



# State Loan Repayment Program Workgroup

January 11<sup>th</sup>, 2018

Chair: Allison Taylor, Family And Social Services Administration





# Welcome

Allison Taylor, Chair



# Objectives

- Approve previous meeting minutes
- Review action items from previous meeting (11/13/17)
  - Federal funding cap per state
  - Retention rates for NHSC SLRP programs
  - Review non-NHSC SLRP programs
- Discuss results from state key informant interviews on NHSC SLRP program details
- Select and define eligible professions for Indiana and criteria for prioritization



# Review and Approve Previous Meeting Minutes

(DRAFT OF MEETING MINUTES IS PROVIDED IN FOLDERS)





# Review Action Items from Previous Meeting





# Level-setting: SLRP Definitions



# Compare and Contrast: NHSC SLRP & Non-NHSC SLRP

## NHSC SLRP

- 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.
- **States' share of the program must match federal funds \$1 for each \$1.**
- **Eligible professions include only those in licensed health occupations, outlined by NHSC.**

## Non-NHSC SLRP

- State-based programs in which **each state determines the qualifications of recipients**, as well as the funding source, duration of funding, and program type
- The majority of programs in other **states are funded by funds appropriated by the state General Assembly.**
- States have more flexibility in determining eligible professions, which could include both practicing professionals and students, but they also bear the full cost of the program.




# NHSC SLRP: Federal Funding Cap per State





# Federal Cap

- Only information for FY2014 was made available.
- At that time, the maximum award amount was **\$1 million per state**.

Funding Opportunity Title:	State Loan Repayment Program (SLRP)
Funding Opportunity Number:	HRSA-14-033
Due Date for Applications:	April 7, 2014
Anticipated Total Annual Available Funding:	\$10,000,000
Estimated Number and Type of Awards:	45 grants
Estimated Award Amount:	Up to \$1,000,000 per year 
Cost Sharing/Match Required:	\$1 for \$1 State to Federal Match
Length of Project Period:	4 years
Project:	September 1, 2014
Eligible Applicants:	Entities eligible to apply for this grant program include the 50 States, the District of Columbia, Guam, the Commonwealth of Puerto Rico, the Northern Mariana Islands, the Virgin Islands, American Samoa, the Federated States of Micronesia, the Republic of the Marshall Islands, and the Republic of Palau.  [See <a href="#">Section III-1</a> of this FOA for complete eligibility information.]

HRSA SLRP State Application FY 2014



# Loan Repayment Program: Retention Rates



# 2016 Loan Repayment Retention Rate by Program

- Loan repayment program short term retention rate in 2016 (up to 1 year post-service period): **89%**

Retention	Loan Repayment Program Alumni
Same Site	71%
Same HPSA	6%
Another HPSA	13%
TOTAL	89%

# 2016 Loan Repayment Retention Rate by Discipline and Program

## Primary Care

Discipline	Loan Repayment Program
Primary Care	84%
Certified Nurse Midwife	79%
Nurse Practitioner	87%
MD/DO	89%
Physician Assistant	76%

## Oral Health

Discipline	Loan Repayment Program
Oral Health	91%
Dentist	91%
Registered Dental Hygienist	92%

## Behavioral Health

Discipline	Loan Repayment Program
Behavioral Health	93%
Psychologist	90%
Licensed Professional Counselor	93%
Licensed Clinical Social Worker	95%
Psychiatric Nurse Specialist	100%*
Marriage & Family Therapist	94%

\*Less than 5 respondents

Data presented represents retention at one year post-obligation. Information not available by discipline for long-term retention.

[https://nhsc.hrsa.gov/corpsexperience/aboutus/nationaladvisorycouncil/meetingsummaries/nhsc\\_survey\\_presentation\\_for\\_nac\\_meeting.pdf](https://nhsc.hrsa.gov/corpsexperience/aboutus/nationaladvisorycouncil/meetingsummaries/nhsc_survey_presentation_for_nac_meeting.pdf)

# 2016 Loan Repayment Retention by Site Type & Program

Site Type	Retention Rate
State & County Health Department	89%
Tribal	86%
Hospital Affiliated Outpatient	80%
Community Mental Health	79%
School Based	76%
Community Outpatient	76%
RHCs and CAHs	74%
Retained at Same Site	71%
Federally Qualified Health Center & Look Alikes	68%
Private Practice	57%
Correctional	53%

