

**Oregon Healthcare Workforce Committee  
at the Wilsonville Training Centre  
Meeting Summary  
February 5, 2014, 9:30-12:30**

Committee Members in Attendance

Sharmila Bose (By Phone)	Ann Malosh
Lisa Dodson	David Nardone
Robyn Dreibelbis	David Pollack
Andrew Janssen (By Phone)	Michael Reyes
Teresa Mazarro	Daniel Saucy
Carla McKelvey, (representing the OHPB)	Jennifer Valentine

Committee Members not in Attendance

Agnes Balassa	Mauro Hernandez
Jordana Barclay	Mary Rita Hurley
Lita Colligan	Michael Kirshner
	Donna Larson

OHA and OHWI Staff in Attendance

Lisa Angus	Jo Isgrigg
Margie Fernando	Marc Overbeck

Also in Attendance

Rebekah Gould, OHA Health Analytics	Dana Drum, Oregon Public Health
Suzanne Yusem, OHA Health Analytics	

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1. Lisa Dodson welcomed everyone to the meeting. She especially welcomed Dr. Carla McKelvey, who will be the liaison to the Committee from the Oregon Health Policy Board.
  2. The meeting summary of the December 11, 2013 was accepted with no changes.
  3. OHA Updates
    - **Medicaid Primary Care Loan Repayment**--Marc reported that the first application cycle of the Medicaid Primary Care Provider Loan Repayment Program ended with nearly 50 applications. Of these, 20 were MD/DOs; 10 PAs; 9 NPs; 8 Psychologists; 3 Dentists. Marc noted that about 45 of these applications were from existing providers; the administrative rules for the program state that no more than 20% of the awardees may be currently serving providers.

Lisa Dodson expressed concern that these incentive programs have rules that may leave out a group of students whose qualifications fall in between programs and are unable to receive the benefits of these programs.

- **Medicaid Enrollment numbers for 2014**--Lisa Angus reported that the latest enrollment numbers are:
  - Over 180,000 new Medicaid enrollees covered through the Oregon Health Plan
  - Around 122,000 came in through the Fast-track Program
  - Approximately 58,000 came into Oregon Health Plan through Cover Oregon
  - Around 32,000 have enrolled in private insurance through Cover OregonThis brings the total newly enrolled to approximately 212,000.
  
- **2014 Legislative Session**--Lisa Angus updated the committee on three bills in this session that are noteworthy for this committee:
  - HB 4137 is looking to increase funding for the loan forgiveness program.
  - SB 1566 Oregon Workforce Investment Board (OWIB) has a new bill that will enable them to play a larger role in advising the employment department.
  - SB 1548 adds the words "Physician Assistants" and "Nurse Practitioners" to a myriad of statutes related to physician practice. The intent of the bill is to bring Oregon laws up-to-date with current practices.
  
- **New HCWC Website**--Marc announced that the website for the Healthcare Workforce is live. Thanks were offered to Zarie Haverkate, the OHPR Web Liaison, who revamped the site to make it look better. Marc will send this link to all the committee members to check out the new site: <http://www.oregon.gov/oha/OHPR/HCW/Pages/index.aspx>. Members who saw it commented that the site was well organized.

#### 4. Other updates

- **Community Health Worker Training**--Ann Malosh reported that the Dept. of Community Colleges and Workforce Development (CCWD) Deputy Commissioner convened a meeting of community colleges, employers, and community health workers (CHWs) on January 31, 2014 to discuss how to help employers train incumbent workers. The state has provided approximately \$600,000 in the education budget to help train CHWs.
  
- **Membership of the Healthcare Workforce Committee**--Lisa Dodson announced that Terri Johanson had resigned from the committee. Lisa asked the Committee to consider some issues to standardize and update membership:
  - Should we have a term limit for membership?
  - Are we representing the right balance?
  - Consequences of missing meetings regularly?
  - Plan for dealing with changes in circumstances of members?

*Committee staff will draw up some draft suggestions after receiving comments and will share this at the next meeting.*

5. Discussion: Workgroup C – Financial Incentive Programs Recommendation

*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 prepared a draft white paper on Incentive Programs. Marc prepared a list of all the current State and Federally Funded Primary Care Financial Assistance programs available to clinicians in Oregon. Both were distributed to members.

Concurrent with the work to develop the report to the OHPB, a Legislative workgroup chaired by Jack Dempsey would also like to have the Committee's input on how to assess the effectiveness of all state and federally funded provider incentive programs.

Some of the issues that the Workforce discussed surrounding this report are:

- Some programs are federally funded, some are state funded. Some have existed for a long time and may not be relevant now.
- The impact of tax credits and malpractice subsidies is less visible than direct monetary awards. Surveying recipients of tax credits about the value of that incentive is not possible because tax returns are private and so participants cannot be easily identified.
- Some programs have an immediate effect and the results are clear year by year. Other programs have a workforce impact only after many years of training, so data would only be available to view 7-10 years in the future.
- Recruitment and retention need to be separated. It is easier to recruit than to retain workers once the programs are over.
- State and Federal seed money is available for recruitment but communities must provide resources and motivation for retention.
- Survey of recently hired or relatively new professionals to ask about reasons they are likely to stay or leave might be useful.

Lisa Dodson added that she would like to recommend that Oregon Health Care Workforce Institute be given more funding in order to do the kind of data analysis that is needed on these programs.

