LOUISIANA HEALTHCARE INDUSTRY RECOMMENDATIONS

YEAR 1
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Recommendation 1:
Improve the development and the coordination of education, training, and workforce policy for healthcare

Recommendation 2:
Increase the number of nursing and allied health educators and their salaries

Recommendation 3:
Increase the recruitment and the retention of healthcare professionals and improve workplace environment

Recommendation 4:
Increase the number of applicants and admissions to healthcare education/training programs and retain students in these programs

Recommendation 5:
Improve and streamline the educational processes to facilitate entrants and advance existing workers

Recommendation 6:
Develop supply and demand databases and statistical models to facilitate planning, to serve as the basis for funding, program and legislative-decision making, to assist in policy formation and to measure progress and results

Recommendation 7:
RECOMMENDATION 1
Improve the development and the coordination of education, training, and workforce policy for healthcare

1. Continue funding and resources for the Louisiana Health Works Commission.

2. Create a position of Healthcare Workforce & Education Policy Advisor in the Governor’s Office or the Louisiana Workforce Commission responsible for coordination of all healthcare workforce and education training (nursing, medical education and allied health) across state agencies in collaboration with the Health Works Commission, Nursing Supply and Demand Council and the Medical Education Commission

3. Create a grant team from industry, state government, and non-profit associations to coordinate healthcare grant activities. The team will research all funding sources, write grant applications, shepherd applications, and serve as trainer/coordinator for efforts of other state entities

4. Work with Tucker Commission and Health Works Commission to continue to examine the need for the expansion of existing programs or the need for new health programs based on the integration of data collection efforts

5. Identify and evaluate existing partnerships as models of outstanding best practices. (i.e Northwestern / Willis Knighton)

6. Labor Market Areas and Workforce Investment Boards: Establish a health care industry sector group within the each region to assist the Workforce Commission in their efforts to promote and expand partnerships between university, community, public and private agencies and institutions to provide faculty and other means of support.

7. Request the Board of Regents and the Health Works Commission to study and make recommendations regarding new and emerging professional fields to meet the needs resulting from nation health care reform.

8. Match health care professional training to actual industry demands (physician, nurses, allied health).
YEAR 1

RECOMMENDATION 2
Increase the number of nursing and allied health educators and their salaries

1. Continue funding nurse and allied health educator loan programs initiated in August of 2003 and managed by the Louisiana Board of Regents. Adopt programs based on faculty shortages, hiring freezes, budget reduction and need.

2. Research ways for industry to participate in a clinical/faculty program through program and funding partnerships.
YEAR 1

RECOMMENDATION 3
Increase the recruitment and the retention of healthcare professionals and improve workplace environment

1. Increase focus on retention using the results of study research already completed, address the issue of why individuals leave healthcare professions in Louisiana
   a. Examine best practices and issues associated with health workforce retention in Louisiana by partnering with industry, associations, boards and stakeholders
   b. Convene all statewide stakeholders for meetings discuss and consider issues, opportunities, and best practices for improving current healthcare workforce retention rate
   c. Identify such issues as the attainment of licenses, reciprocity, use of technicians, etc. that may require regulatory, legislative or statutory changes and/or actions

2. Research opportunities to implement incentives (housing, tax credits, etc.) for all health care professionals possibly coordinated with a service requirement

3. Study and develop models of work design that ensure work of caregivers and support staff is meaningful; new models should be based on worker competencies, education and experience
RECOMMENDATION 4
Increase the number of applicants and admissions to healthcare education/training programs and retain students in these programs

1. Continue to build capacity of established healthcare education and training programs at both secondary and post-secondary institutions through the use of grant/stipend and grant/capitation programs

2. Maintain the Graduate Medical Education stipend at the level of the Southern Regional Average for recruitment of the highest quality future physicians; support effort of the Louisiana College to establish a medical school

3. Increase the number of applicants to healthcare education and training programs through the use of an industry led statewide strategic public-awareness plan targeting students K-12, post-secondary, non-traditional students, minorities, parents, public and the healthcare workforce utilizing print and electronic media to stimulate interest and awareness and to enhance the recognition and status of Louisiana’s health professionals by:
   a) Highlighting career ladders, articulation, Industry-Based Certifications, and diploma enhancements
   b) Developing and utilizing age-appropriate information packets, presentations, and videos highlighting health careers and associated educational opportunities focusing on elementary and middle school
   c) Developing collaborative relationships between healthcare groups and schools for the presentation and dissemination of information in the schools
   d) Developing a compendium of programs to determine which areas of the state have no healthcare enticement programs for middle and high school students which would identify model schools which offer healthcare programs including information about articulation, industry-based certifications and/or program enhancements
   e) Open health care facilities to student mentoring and internships
   f) Develop a strong rural and urban scholars program at the secondary and postsecondary level

4. Design methodology for data collection enabling the development of a three year strategy to implement new programming statewide as well as to expand and enhance programs currently offered to meet the student demand and interest for middle and high school students; increase the use of dual enrollment, industry-based certifications and/or diploma enhancements, examine potential barriers to secondary healthcare education programs

5. Recommendation that all postsecondary institutions track graduates as to sites of employment, both in and out of Louisiana. Make such lists available to industry for recruitment purposes.

