

NHARCH Board of Directors Minutes 12/13/22

Present: Alex Amann, Kris Andreozzi, Gary Cahoon, Meghan Cook, Jeanne Donohoe, Matt Gatzke, Chris Kelliher, Alex Koutroubas, Shannon Lynch, Eldon Munson, Sara Nadeau, Amy Rauert and Jen Skelton.

Absent: Deborah Burns, Linette Handschumaker, Michelle Pelham and Wendy Switzer.

ZOOM Board Meeting Called to Order: 1:36PM

Guest Speaker: John Nyhan, President of the Hampton Area Chamber of Commerce

Ssara Nadeau introduced guest speaker John Nyhan who was invited to speak on several potential initiatives related to the workforce shortage. John started his presentation by stating that his is also the Chairman of the NH Chamber Executives and involved in the State Chamber Association. He noted all Chamber members have been affected by workforce challenges including development, retention, housing, daycare and transportation. This has been amplified for some members by the loss of staffing through J1 visas since 2021. In addition, NH has one of the lowest unemployment rates in the country.

As a result, he has been working on some unique initiatives to address these challenges. One of the programs is an ongoing partnership with Native Americans, specifically Pine Ridge Reservation. Native Americans have one of the highest unemployment rates in the nation. As a result, the Hampton Area Chamber partnered with them last summer for staffing through the organization called One Spirit. One Spirit has offered an employment program for 25 years. John worked with the organization and visited Pine Ridge to meet with the tribal leadership.

The Hampton Area Chamber of Commerce was successful in hiring 10 Native Americans in the summer of 2022. There were some challenges with the program. Most of the staff had never left the reservation and it was a culture shock to come to the Seacoast. They needed to be provided with housing and transportation. For most, this was their first employment experience and basic employment expectations had to be explained. They also needed funding up front to be able to afford food, etc. until they received their first paycheck. Overall, John felt the program was a success and they will host additional staff in in 2023.

One challenge is the tribal leadership must be convinced that staff will be permitted to return to the reservation, it would be 3 – 6 months of employment only as the staff will not be able to be away from the reservation for extensive periods of time, and it will be received better if it is a group of employers propose an employment opportunity, as opposed to individual employers. A significant challenge is housing, transportation and training as well as offering a cultural opportunity to the staff.

In working with Senator Shaheen, a grant has been received to expand this program to other reservations. There has been significant interest from NH employers. The goal would be to establish a “revolving door” program where staff come of rotations of 3 – 6 months. We would need to define our needs and ability to provide training. Housing is a main challenge. The NH Association of Chambers has had a positive response but there currently is no representation from the long-term care industry.

Another option to consider is the Native American Jump Start program. This has been primarily in the mid-West and is a program to offer internships and scholarships to high school to college age Native Americans. The goal of the program is to provide “Life Skills Training” such as budgeting, food shopping, and money management. This would also be a short-term employment opportunity. This program could be utilized as early as Spring 2023.

Another option is to develop an “Extended Learning Opportunity” program in conjunction with local high schools. John has already received a grant and has developed such a program for the trades. The goal would be to seek a grant and expand the program to the healthcare industry. In starting the program for the trades, John was able to partner with several career technical schools and target students who were not college-bound to receive scholarships and internships. John feels this program could be expanded with leadership and coordination through an organization such as NHARCH.

Grants for such program may be available through the NH Charitable Foundation, remaining COVID funds, or similar. John has significant experience in grant writing. John proposed forming two groups: 1) one to work on the extended learning opportunity program in conjunction with local area Chambers and 2) a group to work with One Spirit and the Native American Jump Start program. He feels both are viable to explore if there is commitment.

The Board agreed to query members via an email. Gary raised the question of whether this should be proposed as well to HCA and/or Leading Edge. After discussion at the next meeting and based on the email response, the Board will let John know if there is interest in one or both opportunities

Approval of Minutes from November 8, 2022 Board Meeting: A motion was made, seconded. Approved.

Approval of Financial Statement for November 31, 2022: Alex noted a shift from the partner rate to the convention rate would have made the convention profitable. This is something the Board could consider next year. The largest expenses of the convention were food (\$7K) and the room rental. Income from educational programs exceeded budget projections. The budget is on track for management and other fees. Alex recommended making a decision in early 2023 regarding one of two days of conferences in 2023 as this has a significant impact on the projected budget. Matt reported one new member (Hanover House).

A motion was made to approve the financials for November as presented; seconded. Approved.

Convention/Education Update: Matt reported there will be a final 2022 CARES class next week. This one will be in-person. Based on the meetings to review the 805 rules, it appears DHHS is finding many errors with the new CARES tool. There will be a meeting next Tuesday of the CARES trainers and this will be a topic of discussion. There will be no additional Medication Administration courses in 2022. Given the conversation about medication administration at the 805 rules review meetings, there needs to also be discussion about the content and format of this course. However, it was felt that this discussion should be delayed until there is a more definitive direction or outcome for the rules review meetings. As far as

the 2023 conventions, a decision needs to be made early in the year about the location for the conference(s).

Legislative Update: Alex reported the state legislature remains under Republican control as was expected. It is early in the legislative process and there are currently about 800 requests. Alex reported it is too early in the process to report on specific requests; he should be able to present more information in the next month or two.

There is a new Public Policy Director at the NH Alzheimer's Association. She attended a meeting with Wendi Aultman and reached out to offer assistance on expanding the pilot CFU Program that pays the higher rates for those with dementia. Alex asked if the members were interested in partnering on this initiative; there was consensus to do so.

Alex reported many of the line items for CFI were collapsed into one, leading to less visibility. The argument is it's burdensome to break this out in the budget. The concern is programs can lose funding if there is not full visibility. There was consensus to advocate with the Health Care Association to request all line items be reported in the budget. It was suggested Leading Edge be notified to also support this request.

Old Business:

Meetings with Kelly Keefe (804 & 805 Rules):

The meetings have been going well. At the last meeting, concerns were raised about the accuracy and quality of CARES documentation. Jeanne feels this may be due to inconsistency in training. Upcoming topics include medication administration. It was requested the topic of emergency kits be discussed again with DHHS as part of the rules review.

MNA Certification: Sara Nadeau had put forth a request to consider reducing the number of hours required to qualify for the MNA Certification course (based on 32 hours a week) and to allow 3rd year nursing students who have taken the medication administration class in nursing school to take the course. This was discussed at the December Board of Nursing meeting. Sara has not yet heard any follow-up from the discussion.

New Business:

Survey: Matt sent members information about an infection control survey being conducted by the Granite State Healthcare Coalition. Most members had already received the survey but it was sent out as a reminder for those that may not have received it. The consensus was the information would be valuable to our membership and the higher the participation the better.

Leading Edge Peer Groups: Leading Edge is offering a reduced membership fee for NHARCH members to join in their Peer Group program. The members discussed if this would be a conflict of interest to promote and if there would be concern about losing membership. There was agreement this

opportunity should be presented to our membership; it is an opportunity that we currently do not provide, has been found beneficial to members who already participate, and was not perceived as something that would negatively impact membership in our organization. Matt was given permission to share the information.

The next meeting will be on January 10, 2024 at 1:30 PM.

The meeting adjourned at 3:06 PM.

Minutes submitted by Sara Nadeau