

**Maine Health Workforce Forum**  
**November 15, 2018**  
**9:00 am – 11:00 am**  
**Maine Hospital Association**

**Meeting Notes**

**Attendance:** Karen Rogers, Emilie Swenson, Nikki Williams, Hunter Morancy, Leticia Huttman, Rick Erb, Coleen Farrell, Sally Sutton, Elizabeth Love, Joshua Howe, Gordon Smith, Robin Doody, Lisa Harvey-McPherson, Susan Kring, Barbara Blackstone, Jillian Sample, Bethany Beausang, Joan Dolan, Karen O'Rourke

**By Phone:** Kim Donovan, Denise Young, Penny Landry, Catherine Chichester, Shirley Wright, Kim Esquibel, Amanda Richards, Gail Cohen, Krista Meinersmann, Nicki Voisine, Denise Young, Leah Buck, Ashley Mills, Erin Soucy, Helene Kennedy, Tarlan Ahmadov, Judiann Smith

**I. Maine Education and Attainment Research Navigation System (MaineEarnings)**

Hunter Morancy from the Maine Dept. of Labor's Center for Workforce Research and Information provided an overview of the MaineEarnings system:

- The Information is collected from existing records and academic programs (currently just the UMaine and Maine Community College systems.)
- Can be used for students to plan academic and career future and for academic institutions to evaluate their programs.
- The data gives a snapshot of what program completers are earning in Maine, with some limitations.
- Website: <https://www.maine.gov/labor/cwri/maineearnings/>
- FMI contact Hunter at [hunter.h.morancy@maine.gov](mailto:hunter.h.morancy@maine.gov)

**II. Maine Health Careers Pathways Project**

Nikki Williams and Emilie Swenson from USM provided an update on a project to design a health career pathway tool:

- Tool was meant to be a youth-friendly stackable tool.
- Western Maine was the initial site used to design the first Direct Patient Care Pathway and Health Information Technology Pathway.
- The documents include live links and specific information and locations for programs.
- This could be adapted to other sites.
- Feedback from Tania Dawson at Franklin Memorial Hospital was very positive and these tools have been used extensively in their community.
- See attached Pathway documents.
- For more information contact Nikki Williams at [nikki.williams@maine.edu](mailto:nikki.williams@maine.edu)

**III. Maine Dept. of Labor Update**

Joan Dolan from the Maine DOL provided an update:

- This is National Apprenticeship Week.
- There has been a significant increase recently in the number of apprenticeship sponsors.
- Expecting more funding from the federal government for apprenticeship programs.
- May 20-24 Maine will be hosting an Apprenticeship Council Conference in Portland that will include representatives from Florida to Maine. 400-500 people are expected to attend. Wednesday is a free day and anyone can come where Maine will be highlighting health occupations apprenticeships.
- The Northern Border Region grant was extended.
- Looking at a program in NY that provides CNA certification for high school juniors and LPNs to seniors so students can go right into employment.

- Houlton is interested in a CNA to LPN apprenticeship program with Northern Maine Community College.
- MaineGeneral has 100 apprenticeships.
- JobCorps can be an intermediary sponsor for apprenticeships.
- For more information contact Joan Dolan at [joan.m.dolan@maine.gov](mailto:joan.m.dolan@maine.gov)

#### **IV. Foreign Trained Health Professionals**

Sally Sutton from Portland Adult Education discussed New Mainers as a potential workforce and a new report that will be released soon:

- There are 2200 New Mainers in Portland many with health profession training.
- Many of the barriers for New Mainers entering the workforce are systems issues such as licensing requirements.
- The Betterment Foundation has provided funding to create guides for different professions for New Mainers including nurses and physicians.
- Portland Adult Education will be releasing a new report called Maine's Hidden Talent Pool in the coming days.
- The report includes more than 30 recommendations and findings.
- It will include a number of items that the MHWF can work together to address.
- The Maine Medical Center also has a grant to help lower some barriers for New Mainers entering the health care field.
- This is an issue that can be worked on with the new administration.
- The report will be sent to the MHWF mailing list when it is released.
- For more information contact Sally Sutton at [suttos@portlandschools.org](mailto:suttos@portlandschools.org)

#### **V. Maine Health Access Foundation New Strategic Framework**

Karen O'Rourke reported for Charles Dwyer who was unable to attend the meeting today:

- MeHAF has recently completed a strategic planning process to identify their goals, strategies and roles 2018-2022.
- One of their new strategies includes "Strengthen and expand the number, distribution, capacity and cultural competence of health, mental health, and dental workforce, and promote deployment of community-derived workers."
- Over the next several months Charles will be working to develop this concept and ways to move forward to address this strategy.
- If anyone has ideas or input into how MeHAF can add value in this workforce strategy, please contact him.
- A more formal version of the strategic plan will be out soon.
- For more information contact Charles Dwyer at: [charles.dwyer@mehaf.org](mailto:charles.dwyer@mehaf.org)

#### **VI. University of Maine Nursing Workforce Plan**

The University of Maine will be increasing the funding to address the nursing workforce shortage including the following:

- Increased collaboration among the different UMaine campuses.
- Expanded simulation centers.
- Addition of LPN programs at NMCC and Maine College of Health Professions.
- Expand existing nursing programs and partnerships with rural hospitals.
- Recently passed legislation will allow those who have certain military training to sit for the exam without having to take all required nursing courses.

#### **VII. Other Items**

- Karen O'Rourke will be retiring in January. It is hoped that her replacement will carry on the work of convening the Maine Health Workforce Forum. (Update: UNE has announced that Jen Gunderman, MPH will be the AHEC Director when Karen retires.)