



## AGENDA & MEETING NOTES

### MEETING INFORMATION

MEETING TITLE:	<b>Recruitment and Retention Workgroup</b>	
DATE/TIME:	November 12, 2015	2:00pm – 3:00pm
LOCATION:	Conference Call	
NEXT MEETING:	TBD January 2016	

### ATTENDEES

**Workgroup Co-Leader: Mark Lukens, Behavioral Health Services North**

Donna Beal, Mercy Care for the Adirondacks  
 Susan Dornan, NY Connects- Warren & Hamilton Counties  
 Melissa Johnston, North Country Department of Labor  
 Robert Martiniano, Center for Health Workforce Studies  
 Megan Murphy, AHI  
 Kelly Owens, AHI  
 Ami Parekh, Behavioral Health Services North  
 Becky Preve, Franklin County Office for the Aging  
 Cindy Siwek, North Country Home Care Services  
 Dylan Soper, 1199/SEIU  
 Mark Spiezio, Cambridge Valley Rescue Squad  
 Kim Uhler, Clinton County Mental Health and Addiction Services

**Unable to attend:**

**Workgroup Co-Leader: Darlene Lewis, Canton-Potsdam Hospital**

Marti Burnley, Hudson Headwaters Health Network  
 Rene Groesbeck, Indian River Rehabilitation Center  
 Kathleen Korman, New State Nurses Association  
 Michelle Law, Franklin-Essex-Hamilton BOCES  
 Elizabeth Parsons, Fort Hudson Health System  
 Kathy Tucker, 1199/SEIU  
 Leza Wood, HM AHEC

### MEETING OVERVIEW

**TOPICS:**

**Welcome:**

Mark Lukens welcomed participants to this new group and all members introduced themselves.

**Workforce Overview:**

- Kelly Owens provided a summary of the workforce related milestones within the DSRIP Implementation Plan and due dates along with some progress related to what other workgroups have been working on.

**Estimated Hire Review:**

- Estimated new hire needs were discussed. Estimates were received last when Fall organizations in the early stages of project planning. Future state assessment will provide more accurate data but information provided a starting point.
- Based on information presented, it appears there will be needs related to primary care, home care and behavioral health.
- Mark Spiezio shared information related community paramedics and how to explore with current needs, particularly related to home care. He also indicated that EMS recruitment is also an area of need.
- Donna Beal reiterated that the need for HHA/PCA is at a crisis level and currently there are not enough staff to fulfill the number of hours of care needed. Becky Preve and Cindy Siwek echoed these concerns. Sue Dornan shared that it would be helpful to develop/promote a career path and investigate innovative ideas to enhance the perception of the position.
- Similar concerns were shared for behavioral health resources related to an extreme shortage of providers.



**Next Steps:**

- Mark reiterated that collaboration would be needed to achieve success with workforce milestones.
- Suggested forming subgroups that could begin to tackle the high needs related to talent attraction, career exploration, providing educator resources, loan repayment, sign on and retention incentives. Agreement by the group that subgroups would be the most effective way to tackle all the identified needs.
- List of small groups with descriptions to be sent out within the next week to all workgroup members. Asking all members to consider working in one of these smaller groups.
- Subgroups will meet over the course of the next two months with a large workgroup meeting planned for January 2016.

**Next meeting** will be scheduled for January 2016 via conference call. Doodle poll will be sent to identify best date for most.