

**Vermont State Workforce Development Board**

Vermont Health Care Workforce Development Strategic Plan Advisory Group - Meeting Minutes

February 23, 2023

10:00 – 11:00 am

**Committee Members in Attendance**: Wendy Trafton, Laura Wreschnig, Patrick Gallivan, Jessa Barnard, Sherry Barnard, Johanna Beliveau, Stephanie Pagliuca, Rebecca Kapsalis, Anne Bilodeau, Jill Olson, Mary Kate Mohlman

**Guests in Attendance**: Abby Rhim, Maureen Hebert, Luca Fernandez, Devon Green, Tara Murphy, Jessica Wood, Mary Anne Sheahan, Jerry Baake, Helen Labun,

Premium Pay Program

Wendy reminded the group that round two of the Premium Pay Program is now accepting applications. The application period closes on February 27th. She encouraged the group to have participants apply so dollars can get out the door.

Act 183 Grant Program Opportunities

Wendy told the group that she is waiting to find out if less restrictive funding options are available in order to lessen administrative complexity and reduce provider burden for the Nurse Preceptor Incentive Grant Program. There is a similar holding pattern for the Nurse Apprenticeship Pipeline Program.

Discussion of Nurse Pipeline Program

Tara Murphy reminded the group that this program was set up from Act 183 in 2022 via $2.5 million available in funding to support healthcare employer nursing and apprenticeship programs. With this finding, folks are trying to determine if spending can be more flexible. Additionally, they are trying to find ways to operationalize the guiding language for spending the allocated money to address the nursing shortage. She then asked the group what sort of elements should be considered within programs to receive funding and what the most appropriate paths might be for apprenticeship programs?

Stephanie Pagliuca suggested that a particular program element could include wrap around services that matched employers and employees to help with retention.

Devon Green advocated that the programs be as flexible and nonprescriptive as possible.

Maureen Hebert shared a successful program at CVMC with CCV, where students were given release time, so they didn’t have to quit their current roles at CVMC. They were able to take courses and given additional hours.

Tara Murphy suggested incentives rather than requirements for participants.

Sherry Barnard highlighted the importance of student support at the college level. This person could connect students with the program.

Tara Murphy then asked if smaller hospitals would be able to take advantage of funding and programs if they received money to help implement and tackle bandwidth problems.

Jill Olson shared that more dialogue needs to occur in order to breakdown operational information and provide information to her members. She stressed that technical assistance is needed.

Stephanie Pagliuca suggested finding a way to “score” prioritizing certain organizations that might need more support.

Tara Murphy asked if any organizations already exist to take on the role of mentor/model to help digest and distribute resources.

Mary Anne Sheahan noted that she is working with VSU, VSAC and CCV to present to various health organizations. She added that potentially some rural resources could be developed as well. She added that there needs to also be sustainable help in the health care industry. She suggested a loan repayment model and the development of clinical educators.

Update on Nurse Preceptor Action Plan

Laura Wreschnig shared that the Nurse Preceptor Action Plan was presented to the legislature in January. She noted that there were many great points raised during the working group. Some of these points include standardization around clinical mandatories and clinical contracts, standards regarding simulation learning, evaluating current clinical preceptor pilot sites and broadening the language around incentive grants to nurse preceptors.

Update on State Oral Health Plan (SOHP)

Laura Wreschnig shares that they hope to have someone present on this plan at the next meeting, however, the Department of Health recently released the document and provides a number of points on expanding the dental workforce.

Question to group on status of certain recommendations in the strategic plan.

Laura Wreschnig welcomed the group providing individual updates, if anyone is aware of any. She will distribute the document after the meeting for individual notes.

Update on website for tracking financial incentives

Laura Wreschnig shared that Luca Fernandez is hoping to expand the Department of Health website that currently lists loan repayment options and other incentives. This work is ongoing.

Luca Fernandez shared that an update will go live on March 28th. This will include all active programs, and other Act 183 programs will be included when they go live.

Additional agenda items from other members.

Jessa Barnard raised the Agency of Human Services proposed $10 million under health care stabilization or backfilling on certain programs.

Wendy Trafton noted that she could not speak on this proposed investment but could send out information.

Devon Green asked for clarification on the Budget Adjustment Act language regarding left over funding from the retainer program.

Wendy Trafton clarified that the funding currently available for the Preceptor and Pipeline Apprenticeship programs would remain available. She noted she could share more information about funding sources at the next meeting.

Meeting adjourned.

Respectfully submitted by Abigail Rhim

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Abigail Rhim, Deputy Director, Vermont State Workforce Development Board