

**Health Workforce Forum Meeting
September 21, 2011
Cadillac Room, USM/Muskie School Child Welfare Training Institute
45 Commerce Drive, Augusta**

Attendees

Peaches Bass, Maine Department of Labor	Valerie Landry, Mercy Health System of Maine and Chair of Forum
Paul Bolin, Director Employee Relations, Eastern Maine Medical Center	Al May, Maine CDC
Mike Bourret, Director, Coastal Counties Workforce Investment Board	Lisa Miller, Director, Bingham Program
Peter Cook, Academic & Student Affairs, University of Maine	Theresa Mudgett, Director, Tri-County Workforce Investment Board
Phil Dionne	Garrett Oswald, Director, Maine Jobs Council
Kirk Duplessis, Statistician, Maine Department of Labor	Sandy Parker, Vice President and General Counsel, Maine Hospital Association
Charles Dwyer, Director, Office of Rural Health and Primary Care	Nicole Morin Scribner, Director, Human Resources, St. Mary's Hospital
Becky Boober, Program Officer, Maine Health Access Foundation	Jeff Sneddon, Director, Central Western Workforce Investment Board
Peter Krause	Barbara Woodlee, President, Kennebec Valley Community College
Sally Sutton, Senior Policy Analyst, Muskie School of Public Service	Joan Dolan, Program Director, Maine Department of Labor

Brief Overview

- Barbara Woodlee of the Maine Community College System presented information regarding the College's healthcare workforce programs.
- Kirk Duplessis, Statistician, Maine Department of Labor, presented on healthcare workforce injuries.
- Garrett Oswald, Director, Maine Jobs Council, described the value and challenges of creating a "demand driven" workforce development system in an environment of shrinking federal resources.
- Charles Dwyer, Office of Rural Health and Primary Care described healthcare workforce data collection and steps being taken to improve the process.
- Forum members reviewed and approved the prototype for the Health Workforce Forum.
- Joan Dolan, Maine Department of Labor, reported on the 4.9 million health sector grant.
- Peaches Bass, Maine Department of Labor, announced that the Statewide Healthcare Plan is being submitted to USDOL and will be available for advice and comment by Forum members.
- Sally Sutton presented information regarding the Forum/MDOL healthcare workforce summit being held on October 18 at the University of Maine in Orono. Members were encouraged to spread the word. Attending will be the Governor and the Commissioners of Health and Human Services, Labor, Economic Development, and Education along with national and other state speakers.

Meeting Detail

1. Maine Community College System Health Workforce Initiatives—Barbara Woodlee

- Roughly 18,000 students attend Maine Community Colleges, which offer 32 allied health and 6 nursing programs.
- Given that fewer healthcare professionals are retiring than anticipated, it has been difficult to place students, particularly nursing students and allied health graduates such as radiology technicians who lack a specialty, e.g., mammography. Expected in 2013—Maine will experience significant retirees from healthcare professions.
- Qualified faculty are difficult to hire due to low salaries and more complex requirements, resulting in fewer clinical sites than needed.

- Students are juggling school, work, family, and childcare issues, thus traveling long distances for clinical experiences is not feasible. Some physical therapy students are travelling from the Canadian border to New Hampshire to get clinical training.
- KVCC and SMCC are part of a Virginia-based consortium to implement Health Information Technology (HIT) training. Although participants were anticipated to be from rural areas, they have come largely from major hospitals.
- To expand rural access to healthcare education, KVCC has held paramedic courses in Somerset and Knox Counties, and at CMCC.
- Radiologic program enrolled 200 students from 90 communities; developed advanced imaging programs; and added a program in mammography, topography, and ultra-sound.
- In fall 2011, 360 applicants applied for 48 nursing slots.

2. Injury Related to Health Workforce—Kirk Duplessis

- General Medical and Surgical Hospitals have the highest first report of injury of industries in Maine (731) with Nursing care Facilities (632) though hospital rate is 1.8% while nursing care is 4.3%.
- Nursing aides, orderlies and attendants represent 68% of injury rate; nurses account for 5%.
- Top 5 CNA injuries; 65% Sprains, strains and tears; 8% back pain/hurt back; 7.5% bruises and contusions. Training and proper use of equipment can mitigate the majority of injuries that occur (overexertion) are preventable. Lower back 25%; multiple body parts 11%; back, unspecified 10.3% shoulder 8.4%
- In 2010, CNA's had the highest frequency of disabling worker compensation cases in nursing care facilities; Ergonomics injuries are by far the most common types of injuries in healthcare. The most common situation leading to a disabling case involves patient or resident handling.

