

Health Works Commission

Minutes

Tuesday, December 13, 2022

1:00 p.m.- 3:00 p.m.

Iowa Room, 1st Floor of the Claiborne Building

1201 N 3rd St.

Baton Rouge, LA 70802

CALL TO ORDER

Dr. Demetrius Porche, Chair of the Health Works Commission, thanked everyone for attending the December meeting. Dr. Porche introduced Ecoee Rooney, President of the Louisiana State Nurses Association, and reminded everyone that Act 83 added the Louisiana State Nurses Association to the membership of the Health Works Commission. Dr. Porche then welcomed Dr. Daryl Lofaso, recently voted Chair of the Simulation Council, to the Commission.

ROLL CALL

The roll was called by Ms. Mellynn Baker. A quorum was established.

Members Present	Affiliation
Claire Stevenson	Governor's Office
Christina Constanza	LA State Board of Practical Nurse Examiners
Melissa Nunn	LA Association of Nurse Practitioners
Bronwyn Doyle	Nursing Supply and Demand Council
Sandra Brown	Southern University System
Mellynn Baker	LA Board of Regents
Jawanda Givens	Occupations Forecasting Conference
Jeannine Kahn	University of Louisiana System
Tina Holland	LA Association of Independent Colleges and Universities
Chaquetta Johnson	Department of Health
Karen Lyon	LA State Board of Nursing
Rep. Chris Turner	House Committee on Health and Welfare
Kristi Anderson	Senate Committee on Health and Welfare

Wendi Palermo	LA Community And Technical College System
Demetrius Porche	LSUHSC –New Orleans
Paul Salles	LA Hospital Association
Ecoee Rooney	LA Nurses Association
Members Not Present	Affiliation
Sharon Dunn	LSUHSC-Shreveport
Wes Hataway	LA Nursing Home Association Executive Director
Ragan LeBlanc	LA Academy of Family Physicians
Kellie Taylor-White	LA Workforce Commission
Jeffery Williams	LA State Medical Society
Ad-Hoc Member Present	Affiliation
Daryl Lofaso	Simulation Council**

APPROVAL OF OCTOBER 12, 2022 MINUTES

Dr. Porche asked for a motion to approve the minutes of the October 12, 2022, Health Works Commission meeting. On the motion of Dr. Bronwyn Doyle, seconded by Dr. Sandra Brown, the Commission voted to approve the minutes.

2022 ANNUAL REPORT REVIEW AND RECOMMENDATIONS

Dr. Porche introduced the review of the 2022 Annual Report. The Nursing Supply and Demand Council provided updates to the Commission related to supply of and demand for nurses in Louisiana. In previous years, this report was reviewed by the Commission then submitted to the legislature. This year, staff added a section based on the work of this Commission for its consideration. Dr. Porche asked Ms. Baker to begin the report's overview to be followed by a presentation by Dr. Bronwyn Doyle on the Nursing Supply and Demand Council (NSDC) report.

Ms. Baker noted that the goal for this meeting was to review the report and provide feedback on major sections. She began by explaining what has been changed in the report and how these changes had been incorporated based on past feedback from the Commission. She also noted changes to the format and organization of the report. Other additions to report included a key takeaway section (organized by nursing type), a table of contents and demand data from the Workforce Commission, along with impressions of the

data. Ms. Baker indicated that the Commission would be deciding on the recommendations at this meeting.

Dr. Bronwyn Doyle then provided more details on the report and noted that they wanted to tell more of a story in this version. Ms. Baker added that pages 3-4 present the newest section, which is the overview of some of the activities of the Health Works Commission, noting that a recommendation was to add an appendix. She stated that this report captures information on not only Health Works Commission, but also Nursing Supply and Demand and that updates have been provided throughout the year acknowledging that the Commission has continued with Nursing and Allied Health Capitation, LACANE faculty grant, nurse aid testing, and the RFA.

