



OKLAHOMA
Health Care Workforce
Training Commission

Health Care Workforce Training Commission

FY 2025 Budget Hearing Presentation

Submitted by: Janie S. Thompson, Executive Director

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Executive Director



The **Health Care Workforce Training Commission** serves to establish and administer programs and services to support and increase health care availability across the state of Oklahoma in rural locations.

Founded in 1975 as Physician Manpower Training Commission and renamed in 2022, Health Care Workforce Training Commission, this agency now encompasses the following divisions:

**Nursing Student Assistance Program
Assistance w/Sponsor**

Nursing Student

Oklahoma Family Medicine Resident Cost Sharing Program:

OU/HSC FM, OU/TMC FM,

**OSU Medical Trust, CCMH FM – Lawton, Alliance Health FM Durant,
MRHC FM - McAlister**

Oklahoma Rural Medical Education Scholarship Loan Program

Physician Community Match Scholarship Program

Family Practice Resident Rural Scholarship Program

Oklahoma Physician Loan Repayment Program

Physician Assistant Scholarship Program

Physician Assistant Loan Repayment Program

ARPA Funded Nurse Training Expansion (28 Programs) ARPA Funded Optometry School

Agency Vision, Mission and Core Values

Vision: The vision of the Oklahoma Health Care Workforce Training Commission is to achieve the healthiest Oklahomans.

Mission: The Mission of the Oklahoma Health Care Workforce Training Commission is to increase access to health care workers in the rural and underserved areas of Oklahoma.

Core Values:

Access: The Oklahoma Health Care Workforce Training Commission believes that all citizens of Oklahoma should have access to quality health care.

Accountability: To the citizens of Oklahoma, the Oklahoma Health Care Workforce Training Commission commits to be good stewards of its resources and faithful to its mission.

Collaboration: Through the collective efforts of the Oklahoma Health Care Workforce Training Commission, the Oklahoma Legislature, and community partners we maximize each organization's knowledge and skills to achieve excellence.

*Revised by the Commission Board 12/8/2022



Accomplishments

Top accomplishments for FY 2023-2024

- **HWTC has continued to be able to support salary increases to the Family Medicine Residency Programs eligible for agency support as well as additional funds toward instructional and/or administrative costs in both 2023 and 2024. HWTC recognizes competitive salaries for resident positions are vital to recruitment efforts.**
- **The increase of three additional training positions at both the OUHSC and OU-Tulsa Family Medicine Residency Program Campuses received resident salary support by HWTC in both FY23 and FY24. The agency hopes to continue to be able to support growth in training positions at State Residency Programs.**
- **The Physician Loan Repayment Program had 55 physicians in obligated rural practice in FY23 with an additional 24 approved to begin practice in FY24 and FY25 thus far.**
- **The Nursing Program had a total of 107 scholarship recipients with 25% of those enrolled in an MSN degree program or higher for FY23. For Fall 2023-24, there are 94 scholarship recipients with 20% enrolled at the MSN degree level or higher. The Spring Semester 2023-24 application period is now open.**
- **HWTC began rolling out funds for 29 ARPA Health Care Education awards in FY2023 and continues to move forward to successfully administer the funding and monitoring of these projects. HWTC ARPA efforts were noted as the highlight for Oklahoma in the National SLFRF reporting for August 2023**



Challenges

Top Challenges (current & upcoming years)

- Increasing the number of Oklahoma based medical students entering Oklahoma Primary Care Residency Programs and retaining them in Oklahoma after completing residency continues to be a challenge.
- In order to accommodate Oklahoma medical student graduates post graduate needs, we must find ways to both increase available training positions at in-state residency programs as well as maintaining competitive resident salaries within the region.
- Expanding outreach to promote HWTC nurse scholarship opportunities to increase the available nurse workforce, while also encouraging preparation for teaching in the State nurse education programs through the master and doctoral level scholarship opportunities.
- Overcoming challenges and meeting goals requires appropriate funding. Both appropriated funds as well as public/private partnerships. HWTC partnerships include our rural communities, hospitals and clinics as well as TSET and state association groups. This year, the TSET committed funding positions have been filled, with applications still rolling in. Our challenge will be to increase the funding opportunities with our friends at TSET as well as other organizations and the legislature.



