



GOVERNOR'S WORKFORCE INVESTMENT BOARD
500 E. Third Street, Room 200
Carson City, Nevada 89713
Telephone (775) 684-3911 * Fax (775) 684-3908

MEETING MINUTES

**Governor's Workforce Investment Board (GWIB)
Health Care and Medical Sector Council
Industry Intelligence Subcommittee
Wednesday, April 30, 2014
8:30 a.m.**

Some members of the Council may have attended the meeting and other persons may have observed the meeting and provided testimony through a simultaneous videoconference and teleconference conducted at the following locations:

Place of Meeting: **Department of Employment, Training & Rehabilitation**
2800 East St. Louis Avenue, Conference Room A, B & C
Las Vegas, NV

Department of Employment, Training & Rehabilitation
Bureau of Vocational Rehabilitation
1325 Corporate Blvd
Reno, NV

Council Members Present: Bill Welch, Steve Lebedoff, Vicki Van Meetren, Larry Matheis, Charles Perry

Council Members Absent: Vance Farrow, Ann Lynch (excused)

DETR WSU Staff Present: Earl McDowell, Odalys Carmona, Ansara Martino, De Salazar, Coralie Peterson

Others Present: Judith Turgiss, (Nevada Workforce Development Center), Lee Quick, (NSHE), Dr. Marcia Turner, Shelley Berkley, Lorie Boyer, Michelle Merrill, Ken Pierson, Bob Potts

**Please note that all attendees may not be listed above.*

- I. Welcome, Introductions and New Members..... Bill Welch, Chair
Economic Development Subcommittee, GWIB Health Care and Medical Services Sector Council

The Chair of this Council, Bill Welch, called the meeting to order at 8:32 a.m. He then welcomed everyone and thanked them for attending this meeting. He apologized to the council, stating that he would have to leave the meeting early due to travel arrangements, and that Dr. Marcia Turner would take over after his departure. He then asked Ansara Martino, Grants and Policy Analyst for DETR's Workforce Solutions Unit, to take roll.

II. Roll call and Establishment of a Quorum Ansara Martino, Grants and Policy Analyst
Workforce Solutions Unit, Department of Employment, Training and Rehabilitation (DETR)

Ms. Martino called roll and informed the Chair that a quorum was present. Mr. Welch thanked Ms. Martino and proceeded to Item III.

III. Verification of Posting Ansara Martino

Mr. Welch asked for Ansara Martino to verify that the agenda had been posted according to Nevada statute. Ms. Martino verified that the agenda was posted according to NRS 241.020.

IV. **First Public Comment Session** Bill Welch
Members of the public will be invited to speak before; however, no action may be taken on a matter during public comment until the matter itself has been included on an agenda as an item for possible action. Public comment may be limited to three (3) minutes per person at the discretion of the chairperson.

Bill Welch announced the First Public Comment Session and invited members of the public to speak. No comments were made. Hearing none, Mr. Welch proceeded to Item V.

V. **For Possible Action** – Approval of the February 4, 2014 Meeting Minutes Bill Welch

Mr. Welch asked for approval of the February 4, 2014 Meeting Minutes. A motion was made by Charles Perry and it was seconded by Larry Matheis. All were in favor, none were opposed. The motion was carried unanimously.

VI. **For Possible Action** – Review of the NV Healthcare Workforce Summit and Identification of Follow-Up Actions Bill Welch

Bill Welch mentioned that all present at this meeting were also in attendance at the NV Health Care Workforce Summit that was held on April 8, 2014, and he thanked DETR and their staff as well as his staff for all efforts in putting the Summit together in such a short time frame. He went on to say that there were 84 participants that represented various facets of the health care industry as well as the education system, from all parts of the State of Nevada, which provided good input.

Mr. Welch went on to remind members that he would provide a list of the participants, a written summary of the event, and a list of action items to be directed to the appropriate entities for further consideration. He stated he had just received a summary of the events from DETR for an internal review to see if this is an accurate representation of the Workforce Summit and that a further meeting was to take place within two weeks to finalize the document, which will then be presented to this sector council at the next full sector council meeting, including any possible action items. Mr. Welch thanked all for their attendance, support of the workforce summit, and then he asked Dr. Marcia Turner, Chair of the GWIB Health Care and Medical Services Sector Council, to comment further.

Dr. Turner complimented Mr. Welch for organizing the event and mentioned that it provided a tangible opportunity beyond the surveys conducted to get direct feedback. She further mentioned that although many comments were made in the Summit, not all would be appropriate for action by any of the sector councils, as they may not fit within the scope of their responsibility. She restated that the charge of the sector council is to provide DETR with industry intelligence to better understand what industry needs are and to prioritize policies and/or expenditures accordingly. Dr. Turner mentioned that to serve as a

thoughtful public policy maker, whatever comment was made will be forwarded to the appropriate authority for further action. Larry Matheis congratulated Bill Welch on the summit, saying that it had exceeded his expectations, and maybe all the sector councils may benefit as well from such a “clearing house event.” Discussion ensued amongst council members about the responsibilities and accomplishments of the sector councils. Bill Welch thanked all for their comments and mentioned further discussion should take place at the full sector council meeting, and he also restated that the final Workforce Summit summary document will be presented at that time. Mr. Welch then introduced Item VII.

