HR 155 STUDY GROUP

Monday, September 26, 2022
9:00 am
Louisiana Hospital Association
Conference Center
2334 Weymouth Drive
Baton Rouge, Louisiana

Chair- Dr. Larissa Littleton-Steib, Chancellor Delgado Community College

Co-Chair- Michele Sutton, President and Chief Executive Officer, North Oaks Health System

Old Business

Healthcare Workforce Training and Development Study Group

Professions for the Study Group to Review

- Registered Nursing
- Practical Nursing
- Physician Assistant
- Nurse Practitioner
- CT
- Diagnostic Medical Sonography
- Dialysis Technician
- Electrocardiography
- Emergency Medical Technician
- Health Information Technology
- Medical Coding
- Medical Laboratory Technician
- Medical Registration Specialist
- MRI
- Nuclear Medicine Technology
- Occupational Therapy Assistant
- Ophthalmic Medical Assistant
- Pharmacy Technician
- Phlebotomy
- Physical Therapist Assistant
- Polysomnographic Technology
- Radiation Therapy
- Radiologic Technology
- Respiratory Care Technology
- Surgical Technology

Survey Sent by Louisiana Hospital Association on HR 155 Study Group on August 22, 2022

brief survey

Results of Survey

HR 155 Workforce Study Group Feedback Results Summary

Results Summary for Quantitative Questions

Hospital Region of Respondent	Responses Submitted	Current RN Openings	Projected RN Openings in 5 Years	Average Age of RN's	Current LPN Openings	Projected LPN Openings in 5 Years	Average Age of LPN	Current CNA Openings	Projected CNA Openings in 5 Years	Average Age of CNA	Current Advanced Practitioners Openings	Projected Advanced Practitioners Openings in 5 Years	Willing to Offer Apprentice-ships
1	8	765	1040	44	124	211	43	113	183	37	45	79	8
2	5	61	135	44	7	18	43	28	96	35	3	7	4
3	2	22	10	37	6	9	37	4	5	36	-	1	1
4	12	527	565	40	158	112	40	91	125	39	39	65	9
5	4	36	49	42	15	18	35	15	17	35	6	12	5
6	3	17	35	44	14	30	39	20	57	34	-	4	3
7	8	184	222	44	63	80	42	44	29	46	7	31	9
8	6	79	107	43	47	76	43	45	77	42	4	21	5
9	5	411	388	39	57	72	35	75	65	33	20	25	4
Unspecified	4	626	760	46	108	116	41	56	64	39	20	30	1
Total or Average	**57**	**2728**	**3311**	**42**	**598**	**742**	**40**	**491**	**718**	**38**	**144**	**275**	**49**

Total Responses 57

Results of Survey

Top Needed Jobs According to Current/Projected Vacancies (A-Z)*

Job Title	Current Vacancies	Projected Need in 5 Years
Assessment Center RN	9	1
CNA	84	55
Cardiovascular Technician	2	3
CT/CAT Scan	7	29
Dietary Aide/Dietician	2	4
Electrocardiogram (EKG)	6	15
Environmental Services	4	8
Medical Lab Technician/Assistant	58	132
Labor and Delivery RN	8	1
Licensed Clinical Social Worker (LCSW)	28	34
LPN	45	35
Med Lab Technician/Assistant	33	59
Medical Assistant	24	54
Medical Coding/Billing	1	-
Medical Coding/Billing (Rural Health)	2	2
Medical Technician	44	60
MRI	7	4
Neonatal Intensive Care Unit RN	10	1
Nuclear Medicine	2	2
Nurse Anesthetist	2	4
Nurse Practitioner	-	2

Results of Survey

Job Title	Current Vacancies	Projected Need in 5 Years
Occupational Therapy	-	1
Operating Room RN	6	1
Paramedic	6	6
Pharmacy Technician	14	21
Pharmacist	8	1
Pharmacy (unspecified)	8	10
Phlebotomy	6	4
Physical Therapy	23	32
Postpartum RN	7	1
PRN (per diem nurse)	-	7
Radiologic Technician	111	175
Recreational/Activity Therapist	5	-
Rehabilitation	14	17
Respiratory Therapy	136	186
RN (no specialty indicated)	108	45
Scrub Tech	12	9
Sonography	2	4
Special Imaging	4	20
Speech Therapist	2	3
Surgical Technician	73	108
Ultrasound Technician	14	22
X-Ray Technician	7	7

Results of Survey

The following are jobs that respondents identified as current/projected need without Specifying the number of vacancies. The frequency of mention is shown in parentheses ( ).

