

VT Health Care Innovation Project
Work Force Work Group Meeting Minutes
Pending Work Group Approval

Date of meeting: Wednesday, August 20th 2014; 3:00 PM to 5:00 PM EXE - 4th Floor Conference Room, Pavilion Building, Montpelier, VT

Attendees:

Agenda Item	Discussion	Next Steps
Welcome and Introductions	This meeting was called to order at 3:03 by Mary Val Palumbo.	
Approval of Meeting Minutes	Charlie McLean made the following changes to the previous meeting minutes: change 'loan forgiveness' to 'loan repayment', removal of 'if next year is anticipated to be a tough recruiting year' clarifying provider types to include 'nurses, nurse faculty, dentists, primary care practitioners, OB-GYN and psychiatric professionals' and changing 'educational funding' to 'ECR funding' on page 4. Dawn Philibert moved to approve the minutes and Peter Cobb seconded. A roll call to approve meeting minutes was taken and the motion carried.	
LTC Subcommittee Update	Stuart Shurr gave an update on the LTC subcommittee progress on the Draft Report for the Workforce workgroup. The report will contain recommendations for Vermont around existing workforce training, workforce development, and workforce retainment. The Report aims to bring to light some information on the current training of direct care workers in the state, previously undocumented. The subcommittee also requests that any demand modeling done for this workgroup also includes the need for direct care workers. The Report is to be completed by September.	

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	<p>Mary Val Palumbo asked about Community Health Workers, and if they are included in the Direct Care workforce. Brendan Hogan said he believed the DCW are a subset of the CHW concept. Discussion occurred around current roles, responsibilities and definitions of these two groups.</p> <p>There was a question about the existing work on demand modeling being presented at this meeting, and if it is encompassing enough to satisfy the LTC subcommittees request or if another subset of worker is needed. Brendan Hogan felt there could be the addition of another DCW added to the existing list.</p>	
<p>Symposium Update</p>	<p>Amy Coonradt updated the group on the work of the symposium planning committee. The symposium will take place from 8am-1pm on November 10, 2014 at the Sheraton in Burlington. The agenda will have several key speakers giving an overview of payment and delivery reform and addressing workforce needs, and then will have several panels to do a presentation piece with responders. The symposium committee has half a dozen speakers either tentative or confirmed, pending the firmed up date. The group is gearing the symposium to be a nice mix of past/present/future and on the ground/theoretical. Staff will work to set an agenda before the next planning meeting (September 10th), and will be taking suggestions for a title and distributing save the dates. The group would like to extend the invitation widely, and gear it toward policymakers, clinicians, and stakeholders involved in the SIM grant in Vermont to attend.</p> <p>It was noted that this symposium is a charge of the Administration with a report due back to the legislature.</p> <p>Paul Bengtson asked what the take aways of the symposium were to be. It was answered that the symposium aims to bring up new ideas about care delivery, care models, filling needs of healthcare consumers, ways to look at future workforce. Charlie MacLean asked what Paul Bengtson would like to learn from a conference such as this. Paul would like to have discussions around the current organizational structure and training and how that will need to change over time. Worried about the brevity of the symposium to cover this topic. Would like to see many organizations and healthcare workers brought into the conference to utilize one another and share their knowledge. Finally, how the teachers and leaders plan to change the future of healthcare dynamics and organization. Charlie MacLean suggested Paul Bengtson as a potential</p>	

