

# HEALTH CARE WORKFORCE INITIATIVES FROM THE 2015 SESSION

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Workforce Legislative Commission

August 26, 2016

# Workforce Initiatives from 2015

- **Loan Forgiveness Expansion**
- **Primary Care Residency Grant**
- **International Medical Graduate (IMG) Program**
- **Home and Community Based Services Scholarship program**

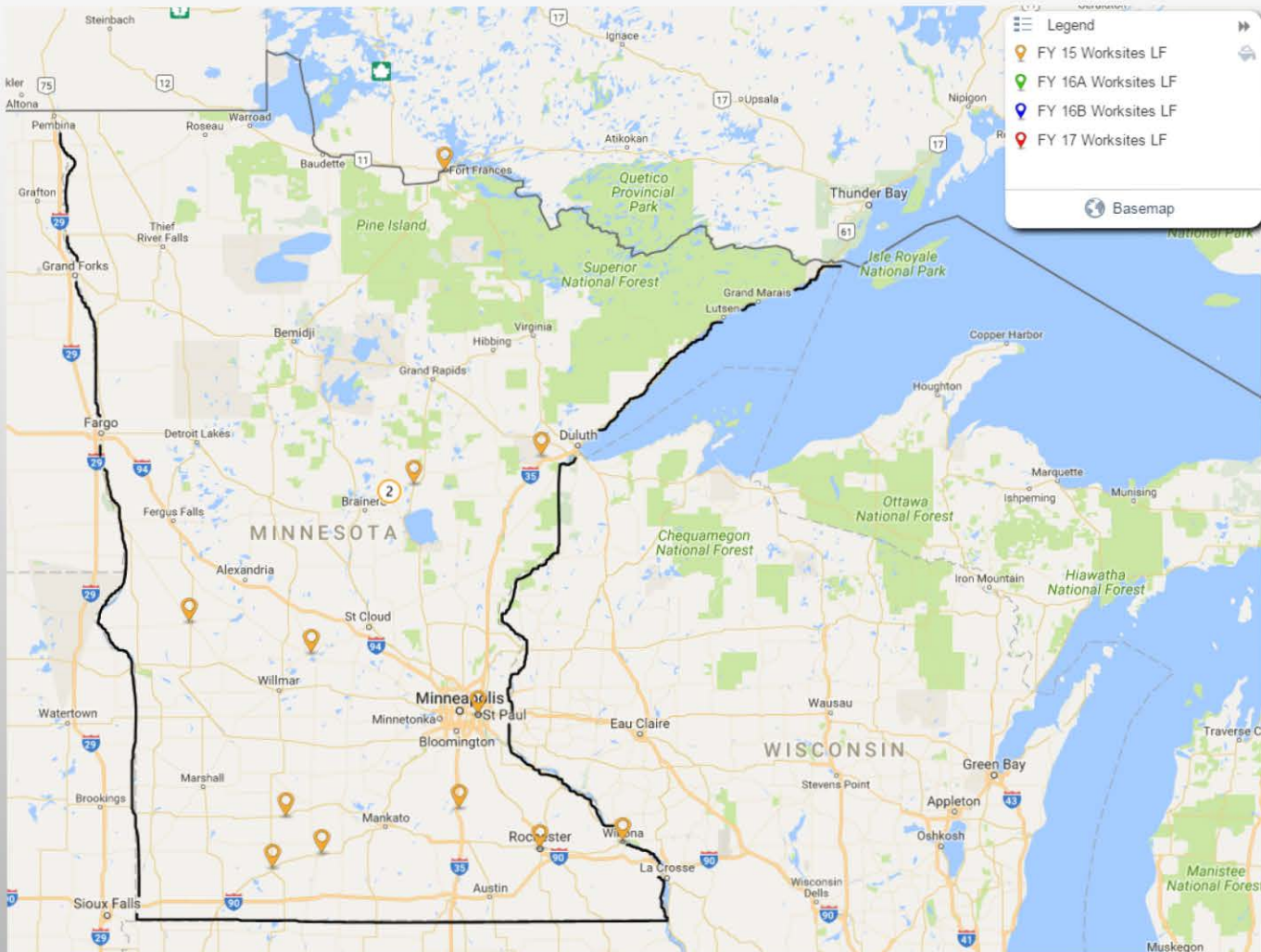
# Loan Forgiveness expansion

- In 2015 the Legislature added \$2.5 million to the state's Loan Forgiveness program (now \$3.24 million per year)
  - And created eligibility for three new professional categories
    - Mental Health Professionals (Urban and Rural)
    - Dental Therapists (Rural)
    - Public Health Nurses (Rural)
- Initial Results:
  - Demand is still high for the program
  - Some areas of the state still have challenges recruiting
  - Demand by MH Professionals far exceeded expectation

