



# State Loan Repayment Program Workgroup

November 9<sup>th</sup>, 2018

Chair: Allison Taylor, Office of Medicaid Policy & Planning



# Objectives

- Welcome
- Approval of Minutes from Previous Meeting\*
- Re-cap of Previous Work
- Update from Indiana State Department of Health
- Results of Evaluation: Indiana Mental Health and Addiction Services Loan Repayment Assistance Program
- Facilitated Discussion and Voting on Next Steps\*
- Closing & Adjourn 11:30am



# Welcome

Allison Taylor, Chair





# Approval of Previous Meeting Minutes\*





# Re-cap of Previous Work

Hannah Maxey, Bowen Center for Health Workforce Research & Policy



# Previous NHSC-SLRP Award: ISDH

- Indiana had participated in NHSC-SLRP (federal match program) in previous years
- Previous initiatives were suspended as of 8/31/11 due to the lack of required state dollars to match the SLRP federal funds.<sup>1</sup>
- Update to be provided by state health department

<sup>1</sup>Per ISDH website at: <https://www.in.gov/isdh/24409.htm>

# Current Statute: Commission for Higher Education

## Primary Care Physician Loan Forgiveness Program

- IC 21-13-6
- Status: Not currently funded

## Primary Care Shortage Area Scholarship

- IC 21-13-9
- Status: \$2,000,000 appropriated annually through Tobacco Master Settlement Agreement Fund

# Persistent Interest in Financial Recruitment/Retention Strategies for Indiana Health Professions

- (see handout) 10 bills introduced from 2014 – 2018
- Commonalities between initiatives:
  - Generally profession- or discipline-specific
  - Majority proposed funding from state General Fund





# Updates from the Indiana State Department of Health

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



# State Loan Repayment Program (SLRP)

**Ann Alley & Brachston Grubbs**  
**Primary Care Office**  
**11/8/2018**



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# SLRP Purpose

- Increase the number of health professionals in Indiana's Health Professional Shortage Areas (HPSAs)
- Assist health care entities facing recruitment and retention challenges
- **Serve as a pilot to inform future state loan repayment efforts**



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# Funding

- Indiana has received \$300,000 from HRSA to be matched with \$300,000 of state funds for a total repayment pool of \$600,000 per year
- We anticipate making 30 awards in the first year of the 4-year grant



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# Site Eligibility

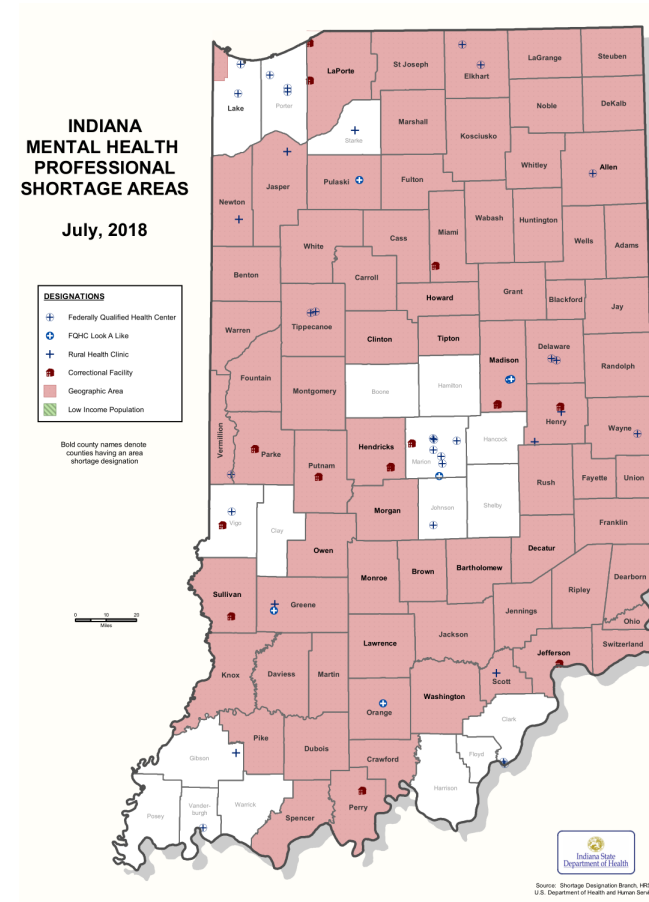
- The practice sites that will be supported by SLRP include Federally Qualified Health Centers (FQHC), FQHC Look-a-Likes, Rural Health Clinics, Community Mental Health Centers, Mobile units, Critical Access Hospitals, and private mental health
- HPSA designation must match the type of provider being funded through SLRP—primary care, mental health, dental



