State Loan Repayment Program Workgroup

November 13th, 2017

Chair: Allison Taylor, Family And Social Services Administration
Objectives

- Provide background on the Governor’s Health Workforce Council
- Review the workgroup charge and workgroup charter
- Introduction of workgroup members
- Describe other states’ models for loan repayment
- Small group discussions and report out on group perspectives
- Identify priorities and determine next steps for future workgroup meetings
WELCOME

ALLISON TAYLOR, CHAIR
Background on the Governor’s Health Workforce Council

HANNAH MAXEY, BOWEN CENTER FOR HEALTH WORKFORCE RESEARCH & POLICY
The health workforce is a priority for Indiana

National Governor’s Association Health Workforce Policy Academy (2014)

Priorities and Recommendations:

- Policy Coordination → Governor’s Health Workforce Council
- Data Coordination → Partnership with Bowen Center for Health Workforce Research and Policy
Organizational Missions

Department of Workforce Development

“Developing a premier workforce that will allow Indiana employers to flourish and entice businesses from outside our state to relocate to Indiana.”

Indiana State Department of Health

“To promote and provide essential public health services.”

Family and Social Services Administration

“To develop, finance and compassionately administer programs to provide healthcare and other social services to Hoosiers in need in order to enable them to achieve healthy, self-sufficient and productive lives.”
Council Meeting Results

- **Workgroup formation:**
  1. State Loan Repayment Program
  2. Health Workforce Modernization and Innovation
  3. Community Health Worker
Review Of Workgroup Charge And Charter

Workgroup Charge & Task Force Protocol

Project Charter:

**Project Name:** State Loan Repayment Program Workgroup

**Project Objectives:**
- To develop strategies for loan repayment assistance for health professionals in Indiana.
- To establish partnerships with universities and hospitals to provide loan repayment opportunities.
- To increase awareness among students and professionals about loan repayment programs.

**Key Performance Indicators (KPIs):**
- Number of loan repayment agreements signed annually.
- Percentage of participants who are satisfied with the program.
- Number of new partnerships established each year.

**Objectives of the Workgroup:**
- To review and refine the State Loan Repayment Program.
- To ensure compliance with federal and state regulations.
- To evaluate the effectiveness of the program.

**Challenges:**
- Limited funding for program operations.
- Difficulty in attracting participation from all stakeholders.
- High administrative costs.

**Strategies to Overcome Challenges:**
- Seek additional funding sources.
- Increase outreach efforts to attract more participants.
- Implement cost-saving measures to reduce administrative costs.

**Expected Outcomes:**
- Increased loan repayment assistance for health professionals.
- Improved partnerships with universities and hospitals.
- Enhanced awareness of loan repayment programs among students and professionals.

**Timeline:**
- Phase 1: Research and Planning (Q1-Q2 2023)
- Phase 2: Implementation (Q3-Q4 2023)
- Phase 3: Evaluation and Reporting (Q1-Q2 2024)

**Team Members:**
- Project Manager: Jennifer Smith
- Deputy Director: Sarah Brown
- Program Coordinator: John Doe

**Contact Information:**
- Jennifer Smith, Project Manager: jsmith@healthdepartment.gov
- Sarah Brown, Deputy Director: sbrown@healthdepartment.gov
- John Doe, Program Coordinator: jdoe@healthdepartment.gov
Member Introductions and Report on Initiatives
SLRP Workgroup Membership

Allison Taylor, Chair
Interim Director, Indiana Office of Medicaid Policy & Planning
Indiana Family and Social Services Administration

Ann Alley, Member
Director of Chronic Disease, Primary Care & Rural Health Division
Indiana State Department of Health

Leila Alter, Member
DDS, Chair of the Indiana Oral Health Coalition (IOHC)
Indiana Dental Association

Mike Brady, Member
Director of Advocacy
Indiana State Medical Association

Matt Brooks, Member
President & CEO
Indiana Council of Community Mental Health Centers, Inc.

Jeffery Chapman, Member
Director of Provider Services Section
Office of Medicaid Policy & Planning

Jessica Ellis, Member
Director of Provider Retention
Indiana Primary Health Care Association

Joseph Habig, Member
Assistant Director
Indiana State Budget Agency

Senator Head, Member
State Senate, District 18
Indiana Senate

Blayne Miley, Member
Director of Policy & Advocacy
Indiana State Nurses Association

Kevin Moore, Member
Director
Division of Mental Health & Addiction

Jason Kolkmeier, Member
Physician Assistant
Indiana Academy of Physician Assistants (IAPA)

Gloria Sachdev, Member
President & CEO of Employers’ Forum of Indiana
Indiana Pharmacists Alliance

Colby Shank, Member
Assistant Commissioner for Financial Aid & Student Support Services
Indiana Commission for Higher Education

Brian Tabor, Member
President
Indiana Hospital Association

Angela Thompson, Member
Advanced Practice Nurse
Coalition of Advanced Practice Nurses of Indiana (CAPNI)
Brief Overview of Federal Match: State Loan Repayment program

ALLISON TAYLOR, CHAIR
The State Loan Repayment Program (SLRP) is a federally-funded grant program to states and territories that provides cost-sharing grants to assist them in operating their own state educational loan repayment programs for primary care providers working in Health Professional Shortage Areas (HPSAs) within their state.

