

Oregon Healthcare Workforce Committee

AGENDA

December 11, 2013

Wilsonville Training Center, Wilsonville, OR 97070

29353 SW Town Center Loop, E Rooms 111/112

1 – 4 pm

Meeting Objectives:

- Approve summary of October meeting
- Advance work on Health Policy Board deliverables
- Discuss topics relevant to Committee charter

#	Time	Agenda Item	Presenter(s)	Action Item
1	1:00	Welcome	Lisa Dodson	
2	1:05	Approval of October 9 Meeting Summary	Lisa Dodson	X
3	1:10	OHA Updates	Marc Overbeck Lisa Angus	
4	1:20	Other Updates—Members	All	
5	1:30	Brief Updates on Workgroups	Workgroup Leads and Staff	
6	1:45	Discussion: Projections of provider demand post 2014	Jo Isgrigg Lisa Angus	X
7	2:30	Discussion: Workgroup A—Centralized Tracking System for Clinical Rotations	Terri Johansen	
	2:45	Break (including time for Workgroups to schedule activity, if needed)	All	
8	3:00	Presentation: Traditional Workforce Committee	Carol Cheney and April Johnson Office of Equity and Inclusion	
9	3:30	Public Comment	Any	
10	3:50	Emerging Issues	Committee Members	
11	3:50	Discussion Draft—2014 HCWC Meetings	All	X
12	4:00	Adjourn/Next Meeting February 5, 2014	Lisa Dodson	

Meeting Materials

1. Agenda
2. October meeting summary draft
3. Provider demand projections draft material
(forthcoming)
4. Workgroup A discussion summary from 11/13/13
5. Traditional Health Worker presentation material (forthcoming)
6. Discussion Draft—2014 HCWC Meetings

**Oregon Healthcare Workforce Committee
Meeting Summary**

October 9, 2013

1:00-4:00

Committee Members in Attendance

Lisa Dodson (Chair)

Ann Malosh (Vice-Chair)

Lita Colligan

Theresa Mazzaro

David Nardone

Mauro Hernandez (by phone)

Agnes Balassa

Daniel Saucy

Robyn Dreibelbis

Terri Johanson

Michael Kirshner

Jennifer Valentine (by phone)

OHA and OWHI Staff in Attendance

Jo Isgrigg (OHWI)

Lisa Angus (OHPR)

Marc Overbeck (OHPR)

Margie Fernando (OHPR)

Committee Members not in Attendance

Jordana Barclay

Andrew Janssen

Sharmila Bose

Mary Rita Hurley

Michael Reyes

Donna Larson

Lisa Dodson and Ann Malosh welcomed everyone to the meeting.

The Aug 14, 2013 meeting summary notes were accepted with no changes.

Updates

- Marc Overbeck announced that the Final Administrative Rule for the Medicaid Primary Care Provider Loan Repayment Program has been published and implemented. This program will be administered for OHA by the Oregon Office for Rural Health under an Intergovernmental Agreement. Hilary Gossler, formerly of OHPR, has been hired by the Office of Rural Health as the Loan Repayment Specialist and will be the lead staff for this program.
- Additionally, Marc shared that the ARRA-funded project on Healthcare Workforce Retention has completed. Oregon's retention of the ARRA-funded NHSC clinicians whose obligations completed since the beginning of the grant was 83.7%. The "retention toolkit" has been completed and copies will be sent to safety net clinics around the state.
- Lisa Angus noted that in the interests of time she will send a follow-up email to the Committee with additional updates from OHA.
- Jo Isgrigg reported that OHWI is working under contract with the PCO to complete several reports on retention of Oregon obligated health care professionals, using data from the Workforce Database and the PCO. Also, OHWI is working with OHPR to project the need of primary care providers from 2012 through 2025.

Notes from 10.9.13 Workforce Meeting

Next Steps on Committee Deliverables

Lisa Angus updated the committee on the Charter approved by the Oregon Health Policy Board on Sept 10, 2013. There are six deliverables in the Charter that this committee will address over the coming year. The committee broke into smaller groups to begin discussions on the deliverables and how to complete the products requested by the OHPB.

