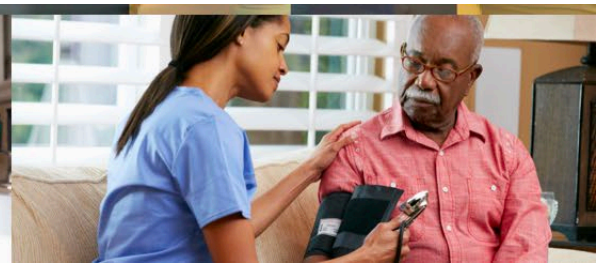
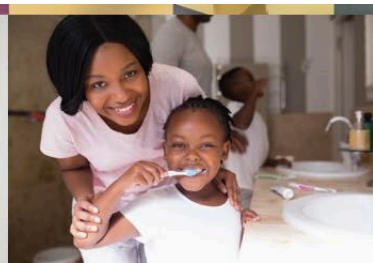
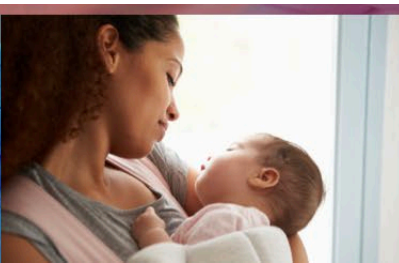




Maryland Loan Assistance Repayment Program Stakeholder Workgroup for Nurses and Nursing Support Staff

July 24, 2023



Agenda

- I. Opening Business and Remarks
- II. Discussion Areas
 - A. Legislative Report Outline
 - B. Workgroup Recommendations
 - i. Incentives for Students to Practice in Underserved Areas
 - ii. Priorities for Funding
 - iii. Permanent Funding Structure
- III. Open Discussion with Public Comment
- IV. Adjournment

Opening Business & Remarks

Roll Call

- I. Workgroup Members
 1. Name
 2. Affiliation
 3. Interest in workgroup

- II. Guests

Please note your name and affiliation, as relevant, in the chat box

Minutes Approval and Updates

Acceptance of Meeting Notes

Review/vote to accept meeting notes: 6/26/2023

Maryland Loan Repayment Programs Update

2023 Application Cycle

Staff Updates

MLRP Update

2023 Application Cycle

- Application Cycle Open: March 1 – April 15, 2023
- Applications Received: 295 (36.3% NNSS)
- Complete Applications Received: 233 (36.5% NNSS)
- Award Offers: 128 (68.8% NNSS)

Program Staff Updates

Mandated Activities

1. Review/examine/investigate, specific to nurses and nursing support staff:

- Nursing school debt experienced in the United States and in Maryland;
- Models for recruitment and retention that operate in other states, including how these models are funded and how to improve MLARP to ensure that the Program is competitive with other states;
- Methods to incentivize students to commit to practicing in medically underserved areas in the State before entering an educational program or on graduation; and
- Availability of other federal grants to further expand loan repayment and loan forgiveness for other nurses and nursing support staff in Maryland

Mandated Activities

2. Recommend, specific to nurses and nursing support staff:

- Methods to incentivize students to commit to practicing in medically underserved areas in the State before entering an educational program or on graduation;
- Priorities for funding the repayment of education loans through MLARP for Nurses and Nursing Support Staff, including priorities relating to practice settings other than an “eligible field of employment,” as defined by § 24–1804 of the Health – General Article; and
- A permanent MLARP funding structure

Work Plan

Timeframe	Presentations/ Discussion	Post-Meeting Action Steps
November 2022 – April 2023	Introductions Current MLRP (SLRP and MLARP) intro Initial recommendation formulation	- Interim report - Member contributions to research/ data topic areas
May – July 2023	May: Leads: Collection of additional data 5/22 Discussion: Methods to incentivize students June: 6/26 Discussion: Student incentivization, continued and Funding structure July: 7/24 Discussion: Draft recommendations language	- Research group breakouts and contributions
August 2023	- Review of recommendations	- Finalize rec. language for September report draft
September 2023	- Report draft review, final recommendations review and revisions	- Further report review/ feedback via email
October 2023	- Review of completed work, next advisory group steps	- Submission of report to MDH Office of Governmental Affairs before Nov. 1, 2023

Discussion

Report Outline

- I. Executive Summary
- II. Introduction and Background
 - 1. Introduction: Legislation/ purpose of report
 - 2. Background
 - a. Maryland's Health Care Workforce
 - b. MLARP
 - c. Program Updates
 - d. Stakeholder Workgroup Development
 - 3. Key Considerations (Legislative Research Areas)
- III. Stakeholder Workgroup Recommendations

