

**Health Care Workforce Resource Workgroup  
Meeting Minutes  
December 16, 2010**

**I. Introductions**

**II. Reviewed the Workgroup's Purpose**

A. Objectives

- Identify existing federal, state and private resources to recruit, educate or train and retain a skilled health care workforce and strengthen partnerships.
- Identify federal or state policies or rules to developing a coherent and comprehensive health care workforce development strategy and barriers and a plan to resolve those barriers.
- Participate in a programmatic evaluation and reporting activities

B. Goal to meet the following performance benchmark:

- **Performance Benchmark 3:** Identification of existing Federal, State, and private resources to recruit, educate or train, and retain a skilled health care workforce and strengthen partnerships.

**III. Identify existing resources to recruit PCP's**

A. KAMU Cathy Harding

- a. Has a list of resources used to recruit health care professionals to their clinic
- b. Utilize a pipeline development program called SEARCH funded through the National Health Service Corps
- c. Targets medical (both MD and DO) students
- d. Targets nurse practitioner students

B. Committee discussed how recruitment was conducted throughout Kansas and suggested the best way to gather this information was to conduct a survey asking the organizations how they recruited and retained primary health care professionals. Questions to be included:

- What are you doing to recruit primary health care professionals?
- What is your financial investment in this recruitment?

- What is the FTE count devoted to this effort?
  - What are the outcomes of your recruitment program?
  - Define the differences between recruitment and retention?
  - List possible positions being recruited (MD, DO, PA, ARNP, Psychiatrist)
  - List the potential funding sources for recruiting (federal, state, private, employer)
  - List the type of institution (hospital, private practice, safety net clinic, community health centers, health department)
  - Ask for the top two or three most successful strategies for recruitment
- C. Committee discussed the differences between recruiting various types of primary health care professionals and what effort is involved in retaining those professionals. Suggested questions on the proposed survey include:
- List options the surveyed organization uses to retain primary health care professionals (loan repayments, continuing education, payment of liability insurance, technology upgrade)
  - Define recruitment steps as incentive or progressive
  - Benefits realized by the organization
  - Ask for the top two or three most successful strategies for retention
- D. Committee discussed how to distribute the survey and gather the data for analysis. Cara Greve stated that KHA has a survey site that could be used. Also suggested was potentially using Survey Monkey, which is currently being used by KDHE Health Informatics.

#### **IV. Identify existing resources train each of the PCP types**

This topic was not discussed because of time.

#### **V. Method of Sharing Data**

- A. Send information to Carla Deckert who will post it or forward it to the committee members as appropriate.

## **VI. Action Items**

<b>Topic</b>	<b>Action</b>	<b>Person Responsible</b>	<b>Due Date</b>
Resources used to recruit health care professionals	Send data	Cathy Harding	1-31-11
Questionnaire tool	Develop and send to committee for review	Carla Deckert	1-31-11
Follow-up regarding types of recruitment with Primary Care Office	Schedule meeting with Robert Stiles	Carla	1-31-11

## **VII. Next meeting**

- A. Will be scheduled utilizing Meeting Wizard

## HCWP ATTENDANCE

VOTING MEMBERS	ORGANIZATION	PRESENT

PARTNERS	ORGANIZATION	PRESENT
Erin Scrapper	KAMU	X
Sonita Lloyd	KDHE Primary Care Office for Robert Stiles	X
Rachel Lindbloom	KS Dept. Health & Environment	X
Carol Moreland	KS Board of Nursing	X
Cathy Harding	KAMU	X
Cara Greves	KS Hospital Association	X
Monica Scheibmeir	Washburn University	X
Karmey Olson	KS State Board of Education	X

Staff	ORGANIZATION	PRESENT
Cindy Nau	Kansas Department of Commerce	X
Carla Deckert	Kansas Department of Commerce	X
DeAnn Gideon	Kansas Department of Commerce	X