- State share of the program must match federal funds $1 for each $1.

https://nhsc.hrsa.gov/loanrepayment/stateloanrepaymentprogram/
State Loan Repayment Programs: Key Domains

Three key domains:

1. Which professions will be eligible/prioritized?

2. Where is administration of SLRP programs housed?

3. How are states funding the match source?
Eligible grantees vary by state but may include:

- Physicians (MDs or DOs specializing in pediatrics, geriatrics, psychiatry, family or internal medicine, and obstetrics and gynecology)
- Nurse practitioners (specializing in adult, family, geriatric, pediatric, psychiatry/mental health, women’s health, and certified nurse midwives)
- Physician assistants (primary care, specializing in adult, family, geriatric, pediatric, psychiatry/mental health, women’s health)
- Dental professionals (general, pediatric and geriatric dentists, and registered dental hygienists)
- Mental health professionals (health service psychologists, licensed clinical social workers, marriage and family therapists, and licensed professional counselors)
- Registered Nurses
- Pharmacists
Where are SLRP programs housed?

- The majority of states house SLRP administration in their:
  - Social Services Agency
  - Health Agency
  - Licensing Agency

- Other states administer their SLRP through: universities, higher education departments, workforce board, etc.
How are states funding the match source?

1. **State Line Item**: States create a line item in their budget.

2. **Employer Match**: States require employers to match federal funds.

3. **Private/Foundation Match**: States match federal funds using community or private sources.
Case Study #1: Missouri

- Eligible professions:
  - M.D./D.O (Specialties include: Family Practice, Internal Medicine, Pediatrics, OB/GYN)
  - Dentists – General Dentists

- Where is program housed?
  - Missouri Department of Health & Senior Services

- Funding Details:
  - Match Source
    - Funded by the State of Missouri Treasury (MO Rev Stat § 191.600 (2015))
  - Funding Amount
    - Up to $50,000 over a 2 year commitment
Case Study #2: Montana

- **Eligible professions**
  - Physician – M.D./D.O (Specialties include: Family Medicine (Osteopathic, General Practice), Internal Medicine, Pediatrics, OB/GYN, Geriatrics, Psychiatry)
  - Dentists – DDS, DMD
  - Registered Dental Hygienists
  - Physician Assistant or Nurse Practitioner (Specialties include: Adult, Psychiatry/mental health, Family, Geriatrics, Pediatrics, Women’s health)
  - Primary Care RN, Certified Nurse Midwife, Psychiatrist Nurse Specialist
  - Clinical or Counseling Psychologist, Licensed Professional Counselor, Licensed Clinical Social Worker, Marriage & Family Therapist

- **Where is program housed?**
  - Montana Department of Health and Human Services

- **Funding Details:**
  - **Match Source**
    - Each year the Primary Care Office solicits the $1 to $1 matching funds from community-based organizations, hospitals, clinics, foundations, or other, community resources
  - **Amount**
    - Up to $15,000 over a 2 year commitment
Case Study #3: Idaho

- Eligible professions
  - Primary Care
  - Dental Health
  - Mental/Behavioral Health

- Where is program housed?
  - Idaho Department of Health and Welfare

- Funding Details:
  - Amount
    - Awards range from $2,500-$25,000 per year including and depending on employer contribution.
  - Match Source
    - Loan repayment is provided through a federal grant and every award must be matched $1:$1 with funds provided by the practitioner’s employer
  - Funding stipulation
    - Accept Medicare, Medicaid, and the Children’s Health Insurance
First step: Which professions should be eligible for repayment in Indiana?

- How should eligible professions be determined?

- How should funding be allocated/prioritization determined for the applicants?

- What additional data/information should be identified and reviewed before making this recommendation?
Future Meetings

- A Doodle Poll will be sent out immediately following today’s meeting. Please input your availability for the remainder of 2017 and all of 2018. Meetings will be scheduled monthly, with next meeting occurring in January 2018.
For questions, feedback, or public comment, please contact the Bowen Center for Health Workforce Research & Policy.

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