



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

January 23, 2023



Agenda

- I. Opening Business and Remarks
- II. Discussion Areas
 - A. Review of program offerings in other states
 - B. Funding priorities
- III. Next Steps
- 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: 12/12/2022

Interim Report

Submitted to MDH Office of Governmental Affairs for submission to the General Assembly

Document Sharing Progress

Workgroup Webpage

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

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	- Introductions	- Draft interim report
December 2022	- Current MLRP (SLRP and MLARP) intro	- Member contributions to research/data topic areas
January – July 2023	Recommendation formulation: - Incentive program recommendations - Priority funding areas - Permanent funding structure	- Member contributions to research/data topic areas
August 2023	- Review of recommendations	- Finalize recommendation 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 Areas

Review of Program Offerings in Other States

Program Offerings in Other States

Credential	Average Range of Award	# States Offering
CRNP	\$4,000 - \$120,000	29
CNM	\$4,000 - \$120,000	26
CRNA	\$4,000 - \$50,000	10
CNS	\$4,000 - \$50,000	9
RN	\$4,000 - \$75,000	23
LPN	\$4,000 - \$50,000	9
Nursing Support Staff	\$5,000 - \$10,000	2

Snapshot of Nursing School Debt

National Average Student Loan Amounts by Debt Type

Debt Type	Average Debt
Bachelors degree	\$28,950
Graduate school	\$71,000
Medical school	\$201,490
Dental school	\$292,169
Nursing school	\$19,928: Associate Degree Nursing (ADN) \$23,711: Bachelor of Science in Nursing (BSN) \$47,321: Master of Science in Nursing (MSN)

What Is the Average Student Loan Debt for Graduate School? NerdWallet. Accessed 10/28/2022.
<https://www.nerdwallet.com/article/loans/student-loans/average-student-loan-debt-graduate-school>

Nursing Assistant Training Programs (average MD community college)	\$2,000
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Draft Proposed Maryland Offerings

Credential	Maximum Award: Full Time	Maximum Award: Part Time	Length of Service Obligation
APRN (CRNP, CNM, CRNA, CNS)	\$100,000	\$50,000	2 years
RN, LPN	\$50,000	\$25,000	2 years
Nursing Support Staff	\$5,000	\$2,500	1 year

- Full time: ≥ 40 hours per week worked
- Part time: 20-39 hours per week worked
- Maximum award/length of service obligation = payment per year

Funding Priorities

Fiscal Year 2023 Funding

Historically, \$360,000 Federal dollars + \$400,000 Board of Physician funds for MLARP-PPA

FY2023:

- HRSA/SLRP funding = \$772,160 annually for next 3 years to be utilized for physicians, PAs, NPs, and certified nurse midwives
- Dedicated purpose, General, and BOP funds = \$4.4 million for physicians and physician assistants
- Dedicated purpose, General funds = \$3 million for nurses and nursing support staff

