



C A P I T A L A R E A  
**HealthAlliance**

# **2017 ANNUAL COMMITTEE REPORT**

Working together to empower  
our community to achieve better health

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## About the Capital Area Health Alliance

The Capital Area Health Alliance (CAHA) believes that everyone has the right to lead a healthy lifestyle and have access to affordable, quality health care resources. As a trusted regional hub, CAHA convenes community conversations, provides an inclusive platform for collaboration, and brings healthcare related resources and educational opportunities to employers, businesses and area residents.

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The work of the Capital Area Health Alliance is accomplished through the committees and activities that embody its commitment to collaboration. CAHA recognizes the effectiveness of working on challenges together that no single organization can resolve or achieve on its own.

### **Capital Area Community Nursing Network**

The Capital Area Community Nursing Network (CACNN) intentionally addresses nursing practice and community needs in the Capital Area through communication, collaboration and advocacy to build action alliances.

**Committee Chair:** Kathy Forrest, Coordinator Professional Programs & Instructor, MSU College of Nursing

#### **Accomplishments in 2017:**

The Annual Nurses Week Celebration Event was held on May 10, 2017 at the Hannah Community Center, with more than 110 participants present. Guest speaker Roxane Chan PhD, RN, AHN-BC provided a presentation entitled "Care Giver Strategies for Chronic Pain Management." One contact hour of Continuing Nursing Education in pain and pain symptom management was included.

CACNN held exploratory conversations with key community stakeholders in nursing practice and education in September and October. Facilitated by Jan Urban-Lurain, the exploratory conversations focused on brainstorming priority issues impacting nurses in today's healthcare environment and determining the most relevant course of action for the committee to meet the needs of nurses in the greater Lansing region. The top interests and issues included:

- Educating nurses for a system that doesn't exist
- Coordination across continuum of care
- Organized preparation of nursing leaders/leadership
- Understanding community population needs/aging in place
- Demonstrating value of nursing
- Bringing educational opportunities to nurses

An action planning Ad Hoc Group met in November to prioritize issues and interests identified at the previous exploratory conversations. "Readiness for Practice" was chosen as a priority CACNN can act on. Readiness for Practice topics include:

- Recruitment & retention
- Preparation for leadership
- Clinical reasoning/critical thinking
- Dynamic healthcare systems
- Coaching next generation of nurses
- Cultivating an environment of learning & growth

### **Capital Area Physicians Committee**

The Capital Area Physician Experience (CAPE) is a coalition that focuses on recruiting and retaining physicians in the Mid-Michigan area. Through CAPE, leaders from medical education, hospitals, physician groups and the community are working together to develop strategies to show students, residents and practicing physicians

that the Capital Area is a great place to live and practice medicine. CAHA is unique among Michigan's regional health coalitions in convening a group to address physician workforce needs.

**Committee Chair:** Mary Anne Ford, Consultant, Capital Area Health Alliance

**Accomplishments in 2017:**

CAPE continued to move forward in three areas of focus: promoting residencies in Greater Lansing; gathering data to inform committee strategies and measure progress; and supporting physicians, residents and their families.

CAPE worked with physician recruiters, medical school leaders, and the county medical society to create *Benefits of Living and Practicing in Greater Lansing*. This resource will be available online and in printable form for use by health systems and physician practices. Topics covered include area schools, commute times, housing prices, recreational opportunities, entertainment and research, teaching and clinical trial opportunities.

CAPE is participating in implementation of the Ingham County Health Department's Community Health Improvement Plan (CHIP) goals for improving Access to Primary Care. Action steps include:

- Providing ICHD with information about existing efforts by hospitals and ambulatory providers to recruit and retain a sufficient number of PCPs.
- Examining the issue from a patient perspective, by gathering data that would be helpful in understanding barriers to access, including getting timely appointments with PCP providers.
- Working across CAHA's workforce committees to engage in activities to develop a pipeline for PCPs and other providers.

## Healthcare Workforce Committee

The Healthcare Workforce Committee (HWC) provides an avenue for communication and collaboration among healthcare organizations, employers, educators and training providers to capture the most useful, effective and innovative workforce development tools to support high quality healthcare in the Tri-County area.

**Committee Chairs:** Jeanette Klemczak, Consultant, and Luanne Bibbee, Business Development Manager, BCI, Lansing Community College

**Accomplishments in 2017:**

In response to the high need for Medical Assistants the HWC began to explore an apprenticeship model to strengthen MA retention and reduce the high costs of MA turnover. Area employers with interest in apprenticeship began meeting with the Lansing Community College Business Community Institute and Department of Health and Human Services, to collaboratively develop the first Capital Area MA Apprenticeship program. On January 9, 2018, the first cohort of eight apprentices began the 46-week program, which includes 36 weeks of classroom instruction and ten weeks of on-the-job learning. The employers provide the apprentices with payment for training costs, wages during training and full-time employment on completion. The participating healthcare employers are Sparrow Health Systems, McLaren Greater Lansing, and Capital Internal Medicine Associates. While relatively new to healthcare, the apprenticeship model is suited to many of the professions in the system and is being actively encouraged by the US Department of Labor and the State of Michigan, which has awarded Skilled Trades Training Funds to employers participating in apprenticeships. The first program will be a model for other healthcare apprenticeship opportunities in the region.