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	<p>panel member.</p> <p>Dawn Philibert said the symposium should focus on ways to go about reengineering the workforce</p> <p>Mary Val Palumbo asked if there was a discussion on the CHW at the symposium planning meeting and how that can play into the future of healthcare. The Center on Aging at UVM would be a good resource to look more into this group.</p> <p>Ellen Grimes suggested a mid-level dental provider to speak at the symposium.</p> <p>Asked about the financials of supporting this conference. SIM dollars will only fund portions of the symposium, attendees will have to pay for their own food to offset some costs.</p> <p>Continuing Ed credit logistics are still being discussed by the symposium planning committee, although they are leaning against credits as of now.</p>	
Budget Update	<p>Georgia Maheras updated the group on Core Team approval of the revised project budget. Project extension of 3 months was approved, VT is now budgeting out for 4 years of project support. Core Team enjoys having a flexible budget so changes can be made as they see fit. The updated annual budget will be sent to the federal government in early October. Discussion around what funds had already been allocated occurred and what the designated funding for the Workforce workgroup can be used for. Georgia pointed the workgroup to the Core Team materials for details on the budget.</p> <p>Question about the sub-grants. Those submitted to this workgroup differ in scope of those submitted to Core Team. Mary Val clarified the work of this group around the previous grant proposals how the process to rank them occurred.</p>	
HRSA Workforce Grant Update/Discussion	<p>Dawn Philibert updated the group on the loan repayment grants in Vermont. This year, some funding might be reduced because of budget cuts. State applied to HRSA for funding, and has been granted 1 million dollars over 4 years for loan repayment to be matched by State dollars. AHEC is identifying money available to start loan repayment to providers after cutbacks. This</p>	

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	<p>funding is for FQHC, rural health centers and/or dental shortage areas in the State.</p> <p>Question about specifics on providers who can be funded. Yes, it specifies which providers can be funded through this grant. Focus of HRSA funds seems to be on billing providers. State legislation can be amended if this workgroup sees it necessary to include more providers as more data becomes available.</p> <p>Question about who will be responsible for allocation. AHEC will be responsible, \$970k + \$500k in the first year are available. Information on this is available on the AHEC website.</p>	
<p>Demand Modeling Update: RFP/SOW presentation</p>	<p>Bryan O'Connor presented on Attachment 7, the following were comments on the presentation:</p> <ul style="list-style-type: none"> • Dawn Philibert requested the addition of substance abuse professionals • Janet Kahn suggested using the definition from the ACA to help define the scope of healthcare workers. Asked about projecting demand for workers without previous data collected on demand. Georgia spoke on the meaning of micro-simulation demand modeling and how that will help to figure out the demand for this population. • Charlie MacLean asked about ability to model different usage patterns in the population and if this micro-simulation can do a similar thing. Bryan confirmed that they are very similar • Dawn asked about the inclusion of potential changes made to VT payment structures. Yes, this model will be able to take that into account • Mary Val Palumbo asked about how this is different than HRSA's modeling. Bryan said this is very similar. Georgia said that if using HRSA's model, it would still have to be applied to Vermont. All are allowed to bid on this RFP, and could potentially go with HRSA if we decide that the work HRSA is doing is best option • UNC model? Good model but doesn't go into depth nearly enough for the purposes of this workgroup. • Georgia said the estimate for this RFP is 6 months and \$250-350K range. This time frame was confirmed by Tim Dall. • Paul Bengtson commented that VT seems like a fairly simple state to model. Bryan 	

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	<p>O'Connor suggested that a big problem was the permeability of the state's borders, in terms of where people seek medical care (in VT but also in NH and NY).</p> <ul style="list-style-type: none"> • Lori Lee Schoenbeck asked about adding dollar amounts to this labor model. It was suggested that GMCB does some work on economic analysis around the state, but is outside of this scope of work • Concerns surfaced around data and how strong of a model can be created • Charlie MacLean asked who might bid on this. Rand, Urban Institute, UVM, there is interest among several groups of health economists. However, specifically healthcare workforce modeling narrows the interest a bit. • IHS Model uses BRFSS data as well as claims • Potential for evidence based treatments to be captured in this model? Bryan said this RFP is for a tool, and will be adjusted with recommendations from professionals in the state. • Stuart Shurr asked about the 'medical needs' language and if that restricts the scope. Possible to change it to 'health needs'? • Paul Bengtson asked about what recommendation needs to come out of the workgroup. Recommendations on the current SOW need to be added then approved by group. Georgia went over the exact process – DVHA would own this contract • Suggested that it be made more clear who will own this model, Georgia suggests that this is still being debated, depending on what kind of bids come through • Charlie MacLean commented this model is to drive the conversation around how to solve the State workforce problems • Conversation occurred around the RFP as a whole and what kind of contract performance measures will be put in place • Molly Backup asked about how hands-on the group will be during the development of this model. It was suggested that there will be room for advisement from this workgroup during the completion of the model • Lori Lee suggested three major edits to the SOW that were discussed by the group • Bryan O'Connor spoke about the importance of being clear and consistent in how we refer to providers and/or specific professions – details as to who that includes can be 	

