

## **2014 - 2015 Report of the Idaho Health Professions Education Council (IHPEC)**

The IHPEC was created by executive order from Governor Otter in February, 2009. The Council began meeting in March, 2009, and produced its first report to the Governor in June, 2010. Makeup of the council is representative of healthcare organizations, Idaho colleges and universities, and the public at large. There are currently eleven members on the council. The charge to this group is to:

- Conduct health workforce analyses;
- Assess Idaho's capacity for training healthcare professionals;
- Advise the Governor and legislators on healthcare workforce issues;
- Develop healthcare workforce objectives for the State of Idaho and provide policy recommendations for achieving the objectives;
- Recommend strategies to address healthcare provider shortages in rural locations;
- Develop strategies to increase public/private partnerships to increase the healthcare providers for Idaho.
- *Collaborate with the State Health Innovation Plan to ensure that SHIP activities align with the Council's workforce development strategies.* (per 2013 Governor's report and Executive Order 2014-02 Establishing the Health Care Coalition)

The Idaho Health Professions Education Council (IHPEC) met twice in 2014 and this report also incorporates the first meeting of the council in 2015. The IHPEC continued its review of information concerning the recruitment, training, and education of the healthcare workforce in Idaho. In doing so, IHPEC arranged meetings and listened to presentations with representatives of educational programs and agencies.

### **July 16, 2014:**

- Actions:
  - Developed slate of potential replacement council members to fill vacancies
  - Clarified role of the council vis a vis the Idaho Health Care Coalition and State Healthcare Innovation Plan.
  - Revised council meeting and annual report timelines.

### **October 31, 2014:**

- Mike Rush, Executive Director, Idaho State Board of Education
  - Reviewed 2009-2010 Medical Education Plan priorities:
    1. Expand medical residencies
    2. Expand medical seats
    3. Improve payment for rural doctors
  - Reviewed FY 2016 medical education budget request
- **Idaho Department of Labor Update** – Ofelia Morales, Business Specialist, IDOL:
  - Update on the Idaho Health Care Industry
    - How Idaho compares to the nation in industry jobs and wages

- Jobs in the Health Care industry represent 16% of all jobs in Idaho
    - General Hospitals and Physician’s Offices are the top 2 employers
  - The average annual wage in the Health Care Industry is 25% higher than the average annual wage for all other sectors
    - In Idaho, these occupations pay 1.2 times more than the median wage
  - The top five occupations employed by the Health Care Industry
    - Industry is projected to grow 36 percent over the next 8 years, 11 percentage points faster than the nation
    - The hottest jobs in Health Care are Pharmacists, Registered Nurses, Physical Therapists, Physician Assistants
  - The projected changes 2012-2022
    - Rapid increase in the number of retirees moving to Idaho
    - Health Care occupations are expected to grow by 32 percent over the next 8 years, 9 percentage points faster than the nation
  - Comparison of Idaho with neighboring states
    - Compared to our neighbors, Idaho has 2nd highest growth rate of Health Care industries and the highest share of total employment
  - Discussion followed on hot jobs in healthcare, Workforce Development Trust Fund (WDTF) grants, competition for clinical, problems/factors with recruitment and retention, tele-pharmacists, shortage areas, and dental hygiene program.
- **State Health Innovative Plan (S.H.I.P.) update** – Denise Chuckovich, Deputy Director Health & Welfare: overview of the state SHIP plan, background and a status update. Deputy Director Chuckovich reported the critical workforce issues are:
  - Adequate primary care providers to provide patient centered care to Idaho population
  - Training and support for primary care providers and staff in PCMH model
  - Recruitment of community health workers and community health EMS workers to support virtual PCMH
  - Role of IHPEC in SHIP Implementation
- **Actions:**
  - Future agenda items:
    - State Board of Education cost analysis of medical education
    - S.H.I.P updates
    - Tele-health
    - Academic collaboration Gritman Medical Center
    - Medical scribe program.

**February 23, 2015:**

**Idaho Department of Labor Update:**

- Ofelia Morales, Business Specialist, Idaho Department of Labor: Ms. Morales reported that resources are available with IDOL that can help with the healthcare workforce shortage in Idaho. Ms. Morales discussed the following programs:

- Workforce Investment Act program assists folks to enroll in healthcare occupations
- Apprenticeships - US IDOL released 100 million dollars in funding to establish new apprenticeships. IDOL will be submitting for a 2.5 million dollar grant if there is enough interest from industry. This program does not require a cash match.
- WDTF Industry Grant is available via IDOL for partnerships among industry and education. This grant requires a 25 percent match from industry. ISU was successful in submitting and receiving a \$500,000.00 grant last year to expand their PA program.
- Discussion followed on possible nursing apprenticeships, healthcare IT, medical lab tech shortages, and individual's qualifications for the IDOL programs and outreach for IDOL training programs.

**Idaho State Board of Education Update:**

- Matt Freeman, Deputy Director and CFO for the State Board of Education: Provided an update of the medical education budget request. Reported on the following issues:
  - Progress toward 40 WWAMI seats a year
  - Family medicine residencies in Coeur d'Alene, Boise and Pocatello
  - Psychiatry residency
  - State universities will stop offering student health insurance
  - Loan repayment legislation

**Idaho Hospital Association**, Deanna McCutcheon, VP of Human Resources: Introduced a health care workforce shortage survey developed by the IHA and IDOL for the council. Results of the survey will be forthcoming in the near future. Other sources for healthcare workforce shortage data that were identified include the Idaho Department of Labor (IDOL), Bureau of Rural Health and Primary Care, Idaho Primary Healthcare Association, Idaho Hospital Association and Idaho Nursing Home Association.

