

Legislative Commission on the Interdisciplinary Primary Care Workforce

June 24, 2021 2:00-4:00pm – Zoom Conference

Call in information:

<https://nh-dhhs.zoom.us/j/96235636946?pwd=NG81a3RSc0FENDFCY1BvMkpidzITdz09>

Meeting ID: 962 3563 6946

Passcode: 817441

+1 646 558 8656 US (New York)

Dial *6 to mute or unmute if you connect by phone

Agenda

- 2:00 - 2:15 **Attendance & Introductions**
- 2:15 – 2:35 **A Review of NH Health Care Licensure Standards and Workforce** - Peter Ames, Executive Director, Foundation for Healthy Communities
- 2:35 - 3:35 **Building Workforce – ANEW, Moving Beyond the Usual –**
Marcy Doyle, Clinical and Quality Improvement Director and Adjunct Nursing Professor, Jeanne Ryer, Director, and Janet Thomas, Project Director, NH Citizens Health Initiative (NHCHI), NH Institute for Health Policy and Practice (IHPP), UNH
- 3:35 – 3:55 **Legislative Agenda & Updates –** Group discussion
- 4:00 **Adjourn**

Next meeting: Thursday August 26, 2:00-4:00pm

The Health Care Licensing Project: Findings & Recommendations

Foundation for Healthy Communities

Author: Brian Gottlob

Funded by the Endowment for Health

June 24, 2021

The Issues (From an Economists Perspective)

- Health care occupations are among the fastest growing and the industry has the most unfilled job openings in New Hampshire.
- NH's labor force is growing slowly and 30% of hires in the health care industry annually come from jobs in other states.
- Occupational licensing affects the ability of professionals licensed by one state to work in another state.
- Healthcare occupations are the most licensed of all occupations.
- Licensure requirements can delay or dissuade individuals from entering licensed healthcare occupations.
- Licensure requirements can inhibit multistate practice and delay or preclude licensees from working in their occupations upon relocation to a new state.
- Eliminating impediments to licensing will be important in meeting the healthcare industry's hiring needs.

Approach

- Frame the issue around workforce needs not ideological or regulations.
- Document demand for healthcare workers relates to the larger demographic and labor force challenges New Hampshire faces.
- Document the impacts that healthcare licensure can have on the ability of NH's healthcare industry to satisfy its workforce needs.
- Quantify the workforce and economic benefits to NH of reducing barriers to attracting and hiring healthcare workers.
- Compare NH's licensure policies to other states and recommend actions to reduce impediments to licensure.

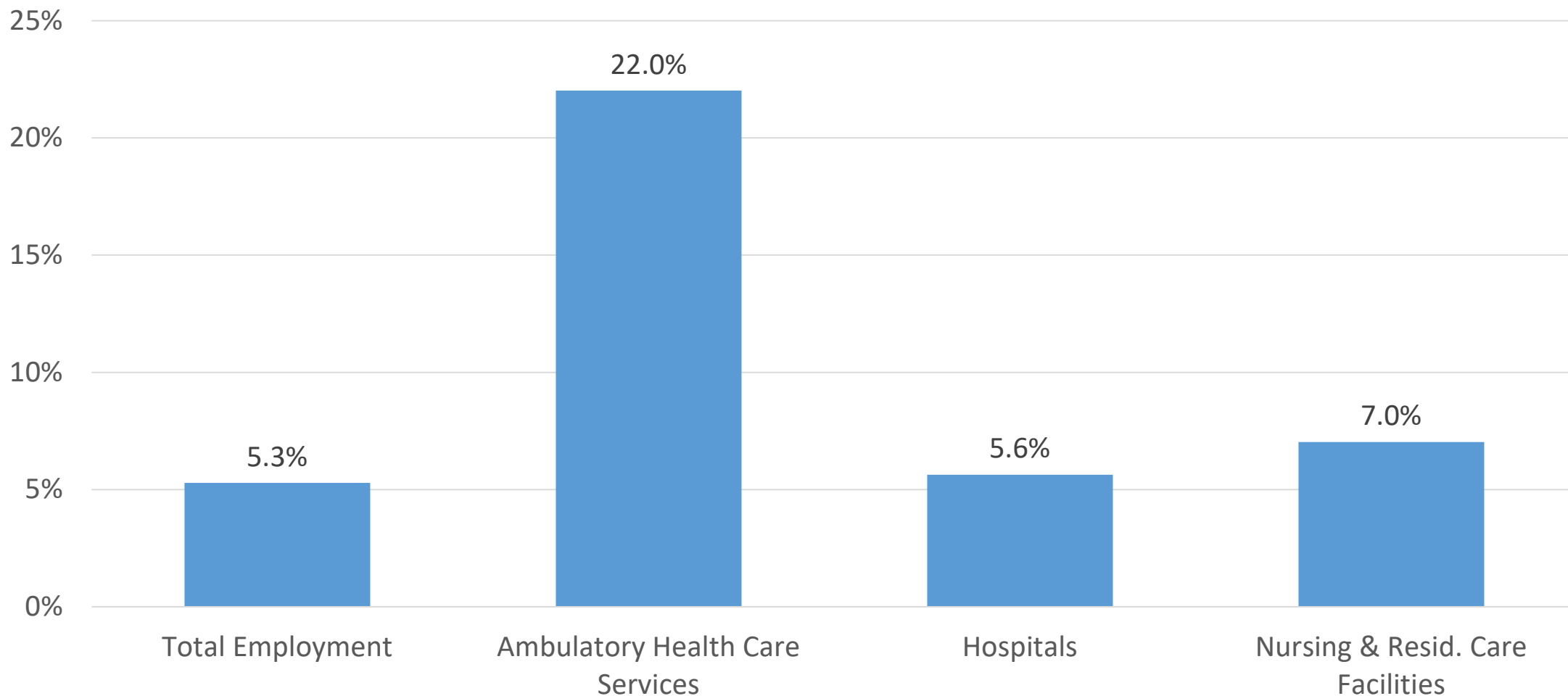
Annual Job Postings for Health Care Occupations in NH Increased 91% Between 2015 and 2020

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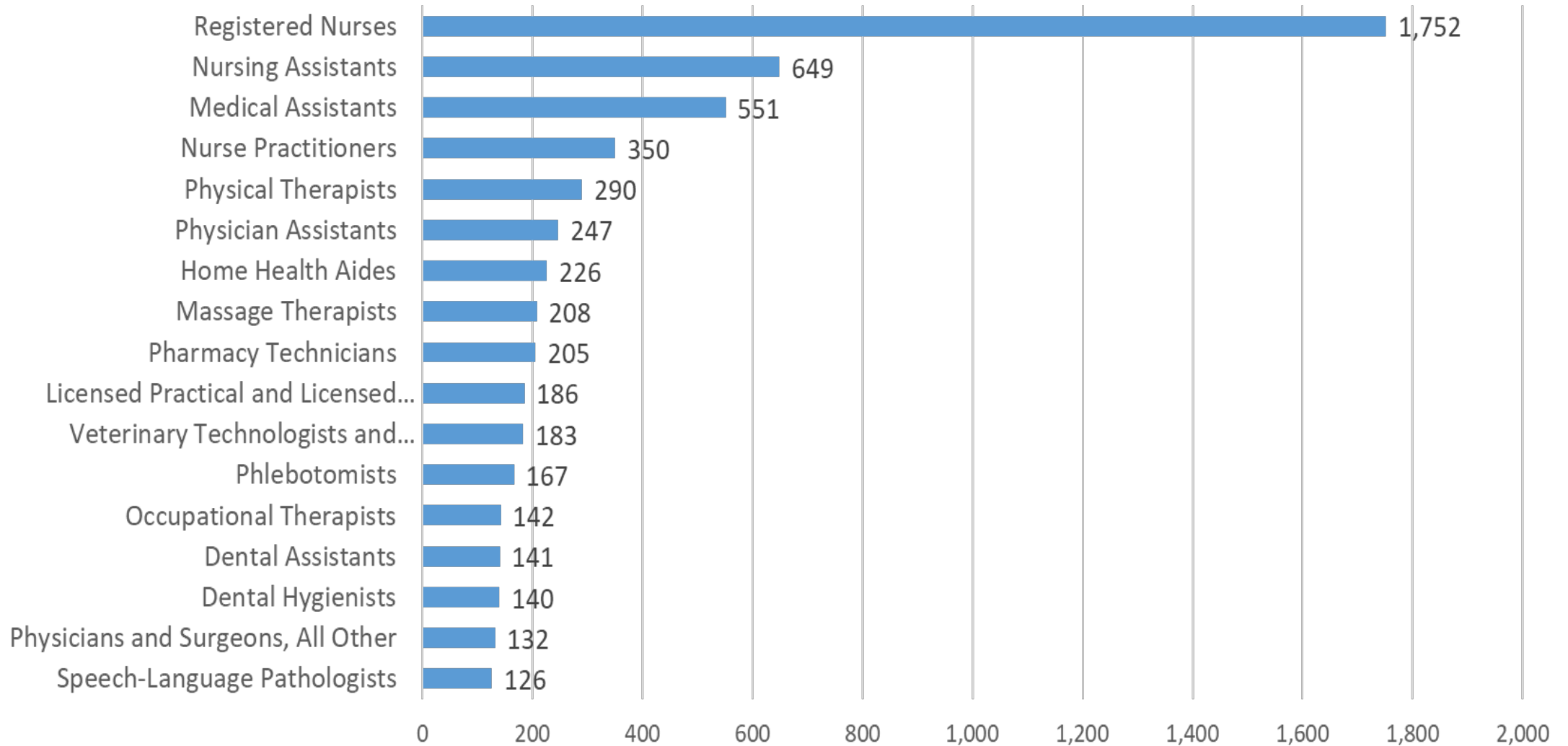