Jobs with Current Vacancies
Advanced Practice Provider (1); Advanced Practice Registered Nurse (1); Behavioral Health (1); CNA (1); Cardiac Interventional Radiographer (1); Clinicial Rehab Specialist PRN (1); Licensed Clinical Social Worker (1); LPN (3); Med Lab Technician/Assistant (10); Mental Health Technician (1); Physical Therapy (2); Radiologic Technician (7); Respiratory Therapy (7); RN (4); Sonography (1); Speech Therapist (1); Surgical Technician (1); Ultrasound (1); X-Ray (1)

Jobs with Projected Vacancies in Five Years
Advanced Practice Provider (1); Advanced Practice Registered Nurse (1); Assessment Center RN (1); Behavioral Health (1); CNA (1); Licensed Clinical Social Worker (1); LPN (4); Medical Lab Technician/Assistant (5); Mental Health Technician (1); Neonatal Intensive Care Unit RN (1); Nurse Practitioner (1); Operating Room RN (1); Pharmacist (1); Pharmacy Technician (1); Physical Therapy (3); Postpartum RN (1); Radiologic Technician (8); Respiratory Therapy (7); RN (5); Sonography (1); Speech Therapist (1); Surgical Technician (2); Ultrasound (3); X-Ray (1)

Results of Survey

Top workforce challenges or barriers from a regulatory or licensing perspective (Open-Ended Question)

Maintaining adequate staffing
RN and Allied Health not graduating enough students to keep up with the rapid retirement / resignation rates of current clinical staff.
Ease of nursing licensure across state lines brought in by the contract labor. This exception makes it really easy for our local nurses to leave for travel assignments.
Entry level positions requiring GED or diploma.
Pay
Louisiana Licensure for RNs and APPs
Graduation date to actual license approval by the board
Joint Commission surveys multiple times in 2022
Licensing is taking a very long time to process and get approved for some candidates, which causes delays in their start date and creates staffing issues.
Mandatory COVID-9 vaccinations
Ease of nursing licensure across state lines brought in by the compact license has made it easier for nurses to leave the state for travel assignments.
Staffing Compliance with Joint Commission
Recruitment
Testing/Licensure failure rates have increased in new hires.
Travel nurse pay so they all just pick up and leave for an assignment
Being a Critical Access Hospitals trying to compete with Tier and Tier hospitals with salaries
LPNs are educated to perform all of the skills that RNs perform but RNs are not allowed to delegate these tasks to LPNs. Additionally, the Nurse practice act does not allow for delegation of skills to other qualified personnel with the requisite training and competency. For example, RNs cannot delegate medication administration to paramedics, MAs, or others in a hospital setting. Given the paucity of RNs, providing for loosening of these restrictions and expansion of the delegation authority of RNs would benefit the health system and the care of the community.

Results of Survey

Medical Technologist
If Medical Assistants could give injections in the clinics, that would be helpful and limit the need for RNs or LPNs there.
Lack of available licensed professionals graduating annually in LA (limited workforce)
Speed of criminal history searches on criminal background checks for Louisiana parishes.
Mandatory Covid Vaccine
The time between graduation and temporary licensing of newly graduated RNs.
New hires/employees with little to no experience, an influx of new graduates. The lengthy amount of time it takes for new RN/LPN graduates to receive their testing dates. The amount of time it takes for state board to post their active status for verification on the state board website for employers to verify.
Lab techs
Keeping full time from taking contract jobs.
Staffing ratios
Recruitment/Retention of Nurses and Licensed Therapists
Neighboring states don't require state licenses for clinical laboratory personnel which can create a barrier for recruitment.
Psych DON qualifications are stringent. Unable to find.
No enough Nursing schools to supply the number of nurses needed Statewide.
COMPETITION FROM TRAVEL AGENCY
Credentialing
In nursing is the Faculty/Student Ratio
Schools not paying nursing professors enough compensation, so class sizes and graduating cohorts are limited.
Nurses
International nurse recruiting, long lead times due to global availability and access to NCLEX testing centers.
Medical Assistants not allowed to give injections in the clinic settings

Results of Survey

lack of qualified applicants
Rates being offered to patient care staff to leave the area and work travel assignments in different states.
Finding dedicated talent that has a desire to work with our patient population (behavioral health)
The ability for BS graduates from LA universities to convert their science degrees into Med Lab Tech certifications.
Generally need to expand the scope LPN's are allowed to practice under.
Cost associated with test preparation and cost of licensure low reading level of high school graduates maintaining income while going through training/clinical rotations
RN/LPN/MHT pay rates are so elevated that structural changes need to be made regarding CMS reimbursement in order for us to stay profitable/viable. Also, LPN scope of practice needs to be widened. There are many aspects of regulations that pigeon hole us into having to use RNs for functions an LPN could do.
Utilization of international talent is an overly complex process
Limited students in educational programs - not meeting the demand
No current barriers from a licensing perspective.
Meeting staffing matrix
Continuing education staff members
Current market has allowed the travel/agency staffing companies to monopolize the current employee base by offering salaries that are unsustainable in our hospitals driving critical bedside nurses to "roving" positions for a higher dollar amount rather than making the commitment to a hospital to ensure competent and safe nursing practice.
High schools gravitate towards gifted and talented programs to start on college education early and need additional funding for dual enrollment programs for technical and entry level clinical positions, literacy barriers to include success of stem programs and early intervention in education system.
Retirement
Ability to provide injections/vaccines and work on inpatient units to assist nursing
Recruiting licensed personnel can be a challenge due to available candidate pool with required license in our area.
Amount of orientation/training required before employee can actually work draws out the hiring process. We are forced to either shorten the trainings to the point where they are not meaningful, or lose candidates d/t length of onboarding.

