



2023 RURAL MARYLAND
COUNCIL SUMMIT
NOVEMBER 14, 2023

Richard Colgan, M.D.
Professor
Executive Vice Chair

Department of Family and Community Medicine
University of Maryland School of Medicine

Maryland AHEC Program

... “a community engagement and impact initiative supported by the University of Maryland School of Medicine with funding from Health Resources & Services Administration and Maryland Department of Health.

The mission of the MAHEC Program is to improve the health of all Marylanders, by **recruiting, training, and retaining** a qualified and diverse health workforce in underserved areas.

We envision a Maryland where **every individual** has **access** to a diverse and qualified **health workforce** who strives for **equity** in caring for all.

Program Office & Centers



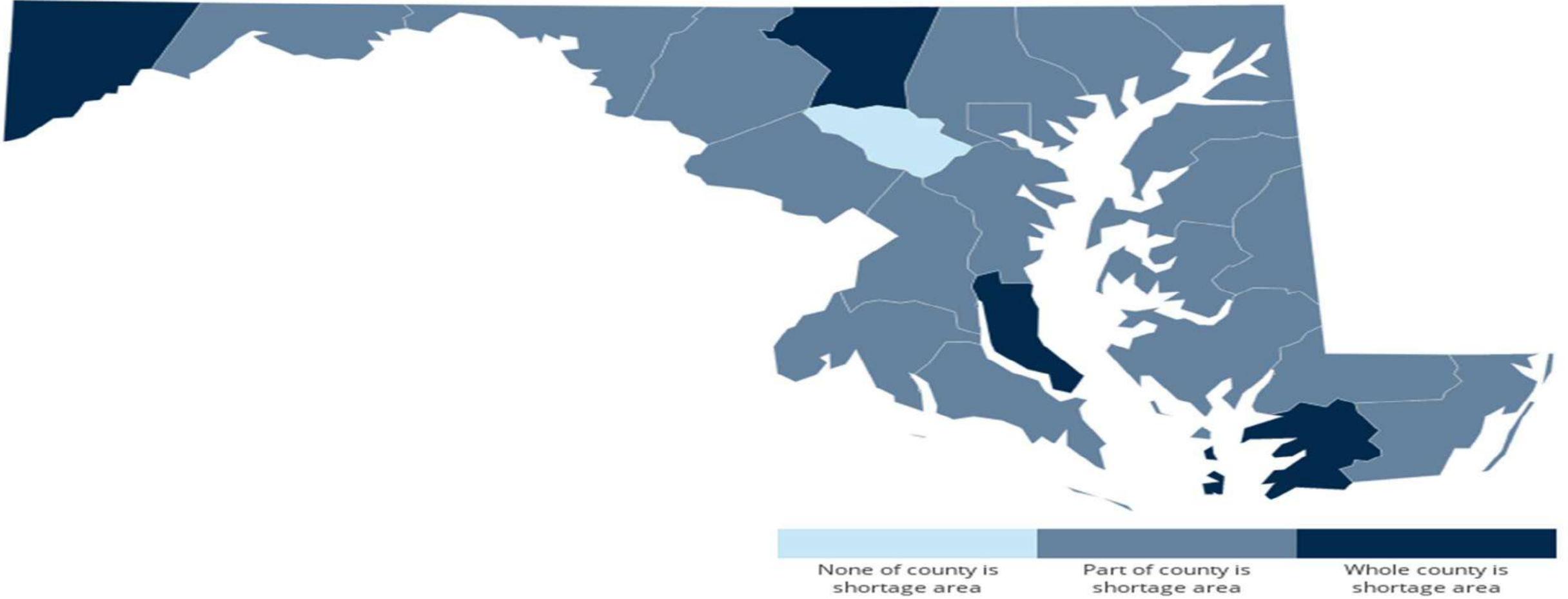
Maryland Health Workforce Shortages



Maryland Health Professional Shortage Areas (HPSAs) by Discipline

Discipline	Facility	Geographic Area	Population Group	Total
Primary Care	19	10	47	76
Dental Health	18	19	25	62
Mental Health	24	14	26	64

Health Professional Shortage Areas: Primary Care, by County, 2022 - Maryland



Source: data.HRSA.gov, July 2022.