Diving deeper into the data, the Commission discussed supply and demand related to different nursing categories, recognizing the overarching finding of the importance of increased diversity in faculty and practice providers and the gap in some of these areas. Discussion began around APRNS (advanced practice registered nurses) centered around demand, education, supplies, faculty and the current workforce. Some key findings for APRNs included an increase in admissions for APRN programs in 2021 and a 40% growth in graduation rates. The Commission then talked about openings in different nursing fields within APRNs and noted that a survey will be administered to practice providers in early 2023 to capture demand data. Dr. Palermo inquired about the workforce data use and indicated that clarification would be sought with the LA Workforce Commission on the data specifics. Dr. Palermo stated that it is important to use this data resource as it is standardized, and asked how data are interpreted once collected. Dr. Doyle responded that data impressions are included in each of the nursing categories. The Commission then discussed the increase in faculty positions, which could have resulted from the capitation program and differentiating APRNs. Looking at these data impressions, the Commission expressed concern about the shrinking number of PhD faculty and more DNP faculty. Dr. Brown noted that the DNP is practice-driven and a decline in PhDs might have long-term impacts on research and scientific discovery, as this decline is a national trend. Dr. Lyon emphasized the value of and need for certified midwifery programs.

Dr. Doyle then highlighted RN key takeaways, noting the increase in admissions in RN programs. She stated that one of the metrics targeted by the capitation funding is an increase in applicants to the programs. Dr. Porche said that data should also be broken out in pathways to consider those who are making career changes. Dr. Palermo added that the average age of RNs at LCTCS is 25. Dr. Holland asked if they track those on the RN-to-BSN route with Dr. Doyle responding that this has not been tracked and noted that the Louisiana State Nursing Board (LSBN) does not track this pathway because these students are not adding to the workforce. Dr. Doyle then discussed concerns about declines in graduation rates and suggested the Commission find a way to track the RNs working in Louisiana since if a RN is licensed in another state, they do not have to be licensed in Louisiana. The Commission discussed the decrease in the number of nurses holding a license, which could possibly be because of the compact state law. Dr. Porche noted a 42% decrease in the number of LPN-to-BSN programs and Dr. Doyle indicated that more are going to ASN programs.

Dr. Doyle then transitioned to discuss LPN programs. She said there is a 77.6% rate of qualified applicants compared to 70% a few years ago but a decline in the number of graduates, as many students withdraw or fail to progress. Demand data showed about 1,400 positions open, but Dr. Lyon pointed out that percentages and numbers are different. Following a discussion, Dr. Doyle responded that these data was gathered in the middle of pandemic, which could have had an impact, and added that rates of withdrawal and failure were rooted in multiple reasons, such as admission requirements being set by each program individually. The Commission discussed issues such as childcare, bills, etc., and Dr. Doyle responded about the need for wraparound services. Mr. Salles asked if there were withdrawal numbers for RNs. Dr. Doyle stated that the numbers are not included in the report, but could be added. More discussion on reporting requirements followed. The Commission then discussed clinical policies and the challenges that institutions face, including pass rates. Dr. Holland asked if the first-time pass rate benchmarks create a barrier to workforce development and whether they are unintentionally keeping enrollment down. Dr. Doyle reminded

the Commission about national accreditation bodies' expectation of institutions reporting a minimum 80% pass rate.

The Commission discussed whether a BSN could take the NCLEX-PN along if they had previously tried to take the NCLEX-RN. Mr. Salles asked if there is a point within the bachelor's program that a student could meet the requirements to become an LPN; Dr. Palermo responded that North Carolina has a model like that, but to institute such a policy in Louisiana would require the LPN Board to lessen the clock hour requirements. The Commission discussed withdrawals, reasonings behind withdrawals, and how students are reimbursed. Discussion moved to grant opportunities at institutions to teach life management skills, address potential reasons for students discontinuing their programs.

Dr. Doyle then discussed nurse aide data, indicating that 168 active nurse aid training programs are approved though monitoring these numbers continues to be a challenge. Dr. Doyle then discussed six recommendations developed by the NSDC. The Commission also agreed to include highlights of trends of the broad medical field professions in the next iteration of the report.