Results of Survey

CMS staff requirements (vaccines, etc)
Limited delegation to LPNS as we expand LPN workforce to meet nursing needs
Lab personnel licensing requirement and length of time to get a license. Which the lab board would issue a temp license so they can work until permanent license is approved.
Retaining employees (challenge with travel positions/contracts)
Radiology Technologist
Ability to remain competitive on compensation with continuous increases in market rates
For licensed clinical professionals it would be helpful to not have to conduct a primary source education verification since education is verified already by the licensing board.
To be able to hire RN's and LPNs able to work across state lines (reciprocity)
Number of newly graduated RNs failing NCLEX exam.
Competing with sign on bonuses and contract pay.
Resources regarding child/adolescent patients in DCFS care
Social Services director LCSW license requirement is stringent. Unable to find LCSWs.
Travel nursing jobs pay lures nurses away from their fulltime jobs.
Accreditation Agencies required reporting
Also, behavioral health hospitals cannot compete with Med/Surg contract sign on bonuses from federal funds given to Med/Surg but not behavioral health hospitals.
Respiratory Therapists
The absence of any regulation governing nurse staffing agencies requiring oversight and enforcing good faith and fair dealing during the highest demand for labor.
Increased labor costs
Lack of workforce development to upskill CNAs and Medical Assistants in to LPNs and RNs
Pay Structure/Cost of Living- Hard to remain competitive with larger hospitals in area.
High School preparation for students to be successful in college/university nursing and allied health programs.

Results of Survey

Cost associated with test preparation and cost of licensure low reading level of high school graduates maintaining income while going through training/clinical rotations
The quality of the new graduates from RN and LPN school is so poor. There is a huge safety risk to using newer grads. No work ethic, no care for patients, just want pay without work, no professionalism.
Obtaining licensure timely from the LABON.
Strick regulations on who is competent to train RN's. (ex. must be BSN prepared to precept a BSN student - great nurses that are not BSN that cannot be utilized to teach new nurses is a waste of excellent resources)
Competing with the larger campuses compensation bench marks is currently a challenge.
Medical Assistants

Positions

Registered Nursing*
Practical Nursing*
Physician Assistant*
Nurse Practitioner*
Certified Nursing Assistant
Medical Lab Assistant
Licensed Practical Nurse

Medical Assistant
Pharmacy Technician
Physical Therapy Assistant
Surgical Technician
Ultrasound Technician
Respiratory Therapist

*Listed in HR155

Research:

Findings:

Recommendations:

Conclusions:

Future Work:

Workforce Workgroup Update

Chair Ahnyel Burkes,

Kellie Smith

Jennifer Lemoine

Education and Licensure/Credentialing Boards Workgroup Update

Chair Jeff Williams,

Tina Holland,

Demetrius Porche

Funding Workgroup Update

Chair - Nicole Coarsey,

Mark Berger

Cami Gleason

Timeline

HR 155 requires the study group to submit its findings concerning healthcare workforce training and development in the form of a report to the elected members of the House of Representatives of the Louisiana Legislature and the David R. Poynter Legislative Research Library **no later than thirty days prior to the convening of the 2023 Legislative Session.**

- 2023 Legislative Session begins Monday, April 10, 2023.
- Final Document must be submitted **on** or **before** March 10, 2023
- Aggressive timeline.

Meeting Dates

Meeting 1

- Initial Study Group Meeting
  August 18th

Meeting 2

- **September 26, 2022 -** in person and report out of work by each committee- what has been reviewed and what work is remaining-50% complete

Meeting 3

- **October 31, 2022** - in person and report out of work by each committee -100% complete

Meeting 4

- **November 28, 2022** - **all day** in person and 1st draft presented and submitted

Meeting 5

- **January 9, 2023 -** in person and workgroups will provide final draft and Representative Turner invited to attend

Thank You

LCTCS

LSU

University of Louisiana System

Louisiana Hospital Association

Southern University and A.&M. College System

LAICU
Louisiana Association of Independent Colleges & Universities

LSNA

Louisiana State Medical Society

LANP
Louisiana Association of Nurse Practitioners

Louisiana Department of Health

LNHA
Louisiana Nursing Home Association