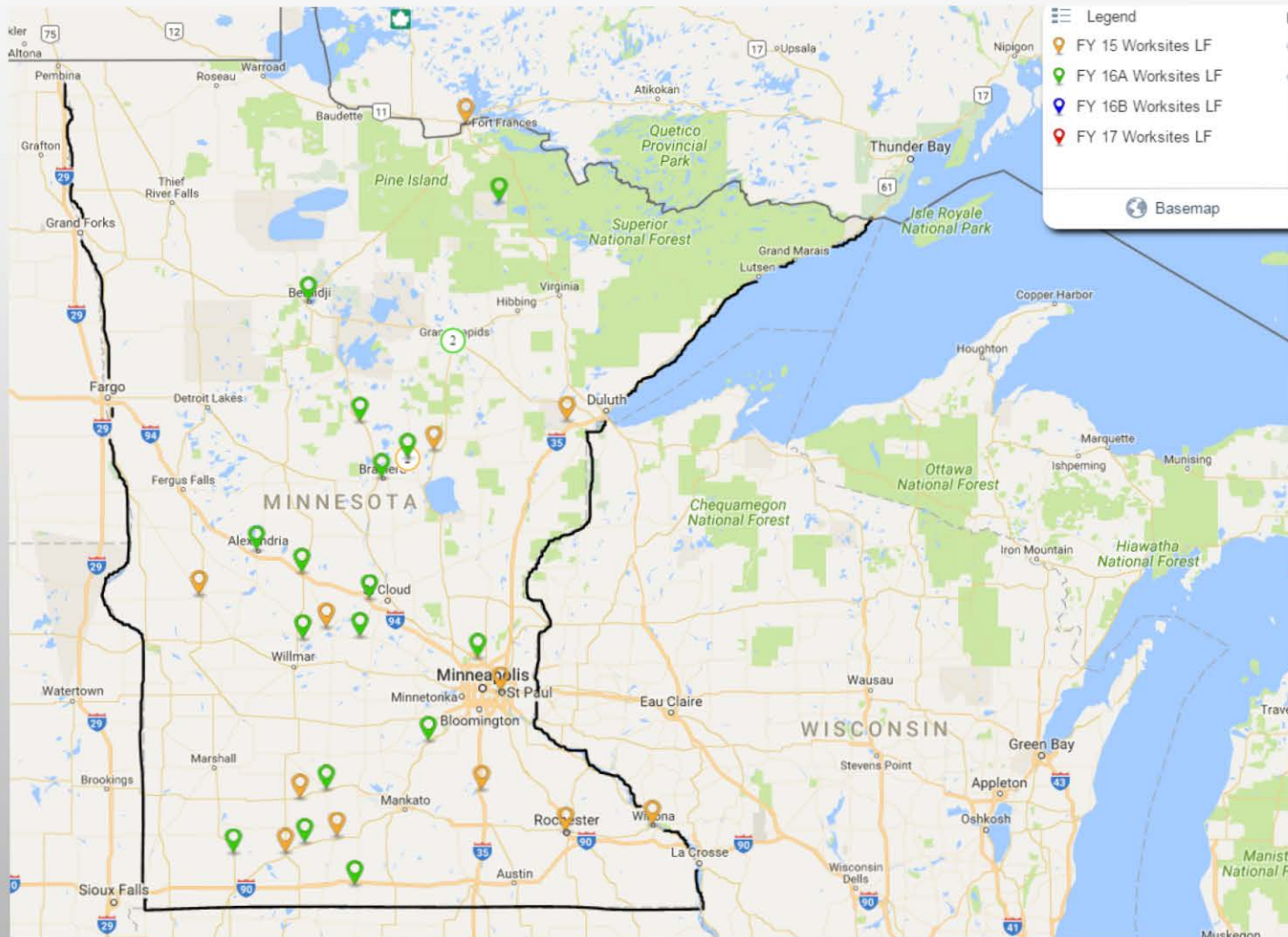
# Results:

	2015	2016A	2016B	2017
Physician	2	3	5	6
Pharmacist	2	3	6	3
Dentist	1	2	1	2
Nurse Faculty	3	2	2	3
MidLevel	4	3	11	11
Nurse in NH	2	5	11	20
PHN	-	-	10	7
DT/ADT	-	-	6	4
RMHP	-	-	4	24
UMHP	-	-	6	9
<b>New Contracts</b>	<b>14</b>	<b>18</b>	<b>62</b>	<b>89</b>
# of Applications	53	51	117	234
<b>Field Strength</b>	<b>59</b>	<b>56</b>	<b>118</b>	<b>207</b>

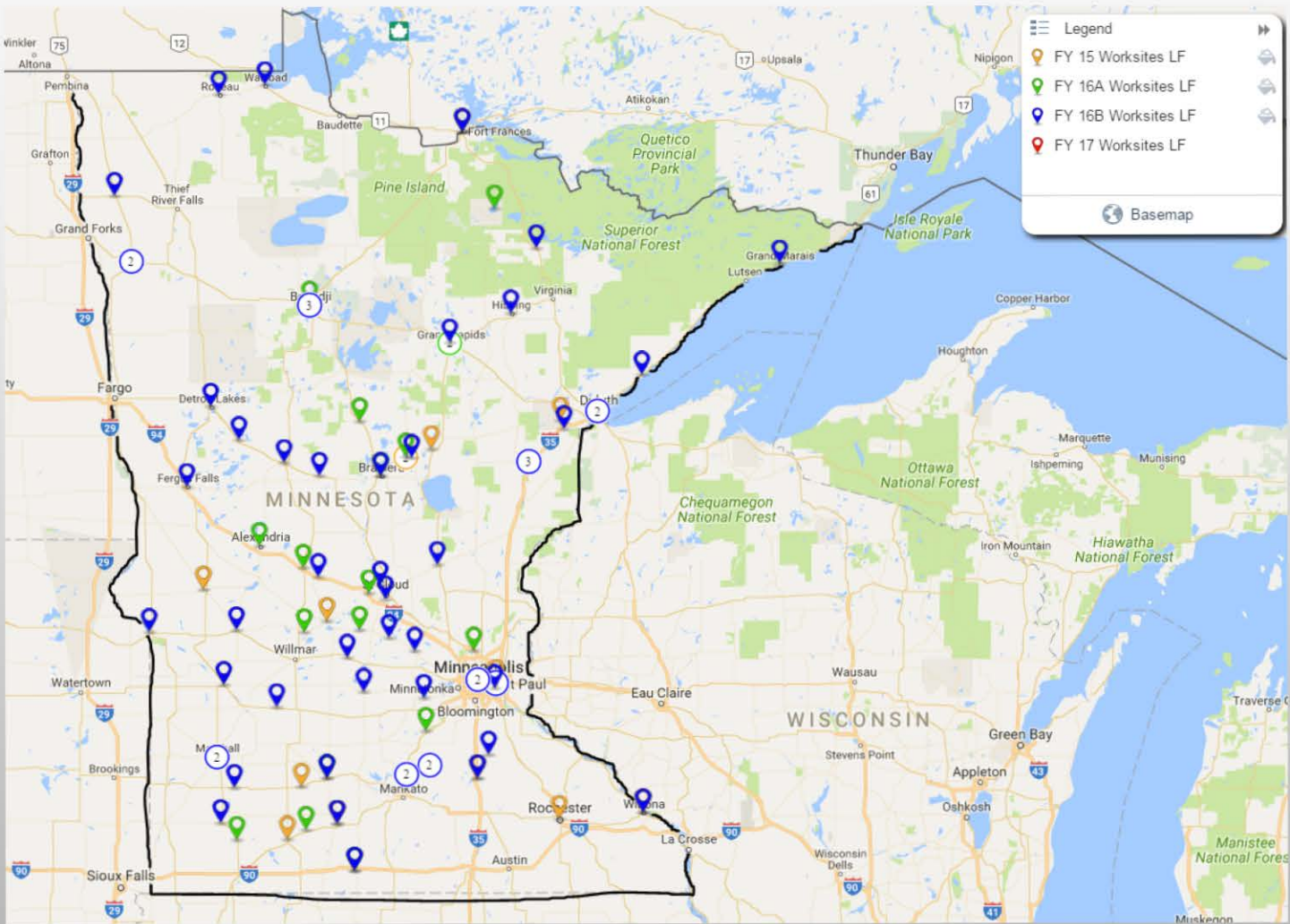
# Results



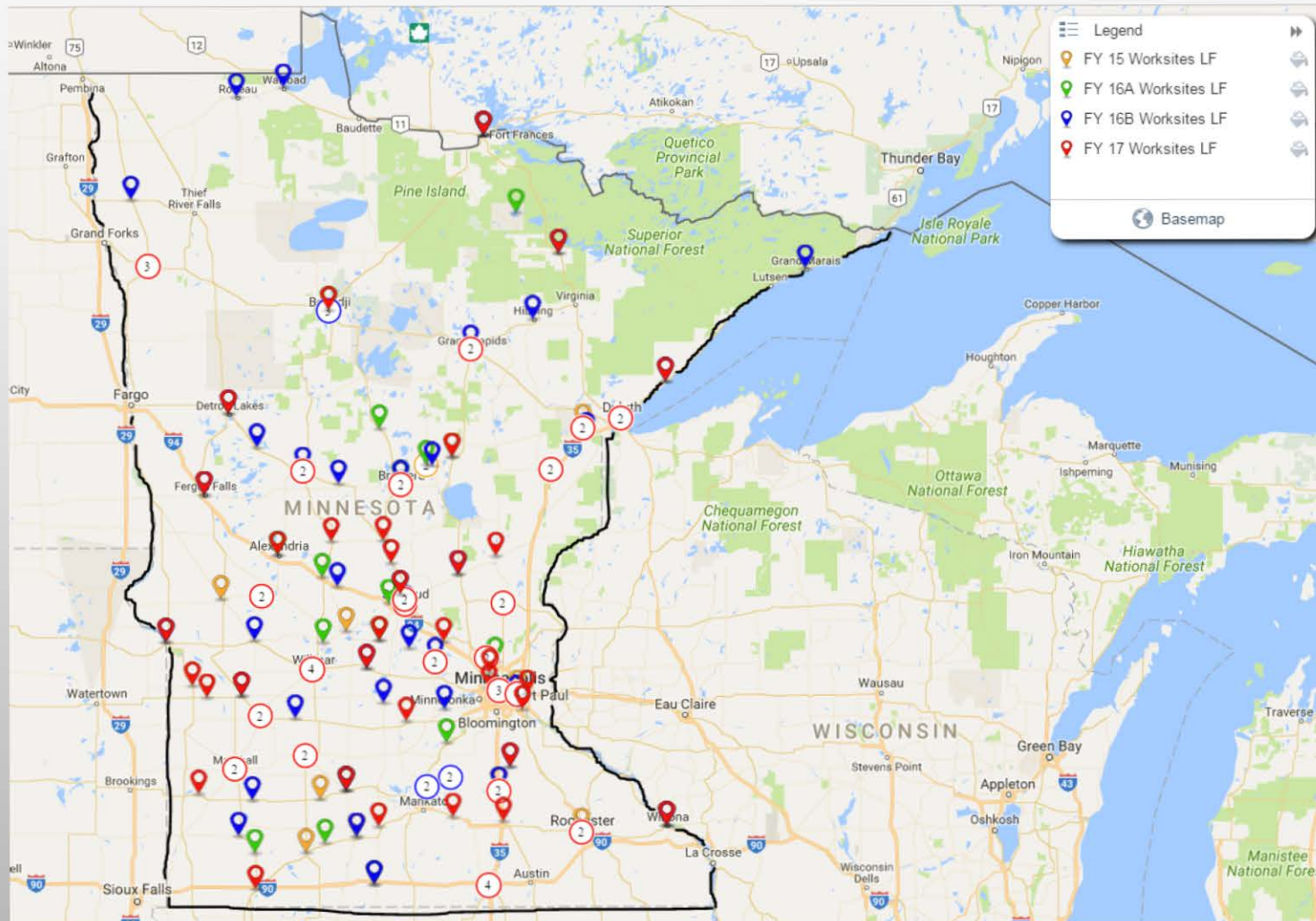
# Results



# Results



# Results





# Primary Care Residency Expansion Grant

- \$1.5 million to fund new “slots” in residency programs
- Eligible residency programs:
  - Family Medicine
  - General Internal Medicine
  - General Pediatrics
  - Geriatrics
  - General Surgery
  - Psychiatry (funds are prioritized for these programs)
- Programs can receive up to \$300,000 per additional resident – over 3 years
  - \$150,000 in year 1; \$100,000 in year 2; \$50,000 in year 3
- Programs can also apply for a planning grant of up to \$75,000