Savings & Efficiencies (Current or Planned)

Savings or Efficiency Name	Brief description of how savings were achieved	Savings in Unit of Measurement*	FY 2023 (Actual \$ Savings)	FY 2024 (Projected \$ Savings)	FY 2025 (Projected \$ Savings)
Shared Services	<i>Utilize OMES Support services where appropriate and evaluate expenditures and seek lowest cost possible.</i>	<i>Use statewide purchasing contract and preferred vendors for all appropriate purchases</i>	90%	90%	90%
Default Collections	Reduce the time required to collect on physician defaults by requiring full repayment in less than or equal to the total number of months the recipient was on the program through EFT payments to achieve an 80% or better success rate.	Percentage of scholarship repayments set through EFT payment plans	80%	85%	85%

* Hours, FTE, square feet, etc.



Agency Goals and Key Performance Metrics

	Goal	Metric	FY 22 Actuals	FY 23 Actuals	FY 24 Target	FY 29 Target
1	Increase BS and graduate level nurses to increase hospital services, nurse training capacity and APRN provider availability.	Percent of Nursing Program Participants seeking a MSN or higher degree toward nurse education or provider services.	16%	21%	25%	25%
2	Increase BS and graduate level nurses to increase hospital services, nurse training capacity and APRN provider availability.	Percent of Nursing Program Graduates committed to rural or State operated hospitals	70%	77%	80%	80%
3	Increase physician placement in rural Oklahoma through agency incentive programs	Number of physician participants completing an obligated year of service annually.	45	64	65	65
4	To maintain funding for the current supported resident physician slots in 6 family medicine residency programs.	Percentage of the Non-Reimbursable Direct Costs provided by HWTC for 120 (Increasing this year) Family Medicine Slots	100%	100%	100%	100%



Projects for FY 2024 - 2025

Projects

1. **Monitoring and administering the 27 ARPA Nurse Workforce and 1 Optometry Projects for completion, project goals achievement, and Federal compliance.**
2. **Utilizing HWTC scholarship opportunities in conjunction with ARPA Nurse Workforce programs to support increased enrollment efforts.**
3. **Seeking additional sponsorship commitments for Physician Loan Repayment to meet the needs and workforce demands of the rural communities.**
4. **Participation on Health Workforce policy forums, boards and advisory groups with the goal of continuing efforts to increase education and training opportunities and identify barriers to healthcare in rural and underserved areas.**

