



Oklahoma State Department of Health
Creating a State of Health

Center for Health Innovation and Effectiveness

Meeting Minutes

Health Workforce Subcommittee – September Meeting

Meeting Summary

Location:	Oklahoma Hospital Association, 4000 N Lincoln Blvd, Oklahoma City, OK 73105		
Conference Call:	Dial-in: (405) 271-2466 Passcode: 992 564 230		
Subject:	Health Workforce Subcommittee – September Meeting		
Date:	9/19/2017	Time:	1:30-3:30PM

Meeting Participants

Co Chairs: Shelly Dunham (Critical Access Hospitals) David Keith (via phone) (Rural Hospital Systems)	Meeting Scribe: Spencer Kusi, OSDH
Members Present: Randy Curry, D.Ph (Pharmacy) Julie Cox-Kain (Public Health/Health and Human Services) Randy Grellner, DO (Physician) Tandie Hastings (Long Term Care) Teresa Huggins (Community Health Centers) Daniel Joyce, DO (Physician Residency Programs) William Pettit, DO (Education) Deana Tharp (Mental Health) Shelly Wells (Nursing) David Wharton (Tribal Health Systems) Dr. John Zubialde (Education)	Guest Speakers: Mike Widell, Oklahoma Works Jon Chiappe, Department of Commerce Sandi Wright, Oklahoma Works (via phone) OSDH Staff Present: Jana Castleberry Jennifer Kellbach Jami Vrbenec Other Attendees: Carter Kimble, Oklahoma State University A&M Board of Regents Kyle Foster, Oklahoma State Regents for Higher Education
Members Absent: Katie Altshuler (Office of the Governor) Tim Davis (Telehealth) Jason Eliot (Urban Hospital Systems) Ted Haynes (Insurance/Payer) Jeremy Colby (Private Business/Industry)	



Agenda		
Topic		Time Allocated
➤ Welcome and Introductions	Shelly Dunham	1:30-1:35
➤ GME/Physician Supply	Dr. John Zubialde	1:35-1:50
➤ Community Health Worker Certification – Update & Proposed Legislation	Jennifer Kellbach Shelly Wells	1:50-2:05
➤ Oklahoma Works: Critical Occupations	Mike Widell	2:05-2:20
➤ Oklahoma Works: Critical Occupations List Methodology	Jon Chiappe	2:20-2:50
➤ Critical Healthcare Occupations Report	Jami Vrbenec	2:50-3:00
➤ Nursing Profession – Establishment of aWorkgroup	Shelly Wells	3:00-3:15
➤ Group Announcements	Group	3:15-3:25
➤ Wrap up and Next Steps	Shelly Dunham	3:25-3:30

Meeting Notes:

➤ ***GME and Physician Supply***

- *Dr. Zubialde reviewed the GME workgroup’s brief, titled “Physician Supply Key to Oklahoma’s Health and Wealth.*
- *The members of the committee approved the submission of the brief to the overall Governor’s Council for Workforce and Economic Development at the next committee meeting in October.*

➤ ***Community Health Worker Certification – Update & Proposed Legislation***

- *The presentation reviewed how CHWs have been identified as an emerging occupation for the state. OSDH received technical assistance from ASTHO and participants in the effort gained information from other states and experts on the implementation of CHW certification and training processes.*
- *Following the ASTHO opportunity, a CHW taskforce was convened. On behalf of the taskforce, Shelly Wells described the group’s efforts to advance the CHW profession in the state. Over the course of three taskforce meetings, members came to the conclusion that a method of CHW certification could have a positive impact, but should be voluntary and certify the curricula designed by educational programs.*
- *The goal of a certified CHW curriculum would be to establish statewide standards and to give more clarity to the competencies of CHWs. Employers could then choose to send their prospective CHWs to certified programs, and be sure the training follows a certified model. The new certification process would not prevent any current CHW training programs from continuing any training they are conducting, as the certification would be voluntary.*
- *Subcommittee members approved the motion to propose legislation defining CHWs, setting forth core competencies, and directing the OSDH to develop a process to certify CHW curriculum; Language was provided to members for review and discussion; language will be emailed to members and comments will be submitted via email to Co-chairs.*

➤ **Oklahoma Works: Critical Occupations**

- *Mike Widell, Deputy Secretary of Workforce discussed the origin of Oklahoma Works, initiated by Gov. Fallin to bring all of the state's workforce resources together to benefit businesses and job seekers. A brief explanation of the Workforce Investment and Opportunity Act highlighted potential resources to help serve workforce needs of businesses. (Presentation attached.)*
- *Data from the 2017 Critical Occupations Update was released in August. The purpose of the list is to inform statewide decisions on the occupations needed to drive wealth creation.*
- *For the state as a whole, industries such as aerospace and energy were a driver of economic activity; healthcare is a complementary industry allowing driver industries to thrive.*
- *The list consists of 100 occupations and 20 have been specifically identified within the healthcare industry, based on federal Standard Occupational Classifications (SOC codes). The update was re-designed in a manner that could be replicable in future years. The Critical Occupations list identifies SOC Codes which are crucial to growth of "driver" industries in the state.*
- *Various issues with data collection are known to exist; Oklahoma Works encourages careful examination of the data and will accept comments and recommendation for improvements. Members of the committee familiar with hiring practices for physicians noted some possible differences in how Oklahoma Works tracks new positions (job postings) versus the healthcare industry (recruiter contacts)*
- *Subject matter experts in the Subcommittee will have the ability to continue to inform the overall Governor's Council in upcoming meetings regarding limitations of the data.*

