overdose death rate for FY 2022 was 28.3 deaths per 100,000 people, and 32.4 deaths per 100,000 people in FY 2023 (i.e., the respective rates used for the FY 2022 and FY 2023 STAR LRP application cycles).⁵ As of the end of FY 2023, STAR LRP clinicians were serving in Tier 1 facilities located throughout 29 states (STAR LRP Field Strength Table, which shows the distribution of STAR LRP disciplines by state, is provided in Appendix C). Tier 1 applicants are individuals awarded based on their community's average overdose death rate ranking as opposed to their HPSA score.

The number of qualified STAR LRP applicants has far outpaced the amount of funding available for loan repayment assistance in the program's first three cycles. HRSA continues to use appropriated funding directed to STAR LRP to support federally taxable awards of up to \$250,000 for a 6-year term of full-time employment at a STAR LRP-approved facility as described.

As of the end of FY 2023, STAR LRP supported 707 providers in communities facing the nation's highest average rates of drug overdose mortality at a time when health workforce shortages have created many barriers to accessing evidence-based SUD treatment.⁶ STAR LRP's requirement that providers commit to serve their communities for 6 years strengthens HRSA's ongoing efforts to mitigate SUD treatment and addiction medicine workforce challenges, increasing access to vitally important prevention, harm reduction, treatment, and recovery services.

⁴ Additional FY 2022 and FY 2023 STAR LRP applicant data are publicly accessible through HRSA's Bureau of Health Workforce Program Applicant Dashboards at <https://data.hrsa.gov/topics/health-workforce/applicant-dashboards?hmpgdshbrd=1>.

⁵ STAR LRP uses a 3-year average from applicable CDC County Overdose Mortality Rate data to determine the rate for facility eligibility in corresponding FYs; the public-facing CDC data is a 5-year average. In FY 2023, STAR LRP used the 3-year average from the 2019-2021 CDC County Overdose Mortality Rate data to determine the rate for facility eligibility. The 3-year County Mortality Rates used for the program's FY 2023 criteria (>34.2 deaths per 100,000) are available at

<https://bhw.hrsa.gov/sites/default/files/bureau-health-workforce/funding/star-lrp-county-overdose-mortality-rate.xlsx>.

⁶ University of Michigan Behavioral Health Workforce Research Center and the National Council for Behavioral Health. Factors that Influence Access to Medication-Assisted Treatment. Ann Arbor, MI: UMSPH; 2019.

V. Conclusion

In both FY 2021 and FY 2022, HRSA funded approximately 8 percent of eligible applicants in the program's annual application and award cycle. In FY 2023, the increased appropriation for STAR LRP enabled HRSA to award more than 15 percent of eligible applications, adding an additional 295 participants to the program. In total, STAR LRP's field strength, as of the end of FY 2023, is made up of more than 700 health professionals providing direct SUD treatment and recovery services to patients in communities across 30 states.

HRSA anticipates interest in the program will continue given the significant needs across the nation to expand the workforce to address the opioid crisis in the United States.

As the program moves forward into its fourth year of operation, HRSA will continue to coordinate STAR LRP with other health professional service and health care delivery programs within the agency and collect programmatic data to evaluate the efficacy of STAR LRP in meeting its established goals and purpose.

Appendix A: Eligible Substance Use Disorder Treatment and Recovery Loan Repayment Program Disciplines and Specialties⁷

- Physician – Allopathic or Osteopathic
 - Addiction Medicine
 - Family Medicine
 - General Internal Medicine
 - General Pediatrics
 - Obstetrics/Gynecology
 - Geriatrics
 - Psychiatry
- Physician Assistant, Nurse Practitioner, or Registered Nurse
 - Adult
 - Family
 - Pediatric
 - Women’s Health
 - Geriatrics
 - Mental Health and Psychiatry
- Certified Nurse Midwife
- Certified Registered Nurse Anesthetist
- Pharmacist
- Health Service Psychologist
- Licensed Clinical Social Worker
- Psychiatric Nurse Specialist
- Marriage and Family Therapist
- Licensed Professional Counselor
- Substance Use Disorder Counselor
- Psychology Doctoral Intern

⁷ Disciplines are eligible to apply for STAR LRP so long as they obtain full-time employment “where the primary intent and function of the position is the direct treatment or recovery support of patients with or in recovery from a substance use disorder” and they meet discipline-specific training, licensure, certification, and credentialing requirements (*see* section 781(i)(3) of the Public Health Service Act). All disciplines, except psychology doctoral interns, are employed by a STAR LRP-approved facility.