Hardest Hit : Garrett – Carroll – Calvert- Somerset Counties

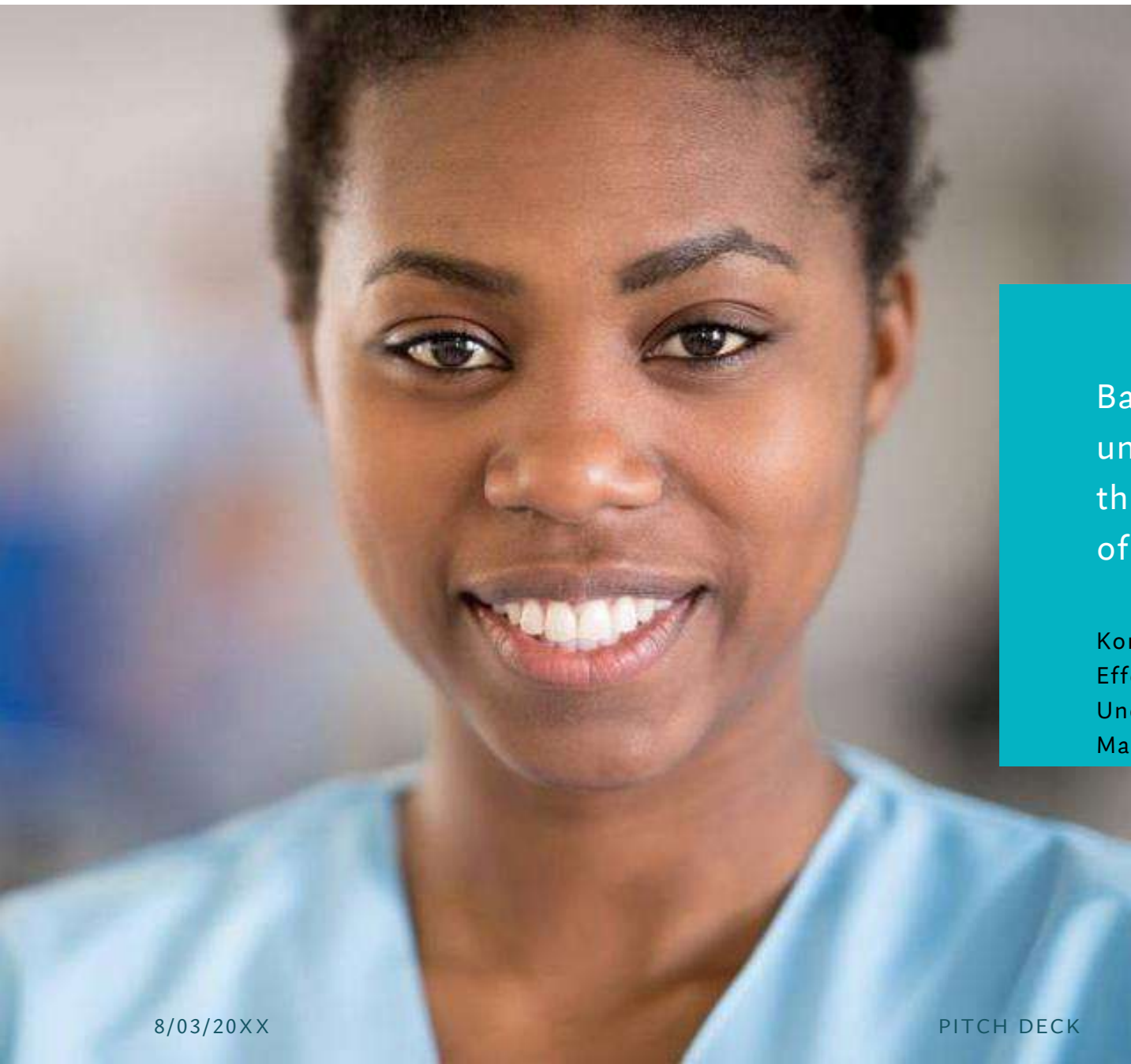
Nature of Primary Care Shortages in Maryland

- Family Medicine, OB/Gyn, Pediatrics, Internal Medicine are all shortage areas.
- OB/Gyn has limited providers due to malpractice insurance rates; many obstetricians have left the field to practice gynecology, only, due to costs of malpractice coverage.
- Reimbursement rates from insurers are lowest for primary care - this drives the need to see X-number of patients/hour to financially manage an office, limiting ability to precept students who might be drawn to this field
- Issues with insurers recognizing and reimbursing NPs/Pas
- HMO limits on enrolling providers into network (per capita limits) in geographic areas

*Physicians** are needed in rural Maryland

Due to the increased population and an aging physician workforce.

- The pandemic exposed significant disparities in accessing health care and highlighted physicians' important role in the nation's health care infrastructure.
- The primary driver of increased physician growth is the growing and aging population. From 2019 – 2034, the U.S. population is projected to grow by 10.6%, from about 328 million to 363 million, with a 42.4% increase in those aged 65 and above.
- Thus, the demand for physicians that predominantly care for older Americans will continue to increase.



URBAN MARYLAND

Baltimore is bustling with physicians, but unfortunately, residents in underserved areas of the city continue to experience a significant lack of access to primary care providers.

Kona M, Houston M, Clark J, and Walsh-Alker E. Assessing the Effectiveness of Policies to Improve Access to Primary Care for Underserved Populations: A Case Study Analysis of Baltimore City, Maryland. Milbank Memorial Fund. August 15, 2022.

Maryland Primary Care Workforce Projections

- The Robert Graham Center forecasts that by 2030, Maryland will need an additional 1,052 primary-care physicians (PCPs), a 23% increase compared to the state's 2010 primary-care physician workforce.
- Components of Maryland's increased need for PCPs include 28% (303 PCPs) from increased utilization **due to aging**, 61% (651 PCPs) **due to population growth**, and 9% (98 PCPs) due to a greater insured population following the Affordable Care Act (ACA).

