



### SFY2026 Health Care Association Workforce Asks

#### The Need:

Vermont’s health care system is facing a fundamental shortage of workers, across all training levels.

- 50 healthcare employers [forecast](#) 5,394 total nursing positions across six different level roles (MA, LNA, LPN, RN, Nurse Educator, NP) between January 2024 to January 2026. Registered Nurses (RNs) represent the largest need, accounting for 2,411 RNs or 1,200 per year.
- As of 2022, Vermont had a [shortage](#) of 115 primary care physicians compared to national benchmarks. Based on demand modeling, the aging demographics in Vermont will only exacerbate the need. Our current supply of primary care physicians is 369.7 FTEs short of what we will need in 2030 – 112 short in family medicine, 190 short in internal medicine, 52 short in OBGYN and 2 short in pediatrics.

#### The Solutions:

Admin/Grantee	Grant Description	FY26 Request Amount (i.e., annual funding)	FY25 Funding Total and Source
AHEC/VSAC	Medical Student Incentive Scholarship Program (“Loan Forgiveness”) <ul style="list-style-type: none"> <li>- Scholarships for up to 10 third- and fourth-year UVM medical students annually who commit to practicing primary care outside of Chittenden County</li> <li>- To date 22 scholarships awarded</li> <li>- Program expires on July 1, 2027</li> <li>- Funding requirement is \$500,000 per year to award 10 in-state tuition scholarships per year plus administration</li> </ul>	<b>\$500,000 plus remove 2027 sunset; continue to allow use of carryover funds</b>	None (received \$1,476,770.00 in one-time CMS Global Commitment funds between SFY 2021, 2022 & 2023)
Maple Mountain Consortium	Teaching Health Center family medicine residency training program <ul style="list-style-type: none"> <li>- Will train 4 family medicine trainees per year at Gifford and Lamoille Health Partners FQHCs in conjunction with Copley, Gifford, and Central Vermont hospitals starting in July 2026</li> <li>- Funding needed between July 2025-July 2028 - time of intense planning, faculty training and development, building IT infrastructure and resident recruitment.</li> </ul>	<b>\$1.5 million total needed in one-time funds SFY2026-2028 (largest need SFY2026)</b>	None (new program)

	<ul style="list-style-type: none"> <li>- The program is projected to become financially sustainable when the initial residency class begins its third year ~July 2028 and there are 12 total in the program at one time.</li> </ul>		
AHS/CO	Health Care Employer Nursing Pipeline and Apprenticeship Program Grants to health care employers to establish or expand partnerships with VT nursing schools to train existing staff to become higher-level nursing professionals. Combined with scholarships and employer contributions, covers full tuition and fees and assists with living costs.	<b>\$2.5 million</b>	None (received one-time ARPA/SFR funding in 2022)
AHEC	<p>VT Educational Loan Repayment (ELR)</p> <ul style="list-style-type: none"> <li>- This is what is needed to fully fund existing demand as demonstrated by application numbers and need when additional ARPA funding was available</li> <li>- \$2,500,000 would replace ARPA (PLRP)—awarded to PAs, nurses, MDs, DOs, NDs, and med lab professionals</li> <li>- \$500,000 would replace ARPA for nurse faculty (NFLR)</li> <li>- \$667,111 would cover the ongoing/historical program (ELR)</li> <li>- \$1,332,889 would be new – to increase available funds to profession eligible, if expanded to additional professions additional funding needed</li> </ul>	<b>\$5,000,000</b>	CMS Global Commitment (FY25: \$667,111)
AHEC	<p>VT AHEC Network—expansion focus on early pipeline, grades 5-12 and undergraduate students in Vermont.</p> <p>Focus includes:</p> <ul style="list-style-type: none"> <li>- EMS</li> <li>- Community Health Workers</li> <li>- Medical Assistants, LNAs, Med Lab</li> </ul>	<b>\$1,500,000</b>	CMS Global Commitment (FY25 is \$500,000. This has been level funded since FY06).
AHEC	<p>Physician Placement Services</p> <ul style="list-style-type: none"> <li>- addresses all specialties with priority focused on primary care, rural sites, and FQHCs</li> <li>- staffing is for 1 FTE – current funding does not cover</li> </ul>	<b>\$100,000</b>	CMS Global Commitment (FY25: \$50,000)