Appendix A: Eligible Substance Use Disorder Treatment and Recovery Loan Repayment Program Disciplines and Specialties, *continued*

Clinical Support Staff

- Clinical Nurse Specialist
- Certified Nursing Assistant
- Licensed Practical Nurse
- Licensed Occupational Therapist
- Medical Assistant

Behavioral Health Paraprofessionals

- Community Health Worker
- Certified Peer Recovery Specialist
- Case Manager
- Health Navigator

Appendix B: Substance Use Disorder Treatment and Recovery Loan Repayment Program-approved Service Facilities

- Community health centers
- Certified community mental health centers and other specialty community behavioral health centers
- Community outpatient sites
- Crisis stabilization units
- Critical access hospitals
- Withdrawal management facilities
- Emergency departments
- Faith-based settings
- Federally qualified health centers
- Federally qualified health center look-alikes
- Free clinics
- Health system-affiliated inpatient treatment centers
- Indian Health Service hospitals
- Indian Health Service, tribal, and urban Indian health clinics
- Inpatient/outpatient rehabilitation programs
- Inpatient psychiatric facilities
- Local community jails and detention centers
- Migrant health centers
- Mobile units
- Non-opioid substance use disorder treatment facilities
- Office-based opioid treatment facilities
- Opioid treatment programs
- Prevention coalition/agencies
- Private physician practices
- Recovery centers
- Rural health clinics

- Schools
- School-based clinics
- State or federal correctional sites
- State or local public health or human services departments

Appendix B: Substance Use Disorder Treatment and Recovery Loan Repayment Program-approved Service Facilities, *continued*

- U.S. Department of Veterans Affairs facilities
- Youth detention centers and programs

Appendix C: Substance Use Disorder Treatment and Recovery Loan Repayment Program FY 2023 Field Strength (as of September 30, 2023; full acronym key follows table)

State	Total	SUD Coun	NP	LCSW	LPC	BH Para	RN	LPN	PHY	PA	PHA RM	HSP	CM A	PHY MH	LOT	MFT	PNS	Non-Rural	Rural	Tier 1	Tier 2	HC Grantee	Non-HC Grantee	
AK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
AL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
AR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
AS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
AZ	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
CA	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	1	
CO	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
CT	4	1	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	4	0	1	3
DC	3	0	0	0	1	0	0	1	1	0	0	0	0	0	0	0	0	3	0	3	0	0	3	
DE	17	5	1	3	2	4	0	1	0	0	0	0	0	0	0	0	1	0	5	12	17	0	0	17
FL	5	0	0	2	1	1	0	0	0	0	0	0	0	0	0	0	0	5	0	5	0	1	0	4
GA	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1	0	0	0	1
GU	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
HI	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	1
IA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ID	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
IL	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	3	0	0	0	3
IN	22	6	3	7	0	1	0	4	0	1	0	0	0	0	0	0	0	15	7	22	0	4	18	
KS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
KY	97	15	32	10	16	9	4	1	4	1	2	0	0	2	0	1	0	54	43	97	0	6	91	
LA	8	0	0	4	3	0	0	0	0	0	0	0	0	0	1	0	0	8	0	8	0	0	0	8
MA	17	4	4	1	2	0	3	2	0	0	0	0	1	0	0	0	0	16	1	17	0	4	13	
MD	82	26	17	11	6	2	7	4	6	0	1	0	2	0	0	0	0	82	0	82	0	0	0	82
ME	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0	0	0	2
MI	4	2	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	4	0	4	0	0	0	4
MN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**Appendix C: Substance Use Disorder Treatment and Recovery Loan Repayment
Program FY 2023 Field Strength, *continued* (as of September 30, 2023;
full acronym key follows table)**

