



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



Governor's Health Workforce Council: Background

- 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 Charge & Charter

ALLISON TAYLOR



Review Of Workgroup Charge And Charter

Workgroup Charge & Task Force Protocol

| Governor's Health Workforce Council Task Force Protocol | |
|--|--|
| General Information | |
| <p>The Council shall establish task forces to address identified priorities, as deemed necessary by the Council. Any task forces created by the Council shall study, deliberate and develop thorough recommendations to the Governor's Health Workforce Council (Council) regarding topics assigned by the Council. These recommendations will be used to help inform the work of the Council.</p> <p>Task force meetings are open to the public. Task force information will be made available on http://www.in.gov/dwd/ghwc.htm and is subject to the Indiana Access to Public Records Act. Such information will include names of task force members, meeting dates, times and locations, meeting agendas, minutes, reports, and any other information the task force chair(s) would like posted. Information should be forwarded to the Bowen Center for Health Workforce Research and Policy (BCHW) Staff bowenctr@iu.edu as soon as this information becomes available. Documents should be sent in their original file format or as an electronically converted PDF file. Scanned PDF documents are unable to be posted to the website.</p> | |
| Responsibility of the Council | |
| <ol style="list-style-type: none"> The Council shall create task forces as deemed necessary to examine specific topics or issues related to health workforce planning and policies. The Council Chair shall appoint a chair(s) for each task force. The Council shall charge a task force with a specific set of tasks at the time the task force is established. The Council shall periodically review the charge and progress of all established task forces. The Council shall consider recommendations brought forth by each task force. | |
| Duties of Task Force Chair(s) | |
| <ol style="list-style-type: none"> Identify task force members, with the recommendation and input of Council members. The maximum recommended number of task force members is 15. Finalize the date, time, location, and agenda at least five days in advance of task force meetings. These details shall be sent electronically to Bowen Center Staff at least four days in advance of task force meetings for public posting. Task force meetings should be held at a location that is available to members of the public. | |

Workgroup Charter

| PROJECT CHARTER: State Loan Repayment Program Workgroup | | | | |
|---|--|---|--|---|
| 1. General Project Information | | | | |
| Project Name: | State Loan Repayment Program | | | |
| Created by: | Indiana Governor's Health Workforce Council | | | |
| Administrative Support Provided by: | Bowen Center for Health Workforce Research and Policy | | | |
| Impact of project: | Explore the framework of the SLRP, including how this program has been implemented in other states and potentially make recommendations to the larger Council for implementation of this program in Indiana. | | | |
| 2. Project Team | | | | |
| | Name | Department | E-mail | Scheduling Contact (if available) |
| Chair | Allison Taylor | Interim Director, Indiana Office of Medicaid Policy & Planning | Indiana Family and Social Services Administration | Allison.taylor@fssa.in.gov |
| Member | Ann Alley | Director, Chronic Disease, Primary Care & Rural Health Division at Indiana State Department of Health | Indiana State Department of Health | aalley@isdh.in.gov |
| Member | Leila Alter | DDS, Chair of the Indiana Oral Health Coalition (IOHC) | Indiana Dental Association | lalterdds@gmail.com |
| Member | Mike Brady | Director of Advocacy at the Indiana State Medical Association | Indiana State Medical Association | mbrady@ismanet.org |
| Member | Matt Brooks | President & CEO of Indiana Council of Community Mental Health Centers, Inc. | Indiana Council of Community Mental Health Centers | mbrooks@icchmc.org |
| Member | Jeffrey Chapman | Director, Provider Services Section | Office of Medicaid Policy & Planning | Jeffrey.chapman@fssa.in.gov |
| Member | Jessica Ellis | Director of Provider Retention | Indiana Primary Health Care Association | dthomas@indianapca.org |
| Member | Blayne Milely | Director of Policy & Advocacy at Indiana State Nurse's Association | Indiana State Nurses Association | bmiley@indiananurses.org |
| Member | Kevin Moore | Director, Division of Mental Health and Addiction at State of Indiana | Division of Mental Health & Addiction | Kevin.moore@fssa.in.gov |
| Member | Joseph Habig | Assistant Director at Indiana State Budget Agency | Indiana State Budget Agency | Johabig@sta.in.gov |
| Member | Senator Head | State Senator - District 18 | Indiana Senate | S18@iga.in.gov LA Taylor Knox: taylor.knox@iga.in.gov |
| Member | Jason Kolkmeier | PA, Immediate Past President at Indiana Academy of Pas | Indiana Academy of Physician Assistants | jkolkmeier@majorhospital.org |
| Member | Gloria Sachdev | President and CEO, Employers' Forum of Indiana | Indiana Pharmacists Alliance | glora.sachdev@gmail.com |