On the motion of Dr. Tina Holland, seconded by Dr. Karen Lyon, the Health Works Commission voted to receive the 2022 Nursing Supply and Demand Council report and allow staff to finalize the report before submission to the House and Senate Committees on Health and Welfare.

REGIONAL HEALTHCARE INNOVATION PARTNERSHIP APPLICATION DISCUSSION

Dr. Porche then moved to the update on the Regional Healthcare Innovation Partnership applications. Ms. Baker noted that at the October 2022 meeting, a \$1 million gap was recognized in the H.E.R.O. Fund, which the Commission agreed to use for the Regional Healthcare Innovation Partnership Applications. She noted that the \$3.6 million in the State General Funds will be support the following:

- Nursing and Allied Health Capitation Program - \$3 million
- LACANE Faculty Stipend - \$200,000
- Healthcare OER Resource Pilot - \$200,000

- LCTCS Nurse Aide Testing - \$50,000
- Stimulation and Medical Training and Education Council (Camp Fast Forward) - \$31,900
- Louisiana Interprofessional Consortium Statewide Training - \$14,000

Ms. Baker noted that the H.E.R.O. Fund distribution as approved offered \$1.5 million for the tuition stipend program and the \$1 million for Regional Healthcare Innovation Partnership grants.

She then provided a brief overview of the program noting that the purpose of this program is to promote higher education institutions to work with health care providers to establish regional healthcare partnerships that increase graduates in the region. Ms. Baker then broke down the timeline for the application, noting that partnership is required, and funding is reimbursable. The discussion included the timeframe of the application deadline.

LEGISLATIVE SESSION 2022 UPDATES

Dr. Porche introduced updates related to the legislation passed in the 2022 Regular Session. The Commission discussed House Resolution 155 authored by Representative Turner, which creates a study group to evaluate options and make recommendations for reforming healthcare workforce training and development in the state. Members provided updates and discussed ideas regarding this work.

The Commission then discussed Senate Resolution 129 by Senator Hewitt, which requested the Nursing Supply and Demand Council to study and make recommendations to improve statewide nurse retention in response to the nursing workforce shortage. Dr. Doyle responded that a survey had been distributed and that results would be presented in the January meeting.

COUNCIL AND EVENT UPDATES

Dr. Porche then asked for updates on the various groups related to healthcare graduates and workforce.

Dr. Ecoee Rooney provided an update on the Louisiana Synergy Summit, held on November 10th and 11th focused on seven topic areas. She noted that there were 87 nurse leaders from around the state in

attendance along with 15 DNP students.

Dr. Porche provided updates related to LACANE. He said they will elect new officers in spring 2023. LACANE has launched a survey to member institutions.

Dr. Lofaso provided an update related to the Simulation Medical Training and Education Council, noting that a survey had been launched to see what educational resources could be offered. He also discussed Camp Fast Forward.

Dr. Porche noted that since the Nursing Supply and Demand Council report was already presented, the Commission would skip to the last group to provide updates, the Louisiana Interprofessional Consortium. This update was provided in writing and distributed in the Commission materials. The Consortium is planning for a statewide interprofessional education learning experience to take place on Tuesday, March 28, 2023, 9:30 a.m.-11:00 a.m.

PUBLIC COMMENTS

There were no public comments.

NEXT STEPS & ADJOURNMENT

Dr. Porche stated that in the coming weeks, the Commission will receive information from staff related to 2023 Health Works Commission meetings.

There being no further comments or announcements, Dr. Porche asked for a motion to adjourn the meeting.

On the motion of Dr. Bronwyn Doyle, seconded by Dr. Wendi Palermo, the meeting was adjourned.

ADDITIONAL ATTENDEES & GUESTS

Name	Affiliation
Michelle Dennis	Baton Rouge Community College
Aimee Cloyd	Louisiana Hospital Association
Cynthia Bienemy	