

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

Date of meeting: Wednesday, September 10th 2014; 2:00 PM to 4:00 PM
Vermont State Colleges, Conference Room 101, Montpelier

| Agenda Item | Notes | Next Steps |
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| Welcome and Introductions | Robin Lunge called the meeting to order at 2:01. | |
| Approval of Minutes | <p>There was a change to the meeting minutes: Janet Kahn <i>called attention to a provision in a recently passed bill that would allow Veterans living greater than 40 miles from a VA facility to receive care privately or through a federally qualified health center. She suggested that since Vermont is a rural state with few VA facilities this might have implication for hospital usage.</i></p> <p>Under symposium update: charge of the administration changed to <i>charge of the legislature with no report due back.</i></p> <p>Stuart Schurr clarified the spelling of his name</p> <p>Rick Barnett made motion to approve the minutes and Dawn Philibert seconded. Motion passes</p> | |
| Workforce Supply Data Update from VDH/OPR | <p>Dawn Philibert said there are a number of applicants for this position. Interview process is undergoing. Survey process is also occurring. Peggy Brozicevic to present a profession report at the December WFWG meeting.</p> <p>It is taking more time than expected to extract information from Office of Professional Regulation because system not designed for it – designed for uploading, not extracting, and there is a very large amount of data to pull.</p> <p>Continuing with survey process so we do not get too far behind, but expect to make great strides once this position is filled.</p> <ul style="list-style-type: none"> • Molly Backup: This is the relicensure data? Correct • Mary Val Palumbo spoke about surveying, areas of misinterpretation, and the need for experts to analyze the data – which is not the role of the person being hired for this position • Georgia Maheras spoke about the hindrance that comes with the transparency laws around licensure data – should request the legislature, through the | |

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| | <p>strategic plan, to add this as an exemption.</p> <ul style="list-style-type: none"> • David Blanck commented on the current efforts of the dental board surveying, and how that might provide answers to future demand • Tom Alderman asked if the supply analysis measures supply that is currently in the supply pipeline. The relicensure survey does not, often accrediting bodies for programs do include this information. Tom is concerned with the lag time between realizing a need in the field and the training of people needed. Georgia Maheras brought up the demand modeling project, and the potential for this to solve that issue. • Discussion on education of adult healthcare learners took place | |
| <p>Symposium Update</p> | <p>Amy Coonradt updated the group on the symposium planning. Planning committee met 9/10/14, group still finalizing the agenda. One speaker still needed. Discussed outreach for symposium, asked WG to tell everyone they know. Proposed Title: <i>May the Workforce be with Us: Planning Vermont's Workforce for a Reformed and Efficient Healthcare System.</i></p> <p>Georgia Maheras spoke about how to collect registration fees of \$35 – going to contract with UVM to do that work. Core team approved this approach. Fee will predominately cover food costs. Previously reached out to Don Berwick, who just lost Democratic primary convention, might now be able to be a speaker and bring a new level of prestige to event and boost the attendance level.</p> <p>Event will have an opener, two panels and a closing event. Request for ideas for speakers– panel topics already chosen.</p> <p>Current speakers: Alicia Jacobs, Courtney Baechler, Erin Fraher.</p> <p>Paul Bengtson asked: What does highly integrated system mean? Georgia Maheras provided an explanation of what this 'integration level scale' looks like. Paul discussed his desire to have corporate integration also discussed. Georgia Maheras made sure to note that this is a large topic, and this panel will only breach a portion of the topic.</p> <p>Madeleine Mongan: Jim Hester would be a good moderator for that panel. Beth Tanzman agreed with this suggestion</p> <p>Molly Backup: Thinks the economics of every issue needs to be discussed at each panel. Need to provide the 'how to' to providers and healthcare entities</p> | |