Health Care Industries are Projected to Have Greater Job Growth. A High % of Licensed Workers and Slow Labor Force Growth Will Make Licensing Regulations and Procedures Increasingly Important

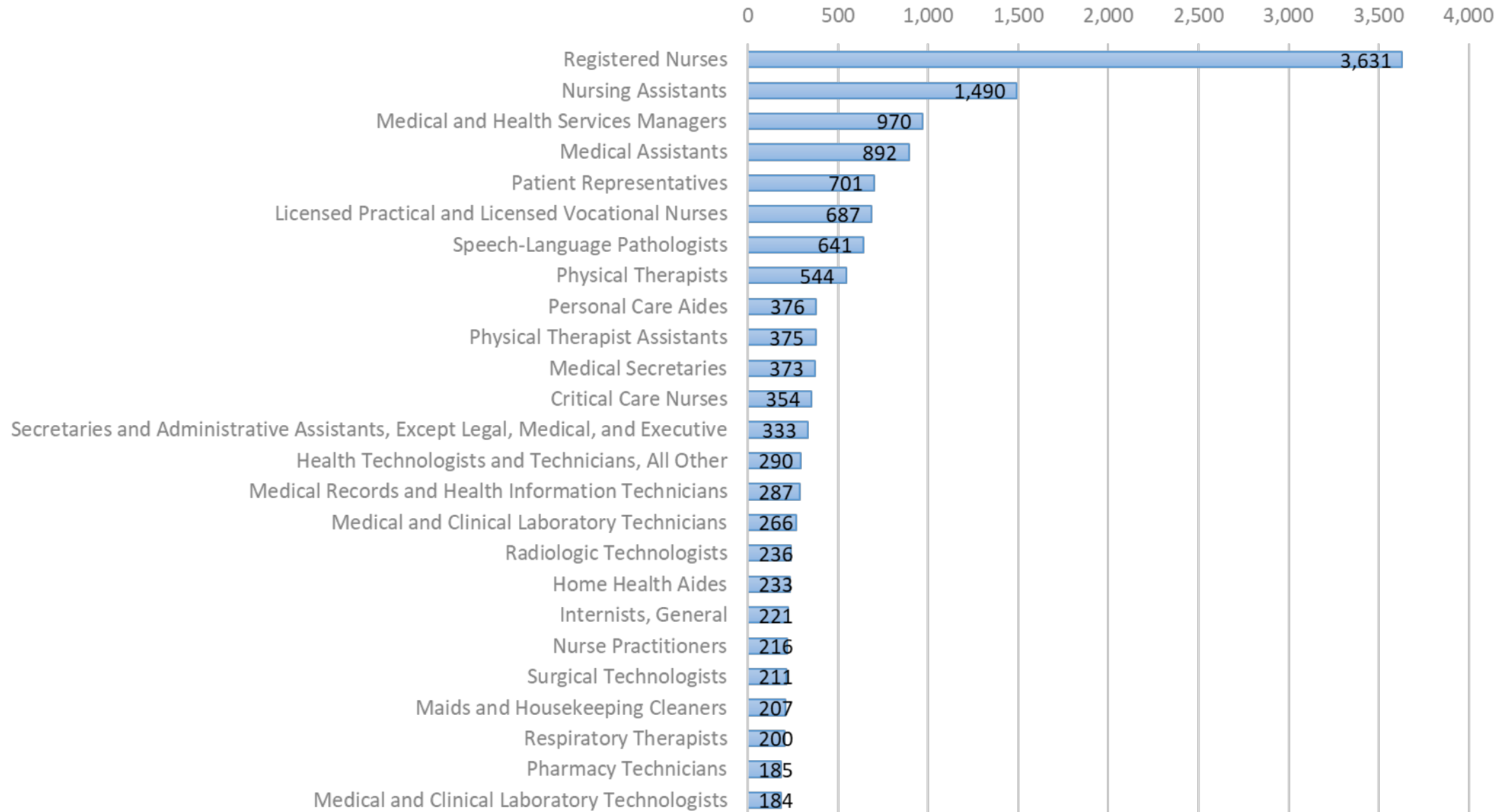
Projected Industry Employment Growth to 2028



Projected Net Job Growth to 2028 for Health Care Occupations in New Hampshire (but There are Just as Many Annual Openings Each Year)