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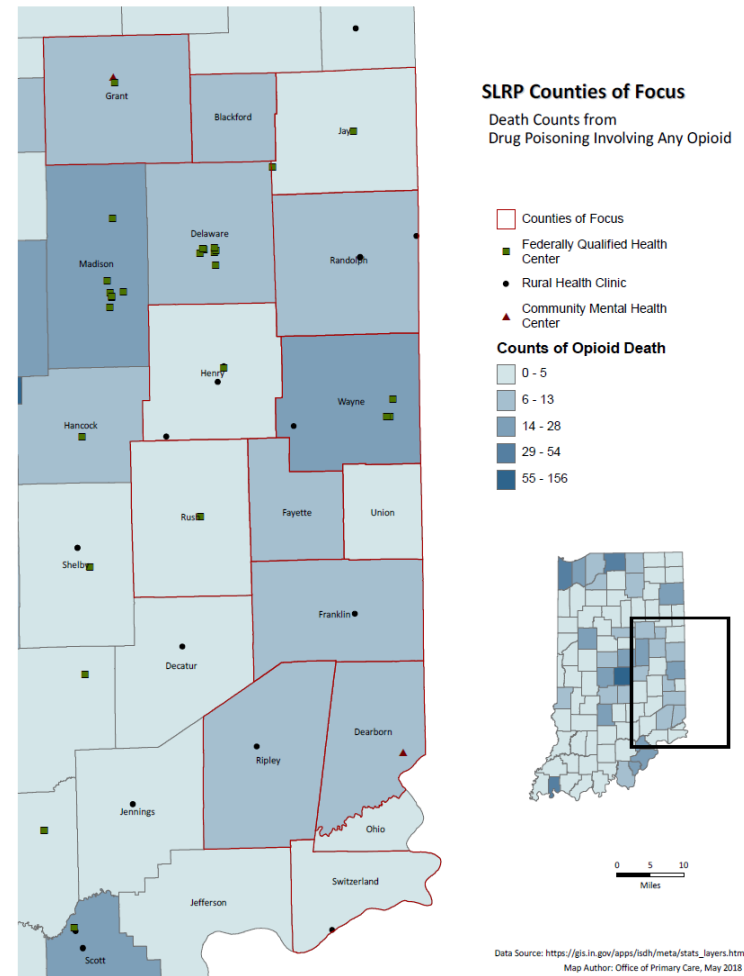
# Mental Health HPSA

- 46 out of 48 Rural Indiana Counties
- Designated by:
  - Population to provider ratio
  - % population at 100% FLP
  - Alcohol Abuse
  - Substance Abuse
  - Travel Time to NSC



# Year 1 Region of Interest

- The top 7 rural counties with opioid related deaths in Indiana in 2016 were: Wayne (28), Grant (11), Randolph (10), Franklin (7), Ripley (7), Blackford (6), and Fayette (6)
- The Health Resources and Services Administration (HRSA) has recently published a list of various counties identified to be in the top 5% of vulnerability for opioid use per state. Indiana counties on the list that either overlap or are in the geographic vicinity of the top 7 counties for opioid deaths are Fayette, Switzerland, Henry, Ripley, and Dearborn



# Secondary/Primary Prevention

- Initial region burden too high for immediate primary prevention
- Focus on using providers in local facilities rather than outsourcing
  - Decrease time and travel cost for patient
- Slowly transition to a primary prevention plan that is based on program results



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# Recruitment strategies

- Foster a competitive applicant pool and increase program participation
- Outreach to HPSAs with scores ineligible for National Health Service Corps Grants (above 5 and under 16)
- Funding to incent behavioral health
  - 100 % funding of alcohol and substance abuse counselors
  - Site matching funds of 10% for all other eligible disciplines

# Advisory Committee

- Please join us
- The advisory committee will increase the SLRP's visibility and effectiveness
- Expect letters of invitation before January