Health Careers Awareness/ Pathways Programs for Youth



Exploring Careers in Health Occupations (ECHO)

	AHEC West Exploring Careers in Health Occupations (ECHO)
Goal	To provide interactive experiences and exposure to a broad spectrum of health careers
Target audience	High School Students
Activities	Tours (UMB, WVU), Q&A with health professionals, presentations on various health topics; ACT/SAT prep
Frequency	Summer Program; ACT/SAT prep throughout the year
Program type	Pre-college Prep/Summer Program

ECHO DATA

- Do you consider yourself to have come from an economically or educationally disadvantaged background?
 - 86%-yes and 14%-no
- Did you increase your knowledge as a result of this training?
 - 96% of respondents stated yes
- Did your interest in becoming a health professional increase as a result of this program?
 - 94% of respondents stated yes



Exploring Careers in Public Health

Pilot Program School Year 2021 -'22	Central Maryland AHEC Exploring Careers in Public Health
Goal	In partnership with the University of Maryland School of Medicine/MPH Program and Benjamin Franklin High School to expose students to the public health field
Target audience	High School Students
Activities	Faculty and students designed a quantitative and qualitative survey that the student will administer to each other to determine the impact that the issue has on youth in the school community
Frequency	N/A
Program type	College Prep

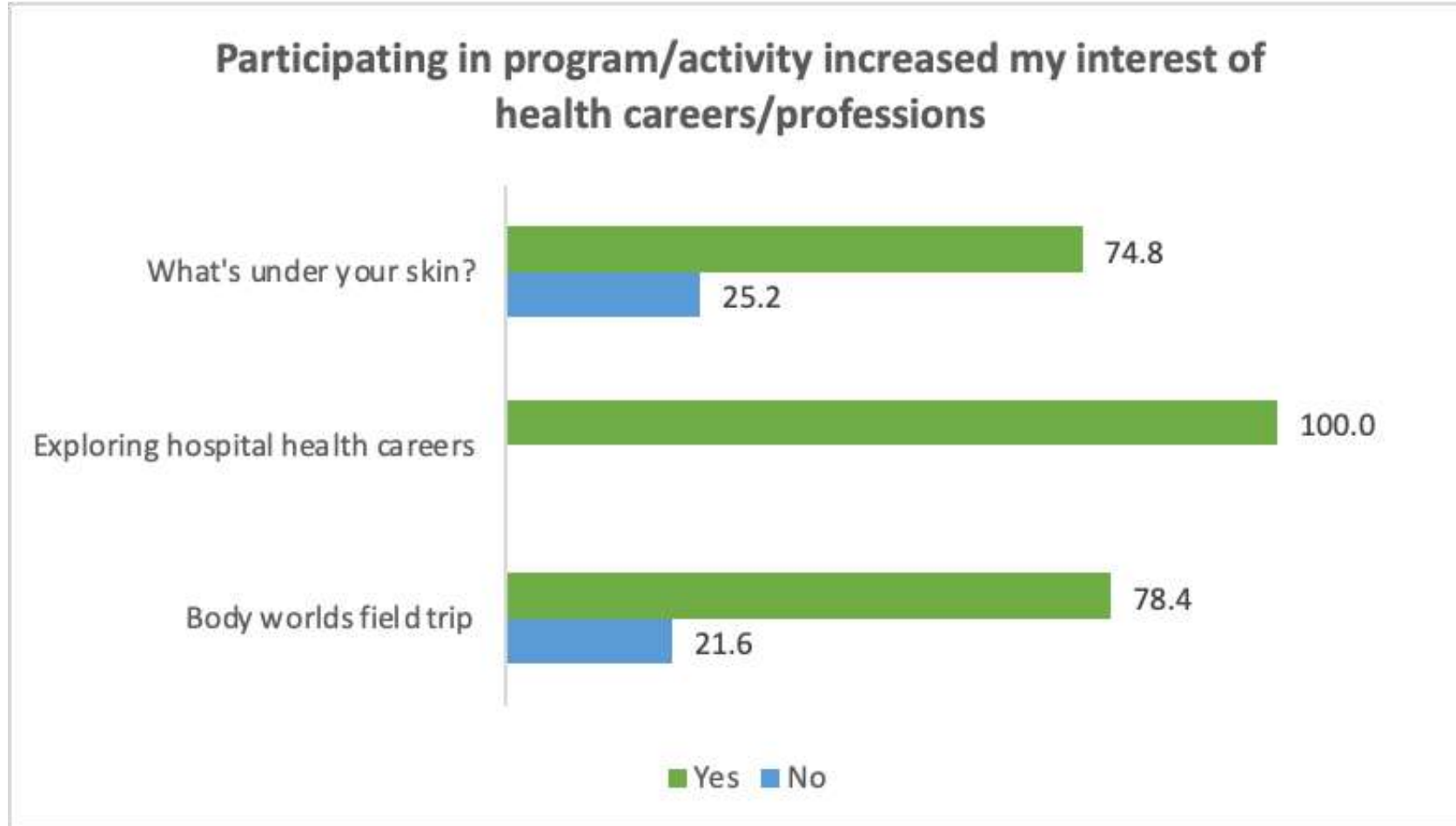
Exploring Careers in Public Health Pilot Data

- 8 students enrolled
 - Ethnicity: Hispanic/Latino
- 2 student completers
- 1 student enrolled in college
- Entire student body exposed to public health concepts

High School Health Careers Programs

	Eastern Shore AHEC High School Programs
Goal	To support and encourage students to consider a health career
Target audience	High School Students
Activities	<ol style="list-style-type: none">1. “What’s Under Our Skin?” for 11th & 12th graders in advanced Biology classes with hands-on activities, i.e., dissection projects2. Aging Simulation Program for 9th & 10th graders to introduce students to the aging population3. Exploring Hospital Healthcare Careers – Presentations on different health careers
Frequency	Fall & Spring Semester
Program type	Health Careers Enrichment Activities