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	<p>worked out with contractor when that point is reached</p> <ul style="list-style-type: none"> • Paul Bengtson asked about the timeline for this RFP and what the acceptable timeframe is/ how the report will be used. Mary Val Palumbo sees a potential to affect policy, education, reimbursement, loan repayment, etc well beyond 2016. Georgia Maheras commented that this was an activity we included in the application to the Federal Government • Charlie MacLean asked if we want to approve this SOW today with revisions or revisit it in three weeks. Robin Lunge recommended passing it today, with potential to revise before approval by core team. • Madeleine Mongan suggested two changes to the SOW that were discussed by the workgroup but not recommended for approval • Pharmacist was added to the professional list <p>Molly Backup made a motion to approval with revisions and Charlie MacLean seconded. The motion passed.</p>	
<p>Demand Study Proposal: Nursing and Healthcare Workforce 2015</p>	<p>Mary Val Palumbo presented on the Home Health Nursing Study Proposal, the following were comments:</p> <ul style="list-style-type: none"> • Janet Kahn asked about the change to VA hospital usage by those greater than 40 miles from a hospital. This study is aimed at calculating need at a given time and will capture that change. • Madeleine Mongan asked where this proposal is going. Mary Val cited the top of page 2 for details • Madeleine Mongan asked about the intent of the proposal. To continue work already done and gather more survey information • Chose to focus on nursing because there is historical data to compare to current numbers • Charlie MacLean suggests titling this a study on demand surveying, with this first round focusing on Nurses • Molly Backup likes the idea of surveying nurses to compare to other models being developed. However, thinks there might be a benefit in expanding the list to beyond just nurses. Asks which professions this proposal will ask questions of. Mary Val Palumbo 	

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	<p>commented all professionals located in the office being surveyed, beside physicians.</p> <ul style="list-style-type: none"> • Discussion took place around what this proposal is for and the next steps should it be approved by the work group. • Charlie MacLean suggested re-crafting this proposal to better frame a method for ongoing demand surveying instead of a single point survey. • Mary Val Palumbo withdrew the proposal, asking the group to come next month with suggestions and recommendations in order to get something out in the next couple months. • Paul Bengtson commented that a demand study being done when there are already vacancies, is too late. Survey should be done in a way that looks far enough out to make an impact. 	
<p>Discussion: Prioritizing Budget Requests to the Governor</p>	<p>Robin Lunge updated the group on recommendations to the Governor on workforce prioritization issues. Recommend that the WFWG gets a pot of money to then fund grants as they see fit. Amount not yet decided, budget cut also makes this a harder thing to ask for but feels the group needs to still make the recommendation.</p> <p>Tom Alderman commented that there is not enough detail on what we want to fund, discussion around what it is that this workgroup is trying to get funded occurred. Suggest adding a sentence from the strategic plan to help clarify this point or examples from previous proposals.</p> <p>Comment that there needs to be a dollar amount listed. Suggestion to include that the Hsiao report suggests 50 million as a reasonable number to research workforce, and this workgroup will only request one million to add context. Robin Lunge expresses concern in doing this after the budget cuts. Group decides to include a dollar amount of one million, language from strategic plan, and examples of previous proposals.</p> <p>Tom Alderman made a motion to approve this letter with amendments by Robin Lunge, Rick Barnett seconds the motion. Motion carries.</p>	
<p>Public Comment/ Next Steps/ Wrap</p>	<p>There was no public comment</p>	

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Up	The next meeting will be: Wednesday, September 10, 2014 2:00 PM – 4:00 PM. Vermont State Colleges, Conference Room 101, Montpelier	

