

NURSING SUPPLY AND DEMAND COUNCIL
MINUTES
February 23, 2017

The Nursing Supply and Demand Council (NSDC) met on February 23, 2017, in the Louisiana Board of Regents Board Conference room. Chair Bienemy called the meeting to order at 1:08 p.m. The roll was called, and a quorum of the Executive Committee was established. Later arrivals in the meeting resulted in a quorum of the Council.

COUNCIL MEMBERS PRESENT

Chair - Cynthia Bienemy, LSBN
Cindy Cobb, LANP
Eileen Creel, LACANE
Lisa Deaton, LSNA
Bronwyn Doyle, LAICU
Rita Finn, LHNA
Gail Gibson, OPH
Paula Hellums, LCTCS
Cheryl Taylor, LSBNO
Mike Thompson, LHA
Larry Tremblay, BoR

COUNCIL ORGANIZATIONS ABSENT

AORN
LANA
LONE
LSPRN
LSNO
SUBR

GUESTS

Joseph G. Hollins, LA Workforce Commission

Announcements

There were no announcements. Introductions were made by Council members.

New Business

Dr. Cynthia Bienemy introduced Joseph Hollins, MSHRLD, Director of Apprenticeship for the Louisiana Workforce Commission. She requested a meeting with Mr. Hollins after the Board of Nursing received a request for an interview to discuss the \$1.5 million dollar grant that the Louisiana Workforce Commission (LWC) received to partner **with state high schools** and the Ochsner Health System to develop Registered Apprenticeship programs in surgical technician and licensed practical nurse fields.

Dr. Bienemy serves as the President-Elect for the National Forum of State Nursing Workforce Centers and became aware of a collaboration between the Connecticut League for Nursing and Connecticut's Workforce Commission Apprenticeship Program for a statewide RN Onboarding Program. Dr. Bienemy thought that it would be helpful for NSDC to learn more about LWC's Apprenticeship Program and to brainstorm about possible avenues for future funding initiatives.

Historically, the apprenticeship program is thought of as starting with getting individuals to work and maybe to their first official trained position. But because there is a tremendous demand for BSN prepared nurses in Louisiana, as well as the development of nurse residency programs, discussions are taking place to determine if funds under the apprenticeship program can be used to assist in these initiatives.

Mr. Hollins reported that traditionally apprenticeship has been viewed as skilled craft, such as carpenters, millwrights, plumbers, pipefitters, brick masonry work, but it has now begun to go into non-traditional fields, meaning non-traditional in the apprenticeship context, such as nursing. There is a gap between the day-to-day, hands-on competencies that need to accompany knowledge. Whenever there is that gap, apprenticeship is the answer. The make-up of apprenticeship program is typically four years, consisting of 2,000 hours of on-the-job training per year and 144 hours per year of related instruction. These are minimums. Mr. Hollins gave an example of how this program could possibly work for LPNs desiring to become RNs. As an example, an RN would mentor the LPN for these hours while they were on the job, so the LPN learns hands on what an RN does. The 144 hours of related instruction is one or two nights, to receive classroom training to reinforce what is being learned on the job. As a day one apprentice, an LPN would make 50% of what an RN makes. Over the course of four years, there is wage progression as competencies are increased, until one achieves RN status. There is a pathway where one does not have to stop working; money can still be earned while education is increased. Concerns about how the regulatory and approval guidelines of the Board of Nursing and how they would be met and/or integrated in this type of program was articulated by some of the council members.

The purpose of the grant is to develop the initial program and get it started. LWC is working with Ochsner as part of the grant. They have a Medical Assistant (MA) program at River Parishes, and are developing an MA to LPN apprenticeship program. Once that is established, the goal is to then to establish an LPN to RN apprenticeship program.

A question and answer and general discussion followed the presentation.

Announcements

Dr. Bienemy shared a Save the Date for the Culture of Health Summit: Building Partnerships to Transform Health that's being held April 27th in Kenner, LA. Dr. Susan Hassmiller, the Senior Nurse Advisor for the Robert Wood Johnson Foundation, and Dr. Rebekah Gee, Secretary of Health at LDH, will be the keynote speakers. This will be a great opportunity not only for the nursing community, but for other disciplines that are working to build healthy communities and healthy populations. There is a minimal cost of \$25.00 per person to attend the Summit.

2016 Nursing Supply and Demand Annual Report

Lisa Deaton reported on the status of the 2016 NSDC Annual Report, having sent the draft to the council members the day before. She explained that she took last year's report which had been slightly revamped, updated the data and reviewed NSDC minutes from 2016. A review and discussion ensued. Ms. Deaton recommended that at the next meeting, we take some time to have a discussion about the information in the annual report, about changes in data and the recommendations. March 23rd is the next meeting; March 8th is the deadline for receiving comments from council members. A copy of the draft is attached to these minutes.

PUBLIC COMMENTS

There were no public comments.

APPROVAL OF MINUTES

Minutes from the October 12, 2016 meeting were reviewed. On motion of Cindy Cobb, seconded by Bronwyn Doyle, the Council voted unanimously to approve the minutes with the edits discussed.

NEXT MEETING DATES

The next meeting will be held on Thursday, March 23, 1:00 – 3:00 p.m., in the Board Conference Room at the Board of Regents.

ADJOURNMENT

There being no further business, on motion of Lisa Deaton and seconded by Cindy Cobb, the meeting was adjourned at 3:03 p.m.

DRAFT