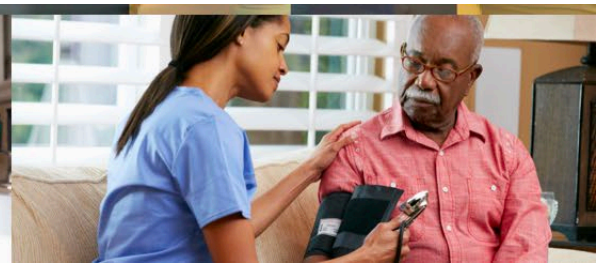
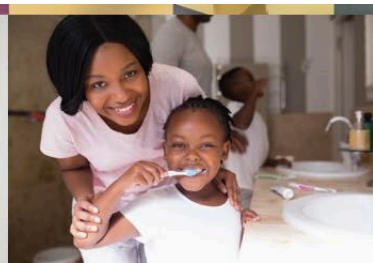
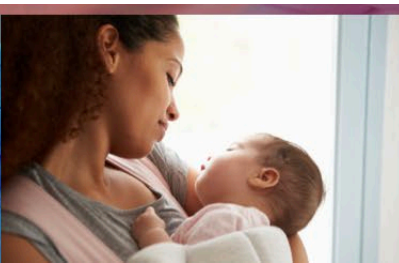




Maryland Loan Assistance Repayment Program Stakeholder Workgroup for Nurses and Nursing Support Staff

September 25, 2023



Agenda

- I. Opening Business and Remarks
- II. Research Report Outs
- III. Discussion Areas
- IV. Open Discussion with Public Comment
- V. 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: 7/24/2023

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

Opening Business & Remarks

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	- Final recommendations review and revisions	- Further report review/ feedback via email
October 2023	- Report draft review; vote at Oct. meeting - Review of completed work, next steps	- Submission of report to MDH Office of Governmental Affairs before Nov. 1, 2023

Workgroup Vision for MLARP NNSS

MLARP should:

1. Be an effective workforce development tool by serving as an incentive/financial barrier removed for individuals who have a desire to work in the nursing and nursing support fields by:
 - Encouraging students and new professionals to practice in-state;
 - Improving retention rates among experienced staff;
2. Populate Maryland's medically underserved/ health professional shortage areas with a diverse pool of advanced practice registered nurse, nurse, and nursing support staff professionals; and
3. Leverage funding resources effectively to be a permanent resource and support for the state's health care workforce and Marylander's health needs.

Research Report Outs

Research Report Outs

- Program Funding in Other States
- Healthcare Workforce Workgroup Findings (non MLARP)
- Maryland Healthcare Workforce Incentive Programs (non MLARP)

State Level Workgroups

- [Commission to Study the Health Care Workforce Crisis](#)
- [MLARP Advisory Council for Physicians and Physician Assistants](#)
- Healthcare Apprenticeship Workgroup
 - [Interim Report](#)
 - [Final Report](#)

Paid Training Programs

- [Career Pathways](#) (DoL)
- [EARN](#) (DoL)
- [Registered Apprenticeship](#): CNA/GNA, LPN, Patient Care Tech, Direct Support Professional (DoL)

Incentive Programs

State

- [Janet L. Hoffman LARP](#) (MHEC)
- [Workforce Shortage Student Assistance Grant Program](#) (MHEC)
- [Tax Credit for Preceptors](#) (MDH)
- [Maryland Loan Repayment Programs](#) (MDH – State and Federal funding)

Federal

- HRSA Nurse Faculty Loan Program
- HRSA National Health Service Corps

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

Incentives to Students

1. Support mentorship programming such as apprenticeships and clinical preceptorships.
2. Utilize a singular online location to disseminate information about available State sponsored training and incentive programs.
3. Develop workforce programming across the educational continuum, high school through health professional training:
 - Build interest and attainability across all health care professions
 - Market Incentive program priorities early and often
 - Develop/support training pathways programming such as Area Health Education Centers, scholarships for tuition, and programming/ stipends for supportive services for enrolled students (for example, full-time pay during part-time enrollment, transportation, housing, childcare)

Funding Priority Areas

1. Expand MLARP NNSS statute to allow individuals employed at for-profit long term care facilities to be eligible for MLARP NNSS
2. Nursing support staff in/ex-clusion?
3. Prioritization of HPSA/MUA/P, setting, population served, specialty?

Permanent Funding Structure

1. Invest in a permanent General Fund appropriation for healthcare workforce educational loan repayment in the Maryland State budget. Budgetary Appropriation
2. Seek non-General Fund resources to supplement the MLARP Fund, ensuring a diverse revenue pool that is predictable and sustainable.

Board of Nursing?

Philanthropic resources?

Other Recommendations

1. Invest in a permanent General Fund appropriation for the administration of State-level workforce development activities
2. Invest in an electronic application system for MLARP
3. Establish within State government a centralized data collection repository to regularly assess Maryland's healthcare workforce supply and demand issues

Next Steps

Next Steps

- Next Meeting
 - October 23 or reschedule for October 16, 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
 - Review report draft/ make comment as soon as shared

Open Discussion with Public Comment

Questions: sara.seitz@maryland.gov

Adjournment