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| | <p>Dawn Philibert: Isn't that the purpose of payment reform? To dissuade inappropriate care and save money?</p> <p>Georgia Maheras: We have the CMCM WG for this issue, where this conversation is currently occurring.</p> <p>Molly Backup: would still like each panel to mention the economics of how to pay for any recommendation.</p> <p>Mary Val Palumbo: CMCM WG coming to WF soon to speak about what they're doing.</p> <p>David Blanck: anything being worked on around cross training of professions? Mary Val Palumbo said that at the college level this is occurring. Rick Barnett commented on the emphasis of mental health cross training throughout the nation and would be a topic of interest for VT.</p> <p>Mary Val Palumbo told the workgroup to email Amy Coonradt with any additional recommendations.</p> | |
| Strategic Plan Update | <p>Robin mentioned work being done on the Strategic Plan. Asked the workgroup to think about in the meantime: using some SIM staffing \$ to hire a facilitator to help this group do the next round of strategic planning. This group is large and diverse enough that a facilitator makes sense. Wants the next strategic plan to have more measures that are concrete and actionable. Required to do an update as needed.</p> <ul style="list-style-type: none"> • Molly Backup: what would the facilitator do? Would they also do the footwork, staff is getting overwhelmed. Georgia Maheras mentioned that a more substantive conversation about a facilitator is coming at the next WG meeting. • Aim to have a draft SOW for October meeting for WG to make notes on | |
| Draft Demand Model Proposal | <p>Moved to top of the agenda to take advantage of the quorum.</p> <p>Mary Val Palumbo presented on Attachments 6A, 6B and 6C, the following were comments to the presentation:</p> <ul style="list-style-type: none"> • Peter Cobb asked how this relates to demand modeling. Mary Val Palumbo clarified that is going to project out to the future and use current resources to feed into the model. This proposal is a snapshot of a particular year. Mary Val Palumbo continued to illustrate an example of how this proposal would be helpful • Molly Backup believes this would be helpful to provide insight into current workforce levels. Gives us a chance | |

