



Current Hospital Workforce Needs

As of early January:

- Over 2,600 open positions
- Top 5 openings
 - RNs
 - LNAs
 - Nutritional Services & Env. Services (tied)
 - Radiology
 - Lab techs
- Turnover rate as high as 32%
- Amount of contract employees (travelers) hospitals are currently using: 638

Current Hospital Workforce Efforts

- Central Vermont Medical Center Pathway Program of hiring LNAs on a part-time basis but paying for full-time
- Shared clinical faculty
- Loan forgiveness
- Partnering with higher education to guarantee employment after graduation

VAHHS Workforce Proposals

Data hub

- Currently, data is collected on an ad-hoc basis
- Need consistent information to target certain positions and geographic areas as well as determine most effective initiatives

Partnership with higher education

- Shared clinical faculty
 - Chief nursing officers want to do this, but difficult to manage while training travelers, taking on more shifts, etc.
- Pipeline programs like CVMC Pathway Program—do an LNA to RN program
 - \$500k total with \$300k in state grants and \$200k invested by CVMC
 - The State grants CVMC received in FY19 and FY20 to support the programs were:
 - VT Apprenticeship Grant (\$10,000/student) – paid directly on VTC student bills
 - VT Apprenticeship Expansion Grant (\$6,000/student) – VTC completing process to receive this through VT Department of Labor
 - VT Department of Labor Grant (up to \$5,000/student) – this was a one time for our first cohort and supported the backfill of the student time
 - VT Training Grant (\$30,000) was used to support the backfill time for the program as a whole
- Expanding clinical opportunities for paramedics

Dedicated health care workforce liaison

- Target graduating classes with coordination efforts on housing, transportation, and other logistics



- Assist organizations and international nurses and physicians with visa assistance, relocation assistance, and community resources

Worker financial assistance

- Student loan forgiveness
 - Most nurses are traveling to pay off student loans
- Scholarships— heard from Jessa Barnard that this was some of the most impactful legislation

Administrative burden

- Streamline and align prior authorization between payers

Sustainable funding

- Hospitals need to stabilize current workforce while growing future workforce and maintaining affordability
 - Labor costs are 50-70% of budget
 - Vermont pays the median salary nationally to nurses, striking a balance between affordability and compensation
- To keep commercial rates affordable, need to partner on sustainable Medicaid rates