# Influences to Remain at Site – NHSC

- NHSC Alumni
  - Commitment to underserved communities (72%)
  - Experience at site (55%)
  - Balanced schedule (53%)
  - Salary (52%)
  - Ability to provide full scope of services (38%)
  - Peer relationships (34%)
  - Site operation (29%)
- NHSC In-Service (Future Decision)
  - Commitment to underserved communities (67%)
  - Experience at site (43%)
  - Balanced schedule (54%)
  - Salary (62%)
  - Ability to provide full scope of services (34%)
  - Site direction closely aligned with personal goals (35%)
  - Availability of loan repayment financial support (60%)

Note: individuals could select more than one option.



# Non-NHSC SLRPs



# Non-NHSC SLRPs

- **Eligible Professions:**
  - Majority of programs are **physicians** or open to a variety of licensed health professions
- **State Funding Source:**
  - Most programs are funded through the **state general assembly**
- **Program Types:**
  - Almost all programs are **loan repayment/forgiveness**
- **Program Housing:**
  - The majority of programs are housed in an **office of rural health** or **department of higher education**

## NON-NHSC STATE-BASED LOAN REPAYMENT PROGRAMS RESEARCH SUMMARY

### 1. ELIGIBLE PROFESSIONS

Physicians	11
Nursing	2
Mid-level Practitioners	1
Allied Health Professionals	1
Various Licensed Health Professions (may include, but not limited to: Physicians, NPs, RNs, Dentists, Dental Hygienists, Mental Health Prof., & PAs)	10

### 2. STATE FUNDING SOURCE

#### General Assembly/State Line Item

- 14 programs are funded by the state General Assembly

#### State Requiring Practice Site Match Source

- 6 programs will match state funds to a community employer

#### Other options include:

- Tobacco Commission (1), Grants (1), State Hospital Associations (1), Licensure Fees (1), etc.

### 4. PROGRAM HOUSING

- Office of Rural Health

- 10 Programs

- Commission or Board Created by Statute

- 2 Programs

- Department of Higher Education/University

- 7 Programs

- Department of Health

- 4 Programs

- Board of Physicians

- 1 Program

- Primary Care Office

- 1 Program

### 3. PROGRAM TYPES

**Loan Repayment/Forgiveness:** *Repayment of student loans in return for a service obligation*

- 24 Programs

- Note: 5 of these programs target recruitment to health professional students to apply for participation once they enter the workforce