VHCIP Workforce Work Group Attendance Sheet 8-20-14

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

First Name	Last Name		Title	Organization	Workforce
David	Adams		Associate Dean	Fletcher Allen Health Care	M
Tom	Alderman	<i>J. Alderman</i>	Deputy Commissioner	Department of Education	M
Molly	Backup	<i>Molly Backup</i>	Physician Assistant	Consumer Representative	M
Ena	Backus			GMCB	X
Mat	Barewicz		Economic & Labor Market Info. Chief	Department of Labor	M
Rick	Barnett	<i>R.T. Barnett</i>	President	Vermont Psychological Association	M
Susan	Barrett		Executive Director	GMCB	X
Paul	Bengston	<i>here</i>	CEO	Northeastern Vermont Regional Hospital	X
Ethan	Berke		Associate Professor	Dartmouth Institute for Health Policy & C	M
David	Blanck		Dentist	Consumer Representative	M
Peggy	Brozicevic		Research & Statistics Section Chief	AHS - VDH	M
Amanda	Ciecior	<i>here</i>	Health Policy Analyst	AHS - DVHA	S
Denise	Clark	<i>Retaxob</i>	Pharmacist & Lawyer	Consumer Representative	M
Peter	Cobb	<i>Retaxob</i>	Executive Director	VNAs of Vermont	M
Amy	Coonradt	<i>here</i>	Health Policy Analyst	AHS - DVHA	S
Elizabeth	Cote			Area Health Education Centers Program	X
Karen	Crowley		System of Care Unit Director	AHS - Central Office - IFS	X
Kathy	Demars			Lamoille Home Health and Hospice	X
Tim	Donovan		Chancellor	Vermont State Colleges	M
Terri	Edgerton			AHS - Central Office - IFS	X
Erin	Flynn		Health Policy Analyst	AHS - DVHA	X
Lucie	Garand		Senior Government Relations Special	Downs Rachlin Martin PLLC	X
Christine	Geiler		Grant Manager & Stakeholder Coordi	GMCB	S
Ellen	Grimes	<i>phone</i>	Dental Hygiene Program Director	Vermont Technical College	M
Lory	Grimes		Director of Physician Practices	Northeastern Vermont Regional Hospital	M
Bryan	Hallett				X
Karen	Hein		Board Member	GMCB	X
Lorraine	Jenne		Director of Human Resources	HowardCenter for Mental Health	M
Janet	Kahn	<i>Genette Kahn</i>	Res. Asst Prof	UVM - COM	M
Kelly	Lange		Director of Provider Contracting	Blue Cross Blue Shield of Vermont	X
Nicole	LaPointe		Executive Director	Northeastern Vermont Area Health Educa	M

Diane	Lewis			AOA - DFR	A
Robin	Lunge	phone	Director of Health Care Reform	AOA	IC
Charlie	MacLean	BOA/BAN	Associate Dean	University of Vermont	M
Georgia	Maheras			AOA	S
Jackie	Majoros	J. Majoros	State Ombudsman	VLA/LTC Ombudsman Project	X
David	Martini			AOA - DFR	X
Mike	Maslack				X
John	Matulis				X
Marybeth	McCaffrey		Principal Health Reform Administrator	AHS - DAIL	X
Kimberly	McNeil		Payment Reform Policy Intern	AHS - DVHA	X
Angel	Means		Director, End-of-Life Division	Visiting Nurse Association of Chittenden	X
Marisa	Melamed			AOA	A
Madeleine	Mongan	M. Mongan	Deputy Executive Vice President	Vermont Medical Society	M
Brian	O'Connor	B. O'Connor		GMCB	X
Meg	O'Donnell			Fletcher Allen Health Care	A
Jill	Olson			VAHHS	X
Stephanie	Pagliuca		Director	Bi-State Primary Care	M
Mary Val	Palumbo	M. Palumbo	Associate Professor	University of Vermont	C
Annie	Paumgarten	here	Evaluation Director	GMCB	X
Dawn	Philibert	Dawn Philibert	Health Policy Advisor Director of Health Policy	AHS - VDH	M
Luann	Poirer		Administrative Services Manager I	AHS - DVHA	X
Lori Lee	Schoenbeck	Jonelle Schoenbeck	Naturopathic Physician	Consumer Representative	M
Stuart	Schurr	Stuart Schurr	Deputy Commissioner	AHS - DAIL	M
Julia	Shaw		Health Care Policy Analyst	VLA/Health Care Advocate Project	X
Nancy	Solis			Dartmouth Institute for Health Policy & C	A
Kara	Suter		Reimbursement Director	AHS - DVHA	X
Joy	Sylvester			Northwestern Medical Center	X
Beth	Tanzman	here	Assistant Director of Blueprint for He	AHS - DVHA - Blueprint	M
Tony	Treanor		Director of Human Resources	Northwestern Counseling & Support Serv	X
Deborah	Wachtel		Nurse Practitioner	Consumer Representative	M
Brigitte	Walbridge		Executive Assistant	VAHHS	X
Anya	Wallack		Chair	SIM Core Team Chair	X
Marlys	Waller			Vermont Council of Developmental and M	X
Burton	Wilcke		Associate Professor	University of Vermont	M
Bradley	Wilhelm		Senior Policy Advisor	AHS - DVHA	X
Chris	Winters		Director	AOA - OPR	M
Jennifer	Woodard	phone	Long-Term Services and Supports He	AHS - DAIL	X
Cecelia	Wu		Healthcare Project Director	AHS - DVHA	X
Dave	Yacovone		Commissioner	AHS - DCF	X

