



Preceptor Tax Credits

Hannah L. Maxey, PhD, MPH, RDH

Assistant Professor, IU Department of Family Medicine
Director, Bowen Center for Health Workforce Research and Policy



BOWEN CENTER
FOR HEALTH WORKFORCE RESEARCH AND POLICY

Level Setting



■ *Health care workforce shortages*



■ *Training workforce*



■ *Tax credits as an incentive*

■ *Discussion*



BOWEN CENTER

FOR HEALTH WORKFORCE RESEARCH AND POLICY

Indiana's Health Workforce Shortage



78 COUNTIES

CONTAIN A PRIMARY
CARE SHORTAGE
DESIGNATION



49 COUNTIES

CONTAIN A DENTAL
CARE SHORTAGE
DESIGNATION



**ALL 92
COUNTIES**

CONTAIN A MENTAL
CARE SHORTAGE
DESIGNATION



BOWEN CENTER

FOR HEALTH WORKFORCE RESEARCH AND POLICY

Clinical Training Capacity Impacts Workforce Development



Academic programs and their graduates rely on community-based professionals to provide clinical training and supervision.

Community-based professionals are involved in clinical training, and supervision is often uncompensated.

Incentives for community-based professionals can be used to recruit and recognize clinical training contributions.



BOWEN CENTER

FOR HEALTH WORKFORCE RESEARCH AND POLICY

Tax Credits as State Strategies



What are they?

- A **tax credit** is a dollar-for-dollar amount taxpayers can claim on their tax returns to reduce the income tax they owe.

How do they work as a health workforce incentive?

- State tax credits can be used as an **incentive to recruit, retain or recognize** targeted health workforce priorities.






Important considerations:

- **Budget consumption** due to reduction in state revenue, and they require resources for **administration and evaluation.**





State Examples

| STATE | AUTHORIZATION MECHANISM | ADMINISTERING ENTITY | FOCUS | AWARD AMOUNTS | STATE AWARD LIMIT/ ESTIMATE |
|--|---|---|---|---|-----------------------------|
|  | General Fund HB 22-1005 | Department of Revenue | Physicians, advanced practice registered nurses, physician assistants, dentist, registered nurses, psychologists, and more. Complete list here. | \$1,000 per rotation up to \$10,000 a year | \$300,000 |
|  | General Fund HB 287 | AHEC | Physicians, advanced practice registered nurses, physician assistants | Physicians: Up to \$8,500 per year Nurse practitioners or physician assistants: Up to \$6,375 per year | \$2,200,000 |
|  | General Fund SB 43 | Department of Health | Primary care-focused physicians, advanced practice registered nurses, pharmacists. | \$1,000 per rotation up to \$5,000 a year | \$1,500,000 |
|  | Licensing board fees and general fund SB 411 | Department of Health: Office of Population Health Improvement | Physicians, physician assistants, advanced practice registered nurses, registered nurses, licensed practical nurses. | \$1,000 per rotation up to \$10,000 a year | \$100,000 |
|  | \$7 increase in licensing fee for physicians and \$3 increase for physician assistants SB 801 | Department of Health and Senior Services | Physicians or physician assistants | \$1,000 per rotation up to \$3,000 per year | \$200,000 |



Discussion: PERSPECTIVES AND CONSIDERATIONS

THOUGHTS ON TAX CREDITS AS A CONCEPT TO RECRUIT AND RETAIN CLINICAL PRECEPTORS



IMPACT

Do we anticipate this policy being successful in addressing workforce shortages?



FEASIBILITY

What resources would this policy require to be implemented?



ACCEPTABILITY

Does this have a chance of being successful?



SUSTAINABILITY

How could this policy adapt to future impacts?

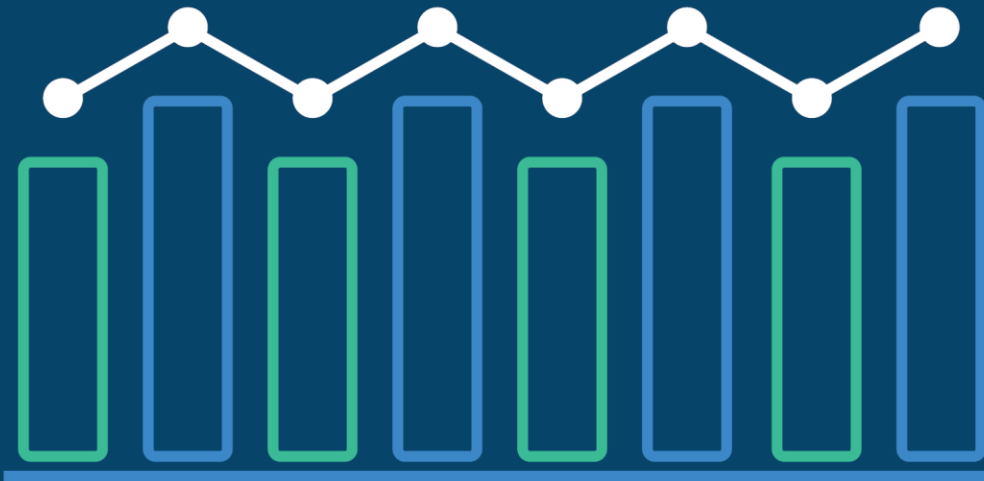


BOWEN CENTER

FOR HEALTH WORKFORCE RESEARCH AND POLICY

Discussion: NEXT STEPS

Is there any **additional research** needed?



Are there any **alternative strategies** that come to mind that could be explored?



Thank you

FOR MORE INFORMATION:



bowenportal.org

bowenctr@iu.edu [@IUBowenCtr](https://twitter.com/IUBowenCtr)



BOWEN CENTER

FOR HEALTH WORKFORCE RESEARCH AND POLICY