High School Health Careers Program Data

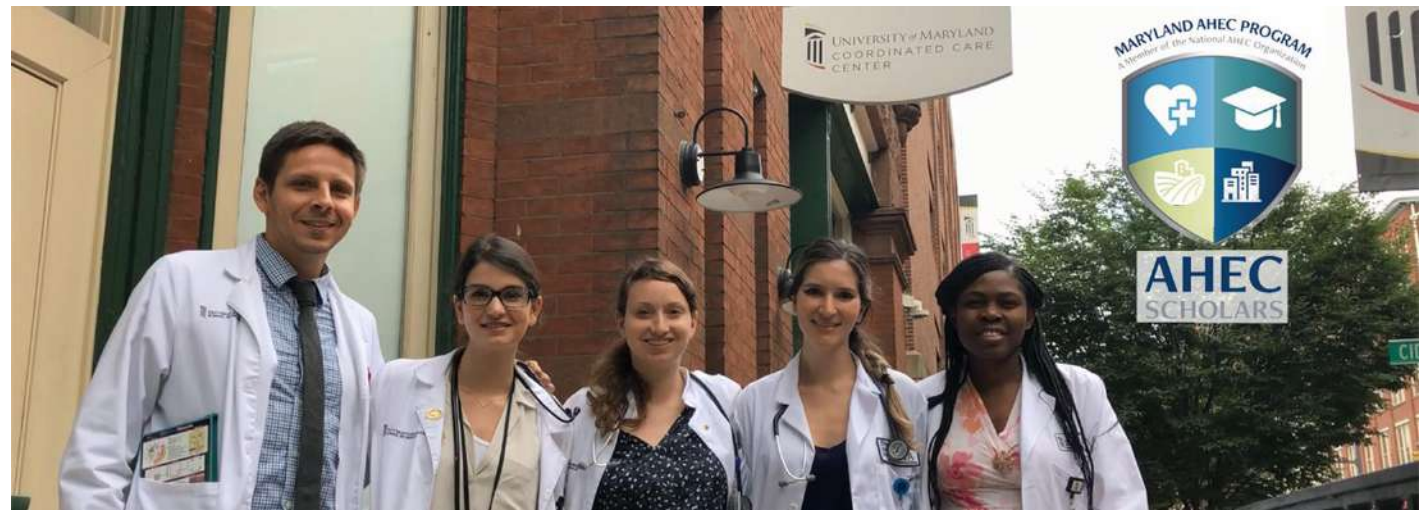


Education and Training Programs for Health Profession Students



AHEC Scholars Program

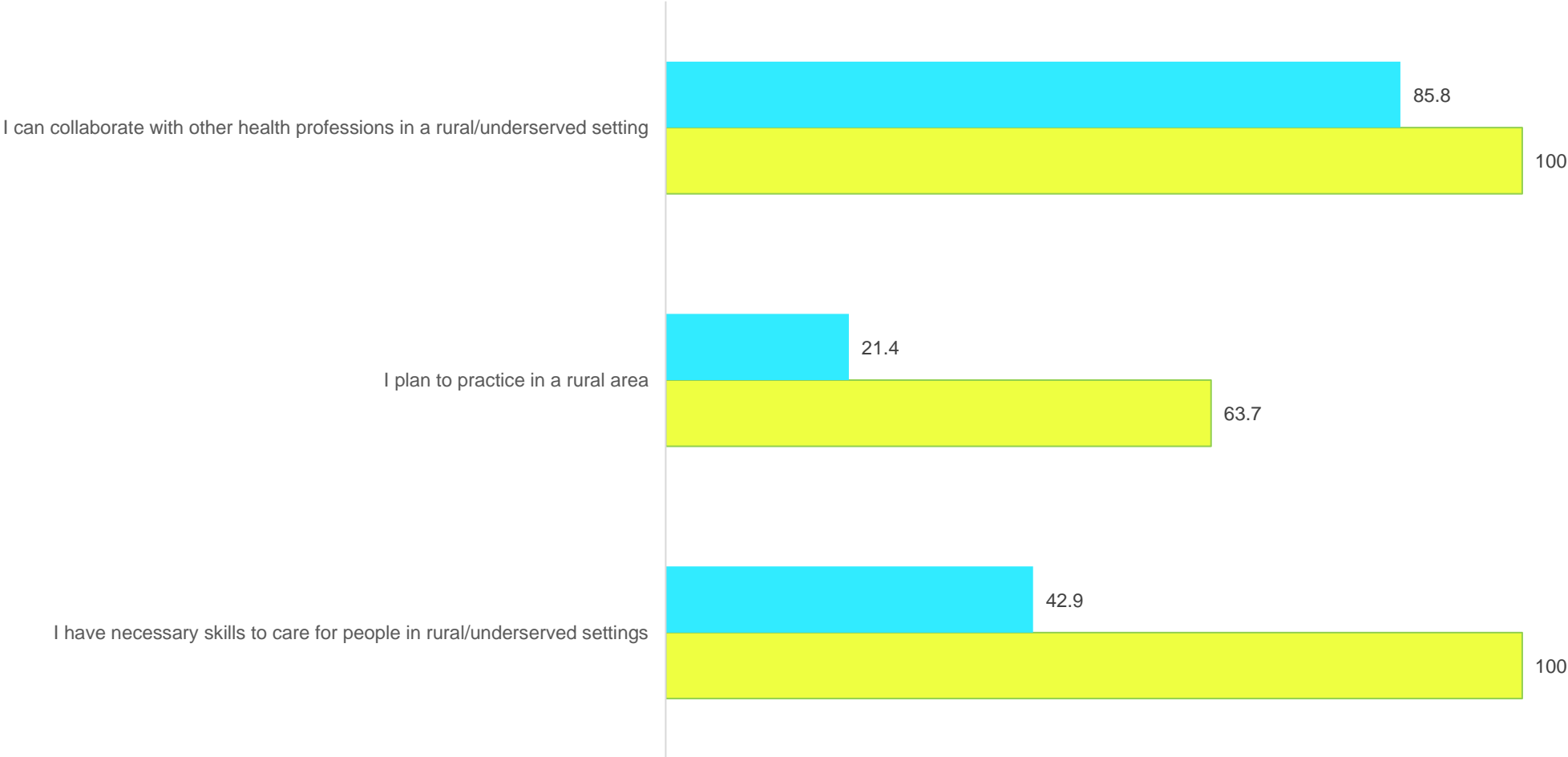
- National, innovative interprofessional program
- Exposes students to interprofessional didactic and community-based clinical or experiential training in rural/underserved areas
- Targets health profession students in Maryland institutions
 - *Disciplines: Dentistry, Medicine, Nurse Practitioner, Nursing (BSN/MSN) Pharmacy, Physician Assistant, Psychology, Social Work*
- Two-year program; 1 year program follow-up
- Virtual and In-Person