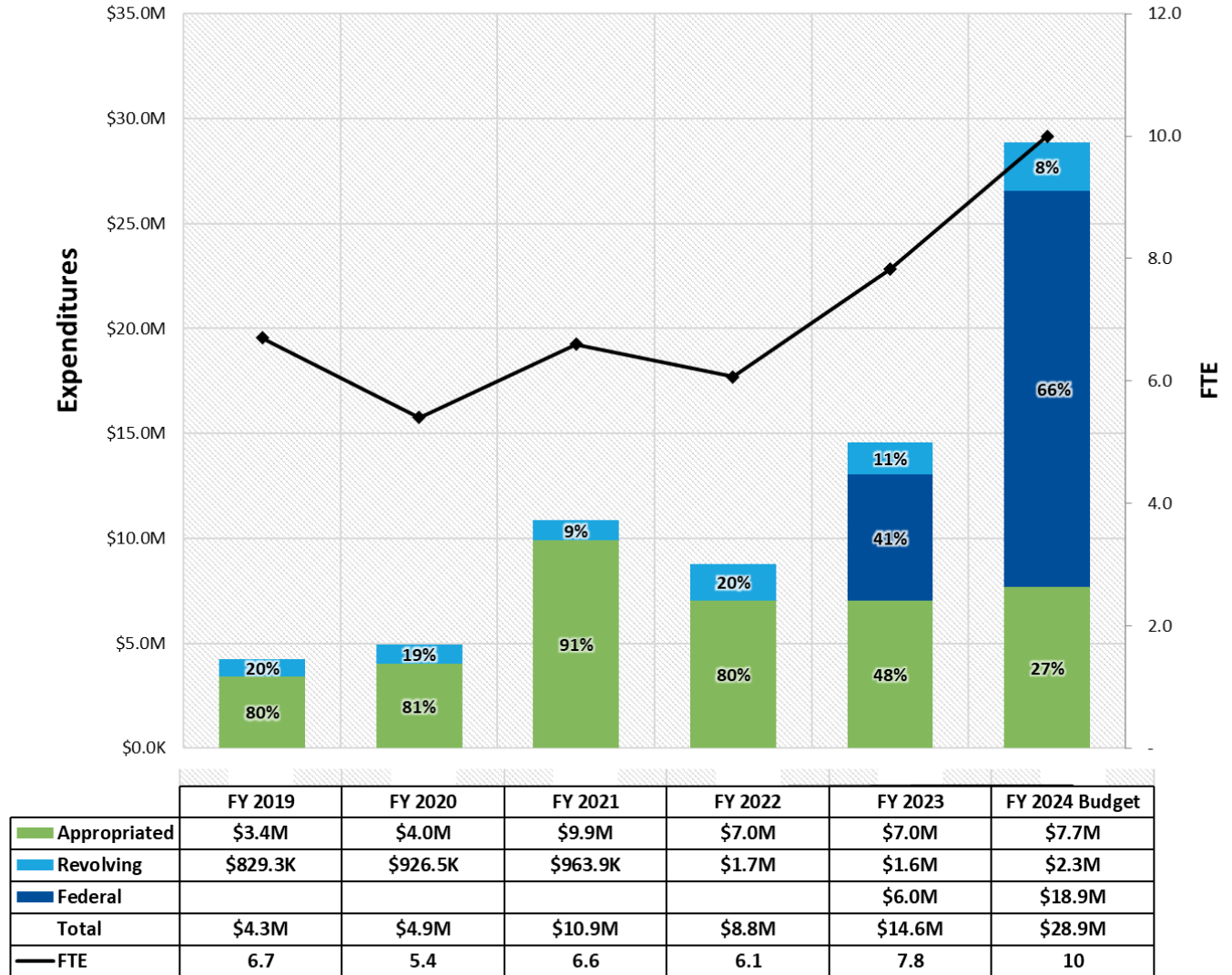


Historic Actual Expenditures (FY 2019-23) and Current Year Budget (FY 2024)

Explanation of Significant Changes and Trends

- Increased funding for FM Residency Programs beginning in FY20-regional rise in resident salaries and requests to add training positions increases the importance of this funding *FY21 shows distribution of FY20 Appropriations intended for the residency programs.
- Significant increase in Physician Loan Repayment due to public and private partnership funds requiring minimal HWTC contribution per award. (FY24 Revolving actual dollars increased)
- FY23 marks the first movement of ARPA Funds to subrecipients with FY24 demonstrating projects moving forward at a faster pace.
- Nursing Scholarship amounts increased and expanded to include advance degrees for support to nurse training efforts and increased healthcare providers in rural areas

