

**VT Health Care Innovation Project
Health Care Workforce Work Group Meeting Agenda**

Pending Work Group Approval

**Wednesday, October 22, 2014; 3:00-5:00pm
EXE - 4th Floor Conf Room, Pavilion Building, Montpelier
Call-in Number: 1-877-273-4202; Conference ID: 420-323-867**

Topic	Notes	Next Steps
Welcome and Introductions	Mary Val started the meeting at 3:02.	
Approval of Meeting Minutes	Dawn Philibert made a motion to approve the minutes. There was no quorum, moved to end of the agenda.	
LTC Subcommittee Presentation - Recommendations	<p>Brendan Hogan and Stuart Schurr presented their Long Term Care Subcommittee Report, the following were questions or comments to the presentation:</p> <ul style="list-style-type: none"> • Burt Wilke asked about the percentage of Vermonters who were age 75-79. Brendan will find this number • Dawn Philibert asked what was included in the direct care workforce, ie registries such as 'Home Instead'. No, does not include registries or private pay direct care organizations. • Dawn Philibert asked why a private registry was excluded from the DCW definition. Brendan responded that the focus of this workgroup report was on the legislative definition. • Conversation around ADL IADL services, and how that played into this definition. Again, this report focuses on the legislative definition of direct care workforce • Madeleine Mongan wanted to know how ASPE works with ARIS Solutions. • Molly Backup asked if this program was through Medicaid or others as well and expressed concern that if program is only through Medicaid, there is a large portion of people being left out of this analysis. Brendan responded that this program is only covered through Medicaid. • It was asked if every DCW paid by Medicaid a member the union. Brendan and Stuart responded that no not necessarily – though they could be represented by it • Dawn Philibert asked how this will affect more friendly, non-contract arrangements of care that take place across the state. Stuart said that those types of arrangements will likely be subject to the Fair Labor Standards as any other employer/ employee 	

	<p>situation.</p> <ul style="list-style-type: none"> • Charlie Maclean asked if it would be correct to say that this report requires more understanding and research before any action can take place. Stuart agreed in the affirmative, and that there are some items proposed that need more research. • Molly Backup expressed concern with setting a standard, and that might drive people away because of increased hardship. Conversation occurred around the pros and cons of setting a minimum standard and how that might be implemented. • It was asked if there defined criteria for licensure and certification? Yes, different professions have different requirements. • Chris Winters said that OPR regulate 46 professions, about half have a board model and the rest are advisor model professions. Suggests there is a lot of grey area around this topic when going forward and considering requiring licensures for this group. • Charlie Maclean: Moving this direction, could it potentially lead to liability insurance requirement? Winters: no, has not happened in any other profession. • Mary Val Palumbo commented about family members working as DCW and doesn't feel that they should be exempt, this group still needs the appropriate skills • Burt Wilke: does this exemption take place in other professions? Chris Winters: if no compensation, then it is not considered 'practicing the profession'. Difference is if there is compensation occurring • Tom Alderman: considered having a licensed and unlicensed group – two levels of practice? No, the subcommittee did not consider that option • Madeleine Mongan: did you look at other states around licensure? Brendan, did not have time to look at other licensure regulations. However, other states and CMS have come out with best practices to expand on. • Madeleine Mongan asked about cultural competency, included in considerations? Yes – had representatives from those areas in subcommittee. 	
<p>Symposium Update</p>	<p>Amy Coonradt updated the group on symposium planning. Registration is open, please register and send to others who might be interested! UVM is handling registration and reimbursement. Agenda has been finalized. Reaching out to speakers to discuss content and logistics. Georgia Maheras updated the group on speakers, suggestion to send out a speaker bio sheet to the group.</p> <ul style="list-style-type: none"> • Asked about the fee and who is exempt? This workgroup will not have their registration waived. Only those with financial challenges and State employees will get their registration fee waived. 	

	<ul style="list-style-type: none"> • Conversation around places to distribute symposium information and who needs to be reached in order to increase registration • Suggestion again from Paul Bengtson to bring in a speaker from Dartmouth to a future WFWG meeting 	
<p>Strategic Plan Update – RFP discussion</p>	<p>Georgia Maheras updated the group on the Strategic Plan RFP SOW. Structured so that respondents will inform workgroup as to how they would choose to update the strategic plan, meaning this RFP is less prescriptive than usual.</p> <ul style="list-style-type: none"> • Charlie Maclean asked why we need a new strategic plan. Georgia Maheras responded that we need to update the plan, this RFP is for someone who will lead a discussion with this group but also create an updated document. Good to have someone from the outside with a fresh perspective to complete this task instead of someone within this group. • Charlie Maclean asked how detailed this update will be. Recalled that the last two times the plan was updated things did not change much, would rather spend time implementing instead of just planning. Georgia Maheras responded that the existing plan is not concrete enough to be actionable. • Dawn Philibert asked if this is a status update, or more complete revision. Georgia – could be both. Discussion occurred around how broad or detailed this plan should be to be the most actionable. • Required by Act 48 to redo it? Yes, but the frequency was not specified, as the Act mentioned “periodic updates.” • Mary Val Palumbo feels that it would be a shame to completely re-do it but likes the idea of bringing in someone from the outside with a fresh perspective. • Charlie Maclean suggests this to be more of a priority list setting, instead of re-doing strategic plan • Last update done in January 2014 • Madeleine Mongan suggests figuring out where we are with the current task list, and identify where gaps are • Tom Alderman suggests keeping section 2.1 and eliminate 2.1a, which makes the Scope of Work sound like the group is looking for someone to completely redo the Strategic Plan. 	<p>Amy to redistribute priority matrix</p>