AHEC Scholars Outcomes (Cohort 2)

Percent rated "strongly agree" or "agree"

■ Before scholars ■ Now/After scholars



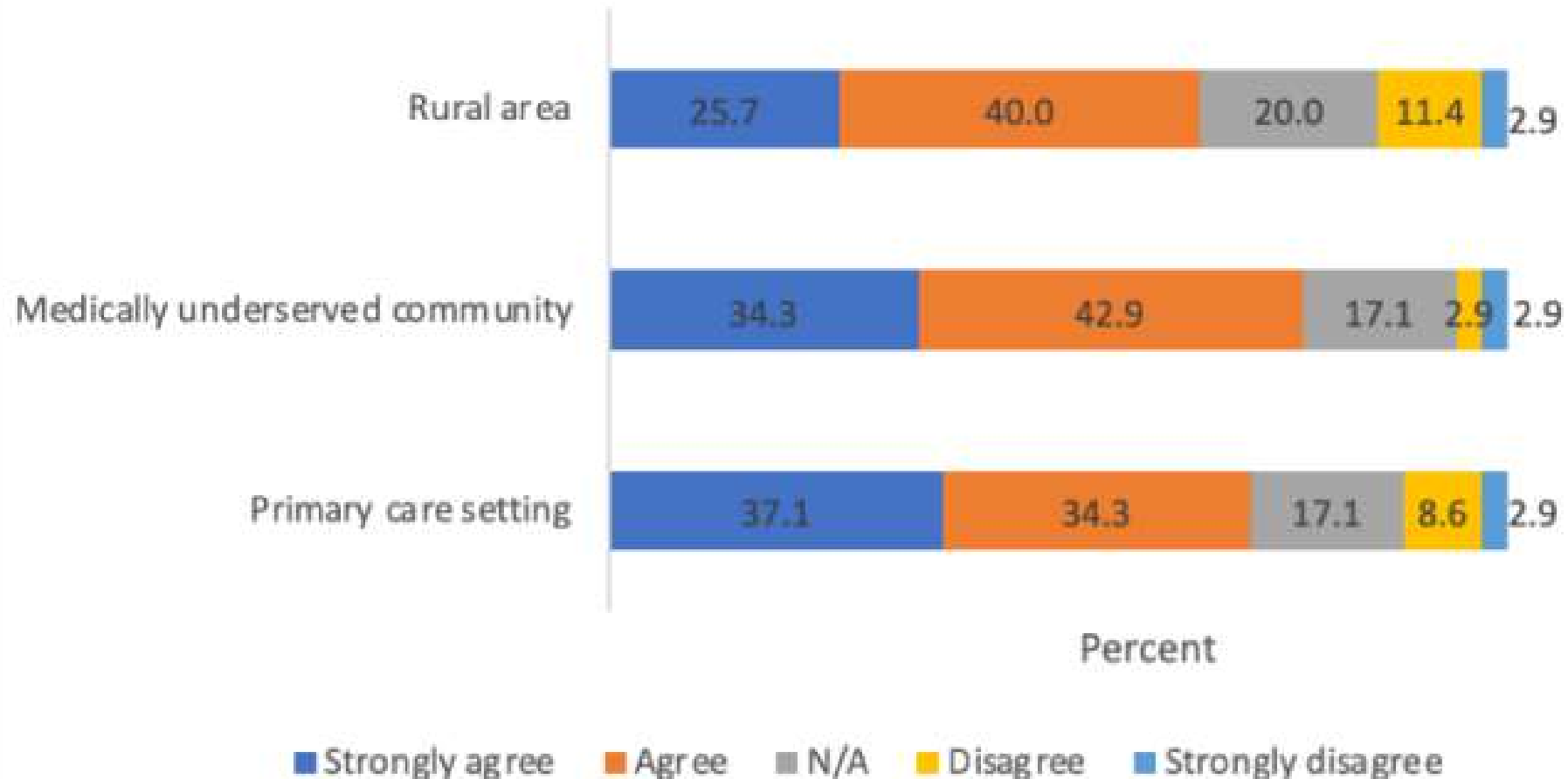
Clinical Education

- In partnership with the University of Maryland School of Medicine, fourth year medical students complete one-month rotations, of Introduction to Clinical Medicine IV, facilitated by the AHECs:
 - AHEC West
 - Eastern Shore AHEC
 - Central Maryland AHEC
- Students placed with community preceptors in rural underserved and/or underserved areas in Maryland
- AHEC West and Eastern Shore AHEC provide housing for students