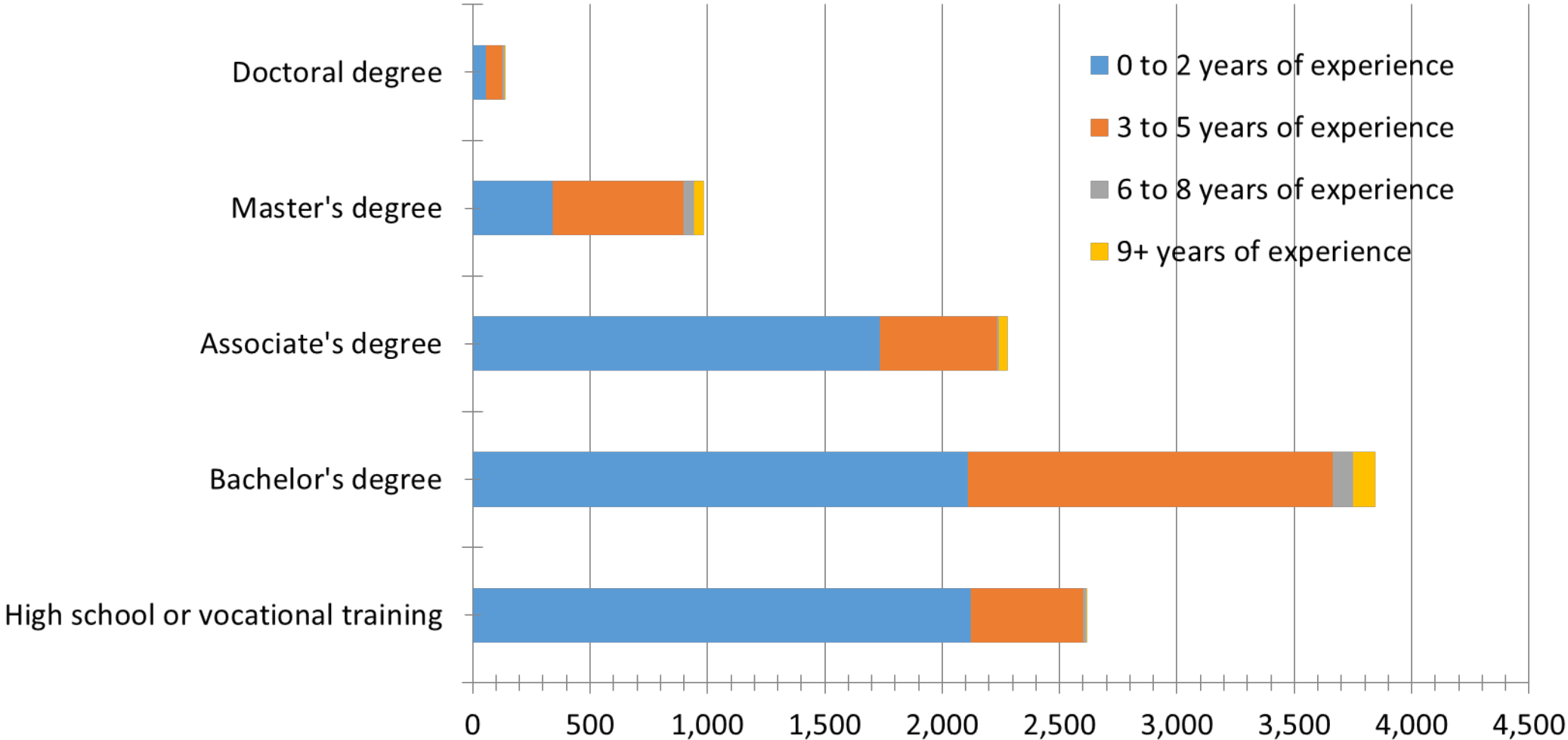


Health Care Occupations With the Most Job Postings Last 365 Days

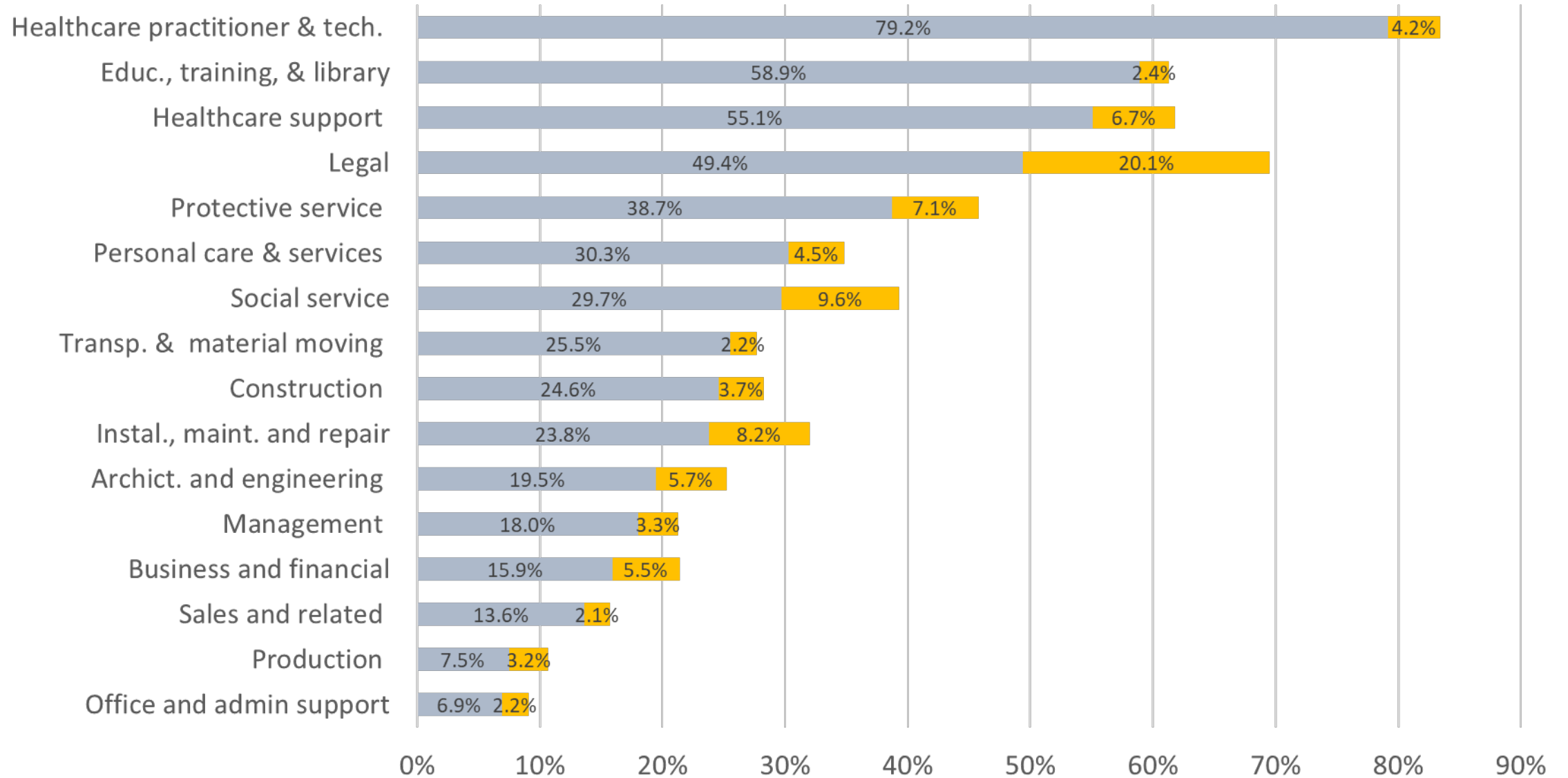


Occupations Requiring Bachelor's and Associate's Degrees are Most in Demand, But a High Percentage Require Little or No Experience

Requested Education Experience in Health Care Job Postings

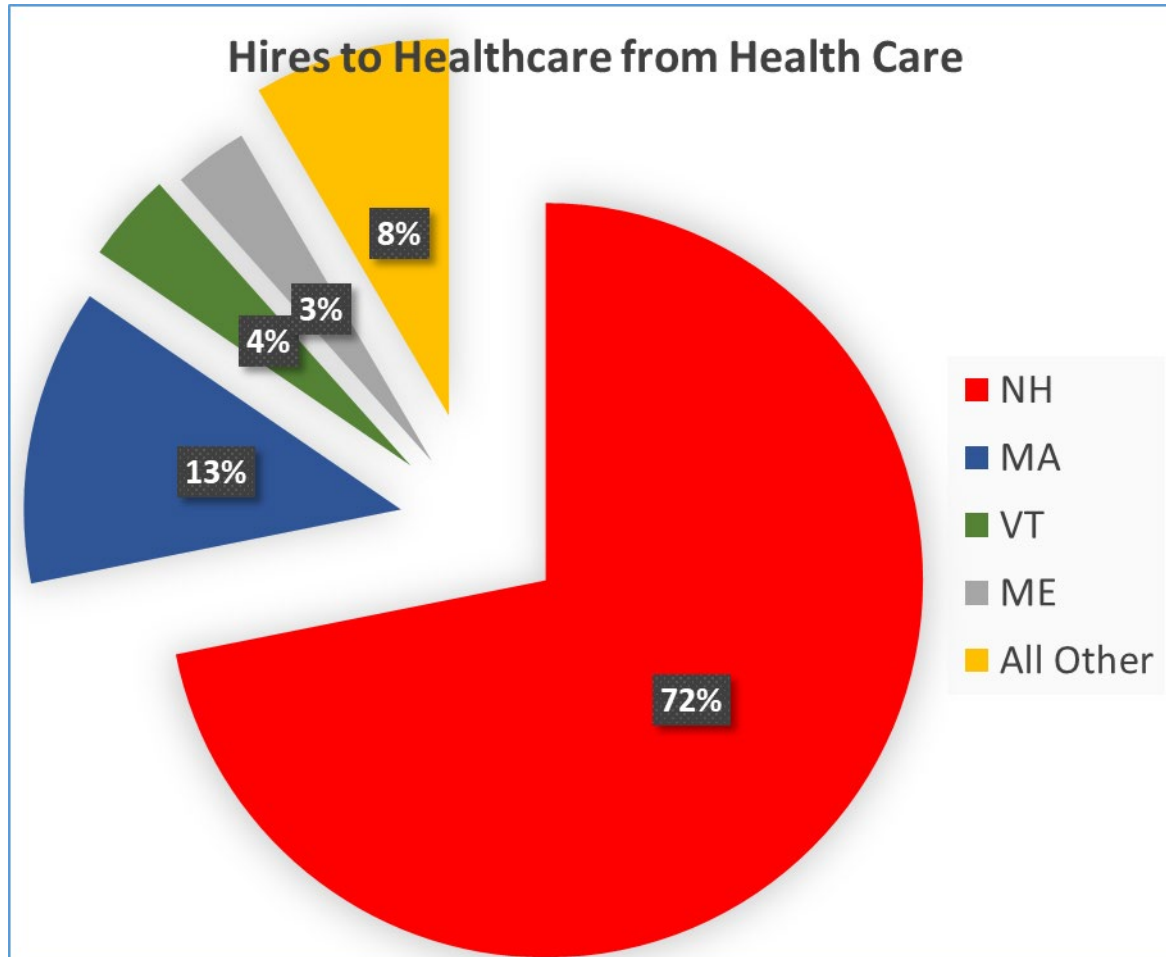


Healthcare Occupations are, by Far, the Most Heavily Licensed of All Occupational Groupings