Contact kirk.b.duplessis@maine.gov for clarification of information provided during this presentation or the power point handout.

3. Restructuring Workforce Development—Garret Oswald

- The Administration is considering a demand driven, sector approach to workforce system.
- Maine and the Nation are facing shrinking federal resources. \$1 million has been removed from Maine in discretionary funds, which have been redirected toward the competitive Federal innovation fund. Concern was expressed that Maine has limited capacity to compete for funds.
- Maine is reviewing Pennsylvania's workforce development model. Representatives from Pennsylvania will be at the Health Workforce Summit on October 18.

4. Licensing Data Collection and Analysis—Charles Dwyer

- Data collection was identified in the most recent state health plan.
- While CDC is continuing to collect electronic surveys from 8 professions: physicians, PA's, nurses, dentists, dental hygienists, licensed clinical social worker, psychologists, and licensed clinical professional counselors, it has terminated the collection of surveys for other professions due to high cost and low response rate.
- CDC is working with the professional boards to standardize and streamline data to better capture where people are working and in what capacity (full time; part time; per diem, etc). Primary care, dental care, and mental health care are the first 3 disciplines that will be captured. Subsequently, CDC will work with boards (about 30 in all) to standardize and streamline the inventory of each.
- OMNE has requested data, which is being collected by CDC but not analyzed. Suggestion was made to contact Jim Leonard (Office of the State Coordinator for HIT) for assistance. OMNE has arranged for RWJ to fund analysis of nursing data, which will sustain the effort for 2-3 years.

5. Role of the Forum—Approval of prototype—Valerie Landry

- Since its inception in 2006, the Forum has evolved as a valuable resource that brings together stakeholders in healthcare workforce.

- In the past year, the Forum mobilized to submit a Federal Recovery Act grant application, which resulted \$4.9 million being awarded to the Maine Department of Labor to provide training opportunities in health care.
 - This past spring, a subcommittee was created to formalize the Forum's role and responsibilities. The resulting prototype (see attached) was approved in concept at the June Forum meeting and is presented today for final approval.
 - Key to the structure is an invitation for anyone to participate, transparency of information, flexibility, quick response to opportunities, a spirit of collaboration, and results.
 - The Forum is currently staffed by the Muskie School of Public Service and supported in part by DHHS, MDOL, and the in-kind contributions of time and effort of its members.
 - Members include public agencies, healthcare organizations, colleges and universities, trade associations, practitioners, foundations, and others.
- **Action: Forum members approved the Forum Prototype with the following revisions:**
- **Clarify MOU's to public partners**
 - **Add technical schools**

6. DOL Health Sector Grant Update—Joan Dolan

- Grant activities and milestones are on track for successful outcomes by February 2013.
- The grant is funding or considering 14 innovative projects to train healthcare worker and ease the clinical training bottleneck.
- 28 employers have signed Memorandums of Agreement (MOA's) for 316 trainees.
- The projected 400 trainees likely will be exceeded.
- During the next few months, healthcare grant staff will work closely with Regional Program Advisory Groups to identify regionally specific allied health occupations in high demand to develop detailed career pathways for each regions top 5 occupations.
- **Anyone interested in developing career pathways to visit the following U.S. DOL website which is connected to O*Net: www.myskillsmyfuture.org – the website is designed to help workers and students find career options; learn about their skills; explore training opportunities; and view and apply for open jobs.**

7. October 18, 2011 Healthcare Workforce Summit—Sally Sutton

Please register and send registration to others who might be interested. Information is posted on the new Forum Website - www.mainehealthworkforceforum.org

8. Health Care Workforce Strategic Plan Update—Peaches Bass

- Final report of the Statewide Healthcare Planning Grant has been submitted.
- At this point, the federal review pertains to whether Maine has the capacity to develop a plan.
- A 3-month grant extension was requested and granted. This time will be used to finalize the plan.
- The draft plan will be distributed to Forum members for advice and comment.

9. Grants/Funding Opportunities/Budget Cuts – See information on website

Next Forum Meeting—December 14, 2012