Clinical Education Data (Academic Year 2022-23)

Increased interest working in specific settings



Primary Care Track

- Designed to expose UMSOM medical students to careers in primary care
- Students work alongside preceptors one half-day per month during their pre-clinical years
- Students work 80 hours in their first-year summer with a primary care physician mentor, through a collaboration with one of the three AHECs.
- Students participate in monthly didactic sessions.
- Collaboration between Departments of Family Medicine, Internal Medicine and Pediatrics



Rural Residency Training Program

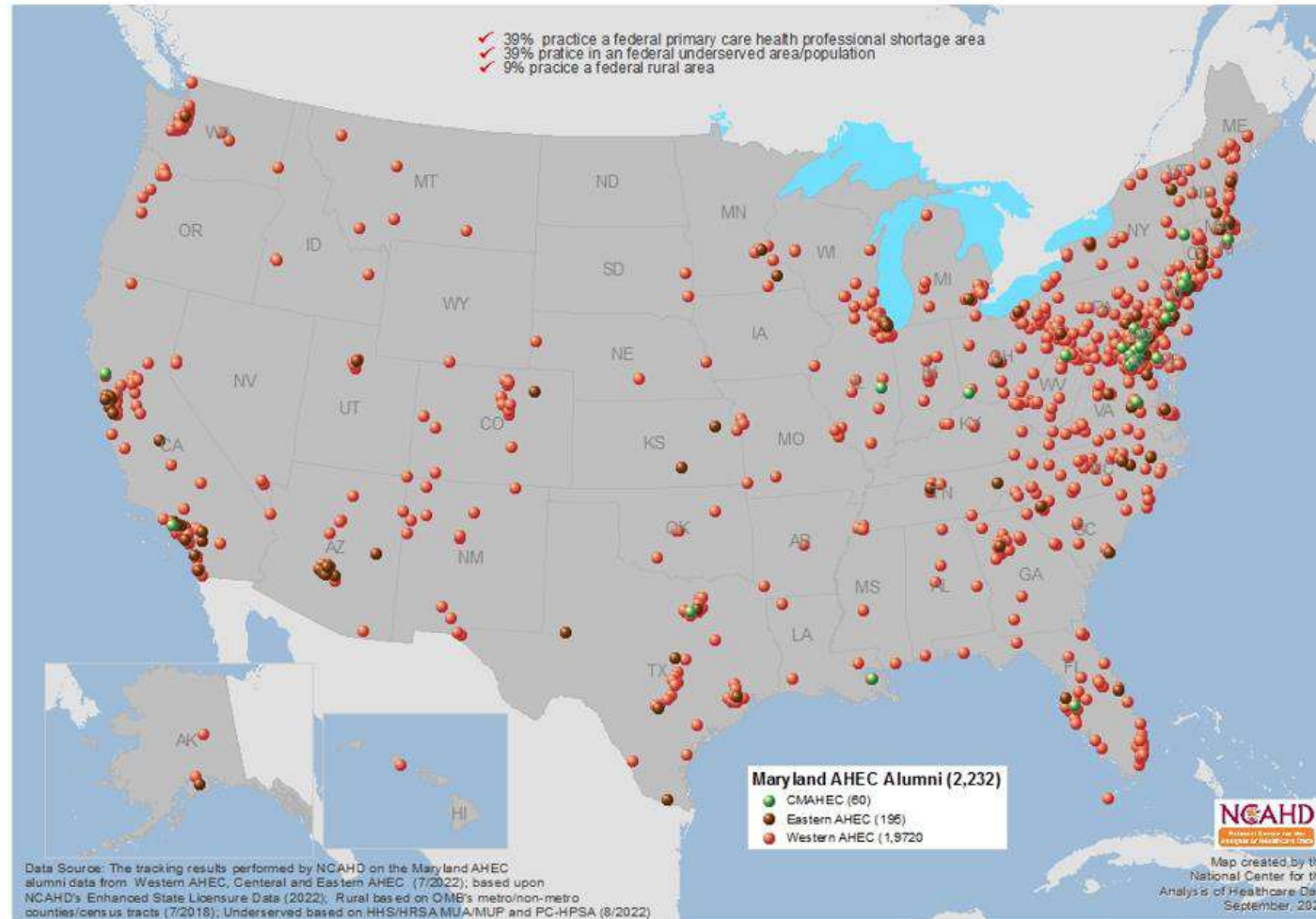
- Starts July 2025
- 3 residents per year
- First Year in Baltimore at University of Maryland School of Medicine and Department of Family and Community Medicine
- Second and Third Year on the Eastern Shore at Shore Regional Medical Center and Choptank Federally Qualified Health Center



UNIVERSITY *of* MARYLAND
BALTIMORE

Students taught by AHEC Preceptors ultimately practice in Maryland and throughout the United States

2022 National Distribution of Maryland Area Health Education Center Alumni



SOLUTIONS



Fund community preceptor tax credit program!



Increase Support for Maryland AHEC !