*Lisa would appreciate any feedback or suggested metrics that the group can use to complete this report on the effectiveness of these programs.*

## 6. Review of Demographic Profiles of Population and Health Care Workforce

Suzanne Yusem and Rebekah Gould from OHA Health Analytics and Lisa Angus presented on the Oregon Healthcare Workforce Diversity profile. This is the first draft of the work done thus far, and a final working draft will be available at the April 2, 2014 meeting for the Committee to review before submitting to the OHPB at the end of April. The Committee provided comments on the report including additions requested.

- If there is missing data, it is better to not draw any conclusions. In the next report the Appendices will identify missing data.
- In the Diversity Table, Registered Nurses appear twice, under the Oregon Medical Board and also under the Oregon State Board of Nursing. Rebekah will correct this.
- The final draft should differentiate providers versus all health care professionals
- Suzanne confirmed that the data of Spanish speakers did not show their level of proficiency. Their new surveys will start collecting this proficiency data.

## 8. Discussion: Workgroup D – Industry Trends

*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 provided a list of reports relevant to industry trends and employment of the health care workforce. The plan is to start with a review of these articles and other reports published recently, then to assess the remaining information gaps and solicit information from Oregon employers, possibly via forums convened with the help of CCWD. The underlying task is to look at the trend of the existing jobs in healthcare and to gauge where the industry is heading with new jobs and the changes required.

Among the questions that Ann would like to review about potentially emerging jobs are:

- What are the high priority areas?
- Are the new positions people who can practice independently, or do they need supervision?
- Do the jobs require a degree or certification? Is training typically in the education setting or on the job?
- Barriers to employment
- To what degree do particular jobs or roles overlap with one another?
- (How) does the new job or role support health systems transformation?

*Lisa Angus will send out to members a recent article about the concept of “Primary Care Technicians”. Members who would like to assist with the literature review were asked to let Ann Malosh know by Friday, Feb 7, 2014 at the latest.*

## 7. Presentation from Dana Drum, Oregon Public Health Division

Danna Drum from the Performance Management Program of OHA's Public Health Division presented information about Oregon's Public Health Workforce Gaps and Training Needs. This report focused on the anticipated gaps in Public Health workforce and the results of a workforce training needs assessment results for the existing Public Health workforce.

The report emphasized the urgency of workforce training, recruitment and retention in Oregon within the public health system. Danna and others anticipate building a broad public health workforce development plan for Oregon, with multiple stakeholders participating. Danna will share this with the Committee when it is completed. Danna suggested having a member of this effort serve on the Healthcare Workforce Committee would be a good way to tie efforts together.

#### 10. Brief Updates on Other Workgroups

*Workgroup A: 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.*

Lisa Angus reported that there are two areas of work related to the student clinical placement prerequisites:

1. The requirements have been outlined under Oregon Administrative Rules 409-030-0100, effective July 1, 2014. These rules are a universal set of standardized administrative requirements that health profession students will need to meet in order to reduce the administrative burden for all concerned. The administrative rules were already distributed to over 500 interested parties. Lisa also shared three outreach/communication products that will be sent to students, schools, and clinical sites in the coming month.
2. Business plan for a centralized tracking system. An RFI went out to potential vendors in spring of 2013 but only two responses were received. OHPR staff have been proactively contacting additional potential vendors, who could present options to a workgroup. With Terri Johanson's resignation, new Committee leadership is needed for this project.

*Workgroup B: A policy options memo, for increasing the number of family medicine and other primary care medical residencies in Oregon.*

Robyn Dreibelbis reminded members that the memo to OHPB is due July 1, 2014. A retreat with stakeholders is scheduled for February 25, 2014. At this meeting, discussions will begin concerning the expansion of primary care medical residencies in Oregon. There will be a second meeting to include a larger group of individuals involved in this topic.

There are currently many models of resident education. One goal is to gather what is currently available and see what is missing or what we can learn from other states and their

residency training programs. This group will also look at the current federal funding system for residencies and the barriers and/or changes that are a part of that.

*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.*

Lisa Angus and Jo Isgrigg reported on the presentation that they made along with Peter Graven at the Oregon Health Policy Board on February 4, 2014 and the feedback they received from OHPB. The group received positive feedback from the Board and also a request from OHPB to lay out more specific strategies for the 2015-2017 Budget.

*This draft report will be posted on the website.*

#### 11. Public Comment

Michael Latteri, a second year medical student from OHSU, commented that he is trying to get other students also to attend meetings of the Committee, as he finds them useful and informative.

#### 12. Emerging Issues

David Pollack had two issues to share with the group.

1. OHSU School of Medicine Undergraduate Curriculum Transformation  
David is on the committee that is transforming the current curriculum at OHSU. The current curriculum is changing radically to integrate all the basic type of courses into a series of blocks and clusters. He will share more on these changes as they move along.
2. Inter-Professional Training Initiative  
David reported that every first-year student in all the disciplines at OHSU will have four half-days when they will come together to share and learn about each other's disciplines. David would like to invite either Jennifer Boyd or Judity Bowen, both of whom are directly involved with the planning and implementation of the Inter-Professional Training Initiative at OHSU, to come to the next meeting of Workforce meeting to share the changes happening.

Meeting adjourned at 4:00pm.