

Health Care Workforce Development Strategic Plan Implementation

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Background

- COVID-19 has prompted a “great resignation” across employment sectors and particularly among health and human services workers and nurses.
- At least 1 in 5 health workers have left their jobs since the start of the pandemic.
 - In past economic recessions, the health care workforce has remained stable or even grown.
- Health care employers must utilize traveling nurses in order to maintain access to care and services.
 - Significant cost increases associated with employing traveling staff

Initiative Goals

- The proposed initiatives are aimed at increasing the number of nurses and health and human services workers that are permanently employed by Vermont providers/employers.
- A multi-pronged strategy is proposed to:
 - Directly incentivize nurses/health and human services workers to live and work as permanent employees in Vermont
 - Bolster the nurse career pipeline

Recruitment, Retention, Training

- The Governor has 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 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.

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?

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