Expand Funding for 2 Rural Centers *and* Central Maryland AHEC



SUMMARY

We are already behind

We have to do something ... now

**With legislative action we can create
a better future for Maryland**





Addressing Healthcare Workforce Shortages: Strategies for Sustainable Solutions

Sara Seitz

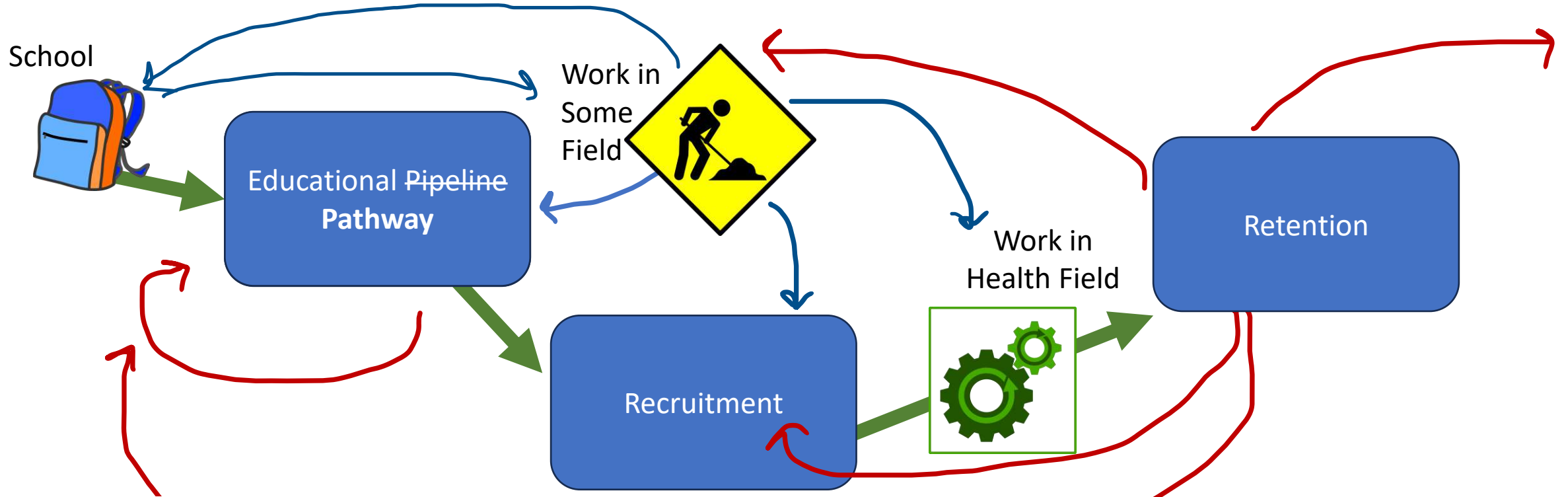
**Maryland State Office of Rural Health
Office of Health Care Workforce Development**

November 14, 2023

Topics to Be Covered

- Recruitment and Retention Process
- Recruitment Tools
 - “Maryland: Every Corner an Opportunity: A recruitment guide for Maryland health care professionals”
 - 3RNet
- Office of Health Care Workforce Development Incentive Programs
 - Conrad 30 (J-1 Visa Waiver) Program
 - Maryland Loan Repayment Programs
 - Income Tax Credit for Preceptors in Areas with Health Care Workforce Shortages Programs

Recruitment and Retention Warm-up



Recruitment Tools

Tools for Workforce Recruitment and Retention

Every Corner an Opportunity

Available Now!

MARYLAND

Every Corner an Opportunity

A recruitment guide for Maryland health care professionals

Practice Opportunities to Serve the Underserved

Maryland can help you realize the life you envision, bettering the lives of others by serving in the health care profession. Maryland is for those who want to make a difference, who are ready to explore new opportunities and meet extraordinary people. If you are that person, you may be right for Maryland. What's more, Maryland may be right for you. In every corner, there is an opportunity.

Maryland Department of Health strives to obtain the highest level of health care for its residents and encourages the recruitment and retention of the health professional workforce, especially in areas experiencing health care shortages.

Maryland has more than 50 hospitals throughout its 24 counties and Maryland health model.

Health care professionals who make the best in the world work in Maryland. According to U.S. News and World Report, Maryland is #4 overall in Health Care Quality, #9 Health Care and #10 in Public Health.

Serve the Underserved

You choose a health care profession because you want to make a difference in the lives of others. If you are looking to take your hard-earned skills to serve the underserved health care professionals in rural areas, to continue to provide the highest levels of care, Maryland prioritizes recruiting in these areas.

- Medically Underserved Areas (MUAs)
- Medically Underserved Populations (MUPs)
- Health Professional Shortage Areas (HPSAs)

Professionals have the opportunity to serve in geographic locations which currently have insufficient health resources or currently have barriers to health care... communities and people on which you can have a positive impact.

Across the state, as of March 2021, approximately 1,748,349 (28%) Maryland residents live in a primary care HPSA, 2,379,050 (39.5%) in a dental health HPSA and 1,709,026 (27.7%) in a mental health HPSA.

<https://health.maryland.gov/pophealth/Documents/Primary%20Assessment%20090221.pdf>

You can put your skills to work and find your place in the community that fits you best, whether it's the shores of the Chesapeake or the foothills of the Appalachian Mountains. More choices, better opportunities.

Licensing Processes and Volunteer Service Opportunities

The Medical Licensing Process... of being accountable has been... Maryland to assure...

Incentives to Serve the Underserved

Maryland Works for you!

