May 24th, 2023

CALL TO ORDER: 5:04 PM
TYPE OF MEETING: Via Zoom

ATTENDEES:
- Chair, Sara Salek, M.D. (AHCCCS)
- Christina Corieri (ArMA Consultant)
- Jim Dearing, D.O. (Arizona Academy of Family Physicians)
- Dan Derksen, M.D. (Arizona Center for Rural Health)
- Antonio Hernandez (ADHS)
- Vicki Buchda, MS, RN, NEA-BC (AZHHA)
- Heidi Sanborn, DNP, RN, CNE (AZNA)
- Brittney Kaufmann (HSAAZ)
- Miriam Anand, M.D. (ArMA)
- Karen Tepper Ph.D. (Terros Health)
- Marisa Domino, Ph.D. (ASU)
- David Carey (AZSILC)

STAFF:
Hayley Chicoine, HAWC Project Manager

Welcome & Introductions | Presenter: Dr. Salek
Discussion:
- Dr. Salek called the meeting to order and thanked everyone for attending.
- Introductions were made.

Approval of 3.21.23 Meeting Minutes | Presenter: Dr. Salek
Discussion:
- Minutes reviewed and approved without objection.

Update on the Implementation of a Minimum Data Set | Presenter: Hayley Chicoine
- The minimum data set rule was finished in December 2022 and ADHS was set to serve as the gathering point for the data from the licensing boards. This data will help in getting a better sense of clinical full-time equivalents in Arizona. Currently the number is overestimated, affecting grant monies and scholarships.

Discussion:
- Hayley Chicoine and Libby McDannell met with the Arizona Medical Board earlier this month.
- Currently no boards have taken meaningful steps to implement the data collection set out in the minimum data set. The boards have requested guidance from ADHS and are set to meet with them at the end of May.
- Currently no data has been collected that HAWC can use for our efforts, but we plan to stay involved in the implementation of this data set.
• Dr. Salek asked if there was anything HAWC can do to assist in the implementation efforts going forward. Hayley Chicoine will be attending the boards/ADHS meeting at the end of May and will relay HAWC’s interest in helping with the implementation.
• An advisory committee is to be set for the minimum data set implementation. There are specifics on the types of members to be included in this committee and HAWC hopes to be included in the advisory committee.

Review of the HAWC Measures of Success & Framework | Presenter: Hayley Chicoine

Discussion:
• The HAWC action plan goals were reviewed. These goals include:
  o Establishing a coalition of stakeholders to develop and vet workforce strategies.
  o Research successful workforce strategies employed by other states.
  o Define tangible short-term, mid-term, and long-term strategies that address workforce needs.
  o Ensure a focus on diversity, health equity, and inclusion for hiring and training a diverse workforce across all levels of the healthcare team.

Current Arizona Healthcare Workforce Initiatives & Shortages | Presenter: Hayley Chicoine

Discussion:
• Hayley Chicoine presented a broad overview of the current workforce initiatives ongoing in Arizona. A document with more detail will be shared with the group as background materials. These ongoing initiatives include:
  o The Arizona Nurse Education Investment Pilot Program
  o The Nurse Clinical Rotation & Licensed Nurse Training Program
  o The Statewide RN Transition to Practice Program.
  o The State of Arizona Grant Program for Preceptors of Healthcare Graduate Students.
  o Grants for Accelerated Nursing Degrees.
  o Behavioral Health Providers Loan Repayment Program.
  o Developing an Arizona Healthcare Workforce Minimum Data Set.
  o Graduate Medical Education Residency Programs.
  o Expansion of Behavioral Health Workforce Training.
  o Increasing practice Readiness of New Nurse Graduates.
  o Arizona State Loan Repayment Program.
  o Dignity Health Graduate Medical Education Program.
  o Arizona Center for Rural Health Arizona Health Workforce Profile.
• Hayley Chicoine noted that she has been working closely with the Preceptor Grant Program and the organizations plan to put out the applications by the end of May.
• Christina Corieri added that the Accelerated Nursing Program dollars have been distributed to the universities and each university has opened up their scholarship applications over the last couple weeks.
• Hayley Chicoine also gave a brief overview on the biggest shortages in Arizona. Including a focus on nursing, physicians, and the area shortages in the state.

Recap of the Arizona Healthcare Workforce Summit | Presenter: Vicki Buchda

Discussion:
• Vicki provided the group with a recap of the Arizona Healthcare Workforce Summit that occurred on March 31, 2023.
AZHHA, Banner Health and the Center for the Future of Arizona came together to plan the summit.

There were over 120 attendees from across the state.

Workforce project panels presented on their ongoing efforts for the healthcare workforce in Arizona.

The purposes of this summit were:
- To bring together professionals from all over to learn what is currently ongoing on the healthcare workforce front.
- Discuss ways that collaboration can be done and develop connections.
- Discuss the establishment of compendium of Arizona healthcare workforce efforts for everyone to have access to.

Plans are in the early stages for another summit next year.

Healthy Arizona Workforce Coalition Workgroups | Presenter: Hayley Chicoine

Discussion:
- In an effort to develop solutions for the healthcare workforce shortages, workgroups have been created to consider strategies in four areas that have the potential to have the largest impact. These areas are:
  - Education & Training
  - Workplace Culture
  - Reimbursement and Monetary Incentives
  - Recruitment and Retention
- Each group will be tasked with creating three to five strategies within their area of focus to address the workforce shortage. It is anticipated that each strategy will include specific elements that make it a fully vetted and viable solution.
- Workgroup assignments have been created based on each member expertise and to include a wide range of knowledge in each group. If a member feels they would fit better in a different workgroup, they were asked to let Hayley know.
- Each workgroup will receive a folder of information to assist them in creating these solutions. These folders include:
  - A workgroup guide to help guide members through the elements of creating a solution.
  - The current Arizona healthcare workforce initiatives.
  - Other healthcare workforce initiatives happening across the country.
  - The biggest shortages in Arizona.
  - A comprehensive list of healthcare workforce solutions that can be adapted in Arizona.
  - All research materials related to the workgroup topic.
- Members are encouraged to invite others outside of the coalition to participate in their workgroup in order to get a broad range of knowledge and input. A list will be sent out of all interested parties that have reached out concerning HAWC.
- Hayley can help schedule these workgroup meetings and hopes to attend each meeting to assist members.
- Vicki Buchda asked what the focus will be for each workgroup concerning the profession they want to focus on. It is up to each workgroup to determine their scope of focus, as each scope can vary depending on the workgroup focus.
Next Steps & Other Business

- The 49th Annual Rural Health Conference will be June 6th and 7th at the High-Country Conference Center on the NAU campus. There are currently 290 registrants and nearing capacity if you wish to sign up. Information can be found at https://crh.arizona.edu/events/49th-annual-arizona-rural-health-conference.
- Applications for the Workforce Innovation and Opportunity Act Grant are now being accepted. Approximately $4,000,000 will be awarded to programs throughout Arizona to implement innovative workforce development pilot programs for communities with higher unemployment and poverty rates. The grant with a maximum annual award of $500,000 per grantee is renewable for a combined term of three years. The grant application will close at 5:00 PM on July 7, 2023. Apply here https://gn.ecivis.com/GO/gn_redir/T/ivbl3zx13ryr.

The next meeting was noted as June 20th.

With no further business to discuss, Dr. Salek adjourned the meeting at 6 pm.