# Expansion

- Counties in need of secondary prevention are first priority
- As program grows, expansion of a primary prevention plan through all rural counties
- Use contact info on next slide if your county/facility is interested in receiving SLRP funds



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# Additional Questions

## Contact Information:

Brachston Grubbs

Primary Care Office & Database Manager

(317) 234-5673

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# Results of Evaluation: Indiana Mental Health and Addiction Services Loan Repayment Assistance Program

Hannah Maxey, Bowen Center for Health Workforce Research & Policy



# Overview of Project

- Indiana Mental Health and Addiction Services LRAP provided financial assistance to 139 behavioral health professionals: 2015-2017
- Evaluation included telephonic survey of 75 LRAP participants

## Mental Health and Addiction Services Loan Repayment Assistance Program Evaluation

November 7, 2018



Prepared for: Indiana Family and Social Services Administration, Division of Mental Health and Addiction  
Submitted by: Bowen Center for Health Workforce Research & Policy

# Program Successes

## *Prioritizing Indiana Graduates*

“I had plans to move to the D.C. area but because of the loan repayment program I was able to fulfill my career goals by continuing to practice in Indiana. For me personally, participation in this program allowed me to fulfill my career goals of teaching future psychologists. I teach psychology students up until licensure and highly encourage the students to consider participating in the Mental Health Loan Repayment Program.” (p. 7)

## *Supporting community-based behavioral health professionals*

- 68% of participants reported that more than 1/3 of their patients are Indiana Medicaid recipients (p. 9)

# Program Successes (Cont.)

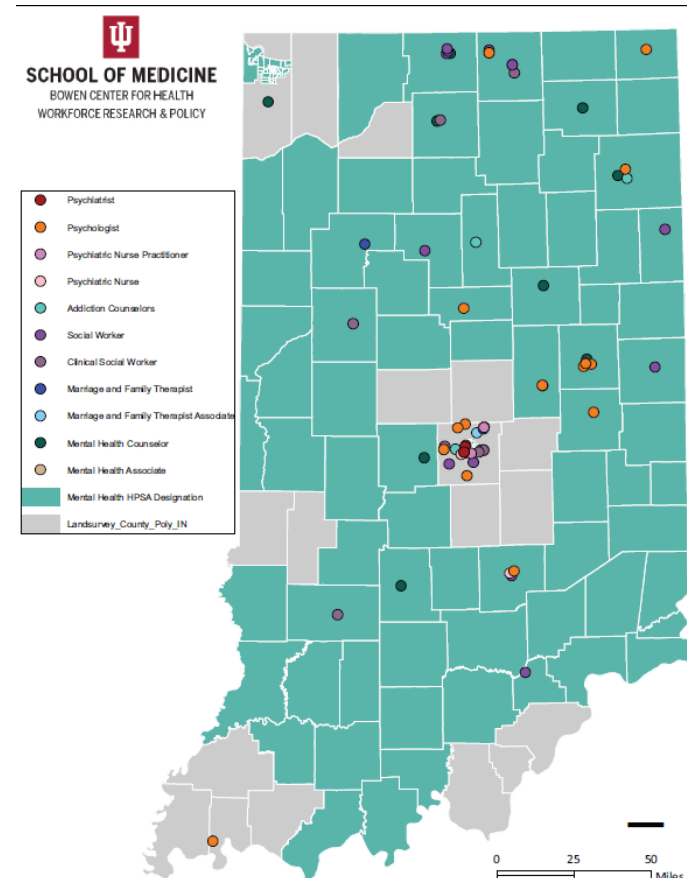
## *High rate of retention among participants*

- ~75% of participants still practice at their service site (p. 10)

## *Participant Perspective*

- “[The program] impacted me significantly. I completed the addictions psychiatry fellowship program, am practicing in addiction psychiatry, and am able to build the program at Midtown solely because of my participation in the loan repayment program which allowed me to complete the addictions fellowship.” (p. 18)

## *Distribution of Participants (p. 13)*



Source: DMHA Loan Repayment Assistance Program Participant Data (2015-2017); DMHA Loan Repayment Assistance Program Evaluation Survey (2018).





