

VT Health Care Innovation Project
Health Care Workforce Work Group Sub-Committee on Long Term Care
Agenda

Date: Wednesday, July 16, 2014 Time: 10:30am-12:00pm
Location: DAIL DDAS Conference Room A, 94 Harvest Lane, Williston
Call-In Number: 1-877-273-4202; Passcode: 9883496

Item #	Time Frame	Topic	Presenter	Attachments
1	10:30-10:35	Welcome and Introductions		
2	10:35-10:50	Updates on Governor's Deadlines and Workforce Workgroup	Stuart Schurr	
3	10:50-11:40	Review Draft Report	Brendan Hogan	3A: Draft Report
4	11:40-11:50	Comments on Upcoming November Workforce Symposium	Amy Coonradt	
5	11:50-12:00	Next Steps		

Next Meetings

- August 7; 1:00pm-2:30pm; DAIL DDAS Conference Room A, 94 Harvest Lane, Williston
- September 3; 1:00pm-2:30pm; DAIL DDAS Conference Room A, 94 Harvest Lane, Williston

Vermont Health Care Innovation Project

Health Care Workforce Workgroup

Sub-committee on Long Term Care

Direct Care Workforce

Draft Outline

July 16, 2014

Table of Contents

1. Executive Summary / Summary Recommendations from the LTC Direct Care Workforce (LTC DCW) to the Healthcare Workforce Workgroup Committee regarding LTC DCW including:
 - a. Recruitment
 - b. Retention
 - c. Training
2. Background / summary information on LTC DCW in Vermont from the following sources:
 - a. Report of LTC DCW from the Vermont Department of Disabilities, Aging and Independent Living - 2008
 - b. Robert Wood Johnson Foundation funded Better Jobs Better Care project
 - c. Carewell Curriculum
 - d. Vermont Association of Professional Care Providers
 - e. Alliance for Health Reform Direct Care Worker Report - 2012
 - f. Consumer Perspectives on Quality Home Care - National Consumer Voice for Quality Long Term Care - 2012
3. Current Data on LTC Direct Care Workforce in VT
 - a. Data from DAIL and Department of Labor
4. Projected need for additional direct care workers in the future
 - a. Data from the Department of Labor
5. Summary of Findings and Recommendations - based on workgroup discussions and data collection efforts
 - a. Recruitment
 - i. Best practice ideas
 - ii. How to recruit DCWs and generational recruitment differences
 - iii. Hiring older workers or disabled workers to help as DCWs

iv. Barriers to recruitment

b. Retention

- i. Best practice ideas
- ii. Wages and Benefits
- iii. Career ladders and lattices
- iv. Barriers to retention

c. Suggestions for the Workforce Strategic Plan

d. Training - Information from existing programs

i. Community College of Vermont

1. Type of training
2. # of participants
3. Hours of training
4. Estimated training costs

ii. VNAs of Vermont

1. Type of training
2. # of participants
3. Hours of training
4. Estimated training costs

iii. Vermont Council for Developmental and Mental Health Services

1. Type of training
2. # of participants
3. Hours of training
4. Estimated training costs

iv. Vermont Health Care Association

1. Type of training
2. # of participants
3. Hours of training
4. Estimated training costs

v. Other training - Who is not receiving training?

1. Type of training
2. # of participants
3. Hours of training
4. Estimated training costs

6. Conclusion/NextSteps

7. Attachments

- a. State of Vermont House Bill 301 - An act relating to a task force on direct care workers
- b. Workgroup membership list
- c. Other attachments - Meeting minutes and/or hyperlink to VHCIP website

DRAFT

To: Members of Long Term Care Subcommittee
From: VHCIP Staff
Re: Update on Symposium Subcommittee
Date: July 16, 2014

As noted in Bill S. 252 Sec. 23, the Secretary of Administration or its designee (the Healthcare Workforce Work Group), “shall organize and conduct a symposium to address the impacts of moving toward universal health care coverage on Vermont’s health care workforce and on its projected workforce needs.”

The statute states that the symposium must occur by November 15, 2014, but we have an extension till January, 2015.

The group has met twice, with a third meeting scheduled for Wednesday, August 20, 2014 2:00 PM – 3:00 PM at the EXE - 4th Floor Conf Room, Pavilion Building, 109 State Street, Montpelier

Call-in Number: 1-877-273-4202

Conference ID: 9883496

The symposium will occur in November, but the specific day is pending availability of our proposed speakers.

- Proposed speaker #1: Erin Fraher – recall March materials, article in Health Affairs around health system innovation and having an appropriate workforce to address changes
- Proposed speaker #2: Tom Lee – Harvard SPH professor, focuses on outcomes that matter to patients and patient satisfaction
- Proposed speaker #3: maybe someone from CMMI, Georgia to follow up.

The topics of the symposium would be around re-engineering the healthcare workforce of Vermont for the future, focusing on the need and anticipated need of skill sets.

The structure as it stands currently would be a half day, include one to two initial speakers and then breakouts into ‘work groups’ of mixed professions and professional levels across the healthcare industry, which will discuss: 1.) skill gaps in their communities, 2.) barriers to obtaining/using these skills, and 3.) what is working well in their communities in terms of these skill sets.

In terms of deliverables, these work groups will issue recommendations surrounding these three topics for the report we need to submit to satisfy the legislature, as well as report back to the symposium attendees at large at the end of the conference.

We will have a broad group of attendees – our specific targeted audience is still TBD.