



# Talent Attraction Program (TAP)

December 14, 2022

# 4-Year Financial Aid History

Year	Program	Disbursed
2001-2012	Southwest Burley Scholarship (burley tobacco families only)	\$10,127,385
2002-2004	Southside Teacher Loan Forgiveness	\$4,940,820
2004-2012	Southside Loan Forgiveness (any occupation)	\$20,760,585
2012-2017	Scholarship Program with Backend Work Incentive	\$29,203,621
2012-present	Backend Work Incentive Payments LTD	\$1,872,526
2017-2019	Loan Forgiveness	\$9,511,492
2019-2022	Talent Attraction Program \$7M allocated LTD	\$2,891,500
2020-2022	VDH State Loan Repayment (health professions) \$5M allocated LTD	\$3,914,000

# Loan Forgiveness Collections 2002-12 and 2017-19

	Number	Balance
Defaulted – in Collections with OAG	403	\$1,645,070
In Repayment	246	\$545,226
In Process (in school or working on forgiveness)	509	Approx \$1,300,000
In Deferral (medical, educational, etc)	55	\$143,633

## VDH VA-SLRP

- Managed by Va. Department of Health Office of Health Equity
- Existing federal and state program with some local employer matching funds
- Primary healthcare professions – doctors, nurses, PA's, dentists, mental health professionals, pharmacists
- Commission funds are last dollar (does not supplant federal and state funds)
- Total award cannot exceed 50% of loan balance
- Must live and work in the Tobacco Region



## 2022 VDH VA-SLRP

- Application period Jan 1- Mar 31
- 68 applications received
  - 22 of these from the Tobacco Region
- \$379,000 awarded to 15 applicants
- Award range \$11,000-\$40,000 (2 yrs)
- Awards disbursed June 2022
- Less awarded in 2022 due to last dollar and not-to-exceed 50% loan balance requirements

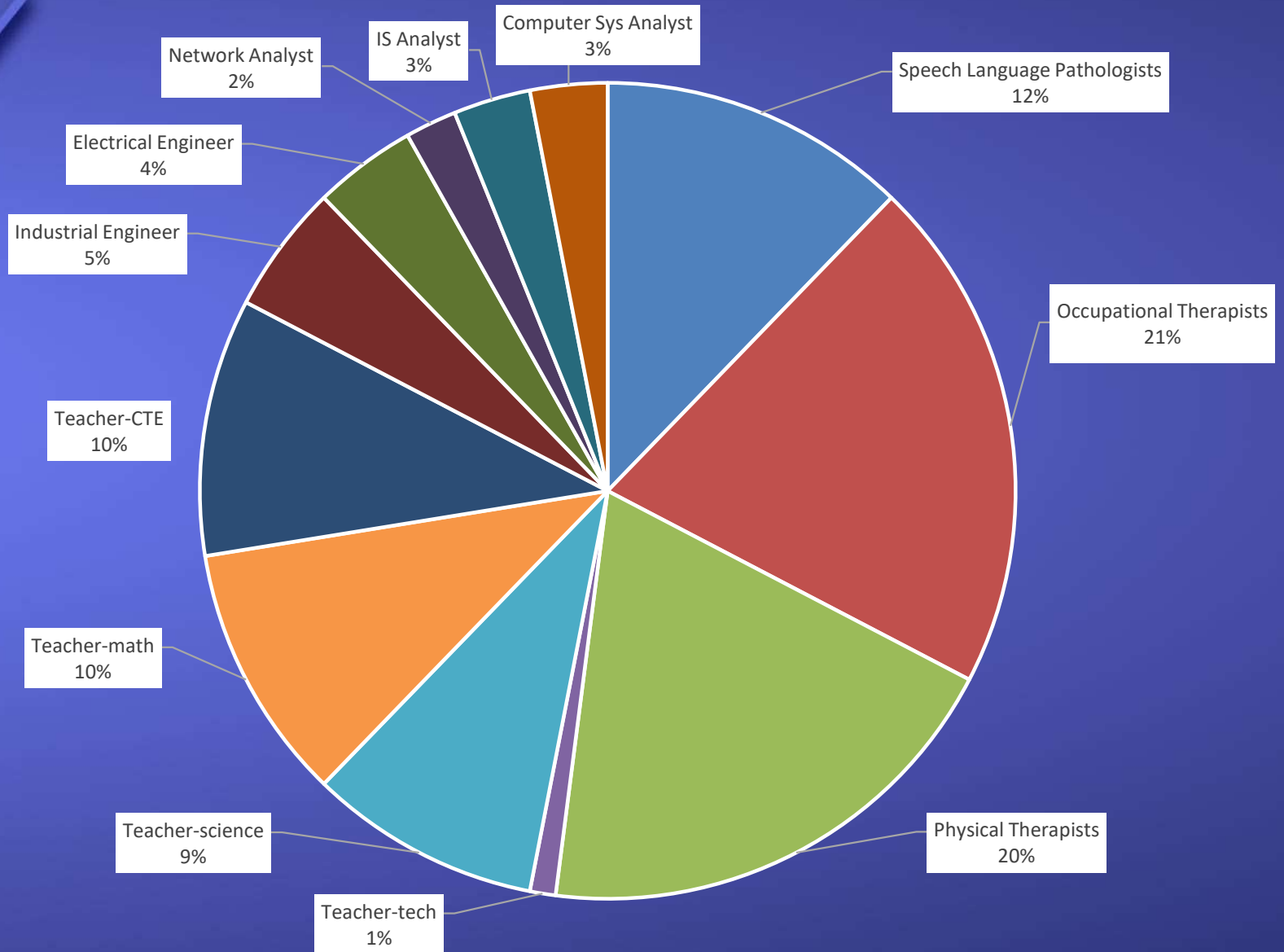
# Talent Attraction Program (TAP)

