

## OPEN MEETING MINUTES

### Governor's Task Force on the Healthcare Workforce

**Date:** June 6<sup>th</sup>, 2024

**Time Started:** 1:02pm

**Time Ended:** 3:57pm

**Location:** Room 194, Marquette University School of Dentistry

**Presiding Officer:** Lieutenant Governor Sara Rodriguez

**Attending:** Lt. Governor Sara Rodriguez, Secretary Amy Pechacek, Secretary Johnson, Thomas Kernozek, Danielle Cook, John Raymond Sr, Shawn Lerch, Heather Schimmers, Robyn Woolever, Dylan Gould, Kelly Bucholtz, Dakota Kaiser, Sharon Cox, Joyce Mallory, Janet Zander, Sondra Norder, Rick Abrams, Elsbeth Kalenderian, Gina Dennik-Champion, Amy Domeyer-Klenske

**Absent:** Eric Humphrey, Barbara Nichols, Stacey Zellmer

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#### MINUTES:

- Welcome to Marquette by Dr. Elsbeth Kalenderian
- Welcome by Lieutenant Governor Rodriguez
- Roll Call
- Approval of minutes
  - Approved minutes – Rick Abrams
  - Second: Tom Boelter
- Public Comments
  - Laura Hanoski – Founder/CEO of Heroes for Healthcare/Premier Medical Staffing Services
- Panel Discussion on Education and Training
  - Panel members
    - Christina Patrin, Health Science Education Consultant, Wisconsin DPI
    - Danielle Cook, Education Director, Health Sciences, Wisconsin Technical College System
    - Dr. Melissa Weege, Clinical Associate Professor, Radiation Therapy Program Director, UW-La Crosse
    - Rebecca Larson, Executive Vice President for External Relations, Wisconsin Association of Independent Colleges and Universities
  - State of Education – DPI
    - Developing/implementing the Wisconsin career Pathways program
      - Education workforce development system approach
        - Middle/High school students in program set to move towards a career in healthcare
        - Begins with state healthcare planning team

- Each region has its own advisory group of educational organizations
    - 2 pathways:
      - Direct Patient Care Pathway
        - Allied health care professionals, nursing pathway, mental and behavioral health pathway
      - Development
        - Health information, management technology, healthcare administration careers, biotechnology/bio health areas
        - 60% of school districts offering Direct Patient Care pathway
  - State of Health Sciences
    - WTCs: Largest higher education system in the state
      - 28 Associate degree programs (including ADN)
      - 34 Technical Diploma Programs
        - 15 short term technical diploma (complete program in 1 semester)
      - 11 pathway certificates
      - 2 advanced technical certificates
        - One was just passed last year – EFDA Expanded Functions Dental Auxiliary
          - Builds upon a dental assistant (between dental assistant and dental hygienist)
      - Declines in enrollment are in metro colleges (Milwaukee, Madison and Green Bay)
      - Nursing Assistant: remains one of the strongest programs
        - 4,500 students alone – in the high school
      - Allied Health programs is one of the most popular
      - Decline in Medical Assistant and Dental Assistant enrollment
      - Increase in accommodation requests from students – Financial
      - Increased enrollment in hybrid programs
  - UW System
    - Undergraduate Programs
      - Radiation Therapy
      - Nuclear medicine technology
      - Radiography
      - Diagnostic medical sonography
      - Clinical laboratory science
    - Graduate programs:
      - Physical therapy
      - Physician assistant

- Occupational therapy
- WAICU:
  - Biological/Biomedical programs: Partnerships along with institutions with the Medical College of Wisconsin for pre-med programs
  - 16 institutions
    - 14 offering nursing
  - Find your Fit
    - Trial on different programs at the varying institutions
  - Program Capacity:
    - Undergrad: 75-100% capacity
      - Dependent on the institution – varies through the state
- Current Challenges:
  - DPI:
    - Not all students in Wisconsin have access/limited access to career pathway programs
      - About 40% of high schools offer career pathway programs
    - Student interest in healthcare is growing
    - Starting a new program at the high school/middle school level is difficult due to the resources
    - Districts have a hard time recruiting and retaining teachers
      - Industry professionals make more money in higher education or on the floor
    - Less male representation in the pathways – lack of early exposure (especially middle school)
    - Struggle with educator training – most DPI licensed teachers don't have a degree to teach dual credit classes
      - Less teachers with credentials to be able to offer dual credit
      - Would have to take students off campus – leads to more barriers
  - WTCS:
    - Underprepared students – filling seats that aren't prepared for the rigor of the program
    - Lack of physical space
      - As they offer more programs, they are remodeling spaces but not all colleges have enough space to renovate as it takes away from other areas
    - Faculty requirements
      - Educational requirement to teach
      - Part of the HLC – higher learning commission
      - Usually must have 1 degree higher than what you are teaching
      - Shortage of general education faculty – less sections leads to longer waitlist as students must have courses

- Clinical Capacity concerns
  - In Milwaukee, 2 different tech schools. ALL school (public, private and independent) compete for the same clinical space
- Local industries
  - Wages for healthcare workers are not increasing at the same rate as other fields
  - Ratio of student to instructor ratio – Need more staff
- UW System
  - Physical Space
    - Larger cohorts require larger classroom space and laboratory space
    - Radiation Therapy at UWL: Rely on clinical experience – there is no dedicated space for students to practice
  - Clinical Placements
    - Must show accreditation agencies that students will have sufficient clinical experiences which can be challenging
    - Working with UW Health and Mayo Clinic – all schools are competing for these spots
  - Financial Strain
    - Sending for clinicals – Expenses for living, transportation, additional tuition and costs
- WAICU
  - Faculty Shortage
  - Lack of clinical sites
  - Physical space
  - Rising costs
  - Needs of students
- Solutions:
  - WTCS:
    - Loan forgiveness and incentives
      - There is a program for reimbursement for nursing but not for all allied health professions
      - Relying on preceptors – they don't receive any additional financial compensation
    - Funding student needs
      - Wraparound services
      - Expanding IT services – for VR tools
    - Dual Credit
      - Financial burden – free to students in high school, but colleges are absorbing the cost– they may not be able to continue to offer programs

- UW System:
  - DWD Grants
    - Allowed for VR technology to have hands on experience
  - Create partnerships with healthcare in communities
    - Can be beneficial for keeping students in the area
- DPI:
  - Provide funding/support
    - Can expand dual credit opportunities
  - Work based learning experience
    - When students can participate in clinical experiences/on the floor experience, it is critical to student success
  - Supporting students in getting credentials
    - Have the high school walk students through the process

**BREAK AT 2:07PM**

**RETURN AT 2:17PM**

- **Breakout Discussions**
- **Closing by Lt. Governor Rodriguez**
- **Adjournment**