JAMES	WESTRICH			DVHA	S

minutes w/ amendments

1^o Dawn

2^o Peter

VHCIP Workforce Work Group Member Roll Call

C	Chair
IC	Interim Chair
M	Member

First Name	Last Name		Title	Organization	Workforce
David	Adams	X	Associate Dean	Fletcher Allen Health Care	M
Tom	Alderman	✓	Deputy Commissioner	Department of Education	M
Molly	Backup	✓	Physician Assistant	Consumer Representative	M
Mat	Barewicz	X	Economic & Labor Market Info. Chief	Department of Labor	M
Rick	Barnett	✓	President	Vermont Psychological Association	M
Ethan	Berke	X	Associate Professor	Dartmouth Institute for Health Policy & C	M
David	Blanck	X	Dentist	Consumer Representative	M
Peggy	Brozicevic	X	Research & Statistics Section Chief	AHS - VDH	M
Denise	Clark	X	Pharmacist & Lawyer	Consumer Representative	M
Peter	Cobb	✓	Executive Director	VNAs of Vermont	M
Tim	Donovan	X	Chancellor	Vermont State Colleges	M
Ellen	Grimes		Dental Hygiene Program Director	Vermont Technical College	M
Lory	Grimes	X	phone <i>phone</i> ✓ Director of Physician Practices <i>from group</i>	Northeastern Vermont Regional Hospital	M
Lorraine	Jenne	X	Director of Human Resources	HowardCenter for Mental Health	M
Janet	Kahn	✓			M
Nicole	LaPointe	X	Executive Director	Northeastern Vermont Area Health Educa	M
Robin	Lunge	✓	Director of Health Care Reform	AOA	IC
Charlie	MacLean	✓	Associate Dean	University of Vermont	M
Madeleine	Mongan	✓	Deputy Executive Vice President	Vermont Medical Society	M
Stephanie	Pagliuca	X	Director	Bi-State Primary Care	M
Mary Val	Palumbo	✓	Associate Professor	University of Vermont	C
Dawn	Philibert	✓	Director of Health Policy	AHS - VDH	M
Lori Lee	Schoenbeck	✓	Naturopath	Consumer Representative	M
Stuart	Schurr	✓ <i>abstain</i>	Deputy Commissioner	AHS - DAIL	M
Beth	Tanzman	X	Assistant Director of Blueprint for He	AHS - DVHA - Blueprint	M
Deborah	Wachtel	X	Nurse Practitioner	Consumer Representative	M
Burton	Wilcke	X	Associate Professor	University of Vermont	M
Chris	Winters	X	Director	AOA - OPR	M

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Motion: Letter
 amend 10 Tom
 as discussed 20 Rick