➤ **Oklahoma Works: Critical Occupations List Methodology**

- *Jon Chiappe outlined methods used by the Bureau of Labor Statistics and EMSI, which are the source of data for the Critical Occupations report.*
- *Labor analysts with Commerce and Oklahoma Works reviewed staffing patterns in Oklahoma industries, compared to the national picture. The relative proportion of positions across various Key Economic Network regions was identified in the data.*
- *Aligned with the economic development strategy associated with Oklahoma Works, occupations with wages under \$12 per hour were not included in the Critical Occupations list.*
- *Oklahoma Works released their list of the 100 Oklahoma Critical Occupations across all industries in August 2017. The list identifies SOC Codes which are crucial to growth of "driver" industries in the state. The subcommittee reviewed the 20 occupations from the Top 100 list which are specific to the healthcare industry. All occupations on the list are identified based on Standard Occupational Classifications (SOC codes).*
- *A previous list of 28 occupations was released in 2016. In contrast to the 2017 list, the previous list was not derived from a broader list from all occupational categories. The older list selected the "critical" occupations from a set of exclusively healthcare industry occupations. The update was re-*

designed in a manner that could be replicable in future years and is more consistent with Oklahoma Works priority to identify potential occupations for growth in all “driver” industries.

- *Meeting attendees noted that Mental Health Professionals and several physician specialties were not on the 2017 list, and discussed potential reasons. Due to the large scope of the total healthcare industry, mental health professionals may not represent a high proportion of the total employees, despite delivering highly important services.*
- *Attendees discussed how alternative methods to capture the sub-specialties related to physicians and areas of critical shortage of physicians are a priority, as highlighted in the Physician Supply brief.*

➤ **Critical Healthcare Occupations Report**

- *The 20 Critical Occupations discussed above will be detailed in a Critical Healthcare Occupations report, being prepared for release in December 2017. The report will detail supply and demand information for the 20 occupations and report on the methodology used for included occupations.*
- *For 2018, workgroups will be convened to research and develop recommendations for strategies to close any identified supply gaps. The report will explain methodology and limitations and will include an addendum of competencies for licensed professionals.*
- *Additionally, a goal of the subcommittee will be to convene workgroups to conduct deeper data analysis to address occupations that are not on the 2017 list that would be important to a transformed health system.*

➤ **Nursing Profession – Establishment of Workgroup**

- *The Nursing workgroup of the subcommittee aims to provide a report to inform an overview of the nursing profession. The report is planned to include description of the types of education, competencies and roles within the nursing profession. Volunteers willing to contribute their expertise to the group are welcome.*

➤ **Announcements**

- *OSU Center for Health Sciences has received an Area Health Education Center grant for the federal Health Resources and Services Administration. The 5-year planning grant will seek to develop health workforce centers in regions of the state. The work involved in planning will for each center to develop interdisciplinary training curriculum and capacity to advance team-based care in underserved areas.*
- *The federal 2020 Census is currently being planned. State implementation will be led by the Department of Commerce. To ensure accuracy of information, the Local Update of Census Addresses is an opportunity for community stakeholders to review and communicate any issues with addresses which will be used to survey the population. Communities experiencing rapid growth (college towns, highly mobile populations) are encouraged to review their addresses.*

Link: <http://okcommerce.gov/data/demographics/luca>



Decisions Made			
Item #	Description	Made By	Follow-up Date
1.	Subcommittee supports GME/Physician Workforce Recommendations and submission to Governor's Council	Health Workforce Subcommittee	10/1/2017 Send to Gov. Council
2.	Subcommittee supports definition and core competencies for Community Health Worker; Approved motion to propose legislation containing definitions and competencies and directing OSDH to develop process to certify CHW curriculum. (Language to be emailed to members for review and comments.)	Health Workforce Subcommittee	10/1/2017 Send to Gov. Council
4.	Approve statement regarding healthcare occupations on state's 2017 critical occupations list.	Health Workforce Subcommittee	12/12/2017 inclusion with healthcare critical occupations report and recommendations
5.	Establish Nursing Profession Workgroup; subcommittee members can make recommendations for additional membership to supplement the current workgroup.	Shelly Wells Health Workforce Subcommittee	9/26/2017 First Nursing Profession Workgroup Meeting

Action Items			
Item #	Description	Assigned to	Follow-up Date
1.	Send copy of Community Health Workers legislation when finalized, to Subcommittee for review	OSDH Community Health Workers Taskforce	09/27/2017
2.	Schedule workgroups for Physician Supply, Nursing Workforce, and Critical Occupations	OSDH Nursing Workgroup	09/27/2017



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Next Meeting

Subject:

Health Workforce Subcommittee Meeting
December 12th 1:30-3:30PM
Oklahoma State Regents for Higher Education
655 Research Parkway, Suite 200
Oklahoma City, OK 73104 [Directions are located here](#)

Governor's Council for Workforce and Economic Development
October 27th, 9-11AM
Oklahoma State University-Oklahoma City
900 N Portland Ave
Oklahoma City, OK 73107