

Nursing Council on Workforce Sustainability (NCWS) Meeting Agenda

MEETING INFORMATION	INVITEES 8/10/2023		
<p>Conference Line Info for Zoom:</p> <p>Join from PC, Mac, Linux, iOS or Android: https://umassmed.zoom.us/j/97466362684?pwd=Um9QNnl1aFdLUlNlYINGUGpyWjdHQT09 Password: 001935</p> <p>To call in (audio only) (312) 626 6799 Meeting ID: 974 6636 2684 Password: 001935</p>	<p>Amanda Stefancyk Oberlies (ONL) Antoinette Hays (AICU) Angel Soto (NAHN) Catherine McKinnon (MCNP) Charlene Verga (MNA) David Auerbach (HPC) David Cedrone (DHE) Dave Cruise (MHHCWB) Eamon McCarthy (FHC) Ernest Houle (MAVA) Hannah Hermanson (FHC) Heather Cambra (BORN) Jacob Ward (iCELS)</p>	<p>Jay Prosser (St. Vincent) Jennifer James (EOLWD) Jessica Carpenter (FHC) Joanne Marqusee (EOHHS) Judith Pelletier (UCCRTS) Karen Shack (CommCorp) Kim Stevenson (MHA) Lisa Carchia (MACC) Lisa Thomas (MARLIN) Lozel Greenwood (PNA-NE) Lynne Hancock (ANA Mass) Marie Tobin (DHE) Melissa Fischer (iCELS)</p>	<p>Michelle Heatley (FHC) Nancy Gaden (ONL) Pat McNamee (BORN) Pat Noga (MHA) Patricia Yu (EOHHS) Sasha Albert (HPC) Sasha DuBois (NERBNA) Silda Melo (ANA Mass) Tara Gregorio (Mass. Sr Care) Tim Burgers (Home Care Alliance) Traci Alberti (Merrimack College)</p>

8/10/23 Agenda			8/10/23 Decisions and Next Steps	
Name	Time	Topics	Key Notes/ Decisions	Next Steps
Michelle Heatley	11:30 – 11:40	Welcome & Council Leadership Updates	<p>Michelle Heatley, Managing Deputy Director at ForHealth Consulting, introduced herself to council members as the Interim Executive Director of the NCWS. Andrea Bresnahan resigned unexpectedly in July and ForHealth Consulting is looking to replace her position. If you are interested in the position, or know anyone who may be interested, please contact Michelle at Michelle.Heatley@umassmed.edu</p> <p>The Grants and Funding committee will shift to the Policy & Practice committee in FY24. Antoinette (Toni) Hayes stepped down as the previous lead from the Grants & Funding committee but will remain as a Council member-at-large. Michelle and others thanked Toni for her work and support of the NCWS.</p> <p>The new Policy and Practice committee will be led by Karri Davis, Director of Nursing Excellence at Beth Israel Lahey Health. The primary goal for the new committee will</p>	

			be to review various policies like the Nursing Licensure Compact (NLC) and other legislation that impacts nursing practice for RNs and LPNs.	
Joanne Marqusee & Patricia Yu	11:40 – 11:55	Strategic Updates from EOHHS Leadership	<p>Governor Healey’s administration convened Secretaries from the Executive Offices of Health, Education, Labor, and Economics to combine efforts in priority areas. The priorities of the Administration for health and human services include nursing, behavioral health, and direct care.</p> <ul style="list-style-type: none"> The staffing shortages in these roles are larger than they were pre-pandemic, and the Governor is looking for solutions on how the state can entice more individuals to seek employment in these areas. <p>The state is looking to the NCWS to help identify bottlenecks or barriers that impact nurses’ ability to join the workforce, perform the essential functions of their jobs, or advance into different positions.</p> <ul style="list-style-type: none"> The state is also looking to the NCWS to provide policy recommendations to help address these barriers and alleviate these pain points. <p>The state is asking for recommendations on new programs that could be funded to support the nursing workforce along with understanding the effectiveness of existing funding on things like loan forgiveness.</p> <ul style="list-style-type: none"> One goal of the NCWS in FY24 is to collaborate with the Health Workforce Hubs to ensure funding supporting the nursing workforce is being allocated strategically across the pipeline. The state is currently working on their FY25 budget, due in October. Any NCWS recommendations that involve funding should be identified and shared with EOHHS ASAP to be earmarked for the FY25 budget. Requests are better sooner than later, even if you have not identified the total funding needs to support the recommendation. <p>Finally, the state is looking into the data that is available to measure the nursing workforce and visualize workforce shortages with a dashboard.</p>	
Michelle Heatley	11:55 – 12:10	FY23 in Review	<p>Interim Executive Director Michelle Heatley acknowledged the great work of the Council and all six committees as they were first convened in FY23. Michelle highlighted the following accomplishments:</p> <ul style="list-style-type: none"> The Clinical Placements Committee wrote an information brief describing the limitations of the centralized clinical placement system in use in the eastern part of the state and outlined some potential solutions to improve the process of enrolling nursing students in clinical placements across the state. 	