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Mat	Barewicz	X	Economic & Labor Market Info. Chief	Department of Labor	M
Rick	Barnett	✓	President	Vermont Psychological Association	M
Ethan	Berke	X	Associate Professor	Dartmouth Institute for Health Policy & C	M
David	Blanck	X	Dentist	Consumer Representative	M
Peggy	Brozicevic	✓	Research & Statistics Section Chief	AH5 - VDH	M
Denise	Clark	X	Pharmacist & Lawyer	Consumer Representative	M
Peter	Cobb	X	Executive Director	VNAs of Vermont	M
Tim	Donovan	X	Chancellor	Vermont State Colleges	M
Ellen	Grimes	✓	Dental Hygiene Program Director	Vermont Technical College	M
Lory	Grimes	X	Director of Physician Practices	Northeastern Vermont Regional Hospital	M
Lorraine	Jenne	X	Director of Human Resources	HowardCenter for Mental Health	M
Janet	Kahn	✓			M
Nicole	LaPointe	X	Executive Director	Northeastern Vermont Area Health Educa	M
Robin	Lunge	✓	Director of Health Care Reform	AOA	IC
Charlie	MacLean	✓	Associate Dean	University of Vermont	M
Madeleine	Mongan	✓	Deputy Executive Vice President	Vermont Medical Society	M
Stephanie	Pagliuca	X	Director	Bi-State Primary Care	M
Mary Val	Palumbo	✓	Associate Professor	University of Vermont	C
Dawn	Philibert	X	Director of Health Policy	AH5 - VDH	M
Lori Lee	Schoenbeck	✗	Naturopath	Consumer Representative	M
Stuart	Schurr	✓	Deputy Commissioner	AH5 - DAIL	M
Beth	Tanzman	✓	Assistant Director of Blueprint for He	AH5 - DVHA - Blueprint	M
Deborah	Wachtel	X	Nurse Practitioner	Consumer Representative	M
Burton	Wilcke	X	Associate Professor	University of Vermont	M
Chris	Winters	X	Director	AOA - OPR	M

Demand made!

1^o ~~Charlene~~ Molly

2^o Charlie

VHCIP Workforce Work Group Member Roll Call

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IC	Interim Chair
M	Member

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David	Adams X		Associate Dean	Fletcher Allen Health Care	M
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Rick	Barnett ✓	✓	President	Vermont Psychological Association	M
Ethan	Berke X		Associate Professor	Dartmouth Institute for Health Policy & C	M
David	Blanck X		Dentist	Consumer Representative	M
Peggy	Brozicevic X		Research & Statistics Section Chief	AHS - VDH	M
Denise	Clark X		Pharmacist & Lawyer	Consumer Representative	M
Peter	Cobb X		Executive Director	VNAs of Vermont	M
Tim	Donovan X		Chancellor	Vermont State Colleges	M
Ellen	Grimes ✓	✓	Dental Hygiene Program Director	Vermont Technical College	M
Lory	Grimes		Director of Physician Practices	Northeastern Vermont Regional Hospital	M
Lorraine	Jenne X		Director of Human Resources	HowardCenter for Mental Health	M
Janet	Kahn ✓	✓			M
Nicole	LaPointe X		Executive Director	Northeastern Vermont Area Health Educa	M
Robin	Lunge ✓	✓	Director of Health Care Reform	AOA	IC
Charlie	MacLean ✓	✓	Associate Dean	University of Vermont	M
Madeleine	Mongan ✓	✓	Deputy Executive Vice President	Vermont Medical Society	M
Stephanie	Pagliuca X		Director	Bi-State Primary Care	M
Mary Val	Palumbo ✓	✓	Associate Professor	University of Vermont	C
Dawn	Philibert ✓	✓	Director of Health Policy	AHS - VDH	M
Lori Lee	Schoenbeck ✓	✓	Naturopath	Consumer Representative	M
Stuart	Schurr ✓	✓	Deputy Commissioner	AHS - DAIL	M
Beth	Tanzman ✓	✓	Assistant Director of Blueprint for He	AHS - DVHA - Blueprint	M
Deborah	Wachtel X		Nurse Practitioner	Consumer Representative	M
Burton	Wilcke X		Associate Professor	University of Vermont	M
Chris	Winters X		Director	AOA - OPR	M