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| | <p>to look at the current state of workforce levels and if done again will help to see changes over time. Will provide information about staffing in the case of an epidemic or high need time. Asked about the list of professions and who is meant to be surveyed. Mary Val Palumbo clarified that this attachment is just an example– RFP is to have someone design a new survey for the workgroup and will be much broader.</p> <ul style="list-style-type: none">• Peter Cobb asked about where information was obtained for the survey example• Dawn Philibert commented on the ability to accommodate for an epidemic or disaster, thinks this proposal needs to instead look at business as usual instead of focusing on worst case scenario• Stephanie Pagliuca asked if this survey could touch on all professions if decided by the group? Yes. Will workgroup include FQHC and private practices? Yes, 2007 survey is illustrative. Again, there will be a vendor coming in to design the survey.• Beth Tanzman: how useful is this data to larger orgs and those doing the hiring? Are there already ongoing activities that are being done and we just need to pull together the information instead of releasing a new survey? Mary Val Palumbo asked about the ability for Dept of Labor to provide this information. Mat Barewicz responded that there is some information available on healthcare vacancies but also understands that there is a large difference between the need for additional workers and a desire for additional workers in this field of work – so it may not be that accurate.• Stephanie Pagliuca said that Bi-State might look at Dept of Labor data around future demand, and might be doing a future survey of practitioners. But it would be helpful if this survey is of those doing groundwork in the field/community, would help healthcare organizations fit the pieces together to address need..• Paul Bengtson believes Beth Tanzman is on point with her prior question. Paul Bengtson does not use survey results, not sure who does. The hospital associations put out a survey every two years, but are constantly facing a changing environment, and surveys tell us what we already know. Need to look ahead. Feels the demand modeling project would be more useful on the policy and practice level.• Robin Lunge asked if the WG would be interested in the staff doing some more digging around existing surveys• Molly Backup said that it helps to inform the | |
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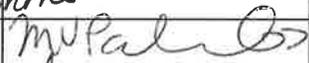
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| | <p>educational side of healthcare – can help with training in the State.</p> <ul style="list-style-type: none"> • Dawn Philibert brought up to Workforce symposium and how it is supposed to orient us for future needs. Believes it is important to keep looking ahead • Tom Alderman: this group needs to be about using current opportunities to plan for the future, how we can accomplish that. Paul Bengtson and Robin Lunge agree that the demand modeling will be beneficial in that regard. • Tom Alderman, how can we capture emerging trends? • Mat Barewicz concerned about monitoring the future of supply and training levels. In regards to emerging skills, Dept of Labor starts to hear about this from employers as new skills come to the forefront. VT looking to MA around changes in healthcare—emerging ideas and new positions. Mat Barewicz often hears from MA what the new employers are coming to the state so he can know what VT should start to expect • Madeleine Mongan asks if a demand survey would be helpful or not. Mat Barewicz is not sure, torn as there is some value in asking, especially around retirement. But concern in the ability to the survey to bring forth the right information. • Madeleine Mongan: How do we get practice load information? Robin Lunge: we first need to figure out what it should be, not what it currently is • Fletcher Allen is a prime example; recently redone all of its staffing levels. Hard to predict the future. Paul Bengtson also commented on the frequency of staffing redesigns and names a few organizations that might be helpful to speak with • Robin comments that more information needs to be found before a vote will take place: see what info around vacancies is already done, what other states are surveying, suggests we speak with individual from Dartmouth • Madeleine Mongan asked about the existence of an MA workforce group and speaking with them • Tom Alderman: How are providers currently doing their hiring? Paul Bengtson gave a few examples of the healthcare current hiring practices • Mary Val Palumbo asked about dental supply and demand information. Ellen Grimes and David Blanck commented that there is nothing very formal - instead receives call when a job is found, there is a dental temp service in VT, VT dental hygienist Facebook group | <p>Staff to prove WG with more information</p> |
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| | <p>exists. Most hygienists work in a dental office, often have hygienists that want to work but there is no office in that area – especially in the rural areas.</p> <ul style="list-style-type: none"> • Mary Val Palumbo: VSEC has been known to fund based on areas of current need. • Beth Tanzman suggests querying the Designated Agencies for current surveys and vacancy assessments. | |
| Public Comment | No comment | |
| Closing | <p>Meeting adjourned at 3:49.</p> <p>Next Meeting: Wednesday, October 22, 2014 3:00 PM – 5:00 EXE - 4th Floor Conf Room, Pavilion Building, Montpelier</p> | |

VHCIP Workforce Work Group Attendance 9-10-14

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| 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 <i>Director</i> | Department of Education <i>Agency</i> | M |
| Molly | Backup | <i>Backup</i> | Physician Assistant | Consumer Representative | M |
| Ena | Backus | | | GMCB | X |
| Mat | Barewicz | <i>phone</i> | Economic & Labor Market Info. Chief | Department of Labor | M |
| Rick | Barnett | <i>phone</i> | President | Vermont Psychological Association | M |
| Susan | Barrett | | Executive Director | GMCB | X |
| Paul | Bengston | <i>P. Byr</i> | CEO | Northeastern Vermont Regional Hospital | X |
| Ethan | Berke | | Associate Professor | Dartmouth Institute for Health Policy & C | M |
| David | Blanck | <i>D. Blanck</i> | 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 | | Pharmacist & Lawyer | Consumer Representative | M |
| Peter | Cobb | <i>Peter Cobb</i> | Executive Director | VNAs of Vermont | M |
| Amy | Coonradt | <i>Amy Coonradt</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 Coord | GMCB | S |
| Ellen | Grimes | <i>phone</i> | Dental Hygiene Program Director | Vermont Technical College | M |
| Bryan | Hallett | <i>B. Hallett</i> | | | X |
| Karen | Hein | | Board Member | GMCB | X |
| Lorraine | Jenne | | Director of Human Resources | HowardCenter for Mental Health | M |
| Janet | Kahn | <i>phone</i> | | | M |
| Kelly | Lange | | Director of Provider Contracting | Blue Cross Blue Shield of Vermont | X |

