

Green Mountain Care Board
General Advisory Committee Meeting
October 25, 2021 (2:00 – 4:00 pm)
This meeting was held via Microsoft Teams.

Advisory Committee Member Attendees	Sharon Gutwin, Rick Dooley, Kathy Mahoney, David Sichel, Michael Durkin, John Macy, Walter Carpenter, Allison Ebrahimi-Gold, Jason Garbarino, Bob Bick, Michael Durkin
GMCB Attendees	Kevin Mullin, Jessica Holmes, Tom Pelham, Robin Lunge, Susan Barrett, Christina McLaughlin
Other Attendees	Jennifer Kaulius, Kaili Kuiper, Mike Fisher, Rebecca Copans, Susan Aranoff, Devon Green, Jessa Barnard

1. Discussion & Feedback on Draft Health Care Workforce Plan

Advisory Committee members provided feedback/recommendations on the draft plan, including:

- a. Add representation from all state nursing programs, a member of the public, and more practicing nurses to the State Interagency Task Force.
- b. Include nursing faculty in scholarship and loan repayment programs. There are only 25 loan forgiveness awards offered for nurses in the program and none are for nursing faculty.
- c. Incentivize sites, agencies, and preceptors to take UVMCC students – about 80% of grads stay in the state but we are now competing with online programs that don't have same retention.
- d. Include specific language and programs to address retention to prioritize retaining our current workforce.
- e. Look into onboarding programs for APRNs. While there are onboarding processes of 6-12 months for nursing residency programs, there's no such program for APRN residencies.
- f. Besides money, investigate other ways to retain nurses. One example: joint appointments between academic nursing programs and facilities.
- g. Create formal process of exit interviews to find out why they are leaving their job to help address retention issues.
- h. Increase number of ultrasonographers, diagnostic imaging, and echocardiographers since they are in high demand. If they are not available on a consistent basis then a clinician must transfer patient, which causes access issues and strain on entire system.
- i. Train higher levels of workforce other than MDs. Associates degree in physical therapy can be valuable in getting work done, but Vermont does not have a PT program offering that.
- j. Hire change management experts and support hospital leaders to utilize executive training programs to improve leadership and work environment.
- k. Investigate if we are using current staff effectively and why nurses are retiring early.

2. GMCB/Advisory Group Updates

- a. Susan Barrett discussed the 10/27 Board meeting agenda and noted the state set up listening sessions to hear from the public on wait time issues in Vermont. The sessions will be held October 27th and November 4th. Please see DFR's website [here](#) for more information on the listening sessions.

3. Public Comment

- a. Mike Fisher, HCA
- b. Devon Green, VAHHS

4. Adjourn