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




HRSA State Loan Repayment Program (SLRP)


- <https://nhsc.hrsa.gov/loanrepayment/stateloanrepaymentprogram/>
- **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.

BUREAU OF CLINICIAN RECRUITMENT AND SERVICE

State Loan Repayment Program (SLRP)



| | |
|---------------------------------|---|
| Program Description | The Health Resources and Services Administration (HRSA) State Loan Repayment Program (SLRP) provides cost-sharing grants to more than 30 states to operate their own loan repayment programs. These state programs offer loan repayment to primary care providers working in Health Professional Shortage Areas (HPSAs). |
| Eligible Disciplines | Varies from state to state, but may include: <ul style="list-style-type: none">• Physicians (MDs or DOs specializing in pediatrics, geriatrics, psychiatry, family or internal medicine, and obstetrics and gynecology)• Nurse Practitioners (specializing in adult, family, pediatrics, psychiatry/mental health, geriatrics, women's health, and certified nurse-midwives)• Physician Assistants (specializing in adult, family, pediatrics, psychiatry/mental health, geriatrics, or women's health)• Dental Professionals (general, pediatric, registered dental hygienists)• Mental Health Professionals (health service psychologists, licensed clinical social workers, psychiatric nurse specialists, licensed professional counselors, marriage and family therapists)• Registered Nurses• Pharmacists |
| Service Commitment | <input type="checkbox"/> Minimum 2-year service commitment <input type="checkbox"/> Additional 1 year of service for each year of additional support <input type="checkbox"/> States may require longer minimum service commitments (more than 2 years) or negotiate individual contracts with providers for different service commitment periods (e.g., 2 years for physicians, 3 years for dentists, 4 years for physician assistants) to meet community needs SLRP participants are now also eligible for the Part-Time Service option that is available through the National Health Service Corps. For more information, visit NHSC.hrsa.gov/loanrepayment/halttimeprogram |
| Financial Benefits | Loan repayment assistance for qualified education debt (amount varies state to state) |
| Tax Liability | Not taxable |
| Application Requirements | <ul style="list-style-type: none">• U.S. citizen (U.S. born or naturalized), U.S. national, or Lawful Permanent Resident• Licensed to practice in the state where they will work (where work will occur)• Currently work or be applying to or accepted to work at an eligible site that is located in a federally designated Health Professional Shortage Area (HPSA)• Unpaid government or commercial loans for school tuition, reasonable education expenses and reasonable living expenses, segregated from all other debts (that is, not consolidated with non-educational loans) |
| Web Site | NHSC.hrsa.gov/loanrepayment/stateloanrepaymentprogram |

