

Vermont Health Care Innovation Project Workforce Work Group Meeting Minutes

Pending Work Group Approval

Date of meeting: Wednesday, February 3, 2016, 3:00-5:00pm, Conference Room 101, Vermont State Colleges, Stonecutters Way, Montpelier.

Agenda Item	Discussion	Next Steps
1. Welcome and Introductions	Robin Lunge called the meeting to order at 3:01pm. A roll call attendance was taken and a quorum was present.	
2. Approval of February, April, and June 2015 Meeting Minutes	<p>Mary Val Palumbo moved to approve by exception the minutes from the August and October 2015 meetings. David Adams seconded the motion. The minutes for August (6 abstentions – David Adams, Monica Light, Mary Val Palumbo, Jay Ramsey, Wade Carson, Liz Côte,) and October (7 abstentions – Dawn Philibert, Stephanie Pagliuca, Mat Barewcz, , Wade Carson, and Liz Côte) were approved.</p> <ul style="list-style-type: none"> • Location will be corrected in October minutes. 	
3. VHCIP Updates	<p><i>2015 Year in Review:</i> Georgia Maheras presented on progress and accomplishments during 2015 (Attachment 3a)</p> <p><i>Review of 2016 Workforce Work Group Workplan:</i> Sarah Kinsler presented the 2016 Workforce Work Group workplan (Attachment 3b).</p> <p>The group discussed the following:</p> <ul style="list-style-type: none"> • Robin Lunge noted that the majority of SIM funds conclude at the end of this calendar year, so sustainability is of particular interest for this group, which could continue on after SIM (depending on the new governor). • For more information about Core Competency Training, see slides presented at 2/2/2016 Practice Transformation Work Group. Slides will be shared with this group. 	
4. Updates	<p><i>Demand Modeling Update:</i> Georgia Maheras provided an update on the Demand Modeling contract. The State is still in contract negotiations with the vendor; negotiations are nearly complete. Project leadership is working with the vendor and Attorney General’s office to work through requested changes to the State’s standard terms and conditions.</p> <p><i>Brainstorming Session at Legislature – Psychiatric Nursing Shortage:</i> Mary Val Palumbo reported out on a</p>	

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	<p>brainstorming session called by Sen. Claire Ayer. We currently have 388 psychiatric nurses in the state. They are overall older than other nurses, more are male, they have less education, and more are currently enrolled in nursing programs. This is an example of what we can get from supply data. This group will continue to meet over the coming months. Mary Val will provide written notes from the meeting upon request.</p> <ul style="list-style-type: none"> • Psychiatric nurses are RNs with site-specific training. Most psychiatric nurses do not enter this care setting straight from nursing school; one idea is to expose nursing students to a psychiatric internship while in training. Challenges identified include perception that psychiatric settings are scary and dangerous places to work; clinical exposure might correct this perception. • There was also discussion of loan repayment directed toward students who choose to pursue psychiatric nursing. Liz Cote clarified that loan repayment is available for these nurses. Nurses working in psychiatric settings are the top priority for the Health Department in loan repayment this year. VDH is also considering scholarships and other incentives to support this area. • Molly Backup identified work content as a barrier. Nursing students learn a broad array of medical knowledge, while psychiatric nursing uses a small subset of that knowledge. She suggested joint appointments to support nurses who wanted to split time between psychiatric nursing as well as nursing in other settings. <p><i>Barriers to Licensure – Mental Health Clinicians:</i> Nicole LaPointe from the AHEC provided an update. The AHEC has been looking at supply and demand and has identified regulatory limitations in Master’s prepared counselors and social workers from becoming licensed (~2 years of full-time work supervision required for licensing); only larger organizations can take on supervision of potential licensees, and many private practices in the region are being advised not to take on licensees. The AHEC has identified a series of barriers, risks, and strategies to work around these barriers. Nicole invited interested parties to work with the AHEC to expand upon these rules.</p> <ul style="list-style-type: none"> • Pre-licensure salaries are artificially decreased, and many take on positions that are not ideal to obtain clinical education necessary for licensure, which results in high turnover. Added transparency and resources to support new graduates in identifying agencies that can provide robust clinical supervision. • More discussion at the next meeting on this topic; Robin will ensure OPR is present. Members should suggest any additional guests to Amy Coonradt (amy.coonradt@vermont.gov) before the next meeting. • Molly Backup requested more information on licensing standards for these clinicians in other states. Nicole will provide this at the next meeting. 	
<p>5. Workforce Supply Data Proposal – Next Steps</p>	<p>Dawn Philibert presented a proposal for analyzing Vermont workforce supply data (Attachment 5).</p> <ul style="list-style-type: none"> • Dawn proposed a sub-group of people who are interested in and knowledgeable about this issue and the related data to meet on the months that the full work group does not meet. The sub-group would supplement the data for key professions with qualitative analysis and paint a fuller picture of the supply of these professions in Vermont. The sub-group would include members of this group as well as others from outside of the work group (especially those at VDH who work with this data full time). • Madeleine Mongan volunteered. DAIL would like to be at the table, as would the AHEC. Dawn recommended that Peggy Brozicevic or someone from her office at VDH also be part of the subgroup. 	