Historic Actual Expenditures and Current Year Budget





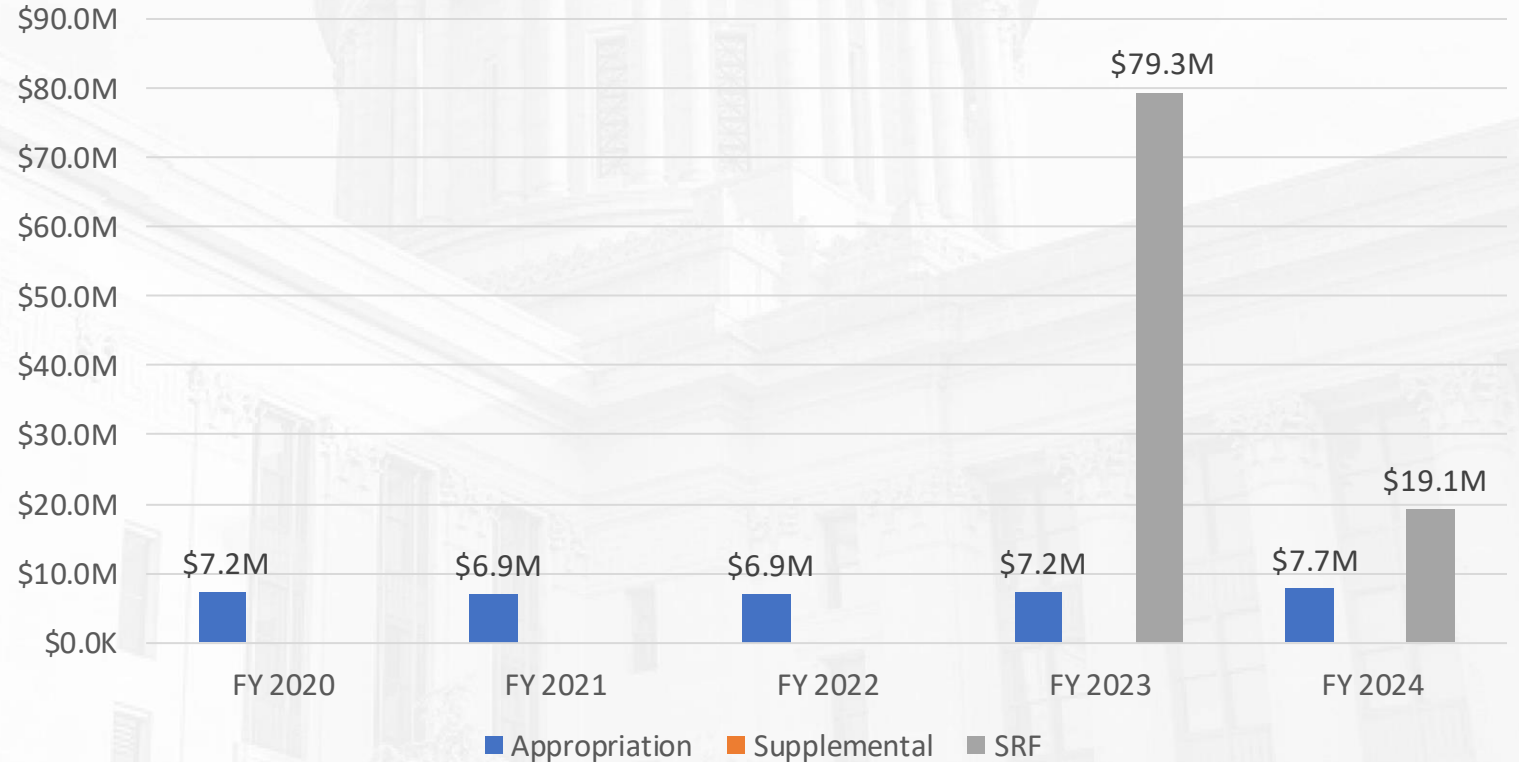
FY 2024 Budgeted Full Time Equivalents (FTE)

	FY 2024 Budgeted FTE
Total FTE	8 Appropriated 2 Federal Funded
Supervisor FTE	3 Appropriated 1 Federal Funded
Supervisors to Total FTE Ratio (%)	40%

Appropriation History

Fiscal Year	Legislated Appropriation (\$) (Includes supplementals and SRF/ARPA.)
FY 2020	\$7,236,330
FY 2021	\$6,946,877
FY 2022	\$6,946,877
FY 2023	\$86,521,411
FY 2024	\$26,754,419