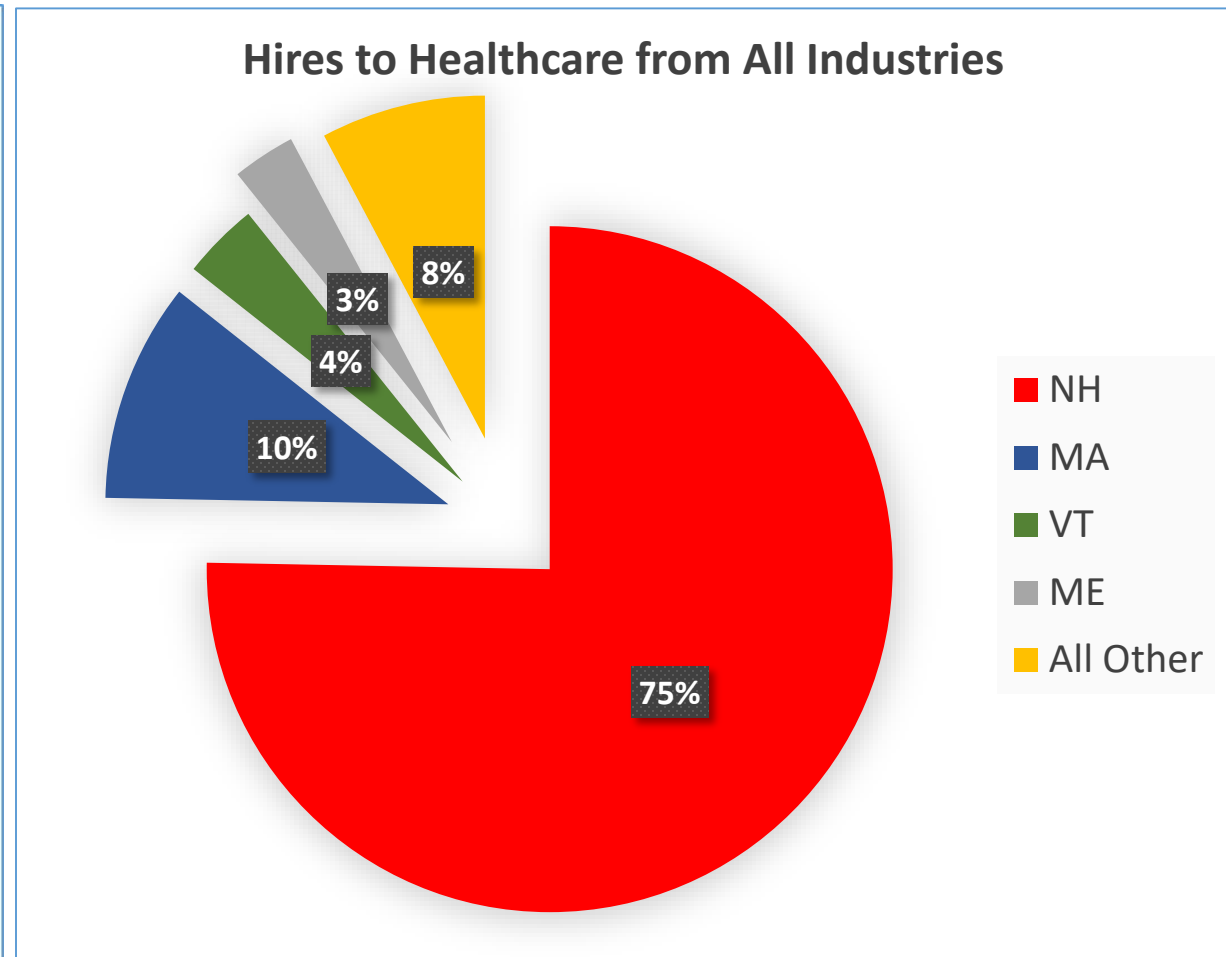


Most Hires to Health Care Jobs in New Hampshire (Among People Who Held a Prior Job) are From NH, But 20% Come From Neighboring States – Important to Facilitate Licensing Between NH & Those States

Hires To Healthcare in NH from Healthcare to Healthcare Industry

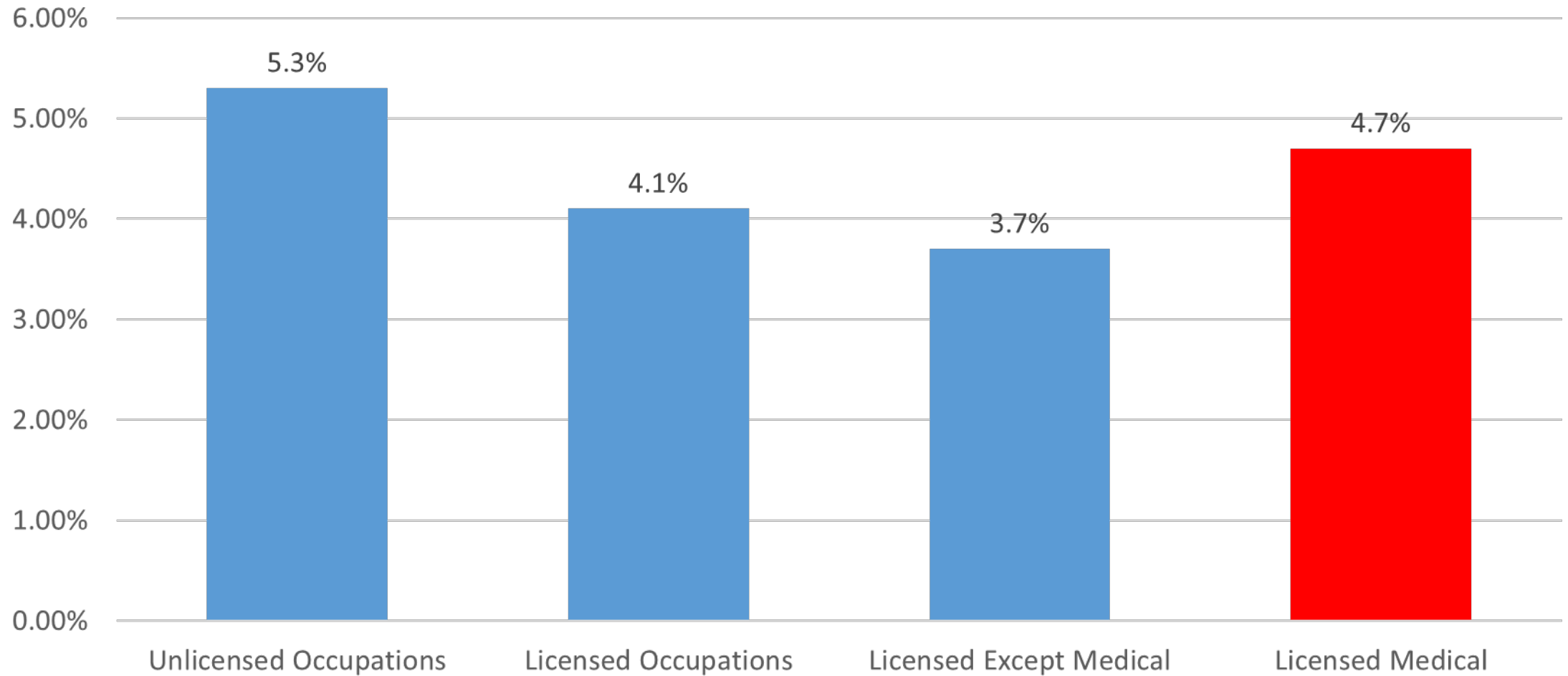


Hires To Healthcare in NH from all Industries



Individuals With Occupational Licenses are Less Mobile. Reducing Impediments to Licensing Could Increase Health Care Hiring in NH by 182 – 365 per Year, or 3.5% to 7.0% of Projected Annual Health Care Job Openings

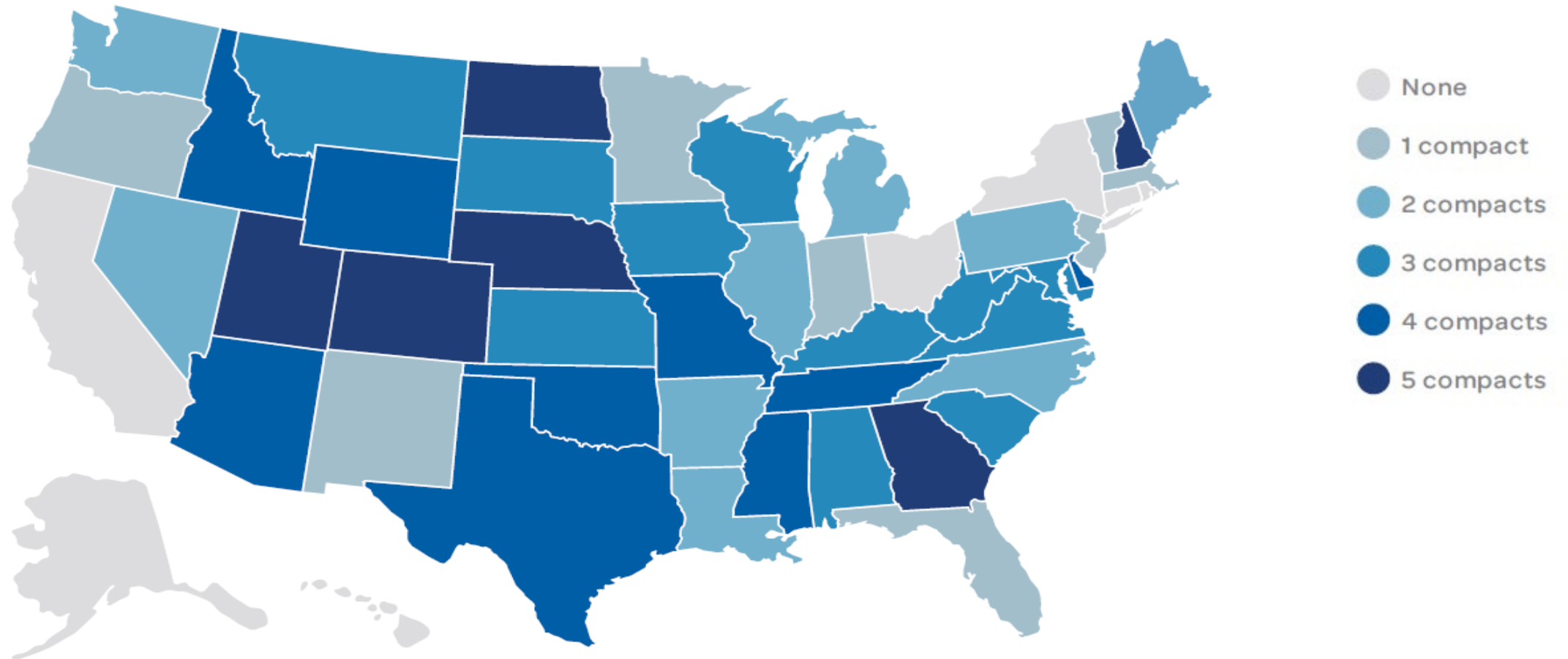
Annual State-to-State Migration Rates to NH



