

OHIP/OSIM HEALTH WORKFORCE WORKGROUP MEETING MINUTES

Health Workforce Workgroup	
DATE	7-22-2015
TIME	10:00-12:00
LOCATION	OSDH, Conference Room #307
FACILITATORS	Project Manager, Health Workforce Workgroup: Jana Castleberry
MEMBER ATTENDEES	<p>Cynthia Scheideman-Miller, Telehealth Alliance of Oklahoma; William Pettit, D.O., OSU Center for Health Sciences; Chad Landgraf, OSU Center for Rural Health; Monty Evans, Oklahoma Employment Security Commission; Jackye Ward, OK Board of Nursing; J.T. Petherwick, Blue Cross and Blue Shield; Lisa Wynn, Oklahoma Foundation for Medical Quality; Debbie Blanke, Oklahoma Regents for Higher Education; Janie Thompson, Physician Manpower Training Commission; Joyce Lopez, OSDH Chronic Disease Service; Miquel Soto, Oklahoma Health Care Authority</p> <p>Via Phone:</p> <p>Christy Baker, ARNP; Seneca Smith, Secretary of Health, Muscogee Creek Nation; Kim Chuculate, CEO, Northeastern Tribal Health; Andy Fosmire, Oklahoma Hospital Association</p>
GUESTS	Jane Garner, James Rose, Mollie Kimpel, Spencer Kusi, Valorie Owens, Alex Miley, Isaac Lutz, Center for Health Innovation and Effectiveness

AGENDA

1. Welcome / Introductions

- Jana Castleberry, OSDH Office of Primary Care

2. Updates

National Governors' Association Health Workforce Policy Academy

- NGA Policy Academy is working on a final draft of the Governor's Health Workforce Action Plan. Revisions will be made to the plan over the next two months and will be submitted to the Governor in October. The plan will include high-level policy initiatives and action steps.
- Components of the plan are already being implemented; Legislation establishing the Health Workforce Subcommittee of the Governor's Council on Workforce and Economic Development was passed in April. Office of Primary Care (OPC) is working to lead the effort to produce issue briefs, research, and reports that will enable the subcommittee to be fully informed of past efforts and planned initiatives.
- Graduate Medical Education (GME) Committee met on May 6th. Outcomes from the session included consensus on a strategy to develop a statewide report that compiles information from all relevant stakeholders and presents a comprehensive picture of GME in Oklahoma. Next steps will include exploring ways in which Medicaid GME funds can be leveraged and identifying additional areas of collaboration. Next meeting will be held on July 24.
- A "Workforce Redesign" strategic planning session will be held September 2, 2015, 9:00-3:30.

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The session will focus on identifying functions and competencies needed for each member of a health care team. Participants will develop recommendations for Oklahoma to meet new demand for emerging health professions.

- Session will include focus on community health workers, care coordinators, health informatics and telemedicine. If interested in participating, please contact Jana and JanaC@health.ok.gov

Health Workforce Data Collection and Analysis

- The Oklahoma Health Workforce Databook is complete and will be posted to the Center for Health Innovation and Effectiveness website:
- http://www.ok.gov/health/Organization/Center_for_Health_Innovation_and_Effectiveness/Data_&_Reports_/index.html
- The OPC is currently conducting a survey of Advanced Practice Registered Nurses. The intent is to identify and map APRNs who are providing primary and preventive care. The survey includes a focus on family health, women's health, and psychiatry. This information will be used to identify the distribution of APRNs and analyze the impact they are making on health professional shortage areas. As of July, 1063 APRNs have responded, which is approximately a 50% response rate.
- A statewide primary care needs assessment will be conducted in the fall. The OPC plans on incorporating information from hospital Community Needs Assessments, county health departments' Community Health Improvement Plans, Maternal and Child Health Assessment, and HIV/AIDs. The OPC will be reaching out to several partners including the State Office of Rural Health and OSU Center for Rural Health Policy.
- Oklahoma Office of Workforce Development published the "Top 100 Critical Occupations" in May. Of those, ten are health occupations. The Office of Workforce Development will work to complete the list of the 20 critical health occupations and will present and discuss them at the next workforce workgroup meeting, August 5.
- OPC is in the process of establishing Memorandums of Agreement with partners that will share health workforce data. The first MOAs will be established with the health professional licensure boards.

