

*Council Minutes**The Council for Allied Health in North Carolina**UNC General Administration Building, Board Room**Wednesday, September 3, 2008; 9:30 am – 12:30 pm*

9:35 meeting called to order

Item I. (delete word item) Welcome and Introductions

- Round Robin introductions: all individuals present provided their name and association
- Introduction of Skip Ryan, Lilly Topal's replacement as Administrative Assistant
- Introduction of Alisa Debnam, new Executive Director

Item II. Executive Director's Report

- Alisa thanks the Executive Committee for their dedication, as well as Dr. David Yoder and the member associations
- Alisa believes her experience will provide the tools to bring the Council to the next level
- She hopes to continue the Council's good work, bring change for the betterment, and create new value and innovation
- Alisa has pulled objectives as the new Executive Director from the Council's Mission Statement
 - grow membership and increase current member participation
 - expand revenue streams
 - funding is a priority
 - improve technology and infrastructure
 - videoconferencing, new website (Alisa thanks Dr. Lee McLean for providing web space on the Department of Allied Health Sciences' (UNC-CH site), quarterly electronic update, updated Council brochure, friends of the Council awards
 - informing the public about Allied Health workforce issues and the profession
 - News and Observer and Fayetteville Observer newspaper inserts
 - Allied Health Legislative Day to educate the legislature regarding Allied Health
 - Explore additional workforce studies
 - ◆ There will be no workforce study this year, however, other options are being researched

Item III. Approval of May 7, 2008 Minutes

Motion: A motion was made and seconded to approve the May 7, 2008 Council minutes. A voice vote was taken. The minutes were approved by voice vote.

**Item IV. Presentation: *Update on Allied Health Regional Skills Partnerships*
Laura Spivey, Department of Commerce, Division of Workforce Development**

- North Carolina Division on Workforce Development
 - oversees federal funds provided by the Workforce Investment Act
 - the goal is to guide North Carolina's investment in the global workforce
- North Carolina Workforce Report found that:
 - traditional jobs in North Carolina are disappearing
 - many areas in North Carolina are not prospering

- future prosperity depends on education
- retiring baby boomers will exacerbate skill gaps in workers
- the State of Workforce Report can be found on www.NCcommerce.com
- North Carolina Project
 - the goal is to develop an action plan that advances statewide sector strategy for Allied Health and to provide a template for other sectors' development
 - focusing on a specific strategy will benefit workers, businesses/employers, increase competitiveness, success, and employment opportunities
- Regional Skills Partnerships
 - applicants were asked to identify their region, employment issues, partners, goals, and budget
 - 10 applications were received, 7 grants of \$55,000 were awarded totaling \$385,000
 - a diverse group of partnership leaders were created
 - expected outcomes for the final report for each region are to identify critical skills shortages, develop ongoing partnerships, create a work plan, identify technological assistance needs, develop sustainability plan, a memo of agreement is optional
 - support Mechanisms included a January launch event, 2 learning exchanges, technical assistance, distribution of information, sector strategy toolkit (START—Sector Toolkit for Advanced Regional Transformation), and assistance with seeking funding
 - the partnerships connects multiple stakeholders around a specific industry sectors to focus on occupational skill, problems, and challenges
 - observations: vision skills, leadership skills, organizational skills, sustainability skills, data, and stories matter
 - concerns regarding the project are that only a few people are responsible for making this whole process happen, getting employers involved is difficult, and sustainability
 - Sustainability Planning
 - grantee leaders working as a coalition to find funding
 - NC AHEC support of foundation funding
 - sponsorship of building NC AHRSP (Allied Health Regional Skills Partnership) network
 - Remaining timeline includes learning exchange II, implementation plan, final report, fall conference in October, final report due January 30, 2009
- Questions
 - Kathy Heilig comments on her experience with this project and how exciting it is to see regional partnerships. She asks about the Workforce Development Fall Conference—information regarding the conference can be found on www.NCcommerce.com.
 - Lee McLean asks what types of actions are being projected—each grantee's final report will look different, however each will include the items from the “Expected Outcomes” list.
 - Ned Fowler asks if members of the partnerships can be invited to present to the Council—Linda encourages this idea.
 - Linda Yurko is involved in one of the planning grants. She comments that it has been interesting to see competitors come together to find what Allied Health careers are most needed in an area, how they can help, and looking at retention in education.

