

WCMEW

Wisconsin Council on Medical Education and Workforce

June 2022 Newsletter

2022 SUMMIT – SAVE THE DATE!

The **2022 Wisconsin Healthcare Workforce Summit** will be held on **Thursday, October 13, 8am – 3pm** at the **Chula Vista Resort in Wisconsin Dells**. “*Getting Real About Our Impending Workforce Crisis*” will feature current workforce issues and innovations in healthcare education and training in Wisconsin. Previous Summits have drawn over 100 attendees, and this year’s event will feature even more opportunities to engage, strategize, and learn.

STAY TUNED FOR MORE DETAILS! A **save-the-date** and **call for presentations** flyer can be found [here](#).

WCMEW DATA COLLABORATIVE MEETING

The Data Collaborative met on May 23. Members heard from speakers on three topics:

- Linda Young, Professor at the College of Nursing and Health Sciences at the University of Wisconsin-Eau Claire, provided an overview of the 2021 Nurse Educator’s Survey. The survey compared data from the 2017-2018 school year to the 2019-2020 year. Significant findings included:
 - In 2019-2020, there were 41 nursing programs producing 4,552 graduates.
 - 26 programs used simulation and 20 programs used virtual simulation in the Spring 2020 semester.
 - The number of filled faculty positions increased from 1,256 to 1,446, with part-time positions increasing from 36% of all positions to 39%.
 - 29% of faculty have doctorate degrees, 62% are masters educated, and 9% with bachelors degrees.
 - The mean age for all faculty is 51 years.
 - 55% of faculty are planning to leave their current employment within 9 years.
 - The full-time faculty vacancy rate in Wisconsin is 9.3%, the highest in the Midwest.
 - Last year, nearly 1,000 qualified applicants to nursing programs are not admitted to Wisconsin nursing programs due to a shortage of faculty.
 - The biggest barriers to faculty pursuing higher degrees necessary for teaching are cost of tuition, family and personal reasons, and lost work time and benefits.



- Tom Walsh, Economist, and Maria Casal PhD, Senior Research Analyst, Wisconsin Department of Workforce Development, presented the latest DWD projections for RN supply and demand through 2040. The DWD model is based two assumptions: 1) nurse staffing intensity (nurse to patient ratio) and 2) health care usage by employment setting and by age (the number of patients in various settings broken down by patient age group). The chart below provides a summary.

	2020	2025	2030	2035	2040
Supply	67,900	67,900	69,800	67,900	69,300
Demand	67,900	78,000	83,600	88,600	92,200
Gap	0	-8,300	-13,900	-19,000	-22,900
% Gap	0%	-12%	-20%	-27%	-33%

The projected deficit for 2035 is 19,000 FTEs.

To maintain a strong RN workforce, the report emphasizes the need to:

- Avoid complacency.
- Maintain a strong educational structure.
- Take a holistic view.
- Address varying needs within the state.
- Focus on demand as well as supply.

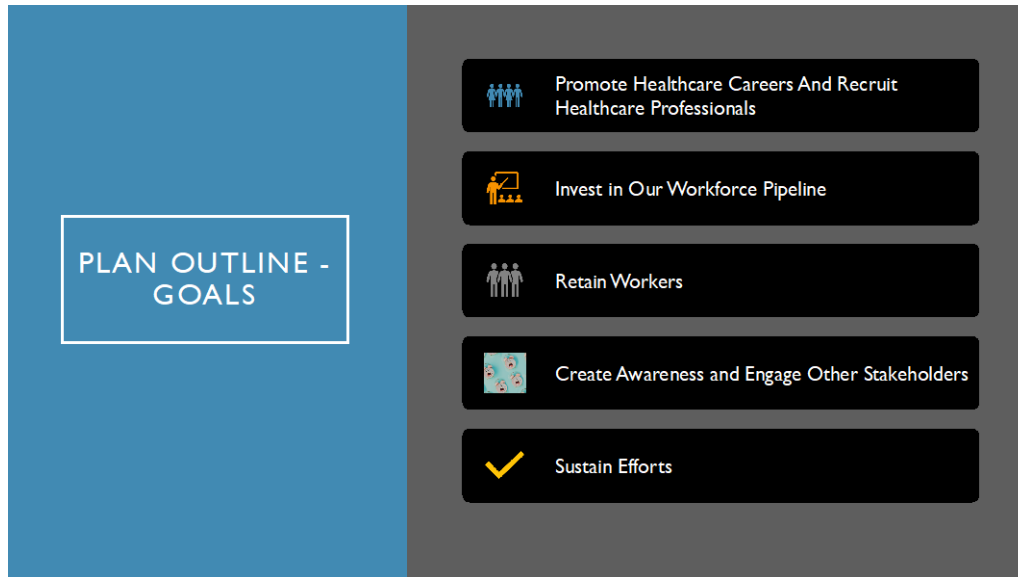
The report can be found [here](#).

- George Quinn, WCMEW Executive Director, gave a summary of [WCMEW's 2021 workforce report](#) and an outline of initial steps in its strategic workforce planning process. The analysis included a broad spectrum of healthcare professionals, including RN, LPN, NP, physician assistants, pharmacists, and physicians. Projections of supply and demand were made for the year 2035, using a model that incorporates utilization of services by age and gender, places of work for each profession, and demographic changes from 2020 to 2035. The projected deficit of healthcare workers in 2035 is 25,442 for all professions combined.