The HWC continued to educate itself on the regional nursing workforce needs and the nursing shortage. The Committee explored health care workforce supply and demand data for the region through presentations by the Capital Area Michigan Works! and the State of Michigan Bureau of Labor Market Information and Strategic Initiatives. Committee findings to date include:

- There is no question of nursing positions as a high demand, high wage in the region
- There has been a 22% increase in health care jobs in the region since 2000
- The demand for RNs will increase by 250% or 433 more jobs; demand for additional RNs adds 50% to the “replacement” numbers
- Some hospitals are reporting as many as 150 RN position vacancies

Employers have also raised the issue of the need for highly experienced nurses. The challenge is recruiting these nurses to the community. Several strategies have been identified including “Welcome Home” events around holidays when nurses might be visiting family and linking with employers who recruit other employees to the community (manufacturing, retail, etc.) to identify if there may be a nurse spouse who could also be recruited.

The HWC also identified long term care (LTC) as a sector with high workforce demand. The Committee’s environmental scan among LTC providers shows high demand for certified nursing assistants (CNAs). The Committee reviewed the Michigan and regional labor market information on CNA supply and demand projecting out to 2024. Over the decade 2014-2024, there is a projected 9.5% increase in demand. The data also shows a projected overall 13% growth in Nursing and Residential Care Facilities. Findings from LTC focused meetings show that major workforce challenges are: retention, attendance and scheduling, education and support and hiring. The HWC’s next step is to explore a regional sector collaborative to address long term care workforce needs.

## Healthy Lifestyles Committee

The Healthy Lifestyles Committee (HLC) is committed to building a healthy culture throughout the tri-county area by raising awareness of and connection to initiatives promoting healthy behaviors and well-being. The HLC also provides the advisory framework for *Choosing Health!*<sup>®</sup> which focuses on increasing physical activity, encouraging healthy eating, preventing substance misuse, and promoting mental health.

**Committee Chair:** Kathy Hollister, Executive Director, Capital Area Health Alliance

### **Accomplishments in 2017:**

The HLC refined the focal point of its *Choosing Health!*<sup>®</sup> initiative, aiming to promote healthy lifestyle messaging into the community. This messaging includes increasing walking, eating fruits and vegetables, drinking more water, sleeping enough, quitting tobacco use and managing stress. The Committee developed a postcard describing *Choosing Health!*<sup>®</sup> that can be used by members when working to engage organizations in the *Choosing Health!*<sup>®</sup> initiative.

The HLC began a series of dialogues focused on health equity. Debbie Edokpolo, ICHD Deputy Health Officer and Jessica Yorke, ICHD Health Equity & Social Justice Coordinator led discussions centered on what *Choosing Health!*<sup>®</sup> would look like through a health equity lens, how can we ensure that every member in our community has the opportunity to choose health, and what things in our community are not conducive to people being able to choose health. Discussion topics also included disparity vs. inequality, social justice, the link between health and income, and people of color bearing the brunt of health disparities. The goal of this training is to identify

actions that committee members can take toward implementing health equity practices and policies in their organizations.

Working with pain specialists, the Tri-County Office on Aging, and the Ingham Opioid Abuse Prevention Initiative, the HLC is developing a pain management resource for community members on preventing and coping with chronic pain without medication. This resource will be distributed to employers and physician practices, modeled after the successful dissemination of CAHA's Parks and Trails brochure.

## **Mental Health Partnership Council**

The Mental Health Partnership Council (MHPC) aligns stakeholders and system leaders to improve the behavioral health landscape in the tri-county area. The Partnership Council provides updates, information, resources, and opportunities surrounding access to care and the behavioral health service delivery system, health and wellness promotion, training opportunities, community educational events and policy initiatives.

**Committee Chair:** Joel Hoepfner, Prevention and Wellness Specialist, CMHA-CEI

### **Accomplishments in 2017:**

The MHPC continued its work of highlighting mental health prevention, stigma reduction, system navigation, and building awareness of and connection to mental health resources.

The committee provided opportunities to discuss multiple community events, provider updates and status reports surrounding behavioral health initiatives. These included:

- Ingham Health Plan's Community Plan of Care Initiative on SBIRT (Screening, Brief Intervention, Referral to Treatment)
- CMHA-CEI Sequential Intercept Mapping activity and action plans developed
- Crisis Intervention Team Training provided for tri-county law enforcement agencies
- The American Foundation for Suicide Prevention partnership
- CMHA-CEI Mental Health First Aid Training
- CMHA-CEI Mobile, Online Behavioral Health Screening Platform (in partnership with Ingham Health Department & Prevention Network from the MDHHS Health Innovation Grant)
- Tri-County Lifesavers – Suicide Prevention Initiative