

# Legislative Health Care Workforce Commission

## Draft Minutes: Meeting 2

October 4, 2016  
10:00 a.m. – 12:30 p.m.  
10 State Office Building

**Present:** Sen. Clausen (Co-Chair), Rep. Mack (Co-Chair), Rep. Schultz, Sen. Kiffmeyer, Sen. Benson (by phone), Rep. Schomacher, Sen. Wiklund

1. **Call to Order** – 10:08 a.m.
2. **General Commission Business**
  - a. Next Commission meetings
    - i. November 14, 12:30 p.m. – 2:30 p.m.
    - ii. December 6, 10:00 p.m. a.m. – 12:00 p.m.

Mr. Schoenbaum provided an overview of the Commission work plan. The draft has been updated to include five meetings instead of the original six, reflecting the wishes of members. Mr. Schoenbaum also discussed the updated health workforce spending table. Sen. Kiffmeyer asked about the veterinarian diagnostic lab funding on page three, regarding whether it was for personnel or building a new lab. Mr. Schoenbaum believes it is for continuing operations, but he will confirm with the University.

### 3. **Health Workforce Landscape – Overview and Update**

*Laura McLain, Office of Rural Health and Primary Care  
Minnesota Department of Health*

Mrs. McLain provided an update on the health care workforce data from her Powerpoint presentation.

Rep. Mack asked how the pyramid makeup on the fourth slide compares to other states and whether this ratio is how the department wants it to look like. Mrs. McLain does not know for sure how it compares, but she believes it will look similar. She also stated that the ratio is not as important as the placement of professionals across the state. The most important factors are whether we are replacing workers.

Rep. Schultz asked whether there were concerns about the lack of 34 and younger primary care physicians. Mrs. McLain believes one reason for this shortage is that it takes quite a while to educate a primary care physician. However, it is still an area of concern, and Mrs. McLain believes primary care requires more focus for health care training.

Sen. Kiffmeyer asked about the balance between having the providers on site locally and having patients go where are available. Mrs. McLain says one of the most important

factors is whether rural individuals have access to care. When many rural individuals have a serious condition, it is still a burden on them to find the right provider.

#### **4. Update on 2016 Direct Care Workforce Summit**

*Loren Colman, Assistant Commissioner for Continuing Care for Older Adults  
Department of Human Services*

Mr. Colman provided an overview of the Workforce Summit Update from the Powerpoint presentation. He clarified that they are in the early stages of developing recommendations, so there will likely be no clear answers at this point in time.

On slide 6, he estimates we will need 60,000 more workers to meet the increased demands of an aging population.

Mr. Colman pointed to wages as a major problem in attracting workers to this area. The living wage is estimated to be \$16. Various employers also have utilized part-time hours for many workers, thereby challenging workers to make ends meet.

The Summit was not focused on what the Department, Legislature, or Governor should do, but rather brainstorm solutions among all the interested parties.

Sen. Kiffmeyer asked about the age categories. She wants to know if we are including a look at 15-18 year olds to see whether they have been exposed to the profession. Mr. Colman says that looking at younger workers is part of the recommendations, as well as how older individuals can also be of support for people in need of service. He also explained how individuals with disabilities could be helpful in adding to the workforce.

Rep. Schomacher asked how close the consumers, providers, and workers were to agreeing on providing services. Mr. Colman explained that the desires are not different, but the ability to deliver on those services is what presents the biggest problem (dependability, consistency). Providers would like to provide that consistency, but the workforce challenges can provide a barrier for this.

Sen. Kiffmeyer explained that she has heard from the disability community concerns regarding the requirements on buying a basket of services rather than just specific services for each patient.

*Judy Giel, Chair, Workforce Task Force  
Minnesota Home Care Association*

Mrs. Giel presented the Powerpoint from the Minnesota Home Care Association

Sen. Clausen asked whether there has been any discussion on service alternatives to try and change how the 1-1 PCA service is provided. Mrs. Giel said they were looking at the

use of teletechnology to support the in-home care that is currently needed. However, there is still a need for testing and data to ensure that that support can be done safely.

