

Workforce (12)

Professional Development (9)

Education Costs

- Scholarships/free tuition for service in Vermont
- Loan repayment

Workforce Pipeline

- Training Programs
- "Grow Your Own"
- AHEC career pathway programs

Recruitment & Retention (6)

Second job for spouse

Statewide competition

Nationwide competition

- Tax credits

Priority Service Areas (2)

Primary Care

- Increase training for medical students/residency programs

Psychiatry

FINANCIAL RESOURCES (6)

Medicaid and Medicare (5)

Inadequate reimbursement

- Reimbursement reflects cost
- Pay Parity for independent practices and mental health

Capital & Funds (2)

Access to capital (hospital)

State/Federal funds for Patient and Financial Data Programs

Social Determinants/Demographics (13)

Poverty (4)

Transportation (3)

Affordability (2)

Homelessness (2)

Nutrition (1)

Aging/Declining Population (1)

Care Delivery (6)

Integration

Delivery System Reform (risk of consolidating independent practices)

"Buy, don't Build"

Priority Service Areas (5)

Primary Care

Mental and Behavioral Health

Substance Use Disorder

Dental

Regulation & Administrative Burden (4)

Patient Data

Quality Metrics

Prior Authorizations

Transition to APM