VII. **Discussion** – Review of the Survey Results Conducted by Vance Farrow.....
.....Vance Farrow, Industry Specialist
Governor’s Office of Economic Development

As Vance Farrow was not in attendance at this meeting, Mr. Welch asked Bob Potts, Research Director at the Governor’s Office of Economic Development, if he could provide any new information on Vance Farrow’s survey results. Mr. Potts stated that Mr. Farrow or himself could provide updates at the next meeting. Mr. Welch agreed to this and proceeded to address Item VIII.

VIII. **Discussion** – Review of the Survey Results Conducted by Dr. John Packham’s Health Workforce Study Report.....
.....Dr. John Packham, Director of Health Policy Research
University of Reno, Nevada

Bill Welch introduced Dr. John Packham and asked that Dr. Marcia Turner continue as the Chair of this meeting, as he was departing as he had mentioned previously. Dr. John Packham then went on to comment that he presumed that most attending this meeting had also attended the Workforce Summit, but that he would reiterate some of the findings. He reported that he considered the Recruitment and Retention Survey to be a “beta test” and mentioned he would like to update this survey each spring, getting a fair response from hospitals throughout the State of Nevada (60 surveys were sent, 29 responses were received) from hospitals asking what the recruitment and retention challenges were and he went on to share the following results:

- Biggest Recruitment Challenges (by occupation) in order of magnitude is: Specialty physicians, physical therapists, occupational therapists, occupational therapy assistants, primary care physicians, speech language pathologists
- Recruitment Challenges: Registered nurses, community health workers
- Retention Challenges: Clinical lab technologists, medical assistants, primary care physicians, certified nursing assistants

Dr. Packham concluded stating that responses to the skilled nursing facilities survey were insufficient to share with council, and he will make a different effort to pursue that information. Mr. Welch thanked him for his comments. Shelly Berkley raised the issue of a serious physician shortage and discussion ensued amongst council members about the need for an expansion of residencies programs in the State of Nevada to address that shortage and retention challenges, as well as discussion of work force challenges related to mental and behavioral health systems. Dr. Packham mentioned that the Data Subcommittee decided to add a new section on *work environment* in the update to the Health Workforce in Nevada Report, which will address some of the issues discussed by the members, and further stated that he can incorporate additional (more granular, by region of state) data that council member determine should be added to that upcoming update. Dr. Turner thanked Dr. Packham for his efforts and then proceeded to address Item IX.

IX. **For Possible Action** – Strategic Plan Deliverables UpdateDr. Marcia Turner

Objective 1 – Determine current and future health workforce industry demand.

Lead: Vance Farrow and Dr. John Packham

Dr. Marcia Turner asked Bob Potts to provide highlights for Objective 1 in Vance Farrow's absence. Mr. Potts stated the goal of his portion of the strategic plan survey resulted in 28 questions presented to 58 hospitals (43% response rate). He stated that the results of survey were overwhelming majority felt Nevada was a good place to do business, and most were planning to expand, due to high demand.

He continued that most respondents to the survey were planning to expand, but mentioning challenges and constraints in the following areas: Qualified and available workforce – registered nurses, certified nurse assistants, physicians, nurse practitioners, technicians and administrative staff

He stated that the survey was unbiased and that he was unsure of how the survey results were going to be distributed by Vance Farrow, and welcomed any feedback from the council. Dr. Turner thanked Mr. Potts for his comments in Mr. Farrow behalf and thanked them for their work on the various surveys, which give a collective picture of their activities.

Objective 2 – Conduct analysis of survey data and make recommendations to DETR as appropriate.

Lead: Steve Lebedoff

Dr. Turner asked Steve Lebedoff to comment on Objective 2. He stated that a full sector council meeting may be needed to analyze and prioritize the survey data, but made note of the question of funding, matching student's interest with demand, and the possibility of future opportunities that ACA will present. He reminded council members of an earlier comment made by Shelly Berkley about the need for residency programs in the State of Nevada, which would have a 'ripple affect' providing future physicians and helping to run clinics more efficiently, as they are staffed primarily by residents. He concluded by stating the need to analyze and prioritize the survey information to allow for correct recommendations moving forward. Dr. Turner thanked Mr. Lebedoff for his comments, and proceeded to Objective 3.

Objective 3 – Prioritize target job opportunity and training areas

Lead: To be determined

Dr. Turner asked that job posting information be gathered by Bob Potts and Dr. John Packham, even if quantified for a limited amount of time (one week, for example). As council members had no further comments, Dr. Turner went on to Objectives 4 and 5.

