

MINUTES
NEVADA HEALTH CARE SECTOR COUNCIL BOARD MEETING
March 3, 2011

workforce **CONNECTIONS**
Conference Room-Suite 200
7251 W. Lake Mead Blvd.
Las Vegas, NV 89128

Members Present

Phone Conference

Mary-Ann Brown
Lawrence Mathias
Debra Toney

Margaret Covelli
Lynn O'Mara
LeRoy Walker

Members Present

Workforce CONNECTIONS

June Coleman
Randi Hunewill
Steve Lebedoff
Ann Lynch
Janice Muhammad
Hyla Winters
Carolyn Yucha
Steven Knauss for Al Martinez
Charles Perry
Larry Sands
Debra Scott
Deborah Moore-Jaquith

Members Absent

James Arellano
Bobbette Bond
Robin Keith
Maggie Carlton
Maureen Peckman
Maurizio Trevisan
Patricia Wade
Bill Welch

Staff Present

William Anderson
Kim Colagiolia
Veronica Dahir
Ardell Galbreth
Taniesha Gibson
Earl McDowell
Venus Fajota

Holly Balmer
Debra Collins
Cornelius Eason
Doug Geinzer
LaVerne Kelly
Linda Yi
Derrick Berry

Others attending

Trnee Stephenson

*It should be noted that all attendees may not be listed above.

Agenda Item #1

The meeting was called to order by Linda Yi at 09:44am. Roll call was taken. A quorum was present.

Agenda Item #2

Phone participants were reminded that if they place their call on hold their agency may have piped in music that will disrupt the meeting.

Agenda Item #3

The minutes of the January 25th, 2011 Nevada Health Care Sector Council Board meeting were distributed and board members were asked to review them.

Agenda Item #4

The minutes of Dr. Trevisan's January 26th, 2011 ad hoc committee (objective #4) were distributed for review.

Housekeeping Issues:

Several housekeeping issues were discussed. Hard copies of the agenda and packet will be mailed to those Board members who do not attend the meeting in person. By now every member should have received their 3-inch binder. We also need to have an application and bio on file for each of the Board members. Requests to those members whose information we do not have will be sent via internet. We are also requesting that each Board member consider appointing an alternate person to represent them at these meetings if they are unable to attend. A form will be sent out requesting this information.

Agenda Item #5

An information sheet outlining the roles and responsibilities of the chair and co-chair is included in the packet. Earl McDowell addressed this agenda item by explaining that SB239 defines the role of the Sector Councils. He will see that each member receives a copy of SB239 for their records. Currently there are four councils: Healthcare, Green, Manufacturing, and Hospitality. Council membership is composed of experts within that field whose job is to identify where jobs are growing and where we should be training people. The expertise of the Board members is vital to the success of the Council. Mr. McDowell thanked the Board for their participation and reminded them to submit their bios and applications so that they can be forwarded to the Governor.

Dr. Trevisan graciously accepted the nomination as chair of the Nevada Health Care Sector Council. Mr. McDowell will forward the nomination to the Governor's Workforce Board. After confirmation of the position the Board will be able to vote on agenda items.

Agenda Item #6

This item was tabled until the approval of Dr. Trevisan as chair of the Nevada Health Care Sector Council.

Agenda Item #7

Bill Welch requested that Bill Anderson, Chief Economist, provide additional information comparing the 2007 vs. 2010 data with the previously presented 2002 vs. 2010 data reflecting the economic downturn. Mr. Anderson provided an update to his original report with this time frame encompassing the rate of the nation, employment wise, but at the same time stating that the healthcare industry is still very much under-represented in Nevada, relative to nation-wide norms and that we have considerable ground to make up.

The shift share analysis shows job growth slightly higher than we would have anticipated when compared to growth over the entire decade. There were notable declines in healthcare industries with rather minimal increases across the board. The location quotient is a way of quantifying how concentrated a particular industry, cluster, occupation or demographic group is in a region as compared to the nation. This continues to show that health care is underrepresented in our economy as a whole. The Competitive effect shows that Nevada's job growth grew slightly faster than expected but nothing stands out. The bottom line is that the healthcare industry, over time, has grown rather fast in NV but that growth has been sharply cut over the course of the last three years due to the economy. Health care employment still very much remains underrepresented in relation to the national averages and national norms.

