Healthy Arizona Workforce Coalition (HAWC) | MINUTES

February 23, 2023

CALL TO ORDER: 4:00 PM
TYPE OF MEETING: In Person and Via Zoom

ATTENDEES:
Chair, Sara Salek, MD (AHCCCS) | Jennifer Hartmark-Hill, MD (ArMA)
Jim Dearing, DO (AzAFP) | Bill Thompson, MD (ArMA)
Dan Derksen, MD (Center for Rural Health) | Heidi Sanborn, DNP, RN, CNE (AZNA)
Grace Appelbe (AZ Chamber of Commerce) | Josephine Zammuto (AOMA)
Laura Mercer, MD (ACOG) | Mark Carroll, MD (AZBCBS)
Antonio Hernandez (ADHS) | Dr. Vanna Campion (Terros Health)
Lisa Villarroel, MD (ADHS) | Suzanne Pfister (Vitalyst)
Vicki Buchda, MS, RN, NEA-BC (AZHHA) | Keith Frey, MD (Wellbeing Collaborative)
Debbie Johnston (AZHHA)

STAFF:
Ms. Libby McDannell, ArMA CEO
Hayley Chicoine, HAWC Project Manager

Welcome & Background | Presenter: Dr. Salek

Discussion:
- Dr. Salek called the meeting to order and thanked everyone for agreeing to participate in the Coalition.
- Introductions were made.
- Mr. Hernandez and Ms. McDannell shared background on the concept for the initiative. Stated goals included 1) A robust review of other states and challenges / successes in the area of healthcare workforce; 2) An inventory of all current healthcare workforce initiatives in AZ; and 3) Development / vetting of short, mid, and long-term strategies to address the current shortages in our state.

Current AZ Workforce Initiatives

Discussion:
- Time was spent providing an overview of current initiatives aimed at addressing workforce shortages.
  - AZHHA is hosting a Workforce Summit on March 31 that will inventory current workforce initiatives. Participants asked how the Coalition could help support this event.
  - Rulemaking was completed in November 2022 on the database information to be collected by health professional regulatory boards. It was noted that clinical data is needed and there may be a need for more contemporary data entry fields.
  - The Center for Rural Health has a workforce database.
  - There was a recent analysis of primary care physician shortages and GME slots. It showed AZ will be 1000 resident FTEs short based on our anticipated population needs.
  - The Arizona Health Improvement Project (AZHIP) has two domains focused on workforce issues.
  - The AZ Board of Regents issued a healthcare gap analysis report in 2022.
  - 5 different nursing institutions are offering an accelerated nursing program. It is hoped this will facilitate a significant number of new nurses into the workforce.
There is annual reporting from hospitals on vacancy data, however it is a year old.

There is $500,000 annually for clinical preceptor programs, beginning this year.

There is a Wellbeing Collaborative that is currently focused on peer-to-peer support models, workforce development, and legislative awareness / evidence-based resources.

- As the various initiatives were being summarized, the following points were made:
  - We need to leverage our university partners to complete a thorough data analysis. Dr. Marisa Domino was suggested as an addition to the Coalition.
  - It will be important to work with the licensing boards to get access to the data they are collecting.
  - We should also look at data from IHS and the VA.
  - Potential strategies to address the workforce shortage need to look comprehensively at the problem. Pathways for clinicians who don’t have the appropriate training are not going to result in quality patient care.
  - The work being done on wellbeing will be integral to this effort.
  - It will be important to produce an inventory of all AZ programs / initiatives addressing any aspect of the healthcare workforce.

**Measurements of Success**

**Discussion:**

- Coalition members were asked for input on how we define success with this initiative. The following points were offered:
  - Better, more timely data collection from the licensing boards
  - Increase the number of GME spots to address our population health needs
  - Support for our preceptors
  - Closing the gap based on our best projections of the population and the ideal mix of the healthcare workforce
  - Comprehensive assessment of current workforce shortages with data
  - Address discrepancies between rural and urban healthcare
  - Sustainability with a focus on wellness
  - Translating the work on trauma informed resiliency from high school to healthcare workforce

- The goal is to narrow the list and present it back to the group for approval at the next meeting.

**Next Steps**

**Discussion:**

- There was an agreement that the workforce would meet monthly for an hour each time. The next meeting will take place in March.
- There was also agreement that the Coalition should not get too large. 2 additional members will be invited to join – Dr. Marisa Domino (ASU CHIR) and Candy Espino (Council of Human Service Providers)

With no further business to discuss, Dr. Salek adjournd the meeting at 5:30 pm.