



**Delaware Health Care Commission (DHCC)
Health Workforce Subcommittee Meeting**

January 15, 2025

9:00 a.m. to 10:30 a.m.

Meeting Attendance

Subcommittee Members Present

- Dr. Kathy Matt, University of Delaware, Co-Chair
- Timothy Gibbs, Delaware Academy of Medicine / Delaware Public Health Association (DAM/DPHA)
- Brian Frazee, Delaware Healthcare Association
- Dr. Nicholas Conte, Bureau of Oral Health and Dental Services
- Dr. Avani Virani, Highmark
- Shauna Slaughter, Division of Professional Regulation
- Mike Quaranta, Delaware Chamber of Commerce
- Cheryl Heiks, Delaware Health Care Facilities Association
- Secretary Rick Geisenberger, Department of Finance, Co-Chair
- Elisabeth Massa, Delaware Health Care Commission
- Nichole Moxley, Division of Public Health

Delaware Health Care Commission (DHCC) Staff

- Colleen Cunningham, Delaware Health Care Commission
- Sheila Saylor, Delaware Health Care Commission

Subcommittee Members Absent

- Mark Thompson, Medical Society of Delaware
- Gwendolyn Scott-Jones, Delaware State University
- Melissa Jones, The Dental Group
- Christopher Otto, Delaware Nurses Association
- Maggie Norris-Bent, Westside Family Healthcare

Public Attendance

- Jennifer August, The Art Therapy Way

- Bria Greenlee, Delaware Healthcare Association
- Lisa Gruss, Medical Society of Delaware
- Ceil Tilney, League of Women Voters

Meeting Minutes

CALL TO ORDER

Dr. Kathy Matt, Subcommittee co-chair, presided over the meeting and opened discussions at approximately 9:00 a.m.

ACTION ITEM: Approve December 11, 2024 meeting minutes

The board voted unanimously to approve the December 11, 2024 meeting minutes. The committee members approved the minutes which are available on the [Health Workforce Subcommittee](#)

DELAWARE HEALTH FORCE UPDATE

Secretary Geisenberger provided an update and thoughts on what he would like the subcommittee to focus on in the future.

Dr. Matt presented the Health Care Workforce of the Delaware Health Care Commission vision document. The document can be found [Health Workforce Subcommittee](#). She gave an overview of the document.

Dr. Matt agreed with Secretary Geisenberger with the need to get additional funds while moving legislation through the process. She discussed the need to obtain funding from sources outside the state, including national funding. She asked the group for their input on this topic.

Mr. Frazee thanked Dr. Matt for the document and stated that he would follow up with her with some of his own suggestions. He likes the idea of the education roundtable and said that the Delaware Healthcare Association (DHA) already has a similar program, and he would like to have them meet with the subcommittee. He also discussed the preceptor piece of the document regarding the budget, however, he indicated that they do not have to work under budget caps.

He also discussed the survey piece of the document and how the information will be obtained, he does not want of the requirements put on the hospitals. Dr. Frazee discussed the issues with preceptors and how it is a priority. He gave an example that hospitals are paying nurses who act as preceptors a higher wage.

Ms. Heiks talked about the importance of have representatives from the universities on the roundtable who responsible for developing the coursework for the programs. She discussed the fact that there are 47 skilled nursing facilities that could be used for preceptor locations for medical doctors.

She discussed the bill that passed last year around temporary staffing in long term care and asking them to register so that they could obtain information from them. This is important because of the fluidity of the workforce in the state.

Ms. Moxley discussed by imbedding surveys in the licensure will allow for more detailed information and allow for us to look at the shortages across all providers. She discussed leveraging the FIG grant to help cover the cost.

She discussed the importance of this moving forward and the fact that we should reach out to Manny Ortiz in Rhode Island, she thinks would be willing to discuss what they are doing in the state around this issue.

Dr. Matt agreed with Ms. Moxley's comments on the need to implement the surveys. She asked Ms. Massa if they could schedule a meeting with the Delaware Health Care Commission (DHCC) to discuss this issue. Ms. Massa said they could put this issue on the agenda at one of the meetings.

Mr. Moxley said that they can leverage the Healthcare Commission to get it into legislation using the fact that 28 other states are doing this. She said we could work with Mr. Tim Gibbs team and the DHA.

Ms. Gruss asked if Mr. Gibb's group collects data of middle and high schoolers form the Apollo Program. The program had junior and senior shadowing physicians. She discussed the need to present them with different things other than just constant technology. Mr. Gibbs said they do collect data on the students.

Dr. Conte did one of the programs at the Delaware Academy of Medicine regarding dentistry. He discussed the reasons why he went into dentistry and what is drawing people now to dentistry is vastly different. He feels the earlier we expose students to these professions the better.

Dr. Matt discussed that the committee needs to move on from discussing the challenges to offering solutions.

Dr. Matt asked if there was an area in the dental feed that we should focus on, and Dr. Conte said dental hygienist.

Dr. Matt will send out the document she put together to the group everyone can add their suggestions to the document. She would then like to prioritize items going forward. She wants to look at funding for the various initiatives.

Dr. Matt asked if the subcommittee could interact with DHA on workforce initiatives. Mr. Frazee there are opportunities, but he does not have them currently. He will bring this information to the next meeting.

Public Comment

Ms. Jennifer August asked if the initiatives and suggestions are available to the public. Ms. Massa stated it is a public meeting and all meeting materials are posted on the public calendar.

Ms. August asked if behavioral health professionals are included in the survey. Ms. Moxley confirmed that they are included. She said they are hoping to release an updated health care provider capacity report.

ADJOURN

The meeting was adjourned at approximately 10:30am. The next Subcommittee meeting TBD.