Five-Year Appropriation History



**Includes Supplemental and Statewide Recovery Fund (ARPA) appropriations.*



Financial Resource Analysis

Carryover	FY 2020	FY 2021	FY 2022	FY 2023
Total appropriated carryover amount expended (\$)	\$620,630.14	\$3,839,360	\$894,643.27	\$774,898.88

Historical Cash Balances	FY 2020	FY 2021	FY 2022	FY 2023
Year End Revolving Fund Cash Balances <i>(All Revolving Funds)</i>	\$2,049,781.45	\$2,400,109.12	\$2,552,651.32	\$2,602,189.08

Class Fund # <i>(Unrestricted only)</i>	Class Fund Name <i>(Unrestricted only)</i>	Current cash balance (\$)	Fiscal Year	Agency's plan to deploy unrestricted cash (including amounts):
21000	HWTC Revolving Phys. Scholarship Default and Operating Fund for Administrative Costs Related to ARPA Administration	\$910,292.12	FY 2024	Funds in 210 account are used for promoting HWTC programs, support of programs and administrative costs. Any required travel and conference attendance is paid through these funds. Expenditure needs vary from year to year. Funds can supplement program commitments in the event of a revenue failure.
205, 215,450	All other revolving accounts are holding accounts for private and community sponsor funds awaiting expenditure for program sponsorship. These funds are private funds provided and obligated to specific loan repayment & scholarships	These amounts change as sponsor funds arrive and are then expended.	FY 2025	Funds in 210 account are used for promoting HWTC programs, support of programs and administrative costs. Any required travel and conference attendance is paid through these funds. Expenditure needs vary from year to year. Funds can supplement program commitments in the event of a revenue failure.
	Total Current Unrestricted Fund Cash balance:	\$910,292.12	FY 2026	Funds in 210 account are used for promoting HWTC programs, support of programs and administrative costs. Any required travel and conference attendance is paid through these funds. Expenditure needs vary from year to year. Funds can supplement program commitments in the event of a revenue failure.



Unrestricted funds are those that are not limited by state or federal law, rule, regulation, other legally binding method, or donor restriction.

FY 2022 Incremental Appropriation Review

<i>Purpose of appropriation increase / decrease</i>	<i>Amount of increase or decrease (\$)</i>	<i>Included in FY24 appropriation? (Yes/No)</i>	<i>If yes, included in appropriation for same purpose? (Yes/No)</i>	<i>If not included for same purpose, please explain.</i>
FY 2022				
NA-remained the same as FY21 Post Covid	\$			
	\$			
	\$			
	\$			
	\$			
	\$			
	\$			
	\$			
Total adjustment	\$			



**Do not include SRF / ARPA appropriation increases.*

FY 2023 Incremental Appropriation Review

<i>Purpose of appropriation increase / decrease</i>	<i>Amount of increase or decrease (\$)</i>	<i>Included in FY24 appropriation? (Yes/No)</i>	<i>If yes, included in appropriation for same purpose? (Yes/No)</i>	<i>If not included for same purpose, please explain.</i>
FY 2023				
Reinstatement of 3% decrease taken in FY21 during pandemic	\$289,452	Yes	Yes	
	\$			
	\$			
	\$			
	\$			
	\$			
	\$			
	\$			
Total adjustment	\$289,452			



**Do not include SRF / ARPA appropriation increases.*

FY 2024 Incremental Appropriation Review

<i>Purpose of appropriation increase / decrease</i>	<i>Amount of increase or decrease (\$)</i>	<i>Does this need to be included in your FY 2025 appropriation? (Yes/No)</i>	<i>If yes, included in appropriation for same purpose? (Yes/No)</i>	<i>If not included for same purpose, please explain.</i>
FY 2024				
Better alignment of salaries to work and title	\$139,000	Yes	Yes	
Increase to the dedicated funds for residency programs salary and slot increases	\$181,300	Yes	Yes	
Additional agency funds to match to private funds for physician loan repayment	\$112,000	Yes	Yes	
	\$			
	\$			
	\$			
	\$			
	\$			
Total adjustment	\$432,300			