 **HRSA**
U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES
HEALTH RESOURCES AND SERVICES ADMINISTRATION

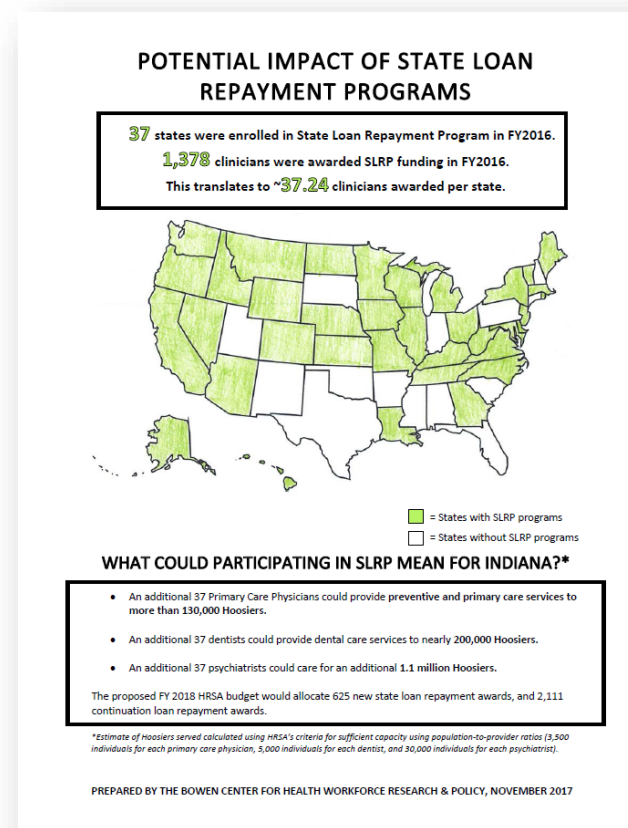
May 2012

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?

Current SLRPs



Which professions are included?

- 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.

STATE LOAN REPAYMENT PROGRAMS (SLRP) RESEARCH SUMMARY

1. ELIGIBLE PROFESSIONS

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

2. HOUSED?

SLRP Program Housing was researched for each state. Roles and functions of housing agencies in other states were compared to structure of Indiana agencies. Results were categorized below.

| | |
|--|----|
| ● Health agency | 11 |
| ●● Health and Social Services Agency | 9 |
| ●● Health and Licensing Agency | 6 |
| ● University | 4 |
| ●●● Health, Licensing, And Social Services Agency | 2 |
| ● Licensing Agency | 1 |
| OTHER | |
| Education Agency | 2 |
| "Health Care Commission" <small>(MISSOURI HEALTH CARE COMMISSION)</small> | 1 |

3. STATE MATCH SOURCE:

- **State Line Item:**
 - 16 States match federal monies \$1 for \$1 OR create a line item in the budget
- **Employer:**
 - 9 States require the grantees employer to match the federal funds
- **Foundation:**
 - 3 States match the federal funds using community or private sources

Some match sources were unable to be identified

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

Missouri



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

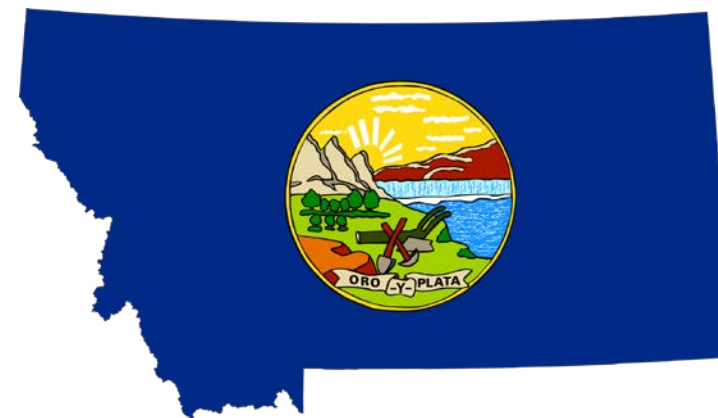
■ Where is program housed?

- 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

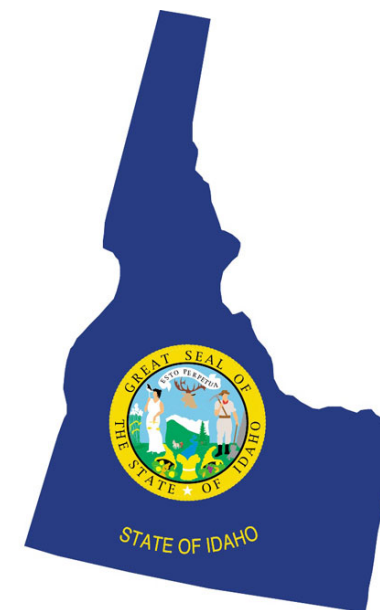
Montana



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

Idaho



Small Group Discussions: Identifying Next Steps

- **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.**

Contact Information

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

- bowenctr@iu.edu
- 317.278.4818