**State Health Innovative Plan (S.H.I.P.) and HealthCare Coalition (HHC) Update** – Denise Chuckovich, Deputy Director Health & Welfare and Dr. Ted Epperly, President/CEO Family Medicine Residency and Chairman, Idaho HealthCare Coalition

- Dr. Epperly explained that Idaho received a \$3million grant to put together a plan that would transform healthcare in Idaho. After two years of planning three goals were essential - better healthcare for the citizens, better healthcare experience for those going through the system and lowering of healthcare costs. Recently Idaho was awarded a \$40 million grant to implement the plan
- The seven goals to be accomplished thru the State Health Innovative Plan (S.H.I.P.) grant.
  1. Develop a robust patient centered medical home
  2. In rural areas provide tele-health, community health workers, and paramedics
  3. Connect with a medical health neighborhood (psychology, pharmacy, dental)
  4. Seven regional collaborative centers located in the public health department
  5. Data connected to the Idaho health data exchange
  6. Payment alignment

#### 7. Lower costs

- Preliminary data from a 2 year PCMH pilot program showed a decrease in hospitalizations, ER visits and inappropriate prescription usage, Medicaid costs decreased per member, and there was a decrease in physician burnout and an increase in physician and patient satisfaction and a return on investment.

**Telehealth Update** – Stacy Carlson, Vice-President of Operation, Idaho Hospital Association and Chair of the Telehealth Council: Reported on implementation of HCR 46 including convening of Telehealth Council to coordinate and develop a comprehensive set of standards, policies, and procedures for the use of telehealth and telemedicine in Idaho.

#### **Actions:**

- Work with the Department of Labor and Rural Health to gather low cost workforce data
- The Idaho Healthcare Coalition will work closely with the Idaho Health Professions Education Council to ensure that the IHC's efforts align with the Council's workforce development strategies and the S.H.I.P. grant implementation.
- Council members will assist in creating awareness of the IDOL resources including the Workforce Investment Act program, Apprenticeship programs and WDTF Industry Grants.
- Investigate critical shortages of nursing and other healthcare faculty
- Future Agenda Items:
  - State Board of Education/cost analysis of medical education – Matt Freeman
  - Loan repayment program - Mary Sheridan
  - Department of Labor – Ofelia Morales
  - Hospital Survey (Dr. Schmitz and Deanne McCutcheon) and Healthcare faculty workforce (Dr. Bruce, Dr. Dunnagan and Joanne Clovis)
  - Health Information Technology education – Dr. Woodhouse, ISU faculty contacts
  - Tele-pharmacy program/Arco – Dr. Woodhouse, ISU faculty contacts
  - S.H.I.P
  - Explore opportunities for medical education academic planning collaboration in Moscow - B.J. Swanson
- Next meeting is scheduled for June 22, 2015

In summary, the function of the Idaho Health Professions Education Council remains critically important for the success of the State Healthcare Innovation Plan, the prioritization of health professions education programs statewide and the well-being of Idaho's health care industry. The Council has been fortunate to add several dynamic new stakeholder members and enjoys the excellent administrative support of IDOL staff.

## 2014-2015 Summary Recommendations of the Idaho Health Professions Education Council

1. **Medical education:** (Each being necessary)
  - a. **Recommendation:** Continue support for funding of existing residency programs in Idaho and their expansion.
  - b. **Recommendation:** Continue support for evaluation of additional expansion of residency programming in Idaho.
  - c. **Recommendation:** Continued increased access to medical schools for Idaho students.
2. **Health Education:**
  - a. **Recommendation:** a facilitating agency or body should be identified to bring together the schools/colleges of nursing in Idaho (ISU, BSU, and LCSC) to explore the feasibility of forming a partnership to apply for a state-wide ID AHEC grant with three regional centers. Single state AHEC awards require affiliation with either a state medical school or a state school of nursing. Currently, Idaho uses its affiliation with UW School of Medicine, through WWAMI, to participate in AHEC funding. Idaho could apply for a much larger, capacity building grant from AHEC if it could demonstrate cooperation between the various schools of nursing within Idaho for the creation of an Idaho AHEC.
3. **Idaho Office of Rural Health & Primary Care**
  - a. **Recommendation:** the Council recognizes the great potential for significant contributions from the ORH&PC, in addressing healthcare workforce needs in Idaho. State government may need to look at increased resources and support for federal funding initiatives in order to expand the scope and impact of this office in Idaho.
4. **Nursing Education**
  - a. **Recommendation:** the Council recommends that Idaho higher education articulation agreements be updated or revised between Idaho nursing education institutions to increase access and pipeline into advanced nursing degrees in Idaho to increase the number of Master and Doctoral prepared faculty members to ensure that schools of nursing are adequately staffed to continue educating nurses.
5. **Public Health**
  - a. **Recommendation:** IHPEC supports the training, recruitment and retention of providers critical to the functioning of public health in Idaho including mid-level providers specifically working with public health districts, registered dental hygienists and registered dietitians.
6. **Social Work**
  - a. **Recommendation:** IHPEC supports the training, recruitment and retention of key social work providers in Idaho including social work faculty as well as a rural social worker's program with an emphasis on mental health.

**Council Members:** David Schmitz, Chair, Steven Bruce, Tim Dunnagan, Tony Fernandez, Deanna McCutcheon, B. J. Swanson, William Woodhouse, Claudeen Buettner, Patrice Burgess, Rod Jacobson, Casey Meza

**Administrative Assistant:** Pat Nelson, Idaho Department of Labor