**CAPITAL AREA HEALTH ALLIANCE**

**HEALTHCARE WORKFORCE COMMITTEE**

**March 2017 Meeting Minutes**

**Location:** Lansing Community College

**Date:** March 16, 2017

**Time:** 2:30 pm – 4:00 pm

**Attendees: (Note: Only two attendees signed in for the meeting; list may be incomplete)**

Erin Duckett Eric West

Joe Winkiel George Mansour

Mary Ann Ford Larry Leatherwood

Jeanette Klemczak Ronda Miller

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**Welcome & Introductions:**Jeanette welcomed Committee members.

**February Meeting Minutes:**

Minutes were approved as submitted.

**Update on MA Apprenticeship Project:**

Eric indicated that a detailed work plan is being developed in preparation for the MA apprenticeship. The proposed initiation is January 2018.

**Update and Additions to the Nursing Pipeline Grid:**

There was group discussion on two areas to potentially pursue regarding nursing recruitment: youth pipeline and recruitment of experienced nurses to the region. George Mansour described a recognition of excellence program for Hispanic healthcare providers. This type of activity can highlight opportunities for more recruitment of minority providers. Outreach to parents is needed to help them understand the opportunities in health care, especially nursing and gain their support in guiding their children in health careers. George pointed to the need to address the cultural bias of parents toward pursuit of healthcare careers. There would be value in engaging parents as recruiters for healthcare careers for their children.

There was also support for inviting CAHA Board member, Stella Cash to present her knowledge and work with community youth programs that might offer opportunities for health careers outreach to build a nursing pipeline for long term needs.

Some strategies discussed for recruitment of experienced nurses included: reaching out to graduates of LCC (and other nursing programs) through alumni relations; MSU has a Black Alumni group that might also help with diversity efforts, as well; connecting to “Capital Comeback” events at Thanksgiving when alums might be in the area; a model a nursing event similar to the physician CAPE event; develop materials highlighting the Capital Area for use in approaching employers in other industries to assist with spouses of new hires who are seasoned nurses coming to the area.

**Regional Workforce Data and Discussion:**

Joe Winkiel reviewed comprehensive State of Michigan labor market information on RN and LPN supply and demand. RNs remain a high demand, high wage occupation; the growth demand rate is 50% in addition to the “replacement” numbers. The data handouts provided by Joe will be sent to all members electronically for their reference.

Next Meeting: April 20, 2017 from 2:30pm to 4:00pm at LCC West Campus, R-151