

# Health Care Workforce Development Strategic Plan Implementation

Ena Backus

Director of Health Care Reform, Agency of Human Services

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# Recruitment, Retention, Training

- The Governor proposed a total of \$33M in the FY22 Budget Adjustment to support:
  - Recruitment
  - Retention
  - Training

# Recruitment, Retention, Training cont.

- Recruitment, retention training program is needs-based.
- Allows flexibility for employers to propose how best to allocate funding within terms and conditions of program.
  - Recruitment or retention bonuses
  - Training needs
  - International nurses
  - Other creative employer-identified incentives
- Program requirements would limit staff movement between competing organizations, create consistency, and minimize system-wide inequities.

# Nurse Scholarships

The Governor's FY 23 budget proposes \$3M to:

- Continue and expand existing scholarships for Vermonters and out-of-state individuals to attend nursing programs at Vermont colleges and universities.
- Includes students pursuing practical nursing certificate, associate's degree in nursing, bachelor of science degree in nursing.
- Students must agree to work as a nurse in Vermont for a minimum of one year following licensure for each year of scholarship awarded.

# Nurse Loan Repayment

The Governor's FY 23 budget proposes \$2M to:

- Expand loan repayment for nurses who live in Vermont and are permanently employed by Vermont health care provider/employers.
- Nurses must agree to a service obligation to live and work in Vermont for each year of loan repayment provided.

# Tax Incentives for Nurses and Nurse Educators

The Governor's budget proposes a \$1000 refundable income tax credit for nurses and nurse educators.

- The tax credit is available to those nurses and nurse educators living and working as permanent employees for Vermont health provider/employers.
- Includes registered nurses, licensed practical nurses, licensed nurse assistants, nurse educators.

# Promoting Vermont as The Best State to Live and Work as a Nurse

- The Agency of Human Services and the Agency of Commerce and Community Development will leverage existing platforms and establish a marketing campaign to:
  - Draw nurses from other states and internationally
  - Amplify the full range of incentives for living and working as a nurse in Vermont including:
    - Scholarship programs
    - Loan repayment programs
    - Tax incentives
    - Fast-track to licensure
    - Relocation programs
    - High COVID-19 vaccination rate

# Broader Strategies to Improve Workforce and Nurse Workforce in Vermont: Key Initiatives

## Education and Training

- Launch a marketing campaign to promote enrollment in Career and Technical Education programs.
  - This campaign will include an emphasis on health care careers and the trades.

## Housing

- Continue investment in the successful Vermont Housing Improvement Program (VHIP) helping private owners of vacant rental properties bring units back online providing safe, healthy, affordable housing to low- and moderate-income households.

# Broader Strategies to Improve Workforce and Nurse Workforce in Vermont: Key Initiatives cont.

## Housing

- Invest in a new private Homebuilder Program focused on creating “missing middle” housing for moderate-income homebuyers.

## Childcare

- The Administration proposes a comprehensive package of investments to continue investing in the accessibility and affordability of early care and learning, pre-kindergarten in a mixed delivery system, as well as enriching afterschool and summer programs for youth in pre-K through grade 12.

Questions?

Ena Backus

[Ena.Backus@vermont.gov](mailto:Ena.Backus@vermont.gov)