**Do not include SRF / ARPA appropriation increases.*

Budget & Supplemental Request Summary

Request Name		FY 2025 Appropriated Request Amount (\$) {or FY 2024 for <i>Supplementals</i> }	Type of Request: Operating, One-time, or Supplemental
1	Residency salary increases and salaries for additional training positions.	\$423,085	This is an operational continuing request
2			
3			
4			
5			



(1) Budget Request

Name of Request Residency salary increases and salaries for additional training positions.	
Type: Operating Budget	\$423,085
<p>HWTC provides direct pass-through funds from the legislature to cover training programs out of pocket expenses for residency salaries and benefits. This gap in funding from CMS is due to 1. program growth after the initial start up years when CMS caps the funding. 2. CMS only compensates for training in the hospital setting.</p> <p>OU-Tulsa began adding a training slot each year with the final 3rd position to be filled 2024-25. OUHSC is adding the first of 3 additional training positions in 2024-25. The next two years will see an additional increase in positions. Both programs are also raising the stipend (salary) compensation for residents to remain competitive with other programs in the surrounding states.</p> <p>OSU Medical Trust in Tulsa is also raising their stipend (salary) compensation for resident to remain competitive with other programs in the surrounding states.</p>	





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Appendix

FY24 Residency Funding Breakout

Direct Resident Expense						HWTC Funding					Legislature Dedicated Gap + Overage Funding Only (HWTC Supplemental Funding not included)	(For Contract Notation Only) Dedicated Funds Extra + HWTC Funds for Instruction & Admin.
Location	Number of Residents	Resident Salaries	FICA	Insurance Costs	Total Direct Expenses	Medicare Direct GME	Resident Salaries & Benefits Gap Funding	Appropriated GAP Funding Remaining/Per Resident Distr.	HWTC Supplemental Funding	Total		
Comanche	12	\$637,457.60	\$48,765.51	\$67,889.23	\$754,112.34	\$512,424.00	\$241,688.34	\$61,215.48	\$101,380.00	\$404,283.82	\$302,903.82	\$162,595.48
Alliance	14	\$808,800.00	\$61,873.20	\$86,137.20	\$956,810.40	\$657,171.00	\$299,639.40	\$70,418.06	\$153,947.42	\$524,004.88	\$370,057.46	\$224,365.48
McAlester	11	\$598,402.60	\$45,777.80	\$63,729.88	\$707,910.28	\$420,486.51	\$287,423.77	\$56,114.19	\$97,626.02	\$441,163.98	\$343,537.96	\$153,740.21
OSU Medical Trust Authority	23.2	\$1,292,356.00	\$98,865.23	\$137,635.91	\$1,528,857.14	\$1,130,497.26	\$398,359.88	\$117,329.67	\$199,005.20	\$714,694.75	\$515,689.55	\$316,334.87
OUHSC - OKC	36	\$2,165,548.80	\$165,664.48	\$230,630.95	\$2,561,844.23	\$844,737.71	\$1,717,106.52	\$183,646.44	\$352,952.61	\$2,253,705.57	\$1,900,752.96	\$536,599.05
OUCM - Tulsa	21	\$1,257,468.00	\$96,196.30	\$133,920.34	\$1,487,584.64	\$642,252.37	\$845,332.27	\$102,025.80	\$183,985.93	\$1,131,344.00	\$947,358.07	\$286,011.73
						Total	\$3,789,550.18	\$590,749.64	\$1,088,897.18	\$5,469,197.00	\$4,380,299.82	
						FY24	Legislative Ask	\$4,380,299.82				
						FY25		\$4,803,384.82				

