

February 2017 Meeting Minutes

Location: Lansing Community College

Date: February 16, 2017

Time: 2:30 pm – 4:00 pm

Attendees:

Barbara Ball-McClure
Sherry Shannon
Lisa Sweet-Brown
Eric West

Stacie Sadowski
Kathy Hollister
Joe Winkiel
Stacie Sadowski

Mary Ann Ford
Megan Willis
Jeanette Klemczak
Morgan McKittrick

Welcome & Introductions:

Eric welcomed Committee members.

January Meeting Minutes:

Motion to approve January minutes by Barb; seconded Mary Ann. Minutes approved.

Update on MA Apprenticeship Committee:

The Committee had a kick off meeting February 7, 2017. Top on the agenda was a review of the project charter. Salient points from the charter was the project background, scope, budget, roles and responsibilities, deliverables and timeline. Major action items included buy in from each organization and how potential funding sources could impact our timeline. Next meeting is scheduled for March 7, 2017.

Review of January Workforce Discussion:

Key points from discussion included agreement to focus on nursing workforce as the next area of work for the Committee; nursing shortage crosses all sectors of healthcare delivery; need for creating early interest in nursing careers; development of “grow your own” strategies by employers.

Framework for Regional Nursing Workforce Development:

Jeanette introduced a potential framework for addressing nursing workforce needs. Categories include Pipeline, Recruitment, Retention and Diversity. Data are needed to confirm the discrepancy between supply and demand, including projected demand for nurses.

All Committee members provided input to identifying both problems and potential solutions for the framework categories. The draft document from this work is attached to the minutes. It was agreed that the document would be a continued “work in progress” as an inventory of issues and strategies.

Follow Up Items:

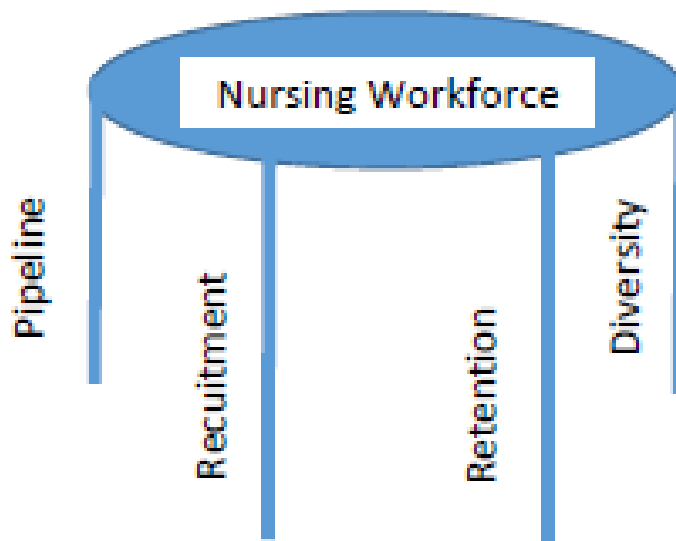
- Barb will provide the link for the MSU article on reducing healthcare violence.
- Joe will identify nursing workforce data for the region for the **March** meeting; potentially invite a presentation from the state.

Next Meeting

Thursday, March 16 from 2:30pm to 4:00pm at LCC West Campus (room TBD).

Attachment (Below):

Capital Area Nursing Workforce Framework



CAPITAL AREA HEALTH ALLIANCE
Healthcare Workforce
 COMMITTEE

PIPELINE	RECRUITMENT
Issues	Issues
Family Influence 1st Generation College Multiple Careers 2nd Degree Career Barriers - \$ Alternative Routes to Nursing	Market Area Offerings regional and statewide (Lansing 501, Cola)
Solutions	Solutions
CAMWA Industry Open Houses Early intro to health careers Shadowing Mini Medical School CAHEP - school career tech HOSA RESAs Branding and Marketing Outcomes / Measurements - Consistently Monitor Best Practices Refugees Learning Institutions	State, Local, National ADN vs BSN Program (choice availability) Retain Grad Students in region Life Balance Identify experienced Nurses for specialty areas Trailing Spouse (work with regional companies) Student Clinicals (source of best and brightest recruits)
RETENTION	DIVERSITY
Issues	Issues
Millennials Desire Learning Specialty Areas Healthy Nurses Work-life Balance Patients Sicker Nurses: Tired (parse causes ---internal and external) 12 hour shifts "Nature of care" has changed Single Parents	
Solutions	Solutions
Daycare Self Scheduling Telegraph to nurses their value to the organization Millennials Desire Learning Specialty Areas Wellness Perks Patients Sicker	Target Schools with higher diverse populations for career fairs Faculty diversity Christian Charities (resource per Joe) Data Workforce Should Mirror zip code's diversity MSU - Access (program or project?) Black Nurses Association (contact?) Community Mind Set About health careers school in service for teachers