

# House Resolution 155 Study Group

MINUTES  
 November 28, 2022  
 Louisiana Hospital Association  
 Conference Center  
 2334 Weymouth Drive, Baton Rouge, LA 70809

**CALL TO ORDER**

The meeting was called to order by Chancellor Steib at 9:04 a.m.

**ROLL CALL**

<b>Organization</b>	<b>Designee Name</b>	<b>Title</b>
LDH	Nicole Coarsey	Primary Care Officer, LDH, Office of Public Health
LCTCS	Larissa Littleton-Steib	Chancellor, Delgado Community College
LSU	Demetrius Porche (absent)	Dean and Professor of Nursing, LSU Health New Orleans
Southern	Kelly Smith	Chair and Associate Professor of Nursing, Southern University at New Orleans
University of Louisiana	Cami Geisman	Vice President for External Affairs & Chief of Staff, UL System
LAICU	Tina Holland (absent)	President, FRANU
Louisiana Hospital Association	Michele Sutton	President, North Oaks Hospital System
Louisiana State Nurses Association	Ahnyel Burkes	Director of Health and Policy, Louisiana State Nurses Association
Louisiana State Medical Society	Jeff Williams (absent)	Executive Vice President & CEO, LSMS
Louisiana Association of Nurse Practitioners	Jennifer Lemoine	Professor and Interim Associate Dean, College of Nursing and Health Science, UL Lafayette, Health Policy Chair, LANP
Louisiana Nursing Home Association	Mark Berger	Executive Director

## **REVIEW OF October 31, 2022 MEETING MINUTES**

Chancellor Steib requested a motion to approve the minutes. Motion to approve by Dr. Jennifer Lemoine and seconded by Michelle Sutton.

### **Discussion of Priorities and Recommendations**

The recommendations of priorities 1-12 were reviewed and discussed individually. Dr. Steib informed the group that she wanted them to think outside of the box and come up with innovative plans to move the state forward. Dr. Steib asked Jamisha to display a document that only listed the priorities. Dr. Steib informed the group that once we brainstormed without seeing the workgroup recommendations, Jamisha would consolidate the brainstorming activity with the recommendations. We would then review it all. Below are the listed recommendations of the workgroup and the recommendations of the brainstorming activity.

### **Priority 1 - Healthcare workforce training and development priorities for Louisiana** **Workforce Workgroup Recommendations**

- Continue to analyze current and future workforce needs
- Retention stipends for nurses staying and working in the state (all nurses, regardless of degree and role)
- Support nursing education through state legislative funding
  - Preceptor Tax Credit/Incentive (NPs, PAs, etc.)
  - Faculty support – Loan repayment or tax credit (including clinical adjunct faculty). Funds commensurate with time commitments.
- Develop New Nurse Faculty Fellowship Programs
- Increase Workforce of Academic-practice partnerships

The group agreed with the above and additional conversation around recruitment of faculty, students and licensure began. Dr. Stieb suggested we place these in buckets related to faculty, students, regulatory and partners. The below is what was further discussed and added.

Recommendations discussed during brainstorming

#### **Faculty**

recruitment, retention, and funding  
tax incentives  
legislative funding  
5 year retention stipend

#### **Student**

apprenticeship model for LPN to RN  
dual enrollment model LPN

pre apprenticeships  
CNA-LPN, MA-LPN, EMT-RN  
childcare assistance

**Regulatory**

alternative licensure pathway

**Partners**

academic partnerships (increase preceptor training and tax incentives)  
dual employment with universities and healthcare partners  
provide options for evening/night clinicals

**Priority 2** - Optimal uses of funds appropriated by the legislature for healthcare education and training

Dr. Stieb indicated that this was a funding workgroup priority. Ahnyel mentioned that we should recommend relocation assistance to recruit faculty from other states and tax incentives for direct care or nurse educators. Nicole mentioned the 2<sup>nd</sup> career fund.

**Priority 3** - Standards and guidelines for health professions education and training programs funded through legislative appropriations

Dr. Steib indicated that the funding workgroup did not link their findings and recommendations to a particular priority; therefore, she was unable to list it under the priorities. She indicated that the work was done and the work group captured what was needed. She asked the group if there is more we should consider or be added.

**Priority 4** - Outcomes data from health professions education and training programs

Dr. Steib indicated that she would pull together the information needed for this. She indicated that she had documents from Ahnyel and Jeff. Jennifer indicated that there are many committees doing similar work.

**Priority 5** - Systems for prioritizing health professions education and training needs of Louisiana communities

**Workforce Workgroup Recommendations**

- Fund prep courses or exam review resources to increase potential applicants' success on nursing pre-admission exams.
- Standardize pre-requisite courses for nursing curriculum aligned with the LA Board of Regents general education requirements in higher education.
- Nursing programs conduct self-assessments on admission practices.
- Consider adopting standardized holistic admission policies.
- Develop a strategic approach that will advance implementation of a more holistic approach to advancing diversity in the nursing student population.

- Admission practices should be mission-driven and informed by data.
- Develop a centralized database where state schools to submit list of qualified applicants to denied admittance due to lack of capacity annually and bi-annually to be shared for recruitment purposes.

Dr. Steib indicated that she would add supporting data.

**Priority 6** – Options for developing a statewide health professions education and training funding strategy

Dr. Steib mentioned that the funding group did a great job in providing the information however, she could not align it to a specific priority.

Nicole mentioned a strategy for recruitment and retention utilizing economic development existing allocation incentives and enterprise zones

Cami indicated that the study group did not need findings and recommendations for each priority. Dr. Steib agreed but stated she wanted to make sure all bases were covered.

The group agreed to have a working lunch and move through the next priorities.

**Priority 7** – Sources of funding to stimulate the expansion of health professions education and training

The group discussed the development of a centralized funding repository of state and federal funding of healthcare workforce training, recruitment, and retention programs (Health Works) collaborative grant opportunities for faculty (Health Works)

**Priority 8** - Sources of technical assistance and support for establishing new health professions education and training programs in Louisiana

Licensure and Education Workgroup Recommendations

Louisiana Council of Administrators in Nursing Education

Louisiana League for Nursing

- Utilize the national Nursing Centralized Application Service (NCAS) program or create an in-state version or something similar.
- Create a unique identifier for nursing school applicants so that qualified and accepted students are only counted one time when reviewing enrollment and training figures

Kelli stated that Strengthening STEM in K-12 to address numeracy and literacy

**Priority 9** - Means for establishing and enhancing health professions career ladders and pathways

Workforce Workgroup Recommendations

1. Leverage Dual Enrollment, and Pre-apprenticeships. Allow students in dual enrollment to begin before 18 years old throughout the state for LPN (Delgado piloting now)

2. Strengthen Academic Practice Partnership with shared staff between practice and academia to support as clinical faculty
3. Accelerated Nursing Degree programs for those with degrees in other areas

A recommendation to include recommendations developed during the Nursing Synergy Summit (11/10-11/11) will include slides from Jennifer, LSBN handouts

**Priority 10** - Means for induction of new workers into Louisiana's healthcare workforce and for retention of the state's existing healthcare workforce

*Licensure and Education Workgroup recommendations*

Induction of new workers

- Provide student educational stipends for preparation as a health care provider
- Provide support to educational institutions to provide summer enrichment programs that recruit middle and high school students into the healthcare profession
- ~~Provide support to educational institutions to ensure that healthcare students are practice ready—offer programs such as ACLS, EKG interpretation—prior to graduation—decreases orientation burden on health care institutions~~
- ~~Provide support to offer certificate or badge program that accompany the health care student's pre-licensure academic program— increase practice readiness for specialty areas~~
- Nurse internship license – interns may perform specific nursing functions within the limits of the Nursing Education program they are enrolled in (HB 4003 2022)
- ~~Wage caps for staffing agencies (Minnesota & Illinois – can charge up to 150% of median wage over the preceding 3 years)~~
- Maximize existing educational capacity statewide (both public and private institutions) by providing a mechanism for “overflow” applicants at public institutions to enroll in private programs with capacity. Subsidized tuition from the state per an agreement between public and private institutions.
- Retention of the healthcare workforce can be supported by:

Provision of tax cred for health care workers

- Provision of tax credit for health care preceptors
- Provide a stipend program for healthcare educators to remain in Louisiana
- Provision of an incentive program to healthcare institutions or independent providers who support healthcare faculty within the healthcare educational institutions
- Mental health practitioner loan repayment program (Iowa in return for 5 years of service, \$50,000 loan forgiveness)
- linking Industry to Nursing Education fund (Florida – provides matching funds to institutions that partner with health care providers to recruit faculty and clinical preceptors & increase the capacity of nurse education programs.
- Florida- hometown hero's program – any frontline workers, assistance with closing cost and down payment for home purchase \$25k maximum, 843 individuals purchased homes

~~\$25 million to establish the Linking Industry to Nursing Education (LINE) fund for schools to recruit faculty and clinical preceptors for their nursing programs, to work toward combating the shortage of nursing instructors, with funds matched dollar to dollar by health care partners in their community.~~

PIPELINE fund (Florida – reward higher education institutions that meet nursing education program performance metrics). **\$100 million** to establish the Prepping Institutions, Programs, Employers, and Learners through Incentives for Nursing Education (PIPELINE) program to financially reward colleges and universities for their nursing education programs, based on student success.

The strike through recommendations was done by the study group during the discussion. Ahnyel asked that we not cap nursing salaries. The group agreed that was not the charge of this study group.

Wendy mentioned that rebranding of becoming a Nurse must be done

Highlight the pros of teaching in higher education.

Jennifer shared the Quality of life / work-life balance for faculty (9 months) and the Fringe benefits

Dr. Steib stated this could be used for advertising and marketing for recruitment purposes

**Priority 11** - Inefficiencies in current healthcare professional licensure and credentialing systems and impediments to increasing the number of healthcare workers produced

#### Licensure and Education Workgroup recommendations

- Increase the amount of clinical practice time that can be in a preceptor experience
- ~~Permit precepting of nursing students by an RN, if there is a graduate prepared nurse monitoring the preceptor~~
- ~~Utilization of dedicated educational units~~
- Permit graduate nurse educator students to function as graduate assistants without counting toward the BSN exemption requirement

Strike-through was done by the study group during review and discussion

Brainstorming recommendations and discussion

Much discussion around the following by the group

Dr. Steib had on sticky note RN and PN board flexibility after a discussion on licensure boards.

Jennifer stated that she did not like the term flexibility and wanted to know what it meant. Dr.

Steib said maybe being more willing to bend. After much discussion, the group settled on Align board (PN&RN) licensing requirements and encourage boards to work together

Prometric tests are too expensive discussion around the locations of tests around the state and the cost

Allow RN students who do not pass NCLEX RN to take NCLEX PN

First-year RN students who do not continue allow to take NCLEX PN

Discussion on the number of times an RN candidate can take the NCLLEX it is 4x? and if they do not pass they have to wait 3 years to take it again

**Priority 12** - The extent to which healthcare professional licensing boards should have an influence on the structure and operation of educational programs that produce healthcare professionals

Licensure and Education Workgroup recommendations

- LSBN should provide complete curriculum autonomy for academic programs that are nationally accredited without the need to approve substantive changes for programs that have not been on probation or suspension
- LSBN regulation should only monitor admission, graduation, program outcomes, and faculty outcomes annually

Additional Recommendations

- ~~• 1. Request the Louisiana State Board of Nursing review the interstate nursing compact and determine whether it has been positive for the state as it pertains to the hiring and retention of nurses.~~
- ~~• 2. Expand the overall number and availability of statewide testing sites related licensing examinations for all allied health professions, where applicable.~~
- 3. Request the Louisiana State Board of Nursing, and other state licensing boards, review the potential benefits related to easing practice restrictions for retired licensees.
- 4. The state should consider redesigning academic programs so that they facilitate ease of articulation between health care professional careers – such as RT to RN, etc.
- 5. Request the Louisiana State Board of Nursing review and possibly support alternate faculty to student ratios provided patient safety is not compromised.
- 6. Request health care facilities develop health career mobility pathways and educational institutions to develop academic articulation pathways to match these career mobility pathways.
- 7. Ask LDH to review the current number of nursing schools in the state and determine if we have the appropriate number to accept, train, and graduate an optimal number of nurses for current and future needs.
- 8. The state needs to make it a priority to identify and retain faculty in the state while also increasing the overall number of clinical sites utilized for training.
- 9. The state should explore collaborative arrangements at the high school level creating health care specific programs for students.
- **Other Recommendations (not germane to our workgroup):**
- 1. Increase overall pay across all allied health professions.
- ~~• 2. Explore capping travel nurse pay at specific percentage of regular nursing pay.~~
- ~~• 3. Hospitals should perform annual (or periodic) environmental scans and implement appropriate retention plans based on information gathered.~~

Strike-through was done by the study group during review  
Brainstorming recommendations

The study group mentioned a group that is already in existence Healthworks. Perhaps this group could continue this work or be the statewide convener. allow RN students who fail boards or exit the program early to allow sit from NCLEX-PN licensure exam

Also discussed was the first survey and the group determined that the quantitative information was not aligned with other sources however, the group decided that the qualitative data was useful. Dr. Steib stated that she would find what priority it should be included.

**NEXT STEPS:**

Dr. Steib stated that she would go back and take all of the information submitted and discussed and pull it into a draft report. She indicated that she would need time to do it. Dr. Steib moved the group to the PowerPoint meeting dates slide and she asked the group if we could not have a January 9, 2023 meeting and instead push the meeting back to Monday, February 6, 2023. The study group agreed

**PUBLIC COMMENT:**

There was no public comment

**ADJOURN:**

Meeting adjourned at 2:47 p.m.