

HUMAN RESOURCES INVESTMENT COUNCIL
Draft Meeting Notes
6/1/05

Members Present: Tom Leever (Chair), Phil Hammerslough, Peter Kreisel, Richard Palmisano, Andy Crossman, Gerald Brown, Stephen Marsh, Roy Vestrich, Diane Davis, Bill Cormany for Patricia McDonald, DET; David Rubin for Hal Cohen, Thomas Murray for Kevin Dorn, Linda Shiller for Donald Vickers, Dan Bresette for Senator Jeffords; Jan Marinelli for Senator Jeffords; Tim Donovan for Robert Clarke, Daniel VanDerVliet for Daniel Fogel, Diane Dalmasse for Mike Smith, Ted Brady for Senator Patrick Leahy; Pixie Hankinson, Tracy Gallo for Richard Cate.

Staff Present: Chip Evans (Executive Director), Debra Smith & Nancy Parsons (Staff).

Guests Present: Renee Kievit-Kylar, Career Start; Guy Payne, CT River Valley WIB; Spike Wellman, NEK WIB; Priya Lapham, KnowledgeWave Training; Julie Ladieu-Walton, Howard Dean Education Center; Bea Grause, VASS.

Tom Leever welcomed members and guests. Everyone introduced himself or herself, including new staff support person Nancy Parsons. Nancy will replace Denise Bergeron, effective June 13, 2005. Chip reviewed the agenda.

1/20/05 Draft Meeting Minutes

Tom Leever asked for a motion to accept the January 20, 2005 draft meeting minutes. The meeting minutes were accepted as written.

Workforce Challenge Statement

The Council reviewed the HRIC Challenge Statement. Jerry Brown reported that meetings have taken place with the Business Roundtable and the State Chamber of Commerce. Both groups have endorsed the Challenge Statement. The Lake Champlain Chamber Board meeting is scheduled for July. Next Steps: Convene a meeting with representatives of these groups to sit down and develop a strategic plan that describes how the business/employer community can support efforts to achieve the goals described in the Challenge Statement, in partnership with the appropriate agencies and institutions.

Discussion followed. Members were asked if they were aware of any other partners that should be included at the table. Richard Palmisano emphasized the value of business community involvement. Tom Leever recommended that the State Board of Education and the Governor be scheduled for a presentation after we have the meeting with business partners. With all of these perspectives, we will be well prepared for the Legislative session. Richard then asked that members provide him with feedback on those who should be included at the table. Jerry Brown shared his power point presentation of the Challenge Statement. Chip will make sure that members are e-mailed a copy. Tom suggested that we approach this initiative with data information upfront, along with the reason we are issuing a Challenge Statement.

High School Reform Initiatives

Tracy Gallo, Director of Lifelong Learning, DOE gave a presentation on High Schools on the Move (HSOM) initiative, the State's secondary school reform initiative. Tracy has produced an executive summary of the HSOM report, which is attached). A Website for the full document can be found at www.state.vt.us/educ/new/html/pubs/high_schools_on_the_move.html.

Tracy gave a brief overview of what DOE is doing to promote HSOM. She reported that school leaders and businesses were invited to the kick off event last October to discuss HSOM. Information was taken from that audience to design visits to the schools. Secondary schools will be visited in the new two years by a DOE team and the DOE Commissioner.

A team of three will visit the schools to find out what's happening – where they are headed, what they are doing well, what they are struggling with. Team members will come back and discuss the information they learned with the Department of Education's Commissioner, as well as share the information with the principal of that school. DOE's Commissioner will then meet the faculty of that school. They hope to do 75 visits next year. The goal is to assess where individual schools are struggling and then provide technical assistance and professional development. The team will produce a summit report end of next year. One priority is to improve the link between high school and technical education so that more students can benefit from technical education. Discussion and questions followed.

Question: How can we participate?

Answer: Tracy suggested that the State Board of Education attend the HRIC meetings or, the HRIC attend their meetings allowing for real conversation.

Question: Priya Lapham: Who do they target for pre-assessment before going to visit?

Answer: A lead consultant that makes contact prior to the visit.

Comment: Peter Kreisel expressed concern over the lack of support received from the education community for the Lake Champlain Regional Technical Academy initiative in Chittenden County. He believes that DOE did not adequately support the effort or provide leadership. Tracy indicated that the Commissioner has met with the parties that were involved and they have discussed what happened and what it means to technical education in Chittenden County. The Commissioner is organizing a small group to develop a plan for technical education in that region. Participation on that group is unclear at this time.