**Grant:** *Financial assistance is given to professionals with or without stipulation*

- 1 Program

25 programs were researched for this fact sheet

PREPARED BY THE BOWEN CENTER FOR HEALTH WORKFORCE RESEARCH AND POLICY, JANUARY 2018



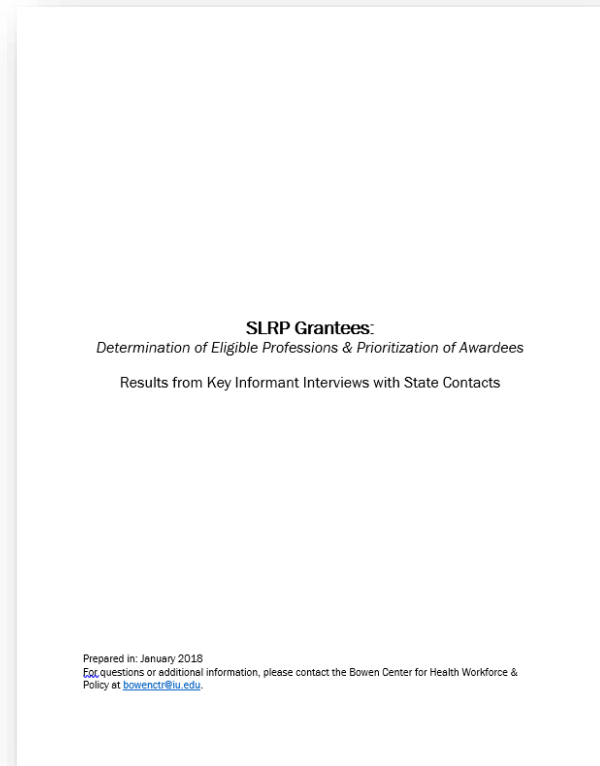


# Step One: Determining Eligible Professions & Prioritization Criteria



# Determination of Eligible Professions & Prioritization of Awardees: State Key Informant Interviews

- **Methods:**
  - State contacts were identified through the NHSC website<sup>1</sup>
  - Telephone interviews were conducted with SLRP program contacts
  - Information was gathered from six states/districts (D.C., Michigan, Idaho, Michigan, Missouri, North Carolina)
    - Eleven states were contacted, including
      - Indiana's four contiguous states (Illinois, Kentucky, Michigan, Ohio)
      - Idaho (to respond to a workgroup member's follow-up question about how primary care was prioritized)
      - Virginia (due to D.C.'s in-statute provision for eligibility and prioritization criteria)
      - Five additional states with Midwest location and/or Republican majority (Minnesota, Missouri, Montana, North Carolina, Tennessee)



# State Key Informant Interviews: District of Columbia

Eligible professions and prioritization criteria are outlined in statute:

## *D.C. § 7-751.06*

- (a) Applicants shall be competitively reviewed and selected for participation in the Program based upon the following criteria:
  - (1) Professional qualifications and relevant experience, including board eligibility or certification in his or her specialty, professional achievements, and other indicators of competency received from supervisors, department chairs, and program directors; and
  - (2) A demonstrated commitment to serve in a HPSA or MUA.
- (b) **Preferential consideration** will be given to:
  - (1) Residents of the District of Columbia;
  - (2) Graduates of accredited District of Columbia health professions schools or program;
  - (3) Residents of a HPSA or MUA within the District of Columbia;
  - (4) Applicants that are immediately eligible and available for service;
  - (5) Applicants that commit to longer periods of service;
  - (6) Applicants whose service obligation site is also a qualified Medical Homes DC provider;
  - (7) Applicants who are fluent in Spanish, Chinese, Vietnamese, Korean, or Amharic; and
  - (8) Applicants who have experience at a community-based primary care facility or attended a community-based health profession educational institution.
- (c) For applicants practicing at a service obligation site at the time of application to the Program, preferential consideration shall be given to those individuals who have less than 3 years of employment at the facility.

# State Key Informant Interviews: Idaho

## Eligible Professions:

- Primary Care Physicians, Psychiatrists

## Rationale for Selection of Eligible Professions:

- Data demonstrating shortage of these professions

## Notes:

- SLRP is not currently competitive, they suspect due to difficulty engaging employers to provide match funds.

## Award Prioritization (if/when competitive)

Idaho's State Loan Repayment Program (SLRP) - FY15				
Applicant:	Community Sponsoring Organization:			
	Reviewer's Score (1-10)	Weighted Criteria (%)	Total Score	Reviewer's Comments
<b>Priority:</b> Location: State hospitals and critical access hospitals (SCORE of 10)		15%	0.00	
<b>Discipline:</b> Primary care physicians (MD, DO, OB/GYN, Internal Medicine, Psychiatrist) (SCORE of 10)		15%	0.00	
<b>Practitioner Commitment:</b> 1. Description of how the healthcare services provided by the practitioner impacts access to care for Medicare, Medicaid, CHIP, and sliding fee scale patient population.		35%	0.00	
2. Practitioner willingness to fulfill the two-year service obligation.		35%	0.00	
Please score applications on a scale of 1 (poor) - 10 (excellent).		Total:	0.00	

# State Key Informant Interviews: Michigan

## Eligible Professions:

- Primary care providers (dental, medical, & mental health professions)

## Rationale for Selection of Eligible Professions:

- OB/GYN physicians and psychiatrists are top health-priority needs

## Award Prioritization:

- Providers of the top priority specialties (OB/GYN and psychiatry) are given top priority for award. Then, awards are given using a lottery for any qualified applicant.

## Notes:

- Michigan prioritizes OB/GYN and psychiatry.
- This was a top policy/health priority and was the incentive to legislature for creation of a line item for sustainability (Michigan previously used employer-match).

# State Key Informant Interviews: Missouri

## Eligible Professions

- Physicians (Family practice, internal medicine, pediatrics, OB/GYN) and Dentists
- They did not provide rationale for selection of these professions.

