

MEMO OF RECORD
Council on Postsecondary Education

Type: Healthcare Workforce Collaborative Advisory Group
Date: August 23, 2022
Time: 1 p.m. ET
Location: Hybrid – In person at Council on Postsecondary Education, 100 Airport Road, Frankfort KY and Virtual via ZOOM

WELCOME AND INTRODUCTIONS

The Healthcare Workforce Collaborative met August 23, 1:00 p.m. ET. The meeting was held virtually via ZOOM teleconference and in person at the Council on Postsecondary Education office. The meeting was facilitated by Rick Smith, Sr., CPE's Associate VP, Workforce and Economic Development.

ATTENDANCE

Tania Basta, WKU, Dean, College of Health and Human Services
Brooke Bentley, ECU, College of Nursing Chair
Sonya Bergman, Appalachian Regional Healthcare
Dina Byers, MuSU, Dean and Professor, School of Nursing and Health Professions
Joy Coles, KSU Assistant Professor and DNP Track Coordinator School of Nursing
Paul Czarapata, KCTCS, President
Daniel Czech, ECU, Dean, College of Health Sciences
Robert DiPaola, UK, Provost
Jason Glass, KDE, Commissioner
Valerie Hardcastle, NKU, Vice President for Health Innovation
Tony Houston, Catholic Health Initiatives/St. Joseph Health, Chief Executive Officer
Martha Mather, Representative for Ken Marshall, UofL Health, Chief Operations Officer
Julie McGregor, St. Elizabeth Healthcare, Chief Human Resources Officers
Jay Morgan, MoSU, President
Mark Newman, UK Medical Center, MD/Chief Strategy and Marketing Officer
Derrick Ramsey, Citizen Member
Jackie Richardson, CHFS, Office of the Secretary, Chief of Staff
Lori Stewart-Gonzalez, UofL, President
Aaron Thompson, CPE, President

CPE staff attended - Rick Smith, Leslie Sizemore, Ryan Kaffenberger, Lee Nimocks, Shaun McKiernan, Mary Jackson

VISION, PROJECT SCOPE, AND ROLE OF CPE

Aaron Thompson, Ph.D., CPE President, opened the meeting and welcomed everyone. He said this is not a silo project but will carry through for five to ten years. He continued by saying this is not about knowing whether this is a two- or four- year sector, it is about getting students through the pipeline. This Collaborative is helping the Council on Postsecondary Education design a strategic process going forward. Dr. Thompson thanked the group for being a part of the Healthcare Workforce Collaborative and introduced Dr. Leslie Sizemore, Ph.D., Eds., OTR/L, CPE's Senior Fellow of Workforce and Economic Development,

OVERVIEW OF THE PROJECT

Dr. Leslie Sizemore gave an overview of events and meetings that have taken place and followed with a presentation update on the project.

- Started with launch on July 15, 2022, that got statewide and nationwide coverage.
- Have had ongoing conversations with healthcare organizations and discussions with people in the healthcare sector talking about their issues and key drivers of the workforce demographic drought. These meetings have included horrendous stories that healthcare staff are experiencing, such as workplace violence, due to stress.
 - Meetings included encounters with the Kentucky Chamber's Talent Pipeline group, Kentucky Workforce Investment Board, Kentucky Center for Statistics (KYSTATS), Department for Public Health, Department for Behavioral Health, Developmental & Intellectual Disabilities, the Healthcare Collaborative of Greater Louisville, and meetings have been held with several campuses.
 - Still gathering information and data in house and with KYSTATS.
- Have attended meetings of the Kentucky General Assembly's Interim Joint Commission on Medicare Oversight for discussions on regulations in healthcare and how that affects workforce.
- This project is gaining momentum and will show improvement as it goes along the way.