Question: Jerry Brown asked what DOE will use for indicators to measure their success?

Answer: Tracy indicated that they weren't sure yet but realized that this needed to be developed. Tom Leever recommended that developing metrics be something that's addressed early on. These should be system measures and also measures that apply to individual students. Diane Dalmasse pointed out that these measures will tell you how the system is developing over time.

Question: Pixie: Who are the three people from DOE who will conduct the school visits?

Answer: Tracy, a HS consultant and a team member.

Question: Chip: Do the schools seem ready for change – your perception?

Answer: Schools are interested in HS reform, but not sure how to get there. Stephen Marsh noted that there needs to be an understanding within the educational community of the need for change, and that the funding system is key to this challenge.

Question: Linda Schiller pointed out that based on VSAC's experience, there is not enough career planning in the curriculum, and that this is something that's true in high schools, but also in earlier grades. Tracy responded that they are aware of this concern, but not sure yet how to work it out.

Question: Tim Donovan: What's the tolerance for change in the Department when a community sees a need that doesn't fit in to the historical measures for approval of those kinds of projects? How do we change the departments processes; e.g., program approval processes, funding processes?

Answer: Tracy agreed that there are certainly elements in Law and in State Board regulation that set many parameters for schools. She indicated that she does not have a specific answer to that question but will continue to look at it.

Bill Cormany noted that to make a real partnership work, you have to have real collaboration and partners need to share in the decision making process.

Richard Palmisano wondered how essential relationships could be made with kids when we don't really know them as individuals. Where are the partners who can help kids develop a plan? E.g., with health care, each patient gets an assessment. Richard indicated that he didn't feel we had the correct people sitting at the today's table so, will this information mean anything? He expressed his frustration that he's the 3rd largest individual employer in the state and no one has asked for his advice from the employer side.

Peter Kreisel agreed with Richard, commenting that what the employer community wants is not being provided. This is a political issue, not an education issue. Tracy asked what the mix of people should look like? Peter indicated that the business community has a lot to offer, but is not being involved.

Jerry Brown pointed to the HRIC Challenge Statement discussed earlier, which Commissioner Cate was involved in drafting, as a positive indication of the Department's direction.

Chip thanked Tracy for her presentation and said that this is not just a VT challenge but a national challenge as well. The economy is changing. It is no longer producing livable wage jobs for people who have only a basic education. Low skill/high wage manufacturing jobs are being lost, farming and natural resource industries are in decline. There are very few good jobs left for the high school graduate. The economy is producing

good jobs, but these jobs require high skills and postsecondary education. He suggested that Vermont can meet this challenge. We are a small state but that can work to our advantage because we can adapt more quickly.

Health Care Partnership Report

Bea Grause, President & CEO, VT Association of Hospitals & Healthcare Systems, reported that a subcommittee of the HRIC was formed four years ago to collaborate on solutions to the workforce problems that health care continues to experience.

In 2004, the Legislature passed a bill – Act 53 – which requires the Banking & Insurance Security Health Care Administration to create a long-term health care administration plan. One section of this plan requires the creation of a human resource development plan to meet the needs of the healthcare industry. Bea indicated that the group has people committed to addressing the healthcare workforce shortage problems, and that this industry is a good example of the point Chip made earlier about good paying jobs being available to those with the right skills. This committee used labor market and employer data to identify 20 healthcare occupations where worker shortages exist. Research was conducted and information was gathered on those occupations. A draft copy of the committee's extensive report was provided at the meeting and a final draft will be available soon from the HRIC.

The Healthcare summit being held concurrently with this meeting is one outcome of this study, and is intended to connect the big pieces and develop a strategy to move forward. Bea thanked Chip and Tom Leever for their support of this committee.

Discussion followed. Chip agreed that there's a serious shortage of healthcare professionals. Richard Palmisano asked that members refer to pages 12-14 of the report – Observations/Recommendations – First observation "Youth Career Planning." Richard emphasized the importance of youth career planning and statewide partnerships. Chip indicated that data from VSAC shows that students are more interested in healthcare than in the past. Bea discussed the importance of career lattices that describe a path of continued learning and professional development for youth as well as trying to capture some of the returning older workers.