Deliverable #1: Projections of primary care provider demand in Oregon after implementation of ACA coverage expansions, with appropriate adjustments for the estimated impact of health systems transformation on primary care workforce roles and capacity. The committee decided not to form a workgroup specifically for this deliverable. Jo Isgrigg and Lisa Angus are working on this with an economist at OHSU and will bring updates and discussion to the whole Committee.

Deliverable #2: A business plan, developed in consultation with OHA and all relevant stakeholders, for a centralized tracking system and document repository for student clinical placement prerequisites in Oregon. Terri Johanson will lead this workgroup to develop a system to support the standards established.

Deliverable #3: A policy options memo, developed in consultation with representatives from Oregon Health & Sciences University and the College of Osteopathic Medicine of the Pacific-Northwest, for increasing the number of family medicine and other primary care medical residencies in Oregon. Robyn Dreibelbis will lead this workgroup, with support from Lisa Dodson and others.

Deliverable #4: A demographic and geographic profile of Oregon focused on race, ethnicity, and languages spoken, overlaid with a similar profile of Oregon's current health care workforce. There will be no specific workgroup for this deliverable, since it is primarily an analytic task. OHA staff, including analysts who manage the licensing workforce data and analysts from the Office of Equity and Inclusion, will take on this work and Lisa Angus will bring drafts and questions to the full Committee for input.

Deliverable #5: An analysis of health care industry trends in emerging employment categories and new workforce roles, accompanied by an audit of Oregon's training capacity for those jobs and roles. Ann Malosh will lead this workgroup.

Deliverable #6: A report on the range of incentive programs designed to encourage providers to practice in underserved areas or with underserved populations in Oregon. Lisa Dodson will lead this workgroup. An assortment of stakeholders convened by the Oregon Rural Health Association (ORHA) has been looking at this topic, and Lisa will connect that group's discussion with the Committee work.

Public Comment

There was no public comment at this meeting.

Emerging Issues

There were no emerging issues identified.

Meeting adjourned at 4:00pm

HCW Committee's Standards Tracking Workgroup Meeting
MEETING SUMMARY
November 13, 2013

In attendance:

Saydee Wilson, Pioneer Pacific University; Troy Larkin, Providence; Michael Kirschner; Lita Cooligan, Oregon Tech; Jenny Kellstrom, OIT; Terri Johanson; Stephanie Jarem, OHA

On phone:

Jana Bitton, OCN/StudentMax; Marina Yu, Legacy Health; Dorothy Moran, Linn-Benton CC; Marc Overbeck, OHA

Meeting Notes:

Charge of Health Care Workforce Committee's Workgroup A: create a business plan for tracking the health profession students' administrative requirements set forth in SB 879.

Macro-level questions to keep in mind for a business plan:

- What is the actual business?
 - Keep in mind the values/reasons for creating this in the first place: safety, efficiency, cost savings, regulatory compliance
 - Who is the market? Are there competitors? What is the cost? Is this mandatory?
- Who is doing the work?
- How will it be financed (initial and sustaining)?
- How will it be managed?
- What are the requirements of the system (for each user: student, program, site)?
- How will it be evaluated?
- Does it need to be marketed?

Major items of work:

1. Software:
 - a. System/IT requirements: Data structure, Access, Security, System backup and restore, Platform requirements (internet browsers, etc.), Import/Export capabilities
 - b. User requirements: Ability to generate reports, Ability to add in site-specific requirements (e.g., orientation info for clinical sites), Student identification (use of name or number), Access to health profession student administrative requirements
2. Financing
3. Administration/management
4. Compliance

Discussion:

- Agreement that an off-the-shelf system would be best, but there could be benefits from designing a module specific to Oregon – potential for selling this model to other states?
- Need to ensure that a system would be flexible for adapting to different programs and needs over time. For example:
 - Clinical sites could potentially include their site-specific orientation and onboarding information for completion and tracking
 - Individual programs (e.g., pharmacy students) may have additional requirements for their field that are outside the scope of these rules
 - Allow schools/sites to interact with new system while keeping current systems/contracts (e.g., if using CertifiedBackground now, could the new site interact with CB?)
- Staff will conduct a survey of sites and schools, to better understand:
 - What would be needed from a tracking system like this? (e.g., adding site-specific information, sorting by school or program, etc.)
 - What off-the-shelf programs are currently being used?
 - Cost and expenditure data for current schools/programs/sites
- Staff will scan for additional options that might provide off-the-shelf systems, or be able to build a module for Oregon. Included in that list will be:
 - HR companies (EPIC, Lawson, PeopleSoft, Kronos)
 - Health care staffing networks (e.g., Cross Country staffing, Shiftwise Staffing)
 - Medical Credentialing companies (note: will also work with staff for SB 604 – medical credentialing to avoid overlap or assess opportunities for collaboration)

Discussion Draft -- 2014 OHPB Healthcare Workforce Committee Meeting Plans

General plans:

- The main part of each meeting will be devoted to advancing work on the deliverables outlined in the Committee’s current charter. We have tried to schedule at least two opportunities for substantive discussion of each deliverable: an update and feedback session for work in progress; and a review & discussion of close-to-final drafts, typically followed by an action item for the Committee to approve the work.
- There will be a standing agenda item for status updates on the deliverables not scheduled for focused discussion at a given meeting.
- Each meeting will also have a standing agenda item for “emerging issues” that Committee members see on the horizon.
- Outside presenters / guests will be invited as needed and appropriate. Where possible, we will match outside presenters and other agenda items with the Committee deliverables/projects being discussed at that meeting.

Date	Committee Deliverables for Discussion	Other Potential Items	Potential Outside Presenters/Guests
February 5	<ul style="list-style-type: none"> ▪ Workgroup C--Financial Incentives Program (<i>review and discuss work to date</i>) ▪ Demographic Profile of Population and Health Care Workforce (<i>review and discuss work to date</i>) ▪ Workgroup D—Industry Trends(<i>review and discuss work to date</i>) 	<ul style="list-style-type: none"> ▪ ACA implementation, newly insured, Medicaid expansion, Exchange, etc. ▪ Legislative Session 	<ul style="list-style-type: none"> ▪ Oregon Rural Health Association re: incentive programs
April 2	<ul style="list-style-type: none"> ▪ Workgroup B--Residency Expansion Workgroup (<i>review and discuss work to date</i>) ▪ Demographic Profile of Population and Health Care Workforce (<i>final report to Committee and discussion—action item</i>) 	<ul style="list-style-type: none"> ▪ Oregon Office of Rural Health—Medicaid PCLRP ▪ Jo Isgrigg—Healthcare Workforce Retention analysis 	<ul style="list-style-type: none"> ▪ TBD
June 4	<ul style="list-style-type: none"> ▪ Workgroup B—Residency Expansion Workgroup (<i>final report to Committee and discussion—action item</i>) ▪ Workgroup C--Financial Incentives Program Update (<i>final report to Committee and discussion—action item</i>) ▪ Workgroup A—Centralized Tracking System (<i>review and discuss work to date</i>) 	<ul style="list-style-type: none"> ▪ Primary Care Office updated workplan for retention ▪ NHSC Update 	<ul style="list-style-type: none"> ▪ TBD
August 6	<ul style="list-style-type: none"> ▪ Workgroup D—Industry Trends (<i>final report to Committee and discussion—action item</i>) 	<ul style="list-style-type: none"> ▪ TBD 	<ul style="list-style-type: none"> ▪ TBD

Date	Committee Deliverables for Discussion	Other Potential Items	Potential Outside Presenters/Guests
October 8	<ul style="list-style-type: none"> ▪ Workgroup A—Centralized Tracking System (<i>final report to Committee and discussion—action item</i>) 	<ul style="list-style-type: none"> ▪ Oregon Office of Rural Health—MPCLRP ▪ Upcoming Legislative Session 	<ul style="list-style-type: none"> ▪ TBD
December 2	<ul style="list-style-type: none"> ▪ TBD 	<ul style="list-style-type: none"> ▪ TBD 	<ul style="list-style-type: none"> ▪ TBD

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