- An individual commented how the project is reforming a living-breathing thing. That the focus should be on how to serve people on an individual basis. Maybe in the past, projects had been thinking too big instead of focusing on what is in one's power to do.

Item V. Presentation: “All You Need to know about Videoconferencing”

Jim Barnett – UNC General Administration

- Jim showed the process of connecting a videoconference on the screen. He explained that this was not something a participant would normally see, it would be done beforehand.
- The camera set up was described, as well as the use of the camera's zoom and pan features.
- NCREN is the central hub for videoconferencing. Session procedures and contacts can be found on their website at <http://www.mcnc.org/index.cfm?fuseaction=page&filename=videoservices.html>.
- Questions:
 - Alan Brown asks how far in advance a videoconference would have to be planned—as soon as possible, it is fine to schedule in advance, but a conference can be done last minute.
 - Lee McLean asks how the videoconference is broadcast and how many conferences can run at the same time—the video feed is sent via the internet, Jim is unsure how many can be streamed at the same time, but multiple sessions can be run.
 - Elizabeth Rogers asks if private universities, like Elon University, can also participate in videoconferencing with the UNC system—this can be done.
 - Stephen Thomas announces that initially four sites have been chosen to help individuals who are required to travel to meetings.

Item VI. Presentation: North Carolina Hospital Association (NCHA) Workforce Trend Analysis

Kathy Heilig, Vice-President Clinical Services, NCHA

Dr. Sarah Broome, Director of Economic Research, NCHA

- Kathy Heilig explained that the North Carolina Hospital Association's analysis of workforce data began in the financial area and the workforce aspect was layered into that. The NCHA teamed up with the SHEPS Center.
- Dr. Broome explained that the study sampled 87 out of 127 hospitals.
- The measures for the study included total vacancies, turnover, permanent vs. contract positions, recruitment costs, days to fill positions, etc.
- Many Allied Health professions were involved in the study.
- Healthcare is a source of new jobs in NC, picking up some gaps in the loss of manufacturing jobs
- Allied Health positions make up 12% of all hospital jobs and 16% of new jobs.
- There is a greater overall vacancy rate in Eastern NC that is not necessarily based on urban vs. rural issues. Vacancy rate often depends on position and there is no correlation between having an educational institution in the vicinity and vacancy.
- The time it takes to fill a vacant position varies depending on urban or rural areas.
- Allied Health Sciences have a higher rate of contracted workers. Contract employees can be indicative of a shortage or not, depending on the hospital's needs. There does tend to be a difference in the number of contracted workers based on urban vs. rural areas.

- Urban areas tend to pay more for recruiting those in Allied Health fields.
- Questions:
 - Alan Brown asked if participation in the survey was voluntary—it was voluntary and was meant to be a representation of NC hospitals.
 - Lee McLean asks if there is a defined list of professions—the survey included 35 professions, all of the Allied Health professions surveyed made it into the report. Currently there are 600 data points.
 - Ned Fowler remarks that the regional variations are interesting and asks if that information is available for all specific professions—it is not available in the report, but Dr. Broome states that they will be willing to work with requests.
 - Kathy Heilig points out the correlation between Laura Spivey's grants map and the vacancy rate map.
 - The data is not available to researcher, however Kathy Heilig says they may be able to accommodate individuals based on need and how quickly they need it.
 - Dr. Broome remarks that they do not envision getting data from psychiatric hospitals due to their lack of IT infrastructure.

