

Act 183 Initiative	Section	Investment	Deliverable	Responsible	Health Care Workforce Development Strategic Plan “plan”
Emergency Grants to Support Nurse Faculty and Staff	20	\$2,000,000.00	Emergency interim grants to Vermont’s nursing schools over three years to increase compensation for faculty/staff.	VDH	The plan recognized that faculty compensation may be a barrier to increasing faculty staff for nursing education programs. The “plan” assigned a workgroup to evaluate any gaps in compensation between academic faculty and practitioners, identify possible solutions and make any further recommendations necessary including funding.
Nurse Preceptor Incentive Grants	21	\$400,000.00	Incentive grants to nurses employed by critical access hospitals in Vermont for serving as preceptors for nursing students enrolled in VT nursing school programs.	AHS	The plan recognizes that preceptor slots need to be increased to meet current and future need for nursing students to obtain the required clinical time.
Preceptor Working Group	21	N/A	The Director of Health Care Reform or designee in AHS shall convene a working group of stakeholders to identify ways to increase clinical placement opportunities, establish sustainable funding models for compensating nurses as preceptors or hiring additional nurses to alleviate pressure on preceptors or both and to develop an action plan for expanding clinical placement opportunities. Due January 15, 2023	AHS	The plan asks a workgroup to establish a preceptor model of clinical training and recommends strengthening incentives for preceptors for all professions.

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Health Care Employer Nursing Pipeline and Apprenticeship Program	22	\$2,500,000.00	Providing grants to health care employers, including hospitals, long-term care facilities, designated and specialized service agencies, federally qualified health centers, and other health care providers, to establish or expand partnerships with Vermont nursing schools to create nursing pipeline or apprenticeship programs, or both, that will train members of the health care employers’ existing staff, including personal care attendants, licensed nursing assistances, and licensed practical nurses, to become higher-level nursing professionals. Grants shall commence in the fall of 2022. On or before September 15, 2022, the AHS shall provide an update to HROC on status of implementation.	AHS	Develop and identify strategies to streamline advancement through the nursing career ladder and upskill existing staff. Convene health care providers (e.g. hospitals, long-term care facilities and home health agencies) and higher education programs to develop and identify needs for on-site delivery of training and education programs to upskill existing staff (e.g. LNAs to LPNs) and to identify ways to streamline advancement through the nursing career ladder.
Health Care Workforce Data Center	32	\$750,000.00	Funds and full-time FTE appropriation to establish and operate a statewide Health Care Workforce Data Center.	AHS	The plan recommended establishing a health care workforce data center.
Health Care Workforce Coordinator Position	34	Position appropriation \$170,000.00 FY23	One classified, three-year limited-service Health Care workforce Coordinator position is created in the AHS Office of Health Care Reform to support the health care workforce initiatives set forth in Act 183 and in the Health Care Workforce Development Strategic Plan.	AHS	Not recommended in the plan.

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Vermont Nursing Forgivable Loan Incentive Program	23, 25	FY 23: \$227,169.00 GC	Provide forgivable loans (scholarships) to students enrolled in an eligible school who commit working as a nurse in the State and who meet the eligibility requirements.	VDH/VSAC	Increase scholarship funding created by Act 155 of 2020 and identify permanent funding source.
Vermont Health Care Professional Loan Repayment Program	26, 27	\$2,000,000.00	The Program provides loan repayment on behalf of individuals who live and work in this State as a nurse, physician assistant, medical technician, child psychiatrist, or primary care provider and who meet the eligibility requirements.	VDH/AHEC	Broaden and expand loan repayment to more professional types.
Nurse Faculty Forgivable Loan Incentive Program	28, 29	\$500,000.00	The Program provides forgivable loans (scholarships) to students enrolled in an eligible school who commit to working as a member of the nurse faculty at a nursing school in this State and who meet the eligibility requirements.	VDH/VSAC	The plan recommends a working group advise on how nurse faculty are included in increased scholarship funding.
Nurse Faculty Loan Repayment Program	29a, b	\$500,000.00	The program provides loan repayment on behalf of individuals who work as nurse faculty members at a nursing school in this State who meet the eligibility requirements.	VDH/AHEC	The plan recommends broadening and expanding loan repayment more professional types.
Vermont Mental Health Professional Forgivable Loan Incentive Program	29c, d	\$1,500,000.00	The Program provides forgivable loans to students enrolled in a master’s program at an eligible school who commit to working as a mental health professional in this State and who meet the eligibility requirements	VDH/VSAC	The plan recommends a working group advise on expanding scholarship an service opportunities to more professional types.
Designated and Specialized Service Agencies Workforce Development	29e	\$1,250,000.00	The designated and specialized service agencies shall use these funds for loan repayment and tuition assistance to promote the recruitment and retention of high-quality mental health and substance use disorder treatment professionals available to Vermont residents in need of their services.	AHS	The plan discusses loan repayment and tuition assistance as important recruitment and retention tools and recommends a workgroup indicate how to expand such programs.