6. Assess the effectiveness of Louisiana’s Career Options Law to ensure that every high school student receives effective career counseling before graduation
YEAR 1

RECOMMENDATION 5
Improve and streamline the educational processes to facilitate entrants and advance existing workers

1. Recommend and implement part-time, night and weekend, and online courses for nursing and allied health. Employ more coordinated use of simulation to address clinical shortages. Greater use of simulation. Establish additional accelerated nursing and allied health programs.

2. Strengthen polices and procedures for secondary and post-secondary institutions to report to the Health Works Commission their articulation plans and measures of success; reports will be submitted on a yearly basis; the Health Works Commission will follow the Administrative Procedures Act and Legislative submission process to promulgate the Rules regarding articulation efforts; compliance will be tied to eligibility for state capitation dollars. Consider legislative cures to support compliance.

3. Work with the Board of Elementary and Secondary Education, the Board of the Louisiana Community and Technical College System and the Louisiana Board of Regents to establish a statewide secondary to post-secondary articulation agreements based on other models used throughout and nationally. Articulation efforts should reflect the recently passed nurse legislation, Act 356.

4. Industry will provide clinical opportunities at night and on weekends with adjunct faculty, supplied by industry, to alleviate clinical capacity issues.

5. Industry will work with LPN programs to develop a standardized curriculum in the state to ensure high quality and consistent graduates.

6. Begin discussions on combining the two nursing boards.

7. Begin exploration of joining the nurse compact.
YEARS 1

RECOMMENDATION 6

Develop supply and demand databases and statistical models to facilitate planning, to serve as the basis for funding, program and legislative-decision making, to assist in policy formation and to measure progress and results

1. Continue to develop and maintain, in coordination with the Occupational Forecasting Conference, a centrally controlled and coordinated database containing key measures on selected healthcare jobs that is updated annually per Act 721 (2003); Licensing boards will submit information to the Health Works Commission regarding numbers of licensed individuals, employment information, demographic data, and membership shifts for the Top Ten Occupations in Demand; Educational institutions will submit to their licensing boards or Health Works Commission their admissions data, demographic data, and graduate data.

2. Industry developed, in cooperation with the Health Works Commission, controlled and coordinated database containing key measures relating to employer information including employment numbers, vacancy and turnover data, wage data, and staffing information.

3. Pursue legislation, statutory or regulatory changes to ensure compliance.

4. Industry will submit annual demand data and work with the Occupational Forecasting Conference to ensure that data reflects the actual industry needs.
YEAR 1

RECOMMENDATION 7
Address changes in the healthcare industry resulting from national healthcare reform

1. Monitor efforts at the federal level to begin planning for charges to industry and education and training resulting from healthcare reform
LOUISIANA HEALTHCARE INDUSTRY RECOMMENDATIONS

YEAR 2
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YEAR 2

RECOMMENDATION 1
Improve the development and the coordination of education, training, and workforce policy for healthcare

1. Continue to provide funding and resources for the Louisiana Health Works Commission

2. Fund and provide resources for the Healthcare Workforce and Education Policy Advisor in the Governor’s Office or the Louisiana Workforce Commission responsible for coordination of all healthcare workforce and education training

3. Continue to facilitate grant team research all funding sources, write grant applications, shepherd applications, and serve as trainer coordinator for community efforts. Continue to assist the Workforce Commission in their efforts to promote and expand partnerships between university, community, public and private agencies and institutions to provide faculty and other means of support

4. Work with post secondary institutions to implement and/or assist with the expansion of existing programs or the need for new health programs including the implementation of programs to meet the needs of new healthcare professionals resulting from healthcare reform efforts and the Tucker Commission
   a. Develop a consortium of educational sources among colleges and universities that would expand the opportunities for the transfer of coursework. In addition, develop a compendium of education courses maintained on the Internet, distance classroom format or workshop design that would be low cost to schools and accessible to all students

5. Support the expansion of opportunities for distance-learning venues (Internet, video conferencing, public television, e-learning, simulation etc.) to increase access of place bound students in their pursuit of education in healthcare professions as well as to train existing healthcare professionals.

By providing strategic access, more locations around the state can be served especially rural areas to which healthcare professionals/graduates rarely return once trained in another location closer to an urban college or university. Make space, facilities available at worksites for theses efforts; encourage through employee benefits (OJT, tuition reimbursement, release time, employee upgrade training or lattice training)
YEAR 2

RECOMMENDATION 2
Increase the number of nursing and allied health educators and their salaries

1. Provide continued funding for the nurse educator and allied health loan programs initiated in August of 2003 and managed by the Louisiana Board of Regents

2. Industry led program to increase the number of endowed chairs in nursing, allied health, and graduate medical education

3. Work with the Legislative study group to implement recommendations from legislative joint study resolution addressing the problem of low salaries for nurse and allied health educators
YEAR 2

RECOMMENDATION 3
Increase the retention of healthcare professionals and improve workplace environment issues

