

	<b>Advisory Group Recommendation</b>	<b>Action Required By</b>	<b>Timeframe</b>
1	Establish State Interagency Task Team	AHS	2021
2	Integrate with State Workforce Development Board (State Workforce Development Board)	SWDB	2021/2022
3	Identify lead state entity as health care workforce data hub	Interagency task team	2022
4	Employ supply and demand modeling	Health care workforce data hub	2023
5	Broaden loan repayment to more professional types.	AHEC	Complete analysis in 2022
6	Increase scholarship funding created by Act 155 of 2020 and identify permanent funding source.	Interagency Task Team	2022
7	Evaluate the effectiveness of the existing scholarship program available to Vermonters who attend dental school.	VDH, AHEC, VSAC	2022
8	Make financial assistance options for the health care workforce clear, transparent, and easy to find.	VSAC, regional training programs, employers	2022
9	Revisit tax incentive proposals.	Interagency Task Team, Legislature	2021/2022
10	Identify financial barriers to the recruitment and retention of the non-licensed workforce.	State Interagency Task Team	2022
11	Recommend one-time funds for employers to attract permanent employees.	State Interagency Task Team	2021/2022
12	Consider longer-term grant incentive program.	State Interagency Task Team	2022
13	Increase enrollment in nursing programs.	OPR, Schools of Nursing, clinical sites/health care orgs	2022/2023
14	Support transition-to-practice programs for professional roles.	State Interagency Task Team	2022
15	Strengthen incentives for preceptors for all professions.	UVM College of Medicine, UVM College of Nursing and Health Sciences	2022/2023
16	Explore opportunities to expand family practice residency programs.	UVM College of Medicine, UVM College of Nursing and Health Sciences	2022

17	Modify curriculum to introduce primary care earlier in medical school.	UVM College of Medicine	2022/2023
18	<b>Advance a coordinated approach to promote health care careers in K-12 educational settings.</b>	AHEC	2022/2023
19	Establish a Physician Assistant Education Program.	Vermont State Colleges, Legislature	2022/2023
20	Modify curriculum to prepare students for work in interdisciplinary teams across the continuum of care.	Vermont State Colleges	2022/2023 and beyond
21	Develop and identify strategies to streamline the nursing career ladder and offer advancement to existing health care staff.	Vermont State Colleges, UVM College of Nursing and Health Sciences, employers	2022/2023
22	Ensure that health care career education is offered to all students before leaving middle school.	AOE	2022/2023
23	Advertise and recruit for existing apprenticeship opportunities supported by the Department of Labor.	DOL	2021/2022
24	Advertise and promote the Fast Track for health care professional licensure for all OPR regulated professions.	OPR, health care employers, ACCD	2022
25	Differentiate Canadian health care workers from international health care workers and create an expedited path to licensure.	OPR	2022
26	Consider reducing licensing barriers for telehealth practice, taking into account recommendations of the workgroup created by <a href="#">Act 21 of 2021</a> .	OPR, Legislature	2022
27	Evaluate further opportunities to remove barriers to licensure for Mental Health and Substance Use Disorder treatment professionals.	OPR	2022-2027
28	Consider temporarily waiving licensure fees for “first time” Licensed Nursing Assistants (LNA).	Interagency Task Team, OPR	2022
29	Maximize Medicare flexibility and reimbursement through Vermont’s All-Payer Accountable Care Organization Model Agreement.	AHS, GMCB	2022/2023

<b>30</b>	Develop commercial reimbursement models for audio-only services.	DFR	2022
<b>31</b>	Expand telehealth coverage.	DVHA	2022
<b>32</b>	Make telehealth billing requirements clear.	DFR	2022
<b>33</b>	Establish a statewide telepsychiatry program in emergency departments.	DMH, VAHHS	2022/2023
<b>34</b>	Inventory and highlight state programs that support recruitment and retention of health care professionals.	Interagency Task Team, DOL	2022
<b>35</b>	Modify or expand programs that support working and living in Vermont.	Interagency Task Team, ACCD	2022
<b>36</b>	Create marketing campaign to promote health care careers in Vermont.	ACCD, Interagency Task Team, regional health care recruitment centers	2022/2023
<b>37</b>	Promote health care careers to New Vermonters.	The Office of Refugee Resettlement	2022
<b>38</b>	Develop a cross system strategy to utilize Section 9817 of the American Rescue Plan Act.	AHS	2022
<b>39</b>	Support Organizational Wellness and Peer Support Programs.	Director of Trauma Prevention and Resilience Development, DMH, employers	2022
<b>40</b>	Reduce Administrative Burden.	Legislature	2022