# Review of SLRP Workgroup's Previous Work



# Previous Work: Reviewed Models for SLRP

- NHSC-SLRP (federal match)
- State-based SLRP
- Mix of both models

# Moving forward: Indiana Model(s)

- Federal Match Program Status
  - NHSC SLRP funded for 4 years
  - Federal requirements must be satisfied (clinical health professionals only, feds specify the eligible professions, and sites, federal shortage designations are a requirement)
- QUESTION FOR DISCUSSION
  - Should Indiana pursue development of a State Based SLRP Program?
    - Benefits
    - Challenges

# Previous Work: Reviewed Funding Strategies for SLRP

## Strategies Reviewed:

- General Fund Appropriation
- Licensing Surcharge
- Foundation
- Employer Match

## Strategies Prioritized for State funding:

- Licensing Surcharge
  - Most financially sustainable
  - Most politically feasible
  - Second most Administratively feasible

# Licensing Surcharge – Additional Research

- How does Indiana compare? (See handout)
  - Current fees are well below national average
  - Lowest in mid-West with exception of Michigan

Cost of License by License Type

State	Advanced							Clinical Social Worker	Marriage and Family Therapist	Licensed Professional/Mental Health Counselor
	Physicians	Physician Assistants	Practice Nurse	Registered Nurse	Dentist	Dental Hygienist	Psychologists			
Alabama	\$175.00	\$200.00	\$100.00	\$100.00	\$325.00	\$225.00	\$400.00			\$300.00
Alaska	\$425.00	\$250.00	\$284.00	\$200.00	\$450.00	\$200.00	\$775.00	\$225.00	\$800.00	\$500.00
Arizona	\$500.00	\$370.00	\$150.00	\$300.00	\$110.00		\$500.00	\$250.00	\$250.00	\$250.00
Arkansas							\$200.00	\$100.00	\$100.00	\$100.00
California	\$808.00	\$200.00	\$100.00	\$100.00	\$800.00	\$100.00	\$400.00	\$100.00	\$130.00	\$200.00
Colorado	\$569.00	\$262.00						\$70.00		\$70.00
Connecticut	\$565.00	\$190.00	\$200.00	\$180.00	\$565.00	\$150.00	\$565.00	\$315.00	\$315.00	\$315.00
Delaware	\$378.00	\$203.00	\$156.00	\$156.00	\$312.00	\$89.00	\$263.00	\$183.00	\$236.00	\$236.00
Florida	\$429.00	\$200.00	\$100.00	\$100.00	\$255.00	\$135.00	\$305.00	\$105.00	\$105.00	\$205.00
Georgia	\$500.00	\$300.00	\$75.00	\$75.00	\$3,025.00	\$1,025.00	\$100.00	\$100.00	\$100.00	
Hawaii	\$344.00	\$182.00	\$40.00	\$40.00	\$173.00	\$120.00	\$50.00	\$281.00	\$50.00	\$60.00
Idaho	\$500.00	\$200.00	\$90.00	\$90.00	\$300.00	\$150.00	\$150.00	\$45.00	\$75.00	\$75.00
Illinois	\$700.00	\$500.00	\$125.00	\$125.00	\$300.00	\$100.00	\$125.00	\$50.00	\$100.00	\$150.00
Indiana	\$250.00	\$100.00	\$50.00	\$50.00	\$250.00	\$100.00	\$100.00	\$50.00	\$50.00	\$50.00
Iowa	\$505.00	\$120.00	\$81.00	\$81.00	\$550.00	\$200.00	\$200.00	\$120.00	\$120.00	\$120.00
Kansas	\$300.00	\$200.00	\$50.00	\$50.00	\$300.00	\$181.00	\$225.00	\$100.00	\$100.00	\$100.00
Kentucky	\$300.00	\$100.00	\$165.00	\$165.00	\$325.00	\$125.00	\$200.00	\$200.00	\$175.00	\$150.00
Louisiana	\$382.00	\$275.00	\$100.00	\$100.00	\$2,150.00	\$930.00				
Maine	\$700.00	\$200.00	\$100.00	\$100.00	\$440.00	\$340.00	\$250.00	\$70.00	\$250.00	\$250.00