Objective 4 – Develop a plan to identify the impact of ACA and HIT on health care workforce in collaboration with other health care professional associations.

Lead: Bill Welch

Objective 5 – Share information with other GWIB Health Care and Medical Services Sector Council Subcommittees to support a cohesive strategic plan.

Lead: Bill Welch

Dr. Turner mentioned that although the objectives were assigned to Bill Welch, they may be tier 2 objectives. Larry Matheis stated that HIT may actually be a tier 1 impacted more immediately by the effects of ACA. He mentioned that needs can be identified (how many people with what kind of condition, for example), but if there is no ability to compensate for the services provided to meet those needs, there may be no 'economic' need, and this will not be known this year. Discussion ensued amongst council members about the repercussions of the ACA upon Medicare and Welfare, as well as mental and behavioral health care issues. Dr. Turner mentioned that Bill Welch will continue to update the council members in future on Objectives 4 and 5 and she then proceeded to address Agenda Item X.

X. **For Possible Action** – New Business and Future Agenda Items.....Dr. Marcia Turner

Dr. Turner asked council members for suggestions on new business and future agenda items, and as no items were mentioned, new business and future agenda items are to be determined.

XI. Next meeting will be held on Tuesday, June 3, 2014 at 8:30 a.m.....Dr. Marcia Turner

Dr. Turner announced that the next meeting for this Subcommittee is scheduled for Tuesday, June 3, 2014 at 8:30 a.m.

XII. **Second Public Comment Session**Bill Welch
Members of the public will be invited to speak before; however, no action may be taken on a matter during public comment until the matter itself has been included on an agenda as an item for possible action. Public comment may be limited to three (3) minutes per person at the discretion of the chairperson.

Dr. Marcia Turner announced the Second Public Comment Session and invited members of the public to speak. Hearing no comments, she proceeded to Agenda Item XIII.

XIII. AdjournmentDr. Marcia Turner

Dr. Marcia Turner adjourned the meeting at 9:46 a.m.

Agenda items may be taken out of order, combined for consideration by the public body, and/or pulled or removed from the agenda at any time. The Chair may continue this meeting from day-to-day. Pursuant to NRS 241.020, no action may be taken upon a matter raised during a period devoted to comments by general public until the matter itself has been specifically included on an agenda as an item upon which action may be taken.

GOVERNOR'S WORKFORCE INVESTMENT BOARD
HEALTH CARE AND MEDICAL SERVICES SECTOR COUNCIL
INDUSTRY INTELLIGENCE SUBCOMMITTEE

Bill Welch (Chair), Vance Farrow, Steve Lebedoff, Ann Lynch, Larry Matheis, Charles Perry,
Victoria VanMeeten.

Notice: *Persons with disabilities who require special accommodations or assistance at the meeting should notify Coralie Peterson, DETR, Workforce Solutions Unit, between the hours of 8:00 a.m. through 5:00 p.m., in writing at 2800 E. St. Louis., Las Vegas, Nevada 89104; or call (702) 486-0523; or fax (702) 486-6426 on or before the close of business Tuesday, April 29, 2014.*

Notice of this meeting was posted at the following locations on or before 9:00 a.m. on the third working day before the meeting: DETR, 2800 E. St. Louis, Las Vegas, NV; DETR, 500 East Third St., Carson City, NV; DETR, 1325 Corporate Blvd., Reno NV; NEVADA JOBCONNECT, 3405 S. Maryland Parkway, Las Vegas, NV; NEVADA JOBCONNECT, 119 Water St., Henderson, NV; NEVADA JOBCONNECT, 2827 N. Las Vegas Blvd., North Las Vegas, NV; NEVADA JOBCONNECT, 1929 N. Carson St., Carson City, NV; NEVADA JOBCONNECT, 172 Sixth St., Elko, NV; NEVADA JOBCONNECT, 480 Campton St., Ely, NV; NEVADA JOBCONNECT, 121 Industrial Way, Fallon, NV; NEVADA JOBCONNECT, 475 W. Haskell, #1, Winnemucca, NV; NEVADA JOBCONNECT, 4001 S. Virginia St., Suite G, Reno, NV; NEVADA JOBCONNECT, 1675 E. Prater Way, Suite 103, Sparks, NV; GRANT SAWYER OFFICE BUILDING, 555 E. Washington Ave., Las Vegas, NV; LEGISLATIVE BUILDING, 401 S. Carson St., Carson City, NV; NEVADAWORKS 6490 S. McCarran Blvd., Building A, Unit 1., Reno, NV; WORKFORCE CONNECTIONS, 7251 W. Lake Mead Blvd., Las Vegas, NV. This agenda was also posted on DETR's Web site at www.nvdetr.org. In addition, the agenda was mailed or e-mailed to groups and individuals as requested.