Some Measures to Systematically Evaluate and Compare NH's Healthcare Licensure to Other States – Key Dimensions

- Entry Restrictions: Recognition of out-of-state licensures, initial fees, “moral character” clause, background checks.
- Education and Training Requirements: Education level, number of exams, training hours, experience hours.
- Renewal Requirements: Renewal years, hours of continued education, renewal fee.
- Processing and Approval Times
- Scope of Practice Regulations that limit occupational services

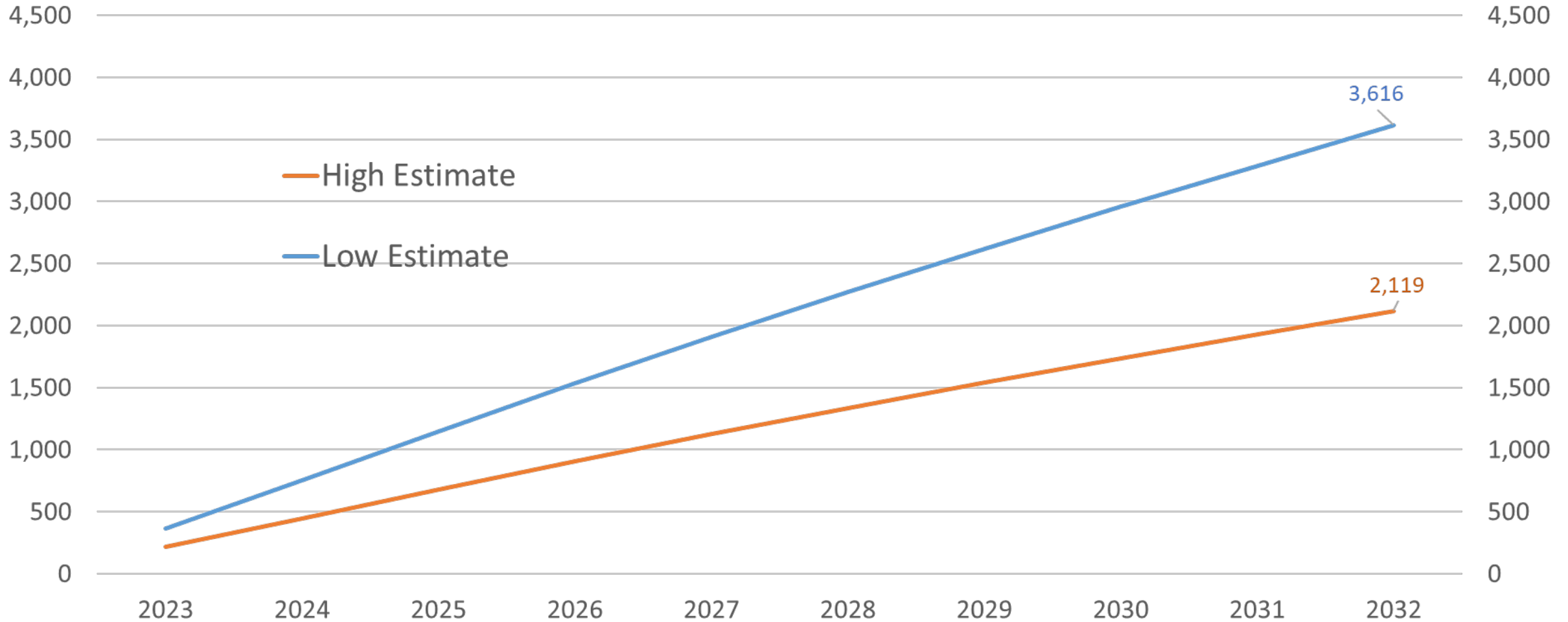
NH is One of a Handful of States (and the only one in New England) That Participates in Five Medical Occupation Interstate Compacts



Some Recommendations

- NH is maximizing reciprocity by participating in interstate compacts that facilitate geographic mobility of licensees, but a high percentage of hires come from other New England states and opportunities to expedite or allow temporary licensure should be examined.
- NH's "scope of practice" regulations should be reviewed to maximize occupations most in demand.
- Educational requirements can be excessive and should be reviewed for shortening. Consider using competency-based rather than hours of study-based requirements where possible.
- License processing and review times should be shortened by statute, to do so however.....
- Personnel and/or technology resources of licensing boards need to be expanded and updated to allow more rapid processing of license applications. Extended review and processing times result in lost income and can make moves to NH cost prohibitive.
- Reliance on third parties for background checks are delaying licensing decisions.
- Requirements and license application process can be confusing for some occupational application and should be reviewed for simplification.
- NH has a high % of military families, many with a spouse with medical training, regulations should expedite and facilitate military and spousal employment in licensed healthcare occupations.

Health Care Industry Employment Is Forecast to be 2,100 to 3,600 Higher by 2032 If Rates of Interstate Migration of Healthcare Workers is Raised to Rates Equal to Non-Licensed Occupations



A close-up photograph of a person's hands coloring a mandala on a piece of paper. The person is wearing a blue and white striped shirt and a black watch on their left wrist. They are holding a red pencil and coloring a section of the mandala. In the background, there is a pencil holder filled with various colored pencils. The overall scene is focused on the act of coloring, which is used as a metaphor for building a workforce.

Building Workforce - ANEW

Moving Beyond the Usual

Objectives

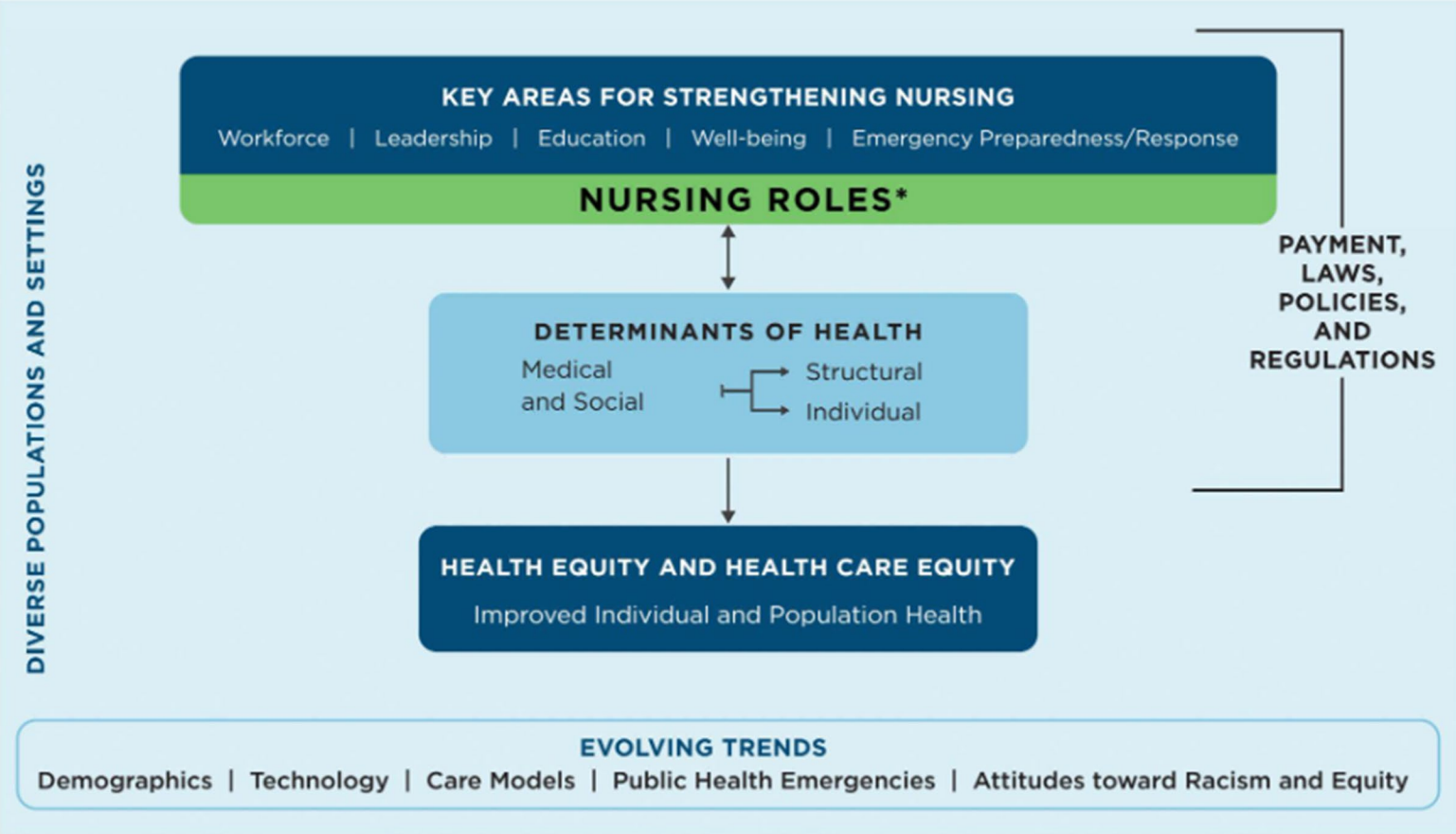
- The Future of Nursing
- Building Rural and Underserved Workforce
 - Preceptor Development, Community Practice Site Engagement
- Sharing Evidence-Based Practice, All Teach All Learn
 - Use of Technology in Training and Practice
- Relationships and Strengthening Partnerships

