



Workforce Council Members Present: Janet McDaniel, Amanda Welbourne, Ann Peton, Margaret King, Karen Purcell, Jane Wills, Gary Crum, Susan Alford, Linda Bohanon, Buddy Raleigh, Thomas Gaskins, Stephen Bowman

Janet McDaniel welcomed everyone to the call and thanked people for taking the time to be part of the meeting. All members introduced themselves.

Janet reviewed the agenda as well as the task for the meeting. It is important the Council decide how to spend the grant money given to the Council. She would like to be able to report out at the Rural Health Summit how the money will be spent and the focus of the Workforce Council this year.

I. Review recommendations for workforce in the Virginia State Rural Health Plan (see p. 4)

Janet quickly reviewed the recommendations.

II. Re-Defining “workforce” – what group do we want to look at and prioritize for this year?

Looking at the recommendations, it looked like anyone who worked in primary care would be defined as who we'd want to concentrate on. Jane wondered if we should first look at the budget. It looks like any recruitment in any discipline has been eliminated as well as any loan repayment programs. She thinks it would be helpful if we could lay out what other states are doing for recruitment and see how we compare. Steve says that the loan money is not gone, but is frozen, and will most likely come back. The dental recruitment money is gone.

It was mentioned that it might be interesting to see what states import and export allopathic practitioners. Ann Peton said that this information is known by 3RNet. Some questioned how this information would benefit us. Some believe that this would give us a good idea of what programs are successful and how we can replicate them. The first thing we would need to look at would be to determine how these programs measure success and what matters to the state. Aileen was mentioned as being the person who could best tell us this information.

Ann Peton pointed out that Virginia does have good information on where health professionals live and practice, but unfortunately it isn't historical. Perhaps doing a survey on retention would be helpful. There was some concern as to what other data other workforce committees are collecting. The Department of Health Professions (Beverly Beck) is working on a survey, but no one has seen a copy of it. Ann will ask if retention questions are being asked on the survey and if not, could some be included.

There was some concern as to consistency and communication across all three committees: this Workforce Council, Healthcare Workforce Advisory Committee, and Department of Health Professions Physician Workforce Committee. Mara pointed out that Aileen serves on all three of these committees and can help us with that communication.

A few people were curious as to what the legislators were asking VDH about retention and recruitment. Perhaps Aileen or the Secretary of Health and Human Resources can tell us that. This might help the group better understand the issues out there.

A number of people feel that retention issues are a long time issue and that perhaps it makes better sense to concentrate on a recommendation we can better impact immediately. Perhaps collaborating with the community college system is one to concentrate on. Some thoughts around this were:

- Explore models that have a strong collaboration between community colleges and academic medical centers.
- Look at dual training programs. Ann said she'd send an email to get more information on this.

Thomas Gaskins thought we should explore the first recommendation which was establishing the Workforce Council. He believes that this group is currently an ad hoc group. Given that there are three groups around the state that are exploring issues surround workforce, does it make sense for another group to absorb this one? If it isn't, who should serve on the Council? Maybe a small group of people should discuss this issue and determine who would be nominated for a seat. Although there is some overlap with this group and the Department of Health Professions group, it was not recommended that this group be subsumed under it.

It was stated that over the next year the coordination of these three groups will come together. It should be clear and understood what is going to come from the other groups. Have any other states done a workforce council? What process did they go through so we know what to do? We need to pull representatives from the three groups to talk about it. Years ago, the Statewide AHEC would have statewide meetings and they would discuss it. It was an opportunity to discuss and make connections. Maybe this gathering would provide some suggestions for players and how to structure it. Karen will investigate it for us.

Those who said they would seek additional information should share that with Mara who will send it out to everyone else. Mara will talk to Aileen to get some additional information.

III. Use of grant money - \$5,500 to be spent by August, 31, 2009

Tabled until issues discussed above and information received

Possible uses...

- a. **Needs assessment and data sources**
- b. **Statewide workforce conference**
- c. **Regional workforce meetings**

IV. Plans for State Rural Health Summit

Council members decided to have another phone conference during the first week of March to plan for the Summit report.