Agenda Item #8

Dr. Packham presented his take on the establishment of minimum data sets from the conference that he attended in Washington DC and how it feeds into this project. Establishment of minimum data sets will frame the work we need to do in terms of health care planning and prioritizing. Data collection is currently poorly done in Nevada and therefore planning difficult. Three aspects must be considered when developing a minimum data set. They include the supply side, the demand side, and the education and training pipeline. The initial step for Nevada and for the Board would be to identify occupations for which minimum data sets would be established. Dr. Packham's list included primary care, nursing, mental and behavioral health, oral health information technology and public health. Multiple professions would be included under each of these categories. There are significant benefits for the development of minimum data sets but the key benefit would be data-driven versus anecdotal, fragmented program planning and policy development. Obstacles include the definition of "minimum", legislative changes required, start-up and maintenance costs and the unclear costs and benefits to those who must be at the table.

Questions and comments after the presentation included:

- Occupations to be selected. Dr. Sands would like to include rehabilitative services on the list
- A discussion of the sequencing of where we are and where we want to go and how the decisions of what the dollar costs would be ensued. Bill Anderson stated along with Debra Collins that the seed money for this project would be funds from the implementation grant. Steve Lebendoff suggested that a public-private partnership could be developed to off-set costs and maximizes outcomes.
- Earl McDowell will bring information back to the Board to determine which grants should be applied for in order to facilitate cooperative development within the state and so that multiple organizations are not applying and therefore competing. Dr. Dahir stated that by notifying that the Sponsor projects office at the University collaboration vs. competition could be encouraged.
- Mary-Ann Brown mentioned that in the North specialty health care positions such as respiratory therapy, physical therapy and traveling nurses are being imported. This is expensive for the employer and doesn't give jobs to people in NV. Mary-Ann suggested looking at this small number of occupations and creating solutions to ensure that we don't use out of state resources if at all possible.
- Cornelius Eason asked about health care leadership positions. It was stated that MHA (Master's Healthcare Administration) programs are attracting more health care professionals throughout the state but these positions are rare enough and are not a large workforce. Ann Lynch doesn't feel that there is a an urgent need for leadership training when compared for the

overall need for healthcare professionals in the state but Dr. Yucha pointed out that we are now educating in silos and then expecting the various health care occupations to work together. Dr. Yucha feels that an interdisciplinary leadership program would be valuable. Debra Toney added to this discussion by citing the turn-over rate for chief health care officers, the difficulty in replacing them and that ultimately patient care is affected by these positions.

- A question was raised whether anyone is Lobbying for the Health Care Sector Council showing that at the same time we are discussing cutting and combining health care programs we are attempting to grow healthcare jobs with this grant. Both Ann Lynch and Charles Perry stated that anytime we can discuss the creation of jobs resulting in the improvement of the economy our voices will be listened to and heard. However, there is the danger of treading on thin ice if the lobbying efforts are based on requesting that specific funding for programs not be eliminated. The Committee on Economic Growth and Development is working on cutting out duplication and waste and not elimination of actual health care education positions. Ann Lynch stated that those working in Carson City interested in healthcare are working together to make their case.
- Earl McDowell discussed SB239 and the roles and responsibilities of the Board including the use of the member expertise to guide the state toward a trained workforce in the community. The role of the Board is also critical to the selections of grant opportunities.

Agenda Items #9 & 12

Debra Collins discussed the outcome of the first ad hoc committee for objectives #3 and 6 specific to recruitment, education and retention of a skilled health care workforce and a development strategy to identify barriers and a plan to resolve those barriers. Fortunately many of the requirements for this objective are already in place due to the accomplishments of SNMIC (Southern Nevada Medical Industry Coalition).

- Douglas Geinzer discussed Northern and Southern Nevada accomplishments including Nurse superhero coloring books, Nurse achievement awards, Camp wannabe a nurse, a one-day health care career fair at CSN for high school students and brochures developed by SNMIC specific to nursing and allied health. Doug feels that we have about 90% of the plan already in place for this objective.
- Randi Hunewill discussed the HOSA organization (Health Occupation Students of America). The annual conference is being held at CSN the week of March 25th where some the more than 800 Nevada student members are eligible to compete in 40 health related events.
- Others barriers include advanced practice collaborating physicians, the shortage of CNA's programs in the South, NCEX (National Nursing Exam) passing rates, the number of physician residency positions within the state, and job opportunities for students after graduation.
- Debra Scott discussed barriers to advanced practice and collaborating physicians, (3 to 1 ratio requirement), the lack of CNA programs in the South (10 in North 1 in South), redefining the nursing career (cultural stigmas), and the concern about the NCEX pass rate by nurse graduates at private institutions. The Board of Nursing approves and regulates all nursing programs requiring a 90% or better passing rate. It is felt that diminished admission requirements may play in part in this problem but students are faced with significant student loans if they don't complete the program and pass the NCEX.
- Debra Toney discussed the anger of parents and students facing the above situation and who are approaching National Nursing Organizations and asking for help as they feel they have

nowhere to turn. There also appears to be a disproportionate number of minority students in this situation. Debra Toney confirmed that two students and their attorney will be attending the next nursing board meeting and are filing suit against the school.