## Award Prioritization

- **HPSA score is heavily considered** in prioritization, with providers practicing in areas of great need rising to top of priority list.
- Missouri also gives **priority to individuals who they deem to be more likely to continue practicing in an underserved area** after award period ends (specific details on this process not revealed).
- Missouri does **not** give any priority to previously awarded individuals.

## Who conducts the review/selection?

- **Staff in primary care office** conduct application review and perform award selection.

# State Key Informant Interviews: North Carolina

## Eligible Professions:

- Mental Health Professions (licensed clinical social worker, licensed professional counselor, marriage and family therapist, psychiatric nurse specialist, health service psychologist)

## Rationale for Selection of Eligible Professions:

- There was a previous program targeting the behavioral health workforce, which streamlined transitioning that program to be absorbed by SLRP. They are interested in expanding beyond just behavioral health professions.

## Award Prioritization:

- Not shared.

## Notes:

- North Carolina strategically absorbed a previously state-only based program targeting the behavioral health workforce to transition it as their SLRP program. They plan to expand to additional professions.



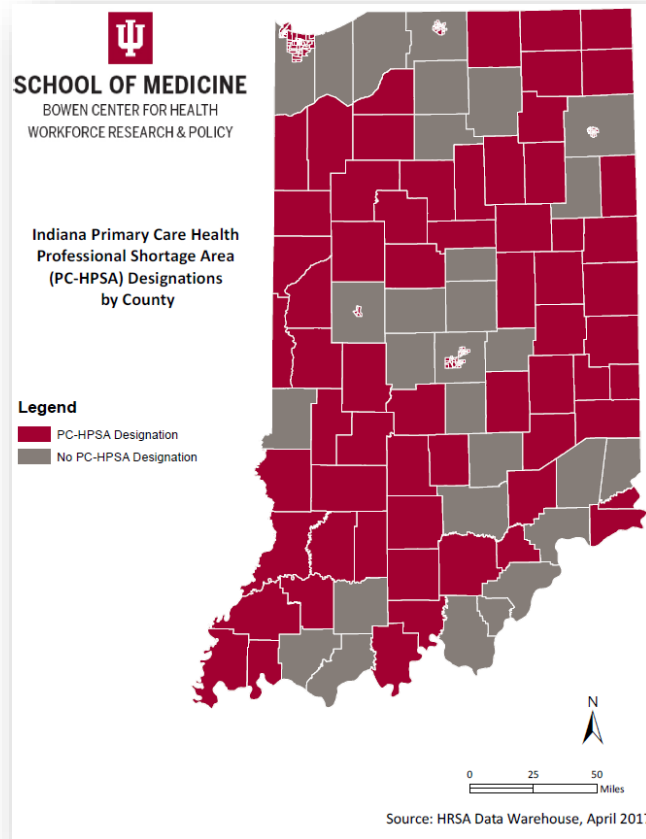
# Indiana's Health Workforce



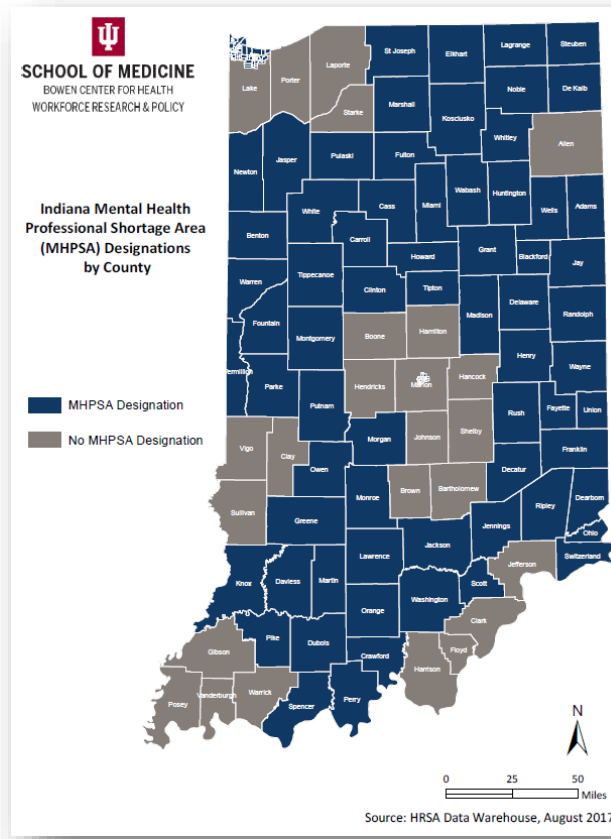


# Indiana's Health Workforce – Where are our underserved areas?

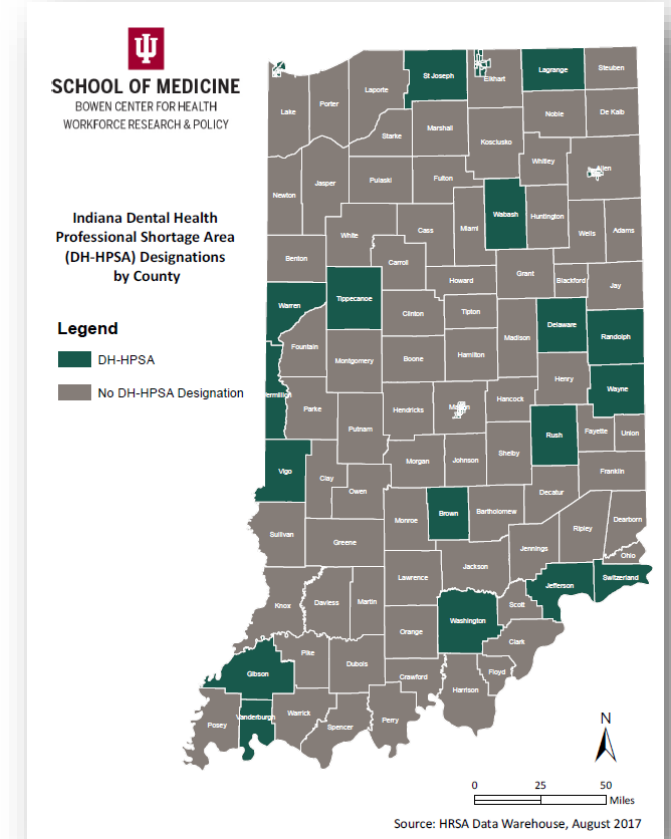
## Primary Care HPSAs



## Mental Health HPSAs



## Dental Health HPSAs



# Individual Form Completion

## Eligible Professions

**ELIGIBLE PROFESSIONS**

Organized Based on Profession Type

- Physicians (MDs or DOs)
  - pediatrics
  - geriatrics
  - psychiatry
  - family medicine
  - internal medicine
  - obstetrics and gynecology
- Dentists
- Pharmacists
- Psychologists
