

## 2022 WISCONSIN HEALTHCARE WORKFORCE SUMMIT



WCMEW hosted its annual Summit on October 13 at the Chula Vista Resort in Wisconsin Dells, with over 100 attendees, including teachers, providers, leaders of healthcare organizations, and students from throughout the state for a full-day discussion about:

- + How clinicians, educators, and trainers can do to solve workforce issues.
- + Innovative approaches to solving training

and care delivery challenges.

- + Building education and training infrastructure.
- + Sharing opinions on a possible future workforce.

Kicking off the Summit was the “[2022 WCMEW Workforce Report](#)”, including WCMEW’s 2021 workforce report and its 2022 strategic planning initiative.\_



WCMEW Executive Director George Quinn presented an update on efforts thus far and asked for feedback from a reactor panel moderated by Tim Size, Executive Director of the Rural Wisconsin Health Cooperative.

Mr. Quinn provided an overview of WCMEW’s 2021 Workforce Report, which forecasted a shortage of healthcare workers of 29,000 by the year 2035. Quinn then gave an overview of the plan, as shown below:

# WCMEW






Wisconsin Council on Medical Education and Workforce

## PLAN OUTLINE – VISION AND GOALS

*By 2035, Wisconsin's health workforce will have the capacity and proficiencies to:*

- Provide high quality whole person services at the right time, right level, and in the right places*
- Improve health and well-being in all communities*

***Our vision is to have an engaged healthcare workforce equipped to serve the needs of our communities***

-  Create Awareness and Engage Other Stakeholders
-  Promote Healthcare Careers And Recruit Healthcare Professionals
-  Invest in Our Workforce Pipeline
-  Retain Workers
-  Sustain Efforts

## Key 2023 initiatives include:

- Obtain broad buy-in to the plan and strengthen and expand collaborations.
- Encourage collaboration with AHEC and other similar programs to promote healthcare careers.
- Expand education capacity and enhance collaborations.
- Enhance healthcare work environments.
- Continue to study workforce and improve workforce data.

## Panel members said that the plan was on track and added several suggestions/comments:

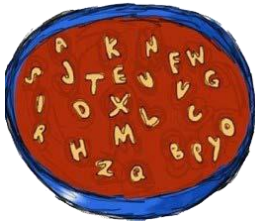
- Leaders and professionals in the healthcare field need to “champion” those careers to those evaluating career choices.
- Advancing health equity will further our goals.
- More emphasis should be placed on primary care.
- We should adopt team-based care in a more robust way.
- Need to acknowledge Wisconsin AHEC’s shared space in health professions workforce development.



- Our biggest opportunity is to set aside competing agendas and collaborate on implementing or scaling up promising workforce practices throughout the state.

To see a summary of entire day's events, please click [here](#).

## ALPHABET SOUP



Following are October updates from Alphabet Soup members.

### WI DHS – Randy McElhose

Wisconsin DHS recently approved four new DHS GME Residency Expansion Grants. These grants will initiate 7/1/2023:

1. UW Addiction Medicine Expansion Grant for a total of \$150,000, allocated over two State Fiscal Years. *Helps support a second Addiction Medicine fellowship position, for two years.*
2. UW Rural Health Equity Track (RHET) for a total of \$675,000, allocated over four State Fiscal Years. *Helps sustain an increase of three new resident positions, for four years.*
3. SSM Monroe GME Continuation Grant for a total of \$450,000, allocated over three State Fiscal Years. *Helps continue Monroe's Rural Family Medicine Residency Program @ two resident positions per year.*
4. Aurora Healthcare Internal Medicine for a total of \$600,000, allocated over three State Fiscal Years. *Helps support three Internal Medicine resident positions per year, for three years.*

### WRPRAP – Bill Schwab

In its most recent round of funding WRPRAP, the Wisconsin Rural Physician Residency Assistance Program, provided new grants to support development of an emergency medicine fellowship in Ashland and a hospitalist fellowship within Aspirus Health as well as continuing grants for the MCW Psychiatry residency

program in Wausau and the UW Department of OB-Gyn's rural residency track.

WRPRAP was established to promote long-term, viable solutions to address the geographic shortage of physicians in Wisconsin by promoting residency education in rural communities. It is additionally funding previous grant awards supporting rural track experiences in family medicine, pediatrics, psychiatry, and general surgery that are located in multiple rural locations throughout the state.

WRPRAP also funds the Wisconsin Collaborative for Rural GME (WCRGME), which has become a national model for providing the technical assistance necessary for expansion of rural residency education. Grant applications for WRPRAP's next funding cycle are due February 13, 2023 (<https://www.fammed.wisc.edu/rural/>).

#### **WCRGME** – Lori Rodefeld and Jennifer Crubel

Registration is now open for the **Rural GME Leadership Academy Series 2**. In this collaborative effort by WCRGME, WiNC, and MCW, rural faculty preceptors and residents will participate in virtual and in-person monthly sessions from January through July 2023. Participants will advance their rural GME leadership abilities and influence the culture of rural GME in the communities they serve by exploring topics such as Strength Based Leadership, Clinical Learning Environment, Curriculum Development, and Team Building Effectiveness. Register [here](#).

WCRGME released its most recent 'Day in the Life of a Rural Resident' video featuring Kane Laks, MD from the UW Rural Health Equity Track (RHET) on rotation at Sauk Prairie Healthcare – here is the [link](#).

Staff have also been actively working with new program development with the Memorial Medical Center Emergency Medicine Fellowship and Mercy Walworth Rural Family Medicine Residency which are both planning to start training in 2023.

#### **WAFP** – Larry Pheifer

WAFP organized a meeting with all residency directors to review areas of coordination and discussed reestablishing a program to reimburse students for travel expense if they visit 4 or more programs. Residency programs reported that more and more visits are done virtually.

WAFP hosted an all-day student and resident leadership conference recently that was well attended, and plans are being made to do this again next year. Discussions are taking place to explore holding a recruiting fair next year.

WAFP is hosting its 75<sup>th</sup> anniversary next year and will have educational programming for members, students, and residents.

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

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## WORKFORCE IN THE NEWS

### [UW-Green Bay, Aurora BayCare Medical Center and HSHS St. Vincent partner to address nursing shortage – UW Green Bay](#)

A new Workforce Innovation Grant awarded by the Wisconsin Department of Workforce Development and Wisconsin Economic Development Corp. (WEDC) to partners including UW-Green Bay, Aurora BayCare Medical Center, and HSHS St. Vincent will expand the pool of nursing instructors able to teach both “hard” and “soft” skills.

### [Hospitals Increase Recruitment Strategies Amid Workforce Shortages – Healthcare Revenue Cycle Management](#)

The majority of hospital leaders reported raising starting salaries and introducing signing bonuses to improve recruitment as they manage persistent workforce shortages.