1. Provide funding to healthcare facilities for demonstration projects and the evaluation of initiatives to improve workplace conditions and to redesign jobs; encourage industry financial partnerships to share costs of projects through private and public dollars
   a. Develop and promote voluntary standards of excellence based on the magnet hospital model
   b. As an incentive to providing exceptional healthcare workplace environment, develop a program to recognize healthcare employers of the year in various healthcare fields
   c. Explore use of childcare and/or elder care options as available benefit for healthcare workers

2. Develop an industry led information campaign to interest non-traditional students, dislocated workers, minorities and adults in healthcare careers
   a. Intensify outreach to non-traditional students, dislocated workers, minorities and adults regarding opportunities in healthcare industry
   b. Develop a media campaign that creates a positive image of healthcare, healthcare professions, and the people working in the industry targeted specifically to non-traditional students, dislocated workers, minorities and adults using print and electronic media

3. Using the results of study research already completed and pending enactment of workplace legislation (staffing, lifting, etc.), continue to address the issue of why individuals leave healthcare professions in Louisiana
   a. Examine best practices and issues associated with healthcare workforce retention in Louisiana by partnering with industry, associations, boards and stakeholders
   b. Convene all statewide stakeholders for ongoing communication to discuss and consider issues, opportunities, and best practices for improving current healthcare workforce retention rate
   c. Identify such issues as the attainment of licenses, reciprocity, use of technicians, etc., that may require regulatory or legislative changes and/or actions

4. Support legislation to enact tax credits, housing assistance, etc. for healthcare professionals tied to a service requirement
RECOMMENDATION 4
Increase the number of applicants and admissions to healthcare education and training programs and to retain students in these programs

1. Increase the capacity of established healthcare education and training programs at both secondary and post-secondary institutions through the use of grant/stipend and grant/capitation programs

2. Continue to maintain the Graduate Medical Education stipend at the level of the Southern Regional Average for recruitment of the highest quality future physicians; if health reform passes with additional residency slots, increase the number of primary care, pediatricians and geriatricians in residency programs

3. Continue support efforts of the Louisiana College to establish a medical school

4. Legislation to establish a limited program for healthcare workers and students similar to TOPS for TEACHERS for individuals meeting appropriate eligibility requirements in healthcare programs and upon acceptance into programs; up to 10% incentive over original TOPS funding; includes individuals seeking graduate degrees in those fields requiring graduate degrees as entry-level requirements

5. Begin development of a three year strategy to implement new programming statewide as well as to expand and enhance programs currently offered to meet the student demand and interest for middle and high school students; increase the number of local/statewide articulation agreements, Industry-Based Certification and/or diploma enhancements, and examine potential barriers to secondary healthcare education programs

6. Increase the number of applicants to healthcare education and training programs through the continued use of a industry led statewide strategic public-awareness plan targeting students K-12, post-secondary, non-traditional students, minorities, parents, public and the healthcare workforce utilizing print and electronic media to stimulate interest and awareness and to enhance the recognition and status of Louisiana’s health professionals by:
   a) Highlighting career ladders, articulation, Industry-Based Certifications, and diploma enhancements
   b) Developing and utilizing age-appropriate information packets, presentations, and videos highlighting health careers and associated educational opportunities focusing on elementary and middle school
   c) Developing collaborative relationships between healthcare groups and schools for the presentation and dissemination of information in the schools
   d) Developing a compendium of programs to determine which areas of the state have no healthcare enticement programs for middle and high school students which would identify model schools that offer healthcare programs including information about articulation, Industry-Based Certifications and/or program enhancements
   e) Continue support for rural and urban scholars program at secondary and postsecondary level tied closely to industry partners in targeted areas
YEAR 2

RECOMMENDATION 5
Improve and streamline educational processes to facilitate entrants and advance existing workers

1. Continue to work with the Licensed Practical Nursing (LPN) programs in the state to ensure high quality and consistent graduates pursue national accreditation of these programs; explore 1+1 programs, onsite programs to move CNAs to PLN or allied health licensure

2. Preserve Associate Degree nursing programs and address/assess the need for additional programs where local needs are not met by existing programs

3. Evaluate implementation of Act 356 to determine effectiveness; support legislative regulatory and statutory changes to ensure articulation is successful

4. Support legislation to combine the two boards of nursing

5. Support legislation to join the nursing compact.

6. Statewide system to determine clinical rotations; continue to support night and week-end clinical efforts

7. Strategic access from Year 2, part of #5
YEARS 2

RECOMMENDATION 6
Develop supply and demand databases and statistical models to facilitate planning, to serve as the basis for funding, program and legislative-decision making, to assist in policy formation and to measure progress and results

1. Industry will submit demand data and combine to work with the Occupational Forecasting Conference to ensure that data effects the actual industry needs

2. Boards and Educational Institutions will submit licensing and key measures to the Health Works Commission
RECOMMENDATION 7
Address changes in the healthcare industry resulting from national healthcare reform

1. Industry will submit a written report to the Health Works Commission of changes needed resulting from healthcare reform addressing all phases of the healthcare industry.