3. Oklahoma State Innovation Model (OSIM) Key Project Components

- The OSIM Electronic Health Record (EHR) and Health Information Exchange (HIE) survey has been completed and the report has been received.
- The results included several workforce implications (see slide deck) including the identification of a need for more training so that health providers can utilize the full capability of EHR and HIE to improve population health.
- Only 13% of respondents cited a lack of trained staff as a barrier to implementation and 23% responded that they do not see the need to more fully utilize their systems.
Several OSIM assessments and other deliverables are due over the next few weeks. All workgroup members are invited to provide feedback and comments. The material is posted on the website: <http://osim.health.ok.gov>
- A Population Health Needs Assessment is a critical component of OSIM. Workforce development will be guided by the need to ensure the health workforce is able to positively impact health outcomes and help achieve state health improvement goals.
- The population health needs assessment which will develop key findings and define baseline data which will be used to set achievable objectives.
- Assessment will inventory the current efforts to advance the health of the entire state population and identify populations experiencing the greatest health disparities. The assessment

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will include recommendations on strategies and suggest high priority health improvement areas, disparities and identifiers.

- In general, assessment will point to population health strategies through a preventative approach utilizing primary care.
- The assessment will provide a guideline for increased demand for certain healthcare professionals, i.e. care coordinators, community health workers, coaches for chronic conditions, medication coaches, patient navigators, and interpreters. Also included will be telehealth physicians as well as nurse practitioners and PA's.
- The assessment is currently under review by the Health Efficiency and Effectiveness workgroup and will be posted on the website and available for comment and input within two weeks.

4. OSIM WORKFORCE ASSESSMENT

- The objective of the workforce assessment is a state wide assessment of the health workforce.
- The workforce assessment, even though an OSIM grant and deliverable, will also give us a baseline as we move forward for overall workforce assessments and monitoring.
- We are trying to identify "what is" and "what needs to be" in the assessment.
- We are looking at flexible health workforce because we know in Oklahoma that there are areas of shortage that have different needs and will call upon the workforce in a different way.
- We want to identify medical regions and medical systems, not just by county but by medical micro regions and systems, and develop strategies and interventions that can assist in the transition to a value-based care delivery system.
- The Health Workforce Data Catalogue, Baseline Landscape for Providers and Facilities, and Data Gap Analysis will be posted on the OSIM website.
- Gap Analysis: OSU looking at the healthcare workforce gap on Oklahoma and we talked about the healthcare workforce as to where you begin and where you end. Focused in on the primary care side of it and tried to use the data provided to identify gaps. There are significant limitations in the data.
- Gap Analysis tried to categorize the primary care workforce in different geographic regions rather than by county and rural areas. One aspect was looking at the aging physician workforce. One of the big gaps is in the data itself, i.e. no age information for osteopathic physicians gender information for the osteopathic physicians.
- All deliverables are still in "draft" form because they are a work in progress. The data catalogue will not be a static document and will hopefully as more stakeholders review and comment. (See slide deck for questions regarding deliverables)
- OHA will provide a survey of hospitals that will list the services, included outpatient services, offered at each hospital.
- The OKPCA may be able to provide a similar report on FQHCs.
- Telemedicine Association of Oklahoma will be conducting a survey to help determine the gaps/capacity of telemedicine in the state.
- The population health needs assessment is going to be a key component. There is a lot of interesting research being done in North Carolina that is looking at health workforce models; It goes beyond "We need X number of providers to change the ratio then everything will be good." It actually looks at what the population needs so that you can leverage other technologies like telehealth. Will be a key component at least in terms in interpreting the data and assessments.

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Next Meeting Date/Time/Place:

The next meeting date is August 5, 2015, 10:00-12:00, Oklahoma Hospital Association.