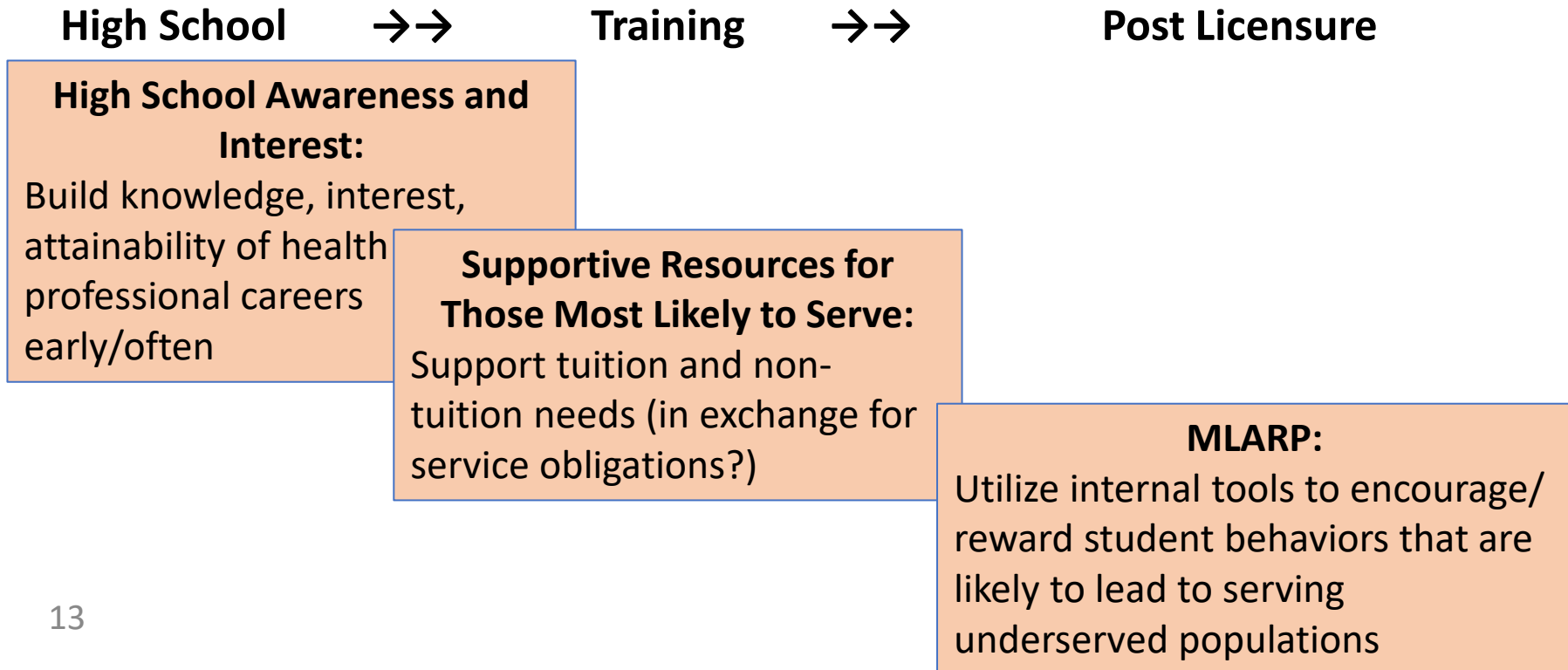
Workgroup Vision for MLARP NNSS

MLARP should:

1. Be a magnet to Maryland by serving as an incentive/financial barrier removed for individuals who have a desire to work in nursing and nursing support fields by:
 - Encouraging students and new professionals to practice in-state;
 - Improving retention rates and decreasing turnover among veteran nurses and nursing support staff;
2. Populate medically underserved/ health professional shortage areas of the state with a diverse pool of nurse and nursing support staff professionals
3. Leverage federal funding resources effectively; and
4. Serve as a sustained (long-term and stably resourced) tool for health care professional recruitment and retention throughout Maryland

Incentivizing Students

Recommend: Methods to incentivize students to commit to practicing in medically underserved areas in the State before entering an educational program or on graduation



Funding Priority Areas

- Nurses and Nursing Support Staff
 - By Geographic Location
 - Rural, but don't miss urban
 - By Specialty
 - Primary care
 - Addictions/recovery services
 - Public health
 - Behavioral Health/psychiatry
 - By Practice Site Type
 - Long term care (CNA, CMA, GNA, LPN, RN)
 - Hospice (RN)
 - Home health
 - By Population Served
 - Service to older adults
 - Women/children

Addition of for-profit entities?

Can demonstrate strength of priority by incorporating or restricting via eligibility, tiering, or technical scoring

- Forensic nursing
- Oncology
- Emergency Medicine

Permanent Funding Structure

Recommend: A permanent MLARP funding structure

- State General funds
- Board of Nursing licensure fees
- Workforce development funds (general)
- Other state examples

Other Recommendations?

Examples

- Invest in a permanent General Fund appropriation for the administration of State-level workforce development activities.

- Establish a centralized data collection repository to regularly assess Maryland's healthcare workforce supply and demand issues.

Next Steps

Next Steps

- Next Meeting
 - August 28, 2023, 3:00 p.m.
 - Discussion: Finalize Recommendations
- **Action Steps**
 - Review General Assembly Report outline on Share drive (link will be included in follow-up email); insert comments and suggestions

Open Discussion with Public Comment

Questions: sara.seitz@maryland.gov

Adjournment