

Health Care Workforce Development Strategic Plan: Incorporating Feedback

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Proposed changes based on Feedback

- Reflect role of University of Vermont College of Nursing and Health Sciences.

***Strengthen incentives for preceptors for all professions.** The University of Vermont College of Medicine and College of Nursing and Health Sciences, in collaboration with primary care physicians, shall identify and implement appropriate incentives for preceptors such as payments for teaching, access to training and career advancement, faculty appointments, or a preceptor income tax exemption (referenced earlier in the report).*

- Ensure loan repayment is applicable for Critical Access Hospital and FQHC employees.

***Broaden and expand loan repayment.** Based on an evaluation of existing data and potential new sources of data, AHEC should develop a proposal for expanding its service-based loan repayment program to include more health care professionals (e.g. Mental Health and Substance Use Disorder treatment professionals, naturopathic practitioners) and increase current program offerings. Recommendations should include the funding necessary to increase existing loan repayment programs as well as the funding necessary for including additional professional types. Consider whether and how programs can adequately include Critical Access Hospitals and employees of FQHCs.*

Proposed changes based on feedback

- Include nursing faculty and scholarship and loan repayment programs.

Broaden and expand loan repayment.** Based on an evaluation of existing data and potential new sources of data, AHEC should develop a proposal for expanding its service-based loan repayment program to include more health care professionals (e.g. Mental Health and Substance Use Disorder treatment professionals, naturopathic practitioners) and increase current program offerings. Recommendations should include the funding necessary to increase existing loan repayment programs as well as the funding necessary for including additional professional types. AHEC should consider whether and how programs can adequately include Critical Access Hospitals and employees of FQHCs **and the increases necessary to include nursing faculty in its programs.

***Increase scholarship funding created by Act 155 of 2020 and identify permanent funding source.** Act 155 of 2020 created new scholarship programs for nursing and primary care professions contingent on service agreements. The state interagency task team implemented per the recommendation under “Coordination of Health Care Workforce Development Activities in the State of Vermont” should recommend whether and how these scholarship and service opportunities should be expanded to more health care professional types, **including nursing faculty,** and recommend an ongoing funding source.*

Proposed changes based on feedback

- Broaden consideration of the challenges for Direct Support Professionals

Identify ~~financial~~ barriers to the recruitment and retention of the non-licensed workforce. The state interagency task team should identify and propose remedies to the most significant barriers to recruiting non-licensed allied health, and direct support professionals to participate in Vermont's workforce. Consideration should be given to benefits cliffs, housing costs, transportation, competition from other industries, training needs, and career advancement opportunities. Proposals should consider how American Rescue Plan Act funding, including Section 9817 HCBS funding, could be used to overcome barriers to recruitment and retention.