Demand Modeling RFP Update	Georgia updated the group on this RFP. It is being finalized by the Department of Labor. Work will hopefully start in January.	
Public Comment/Wrap Up/Next Steps	<p>Mary Val Palumbo spoke about some topics for the next meeting, including update from OPR. Dawn felt the VDH position would be filled by next meeting and gave an update on surveying. CMCM, PMWG, Pop Health WG have been invited to provide an update to the workgroup.</p> <ul style="list-style-type: none"> • Peggy Brozicevic was supposed to update the work group on surveying in December – to be done through a written update instead. • Dawn Philibert asked about exempting the licensure data from public record – requires statutory change. Asked Georgia for thoughts on how to deal with this in coming weeks. • 2015 meetings coming soon. This group will meet potentially every other month as it was when this group first started. • Put symposium debrief on agenda for next meeting • Jackie Majoras commented that the LTC subcommittee does not want to see the report sit on a shelf, but suggests continued action. Mary Val said that discussions around the report will be added to future agendas. • Stuart Schurr introduced, Susan, a new staff member to DAIL 	<p>Next Meeting: Wednesday, December 17 3:00 PM – 5:00 PM. Eastern Standard Time EXE - 4th Floor Conf Room, Pavilion Building, Montpelier</p>

VHCIP Workforce Work Group Attendance 10-22-14

C	Chair
IC	Interim Chair
M	Member
MA	Member Alternate
A	Assistant
S	Staff/Consultant
X	Interested Party

First Name	Last Name		Organization	Workforce
David	Adams		Fletcher Allen Health Care	M
Tom	Alderman	<i>J. Alderman</i>	Department of Education	M
Molly	Backup	<i>M Backup</i>	Consumer Representative	M
Ena	Backus		GMCB	X
Mat	Barewicz		Department of Labor	M
Rick	Barnett	<i>RT Barnett</i>	Vermont Psychological Association	M
Susan	Barrett		GMCB	X
Paul	Bengston	<i>Paul R B3</i>	Northeastern Vermont Regional Hospital	X
Ethan	Berke		Dartmouth Institute for Health Policy & Clinical Practice	M
David	Blanck		Consumer Representative	M
Peggy	Brozicevic		AHS - VDH	M
Amanda	Ciecior	<i>Amanda Ciecior</i>	AHS - DVHA	S
Denise	Clark	<i>Denise Clark</i>	Consumer Representative	M
Peter	Cobb		VNAs of Vermont	M
Amy	Coonradt	<i>Amy Coonradt</i>	AHS - DVHA	S
Elizabeth	Cote		Area Health Education Centers Program	X
Karen	Crowley		AHS - Central Office - IFS	X
Kathy	Demars		Lamoille Home Health and Hospice	X
Tim	Donovan		Vermont State Colleges	M
Terri	Edgerton		AHS - Central Office - IFS	X
Erin	Flynn		AHS - DVHA	X
Lucie	Garand		Downs Rachlin Martin PLLC	X

Christine	Geiler		GMCB	S
Ellen	Grimes	<i>Phone</i>	Vermont Technical College	M
Bryan	Hallett	<i>B7-CHW</i>	GMCB	X
Karen	Hein			X
Lorraine	Jenne		HowardCenter for Mental Health	M
Joelle	Judge	<i>[Signature]</i>	UMASS	S
Janet	Kahn			M
Kelly	Lange		Blue Cross Blue Shield of Vermont	X
Nicole	LaPointe		Northeastern Vermont Area Health Education Center	M
Robin	Lunge		AOA	IC
Charlie	MacLean	<i>com</i>	University of Vermont	M
Georgia	Maheras	<i>[Signature]</i>	AOA	S
Jackie	Majoros	<i>[Signature]</i>	VLA/LTC Ombudsman Project	X
David	Martini		AOA - DFR	X
Mike	Maslack			X
John	Matulis			X
Angel	Means		Visiting Nurse Association of Chittenden and Grand Isle	X
Marisa	Melamed		AOA	A
Madeleine	Mongan	<i>h to Henry</i>	Vermont Medical Society	M
Brian	O'Connor		GMCB	X
Meg	O'Donnell		Fletcher Allen Health Care	A
Stephanie	Pagliuca		Bi-State Primary Care	M
Mary Val	Palumbo	<i>here</i>	University of Vermont	C
Annie	Paumgarten	<i>Anne Paumgarten</i>	GMCB	X
Dawn	Philibert	<i>Dawn Philibert</i>	AHS - VDH	M
Luann	Poirer		AHS - DVHA	X
Ken	Schatz		AHS - DCF	X
Lori Lee	Schoenbeck		Consumer Representative	M
Stuart	Schurr	<i>here</i>	AHS - DAIL	M
Julia	Shaw		VLA/Health Care Advocate Project	X

Nancy	Solis		Dartmouth Institute for Health Policy & Clinical Practice	A
Kara	Suter		AHS - DVHA	X
Joy	Sylvester		Northwestern Medical Center	X
Beth	Tanzman		AHS - DVHA - Blueprint	M
Tony	Treanor	phone	Northwestern Counseling & Support Services, Inc.	X
Deborah	Wachtel		Consumer Representative	M
Anya	Wallack		SIM Core Team Chair	X
Marlys	Waller	MW	Vermont Council of Developmental and Mental Health	X
Kendall	West			X
Burton	Wilcke	WLS	University of Vermont	M
Bradley	Wilhelm		AHS - DVHA	X
Cecelia	Wu		AHS - DVHA	X
Brendan	Hogan			
Jason	Leino			
Chris	Winters			