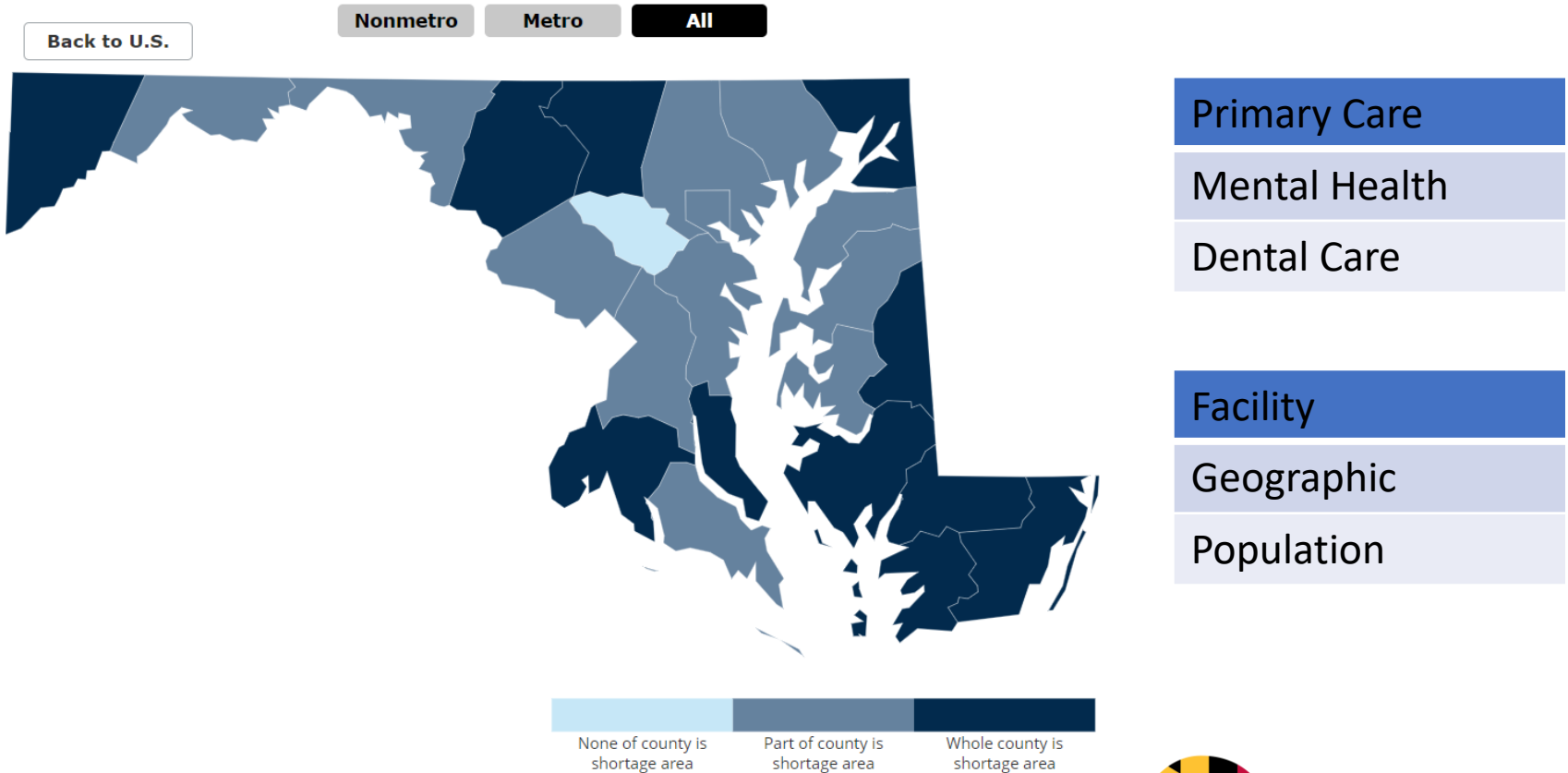
Potential Priority Areas

- Nurses:
 - By Geographic Location
 - Health Professional Shortage Areas
 - Medically Underserved Areas/
Populations
 - Federal or state designated Rural Areas
 - By Service Provided (Specialty)
 - Primary Care
 - MLARP PPA “Primary Care” (Adds
Emergency Medicine)
 - Specialists
 - By Practice Site
 - Type
 - Ability to Match Funds
 - By Population Served
- Nursing Support Staff
 - By Geographic Location
 - By Specialty
 - By Practice Site Type
 - By Population Served

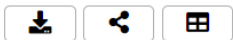
Can demonstrate strength of priority by incorporating into eligibility, tiering, or technical scoring

Health Professional Shortage Areas (HPSAs)