Quinn then described the first stage of activities being carried out by the Strategic Planning Task Force. The process began with a “problem statement” – an outline of the issues that need addressin – which is shown below:

1. Workforce shortages are projected across a range of healthcare professions – worsening disparities in rural and underserved areas.
2. Need for greater urgency regarding impending workforce shortages.
3. Need for greater emphasis on workforce retention, highlighting best practices and continuing education opportunities.
4. Lack of diversity in our workforce.
5. Insufficient resources devoted to education and training. Need for innovation in education and training.
6. Need for a more comprehensive view of the pipeline.
7. Lack of coordination between all participants in the process. Incomplete understanding of all potential partners.
8. Insufficient data on our workforce in general.
9. Uncertainty about the long-term effects of the pandemic.

Using the problem statement, the Task Force arrived at the following goals:



Future work will include defining strategies and a work plan. Updates on Task Force activities will be provided in future newsletters.

ALPHABET SOUP



Following are June updates from Alphabet Soup members.

WiNC – Joseph Kilsdonk and Julie Richards

WiNC is having preliminary discussions with WCRGME and Ashland Memorial Hospital regarding the possible development of a Family Medicine/Primary Care Emergency Medicine Fellowship. WiNC and DHS have worked together to permit the WINC DHS grant to be a possible resource for the development of the Fellowship.

With the start of the new academic year, WiNC will grow from sponsoring 35 residents to 71 residents in five programs (four of which are family medicine and one in psychiatry).

WI DHS – Randy McElhose

Wisconsin DHS recently approved two GME Program Development applications, regarding a DHS

Request for Applications (RFA) posted 3/1/2022:

- Aurora Healthcare Addiction Medicine Fellowship for \$315,500, allocated over three years.
- Mayo Clinic Health System – Hospitalist Fellowship for \$275,000 , allocated over three years.

The upcoming annual Wis. DHS Request for Applications (RFA) for GME Expansion Grants is expected to be released in mid-July, 2022.

WI AHEC – Liz Bush

AHEC recently celebrated their third cohort of **120 AHEC Scholars graduates** who completed two-year program designed to enhance and broaden a student’s healthcare training through a combination of didactic and community-based experiential training in a Wisconsin rural community and/or with underserved populations. The graduates made up a diverse group with 60% identifying as coming from a rural background, 21% from a disadvantaged background, and 12% as underrepresented. They hailed from 16 different academic institutions across Wisconsin representing nursing, public health, social work, physical therapy, medicine, occupational therapy, physician assistant, pharmacy and dietetics disciplines. On August 1 AHEC will open up their AHEC Scholars application to begin recruiting for the 5th cohort of health professions students! Learn more here: <https://ahec.wisc.edu/scholars/>

June 6 kicked off AHEC’s **8-week Community Health Internship Program (CHIP) with 110 student interns serving at 89 different community host sites located throughout the state** – ranging from community health centers, county health departments, tribal health clinics, to local nonprofit and government agencies. This diverse CHIP group includes 37% identifying as coming from a rural background, 24% from a disadvantaged background, and 31% as underrepresented – coming from 34 different academic institutions within and outside of Wisconsin and representing a variety of pre-health and health profession disciplines. While AHEC continue to see great outcomes in CHIP each year, they are exploring ways to better meet the needs of our target students and our community partners paying particular attention to the intern stipend (which we want to increase) and model (where we want to offer more flexible opportunities including part-time positions). Have an idea on how to secure funding to support the CHIP program? Please get in touch with Liz Bush, Director at ebush2@wisc.edu.

WCRGME – Lori Rodefeld and Jennifer Crubel

The WCRGME Spotlight on Rural Poster Fair and Faculty Development Conference will be held on 9/23 in Wausau: <https://www.wcrgme.org/2022-fd-conference-and-poster-recruitment-fair/mi3hqnp7fbqwc3ck97bhbaqztj4gzg>. This year a residency recruitment fair is being coordinated alongside the poster fair at the MCW-CW campus the evening prior on 9/22. The faculty development conference will be held at North Central Healthcare in Wausau.

WCRGME is actively supporting rural hospitals eligible for a “reset” of residency slots under CMS Rule changes outlined in the Consolidated Appropriations Act. Hospitals have until July 1, 2022, to correct any inaccuracies in the data with their Medicare Administrative Contractor (MAC). Learn more about the Section 131 GME Tables for Wisconsin here: https://nosorh.org/wp-content/uploads/2022/05/GME131Elig_WI.pdf

WCRGME and the UW OB/Gyn Residency are partnering to offer an OB/Gyn Rural Simulation Training on Thursday, August 25th, 2022 at Meriter Hospital, Madison. Learners will have the opportunity to engage with UW-SMPH Faculty and peers through simulation trainings and didactic lectures. Learners will receive formative feedback from their simulation sessions and have the opportunity to engage in meaningful discussion about topics relevant to rural Ob/Gyn care. Click here for [registration](#).

WAFP – Larry Pheifer

- WAFP will be celebrating its 75th anniversary in 2022, and is planning a state-wide event.
- Later this year WAFP will be hosting a Student and Resident event, and will be working with the residency programs and medical schools. More information to come.
- Also upcoming later this year, WAFP will be sending its annual student and resident survey.

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

[Rural Residency Grant Opportunity Forecast](#) – Grants.gov

The funding opportunity forecast for the FY23 RRPD grant program has officially been posted on grants.gov. The NOFO application is slated to post on grants.gov on October 26, 2022 and remain open for a 90-day application period with a program start date of August 1, 2023.

[State Efforts To Expand The Healthcare Workforce](#) – National Governors Association

Governors have celebrated the healthcare workforce and called for an increased focus on their recruitment and retention, as well as renewed equitable access to medical career pathways.