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	<ul style="list-style-type: none"> • David Adams asked whether this would be duplicative with the contract for demand modeling analysis. Robin noted that this work could inform the assumptions that will go into the demand model, and that the demand model will inform this process as well as any analyses that are completed. • Dawn is looking for people with expertise in a variety of areas, who have time to contribute. • VDH has published qualitative reports for a handful of professions for years which provides descriptive data. This could be a way to gather additional information about professions. • David Adams noted that methodology will be critical, and commented that ongoing assessment will support continued usefulness. • Liz Cote commented that VDH is relying on data fed through re-licensure process; for data to build quantitative report, doesn't exist for non-licensed workers like medical assistants. Need a mechanism to get data for those professions. • Mary Val expressed concerns that latest data is from 2013, and hard to reconcile a 2-year lag with what we're hearing on the ground. This is important to do, but we get into sticky issues by making global analyses without talking to all players—this is time-consuming. A full-time employee might be required to do this well. • Dawn noted that VDH is capturing the data—posting of data has been slowed down due to designs of surveys. Peggy Brozicevic will come talk to the group in April to give update of where data are and where reporting is, and fold that into next steps for reporting. Unless there is a process for using data, it's only descriptive. • Molly Backup recommended that the sub-group be identified specifically as a sub-group of this work group, even if it contains non-members. • Mary Val asked when staff support for this work group ends. Georgia Maheras replied that staff support from SIM ends in December 2016, but like all SIM work, this work will be wrapped into our sustainability planning. Mary Val asked where DOL fits into this type of work; Mat Barewicz replied that he will check. • Dawn suggested discussing this issue with Peggy prior to making a decision. Molly Backup suggested Dawn create a fuller proposal for sub-group membership and other issues for discussion at the April meeting. 	<p>Peggy Brozicevic to attend April 2016 meeting with fuller proposal for subgroup and work.</p>
<p>6. Presentation and Discussion: Care Management Inventory</p>	<p>Pat Jones and Erin Flynn presented results from the Care Management Inventory (Attachment 6).</p> <ul style="list-style-type: none"> • Correction to Slide 13 – title should be “Percent of responding organizations using various staff types to perform key core management functions” (this will be updated in the version of these slides posted to the VHCIP website). • This report is a snapshot in time – a great deal has changed since this survey was fielded. <p>The group discussed the following:</p> <ul style="list-style-type: none"> • David Adams noted that Slide 13 highlights the complexity of Dawn's proposal (Item 5). He also commented that survey lag is an issue, and that this area is continually involving. <p>Erin Flynn provided a Core Competency Training Update (slides will be distributed to the Work Group following the meeting). Additional information and registration materials for the free trainings will be shared in the coming weeks.</p> <ul style="list-style-type: none"> • Molly Backup asked who is targeted by training. Pat replied that training is intended to augment training for 	

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	<p>current front-line care managers, rather than new care managers. This could include nurses, social workers, unlicensed care coordinators, and other professions. Sessions will also be taped as modules so interested parties can access them online.</p>	
<p>7. Discussion: Strategic Plan</p>	<p>The bulk of this discussion was tabled for the next meeting. Mary Val Palumbo noted that this discussion was intended to focus on Recommendations #7-#17, and asked that members come prepared to discuss these at the next meeting. She requested volunteers to think through and take charge of each recommendation to generate questions, suggestions, and areas for further discussion, and suggested the group work this through via email.</p> <ul style="list-style-type: none"> • Mary Val and Wade Ramsey- #7 • Molly Backup - #12 • Nicole LaPointe (and AHEC Directors) - #16 and #17 	
<p>8. Public Comment, Wrap-Up, Next Steps, Future Agenda Topics</p>	<p>There was no public comment.</p> <p>Next Meeting: April 6, 2016, 3:00-5:00pm, 4th Floor Conf Room, Pavilion Building, 109 State Street, Montpelier.</p>	