The Future of Nursing – Report Overview

The Future of Nursing:
LEADING CHANGE, ADVANCING HEALTH

INSTITUTE OF MEDICINE
OF THE NATIONAL ACADEMIES

NURSE’S ROLE IN ADDRESSING HEALTH EQUITY AND HEALTH CARE EQUITY



HRSA: Advanced Nursing Education Workforce (ANEW) Grant Award 4-year \$2.8m



Interdisciplinary grant between Institute for Health Policy and Practice (IHPP) and Nursing



Use of the Telepractice Learning Center and Project ECHO[®] to augment student and preceptor development



Community partnerships

HRSA: Advanced Nursing Education Workforce (ANEW) Grant Award 4-year \$2.8m



Funds for students in immersive clinical training experiences with rural and underserved populations



Focal areas include opioid use disorder, behavioral health, value-based care delivery and quality improvement, and interprofessional education

The Ecosystem



University of New Hampshire



University of New Hampshire
College of Health and Human Services



Institute for Health
Policy and Practice



University of New Hampshire
Advanced Nursing Education Workforce



University of
New Hampshire
Nursing



CENTER ON AGING AND
COMMUNITY LIVING

Long Term Care
&
Aging



Health Analytics
&
Informatics



Delivery System
&
Payment Reform



Public Health
&
Health Promotion



University of
New Hampshire
Franklin Pierce School of Law
Health Law and Policy Programs

Health Law
&
Policy



University of New Hampshire
Advanced Nursing Education Workforce

Preceptor Committee

Biannual meeting in April and November to discuss improving the overall preceptor and student experience

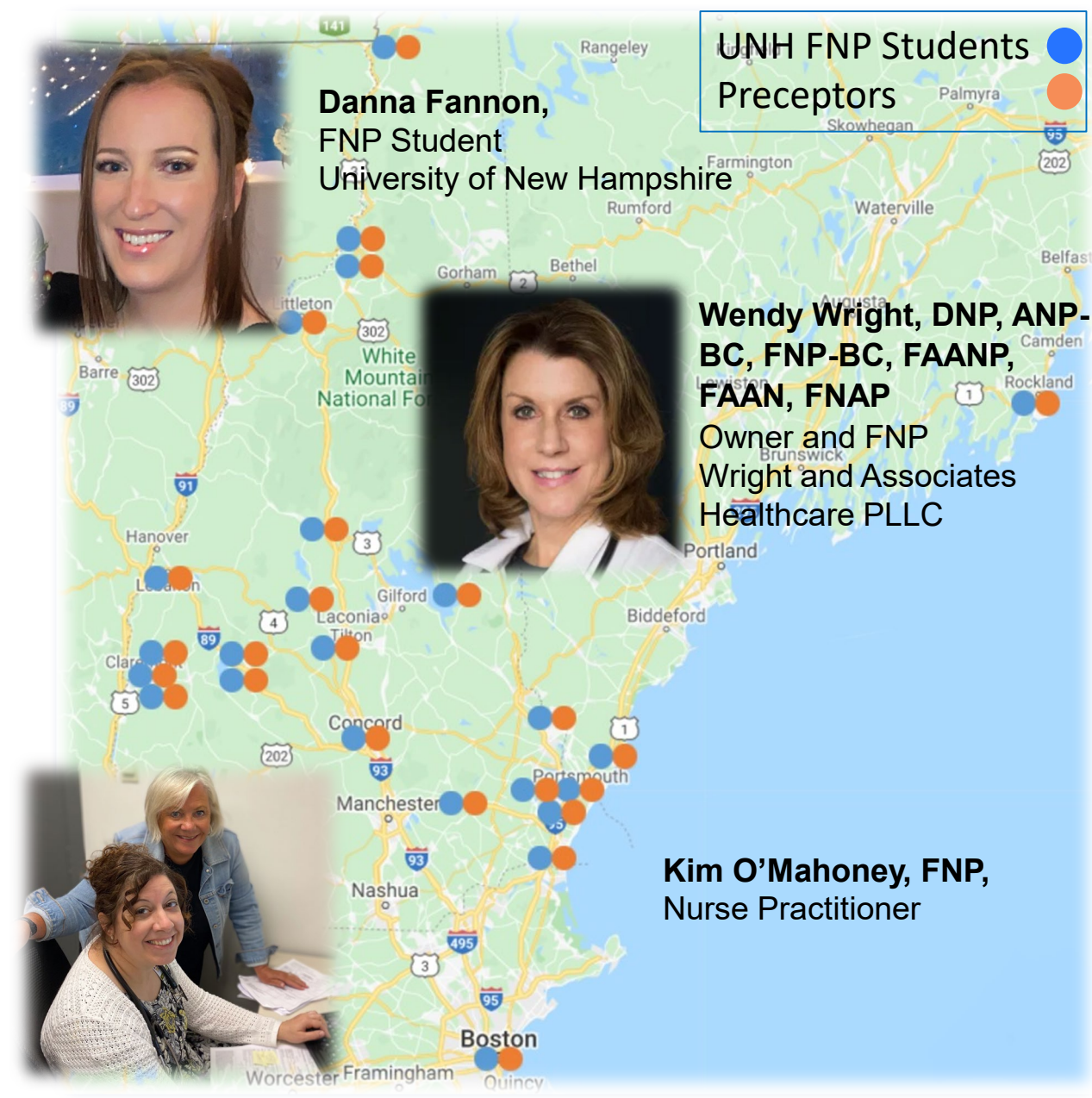
- **Attendance:**
 - ✓ Preceptors
 - ✓ Practice staff
 - ✓ UNH Nursing Faculty
 - ✓ UNH Staff
- **Topics and Improvements Discussed:**
 - ✓ Preceptor ECHO to Enhance Rotations (PEER)
 - ✓ Preceptor Recruitment
 - ✓ Interdisciplinary Student Placements
 - ✓ Community Placement Project (CPP)
 - ✓ Preceptor Module Idea Development
 - ✓ Telehealth
 - ✓ Conference Support

Next meeting: September 2021



Community Partnerships

- **34 students** have been awarded the ANEW grant since 2019!
- Students training in New Hampshire, Maine, Massachusetts at **27 different preceptor sites**
- Practice Types:
 - Addiction Treatment
 - Independently Owned NP
 - Rural Health Clinic
 - FQHC
 - Hospital Systems
 - Critical Access Hospitals



Diversity in Educational Exposure

Dynamic Exposure to Various Clinical Modalities



- In class curriculum covers:
 - ✓ Top 20 diagnoses found in family practice
 - ✓ Illness Scripts
 - ✓ Aquifer Cases
 - ✓ Pediatric diagnoses and screening
- Clinical experiences are precepted in various settings:
 - ✓ 168 clinical hours in Internal Medicine/Family Practice
 - ✓ 168 clinical hours in Pediatrics
 - ✓ 336 clinical concentration in Family Practice
 - Specialties: Dermatology, Cardiology, Women's Health, and Urgent Care

Medication for Addiction Treatment (MAT)



MAT-waiver course



Shadow MAT provider
prescribing Suboxone



Shadow MAT provider
prescribing Methadone



Participate in ECHO
(PACT-MAT).