- Managed by TRRC Staff
- Cash incentive for hardest-to-fill occupations (2019 Chmura study, VDOE Critical Shortage Data, survey of superintendents)
  - Public school STEM, CTE teachers
  - PT, OT, SLP
  - Industrial/Electrical Engineers
  - Info Security, Network, Computer Sys Analysts
- Must have student loan debt to qualify
- Restricted to recent graduates
- Require 2-year commitment to live, work full-time, and volunteer 50 hours annually in the Tobacco Region
- Maximum award \$24,000 for 2-year commitment; renewable for additional 2 years

## 2022 TAP Awards

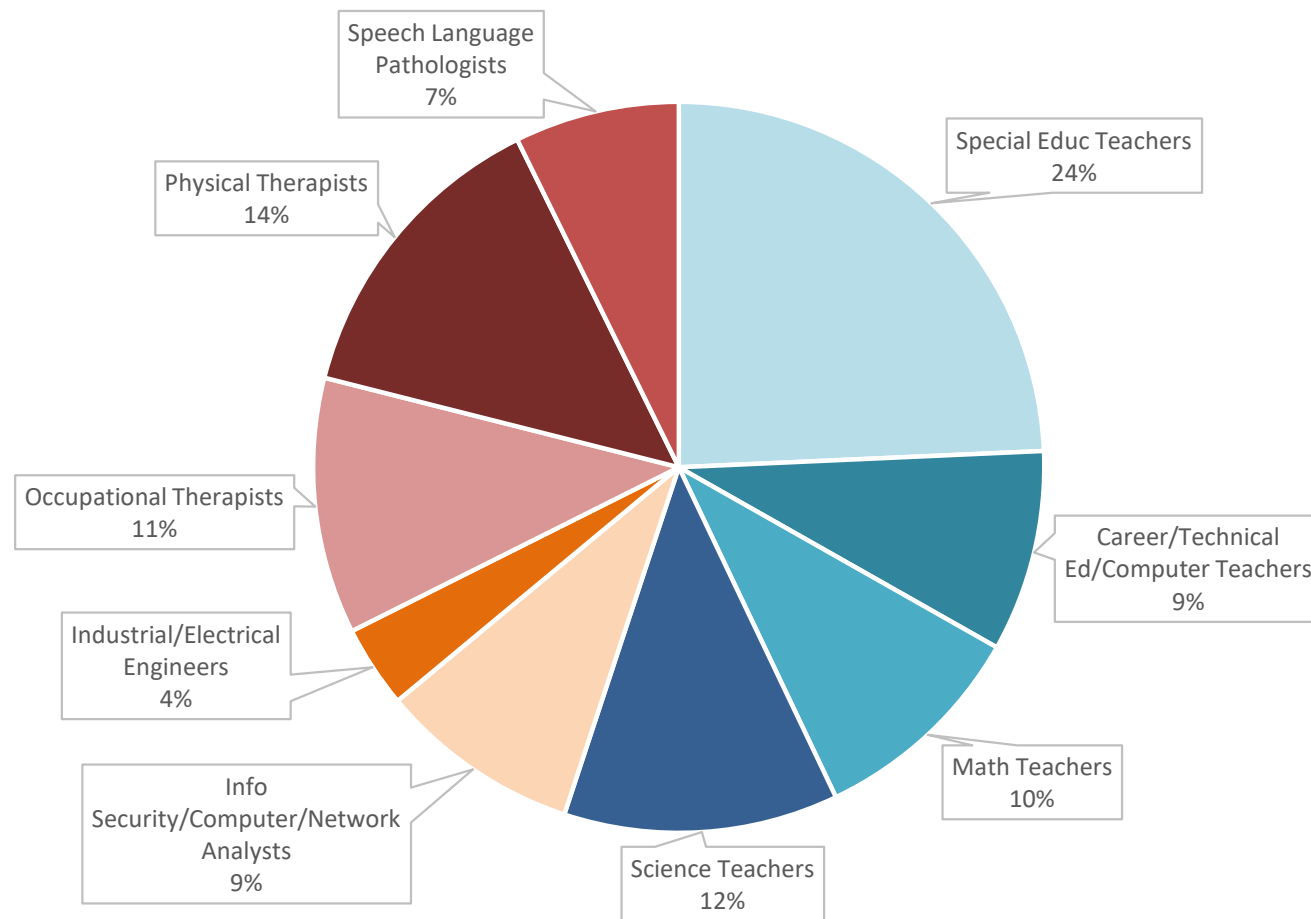
- 104 applications received
- 77 awards made
- Total awarded \$1,402,000
- Average award \$18,208
- 18% (14 recipients) not originally from Tobacco Region

# 2022 Eligible Applications by Occupation





# 2019-21 Awarded Occupations



# Outcomes 2019-21

	2019	2020	2021
Applicants	140	91	108
Awards	92	77	78
Fulfilled 2-yr commitment as of 10/31/22	73 (79%)	38 (49%)	48 (1 year fulfilled)
In process	0	13 (have until June 2023 to complete)	20 (have until June 2024 to complete)
Renewed for add'l 2 years	48 (66%)	24 (63%)	N/A

# Outcomes 2019-21

## Reasons for not fulfilling 2-year award commitment

- Accepted job outside the Tobacco Region
- Not working full-time
- Moved out of the Region

## Reasons for not applying for renewal

- Loans paid off
- Changed to ineligible occupation
- Left teaching profession

A photograph of several blue graduation caps (mortarboards) on a stage, with a person's head visible in the background. The image is partially obscured by a dark blue triangular graphic element on the right side.

## Staff Recommendations for 2023

- Add Special Ed Teachers K-12 with renewable licenses (CP or PGP)
- Remove CTE and Technology teachers (do not require 4-year degree)
- Change graduation requirement to 2023 (future graduates)
- Prioritize attracting talent from outside the Tobacco Region
- VDH SLRP – cap awards to \$50k/applicant

A photograph of a graduation ceremony with students in blue caps and gowns. The image is partially obscured by a dark blue overlay that contains the text.

## Staff Funding Recommendation

- \$1,500,000 for 2023 TAP Awards and Renewals
- \$500,000 for renewals for prior years (assuming 2019 renewal rate)
- No additional funding for VDH SLRP (will use prior year's balance)