- Mid-level mental health professionals (licensed clinical social workers, marriage and family therapists, and licensed professional counselors)
- 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)
- Registered Nurses
- Dental hygienists

Organized Based on Specialty

- Primary Care
- Mental Health

Organized Based on Education Level

- Associates level
- Baccalaureate level
- Master's level
- Doctorate level

Rationale

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Please turn this form in to a Bowen Center staff member at meeting conclusion. Responses will be anonymous.

## Prioritization of Professions

**PRIORITIZATION OF PROFESSIONS**

Where are prioritization criteria documented?

- In state statute
- Not in state statute, but systematic prioritization applied using a scoring matrix during review process

Rationale

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

What criteria should be included when prioritizing applicants from eligible professions?

- HPSA score (with higher score indicating severe need)
- Multi-lingual
- Graduate of Indiana health professions program
- Applicant lives/resides in HPSA and/or residing in a rural community
- Willing to commit to longer period of service
- Veteran/Military Spouse/Child of Veteran
- Other

Rationale

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Please turn this form in to a Bowen Center staff member at meeting conclusion. Responses will be anonymous.

Please note, these forms will be collected so that we can document individual response.  
Please keep form anonymous.



# Small Group Discussions & Report Out





# Next Steps for Future Meetings: Discussion of Funding Strategy



# Future Meetings

- Before next meeting, the Bowen Center will send a RedCAP survey for voting of eligible professions and prioritization.
- **The next State Loan Repayment Program meeting will be held**
  - Tuesday, February 8<sup>th</sup>
  - 10:00am-11:30am
  - Indiana Government Center South, Conference Room 4 & 5

# 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