UNH Telehealth Practice Center

Nursing Videos



[Telepractice Overview](#)

[Initial Patient Consult and Telepractice Referral](#)

[UNH Telehealth Practice Center YouTube Channel](#)

[Telepractice Tele-Etiquette](#)

[Telepractice Visit and Referral](#)

[Telepractice Referral](#)

[Conducting a Telepsych Visit](#)

Preceptor Modules



[The Effective Preceptor](#)

[Dealing with the Difficult Learning Situation: Management](#)

[Integrating the Learner into the Busy Practice](#)

[Evaluation: Making it Work](#)

[The One-Minute Preceptor](#)

[Setting Expectations](#)

[Feedback](#)

[Dealing with the Difficult Learning Situation: Prevention](#)

More to come in 2021!

- Diversity and Inclusion
- Interprofessional Precepting



Telepractice Education at UNH

Focal Areas

- Education
- Research
- Service

Upcoming
Professional
Development
Offering!

[Take the Survey!](#)



Area Health Education Center Partnerships



Student Engagement Activities	Preceptor ECHO® to Enhance Rotations	Rural and Underserved Practice Engagement	Enrichment Events
<p>NHNPA Student Event Hosted a virtual booth to engage NP students with ANEW opportunities</p> <p>NCHC Student Recruitment Meetings Annual meetings with students</p> <p>Created the ANEW promotional video!</p>	<p>An ECHO community that meets monthly to improve precepting systems by engaging with peers and subject matter experts</p> <p>When: December 2020 - June 2021. Cohort 2 launching in Oct, 2021!</p> <p>Who: Doctors, NPs, Students, Staff, and Faculty from all over the country</p>	<p>We use these meetings not only as thank you events, but also as feedback and info sessions.</p> <p>We record these sessions to gain feedback about the preceptor process and experience.</p> <p>Supporting learning and use of technology</p>	<p>Northern New England NHNPA Conference We sponsored 17 students, faculty and business partners to attend in 2021</p> <p>NHNA Conference Hosted booth for RN students</p>

Accomplishments

Preceptor and Student Resources

ANEW Newsletter
ANEW Advanced Nursing Education Workforce Grant

Quickstart Guide to Teleprecepting
AN INTERDISCIPLINARY GUIDE FOR CONDUCTING SUCCESSFUL TELEPRECEPTING PATIENT VISITS

ANEW Newsletter
Program strengthens key strategic throughout the state of New Hampshire
practitioner (NP) trainee-ship
ents who work and train in rural
ved settings. Over the four-
will give NP students the
r, and peer support they
ss current workforce
hese unique primary
ments. ANEW will
high-priority areas,
ehavioral health,
sorder, and telehealth.

Traineeship in Community Practice
Rural and Underserved
Gain clinical practice in rural and underserved communities in New Hampshire

Begin Your FNP Education ANEW
Advanced Nursing Education Workforce Grant

How to Take an Accurate Blood Pressure at Home
Consider your blood pressure measurements to help make decisions about medications and treatments
Taking your blood pressure to ensure you are giving your provider the most accurate measurement:

- Step 1:** Before taking your blood pressure, it is best while taking your measurement. *Breathe*
- Step 2:** Supported by a chair and both feet on the floor.
- Step 3:** Rest your arm on the skin. Do not put it over clothing.
- Step 4 - with Wrist Cuff:** Rest your wrist. With your elbow on the table, place your arm above your elbow. Relax your arm and rest your hand on the device is measuring.
- Step 4 - with Arm Cuff:** Rest your arm above your elbow. Ensure that your arm is on a flat surface, like the arm of a chair or a table.
- Step 5:** After completing taking your blood pressure, be sure to record the date, time, and result.

University of New Hampshire
College of Health and Human Services
Nursing

Institute for Health Policy and Practice

NH CITIZENS HEALTH INITIATIVE

University of New Hampshire
Advanced Nursing Education Workforce

Dayle Sharp
PhD, DNP, FNP-BC, APRN
Dayle.Sharp@UNH.edu

ANEW

Building Telehealth Skills During Covid-19

“All Teach, All Learn”

Telehealth for Special Populations During Covid-19 and Beyond ECHO[®]:

- Telehealth Best Practices
- Realities of Telehealth
- Utilizing Telehealth in Pediatric Primary Care
- Telehealth During Covid-19
- Digital Recovery Support Services and Tele-Recovery
- Financial Health During Covid-19
- Patient-Centered Care During Covid-19

In partnership with local providers, faculty and staff, as well as the Center of Telehealth Innovation, Education, & Research (C-TIER) and Carolyn Rutledge, PhD, FNP-BC from Old Dominion University in Virginia Beach, VA

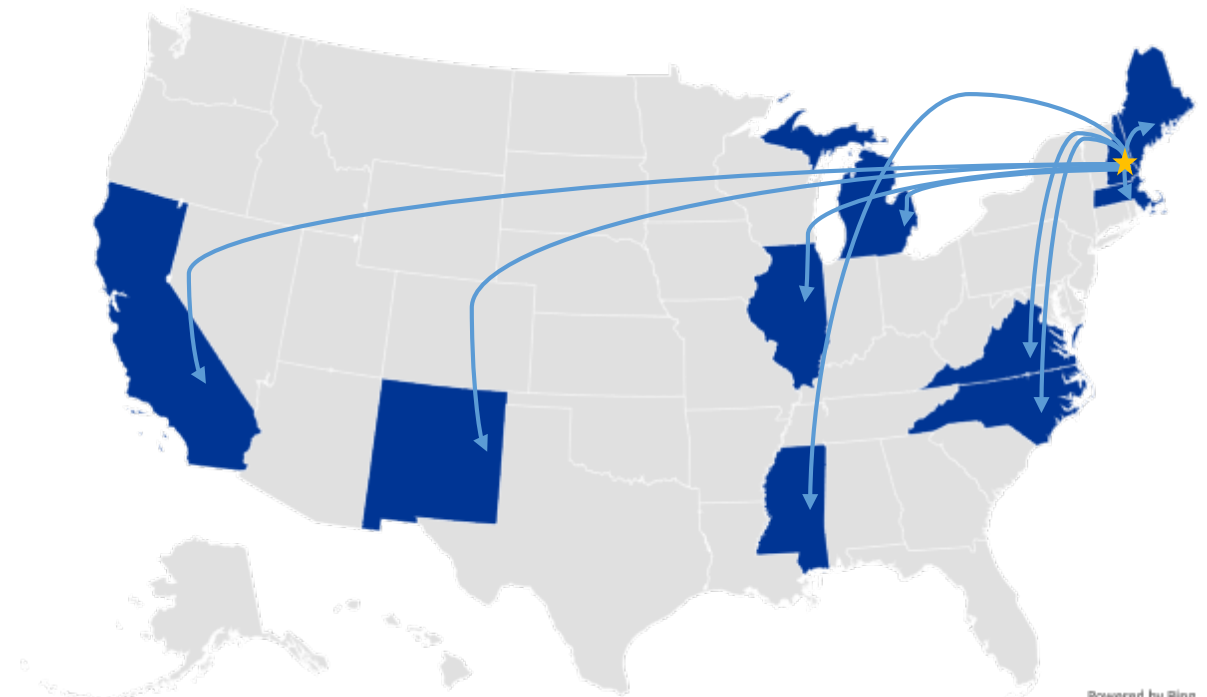


Preceptor ECHO to Enhance Rotations (PEER)

“All Teach, All Learn”

Using the Project ECHO[®] model to:

- Spread knowledge and best practice
- Build a community of learning
- Improve the precepting experience for sustainable workforce development



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Preceptor ECHO to Enhance Rotations (PEER)

Subject Matter Experts



Carolyn Rutledge, PhD, FNP-BC
Professor & Associate Chair, Academic Director,
Old Dominion University



Elizabeth Harrison, MS, FNP, (Facilitator)
Clinical Associate Professor, University of New Hampshire
Department of Nursing



Kim O'Mahoney, FNP,
Nurse Practitioner,
Lamprey Health Care



Wendy Wright, DNP, ANP-BC, FNP-BC, FAANP, FAAN, FNAP
Owner and Family Nurse Practitioner,
Wright and Associates Healthcare PLLC



Becky Manter,
Practice Manager,
Wright and Associates Healthcare PLLC and Vice President New
Hampshire Medical Group Management Association



Marie Ramas, MD,
Medical Director,
GateHouse Treatment



Dayle Sharp, PhD, DNP, McPH, FNP-BC, APRN,
Clinical Associate Professor and Director of the Primary Care:
Family Nurse Practitioner Program, University of New Hampshire
Department of Nursing



Danna Fannon,
Family Nurse Practitioner Student, University of New Hampshire

Preceptor ECHO to Enhance Rotations (PEER)

