

WCMEW

Wisconsin Council on Medical Education and Workforce

April 2022 Newsletter

WCMEW COUNCIL MEETS

The WCMEW Council met on April 12. Agenda items included:

- *Next Steps on the 2021 Report* – After defining the workforce challenges facing our state, members identified four goals:
 1. Recruit healthcare professionals.
 2. Strengthen our education and training pipeline.
 3. Retain workers.
 4. Sustain efforts over the long term.

George will lay out an action plan for the Council to consider.

- *2022 Summit Planning* – Council members reviewed a draft agenda for the 2022 Summit. The title for the Summit will be **“Getting Real About Our Impending Workforce Crisis”**.

Following are some agenda highlights:

- The WCMEW 2022 Report and Panel Response
- Onboarding Best Practices
- AHEC’s Critical Role in the Pipeline
- Workforce Issues Unique to Rural and Inner City

George is drafting a “Save the Date” flyer and a “Request for Presentations”.

Meeting materials can be found [here](#).

WCMEW PRESENTATION TO WCRGME

George Quinn, Executive Director, was invited by the Wisconsin Collaborative for Rural GME to report on the WCMEW 2021 report “The Future of Wisconsin’s Healthcare Workforce”.

Highlights included:

Major findings –

- ✓ Initial findings show shortages across a number of disciplines, including registered nurses, licensed practical nurses, and physicians. Our current pipelines for these professions is not sufficient to fill the shortages.



- ✓ Further analysis suggests that there will be no surplus of APNs, PAs, and pharmacists. They will be incorporated into the workforce, provided that there will be capacity in the education and training pipeline, and continued movement of APNS, PAs, and pharmacists into new roles.
- ✓ The projected static working age population, at the state and national levels, will diminish the number of potential students in Wisconsin and available workers from other states.
- ✓ *There will be a significant shortage of nurses unless the pipeline is dramatically expanded.* While shortages for any of the healthcare professions will have an adverse impact, the projected nursing shortage will have a far-reaching effect on healthcare delivery.
- ✓ Workforce data sources are inconsistent and often lack timeliness.

Recommendations –

- ✓ Education and training resources for all of the professions in our study need to be expanded or modified, including for example, the number of available openings, faculty, and clinical sites.
- ✓ Continue to expand the Department of Health Services grants for Graduate Medical Education, Advanced Practice Providers, and Allied Health training programs in rural Wisconsin.
- ✓ Inventory the number and capacity of clinical training sites; identify and help disseminate best practices in clinical experiences, including, for example, enhancing partnerships with communities.
- ✓ Explore in greater depth the impact that telemedicine is having on care delivery; ensure incorporation of telemedicine in healthcare education and training.
- ✓ Gain a better understanding of the nature and extent of care delivery changes.
- ✓ Carry out a retrospective study of the long-term effects of the pandemic.
- ✓ Evaluate the feasibility of gathering workforce data on a more consistent and timelier basis.

The full presentation can be found [here](#).

WCMEW-UW CIPE JOINT TASK FORCE MEETING

The first meeting of the WCME-UW Center for Interprofessional Practice and Education (UW CIPE) Joint Task Force (TF) met on April 5 to lay out initial steps for exploring the nature and

extent of interprofessional training activities in Wisconsin's healthcare education system. The Task Force members consist of UW CIPE representatives and those from WCMEW's Clinical Sites Work Group.

After sharing each organization's missions and activities, the group focused on the charge to the TF, which are summarized below:

The Charge

UW CIPE and WCMEW have an interest in gaining a better understanding of how IPE is currently being conducted, both in training and in practice. Specifically, the Task Force is charged with informing UW CIPE and WCMEW on:

1. How training experiences make use of interprofessional concepts
2. The various ways health delivery systems create their teams for care delivery
3. To what extent we can learn from current practices for use in our programs' improvement and planning activities
4. How training sites and health profession schools communicate with one another

Work Plan

The Task Force's first assignment will be to create survey questions related to clinical site experiences on a variety of topics, as named above. The process will start by:

1. Reviewing results from the CTS survey conducted in 2019.
2. Reviewing the interviews that were also conducted at that time with education coordinators
3. Create a new survey – the surveys will be sent to health systems and schools, with each answering questions appropriate to their roles.

