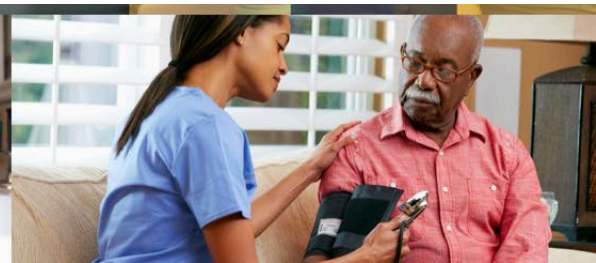
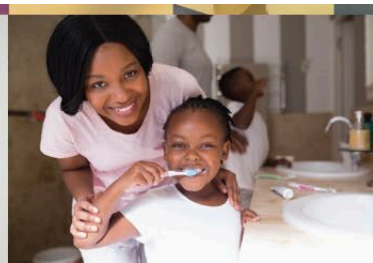
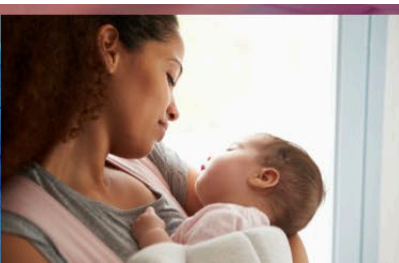




# Maryland Loan Assistance Repayment Program Stakeholder Workgroup for Nurses and Nursing Support Staff

**April 24, 2023**



# Agenda

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- I. Opening Business and Remarks
- II. Discussion Areas
  - A. Review of Workgroup Vision for MLARP NNSS
  - B. Review of Workgroup Progress Against Statutory Mandates/ Work Plan
  - C. Next Steps
- III. Next Meeting
- IV. Open Discussion with Public Comment
- V. Adjournment

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# Opening Business & Remarks

# Roll Call

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- 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

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## 1. Acceptance of Meeting Notes

Review/vote to accept meeting notes: 3/27/2023

## 2. Workgroup Webpage

<https://health.maryland.gov/pophealth/Pages/MLARP-Stakeholder-Workgroup-for-Nurses-and-Nursing-Support-Staff.aspx>

## 3. Workgroup Google Sharing

## 4. 2023 MLRP Application Cycle

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# Discussion Areas

# Mandated Activities

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## 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

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## 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



## **Workgroup Vision for MLARP NNSS**

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MLARP should:

- 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 (as turnover has a significant impact on costs to the state and healthcare facilities);
- Populate underserved/ health professional shortage areas of the state with health care professionals; and
- Leverage federal funding resources effectively

# Potential Priority Areas

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- 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

# Mandated Activities

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

Topic Area	Progress/ Needs
1. Nursing school debt	Interim report; additional information needed regarding nursing support staff and LPN debt/ Maryland specific
2. Models for recruitment and retention that operate in other states	Loan repayment inventory in interim report; additional research needed regarding funding/resources
3. Methods to incentivize students to commit to practicing in medically underserved areas	Workgroup discussions; Draw on work of the Health Care Workforce Commission
4. Availability of other federal grants	Interim report; Program information

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

Topic Area	Progress/ Needs
1. Methods to incentivize students	Workgroup discussions; Draw on work of the Health Care Workforce Commission
2. Priorities for funding	Potential priorities listed; gathering evidence for each
3. Permanent MLARP funding structure	Draw on work of MLARP PPA Workgroup, continue discussion

# Next Steps

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## Necessary Research:

- Evidence to support potential funding priorities
  - Collection Leads: Jane Krienke, Nicole Lollo
- Nursing support staff and LPN debt/ Maryland specific
  - Leads:
- Funding/resources regarding nursing loan repayment program in other states
  - Leads:

*Discussion Areas: Progress/ Needs*

# Work Plan

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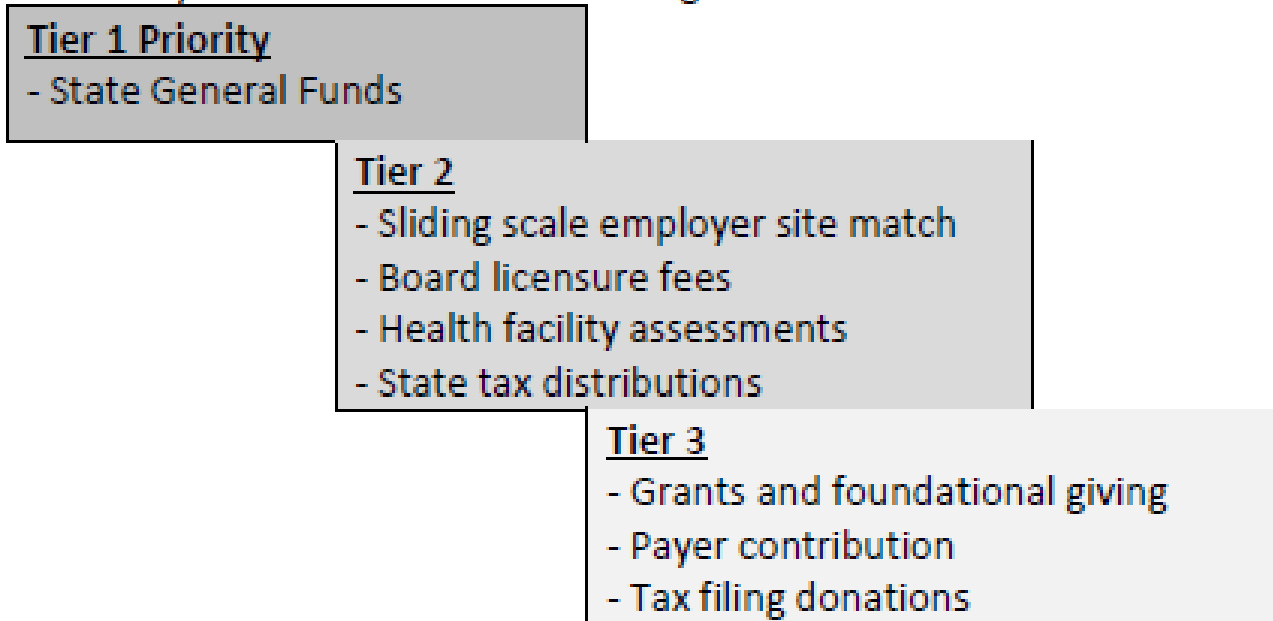
Timeframe	Presentations/ Discussion	Post-Meeting Action Steps
November 2022 – April 2023	Introductions Current MLRP (SLRP and MLARP) intro Initial recommendation formulation	<ul style="list-style-type: none"><li>- Interim report</li><li>- Member contributions to research/ data topic areas</li></ul>
May – July 2023	May: Leads: Collection of additional data 5/22 Discussion: Funding priorities/structure June: <b>Leads: Submission of additional data by 6/1</b> 6/26 Discussion: Funding priorities/structure July: 7/24 Discussion: Draft recommendation language	
August 2023	<ul style="list-style-type: none"><li>- Review of recommendations</li></ul>	<ul style="list-style-type: none"><li>- Finalize rec. language for September report draft</li></ul>
September 2023	<ul style="list-style-type: none"><li>- Report draft review, final recommendations review and revisions</li></ul>	<ul style="list-style-type: none"><li>- Further report review/ feedback via email</li></ul>
October 2023	<ul style="list-style-type: none"><li>- Review of completed work, next advisory group steps</li></ul>	<ul style="list-style-type: none"><li>- Submission of report to MDH Office of Governmental Affairs before Nov. 1, 2023</li></ul>

# Permanent Funding Structure

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## MLARP PPA Workgroup, 2021

Figure 2. Priority Tiers for Permanent Funding Structure Recommendations



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# Next Meeting

# Next Steps

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- Next Meeting
  - May 22, 2023, 3:00 p.m.
  - Discussion Areas
    - Leads: Share collection progress toward 6/1 submission
    - Funding priorities/ structure
- **Action Steps**
  - Data/research: Submit relevant resources and data via email and Share Drive



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# Open Discussion with Public Comment

*Questions: [sara.seitz@maryland.gov](mailto:sara.seitz@maryland.gov)*

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# Adjournment