

Vermont Educational Loan Repayment Program for MDs, DOs, NDs, APRNs, and PAs

2023 PROGRAM OVERVIEW and PARTICIPANT ELIGIBILITY

The purpose of this state loan repayment program is to increase access to primary health and dental care in underserved communities and to address the health professional shortages that cause disparities in access to health care in Vermont.

Category	Eligibility Standard
Description Up to \$50,000 maximum total funds annually	Funded by federal State Loan Repayment Program (SLRP), state, and local funds. AHEC, on behalf of the state, shall make loan repayment awards in exchange for service commitments by eligible health care professionals. Recipient must have outstanding educational debt acquired in the pursuit of an undergraduate or graduate degree from an accredited college or university that exceeds the amount of the loan repayment award (see award amount minimum).
Award Amount and VOLUNTARY Employer Match <i>(1:1 employer match requirement waived for the 2023 application cycle as a part of COVID financial recovery efforts. The match requirement may be reinstated in future application cycles)</i>	Current educational loan debt must exceed \$25,000. Awards may include up to \$25,000 in federal funds per year. \$10,000 minimum in state/federal funds per year. State/federal awards can be matched by the employer or community funds. Awards go directly to pay educational loans (lender will be requested to apply payment directly to loan principal to have the greatest impact on debt reduction). The historical required employer match is waived this application year as part of COVID-19 financial recovery efforts. Employer match is encouraged, but not required (see employer application for match minimum/maximum dollar amounts).
Tax Liability	The federal Affordable Care Act passed on March 23, 2010 treats debt repayment under the Vermont Educational Loan Repayment Program for Healthcare Professionals as exempt for income tax purposes.
Prioritization for Awards HRSA-defined <i>Medically Underserved Community (MUC): Medically Underserved Area (MUA), and/or Medically Underserved Populations (MUP) are high priority.</i>	Program objectives/selection criteria are established annually by the Vermont Department of Health in consultation with AHEC, in accordance with Vermont laws, and the federal Public Health Service Act, to strategically respond to the most pressing health care workforce needs in the state. Priorities are those areas which are underserved with special consideration for Vermont's most rural, underserved, and undersupplied areas (see federally designated Health Professional Shortage Areas (HPSAs) at http://hpsafind.hrsa.gov). Other factors may include local goals for improved service through workforce recruitment/retention; applicant educational loan debt level; number of hours per week that applicant works; serving as a preceptor to Vermont health professions students; or other awarding parameters.
Prioritization for Awards: Data-driven For HRSA MUC/MUA/MUP data, visit: MUA Find (hrsa.gov)	Applicants are encouraged to review available data about Vermont's health care practitioner workforce prior to completing an application. These data inform the state's prioritization for awards: <ul style="list-style-type: none"> Vermont Relicensure Survey (source: VT Department of Health) http://www.healthvermont.gov/health-statistics-vital-records/health-care-systems-reporting/health-care-workforce Health Professional Shortage Area (HPSA) designations and scores: http://hpsafind.hrsa.gov/
Citizenship	Recipients of federal SLRP funds must be United States citizens or nationals (naturalized citizens). U.S. citizenship not required for state funds.
State of Residence	Recipient must be a Vermont resident (and legally authorized to work in the U.S.); must serve in Vermont.
Eligible Specialties	Primary Care: Family Medicine, General Internal Medicine/Adult Primary Care, Pediatrics; Obstetrics/Gynecology, Geriatrics, Psychiatry (mental health/substance use disorder).
Eligible Practitioners *Note: UVMHN physician eligibility	Employment as a primary care physician (MD, DO, or ND), geriatrician, psychiatrist, or an advanced practice registered nurse (APRN), certified nurse midwife (CNM), or physician assistant (PA) employed by and delivering in a primary care practice (ambulatory/outpatient) or urgent care site or outpatient mental health/substance use disorder setting or inpatient mental health setting. See Eligible Work Sites. *Note: The UVM Health Network (UVMHN) Medical Group offers loan repayment assistance to all physicians hired on or after May 1, 2019. Eligibility for the UVMHN physician loan assistance program is up to four years. Eligibility for AHEC loan repayment begins after eligibility for the UVMHN physician loan assistance program has ended. AHEC loan repayment and UVMHN loan assistance is not concurrent. AHEC loan repayment eligibility follows completion of the UVMHN loan assistance program (see UVMHN Medical Group for details).

