

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

Virtual Meeting

Monday, September 25, 2023 · 3:00 – 4:30pm

Video call link: <https://meet.google.com/ryt-pjzb-wmy>

Or dial: (929) 324-9986; PIN: 282 644 718#

Meeting Minutes - Approved

Stakeholder Workgroup Attendees Membership Seat Representative

Representative of the Maryland Hospital Association – Jane Krienke

Representative of AFSCME Maryland – Denise Gilmore

Representative of the Nurse Practitioner Association of Maryland – Nicole Lollo

Representative of Maryland Board of Nursing – Rhonda Scott

Secretary of Health or Designee - David Davis

Representative of the Maryland Association of County Health Officials - Holly Trice

Representative of 1199 SEIU United Healthcare Workers East – Loraine Arikat

Representative of LeadingAge Maryland – Allison Ciborowski

Representative of the Maryland Nurses Association – Christie Simon-Water for Nanya Philipsen

Maryland Department of Health (MDH) Staff

Sara Seitz

Kimberly Hiner

Shirrell Owens

In Attendance

Lindsay Rowe (Department of Legislative Services), Mitzi Fishman (Maryland Board of Nursing), Scott Tiffin (Office of Senator Clarence Lam), Sarah Hemming (LeadingAge), Susan Lawrence (University of Maryland), Jennay Ghowrwal (Maryland Board of Nursing), Jennifer Zipp (Maryland Organization of Nurse Leaders Inc./ Maryland Nurse Residency Collaborative), Melissa Thomas, Crystal Beckford,

Meeting Notes

I. Opening Business and Remarks

- The meeting was opened and lead by MDH staff, Sara Seitz
- Meeting minutes from the 7/26/2023 meeting were presented.

There were no corrections or edits and the minutes were approved as distributed.

- A review of the Workgroup's mandated activities took place, along with a review of the Workgroup's documented vision for MLARP NNSS

II. Key Considerations Report Outs

- A brief overview of the work of Commission to Study the Health Care Workforce Crisis was shared, including the main points in the group's interim report (December 2022), in addition to the MLARP Advisory Council for Physicians and Physician Assistants and the Healthcare Apprenticeship Workgroup
- A variety of workforce-focused initiatives were summarized and presented to provide an inventory of paid training and incentive programs currently available in the state (see presentation for links to noted programs). Workgroup members added to the list, Cohen Scholars.

III. Discussion

- Legislative Report Outline: The internal deadline for the final report is 11/1/2023
- Review and discussion around each of the drafted Workgroup recommendations for the report occurred.

a. Incentives for Students to Practice in Underserved Areas

- Identify/recruit high school students early and often.
- Set a trajectory to recruit students before they have made any other service commitments.
- Offer scholarships, wrap-around supports and other incentives to prevent the need for assistance with loan repayments.
- Collaborate with hospitals to have them pay students' tuitions; with a contract to work there upon completion of their studies.
- Support other Maryland incentive programs, such as those administered via the Department of Labor which provides grants to employers to provide training.
- Allow students to do clinicals earlier and continue their residency in the same location.

b. Priorities for Funding

- The majority of skilled nursing/long-term care settings in Maryland are for profit, approximately 165/227. Workgroup is supportive of expanding eligibility to for-profit long-term care providers.
- A separate program that avoids educational debt is a better fit for nursing support staff (e.g. scholarships, stipends). Limit MLARP-NNSS statute to advanced practice nurses and nurses for loan repayment.
- The group is not ready to limit program eligibility based on characteristics related to geography or population (such as by HPSA status alone). Funding priorities should be based on areas of greatest shortage, however data is not available across all licensures/certifications, settings, population served.

- Reports show shortages are across the board. Suggestions for the definition of work sites for technical scoring could be defined as: Ambulatory and non-ambulatory, ED, ICU, bedside nurses, critical care, behavioral health, and long-term care.
 - Ambulatory would include home health care and non-ambulatory would include areas of care outside of a hospital setting.

- c. Permanent Funding Structure**
 - Seek philanthropic partners for funding.
 - Request general fund appropriation. The Board of Nursing will not be able to contribute.

- d. Other**
 - Invest in an electronic application system that makes it easier for employers and applicants applying for MLARP.
 - Create a centralized data collection repository that extends across settings and populations.

III. Next Steps

- The Workgroup determined it possible to shift October meeting up by one week in order to leave time for further discussion of the report draft as needed.
- Action Steps: Members will receive a link to the drafted report before the next meeting for comment. Any substantive comments will be discussed at the next meeting.
- Next meeting: October 16, 2023 - 3:00 p.m.

IV. Open Discussion with Public Comment: None received.

V. Adjourn

Presentation posted to and accessible on the MLARP Stakeholder Workgroup for Nurses and webpage: <https://health.maryland.gov/pophealth/Pages/MLARP> .