Maryland	\$790.00	\$225.00	\$100.00	\$100.00	\$300.00	\$275.00	\$300.00	\$75.00	\$200.00	\$200.00
Massachusetts	\$600.00	\$225.00	\$180.00	\$180.00	\$660.00	\$126.00	\$270.00		\$117.00	\$117.00
Michigan	\$151.50	\$95.40	\$126.00	\$126.00	\$302.25	\$79.50	\$179.05	\$42.40	\$90.10	\$121.90
Minnesota	\$392.00	\$255.00	\$105.00	\$105.00	\$340.00	\$147.00	\$500.00	\$238.50	\$125.00	\$250.00
Mississippi	\$550.00		\$60.00	\$100.00	\$2,500.00	\$750.00	\$300.00			\$220.00
Missouri	\$75.00	\$25.00	\$55.00	\$51.00	\$230.00	\$155.00	\$150.00	\$60.00	\$100.00	\$100.00
Montana	\$560.00	\$500.00	\$200.00	\$200.00	\$500.00	\$175.00	\$175.00	\$200.00	\$200.00	\$200.00
Nebraska	\$300.00	\$150.00	\$68.00	\$68.00	\$185.00	\$110.00	\$183.00	\$50.00	\$50.00	\$50.00
Nevada	\$1,475.00	\$750.00	\$95.00	\$105.00	\$1,200.00	\$600.00	\$500.00	\$38.25	\$75.00	\$75.00
New Hampshire	\$300.00	\$115.00	\$120.00	\$120.00		\$100.00	\$300.00	\$150.00	\$150.00	\$150.00
New Jersey	\$325.00	\$125.00	\$100.00	\$100.00	\$125.00	\$75.00	\$125.00	\$75.00	\$75.00	\$75.00
New Mexico	\$400.00	\$150.00	\$100.00	\$100.00	\$850.00	\$400.00	\$125.00	\$100.00	\$150.00	\$150.00
New York	\$735.00	\$185.00	\$143.00	\$143.00	\$377.00	\$128.00	\$294.00	\$294.00	\$371.00	\$371.00
North Carolina	\$350.00	\$100.00			\$2,000.00	\$750.00	\$100.00			\$238.00
North Dakota	\$205.00	\$55.00	\$50.00	\$50.00	\$1,200.00			\$100.00	\$450.00	\$150.00
Ohio	\$308.50	\$503.50	\$118.50	\$135.00	\$454.00	\$184.00	\$300.00	\$80.00	\$80.00	\$100.00
Oklahoma	\$500.00	\$150.00	\$70.00	\$70.00	\$500.00	\$150.00	\$300.00	\$150.00	\$150.00	\$150.00
Oregon	\$375.00	\$280.00	\$145.00	\$145.00	\$345.00	\$180.00	\$300.00	\$460.00	\$215.00	\$215.00
Pennsylvania	\$55.00	\$55.00	\$50.00	\$50.00	\$250.00	\$42.00				
Rhode Island	\$1,090.00	\$110.00	\$45.00	\$135.00	\$92.50	\$70.00	\$230.00	\$70.00	\$130.00	\$70.00
South Carolina	\$580.00	\$120.00	\$75.00	\$75.00	\$300.00	\$150.00	\$500.00	\$45.00	\$100.00	\$100.00
South Dakota			\$90.00	\$90.00	\$150.00	\$100.00	\$300.00	\$210.00	\$100.00	\$100.00
Tennessee	\$400.00		\$100.00	\$100.00						
Texas	\$1,002.00	\$220.00	\$115.00	\$115.00	\$2,896.00	\$641.00	\$600.00	\$106.00	\$98.00	\$98.00
Utah	\$200.00	\$180.00	\$60.00	\$60.00	\$60.00	\$110.00	\$200.00	\$120.00	\$120.00	\$85.00
Vermont	\$650.00	\$225.00	\$60.00	\$60.00		\$175.00	\$100.00	\$100.00	\$125.00	\$125.00
Virginia	\$300.00		\$170.00	\$190.00	\$500.00	\$275.00	\$500.00	\$165.00	\$175.00	\$175.00
Washington	\$498.00	\$116.00	\$125.00	\$120.00	\$500.00	\$200.00	\$206.00	\$216.00	\$306.00	\$191.00
West Virginia	\$400.00	\$250.00			\$185.00	\$75.00				
Wisconsin	\$150.00	\$150.00	\$90.00	\$90.00	\$198.00	\$150.00	\$165.00	\$165.00	\$75.00	\$75.00
Wyoming	\$600.00	\$135.00	\$135.00	\$135.00	\$370.00	\$200.00	\$275.00	\$150.00	\$150.00	\$150.00
<b>AVERAGE COST</b>	<b>\$466.85</b>	<b>\$206.43</b>	<b>\$106.88</b>	<b>\$111.52</b>	<b>\$645.83</b>	<b>\$227.17</b>	<b>\$275.11</b>	<b>\$142.74</b>	<b>\$165.07</b>	<b>\$160.73</b>

