



UTAH HEALTH WORKFORCE ADVISORY COUNCIL

RECOMMENDATION

UTAH CLINICAL PRECEPTOR STIPEND PROGRAM

EXECUTIVE SUMMARY

*Under its authority provided through Utah Code 26B-1-425, the Utah Health Workforce Advisory Council (HWAC) recommends the establishment of a **Utah Clinical Preceptor Stipend Program** (the Program) to provide financial recognition and support for Utah's clinical preceptors who train healthcare students in priority disciplines.*

FUND ADMINISTRATION

The Program should be established within the Utah Department of Health and Human Services (UDHHS). The HWAC's initial recommendation was for legislative appropriation investment of \$225,000 annually (\$450,000 total for State Fiscal Years 2028-2029) for initial program setup. The fund should also be structured to accept contributions from private foundations, health systems, donations, and other sources. The HWAC recommends that the legislature explore options for funding that will enable sustainability of the program in alignment with Utah values. UDHHS will administer the Program and distribute awards directly to individual preceptors or organizations as determined appropriate. Allowable administrative costs should align with similar programs.

GUIDANCE

ELIGIBILITY

Eligible preceptors include physicians, advanced practice registered nurses (APRNs), and physician assistants (PAs) who provide uncompensated, qualifying preceptorship experiences. The Program should be designed to allow all licensees in these categories to participate. DHHS will be provided the flexibility to further prioritize specific needs on implementation.

A qualifying preceptorship experience must be:

- Conducted with a student enrolled in a medical school, APRN program, or PA program located in Utah.
- A minimum of 160 hours in duration, including direct instruction, training, and supervision. (Preceptors may combine hours across multiple students to meet the 160-hour threshold.)

AWARD DETAILS

The base award amount will be \$1,000, with a tiered structure by profession, with physicians receiving the maximum award. The maximum number of awards per preceptor will be determined by UDHHS.

To qualify for the award, eligible preceptors must submit an application to UDHHS detailing the preceptorship experience. UDHHS will establish a process to verify the preceptorship experience. Awards will be issued based on available funds and priority determined by UDHHS. Any unallocated funds awards will remain in the fund for future distribution.

DATA REPORTING AND EVALUATION

Upon completion of a qualifying preceptorship experience, eligible preceptors must submit the following information to the UDHHS within their application. Such information should include, at minimum:

Preceptor Practice Information:

- License number
- Practice specialty
- Practice location (address)
- Practice setting type
- Preceptorship Experience Information (by student/rotation):
 - Student type
 - Student educational institution
 - Number of hours
 - Dates of preceptorship experience

Preceptor Perspective:

- *Did you serve as a preceptor prior to this experience? (Yes/No)*
- *Was the stipend a significant factor in your decision to precept? (Likert scale)*
- *Would you precept again in the future? (Yes/No)*
- *What barriers, if any, limit your ability to precept more often?*

UDHHS should provide regular updates on the Program to the Health Workforce Advisory Council during their quarterly meetings. **After one year of implementation, an evaluation should be conducted by the Health Workforce Advisory Council through the Health Workforce Information Center to describe, at minimum, the following:**

- Total number of applicants per year
- Total awards and dollars distributed
- Percent of total applicants who received awards

Award distribution by:

- License type
- Student type
- Geography
- Institution
- Practice setting
- Summary of preceptor feedback

ADDITIONAL DETAILS

Program details should be published clearly on UDHHS's website. Upon program launch, UDHHS should develop and distribute basic marketing materials through trade associations, the Division of Professional Licensing, health systems, and the Utah System of Higher Education to ensure broad awareness.