25 Participating Organizations

California State University, Bakersfield

Compass Family Health LLC

Dartmouth Hitchcock Keene

Department of Veterans Affairs

Grand Valley State University

Greater Nashua Mental Health

Harbor Health Services

Lamprey Health Care

Livermore Falls Family Practice

Mid State Health Center

NH Hospital

NMMC

Presbyterian Medical Group

Rivier College

Rockingham County Nursing Home

Saco River Medical Group

Southern Illinois University Edwardsville

St. Joe's

University of North Carolina Chapel Hill - School of
Nursing

Wolfeboro Pediatrics

Clinica Sierra Vista

Ammonoosuc

Wright & Associates Family Practice

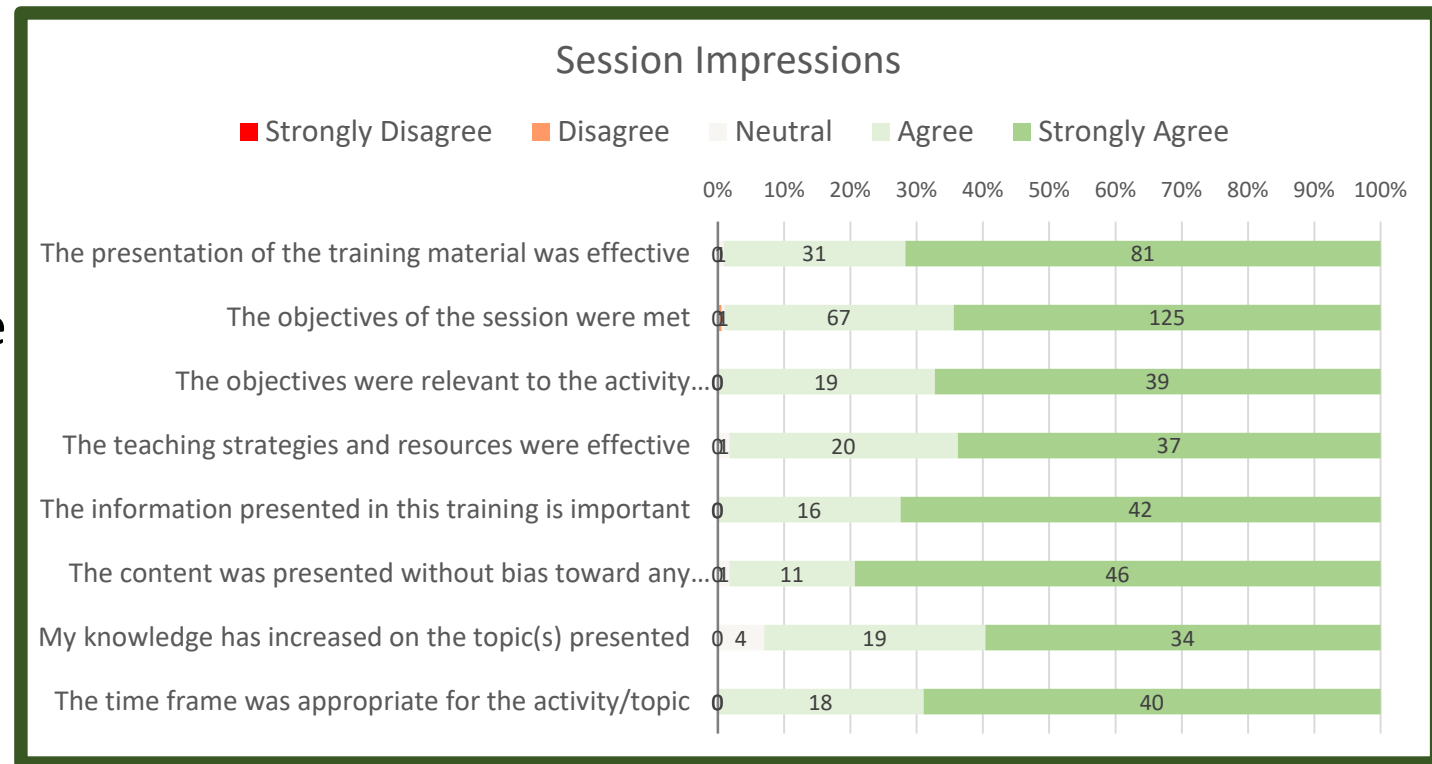
Goodwin

Exeter Hospital

Preceptor ECHO to Enhance Rotations (PEER)

Topics and Evaluation

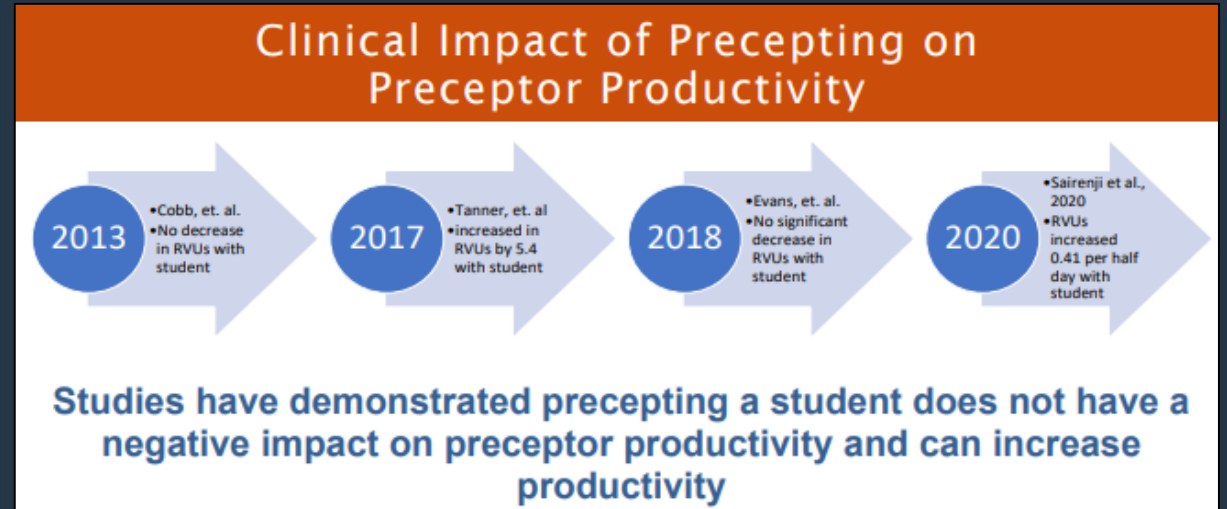
- Setting Expectations
- Teleprecepting
- Integrating Students into a Busy Practice
- Evaluation
- Communication
- Providing Effective Precepting



Business Case for Precepting

Positive Impacts of Precepting:

- Fulfills your desire to give back
- Helps you remain current in clinical practice
- Provides you the opportunity to work with students from various disciplines



Are you wanting to precept, but are concerned about your productivity?

Hear from one of our preceptors!



“Having 2 students is better for the office and we stay on track better. If we are behind, we have them (the student) go work on a note or two. Students are flexible in going into roles easily....They easily adapt to all of this.”

Dr. Brian Beals, MD and Preceptor, Coos County Family Health Services

Community Building

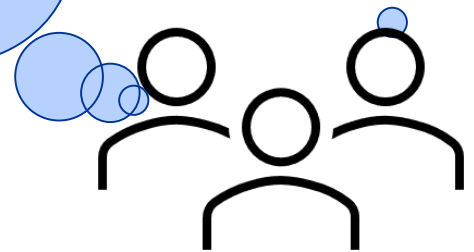
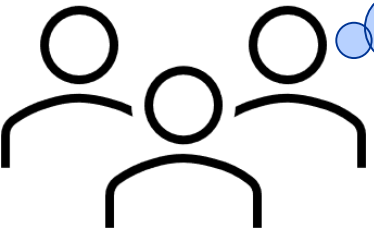
Moving Beyond the Usual

“I was able to implement some of the recommendations in my preceptor student relationship right away!”

“Hearing of preceptor struggles made me realize that I am not alone when I have a difficult student interaction.”

“It is with sincere gratitude that I write this email to thank you for connecting me with the ANEW team. They were able to get me a preceptor for the fall and I am forever grateful.”

“I will encourage providers to view these tools to increase providers willingness to precept.”



Fall 2021 PEER

- 1st Tuesday of the month
- October 2021 - April 2022 (Skip January)
- 6 sessions
- 12pm-1pm ET

[Sign Up Here!](#)

Improve your practice while incorporating students

Explore opportunities to enhance precepting systems

[APPLY NOW!](#)



**Preceptor
ECHO to
Enhance
Rotations**

JOIN OUR PROJECT ECHO®!

Questions

- How are you going beyond the usual?
- What are you doing to develop the workforce?
- Would you be interested in collaborating with us?

Contact us

Marcy Doyle: Marcy.Doyle@unh.edu

Dayle Sharp: Dayle.Sharp@unh.edu

Janet Thomas: Janet.Thomas@unh.edu

ANEW Project: unh.anew@unh.edu