INFORMATION COLLECTED THROUGH THE GRANT PROCESS

- There is 100% participation from colleges and universities, and they are ready to start drawing down funds and are excited to develop programs. They know what they need.
- The nursing crisis has driven the plans of actions that were submitted. Several other disciplines were represented as well, including physicians, PA's, PT's, mental health practitioners, and medical social work. KCTCS represented the technical fields.
- There are 48 healthcare partners, geographically located and ready to work together.

- Some ways the institutions have planned to develop clinical learning opportunities are curriculum and enrollment change, supplemental learning and faculty recruitment and retention.
- Partners include healthcare, universities, and Area Health Care Education Centers (AHEC). The AHECs are critical and are increasing the number of medical school applicants that come from rural parts of the state.
- January – June \$89 million was donated on behalf of the travel nurses organization.
- Programs will have dedicated learning units for nurses.
- Using the KY Board of Nursing EXTERN program more expertly. A student nurse who is working or employed as an aid can perform any skill in their nursing program as a student aid being monitored by their nursing supervisor.
- The programs are monitoring where students are lost during their journey. Really investigating why they get lost--paper test as opposed to clinical skills testing-- among other reasons.
- Interestingly, even though the college going rate is down as is number of admissions to programs, completions are coming up. The institutions are doing a good job when students get there, and mental health support is increasing.
- Underrepresented minority (URM) support has been expanded through this process. There is some work to do in this area and campuses have grasped low hanging fruit in these sectors. One strategy is the focused and targeted recruitment and retention of faculty of these underrepresented groups.
- Focus on support for mental health practitioners. This need is going to grow so it is critical that this be addressed.
- Last component of grant is evaluation and sustainability piece. This process is beginning and will report on this is the future.

DISCUSSION

- Dr. Thompson stated that there is a lot of innovation and new ways for success. The need is to build the pipeline from P-12 to postsecondary to focus on needs for the state's healthcare and to focus on equity in the process so that students are not left behind. This matters when having dialog on those qualitative elements needed to be considered to get quantitative outcomes.

In response to a question on the thoughts on getting mental health in focus, Dr. Thompson said the amount of mental health needs are not known. What is known are ways to redesign things in place to refocus on the conversations now taking place. What are the new ways to focus on current programs to get the needed outcomes? Assist insurance companies to learn how to serve students, faculty, and staff. Part of what can be done is the strong argument for more funding and that will be around building how to create a systematic healthcare pipeline. Reach down and get people into healthcare education and show them the pathway to success.

- Much of this part of the discussion was inaudible.

TOPICS SUGGESTED FOR POSSIBLE HEALTHCARE WORKFORCE SUMMIT NEXT YEAR

Speakers: Possible state and/or national leaders as keynotes

Topics might include:

- Connecting Kentuckians to healthcare jobs
- Retaining and recruiting our healthcare workforce
- Diversity needs within healthcare workforce
- Development of the talent pipeline
- Outcomes related to the return on the grant investment
- Mental health needs on our campuses.

DISCUSSION

- A specific session for building leadership capacity through a robust 2 + 2 program...having our Presidents come together to develop a vision for how the 2- and 4-year programs can work together. Dr. Thompson says that needs to happen even before the Summit. Dr. Bell will facilitate a similar discussion in October.
- Possibly a 2-day conference to meet all the needs.
- Tie mental health to education and workforce.
- Related to why nurses leave nursing employment within 1st 3 years of entering...why are people leaving, could we look at mentorship?
- Possibly bring in an expert to speak about de-stigmatization of mental health.
- Teach people about self-care for all dimensions of wellness.
- Apprenticeship: Possibly bring in someone from a European country to talk about models of apprenticeship
- Do a full "cattle call" for a general conference, or do a specialized conference? Comments regarding focusing on what we do best (higher education) were discussed.
- Identify a bright spot regarding how we grow our own process for hiring minority populations.
- Bring in strong expertise on a research side, specifically related to behavioral science and addiction science.
- Possibly consider a "hybrid" model...maybe starting with regional conference for face to face and virtual for big speakers.

NEXT MEETING AND ADJOURNMENT

The meeting adjourned at 3:00 p.m. ET.