Health Care Education and Training Panel

Mary Val Palumbo, Director, Office of Research, Planning & Development, UVM, reported that she works in a grant funded office. They have received grant money from the VT Agency of Human Services to address VT's nursing shortage. They've received earmarks from Senator Leahy's Office to help expand their focus to other areas of healthcare.

Mary Val introduced the panelists. Pat Menchini, Dean, UVM, College of Nursing; Pat Menchini, Dean, VTC, Allied Health & Nursing Program; Betty Rambur, Dean, UVM College of Nursing; and Mildred Reardon, Dean of Primary Care, UVM. Each presenter gave a brief outline of what it is they do.

Pat Menchini distributed and reviewed a document on VTC's nursing and allied health programs. She reported that the demand for dental hygienists has not been quantified. The demand for respiratory therapists is clearer. And, the demand for nurses is very clearly documented. The VSC's Practical Nursing programs are full.

Betty Rambur has been at UVM for the past 5 years. Under her leadership emerged the School of Nursing. Betty reviewed UVM's programs and distributed enrollment and graduation statistics for all programs Fall 2004-Spring 2004. She indicated that their programs are expensive and have no direct state appropriation. Class graduations have expanded. And, they have been successful at recruiting nurses.

Mildred Reardon distributed information on the NEVAEC program, which has been set up throughout VT. She indicated that VT is lucky to have a college of medicine in the State. She reported that 40% of their physicians have either studied or graduated from the College of Medicine, 60% come from elsewhere. She feels the need to pay attention to what's happening nationally and believes there is a national shortage of MD's. The Medical School receives roughly 5,000 applications each year. She's seeing a change in the students graduating in terms of careers that they go in to. They are not going in to primary care because the hours are long and the compensation is better in specialty areas. She's also concerned about the debt the students have when they leave medical school which tends to make them focus on the need to pay off their debts.

Dr. Reardon referred to the Department of Health's survey of physicians conducted in VT every two years - Each NAVAHEC also doing survey.

Mary Val asked panelists what they would do if given a gift. What would they wish for? Responses follow.

PAT:

- Dental hygiene program with a state-of-the-art clinic in Southern VT region.
- Respiratory clinic in southern VT.

BETTY:

- Expand practitioner program.
- Create an entry-level masters degree.
- Began an undergraduate program for physical therapists.
- Provide graduate scholarships.
- Increase resources for hiring and compensating faculty.

MARY:

- Build the physician workforce by providing taxpayer supported funding
- Education loan program, need to continue to support programs before legislature.
- Medicaid budget - address the shortfall.
- Encourage students to take math, science courses. Get engaged in different programs.
- Consider becoming a board member in your community of the NEVAHEC.

Discussion/Questions from Public:

Mary Klein: 1 plus 1 program. Folks not knowing it would take so long to get to healthcare administration. Pat- We decided to create the 1 plus 1 program and we understand students' frustration. They are well advised that 2nd year is application and acceptance.

Tom Leever: If nursing and primary physicians are at capacity and there is more demand than the education and training system can respond to, why are we not hearing about expansion plans or investigation into these needs?

Betty Rambur: You are correct that the system is at capacity now, and that we are not meeting the demand. Expansion of these programs will require additional resources beyond tuition revenues, so it is more complicated than just enrolling additional students. Finding and adequately compensating qualified instructors is also a significant challenge and, of course, this is another symptom of the skill shortage.

Chip Evans: Data shows that in Vermont colleges' in-state enrollments in healthcare programs are significantly higher than in any other area of study. Vermonters get it that the good jobs are there. The average age of these students is 34, so clearly these are people in the middle of their working years who are seeking good jobs.

Martha McCoughlin: They meet with over 2,000 adults every year who want some kind of health care but they can't access a program that's miles away. Need some type of method to help deliver those services to them. This will be the key to increasing the number of individuals involved in healthcare education and training.

Betty Rambur: There are on-line programs; however, enrollment levels are not good. For some adults who are enrolling, it becomes a third shift after a day of work for them. There is an issue with those challenges. These programs are at capacity in other states; however, certain programs are hard to find anywhere. We need some Federal assistance and a national approach to this.

Tom thanked the panelists and moderator for their time and commented that he looks forward to the future work of the Council's Healthcare Workforce Partnership.

There was no public comment.

The meeting adjourned at 4:30.