

**DRAFT Minutes**  
**Idaho Health Professions Education Council**  
**March 6, 2012**  
**Meeting/Conference Call**

**Council Members Present**

David Schmitz, Chair  
Steven Bruce  
Claudeen Buettner  
J. Anthony Fernandez  
B. J. Swanson  
Andrew Turner (phone)  
William Woodhouse

**Council Members Absent**

Jim Girvan  
John Kee

**Guests**

Steve Millard, Idaho Hospital Association  
Denise Chuckovich, Idaho Primary Care Association  
Melinda Adams, Senior Planner, Idaho Department of Labor  
Cheryl Foster, Senior Research Analyst, Idaho Department of Labor  
Sara Scudder, Research Analyst Principal, Idaho Department of Labor  
Georgia Smith, Deputy Director, Idaho Department of Labor  
Polly Lorenz, Technical Records Specialist, Idaho Department of Labor  
Karen Jarboe-Singletary, Research Analyst, Idaho Department of Labor  
Rico Barrera, Senior Planner, Idaho Department of Labor  
Pat Nelson, Administrative Assistant, Idaho Department of Labor

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**Welcome**

The meeting was called to order by Chair David Schmitz at 9:00 a.m. Chair Schmitz welcomed all in attendance and asked for introductions.

**Minutes**

Chair Schmitz asked the council to review the minutes from the August 30, 2012 meeting. Chair Schmitz accepted a motion by Steven Bruce, seconded by Claudeen Buettner to accept the minutes; with no objections, the minutes were approved unanimously.

**Establish 2012 Meeting Dates**

Chair Schmitz suggested that the council meet three times a year with one of the meetings dedicated for review and finalization of the Governor's annual report. Monday-July 23<sup>rd</sup>, Monday-October 1<sup>st</sup>, and Tuesday-November 13<sup>th</sup> were the determined meeting dates.

The following were suggestions for future agenda items:

- Long Term Care Facilities
- Patient-centered Medical Homes
- Mental Health
- Community Rural Health Centers
- Physicians/Physician Assistants
- Nurse Practitioners/Advanced Practice Nurses
- Tele-medicine/tele-pharmacy: workforce impacts
- Idaho Department of Labor report on healthcare grant
- Area Health Education Center grant process update
- Legislative and State Board of Education Update
- Medical Trust program

Chair Schmitz reported that Lynda Bennett is the new director for the Idaho Area Health Education Center (AHEC) program with limited time and funding available. Claudeen Buettner suggested that existing community colleges already have structure in place for a logical partnership with AHEC to work together and offer educational programs for all healthcare services. Mrs. Buettner said that the Professional Technical Education already has a network for every school in every part of the state from universities to grade schools.

Chair Schmitz suggested scheduling an AHEC update for the next meeting.

### **Idaho Hospital Association Report – Steve Millard**

Chair Schmitz introduced President and CEO of the Idaho Hospital Association, Steve Millard who presented an update on Idaho's hospitals. Mr. Millard said that Idaho hospitals are recognized as second out of 51 states for quality, patient satisfaction, mortality and readmissions. Idaho has 50 hospitals which employ 24,363 people and provide an annual payroll of \$1.2 billion.

Mr. Millard discussed problems with Medicare payments, summary surveys on salaries, turnover rates, vacancy rates and recruitment incentive issues.

Mr. Millard said that the Affordable Care Act explains where we are going today. It is not the insurance premium that is driving prices up, it is the healthcare costs. The hospitals are moving toward an "accountable care organizations" concept or one stop healthcare facility.

Discussion followed concerning critical access hospitals, education training in hospitals, hospitalists and LTCHs (long term acute care hospitals). Chair Schmitz suggested that the IHPEC Governor's report include a statement concerning the integrated healthcare system.

### **Idaho Primary Care Association Report – Denise Chuckovich**

Chair Schmitz introduced Idaho Primary Care Association Executive Director Denise Chuckovich who presented an update on Idaho's Community Health Centers. Ms. Chuckovich said that Idaho has 13 Community Health Centers which are often the only source of primary and preventive care in rural communities. There are sites located in 37 Idaho communities serving 133,000 patients in 2010 which is almost one in 11 Idahoans.

The Community Health Centers are community-owned, nonprofit organizations governed by community based boards that provide services to people who are without insurance. The first Community Health Center in Idaho was the Terry Reilly clinic which opened in Nampa in 1971.

The Community Health Centers currently serve 12% of all Medicaid beneficiaries at a total cost of only 1.1% of Idaho's Medicaid expenditures. The Community Health Centers have established themselves as essential providers of comprehensive, efficient, high-quality primary care services to low-income people.

Ms. Chuckovich discussed the current and future environments of the health centers which are rapidly changing their practices into patient-centered medical homes (PCMH). This model is a team-based approach to healthcare where patient care is focused on prevention and integration with other providers to improve care and reduce costs.

Ms. Chuckovich said that workforce issues for the Community Health Centers are:

1. Recruiting family physicians with OB/GYN experience for rural areas
2. Recruiting experienced nurse practitioners or PAs
3. Increasing number of eligible Medicare patients
4. Changing demographics and an the older population
5. Recruiting mental health staff

Ms. Chuckovich said that sustaining and maintaining the current workforce, growing the workforce through recruitment, becoming a “provider of choice”, and developing workforce policy and building partnerships were the main workforce objectives.

Discussion followed on several topics:

- Plummer, ID has nice new CHC facility
- Residency education program for rural communities/Kootenai Medical Center
- Idaho SEARCH program
- Adams County Health Center
- Dental residencies
- Dental/mental health services in Community Health Centers
- Electronic health records as an obstacle
- Teaching health centers

### **Idaho Department of Labor Healthcare Workforce Planning Grant Report – Melinda Adams and Cheryl Forster**

Chair Schmitz asked Idaho Department of Labor’s Grant Manager Melinda Adams to update the council on the Healthcare Workforce Planning Grant.

Ms. Adams stated that IHPEC member and Workforce Development Council Vice-Chair, B.J. Swanson is the healthcare initiative chair. Ms. Adams introduced Sara Scudder, Cheryl Foster, Polly Lorenz and Karen Jarboe-Singleton as the healthcare initiative research team for the department.

Ms. Adams said that the Workforce Development Council was the successful recipient of HRSA (Health Resources and Services Administration) funds for workforce planning. Idaho was one of 22 states awarded this grant which runs through June 30, 2012. However, Ms. Adams stated that Idaho will continue to move forward on healthcare workforce planning in the absence of dedicated funds.

Ms. Adams stated that the Nursing Workforce Data Center which has been established at the department is an excellent model for providing valuable workforce supply and demand data. An important goal of Idaho’s health care workforce planning initiative is to expand the Nursing Workforce Data Center to include other primary care disciplines. The department has been able to establish workforce sharing agreements with each of the licensure boards governing primary care occupations with the exception of the Board of Medicine. Although a draft agreement exists, the substance is weak. The draft (1) provides IDOL access to publicly available information and (2) provides for insertion of a “voluntary release of information consent” statement in the Board of Medicine’s licensure application and renewal documents. While IDOL is pleased with the Board’s willingness to insert the consent statement in their application package, our concern involves the length of time required to obtain a large enough data sample to meet validity requirements. As a result, our ability to produce substantive workforce supply and demand data for Idaho physicians is seriously hampered. The concerns raised by the Board of Medicine attorney fall largely within the following areas: (1) confidentiality of licensee information; and (2) lack of statutory authority for Board participation in workforce planning activities.

Discussion followed and Chair Schmitz recommended that the council address this issue at the July meeting.

Idaho Department of Labor Senior Research Analyst Cheryl Foster said that the Workforce Development Council received the healthcare workforce development planning grant largely due to the work completed by the Idaho Nursing Advisory Council in establishing the Idaho Nursing Workforce Center.

The planning grant’s principal outcome is to address workforce shortages in Idaho by attaining a 10-25% increase in the primary healthcare workforce over a ten year period. The subject of the current research is setting up a way to MEASURE the current healthcare workforce. To do that, we need to establish and maintain a data and information system to properly track the increase in the primary healthcare workforce.

Ms. Foster explained that we are able to identify the number of the existing supply of workers by coordinating with the licensing boards that oversee each of the healthcare occupations. We can further refine the supply of workers by crossing social security numbers with our wage records to see if the licensed practitioner is actually working in Idaho. We estimate the increased demand for the occupation from our long-term projections growth rate for the occupations and by evaluating any job vacancy information available for that occupation. And finally, we estimate the incoming supply of qualified workers to see if it is adequate to meet the demand.

The primary source for determining supply is a survey of academic program directors. A second source comes from a statewide job vacancy survey that was conducted the last two years. In the spring of 2010 and 2011, employers were surveyed requesting information about vacant positions.

Claudeen Buettner suggested that the Department of Labor provide a Supply/Demand research report at the meeting in July.

A discussion of the demand for primary care physicians followed and the council supported the on-going research and offered help with data validation.

Ms. Adams explained that the USDOL Workforce Innovation Grant application will be submitted by the Idaho Department of Labor on behalf of the Idaho Workforce Development Council. She said that the grant is for \$3-6 million and will last three to four years. The primary focus of the application is to reform the Idaho's labor exchange system.

Idaho jobseekers, many who are older and more skilled, are remaining unemployed or underemployed for extended periods at the same time employers cannot find job candidates with desired skills. Currently, there is no effective mechanism to match the skills employers need with the skills job seekers possess. This impedes identifying existing skill gaps both at the industry and individual business or job seeker level. Therefore, the department's approach is to develop a more efficient job skills matching system – one that also effectively identifies skill gaps and emerging occupations. The proposal focuses on Idaho's healthcare sector; this initiative will hopefully support the development of education and training in direct response to employer needs.

Ms. Adams said that the results of the health care experts' focus group assembled in February provided the following key point on the grant proposal:

1. Need to establish a "think tank" of healthcare employers to identify emerging occupations
2. Need to build a soft skill assessment into our over-all job skills matching system
3. Need to identify skill gaps and develop education/training to address the gaps.

Ms. Adams requested a letter of support for the grant application.

Chair Schmitz accepted a motion by Bill Woodhouse, seconded by B.J. Swanson to write a letter of support; which was approved unanimously.

### **Further Business**

Chair Schmitz announced that the next council meeting will be July 23, 2012.

On motion by Steven Bruce, seconded by Tony Fernandez the meeting adjourned at 2 p.m.

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