

## **Georgia Healthcare Workforce Commission**

Meeting

August 29, 2022

### **Members Present**

Caylee Noggle, Chair  
Scott Bohlke  
Mary Chatman  
Debi Dalton  
Sherry Danello  
Janee Dock  
Shawn Little  
Sally Perry

Rick Roche  
Scott Steiner  
Tanya Sudia  
Courtney Terwilliger  
Pete Quinones  
Clark Hill  
Jean Sumner

### **Members Absent**

None

**The Georgia Healthcare Workforce Commission held its meeting at Mercer University's Atlanta campus and via Zoom teleconference. The agenda is attached and made an official part of these Minutes.**

Shawn Walker, Director of Project Management for the Georgia Department of Community Health, opened the session and welcomed the attendees. Shawn Walker shared information regarding the format of the meeting.

Mercer President William D. Underwood welcomed the community.

Chair Caylee Noggle welcomed attendees and reviewed the timeline for the Commission's work. Chair Noggle introduced Brian Lipton, Senior Policy Advisor at Georgia Department of Community Health, who presented the fact base on Georgia's healthcare workforce.

### **Presentation and Discussion**

The fact base review covered trends in seven categories of healthcare occupations: Primary Care, Nursing Care, Behavioral Healthcare, Pharmacy, Dentistry, Specialty Care, and Emergency Medical Services.

The fact base review covered the data in three segments: the overall demand-supply gap of the workforce across all categories; the changing demand for healthcare services and the associated increase in demand for health care workers; and the available and projected supply of healthcare workers in Georgia.

Pauses were observed after each segment to receive input and questions from Commission members.

At the end of the review, a more sustained conversation ensued between Commission members regarding the content of the fact base and next steps for the Commission.

Commission members were aligned that demand for healthcare services currently outpaces the supply and will likely continue to do so.

Commission members shared various examples of the limitations of the available data (Bureau of Labor Statistics 2020), particularly as the latest available complete dataset dates to 2020 and likely does not adequately reflect the impact of COVID on the healthcare system.

Commission members were also cognizant that the data lag might not be feasibly addressed within the applicable timeline.

Commission members considered the tradeoffs on continuing the data gathering given time constraints and data limitations and to prioritize solution development and what can be done.

Commission members requested:

1. Minor clarifications on the presented dataset (e.g., professions under each category, geographic breakdown of gap, inclusion of obesity in disease burden)
2. The inclusion of relevant insights from the Georgia Board of Health Care Workforce data publications to the Healthcare Workforce Commission's fact base
3. Additional insights into four areas:
  - Clarifications on Nursing workforce challenges (e.g., granularity on the macro category, changes in delivery due to Covid, impact of travel nurses, shortage of faculty in educational settings)
  - Further insights into the Behavioral Health workforce challenges (e.g., increased demand because of the Covid-19 pandemic)
  - Further insights into the Emergency Medical Services workforce challenges (e.g., detail on data available, individuals trained outside the technical school system)
  - Role of technical colleges in educating the health care workforce (e.g., how state supports funding at technical college system)

### **Closing Remarks**

Chair Noggle invited Commission members to provide the organizations they want to invite to the September 29, 2022, forum. Noggle also encouraged members of the public to submit their interest in presenting at the forum to the Commission. Chair Noggle thanked Commission members for their responses to the survey and participating in interviews which will assist in gathering qualitative insights for the development of solutions landscape.

**GEORGIA HEALTHCARE WORKFORCE COMMISSION**

**AGENDA**

***Zoom Meeting***

*Mercer University-Atlanta Campus*

*2960 Flowers Rd South*

*Atlanta, Georgia 30341*

**Monday, August 29, 2022, 2:30 – 4:30pm**

1. Review of Goals for Today
2. Overview of Workplan and Timelines
3. Review of Health Care Workforce and Industry Data
4. Q&A and Commission Discussion