  : unable to find information  
  : contiguous state  
  : Indiana  
  : average of all 50 states (if information)



# Example Strategy: License Surcharge & State-based SLRP

Select licensed health professions...

Pay a surcharge at time of license renewal...

Surcharge is appropriated in state budget to **PROFESSION SPECIFIC REPAYMENT ACCOUNTS**



*Each profession's licensing revenue goes to a separate fund*

General Licensing Fee

Surcharge: Health Profession-specific Education Fund

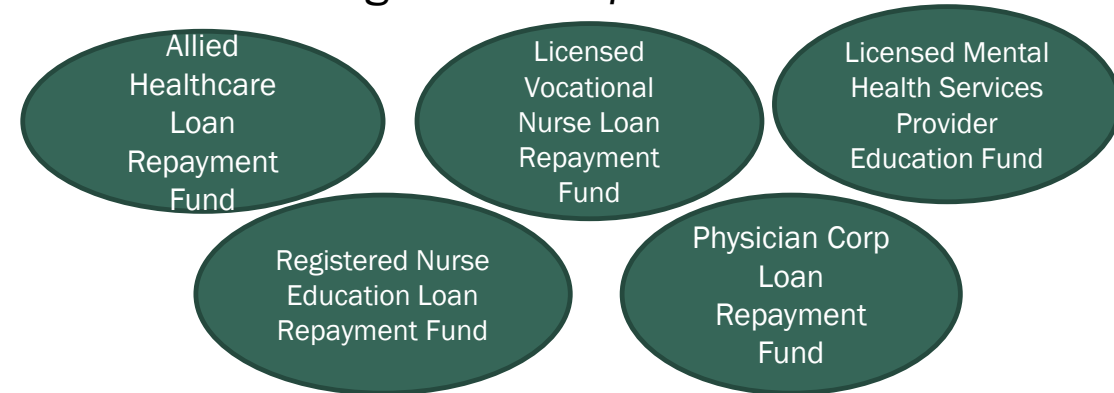
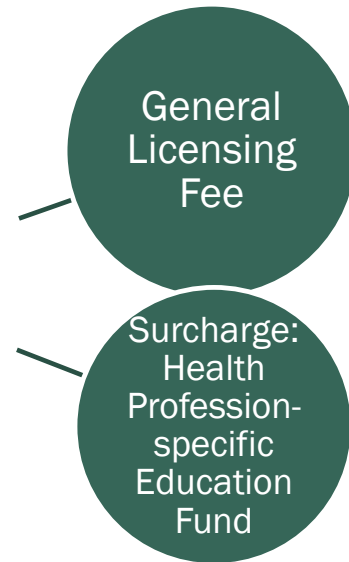
Allied Healthcare Loan Repayment Fund

Licensed Vocational Nurse Loan Repayment Fund

Licensed Mental Health Services Provider Education Fund

Registered Nurse Education Loan Repayment Fund

Physician Corp Loan Repayment Fund



# Licensing Surcharge – Considering next steps

- Question for Discussion?
  - Is there interest in developing a multi-profession/discipline strategy for a State-Based SLRP funded through licensing surcharge?
    - Could start with selected professions
    - Could be appropriated to profession specific accounts



# Future Meetings

- Monday, November 26<sup>th</sup>
- 3:00pm-4:30pm
- Conference Rooms 1&2

# Contact Information

**For questions, feedback, or public comment, please contact the Bowen Center for Health Workforce Research & Policy.**

- [bowenctr@iu.edu](mailto:bowenctr@iu.edu)
- 317.278.4818