Workforce Programs
Policy Development

Olivia Dieni
Office of Workforce Development
May 10, 2019
Office of Workforce Development

The Maryland Office of Workforce Development strives to improve accessibility and quality of care in Maryland by implementing recruitment and retention programs to increase health care providers across the state, especially in: rural areas, areas considered to have a health professional shortage, and medically underserved areas and populations.
Program implementation to increase the number of, and access to, certain providers in shortage areas

- Health Professional Shortage Areas
- Medically Underserved Areas/Populations
- Rural Counties

**State Loan Repayment Program**

**J1 Visa Waiver Program**

**Preceptor Tax Credit Program**

**National Health Service Corps**
State Loan Repayment and Preceptor Tax Credit Programs
State Loan Repayment Program

• Higher Education loan repayment program for health professionals
  • Physician and physician assistants
  • Primary care specialty
• Two-year obligation in Health Professional Shortage Areas
• Uses state and federal funds
Preceptor Tax Credit Program

- Tax incentives to health professionals who precept certain medical or nurse practitioner students
  - Physician and nurse practitioners
- Must work in a workforce shortage area and precept a minimum of 3 students
- Maximum $10,000 tax credit annually
Objective and Methods
An analysis and improvement of existing programs

**Objective**
Research and create a program analysis and policy for both the State Loan Repayment and Preceptor Tax Credit programs to be used as a guide for future applicants while also recommending improvements for future iterations of each program.

**Comparative Program Research**
- Eligibility
- Obligation requirements
- Award or credit amount
- Funding sources

**Completion of Program Analysis**
- Similarities and differences
- Successes and challenges
- Recommendations for improvement

**Completion of Program Policies**
- Modeled after existing J1 waiver policy
- Based on federal and state laws and regulations
Program Analysis Results
### Program components varied nationwide

#### #1: Eligibility requirements
- Primary care definition
- Eligible professions
- Practice site eligibility

#### #2 Obligation requirements
- Length of obligation
- Subsequent obligations
- Preceptor hours

#### #3: Source of state funding
- Practice site funding
- Funding within the state
- Mixed funding

#### #4: Award amount
- Maximum award amount
- Tiering by specialty
- Changes in subsequent obligations
# Program recommendations

<table>
<thead>
<tr>
<th>Initiative</th>
<th>Structure</th>
<th>Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evaluate funding options</td>
<td>Identify potential other sources of funding such as the practice site, foundations, or other potential options.</td>
<td>Ability to increase annual awardees, potential ability to expand eligible health professions.</td>
</tr>
<tr>
<td>Tier award amount based on profession and obligation term</td>
<td>Decrease maximum award to certain health professions and to participants seeking program extension.</td>
<td>Further increase award to program participants in their first obligation cycle, further increase award to participants with higher amounts of debt.</td>
</tr>
<tr>
<td>Limit number of awardees at a practice site</td>
<td>Only allow one person at a practice site to receive an award for each application cycle.</td>
<td>Increases dispersion of awardees thus maximizing access to healthcare across Maryland.</td>
</tr>
</tbody>
</table>
Existing programs are in early stages

1. Currently four existing programs
   - All implemented in the past three years
   - Other states have active legislation to create programs
   - Other tax incentive programs exist: deductions, different eligibility

2. Eligibility requirements
   - Eligible provider type varied by state
   - Minimum preceptor requirements and credit allocation varied
   - Application methods ranged from entirely online to entirely paper

3. Financial variations
   - Annual funding cap for program
   - Maximum tax credit allocation per year
   - Maximum credit eligibility for program
## Program recommendations

<table>
<thead>
<tr>
<th>Initiative</th>
<th>Structure</th>
<th>Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expand eligible professions</td>
<td>Review options to allow other professions, especially physician assistants, to receive tax credit.</td>
<td>Incentivizes preceptorship of other professions thus increasing provider workforce in Maryland.</td>
</tr>
<tr>
<td>Expand annual report on program</td>
<td>Record and document the number of applicants as well as potential applicants, and share this data with program leads.</td>
<td>Eases analysis of the program and identifies areas of success and improvement. Identify where marketing initiatives should take place.</td>
</tr>
<tr>
<td>Restructure the application</td>
<td>Create an application website to streamline an online application process. Include optional survey on this website.</td>
<td>Eases application process thus furthering program usage, provides additional valuable information on program from applicants themselves.</td>
</tr>
</tbody>
</table>
Analysis of Findings
Limitations

State Loan Repayment Program

- **Lack of available data**
  - Inconsistent data collection across state programs
- **Cross collaboration is necessary**
  - Within Maryland and across state lines
  - Importance of communication

Preceptor Tax Credit Program

- **Lack of available data**
  - Programs founded in past three years
  - Alternate tax credit programs
Lessons Learned

• **Highly integrated offices**
  - Many separate offices that work together
  - Within MDH and across other Maryland offices

• **Dynamic environment during legislative session**
  - Impacts to current programs as well as new initiatives

• **Importance of state-level public health initiatives**
  - Opportunities to impact many lives while also catering to unique populations
## Practice Implications for both programs

<table>
<thead>
<tr>
<th>Deliverable</th>
<th>Structure</th>
<th>Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Analyses</td>
<td>Evaluation of comparisons and differences between Maryland and other programs in the United States</td>
<td>Identified areas of improvement and potential adoptions of recommendations in future iterations</td>
</tr>
<tr>
<td>Existence of written policies and procedures</td>
<td>Clear outline of requirements and procedures surrounding applying and meeting the requirements of each Maryland program</td>
<td>Provides clear guideline for applicants which may increase total applicant count</td>
</tr>
</tbody>
</table>
Questions?
References


Thank you to Sadé, Temi, and everyone in OPHI for your patience, support, and kindness these past seven months!