# 2016 Grantees:

Residency Program	Description	# of new MDs funded
United Family Medicine	Family Medicine Residency Program in St Paul FQHC, with frequent rural rotations	3
HCMC -- Psychiatry	Joint program between HCMC and Regions	2
HCMC -- Family Medicine	Program with a strong track record of training physicians who work in underserved areas	2
U of M -- General Surgery	Rural surgeon track, operated in coordination with Essentia in Duluth	2
U of M – Pediatrics (EPAD)	A flexible pediatrics program that can expedite training for pediatricians – could have added up to 4 new residents	1

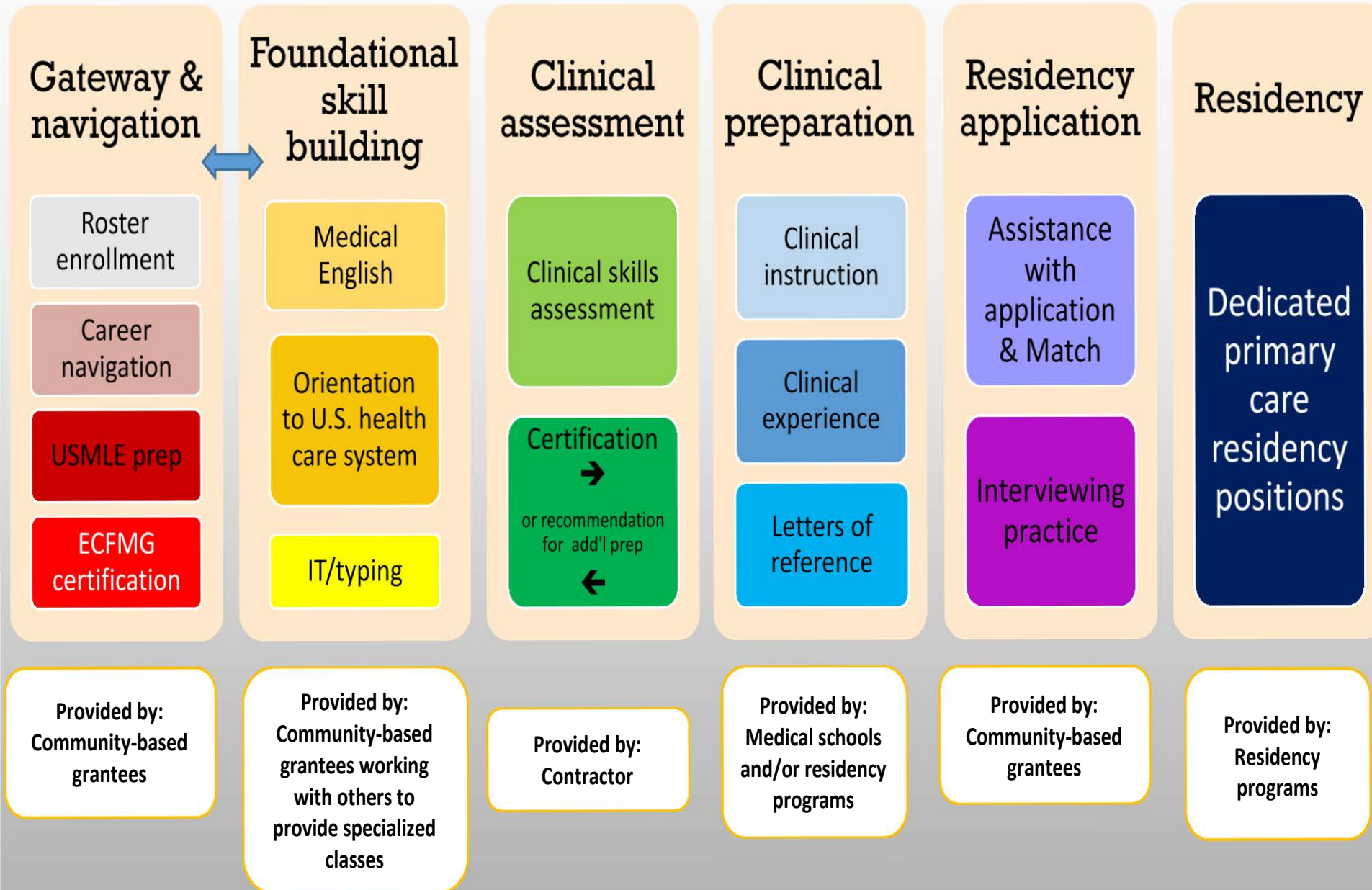
# International Medical Graduate (IMG) Assistance Program

- Administered in collaboration with stakeholder group
- \$500,000 to fund:
  - Career navigation and foundational skill building
  - Clinical assessment
  - Clinical preparation
- \$500,000 to fund dedicated primary care residency positions for IMGs
  - Eligible primary care programs include:
    - Family Medicine
    - Pediatrics
    - Psychiatry
    - OB/GYN
    - Internal Medicine

# Additional Program Requirements

- Develop and maintain a voluntary roster of IMGs
- Create a revolving fund to accept additional funds to support the program.
- Study in consultation with the medical board and other stakeholders changes necessary in the health professional licensure and regulation to ensure full utilization of IMGs into the Minnesota healthcare system.