Health Professional Shortage Areas: Primary Care, by County, 2022 - Maryland

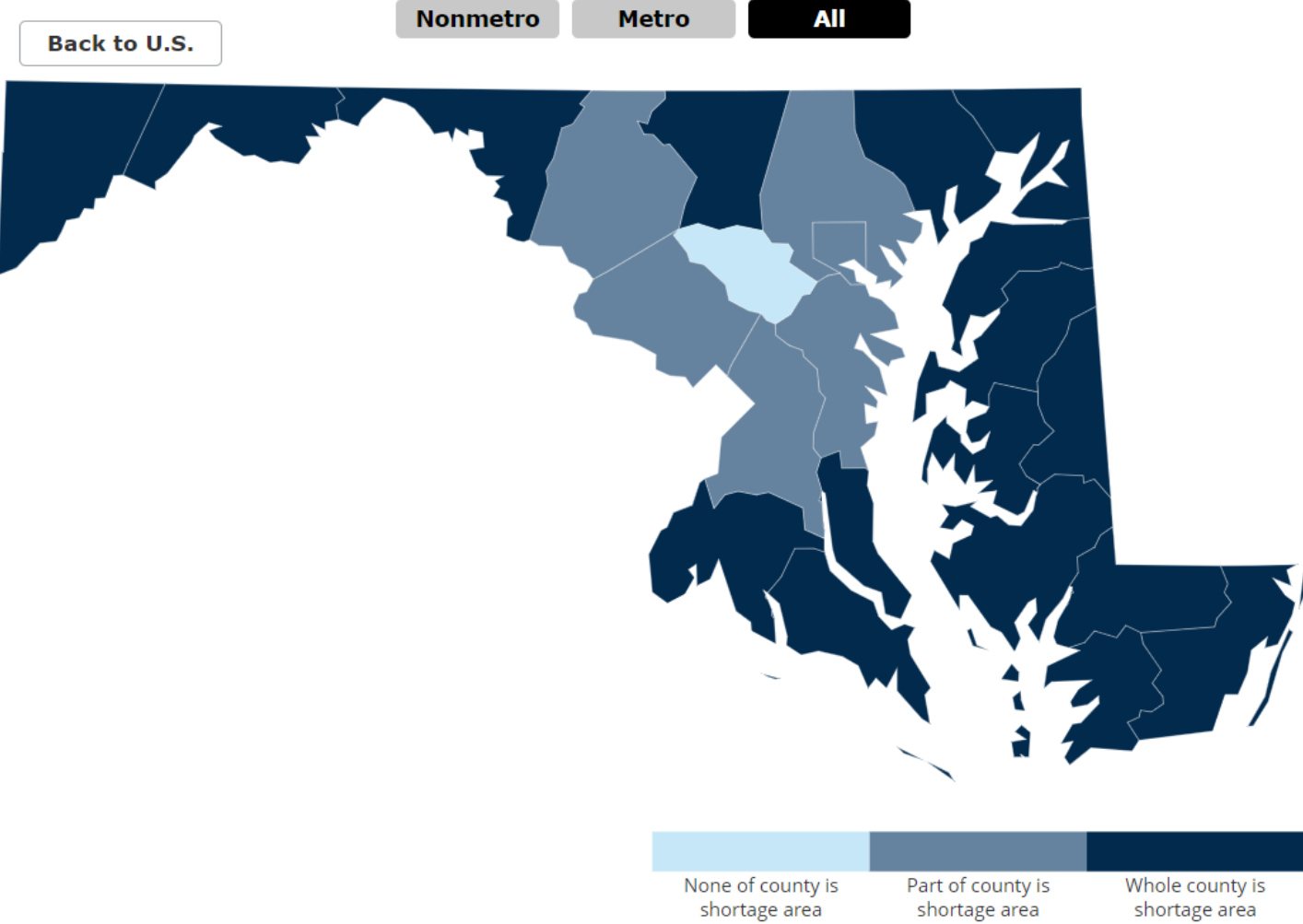


Source: data.HRSA.gov, November 2022.



Health Professional Shortage Areas (HPSAs)

Health Professional Shortage Areas: Mental Health, by County, 2022 - Maryland



Incorporation of Potential Priority Areas

Can incorporate priorities into program processes in a variety of ways:

- Eligibility criteria
 - Non-profit
- Tiered consideration of applications
 - Federally-eligible
 - Primary care
 - Emergency Medicine
 - Specialty
- Technical scoring
 - Inpatient vs. outpatient
 - Rural
 - County health outcomes ranking
 - Salary/ debt levels

Nurses: Potential Priority Areas

- By Geographic Location
 - Health Professional Shortage Areas
 - Medically Underserved Areas/ Populations
 - Federal or state designated Rural Areas
- By Service Provided (Specialty)
 - Primary Care
 - MLARP PPA “Primary Care” (Adds Emergency Medicine)
 - Specialists
- By Practice Site
 - Type
 - Ability to Match Funds
- By Population Served

Nursing Support Staff: Potential Priority Areas

- By Geographic Location
 - Health Professional Shortage Areas
 - Medically Underserved Areas/ Populations
 - Federal or state designated Rural Areas
- By Service Provided (Specialty)
 - Primary Care
 - MLARP PPA “Primary Care” (Adds Emergency Medicine)
 - Specialists
- By Practice Site
 - Type
 - Ability to Match Funds
- By Population Served

Next Steps

Next Steps

- Next Meeting
 - February 27, 2023, 3:00 p.m.
 - Discussion Areas
- **Action Steps**
 - Data/research: Submit relevant resources and data via email

Open Discussion with Public Comment

Questions: sara.seitz@maryland.gov

Adjournment