Item VII. Business of the Council: Discussion and Action

- Alisa Debnam described this year's insert for the News and Observer and Fayetteville Observer:
 - The insert is an opportunity to market allied health across the state during Allied Health week (November 2-8, 2008)
 - This year's insert will be in Sunday, November 2nd's paper
 - The insert will be 16 pages of articles and advertisements
 - Alisa reviewed the flyers and guidelines that were included in the meeting packet
 - All articles should be sent electronically

Item VIII. Reports: Council Budget Update—Alan Brown

- The Council struggles with a deficit of \$20,000-25,000
- Salary positions will be paid for, however it is in expenses and day-to-day costs that the budget runs into the red
- The new website will provide information for donating to the Council
- E. Rogers suggests saving money by no longer printing materials for meetings and sending them electronically, other agree that this is a good idea. Beginning with the November 5, 2008, all materials will be sent electronically and not provided at the meetings.

Item IX. Legislative Update:

- Pat Porter has retired from the Government Liaison position and a new person will be found to take her place
- Information regarding health from the most recent session has been provided in the meeting packet

Item X. Round Robin

- Carolyn Cusic discusses how the increase in energy costs is changing in-home services. She also comments on the rapid changes in healthcare within the past 18 months due to energy costs.

- Lee McLean asks about the use of tele-health—it is being used often in NC, but makes it more difficult for therapists. Lee also mentions the issue with Speech Pathology being offered long distance.
 - Long distance speech pathology rural school systems (Washington County Schools) is discussed. The program received 1 year probationary period from NC Licensing Board. Quarterly reports are required showing that children are receiving the same benefits as their peers receiving assistance face to face.
- Carolyn also explains that physical therapists are taking advantage of the Wii.
- Elizabeth Rogers describes the research campus founded by David Murdoch.

Item XI. Announcements

- Stephen Thomas announced upcoming meeting dates.
- Motion: Ned Fowler moved to adjourn the meeting. Lee McLean seconded the motion. No discussion. Vote is unanimous. Motion passed.

Meeting adjourned 12:00 pm.

In Attendance:

Members and Staff:

Patricia Benton—North Carolina Health Careers Access Program
 Alan Brown—*Treasurer*, North Carolina AHEC Program
 Samuel B. Clark—North Carolina Health Care Facilities Association
 Carolyn Cusic—North Carolina Association for Home Care & Hospice
 Alisa Debnam—Executive Director, CAHNC
 Ned Fowler—North Carolina Community College Allied Health Programs
 Dawn Grant—North Carolina AHEC Allied Health Representative
 Kathryn E. Heilig—Immediate Past Chair, North Carolina Hospital Association
 Lee McLean—UNC Systems Allied Health Programs
 Lisa McDonald—Allied Health Professional Association Representative and Representative to the Executive Committee
 Elizabeth Rogers—Independent Colleges and Universities of North Carolina
 Skip Ryan—Administrative Assistant, CAHNC
 Justine L. Seabolt—Allied Health Professional Association Representative
 Stephen Thomas—*Vice Chair*, East Carolina University
 Linda Yurko—Allied Health Professional Association Representative

Guests:

Connie Stack—Alamance Community College
 Darlene Duncan—Wake AHEC
 Amy Vega—SR-AHEC
 Mijah Haygood—NCHA
 Sara L. Broome—NCHA
 Carol Bowles—Surry Community College
 Ellen Wyrick—Surry Community College
 Liz Guyer—Surry Community College
 Ruth Hedspeth—CPC-Charlotte

Celia Hooper—UNCG
Marge Ottofy—NCSMA
Elizabeth Dalton—SEAHEC
Sidette Boyce—Eastern AHEC
Libby Haile—Greenboro AHEC
Laura Spivey—North Carolina Department of Commerce
Alice Schenall—Area L AHEC
Nedra Edwards Hines—NW AHEC
Cindy Archie—Wayne Community College
Connie Paladenech—North Carolina Society for Respiratory Care
Peggy Valentine—Winston-Salem State University
Julie Covington—Charlotte AHEC
Laura Conner—Charlotte AHEC
Andrew Hanson—UNC Charlotte
Beverly Haigler-Daly—PSCT Service, Inc.
Sunanda Dillon—UNC Department of Allied Health Sciences