In addition to employer-based recruitment and retention efforts, the Maryland Department of Health's Office of Health Care Workforce Development offers programs to improve the health care workforce experience, especially in areas with workforce shortages. They include:

- <https://health.maryland.gov/pophealth/Pages/Workforce.aspx>

Income Tax Credit for Preceptors in Areas with Health Care Workforce Shortages

Those serving as an uncompensated preceptor in community-based clinical rotation programs based in a shortage area may be eligible to earn state income tax credits. (See more information in binder)

<https://health.maryland.gov/pophealth/Pages/taxcredit.aspx>

Maryland Loan Repayment Programs

Eligible health professionals can receive assistance with higher education loan repayment in exchange for a service commitment at an approved practice site. (See more information in binder)

<https://health.maryland.gov/pophealth/Pages/State-Loan-Repayment-Program.aspx>

Conrad 30 (J-1 Visa Waiver) Program

Foreign-born primary care and specialist physicians who want to be part of the Maryland workforce may seek J-1 Visa Waiver status. (See more information in binder)

Additional state programs

- **Maryland Dent-Care Loan Assistance Repayment Program**

The Maryland Dent Care Loan Assistance Repayment Program (MDC-LARP) is the student loan repayment program for dentists. Like similar physician repayment programs, MDC-LARP provides student loan repayment assistance to dentists for treating Maryland's most vulnerable populations.

<https://health.maryland.gov/phpa/oralhealth/pages/mdc-larp.aspx>

- **Janet L. Hoffman Program**

The Janet L. Hoffman Loan Assistance Repayment Program (LARP) provides State assistance in the repayment of educational loans to individuals providing public service in eligible employment fields, such as nurses, who serve low income or underserved Maryland residents. Those employed by a state agency, nonprofit, or local government in Maryland and serving a specific population, may apply.

3RNet

- A hub for jobs in rural and underserved areas across the country
- Connects health professionals seeking careers to open positions at organizations located in rural and underserved communities
- Organizations can post positions at no charge by requesting access online (“Register Employer”)
- Maryland SORH is the Maryland “Network Coordinator”

- [Search Jobs on 3RNET](#)
- [Browse Job Search Resources](#)



OHCWD Incentive Programs

Conrad 30 (J-1 Visa Waiver) Program

- Allows states 30 waiver recommendation slots per year for foreign-born physicians
- Maryland uses an application cycle: October 1 – December 1
- Applicants work with attorney and future employer to prepare an application
- Employer must demonstrate at least 6 months of recruitment effort for the position
- Upon state acceptance, recommendation provided to Department of State and U.S. Citizenship and Immigration Services for approval

J-1 Visa Waiver Programs

Conrad 30: <https://health.maryland.gov/pophealth/Pages/J-1-Visa-Waiver-Program.aspx>

HHS: <https://www.hhs.gov/about/agencies/oga/about-oga/what-we-do/exchange-visitor-program/index.html>

Appalachian Regional Commission: <https://www.arc.gov/j-1-visa-waivers/>



Maryland Loan Repayment Programs

- Offer educational loan repayment assistance to a wide variety of professional licensures and certifications in exchange for a service obligation
- Applicants apply based on discipline, participant, and practice site eligibility
- Annual application cycle: March 1 – April 15
- Awards offered for service obligations starting July 1

<https://health.maryland.gov/pophealth/Pages/State-Loan-Repayment-Program.aspx>



Maryland Loan Repayment Programs

Credential	Maximum Award: Full Time	Maximum Award: Part Time	Length of Service Obligation
Physician (MD, DO)	\$100,000	\$50,000	2 years
Final Year Medical Resident (MD, DO)	\$100,000	\$50,000	2 years
Physician Assistant	\$100,000	\$50,000	2 years

- Full time: ≥40 hours per week worked
- Part time: 20-39 hours per week worked

Credential	Maximum Award: Full Time	Maximum Award: Part Time	Length of Service Obligation
APRN (CRNP, CNM, CRNA, CNS)	\$100,000	\$50,000	2 years
RN, LPN	\$50,000	\$25,000	2 years
Nursing Support Staff (CMT, CMA, CNA, GNA)	\$5,000	\$2,500	1 year

Income Tax Credit for Preceptors

Income Tax Credit for Preceptors in Areas with Health Care Workforce Shortages Programs

- Certifies state income tax credits for qualifying preceptors of certain health professional student types
- At least 3 community-based clinical rotations of ≥ 100 hours each within the tax year
- At a practice site in a HPSA, MUA/P, or state-designated rural jurisdiction
- Annual application cycle, December 1 – January 5
- First come, first serve
- \$1,000 per rotation, up to \$10,000



<https://health.maryland.gov/poph/health/Pages/taxcredit.aspx>

Income Tax Credit for Preceptors

Qualifying Professionals/Preceptors	Qualifying Student Type				
	Medical	NP	PA	RN	LPN
Physician (MD or DO)	✓	✓	✓		
Advanced Practice Registered Nurse (APRN)					
Nurse Practitioner (NP)		✓	✓	✓	✓
Certified Nurse Midwife (CNM)				✓	✓
Clinical Nurse Specialist (CNS)				✓	✓
Certified Registered Nurse Anesthetist (CRNA)				✓	✓
Physician Assistant (PA)			✓		
Registered Nurse (RN)				✓	✓
Licensed Practical Nurse (LPN)					✓
Recognized Preceptorship Programs					
In-state	UMD, JHU	See link	See link	See link	See link
Out-of-state	N/A	See link	N/A	See link	



Questions?

Sara Seitz, MPH

Director, Maryland State Office of Rural Health

Lead, Office of Health Care Workforce Development

sara.seitz@maryland.gov