## **5. Mental Health Workforce Issues: Update on the Mental Health Workforce Summit's Recommendations**

*Valerie DeFor, Executive Director  
HealthForce Minnesota*

Mrs. DeFor presented the Powerpoint from HealthForce Minnesota

Sen. Kiffmeyer asked whether the skills, knowledge, and experience of professionals are being maximized and for an update on physicians assistants. Mrs. DeFor responded that there was not a significant discussion of scope of practice in their plan. She believes NAMI Minnesota might be better situated to explain physician assistant issues.

Sen. Clausen asked about the shortage of faculty members and clinical sites and whether she sees the future of online training as a viable path. Mrs. DeFor said that the faculty at Winona State developing a postgrad certification program for mental health nurse practitioners immediately reached out to mental health providers and employers to engage and understand their capacity. Clinical site availability still remains a major challenge, especially for occupational therapy programs.

Sen. Clausen also inquired about what the biggest barrier is to finding clinical sites. Mrs. DeFor responded that she thinks the most significant challenge is how our health care system is designed and funded. Many professional sites simply do not have the capacity to take on students for a clinical education.

Sen. Wiklund asked whether the residency slot recommendation would be filled with students if it could be provided. Mrs. DeFor believes the way the slots were funded would allow for this, but she will need to look into more definitive data and answers.

*Lynn Sando, Public Policy Coordinator  
NAMI Minnesota*

Mrs. Sando explained that they are hearing from their clients that there are challenges at all levels of the mental health care workforce, both high and low-level professionals. From her own experience as a PCA worker, Mrs. Sando echoed the concerns of other testifiers regarding livable wages. She reported that NAMI's Executive Director, Sue Abderholden, says that there are not enough providers. She also is concerned that Community Mental Health Centers are receiving lower reimbursement rates. NAMI is looking to incorporate mental health training into many different professions, including police and teachers.

Sen. Kiffmeyer explained that her philosophy is to make sure that every qualified individual is not restricted in any way. She is concerned about some existing barriers to allowing professionals to continue their full scope of practice.

Sen. Clausen thanked NAMI for their weekly updates sent to legislators. He also mentioned how 37,500 residents leave the state every year, 2/3 of which are college students. We don't know if young people are going to return, and since they make up the base of our workforce, that can present a major problem.

## **6. Telehealth Update**

*Danna MacKenzie, Executive Director, Office of Broadband Development  
Department of Employment and Economic Development (DEED)*

Mrs. MacKenzie presented the Powerpoint from DEED.

Mrs. MacKenzie also showed the Commission her own remote tool to monitor her husband's blood sugar at all times through her phone.

Sen. Kiffmeyer asked what the source of information is regarded to broadband coverage across the state. Mrs. MacKenzie has stated that starting in 2010, there was a SBI monitoring system implemented through the federal government to gain knowledge about actual broadband levels. There is some self-reporting by providers, but there are field testers to ensure accuracy. However, the map is not 100% accurate.

Sen. Kiffmeyer asked about online speed tests and their efficacy in checking speed rates. Mrs. MacKenzie says that those can be used. However, these sites use various methods of testing, so the data is still not completely verifiable.

Rep. Mack asked how many grants there are per year and how many can be estimated in the coming year with the \$35 million investment by the Legislature. Mrs. MacKenzie is not able to estimate the number of grants, as there is a larger pool of grants and better applications by potential grantees.

Sen. Clausen asked how many providers are participating in the grant program. Mrs. MacKenzie said there were 125 broadband providers in the state, with an estimated 22 participating.

Sen. Kiffmeyer asked what stumbling blocks are hindering the work in expanding these programs. Mrs. MacKenzie said that the biggest barriers included community awareness and gaining an understanding of what is needed in each community.

Sen. Kiffmeyer explained that during her town hall broadband meeting last year she found that a particular company has fiber, but won't turn it on. She asked if this situation is common. Mrs. MacKenzie stated that this is a common problem reconciling prior investments in infrastructure that may not meet future needs.

*Mandy Bell, Innovations Office (by telephone)*  
*Avera eCare*

Shared video explaining Avera eCare

Commission members had no questions on Mrs. Bell's presentation

**7. Public Testimony**

No members of the public provided additional testimony

**8. Meeting Adjourned** – 12:14 p.m.