State	Total	SUD Coun	NP	LCSW	LPC	BH Para	RN	LPN	PHY	PA	PHA RM	HSP	CM A	PHY MH	LOT	MFT	PNS	Non-Rural	Rural	Tier 1	Tier 2	HC Gran tee	Non-HC Gran tee
MO	27	5	5	4	2	1	4	0	0	0	6	0	0	0	0	0	0	26	1	27	0	2	25
MP	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NC	4	1	2	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	4	4	0	0	4
ND	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NH	5	2	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	3	2	5	0	3	2
NJ	65	23	7	11	4	2	5	5	3	2	0	1	1	1	0	0	0	58	7	65	0	1	64
NM	6	0	3	0	0	2	1	0	0	0	0	0	0	0	0	0	0	5	1	6	0	2	4
NV	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NY	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1
OH	156	48	34	14	16	15	8	13	2	2	0	0	1	1	2	0	0	120	36	156	0	9	147
OK	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1
OR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PA	72	6	14	11	9	12	5	1	6	3	2	3	0	0	0	0	0	70	2	72	0	1	71
PR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RI	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SC	3	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	3	0	0	3
SD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TN	23	1	4	4	4	1	1	0	3	3	0	1	0	1	0	0	0	20	3	23	0	0	23
TX	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	1
UT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
VA	10	4	0	0	5	0	0	0	1	0	0	0	0	0	0	0	0	8	2	10	0	0	10
VI	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
VT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Appendix C: Substance Use Disorder Treatment and Recovery Loan Repayment Program FY 2023 Field Strength, *continued* (as of September 30, 2023; full acronym key follows table)

State	Total	SUD Coun	NP	LCSW	LPC	BH Para	RN	LPN	PHY	PA	PHA RM	HSP	CM A	PHY MH	LOT	MFT	PNS	Non-Rural	Rural	Tier 1	Tier 2	HC Gran tee	Non-HC Gran tee
WA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
WI	12	3	2	0	4	0	1	0	0	0	0	1	0	1	0	0	0	11	1	12	0	1	11
WV	54	6	17	6	6	7	5	1	1	1	1	1	2	0	0	0	0	42	12	54	0	6	48
WY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	707	163	149	92	86	58	46	33	27	14	12	8	7	6	3	2	1	566	141	707	0	41	666
Percentage of Total Field Strength ⁸		23.1%	21.1%	13.0%	12.2%	8.2%	6.5%	4.7%	3.8%	2.0%	1.7%	1.1%	1.0%	1.0%	0.4%	0.3%	0.1%	80.1%	19.9%	100.0%	0.0%	5.8%	94.2%

⁸ Representation of disciplines in total STAR LRP field strength are rounded percentages.

Discipline Acronyms and Abbreviations Used in Appendix C

In order of appearance in the field strength table

SUD Coun	Substance Use Disorder Counselor
NP	Nurse Practitioner
LCSW	Licensed Clinical Social Worker
LPC	Licensed Professional Counselor
BH Para	Behavioral Health Paraprofessional
RN	Registered Nurse
LPN	Licensed Practical Nurse
PHY	Psychiatry
PA	Physician Assistant
PHARM	Pharmacist
HSP	Health Service Psychology
CMA	Certified Nurse Midwife
PHY MH	Psychiatrist Mental Health
LOT	Licensed Occupational Therapist
MFT	Marriage Family Therapist
PNS	Psychiatric Nurse Specialist
HC Grantee	Health Center Grantee: Clinician serving in a site that receives section 330 grant funding from HRSA's Health Center Program; does not include state loan repayers
Non-HC Grantee	Non-Health Center Grantee: Clinician serving at any site type other than a Health Center that receives section 330 grant funding; does not include state loan repayers

Placement Status Used in Appendix C

Tier 1	First preference, for applicants employed in eligible facilities in the counties or municipalities with high average drug-related death rates.
Tier 2	Second preference, for applicants employed in eligible facilities in Mental Health HPSAs.