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|-----------|------------|---|--|---|----|
| Nicole | LaPointe | | Executive Director | Northeastern Vermont Area Health Educ | M |
| Diane | Lewis | | | AOA - DFR | A |
| Robin | Lunge | here | Director of Health Care Reform | AOA | IC |
| Charlie | MacLean | | Associate Dean | University of Vermont | M |
| Georgia | Maheras | here | | AOA | S |
| Jackie | Majoros | | State Ombudsman | VLA/LTC Ombudsman Project | X |
| David | Martini | | | AOA - DFR | X |
| Mike | Maslack | | | | X |
| John | Matulis | | | | 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 | MM | Deputy Executive Vice President | Vermont Medical Society | M |
| Brian | O'Connor | | | GMCB | X |
| Meg | O'Donnell |  | | Fletcher Allen Health Care | X |
| Stephanie | Pagliuca | phone | Director | Bi-State Primary Care | M |
| Mary Val | Palumbo |  | Associate Professor | University of Vermont | C |
| Annie | Paumgarten | Anne Paumgarten | Eveluation Director | GMCB | X |
| Dawn | Philibert | Dawn Philibert | Director of Health Policy | AHS - VDH | M |
| Luann | Poirer | | Administrative Services Manager I | AHS - DVHA | X |
| Lori Lee | Schoenbeck | | Naturopath | Consumer Representative | M |
| Stuart | Schurr | phone | 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 |
| Anya | Wallack | | Chair | SIM Core Team Chair | X |
| Mariys | Waller | | | Vermont Council of Developmental and N | X |
| Kendall | West | | | | X |
| Burton | Wilcke | | Associate Professor | University of Vermont | M |
| Bradley | Wilhelm | | Senior Policy Advisor | AHS - DVHA | X |
| Chris | Winters | | Director | AOA - OPR | M |
| Cecelia | Wu | | Healthcare Project Director | AHS - DVHA | X |
| BETTY ANN | GWATKIN |  | JP, HR | NVRH, STJ | |

VHCIP Workforce Work Group Roll Calls 9-10-14

minutes
 10 Rick
 2° Dawn

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| C | Chair |
| IC | Interim Chair |
| M | Member |
| MA | Member Alternate |

minutes
Dawn

| 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 | ✓ | | | Economic & Labor Market Info. Chief | Department of Labor | M |
| ✓ Rick | Barnett | ✓ | | | President | Vermont Psychological Association | M |
| 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 |
| Denise | Clark | | | | Pharmacist & Lawyer | Consumer Representative | M |
| ✓ Peter | Cobb | ✓ | | <i>left @ 2:18</i> | Executive Director | VNAs of Vermont | M |
| Tim | Donovan | | | | Chancellor | Vermont State Colleges | M |
| ✓ Ellen | Grimes | ✓ | | | Dental Hygiene Program Director | Vermont Technical College | M |
| Lorraine | Jenne | | | | Director of Human Resources | HowardCenter for Mental Health | M |
| ✓ Janet | Kahn | ✓ | | | | | M |
| <i>vacant</i> | | | | | | | |
| Nicole | LaPointe | | | | Executive Director | Northeastern Vermont Area Health Educ | M |
| ✓ Robin | Lunge | ✓ | | <i>left @ 2:45 pm</i> | 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 | ✓ | | <i>left @ 3pm</i> | 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 | | | <i>arrived at 2:12 pm</i> | Assistant Director of Blueprint for He | AHS - DVHA - Blueprint | M |
| Deborah | Wachtel | | | | Nurse Practitioner | Consumer Representative | M |
| Burton | Wilcke | | | | Associate Professor | University of Vermont | M |
| Chris | Winters | | | | Director | AOA - OPR | M |