# CONTINUUM of SERVICES – Years 1-2 of IMG Assistance Program



# Early Impact

Program Component	Grantee or Contractor	Number Served
Career Guidance and Support	<ul style="list-style-type: none"> <li>• WISE/NAAD Partnership (St. Paul)</li> <li>• Workforce Development Inc. (Rochester)</li> </ul>	114
Clinical Assessment	University of Minnesota	15
Clinical Preparation	Pending	
Dedicated Residency Position	University of Minnesota – Pediatric Residency Program	2 (1 funded by program, 1 funded by the U of M)

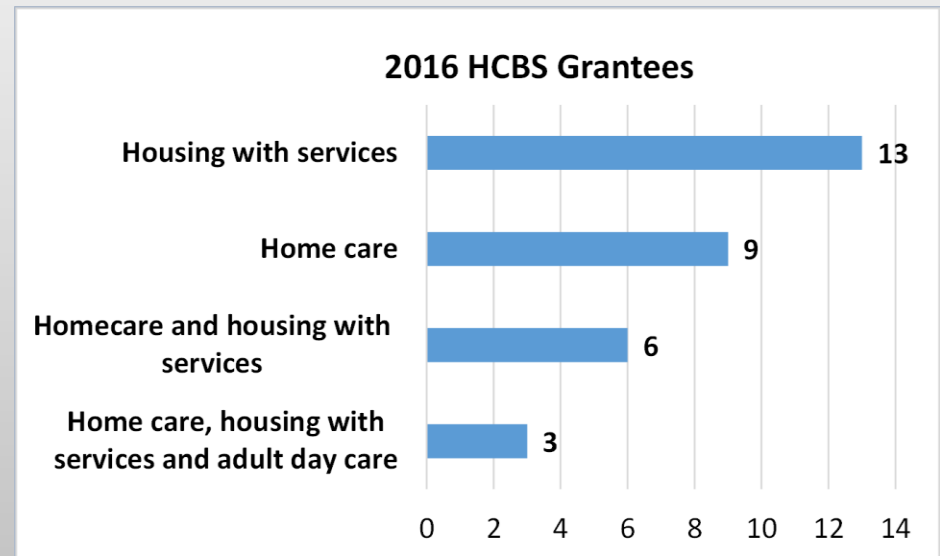
# Home and Community Based Services (HCBS) Scholarship Grant

- \$950,000 available annually to reimburse employer-based scholarship programs
- Eligible applicants:
  - Home Care Agencies
  - Adult Day Care Facilities
  - Housing with Services Establishments
- Scholarships and Trainings
  - Employers can support employees
    - Obtain care-related degrees
    - Acquire advanced certificates
    - Receive specialized trainings



# Early Results

- High Demand
  - 87 applications from employers
- 31 grants were awarded
  - Only 10 fully funded
  - Good mix of degree/training
  - 15 non-profit / 16 for-profit
  - 39% Metro / 61% Outstate
  - Roughly 80% new programs





# Early Results

- Immediate Impact
  - Over 750 Employee Recipients
  - Examples of scholarships and trainings:
    - Nursing Degrees
    - Social Work
    - Health Support Specialist
    - Physical Therapy
    - Dementia Care Certificate
    - Medication Aide training
    - Wound Care Certificate
    - English as a Second Language
  - A better trained, more professional HCBS workforce
  - Higher wages for scholarship recipients who stay



# Upcoming opportunities

- HCBS Scholarship Grant
  - Application cycle is open **now**
  - Applications are due September 23, 2016
- Primary Care Residency Grant
  - RFP will be published in mid-September
  - Applications will be due at the end of October
- Loan Forgiveness
  - RFP will be published in November
  - Applications will be due early January, 2017

# Questions?

Information about ORHPC grants:

<http://www.health.state.mn.us/divs/orhpc/funding/>

Information about IMG Program:

<http://www.health.state.mn.us/divs/orhpc/img>

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