A follow up meeting is planned for late April or early May to begin to sketch out a draft survey instrument. Materials for this meeting can be found [here](#).

ALPHABET SOUP



Following is a summary of the April call.

Julie Richards – WiNC

- WiNC is happy to report that all 25 intern positions have filled for the new academic year, including the two new programs (MCW-CW Psychiatry and Mosaic Fox Valley Family Medicine) joining WiNC effective July 1, 2022. Of those incoming residents, 48% are from Wisconsin and 24% are from Wisconsin Medical Schools.

- The GME Leadership Academy series is successfully halfway over now and WiNC is evaluating what courses will be offered next.
- Along with onboarding new residents and new programs, WiNC is scheduled for two ACGME site visits, one as a new sponsoring institution and one for Green Bay.

Larry Pheifer – WAFP

- Match day for Family Medicine in Wisconsin was a success: 109 of 110 matches to open slots. See Below:

Affiliation	Program	Slots Open NRMP	Total Match
UW	Baraboo	2	2
UW	Prevea Eau Claire	6	6
UW	Madison	16	16
UW	Milwaukee (Aurora)	12	12
UW	Wausau	4	5
MCW	All Saints	6	6
MCW	Columbia St. Mary's	8	8
MCW	Froedtert Menomonee Falls	6	6
MCW	Fox Valley	7	7
MCW	Prevea Green Bay	4	4
MCW	Waukesha	6	6
Aurora	Aurora Lakeland RTT	4	4
Gundersen	Gundersen La Crosse	6	6
Mayo	Mayo - Eau Claire	5	5
Mayo	Mayo - La Crosse	6	6
Mercy	Janesville	7	7
Monroe Clinic	Monroe Clinic Rural FMRP	3	3
Health Partners	Western Wisconsin Rural Family Medicine Residency	2	2
	Totals	110	111
	Match %	101%	

- WAFP is planning an in-person student and resident conference for later this year and will keep everyone posted.

Lori Rodefeld – WCRGME

The WCRGME Annual Meeting held on April 8 included over 40 participants in a hybrid format. Presentations included Dr. Kevin O’Connell who highlighted the history of Rural GME in Wisconsin followed by a panel highlighting current programs with Dr. Ryan Spencer from the UW Rural OB/GYN residency, Dr. CJ Smith from the SSM Monroe Hospital Rural Program, Dr. David DeGear from the Western WI Rural Program, and Dr. Lauren Walsh from the Lakeland Aurora Rural

Program. Dr. David Rakel shared insights on the future of Rural GME and George Quinn provided an update on workforce data compiled by WCMEW.

Randy McElhose – DHS

The Wis. DHS GME Program Development Grant Request for Applications was released March 1, 2022. Applications are due April 22, 2022. The DHS link is: <https://www.dhs.wisconsin.gov/contracts/new-graduate-medical-education-program-development-grant-2022.htm>

If you have any questions regarding this information, please contact George Quinn, at gquinn@wcmew.org, or use the information provided below.

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WORKFORCE IN THE NEWS

[UW-EC, Mayo partnership aims to add jobs, improve health in rural areas](#) – **Leader-Telegram**
Gov. Tony Evers visited UW-Eau Claire in December to announce the university and Mayo Clinic Health System in Northwest Wisconsin would receive a \$9.4 million workforce innovation grant, and on Thursday local officials shed light on how they plan to use that money to add jobs and improve health in west-central Wisconsin.

[Pandemic Is Leaving U.S. With Shortage of Long-Term Health Care Workers](#) – **U.S. News**
The pandemic has worsened longstanding staffing shortages at U.S. nursing homes and other long-term care facilities. Now, a [new study](#) shows that high employee turnover rates have yet to improve.