Education, Pipeline, and Training Task Force

May 25th, 2016
WELCOME
REVIEW & APPROVE MEETING MINUTES
REPORT UPDATE ON PREVIOUSLY DISCUSSED TOPICS
Middle Skills Workforce

• Definition:
  “Middle-skills jobs—those that require more education and training than a high school diploma but less than a four-year college degree.”¹
  - Harvard Business Journal

• Role:
  • Supporting comprehensive and coordinated healthcare delivery and public health services

• Priority: Workforce development (1 million jobs), support population health, and improve access to high quality, efficient healthcare

Middle Skills: Priorities from Last Meeting

• Value Matrix
  • Identifying data to support the “return on investment” for occupations from multiple/systems perspective
    • Demand
    • Training (length and cost)
    • Income

• Pathways
  • Identifying existing occupational pathways resources
Middle Skills: Value Matrix

• **Demand Data Sources**
  • Federal projections
    • Limitation: do not take into account:
      • Emerging models for delivery
      • State environment: scope of practice, reimbursement, etc.
  • Employer perspective:
    • Limitation: No current employer surveys to report
    • Turnover rates for Long Term Care Nursing Facilities identified
Middle Skills: Value Matrix

• Market Entry Requirements/Resources Data Sources
  • Training Programs:
    • Career Technical Education
      • Department of Workforce Development
    • Higher Education
      • Commission for Higher Education
  • Licensure and Certification
    • Professional Licensing Agency
Middle Skills: Career Pathways

• Please find career pathways document from Indiana Center for Nursing within your folder.
Transitioning Military Experience to College Credentials

MULTISTATE COLLABORATIVE ON MILITARY CREDIT
Multi-state Collaborative on Military Credit (MCMC)

- Project overview provided by:
  - Dr. Ken Sauer, Senior Associate Commissioner and Chief Academic Officer, Indiana Commission for Higher Education
CASE STUDY: LONG TERM CARE AND THE WORKFORCE CRISIS
Case Study: Long Term Care

Level-setting: the demand for long term care services is expected to increase

• Aging population
• Increased chronic disease

Defining long term care:

A continuum of medical and social services designed to support the needs of people living with chronic health problems that affect their ability to perform everyday activities.¹

Case Study: Long Term Care Workforce Crisis

• The workforce crisis: high turnover rates
  • Certified Nursing Assistant (CNA): 91.6%
  • Licensed Practical Nurse (LPN)/Registered Nurse (RN): 59.2%
  • Qualified Medication Aide

• Turnover rate contributors
  • Wages
  • Demand of the job
  • Shortages
  • Regulatory structure
Case Study: Registered Nurses in Long-term Care

- Indiana Nursing Workforce in Long Term Care:
  - In 2015, 7.45% (3,740) RNs that reported working in a Long Term Care setting.
    - Of those, 2,426 (64.9%) reported an Associated Degree or lower as their highest level of training
      - However, Associate Degree or lower-trained nurses only account for 39.8% of the overall RN workforce
      - Of those nurses who reported an Associate degree or lower as their highest level of training, 12.6% work in Long Term Care

Data based on 2015 Indiana Nursing Re-Licensure Survey
REPORT UPDATE ON GRADUATE MEDICAL EDUCATION
Graduate Medical Education

• Definition:
  • Residents have graduated from medical school and then go on to complete several years of supervised, hands-on training in a particular area of expertise, such as primary care or surgery. This phase of their training is called "graduate medical education" (GME).  

• Role: prepare physician workforce to deliver medical care to meet Hoosier health needs

• Priority: HB 1323; Examine ways in which the task force may be able to support the GME Board.

Graduate Medical Education: Workforce Implications of GME Expansion

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Graduate Medical Education: Workforce Implications of GME Expansion

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PRIORITIZE ISSUES AND DISCUSS PLAN MOVING FORWARD
Next Task Force Meeting

• To Be Determined
  • Doodle polls will be sent