- Carolyn Yucha stated that we need to have a site that provides information to students and academic counselors about NCEX passing rates. Debra Scott stated that this information is available on the Board of Nursing website.
- Dr. Sands stated that Touro University has had success in opening new physician residencies at Valley hospital although the process is extremely complex. It was suggested that the Dean of Touro be invited to speak to the Board.

Agenda Item # 10

The ad hoc committee has been focusing on objective #5. However, a member from the K-12 sector is needed. Randi Hunewill will join this committee and represent this group to discuss objective #4.

Agenda Item # 11

Holly Balmer and Dr. Dahir discussed objective #5, task #1 that charges the ad hoc committee with providing an inventory of educational and requirement, training policies and practicum experiences and standards required in the health sciences programs. An on-line web survey has been developed and will be sent to the list of all the licensed private and public institutions requesting that they complete the survey. A draft of the survey and the accompanying letter was available for review and suggestions were made by the Board.

Randi Hunewill, a Health Science/Public Safety Consultant for the Nevada Department of Education, the Office of Career, Technical and Adult Education, presented standards developed as a framework for students interested in pursuing a career in healthcare. Randi stressed that the standards cover academic leadership skills, ethical standards, technical skill and employability standards. Randi stated that students in health care programs have the highest testing scores in the state and made a suggestion that sometime in the future the Board hold their meeting at the Career and Technical Academy in Las Vegas and tour the facility and meet with the students over lunch. Randi also discussed HOSA (Health Occupation Students of America) and the large number of student involved in the organization statewide including a very diverse population. Randi stated that federal funding requires that new programs address diversity and the nontraditional student. The DOE is also involved in training counselors on how to counsel students what classes to take if they are interested in health sciences. Barriers include that not all health science degrees are available at our institutions. Licensing issues include that less than 25% of those students graduating from the CNA programs are taking the licensing exam because they cannot afford the fee and funding prohibits individual benefit. Debra Collins encouraged Randi to speak with her after the meeting as Workforce Connections may be able to provide assistance to those students unable to pay licensure fee. Randi encouraged the group not to forget the rural kids who are very vital to Nevada and pointed out a group of kids in Battle Mountain taking their CNA classes in a trailer.

Agenda Item #13

There was no discussion regarding the programmatic evaluation and reporting activities.

Agenda Item #14

Larry Mathias made a suggestion and led a discussion on the use of the Millennium scholarship to foster interest in healthcare occupations. Mr. Mathias stated this is an on-going source of revenue (Tobacco funds) and suggested that the Council make a recommendation to the Governor to

prioritize funds for students going into the health sciences as an incentive. Mr. Mathias stated that there are so few resources in this area that using the funds in this manner is reasonable to put on the table. The suggestion was well received by the Council. A suggestion was made by Lynn O'Mara to leverage the scholarship with the private sector match with perhaps students committing to employment following graduation/licensure. Larry felt that this could be the continuing work of the Nevada Health Care Sector Council. Carolyn Yucha agreed that enhancement of the scholarship of program when accepted into upper division classes as well as performance enhancement would be well received by students at UNLV who will face differential tuition rates that double beginning their junior and senior year. Larry stated the restructuring of the Millennium scholarship was worth meeting with the Governor and those people responsible for the Millennium scholarship. Douglas Geinzer stated that his agency could pick those students up after graduation, guaranteeing employment as well as working with the younger student who has already expressed an interest in a healthcare occupation. Larry ended by stating that this could be the beginning of an excellent scholarship mechanism, similar to North Carolina, by using existing funding to create a more enhanced program.

Agenda Item #15

A demonstration of the *workforce CONNECTIONS* web site specific to Health Care was demonstrated by Mike Hopper, Director of IT to the Board. In addition, to information about the survey, the agenda and minutes of this Board meeting will be available on line.

Agenda Item #16

The short time frame to complete the objectives of the HRSA grant was reiterated to the group. The expectation is that the RFP for the implementation grant will be released in late spring or early summer. In order to apply for the implementation grant the objectives for the planning grant must have been achieved.

Agenda Item #17

The next meeting of the Nevada Health Care Sector Council will be held on Thursday, April 7, 2011 from 09:30 -12:30pm at Workforce Connections.

Agenda Item #18

There was no public comment.

Agenda #19

The meeting was adjourned at 12:57pm.