Eligible Practitioners: Hours	<p>Must practice a minimum average of 20 direct patient care clinical hours per week (at one specific eligible worksite) during the year of service and at least 45 weeks per year; participants who take more than 7.14 weeks of leave in a service year (for any reason), fail to meet the 45-week minimum.</p> <p>Award decisions factor average clinical hours per week and awards vary on full-time vs. part-time status.</p>
<p>Educational Debt</p> <p>Current debt must exceed \$25,000</p> <p>Those eligible for PSLF are encouraged to enroll (www.studentaid.gov)</p>	<p>Educational debt is verified. Loan(s) must be in good standing. The current loan balance must be greater than the total amount of an educational loan repayment award (see minimum award amount). Qualifying debt are educational loans obtained through a U.S. student loan program and may not include any loans consolidated with another person or borrowed for another person's educational pursuit, nor may they include mortgage, car, credit card, personal, family, business, or any other type of non-educational loan.</p> <p>If awarded funds, each recipient is required to continue making their own monthly payment(s) in addition to this award to further reduce overall educational debt; the recipient's own debt reduction effort is viewed favorably in future applications. A goal of this program is to work in a partnership between the recipient, the State of Vermont, U.S. Department of Health and Human Services, and communities/practices/employers/foundations to reduce educational debt; these funds are a direct investment in Vermont's workforce and achieving debt reduction must be demonstrated to show impact and ensure the program's continuation.</p>
Finances	<p>Applicant must not: have any federal judgment liens; have defaulted on any federal payment obligations including student loans; have any federal or non-federal debt written off as uncollectible; have received a waiver of any federal payment obligation.</p>
<p>Ineligible Practitioners</p> <p>(those with breach of contract for a previous service obligation)</p>	<p>Those not listed as "eligible practitioners." Practitioners holding J-1 visa waivers. Practitioners with a current contractual service obligation with federal government, state, or other entity, including loan repayment contractual obligation from other sources, unless that service obligation will be completely satisfied before this program's contract has been signed. Note: certain provisions in employment contracts can create a service obligation (e.g., employer offers a physician a bonus in return for the physician's agreement to work at that facility for a certain period of time or pay back the bonus). Individuals who have Primary Care Loans through the Department of Health & Human Services, Health Resources & Services Administration, Bureau of Health Professions are not eligible. Practitioners actively training in a residency/fellowship program and not in final year of training (see Job Seeker application type).</p>
Eligible Work Sites	<p>Primary Care practices (ambulatory/outpatient) or urgent care sites or outpatient mental health/substance use disorder settings or inpatient mental health settings or employees (paid) who work at a Free Health Care Clinic in Vermont that offer continuity of care and chronic condition prevention/management. Planned Parenthood health centers.</p> <p>Federal SLRP funds will be limited to practitioners employed at federally qualified health centers (FQHCs); these sites are located in federally designated Health Professional Shortage Areas (HPSA). Providers must work in a HPSA that corresponds to their training and/or discipline. For example, a psychiatrist must serve in a mental health HPSA.</p> <p>State funds can be used more broadly than the SLRP funds.</p>
Eligible Work Sites: Patient Policies	<p>Employs practitioners eligible to accept patients with coverage under Medicare, Medicaid, Vermont's Children's Health Insurance Program (Dr. Dynasaur), or other state-funded health care benefit programs.</p>
<p>Reapplication & Lifetime Maximum</p> <p>Up to \$300,000 maximum total funds over 6 years</p>	<p>Some award recipients will have a 1-year service commitment. Retention award recipients may have up to 2-year service commitments; awards identified as Disbursement 1 and Disbursement 2. If a 2-year award, re-application is not needed for the second year. The duration of a 2-year service commitment is for 2 complete years, not 1 + 1. Employment will be verified prior to disbursement of funds. Job Seeker and Recruitment awards will have 1-year service commitments and reapplication is required for consideration in future years.</p> <p>May receive loan repayment funds for a maximum of six years per individual.</p>

