

**Delaware Health Care Commission
Health Workforce Subcommittee Meeting**

March 19, 2025

9:00 a.m. – 10:30 a.m.

Hybrid

Anchor Location:

Conference Room 198 at DHSS

Herman M. Holloway Campus



ChooseHealth
DELAWARE

Subcommittee Attendance: Roll Call

Kathleen Matt

Co-Chair

- **Nicholas Conte**
- **Brian Frazee**
- **Timothy Gibbs**
- **Cheryl Heiks**
- **Elisabeth Massa**
- **Maggie Norris-Bent**
- **Chris Otto**

Nichole Moxley

Co-Chair

- **Michael Quaranta**
- **Gwendolyn Scott-Jones**
- **Shauna Slaughter**
- **Mark Thompson**
- **Avani Virani**
- **Rosemary Wurster**



Health Workforce Subcommittee Meeting

Wednesday, March 19, 2025

9:00 a.m. – 10:30 a.m.

Agenda

- i. Call to Order
- ii. Action Item: Approve January 15, 2025 Meeting Minutes
- iii. Presentation: Delaware Healthcare Association
- iv. Discussion: Data/Surveys/ Licensure
- v. Action Item: Meeting Day and Time, and Meeting Cadence
- vi. Public Comment
- vii. Adjourn



ACTION ITEM: Approve January 15, 2025 meeting minutes



ChooseHealth
DELAWARE

Presentation: Delaware Healthcare Association



ChooseHealth
DELAWARE

Delaware Healthcare System Workforce Development, Clinical Education & Partnerships



BRIAN FRAZEE

President & CEO

MEGAN MCNAMARA WILLIAMS

Vice President, Clinical Affairs & Operations

February 12, 2025 - Delaware Health Care Commission

DHA Advocacy Priorities



**Strengthening Delaware's
Healthcare Workforce**



Ensuring Healthcare
Access, Quality &
Affordability



Advancing Health Equity

DHA Workforce Efforts



CNA training - National guard,
COVID operations

Board of Nursing Data Mandate

Office of Primary Care Provider
Surveys

Healthcare Provider Loan Repayment
Program (SB 98)

DHA/DelTech Nursing Program
Expansion - \$1.25 M in FY 25

DHA Member Collaborative with Higher Education Institutions

- All member hospitals, DelTech, UD, DSU and Wilm U
 - Clinician Nexus – clinical placement and onboarding software
 - Streamlined student requirements
 - Ex: <https://news.christianacare.org/2024/10/christianacare-and-partners-launch-delawares-first-nurse-anesthesiology-program/>
-

Current Hospital Programs/Partnerships



PARTNERSHIPS WITH UNIVERSITY OF DELAWARE, DELTECH, WORWIC

CLINICAL PRECEPTOR PAY

Providing financial compensation to team members for their contributions in helping new nurses successfully complete their orientation, ensuring that they are prepared to deliver safe, competent, and effective care.

PROFESIONAL DEVELOPMENT PROGRAM/CLINICAL LADDER

The Professional Development Ladder offers voluntary and paid opportunities for growth through various qualifying activities, including precepting, coaching and mentoring.

EARN WHILE YOU LEARN

- Tuition and fees are fully covered for participants in the program.
- Receive an hourly stipend for attending classes and clinical sessions.
- Job opportunities available after completing the program.

•The Clinical Nurse Scholar role offers hands-on experience in departmental operations, including special projects, customer service, patient assistance, a stipend, and administrative tasks in a healthcare setting. Interns will gain exposure to various departmental functions through rotational assignments and projects.

•CNA/CMA programs – participants are paid while in school, with work commitment of 18 months after they pass boards/certification

Current Hospital Programs/Partnerships



MIDDLE SCHOOL AND HIGH SCHOOL PIPELINE

- Designed to motivate and educate 7th and 8th graders about various career options in the healthcare field.
- Highlight the significance of key soft skills and offer valuable insights into both clinical and non-clinical career paths, contributing to the development of the future healthcare workforce.
- Brandywine Lifesavers Program: <https://campaignforaction.org/school-program-provides-early-exposure-to-nursing/>

SCHOLARSHIP/LOAN REPAYMENT/LIVING STIPEND PROGRAM

- Offer up to \$6K x 2 years in Scholarship, up to \$12k in loan repayment and provide living stipend \$500/month; requires 2 year work commitment.
 - Delaware Healthcare Provider Loan Repayment - Applicants practicing at hospital sites receive a dollar-for-dollar match by the hospital.
-

DE Hospitals - Graduate Medical Education Programs

In 2024, Delaware health systems are brought nearly 200 new physicians to the state with many focusing on primary care. This is a critical step in increasing access to care for Delawareans as studies show that a majority of physicians stay in the community where they trained.

Bayhealth — Bayhealth matched with 30 new physicians to join its four programs— emergency medicine, internal medicine, family medicine, and general surgery. These talented individuals will contribute to the ongoing success of Bayhealth's residency programs, which have provided care for almost 39,000 patients over the past three years.

Beebe Healthcare — Beebe's Family Medicine Residency matched with 4 physicians who had recently finished medical school, including one who hails from Sussex County. These four physicians will join the residents from last year as part of Beebe's growing program. The residents will take part in a three-year academic curriculum at Beebe, gaining exposure and hands-on experience in a wide range of clinical areas – from the emergency and operating rooms to countless specialty areas such as OB-GYN, pediatrics, cardiology, ophthalmology, and orthopaedics.

ChristianaCare — ChristianaCare is the largest academic medical center between Baltimore and Philadelphia with a staff of nearly 400 residents and fellows across more than 30 specialties. Matches were awarded to 105 medical students in 2024.

Nemours Children's Health — Nemours Children's Hospital, Delaware has been matching residents for more than two decades. In 2024, Nemours welcomed 24 new general pediatric residents, 1 pediatric neurology resident, 2 pediatric physical medicine and rehabilitation residents and 5 medical-pediatric residents.

Saint Francis Hospital — Saint Francis Hospital, part of Trinity Health Mid-Atlantic, welcomed 6 Family Medicine residents on Match Day in 2024. The three-year residency program began on July 1, 2024, and upon completion, the graduates will become board-certified by the American Board of Family Medicine (ABFM).

TidalHealth — TidalHealth welcomed 4 residents into its inaugural Anesthesiology residency program. The health system also announced the 6 physicians chosen for its General Surgery residency program, which is in its second year, and the 10 physicians selected for its Internal Medicine residency program, which is in its third year.

Thank You.

#1 DHA ADVOCACY PRIORITY: STRENGTHENING DELAWARE'S HEALTHCARE WORKFORCE

- Create a healthcare workforce shortage scholarship program.
- Create new incentives for clinical preceptors.
- Support a statewide healthcare workforce data initiative.



Citations:

<https://www.beckershospitalreview.com/nursing/lawmakers-debut-precept-nurses-act.html>

<https://webserver.rilegislature.gov/BillText24/SenateText24/S2716A.pdf>

Recommendations:

Data/Surveys/ Licensure - need to refine the data further to provide more information on the current workforce and their statewide distribution as well as information to enable forecasting of the future workforce needs.



Action Item: Meeting Day and Time, and Meeting Cadence



ChooseHealth
DELAWARE

Public Comment



ChooseHealth
DELAWARE

Adjourn



ChooseHealth
DELAWARE