Welcome & Workforce Update | Presenter: Libby McDannell

Discussion:
- Libby McDannell called the meeting to order and thanked everyone for participating in the Coalition.
- 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.
- Ms. McDannell stated the progress the coalition has made so far via the four focus workgroups.

Workgroup Reports

Discussion:
- Time was spent providing an overview of each workgroups focus and strategies to address the current healthcare workforce shortages.
  - The education and training workgroup discussed a proposal for funding via a insurance premium tax fund, expansion of GME and GNE spots and continued support for preceptors.
    - It was requested by members that this workgroup also look at the issues faced in educating health professionals.
  - The workplace culture workgroup discussed their proposal of conducting a workplace culture survey to receive insight into today's issues, wellness and wellbeing programs within organizations and promoting health professional to patient ratios to decrease burnout.
  - The reimbursement and monetary incentives workgroup presented on their discussion surrounding the expansion of tax credits for health professionals, supporting preceptors, incentives for retention and additional primary care GME spots.
    - The coalition requested this workgroup also focus on the high turnover rate seen within healthcare.
The recruitment and retention workgroup presented on creating an interdisciplinary team at a state level to drive workforce efforts forward and the expedited licensing of APRNs.

- The group mentioned that the licensing process seems to be slow for other professions too, so it would be beneficial to combine efforts to expedite licensing across the board.

- As the workgroups summarized their efforts the following points were made:
  - Potential strategies to address the workforce shortage need to look comprehensively at the problem.
  - The work being done on wellbeing will be integral to this effort.
  - Addressing burnout within the nursing professional also needs to be discussed. Having employees feel secure in their position and responsibilities is key before adding more work.

### Next Steps

**Discussion:**

- There was an agreement that the workgroups would meet between now and the September HAWC meeting to finalize their strategies.
- The groups will be asked to present their final strategies in September for the whole coalition to determine which they will collectively work on.

With no further business to discuss, Libby McDannell adjourned the meeting at 6:00 PM.