<p>Service Obligation Period</p>	<p>Some contracts are for 1 (12 months) year of service. Retention contracts may be up to 2 (24 months) years of service: If a 2-year award, one disbursement per year of service; recipients will have an auto renewal for a second year's disbursement following employment verification. The Service period will be defined in the award contract and cannot start prior to a fully executed contract or work start date, whichever is later. No credit for practice prior to executed contract. No credit for practice while in school or training. No credit during a leave of absence. Recipients who take a leave of absence (for any reason) are required to extend the service contract end date. Job Seeker and Recruitment contracts are for 1 year (12 months) of service.</p>
<p>Service Obligation Worksite</p> <p>A new job opportunity does not “cancel” this obligation</p>	<p>An award is for one specific worksite and time frame as defined in the service contract. Awards/contracts are not transferable. Changing worksites (within VT) during a service obligation is rarely authorized except for internal worksite transfers within the same organization. A request for a worksite transfer exception must be made prior to changing worksites. Participants who voluntarily resign from their worksite(s) or are terminated by their worksite(s) for cause may be placed in breach of contract.</p> <p><i>*If you want flexibility to change jobs at any time, this program is not a fit for you.</i></p>
<p>Award Cancellation or Contract Termination</p>	<p>Award offers can be cancelled without penalty prior to a fully executed (i.e., signed) contract and/or prior to the first disbursement.</p> <p>The award and service contract are cancelled in its entirety in the event of a participant’s death.</p> <p>Contracts may have service and repayment obligations waived or postponed (temporary leave) if there occurs incapacity of the participant due to serious illness. Decisions are at the discretion of the program.</p> <p>Temporary leave (up to one year) may be granted, and the service period amended (i.e., extended) if compliance with the obligation is temporarily impossible or an extreme hardship.</p> <p>Contract termination due to extenuating, unforeseen, and documented circumstances may be requested by a participant, in writing, and with repayment of loan repayment funds disbursed under that contract. The contract termination will not be effective unless the participant submits a written request, the request is approved by the program, and the participant repays all loan repayment funds paid under the contract within 30 days.</p> <p>Awards are dependent on funding from the State of Vermont and/or U.S. Department of Health and Human Services. Should the program funding be withdrawn or reduced prior to award disbursement, the agreement will be terminated or revised.</p> <p>Changes in employment after a contract has been executed and the first disbursement made may result in a breach of service obligation.</p>
<p>Breach of Service Obligation</p> <p>This is serious.</p> <p>The financial penalties are significant. Think carefully before entering a service contract</p>	<p>A breach of service can occur after a service contract has been fully executed (i.e., signed), and a disbursement made.</p> <p>If the participant fails to begin or complete service following a fully executed contract, he/she will incur a debt to the State in an amount not less than the damages that would be owed under the NHSC Loan Repayment default provision. See http://nhsc.hrsa.gov/.</p> <p>Participant must repay as defined in the service contract, plus interest and collection costs. The interest rate is the maximum legal prevailing rate, as determined by the Treasurer of the United States, from the date of the breach.</p> <p>Applicants are ineligible if they have ever breached or received a waiver of a prior service obligation to the federal/state/local government or other entity, even if they subsequently satisfied the repayment obligation.</p> <p>Breach of service obligations are reported to funders and may result in reduced funding to the program. A breach of service has serious consequences for the individual as well as the VT State Educational Loan Repayment program.</p>

Eligible Work Sites: Patient Policies	Practice sites/practitioners that charge patient membership/enrollment fees (under any name, i.e., health fee, direct-to-patient fee, concierge fee, etc.) are not eligible practice sites/practitioners for the VT Educational Loan Repayment (ELR) Program. A high priority for the VT ELR program is to increase access for Medicaid, rural, vulnerable, and underserved patient populations; membership fees are a barrier for this program's primary target population.
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