VHCIP Workforce Work Group Member List

Roll Call: | 2/3/2016

*Mary Val 1^o
David A 2^o
Motion to approve
minutes
by exception
Motion carried*

Member		Member Alternate		Aug Minutes	Dec Min	Organization
First Name	Last Name	First Name	Last Name			
	1		0			
David	Adams ✓			A		UVM Medical Center
Molly	Backup ✓	Margery	Bower			Physician Assistant
Mat	Barewicz ✓				A	Department of Labor
Rick	Barnett					Vermont Psychological Association
Colin	Benjamin					Office of Professional Regulation
Ethan	Berke					Dartmouth Institute for Health Policy & Clinical Practice
Peggy	Brozicevic					AHS - VDH
Wade	Carson ✓			A	A	Allied Health - Radiology, UVM
Denise	Clark					Pharmacist/Attorney
Peter	Cobb ✓					VNAs of Vermont
Ellen	Grimes ✓					Vermont Technical College, Dental Hygiene Program
Lory	Grimes					Northeastern Vermont Regional Hospital
Lindsay	Hebert					Dentist
Janet	Kahn	Cara	Feldman-Hunt			UVM College of Medicine, Integrative Health
Nicole	LaPointe ✓					Northeastern Vermont Area Health Education Center
Monica	Light ✓	Stuart	Schurr	A		AHS - DAIL
Robin	Lunge ✓					AOA, Co-Chair
Charlie	MacLean	Elizabeth	Cote ✓	A	A	University of Vermont
Madeleine	Mongan ✓					Vermont Medical Society
Stephanie	Pagliuca ✓				A	Bi-State Primary Care
Mary Val	Palumbo ✓	Jason	Garbarino ✓	A		UVM - College of Nursing and Health Sciences
Dawn	Philibert ✓				A	AHS - VDH
Jerry	Ramsey ✓			A		Agency of Education
Roland	Ransom					DA - Howard Center
Lori Lee	Schoenbeck	Robert	Davis			UVM Integrative Medicine
Nancy	Shaw					Vermont State Colleges
Beth	Tanzman					AHS - DVHA - Blueprint
Deborah	Wachtel					Nurse Practitioner
Total	28			6	5	

Q ✓

VHCIP Workforce Work Group Participant List

Attendance:

2/3/2016

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

First Name	Last Name		Organization	Workforce
David	Adams	here	UVM Medical Center	M
Susan	Aranoff		AHS - DAIL	S
Molly	Backup	here	Consumer Representative	M
Ena	Backus		GMCB	X
Mat	Barewicz	here	Department of Labor	M
Rick	Barnett		Vermont Psychological Association	M
Susan	Barrett		GMCB	X
Paul	Bengston		Northeastern Vermont Regional Hospital	X
Colin	Benjamin		Director, Office of Professional Regulation	M
Ethan	Berke		Dartmouth Institute for Health Policy & Clinical Practice	M
Charlie	Biss		AHS - Central Office - IFS / Rep for AHS - DMH	X
David	Blanck		Consumer Representative	M
Peggy	Brozicevic		AHS - VDH	M
Wade	Carson	phone	Asst Professor, UVM Dept of Med. Lab & Radiation Svcs	M
Amanda	Ciecior		AHS - DVHA	S
Denise	Clark		Consumer Representative	M
Peter	Cobb	phone	VNAs of Vermont	M

Amy	Coonradt	here	AHS - DVHA	S
Elizabeth	Cote	phone	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
Gabe	Epstein		AHS - DAIL	S
Erin	Flynn	here	AHS - DVHA	S
Lucie	Garand		Downs Rachlin Martin PLLC	X
Christine	Geiler		GMCB	S
Ellen	Grimes	phone	Vermont Technical College	M
Lory	Grimes		Northeastern Vermont Regional Hospital	M
Karen	Hein		UVM	X
Lindsay	Herbert		Dentist	M
Deanna	Howard		Dartmouth	X
Joelle	Judge	here	UMASS	S
Janet	Kahn		UVM - Integrated Medicine	M
Sarah	Kinsler	here	AHS - DVHA	S
Kelly	Lange		Blue Cross Blue Shield of Vermont	X
Nicole	LaPointe	here	Northeastern Vermont Area Health Education Center	M
Monica	Light	here	AHS - DAIL	M
Robin	Lunge	here	AOA	IC
Charlie	MacLean		University of Vermont	M
Carole	Magoffin		AHS - DVHA	S
Georgia	Maheras	here	AOA	S
Jackie	Majoros		VLA/LTC Ombudsman Project	X
Mike	Maslack		Consultant	X
John	Matulis		Consumer Representative	X
Angel	Means		Visiting Nurse Association of Chittenden and Grand Isle Counties	X
Marisa	Melamed		AOA	S
Sarah	Merrill		DNH	X
Madeleine	Mongan	phone	Vermont Medical Society	M
Meg	O'Donnell		UVM Medical Center	A
Stephanie	Pagliuca	phone	Bi-State Primary Care	M

Mary Val	Palumbo	here	University of Vermont	C
Annie	Paumgarten	phone	GMCB	S
Dawn	Philibert	here	AHS - VDH	S/M
Luann	Poirer		AHS - DVHA	S
Jerry	Ramsey	here	Agency of Education	M
Roland	Ransom		DA - HowardCenter for Mental Health	M
Lori Lee	Schoenbeck		Consumer Representative	M
Julia	Shaw		VLA/Health Care Advocate Project	X
Nancy	Shaw		Vermont State Colleges	M
Nancy	Solis		Dartmouth Institute for Health Policy & Clinical Practice	A
Joy	Sylvester		Northwestern Medical Center	X
Beth	Tanzman		AHS - DVHA - Blueprint	M
Tony	Treanor	phone	DA - Northwest Counseling and Support Services	X
Deborah	Wachtel		Consumer Representative	M
Marlys	Waller		DA - Vermont Council of Developmental and Mental Health Serv	X
Kendall	West		Bi-State Primary Care/CHAC	X
James	Westrich		AHS - DVHA	S
	68	0	68	68

Pat Jones - here - GMCB