			<ul style="list-style-type: none"> • The Data and Research committee created a catalogue of supply, demand, and education data sources pertaining to the nursing workforce in Massachusetts. <ul style="list-style-type: none"> ◦ The catalogue was shared with the National Forum of State Nursing Workforce Centers (NFSNWC), modified to include resources that measure the nursing workforce nationwide, and then published for Forum members. • The Data and Research committee also revised the re-licensure survey for RNs and shared the recommendations with the Board of Registration in Nursing for implementation in the upcoming survey cycle. • The Faculty and Education committee drafted a report outlining the nursing faculty and clinical faculty shortages in Massachusetts. • The Grants and Funding committee investigated apprenticeship models and recommendations on using funding to scale these models. • The Student Pipeline committee engaged two DNP students from Boston College to research the experiences of new nurses who chose traveling vs traditional positions. • The Workforce Capacity committee created an interactive roadmap to help visualize the nursing pipeline and bottlenecks within the pipeline. 	
Michelle Heatley	12:10 – 12:20	FY24 Committee Objectives	<p>The Council reviewed the project charter for FY24. The charter was developed by the Executive Steering Council and updated with goals for the upcoming fiscal year. It describes the role of Committee Leads, emphasizes the importance of co-facilitators for each committee and describes the support provided by the ForHealth Consulting project management team. The charter will be shared with all council and committee members and uploaded on the SharePoint site.</p> <p>Interim Executive Director Michelle Heatley described the FY24 goals for all six committees. The goals for the new year are not intended to replace the work established in FY23, rather the objective is to build on what was started with clear milestones and anticipated timelines for each committee. All committee goals are outlined in detail in the FY24 Charter.</p>	
Hannah Hermanson	12:20 – 12:25	NCWS Updates & Upcoming Events	<p>Project Management Consultant Hannah Hermanson described the plan to improve communication between council and committee members in FY24. The Committee Overview documents will help shed light on what was accomplished in FY23 and the goals and anticipated milestones for FY24. Each committee will follow a project plan to achieve their goals and to facilitate updates between stakeholders.</p>	

All	12:25 – 12:30	General Discussion & Wrap Up	<p>Michelle expressed her excitement for the future of the NCWS and gratitude for the state government supporting our work. Council members are encouraged to reach out to Michelle with any questions Michelle.Heatley@umassmed.edu.</p> <p>Please reach out to ForHealth Project Management Consultant Hannah Hermanson at Hannah.Hermanson@umassmed.edu if you or members from your organization would like to be added to a committee (particularly the new Policy and Practice committee).</p> <p>Please also reach out to Hannah with any events, news, policies, or issues you would like to discuss at a future Council meeting.</p> <p>Finally, please reach out to the NursingCouncil@umassmed.edu if you will be absent from a Council or committee meeting and let us know if you are sending a representative from your organization to ensure we have full participation in all meetings and discussions.</p>	
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The meeting ended at 12:21 PM.

Future agenda items:
