

Bucks County Long-Term Care Summit

A Meeting for Champions

June 21 2024



BCHIP

**Bucks County Health
Improvement Partnership**

Improving Health ~ Enhancing Lives

Welcome/Opening Remarks

- Kimberly Everett, Executive Director-Bucks County Health Improvement Partnership (BCHIP)
- Patrick M. Jones, Ph.D., President, Bucks County Community College
- Thomas Jennings, Chair of Board of Trustees, Bucks County Community College
- Sean Slone, Senior Policy Analyst-The Council of State Governments
- Welcome attendees/legislators



Materials

- Speaker biographies
- Resource list
- Acronym list
- Survey



Today's Agenda

- Short presentations
- Q/A process





The Council
of State
Governments

STRATEGIES TO REVITALIZE THE LONG-TERM CARE WORKFORCE

Bucks County Long-Term Care Summit

June 21, 2024

Long-Term Care Policy Guide



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National Online Resource Center (<https://web.csq.org/long-term-care/>)



State Strategies to Revitalize the Long-Term Care Workforce

- Increasing Compensation
- Employment Supports
- Enhancing Training and Education
- Facilitating Career Advancement
- Expanding the Pipeline
- Data Collection & Monitoring
- Supporting Family Caregivers

State Strategies to Revitalize the Long-Term Care Workforce

- Increasing Compensation
- Employment Supports
- Enhancing Training and Education
- Facilitating Career Advancement
- Expanding the Pipeline
- Data Collection & Monitoring
- Supporting Family Caregivers

Enhancing Training & Education

- Dementia training
- Apprenticeships
- Scholarships
- Student loan repayment programs
- Online nursing curricula
- Earning college credit
- High school programs
- Competency-based micro-credential badges
- Career pathways
- Universal worker opportunities

Employment Supports

- Childcare
- Wraparound supports
- Housing
- Transportation
- Meals

Supporting Family Caregivers

- Dementia-specific training for caregivers
- Respite care programs
- Stipends to family caregivers
- Including the perspective of family caregivers
- Caregiver tax credit
- Navigators at Area Agencies on Aging
- Caregiver surveys and assessments
- Caregiver resource guides

Expanding the Pipeline

- Recruitment and retention bonuses
- Innovative recruitment and retention strategies
- Workforce grants and mini-grants
- Home health aide programs in high schools
- Geriatrics career development programs in high schools
- Employment websites and job boards
- Teaching nursing homes

Thank You!

Sean Slone
Senior Policy Analyst
The Council of State Governments
sslone@csg.org



Questions Based on What You Hear Today

- What actions can we take in Bucks County to enhance training and education, provide employment supports, support family caregivers and expand the pipeline for long-term care workers?
- Are there resources available you can use, or any we should develop?
- What organizations, institutions, individuals and groups can be enlisted in this cause?
- What barriers must be overcome to be able to take action in this area?
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Overview of the Current Problem, Purpose/Objectives

Jason Kavulich, PA Secretary of Aging



Moving Forward Coalition LTC Workforce

Alice Bonner, Chair, Moving Forward Nursing Home Coalition



From NASEM Report Recommendations to Action

Action to Improve Nursing Home Quality
Bucks County, PA
June 21st, 2024



The
John A. Hartford
Foundation



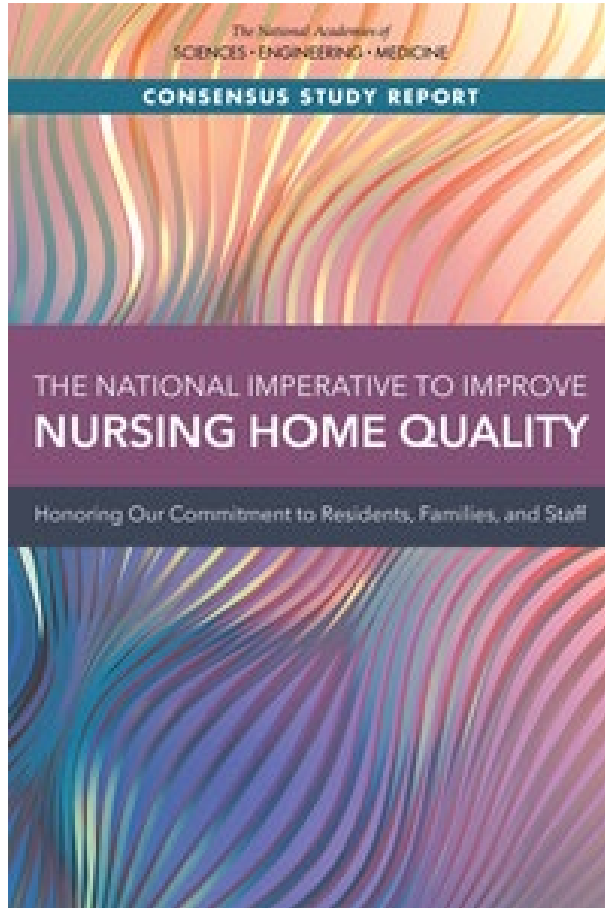
Who We Are

The Moving Forward Coalition is a group of individuals and organizations that have come together to drive specific, actionable improvements in nursing home quality, while building a sustainable network to continue this vital work.

In the first two years, **our purpose** is to develop, test, and promote action plans to improve nursing home resident quality of life.



The NASEM Report



“The way the U.S. finances, delivers, and regulates care in nursing home settings is ineffective, inefficient, fragmented, and unsustainable.”

– National Academies of Sciences, Engineering, and Medicine (NASEM) Report



Coalition Vision and Mission

Our vision is that every nursing home will be a community in which lives are nurtured, residents are empowered, and where people want to work.

Our mission is that we will make vital changes in policy and practice through the power of bringing diverse voices together **now**.




We Created Action Plans

1. Addressing Residents' Goals, Preferences & Priorities
2. Strengthening Resident Councils
3. Improving CNA Wages and Supports
4. Expanding CNA Career Pathways
5. Enhancing Surveyor Training on Person-Centered Care
6. Designing a Targeted Nursing Home Recertification Survey
7. Increasing Transparency & Accountability of Ownership Data
8. Developing an HIT Readiness Guide
9. Financing Household Models & Other Physical Plant Improvements



Test & Promote

A photograph of a man and a woman on a stage. The man, on the left, is wearing a dark suit and is gesturing with his hands while speaking. The woman, on the right, is wearing a light-colored blazer and glasses, and is also gesturing. They are standing in front of a backdrop that features a large arched window. A podium with a microphone is visible on the right side of the stage. A sign on the podium reads "LeadingAge LEADERSHIP SUMMIT".

2 Pilots
3 Best Practice Guides
4 Policy Memos
**Countless Meetings with
State and Federal
Policymakers**



3,000+ Action Plan Downloads

“Additionally, we urge your workgroup now, and in the future, to review the well-regarded Moving Forward Coalition’s Action Plan with respect to Nursing Home Acquisitions and Transparency.”

– MD Secretary of Aging, Carmel Roques, to Executive Director of MD Health Care Commission, Ben Steffer

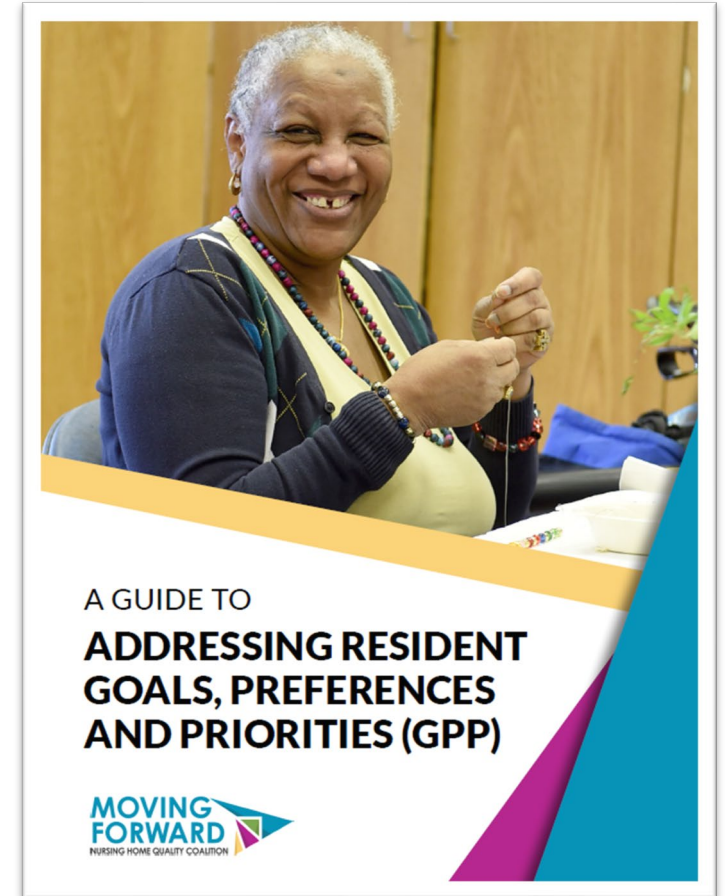
October 11, 2023



Addressing Goals, Preferences & Priorities

Nursing home residents should be empowered to address *What Matters* to them.

- We developed a Guide and process for staff to identify, document & implement a resident's goals
- We developed an interview for evaluators to ask residents, care partners, direct care staff & senior leaders about goals, preferences, and priorities
- We developed an outline for a digital tool that nursing home residents will be able to complete by themselves or with a care partner to share their goals



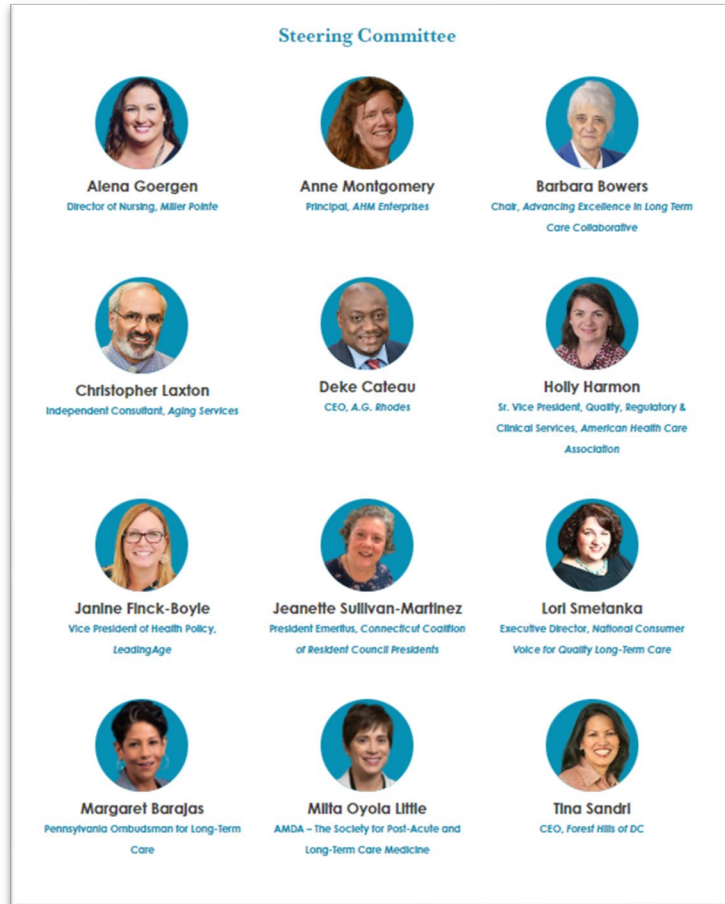
Enhancing CNA Career Pathway Advancement



- Review of the scientific and grey literature, federal and state policies and programs.
- Conversations with over 15 state leaders to compile information on different programs, benefits & challenges.
- Guide for states outlining how state agencies and leaders can collaborate around CNA career pathway advancement.
- Starting July 1st: Work with GWEP Coordinating Center to developing CNA registered apprenticeship programs.



Amplify the Steering Committee's Voice

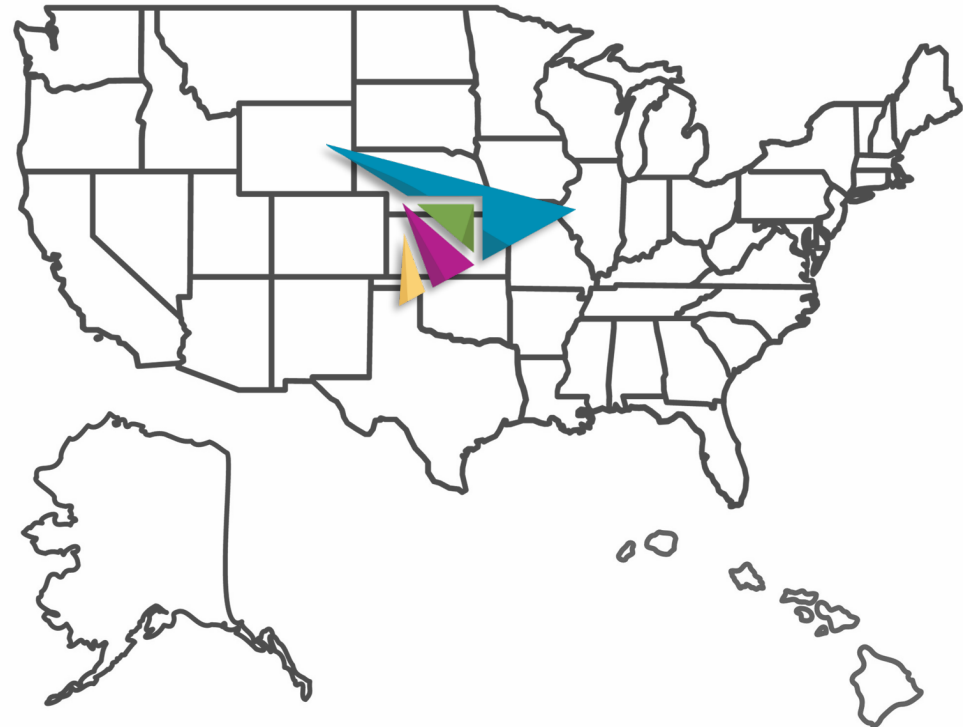


- Steering Committee is the heart of our Coalition.
- Since May, we met with all members individually to discuss next phases of work together.



Federal and State Policy Outlook

- The NASEM Report has kept the policy window for nursing home action open.
- The Coalition must continue to be a convenor of genuine dialogue not just about problems but solutions.
- Policymakers want our guidance – we can't let them down.



Thank You!



Alice Bonner

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Sumire Maki

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Isaac Longobardi

ilongobardi@leadingage.org

Enhancing Training and Education

Kevin Coughlin, Policy Initiatives Advisor—
Executive, WI Dept. of Health Services





WisCaregiver Careers

A professional workforce advancement program.



WISCONSIN DEPARTMENT
of HEALTH SERVICES



UNIVERSITY *of* WISCONSIN
GREEN BAY

History of Wisconsin's Journey

- 2018-2021 - Used Civil Money Penalty Funds to launch WisCaregiver Careers CNA
- 2021-2022 - Used Department of Workforce Development funding to continue WisCaregiver CNA, recruiting unemployed and underemployed
- 2022-2024 - CDC nursing home strike team grant to continue WisCaregiver CNA program
- 2022-Present - ARPA HCBS and MFP funding to create and launch WisCaregiver Careers Certified Direct Care Professionals and WisCaregiver Connections
- 2024-Present - Biennial budget funding to continue WisCaregiver CNA program

WisCaregiver Careers - *It's never been easier to enter the health care field*

Secret Sauce

- We've created a brand, an image and a message (CNA and CDCP)
- State partnership with Academic University
- Comprehensive marketing
- Free training and bonuses
- Model allows continuation with various funding sources
- Network with everyone!
- Career pathways
- Sustainability

Video: Rewards of a career in health care



WisCaregiver Connection - Workforce IT Platform

- One stop workforce portal - FREE
 - Job postings
 - Auto-match employers with job seekers
 - Candidate profiles
 - Credentialling details
 - Training opportunities
 - Employer and other key stakeholder resources
 - Educator and student resources
 - Resource library, and more.

Opportunities

- CMS Civil Money Penalty – with CMS changes you need to be creative
 - [PA CMP Program](#)
- ARPA HCBS funding
 - [PA ARPA HCBS](#)
- Money Follows the Person (MFP)
 - [PA MFP Program](#)
- Explore collaboration and funding opportunities with: Pennsylvanian's Department of Labor & Industry; Education; Health;
- Budget Request

**For more detailed information, contact:
Kevin Coughlin, DHS**

Policy Initiatives Advisor – Executive
Department of Health Services

Kevin.coughlin@dhs.wisconsin.gov



Think About What You Just Heard

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Employment Supports

James Vander Hulst, President of the Employer Resource Network

Sean Slone, Senior Policy Analyst at the Council of State
Governments





*Helping transform companies
one employee at a time*

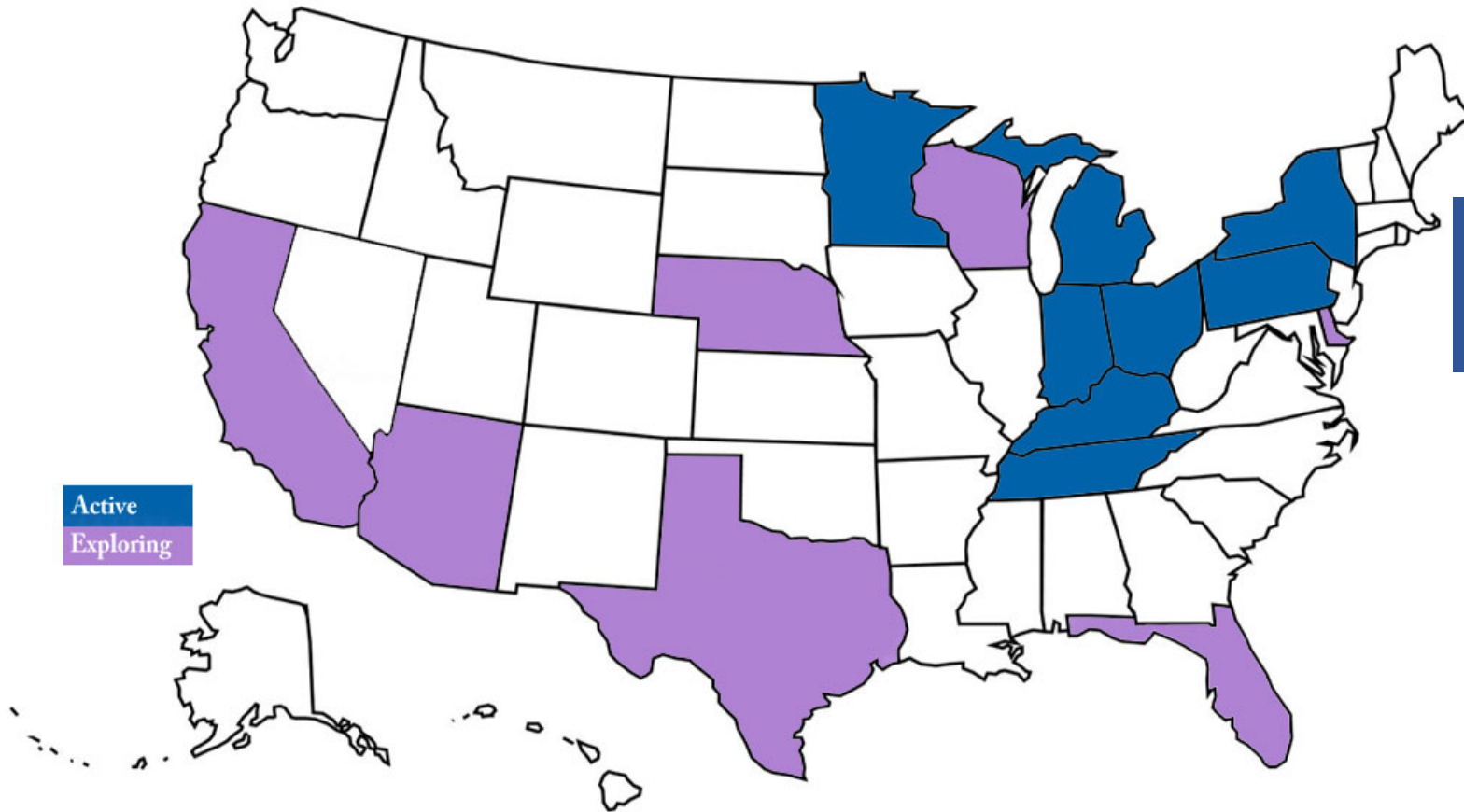
Building a Sustainable Workforce: Unleashing the Potential of Employer Resource Networks®

Presenters:

James Vander Hulst
Employer Resource Network® USA

BC Long-Term Care Partnership - Summit
Bucks County, PA
June 21st, 2024

ERN® USA



Active
Exploring

What we are:



- ☀️ 24+ Employer Resource Networks Nationally
- ☀️ 197+ Employers from Manufacturing, Healthcare, Hospitality, Education and Social Services
- ☀️ Over 80,000 employees have access to a success coach onsite



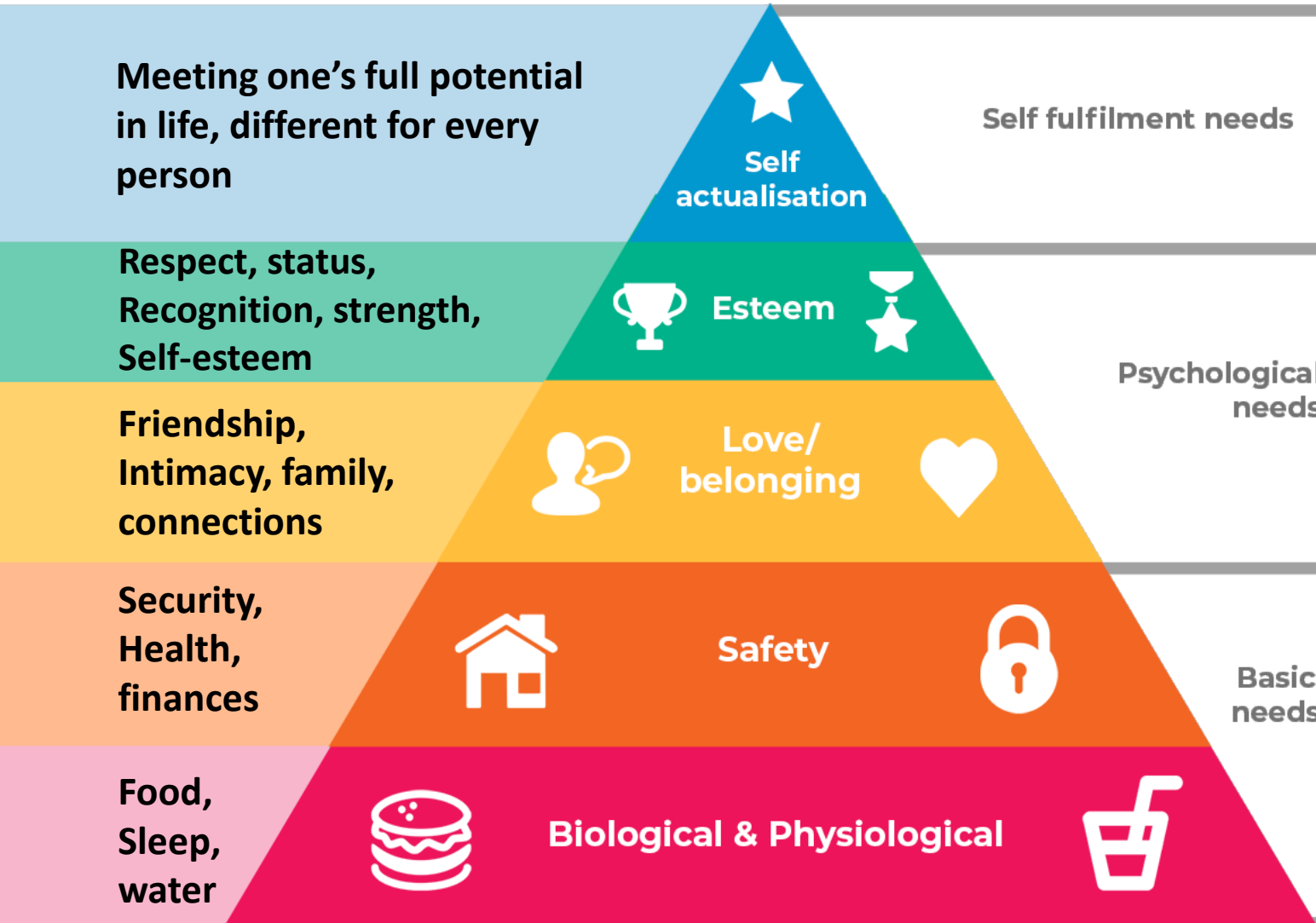


What we do?



- ☀ **A Demand-driven Private-Public-Nonprofit partnership**
- ☀ **Common needs = Retention, Training, Advancement**
- ☀ **Success Coach embedded in HR processes**
- ☀ **Doesn't duplicate, leverages nonprofit/public resources**
- ☀ **Businesses invest in "Shares" upfront based on size**
- ☀ **2023: Nationally, ERNs averaged 15.6% Utilization and 1394% ROI**
- ☀ **2023: ERN Member Employers invested over \$1,800,000**
- ☀ **All ERN's using this trademark follow the same employer-led model with customized metrics tracking in our Salesforce process-driven database**

MASLOW'S HIERARCHY OF NEEDS



Source:
<https://www.professionalacademy.com/blogs/marketing-theories-maslows-hierarchy-of-needs/>

Success Coach and Employer



Confidential resource



Free resource to all employees



Provides on-site, face-to-face assistance



Fast-track barrier removal



**Conduit to resources:
social services, community
programs, local agencies.
Reduced Agency time.**



**Effective solutions for
employees related to:
Financial/Debt, Childcare,
Transportation, Housing,
Family Challenges,
Attendance, Substance Abuse**



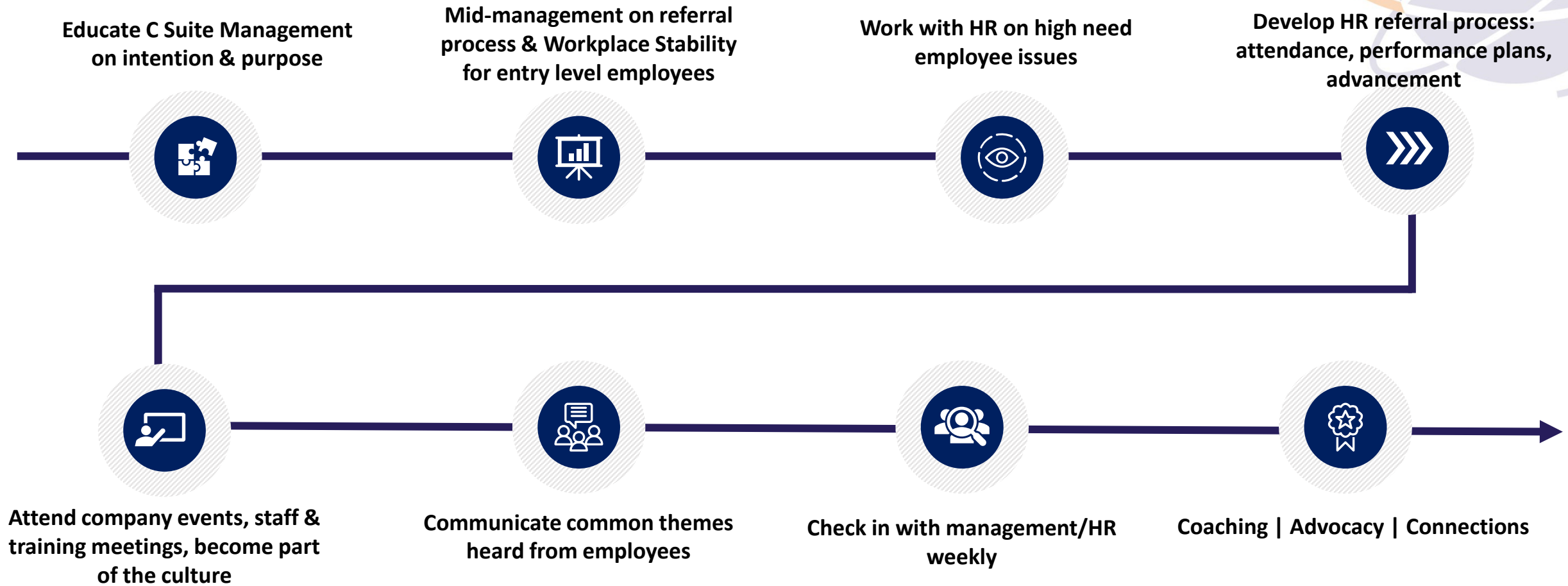
**Ongoing coaching when
necessary**



**Coaching
Advocacy
Connections**



Success Coach and Employer



Focused on Solutions



*Employee
Needs*

*Employer
Expectations*

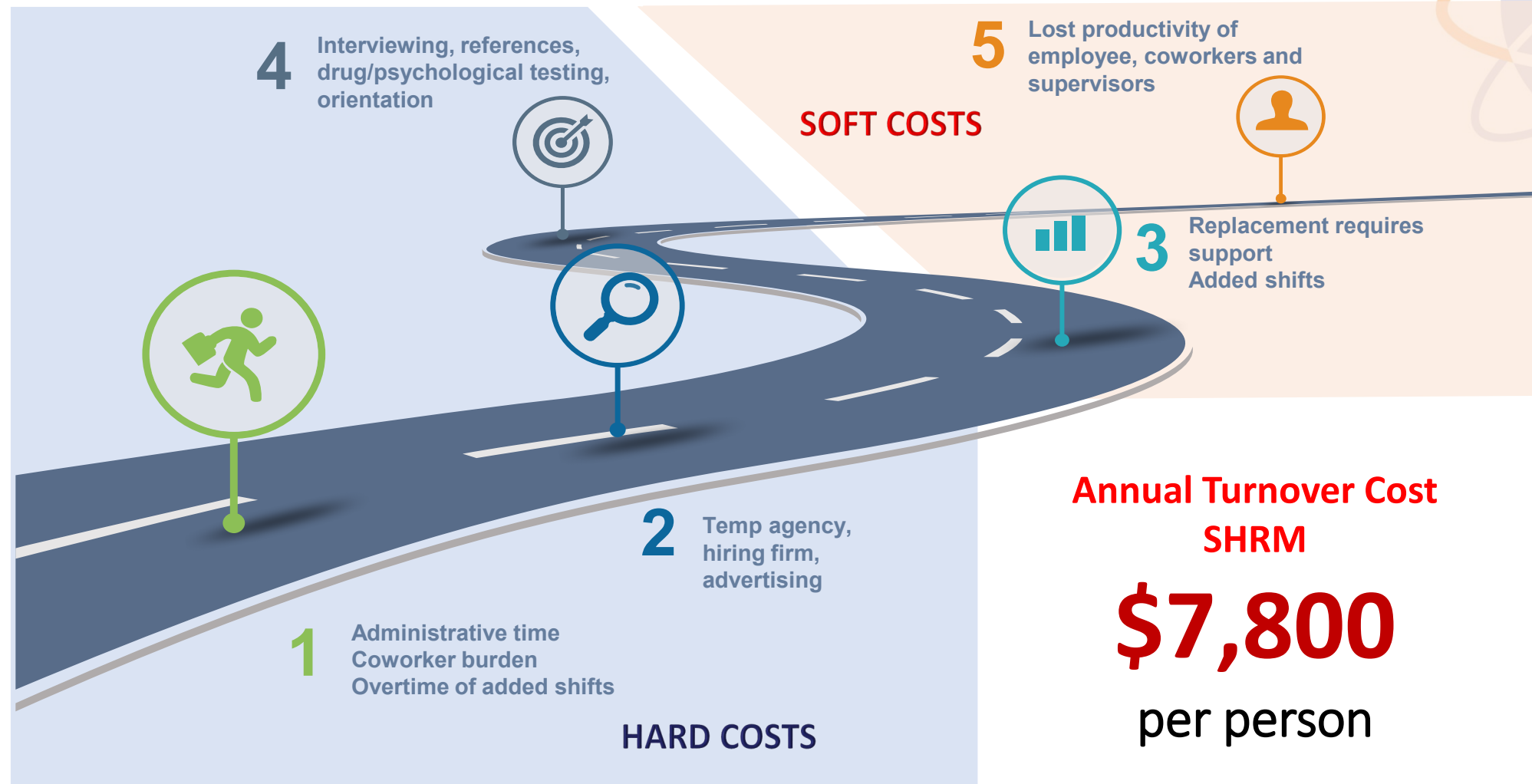
Employees are linked to resources that help them get to work, stay at work, and be fully present at work:

- ☀ **Government Agency Navigation**
- ☀ **Substance Abuse Counseling**
- ☀ **Coaching**
- ☀ **Financial literacy**
- ☀ **Health/Insurance**
- ☀ **Transportation**
- ☀ **Childcare**
- ☀ **Housing**
- ☀ **Legal Assistance**

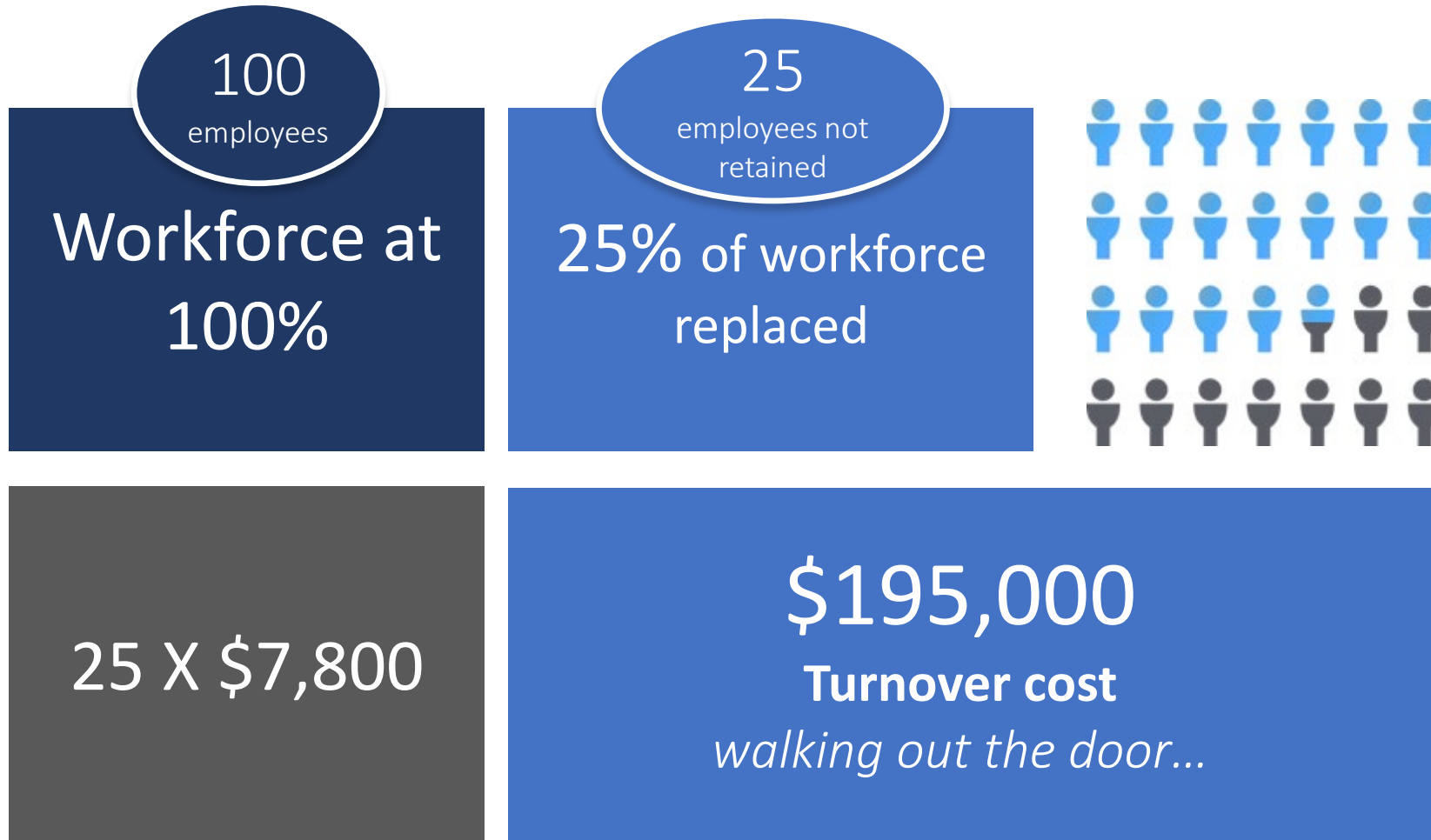
By addressing these barriers, employers:

- ☀ **Increase retention**
- ☀ **Reduce absenteeism**
- ☀ **Reduce training and recruiting costs**
- ☀ **Increase productivity**
- ☀ **HR workload decrease**
- ☀ **Increase moral**
- ☀ **Increase profits**
- ☀ **Rules and workplace culture are better understood**
- ☀ **Contribute to individual, company, and community stability**

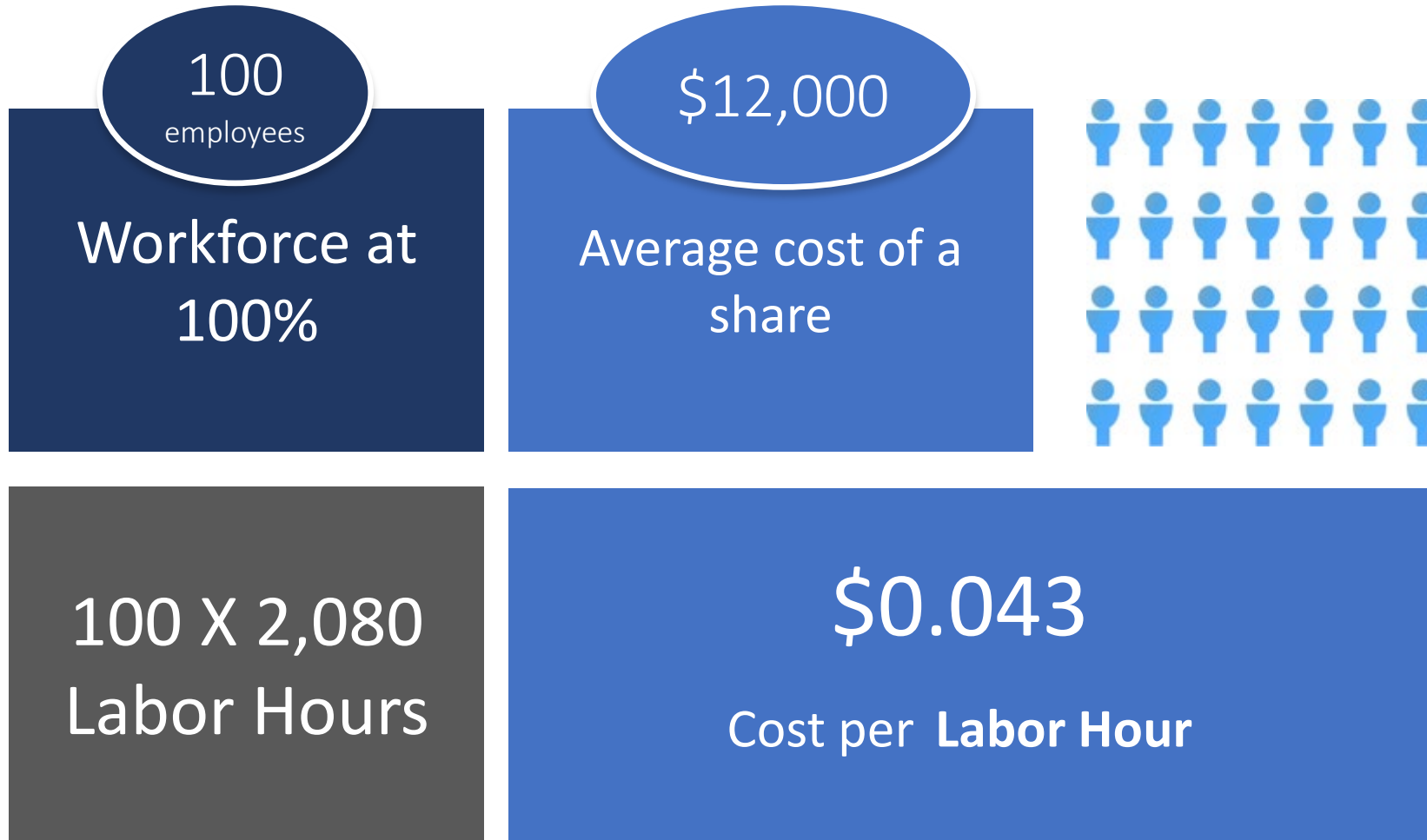
Cost of Turnover



In one year



What is the cost per Labor Hour? An example:



**95 PERCENT
OF MY ASSETS
DRIVE OUT THE
GATE EVERY
EVENING.**

**It's my job to maintain a work environment
that keeps those people coming back
every morning.**



“”

**Jim Goodnight
CEO, SAS**

Contact Us



ERN USA

Employer Resource Network®

*Helping transform companies
one employee at a time*

James Vander Hulst, ERN USA
Chief Disruptive Officer
James@ERN-USA.com
877.625.9564

Learn More:

ERN USA: www.ern-usa.com
www.facebook.com/employerresourcenetworkusa





The Council
of State
Governments

SEAN SLONE, SENIOR POLICY ADVISOR

Bucks County Long-Term Care Summit
June 21, 2024

Employment Supports

- **Massachusetts, Minnesota and New Jersey** (2020) were among the states that provided childcare assistance to emergency workers, including those in direct care, during the pandemic's early months.

Employment Supports

- **California:** [Gateway-In Project](#) provides wraparound service financial support for CNAs, home health aides.
- **Iowa:** Pleasant View Care Center in the rural small town of Whiting solicited farmers to donate unused farmland and houses which they could rent to workers.
- **Massachusetts:** [Received USDA funding](#) to build a senior housing project on Martha's Vineyard that will provide worker apartments. The \$25 million cost of this workforce housing will be funded by community leadership philanthropy.
- **Minnesota:** Legislature appropriated \$83 million [for LTSS Workforce Incentive Grants](#), which can be used to provide payments to eligible workers for childcare and transportation-related costs. A separate nursing home workforce grant fund can pay for meals and housing.

Employment Supports

- **New Jersey:** Bridgeway Senior Healthcare assisted living facilities providing subsidized housing and transportation for employees.
- **Washington:** Co-located daycare for workers with small children.
- **Wisconsin:** Wraparound supports for nursing assistants.
- **Federal (proposed):** [H.R. 6835](#) - Care Across Generations Act, which would establish a grant program for long-term care facilities to operate or contract with a childcare program and facilitate intergenerational activities.

Think About What You Just Heard

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Supporting Family Caregivers

Marvell Adams, Jr., CEO of the Caregiver Action Network

Nancy Fitterer, President and CEO of the Home Care and Hospice
Association of NJ

Wendy Fox-Grage, Senior Director at the National Academy for State
Health Policy



BCHIP
Bucks County Health
Improvement Partnership
Improving Health ~ Enhancing Lives

Introductions



Wendy Fox-Grage

Senior Policy Fellow

National Academy for State Health Policy

Email: WFGrage@nashp.org

About NASHP

The National Academy for State Health Policy (NASHP) is a nonpartisan organization committed to developing and advancing state health policy innovations and solutions.

NASHP provides a unique forum for the productive exchange of strategies across state government, including the executive and legislative branches.



NASHP State Nursing Home Learning Collaborative

- Nine states selected for one-year learning collaborative on nursing home reform:
 - Connecticut
 - Illinois
 - Kentucky
 - Maine
 - Minnesota
 - Nebraska
 - New Jersey
 - Ohio
 - **Pennsylvania**
- Learning collaborative states will learn from one another and experts to identify strategies for key nursing home challenges:
 - Centering resident voice
 - Innovative payment strategies
 - Quality and performance improvement
 - Workforce retention and recruitment


RAISE Family Caregiver Resource and Dissemination Center


[HOME](#) < [AGING AND DISABILITIES](#) < [FAMILY CAREGIVING](#)

TOPIC

Family Caregiving

The RAISE Act Family Caregiver Resource and Dissemination Center




SHARE 

Across the nation, state health programs depend on caregivers who provide critical support to help relatives, friends, and neighbors age in place while contributing about [\\$470 billion in unpaid health care services](#). To better support family caregivers, Congress passed the [Recognize, Assist, Include, Support, and Engage \(RAISE\) Family Caregivers Act](#) in 2018, which established the Family Caregiving Advisory Council tasked with creating the country's first national Family Caregiver Strategy. NASHP supports the council's work by providing resources, convening experts, and supporting states as they develop policies.

Funded by:

The John A. Hartford Foundation



The John A. Hartford Foundation

nashp.org/family-caregiving

Featured Content



[Roadmap for Family Caregivers](#)



[The Family Caregiving Advisory Council and Faculty](#)



[Council Meeting Materials and Resources](#)



[State Resources](#)



[Respite Care](#)



nashp.org

SupportCaregiving.org

What You Can Do

We all can work together to lighten the load for family caregivers. Explore the resource guides on this site for strategies that you can take to better support family caregivers.

Each guide provides concrete actions for a specific source of potential caregiver support – check back here as more are added!

Resources for:

Family Caregivers >

Area Agencies on Aging >

Caregiving Youth >

Counties >

Employers >

Funders >

**Kinship and
Grandfamilies** >

Managed Care Plans >

Resources for State Officials:

Respite Care >

Direct Care Workforce >

State Policy Strategies >



Guides for Counties and for Area Agencies on Aging (AAA)

THE COUNTY ROLE IN AGING SERVICE DELIVERY AND CAREGIVER SUPPORTS

County governments play a crucial role in providing vital services throughout a person's life, from birth through their golden years. As the nation's population rapidly ages, counties are confronted with increasing demand for comprehensive care systems serving older residents, alongside supporting caregivers. In this resource, NACo explores several approaches for counties to consider in improving aging services and supports to family caregivers and recognizes the varying roles that county leaders play in their administration.



Counties are safety net providers and therefore, have a deep understanding of the needs and challenges faced by aging populations, allowing them to effectively tailor services to meet those needs.



Counties are also providing support to all types of caregivers and are enacting comprehensive approaches to foster safe environments and utilize local resources to enhance caregiver assistance.



Counties are engaged in intergovernmental partnerships with state and federal agencies to provide these critical services. At the federal level, the U.S. Department of Health and Human Services' Administration on Aging (AOA) funds programs to help older adults age in place with their chosen companion and increase engagement in community-based services that support health and wellbeing. AOA invests in research and innovation that benefits many older Americans and the local communities that serve them.



Raising Support for Our Nation's Caregivers

A Roadmap for Area Agencies on Aging and Title VI Programs

Family caregivers are the backbone of the long-term care system — providing critical care to support older adults and people with disabilities to live well at home and in the community. And as such, supporting family caregivers is foundational to the mission of the Aging Network.

Area Agencies on Aging (AAAs) and Title VI Native American Aging Programs have been committed to supporting family caregivers long before the passage of the National Family Caregiver Support Program (NFCSP). The NFCSP, included in the 2000 reauthorization of the Older Americans Act, embodied in statute what AAAs and Title VI programs had been doing in whatever way they could in the absence of dedicated funding to help family caregivers provide care and support.

With the passage of the NFCSP, AAAs and Title VI programs received funding to expand and enhance their outreach and services to support caregivers with a focus on those who were most economically and socially in need. AAAs and Title VI programs were able to formalize caregiver training programs to help adult children, friends, and others learn the best ways to provide needed help and support. These programs established caregiver support programs to enable caregivers to meet and share their stories, their successes, and lessons learned with each other while building a community of caring peers. They established emergency funds that caregivers could tap into to pay for services that were needed to support their loved ones or themselves so they could continue to care. And they launched respite programs to give caregivers a needed break, a chance to take a breath, and a recharge so they could continue to provide the much-needed care. Importantly, family caregivers receiving services funded with NFCSP dollars may be able to support the care recipient for longer and help them avoid impoverishment to qualify for Medicaid, another frequent payer of services and supports.



Thank you!



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FOR STATE HEALTH POLICY

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Academy for State
Health Policy

Think About What You Just Heard

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Expanding the Pipeline

Daniel Haimowitz, MD, CMD Medical Director, Living Branches Communities

Jay Slotkin MD, Director, East End Institute for Long Term Care

Adina Tayar, Regional Apprenticeship Coordinator, PA CareerLink® Bucks County

Nancy Pehanic, Director of Talent Acquisition, Saber Healthcare Group

Sarah Whitesel, Director of Respiratory & Student Success Programs, Saber Healthcare Group

Felicity Wood, Consultant, Health Quality Innovators (HQI)

Jessica Peterson, Operations Manager, Pennsylvania CareerLink® of Bucks County



Penn State LTC healthcare experience project

- Students/LTC(+) experience
- Barriers: structure, hospital/owned practices, jobs/housing
- Kudos: Nancy Istenes, PHCA, LeadingAge PA
- Opportunities: replicable, other states, grants, PALTmed
- Contact: Melissa Krajcovic, Ph.D.

Director, Science Premedicine Majors | Eberly College of Science

muk519@psu.edu

- Dan Haimowitz MD, FACP, CMD
geridoc1@comcast.net



PennState

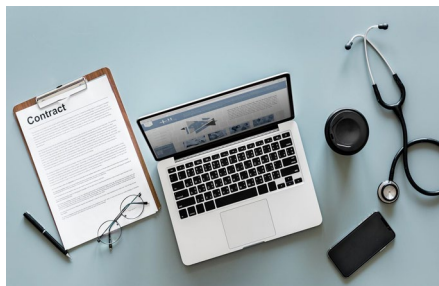
The East End Institute for Long Term Care, Inc.

Jay P. Slotkin, MD

The Narrative

The East End Institute for Long Term Care is a New York not-for-profit corporation, created exclusively for the charitable and educational purpose of providing educational opportunities for long-term care health professionals.

Specifically, the East End Institute seeks to ensure that long-term care professionals practicing in Suffolk County on the eastern portion of Long Island, New York are best prepared to care for individuals requiring long-term care and to promote the public good through programs that educate long-term care professionals



The Goal

The goal of the East End Institute is to develop, facilitate, support and at times provide educational opportunities for long term care health professionals in collaboration with the health care institutions and schools located on the eastern portion of Long Island, New York (Suffolk County).

Institute's Certificate of Incorporation:

1. Conduct activities to educate healthcare professionals, students, in long-term care,
2. Implement communication and collaboration among long-term care professionals,
3. Encourage citizen participation in the planning of long-term care programs,
4. Disseminate information and provide technical assistance to health care professionals on subjects useful and beneficial to long term care providers; and
5. Sponsor educational programs to promote understanding of long-term care issues and patient safety among health care professionals.



ST. JOHN'S
UNIVERSITY

Initiation

The East End Institute is in the preliminary stages of developing specific educational programs and plans.

At this stage, the following educational programs are being planned and initiated.

1. Long Term Care and Primary Care Programs for students and practicing Physician Assistants and Advanced Nurse Practitioners.
- 2 . Collaboration with high schools to develop programs which expose students to educational programs and opportunities in the field of health care for the elderly.



Funding

The East End Institute will operate as a public charity, drawing from a broad base of income sources to pay for our educational projects. Donations by individuals are expected to be a significant source of income, at least in the near term.

As the East End Institute develops relationships with the health care and educational institutions, it will establish budgets for each educational program and determine, for each program, if participation fees will be appropriate.

Depending on funding levels, foundations, contributions or donations, The East End Institute will seek to cover all or a portion of the program costs of each participant.

Contact

Name: Jay P Slotkin, MD

Location: 50 Ackerly Pond Ln, Southold NY 11971

Phone: 631-765-1414

Email: jslotkinmd@gmail.com



Adina Tayar

Regional Apprenticeship Coordinator for Bucks & Montgomery County

- **Trained as an Apprenticeship Navigator in PA**
- **Position funded by Bucks County Workforce and Economic Development Department in conjunction with MontcoWorks**
- **Develop, expand and support Registered Apprenticeship and Pre-Apprenticeship in Bucks and Montgomery Counties**



A proud partner of the AmericanJobCenter network



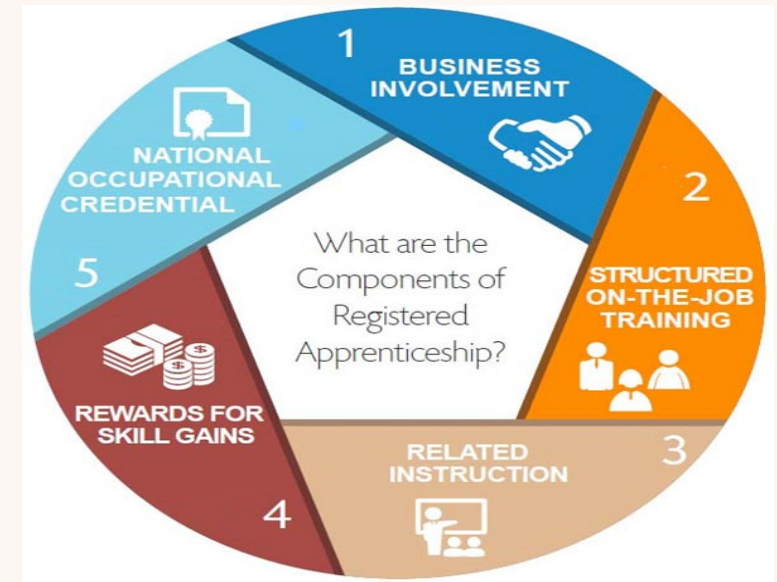
Bucks County

Quick Overview of Registered Apprenticeship

1. **Business Involvement** (Registered Apprenticeship is training for full time employees)
2. **2,000 hours** per apprenticeship year of structured **On-the-Job Learning/Training** with dedicated mentoring
3. **Minimum of 144 hours** of **Related Technical Instruction** per year
4. **Scheduled wage increases**
5. **Journeyworker status** upon completion

Why Apprenticeship?

- Hard to find skilled job seekers, retiring workforce
- Competition for other occupations, other fields, or your competitors
- Train the Next Generation
- Consistent, customized, transparent, repeatable, replicable training
- Invest in Community and Diversify



Starting Registered Apprenticeship Programs

- An Employer can develop and register a program on their own as an **Individual Sponsor**
- OR
- An Employer can Join a **Group Sponsorship** and use an existing program

Occupations (templates available)

- CNA
 - LPN
 - RN
 - CCMA
-
- Culinary, Pharm Tech, EMT, Building Maintenance, IT

Examples of Group Sponsors

- JEVS
 - Penn College of Technology
 - District 1199c Training & Upgrading Fund
 - Drexel University
-
- Various associations and intermediaries around the state



A proud partner of the  American Job Center network



Bucks County

Sustaining Registered Apprenticeship Programs

Local, Regional,
State & Federal
Support

Registered
Apprenticeship=
Partnerships

Education Partners
for classroom or
online learning and
certifications

Recruiting Partners

Funding Partners

Staff and Mentors

Registered Apprenticeships Next Steps: .

Collectively: Convene LTC providers to create a consortium / group sponsorship or select a group sponsorship to join and utilize cohort-based training at multiple worksites.

Individually: Explore registration and/or existing groups.

Review resources available to develop, support and sustain.

Include me in meetings with existing Registered Apprenticeship support people, or **schedule** time one-on-one.

To help you explore Registered Apprenticeship:
Adina Tayar, Regional Apprenticeship Coordinator
atayar@edsisolutions.com, 267-254-1225
[linkedin.com/in/adinatayar](https://www.linkedin.com/in/adinatayar)

<https://Buckscounty.gov>

Apprenticeship Resources

NEW Apprenticeship Videos





**Saber
University**

Nursing Assistants and Medication Aides

Resources: AHCA



Workforce Barriers

- CMS proposed CNA requirement: PPD 2.45
 - Most facilities currently run a PPD around 2.0
 - Example using a census of 100 patients
 - $100 \times 2.0 = 200 \text{ hours} / 7.5 = 26.6$ CNAs needed in a 24 hour period
 - $100 \times 2.45 = 245 \text{ hours} / 7.5 = 32.6$ CNAs needed in a 24 hour period
- Lack of training opportunities
 - 51% of facilities cite this as a barrier according to 2024 AHCA state of nursing homes
- Nursing Burnout
 - 62% of nurses experience burnout
 - Contributors to burnout
 - Inadequate staffing
 - Increased work load

What is needed?

*Personal Attention.
Proven Results.®*

- Nursing Assistant Training Classes
 - Easier approval process for NA Training programs
 - Approve Virtual Training programs
 - Require NA Training programs in High Schools/Vocational schools
 - Increased grant funding to cover costs of training programs
- Medication Aides
 - Allow use of Medication Aides in SNFs
 - Offer grant funding to cover costs of training programs



**Saber
University**

Bucks County Long-Term Care Summit

Sarah Whitesel, BSRT-RRT, Director of Respiratory
and Student Success Programs

saberhealth.com



Student Success Program: **Tuition Assistance Programs**

Personal Attention.
Proven Results.®



Community Partnerships

Tuition
Discounts for
ALL Employees/
dependents &
Spouses

Tuition Reimbursement

Certificate
Programs

CNA

Dietary

Activities

Loan and Forgiveness

LPN/RN
Programs

Professional Achievement Grant

RN-BSN
BSN-MSN
MHA

Apprenticeships: Successes



Approved Programs:

CNA

LPN

RN

Funding:

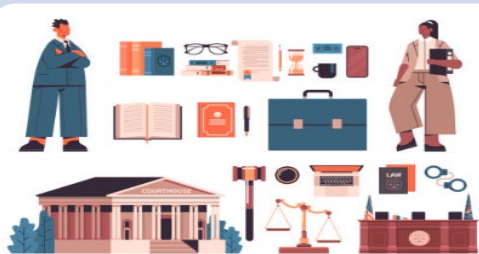
Local and
Federal

Community Partnerships

High Schools

Colleges

Apprenticeships: Barriers



**Rules &
Regulations**

Step 1 | Legislature:
Improve
Processes



**Fear of the
Unknown**

Step 2 | Organizations:
Education for
Healthcare
Administration



**Help
Oversight &
Management**

Step 3 | Facility:
Identify a
Champion



HEALTH QUALITY INNOVATORS

CNA Apprenticeships and Career Pathways in Pennsylvania –

Research Findings for Developing and Retaining a Strong Workforce

CMS Staffing Mandates – Breakdown

Summary of the Final Rule

CMS minimum staffing standards for LTC Facilities and Medicaid Institutional Payment Transparency Reporting 89 Fed. Reg. 40876. *May 10, 2024*

- Phase 1: Within 90 days of the final rule publication, facilities must meet the facility assessment requirements. **Effective August 8, 2024*
- Phase 2: Within three years of the final rule publication, facilities must meet the 3.48 hours per resident day (HPRD) total nurse staffing requirement and the 24/7 registered nurse (RN) requirement.
- Phase 3: Within five years of the final rule publication, facilities must meet the 0.55 RN and 2.45 nurse aide (NA) HPRD requirements.

Federal and PA Staff Mandates

PA	Day	Evening	Night	Day	Evening	Night
	July 2023			July 2024		
NA	1:12	1:12	1:20	1:10	1:11	1:15
LPN	1:25	1:30	1:40	NA	NA	NA
RN	1:250	1:250	1:250	NA	NA	NA
PA and CMS Mandate HPRD		PA Staffing Mandates July 2023	PA Staffing Mandates July 2024	CMS Staff Mandate Begins May 2026 for non-rural facilities		
Total Hours of Direct Resident Care		2.78	3.2	3.48		

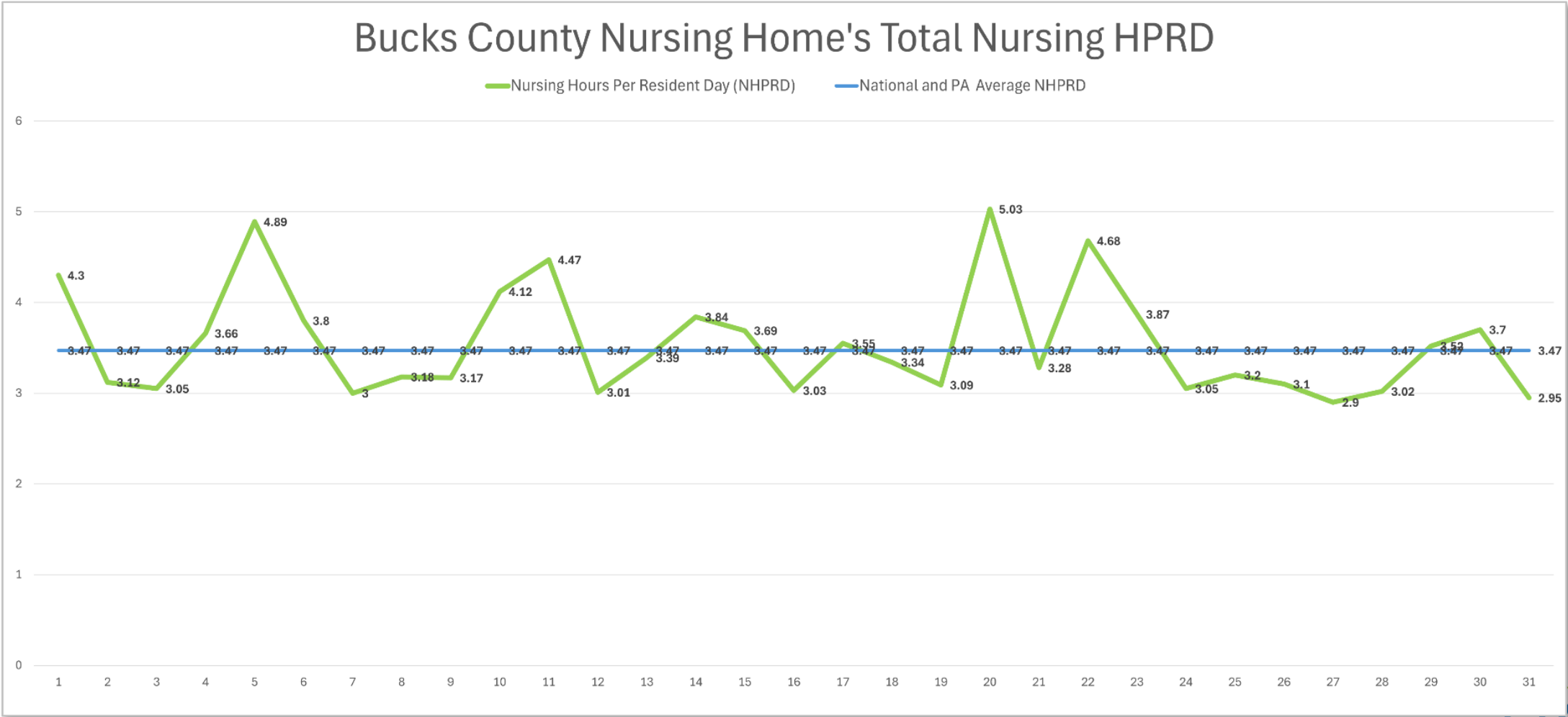
Challenges Still Remain for Majority of States

State Requirements: Total Nursing Staff Time

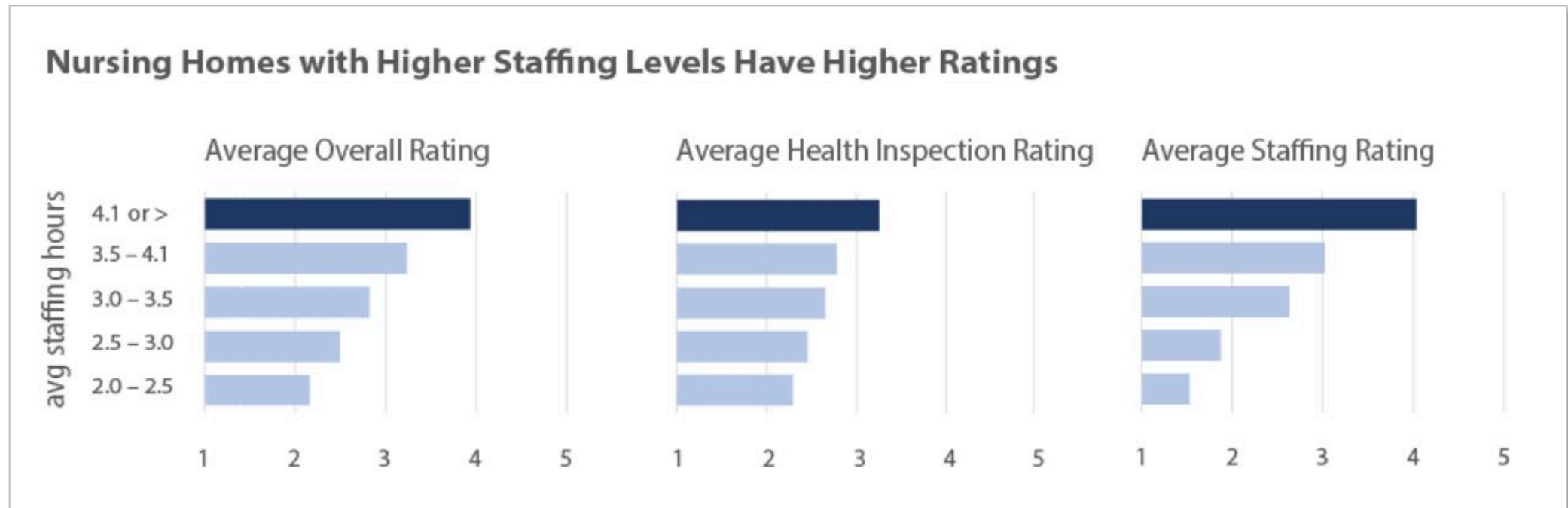
Total HPRD Recommended 2001 CMS Staffing Standard: 4.1	Number of States	States
4.1+	1	DC
3.50-4.09	6	CA, FL, IL, MA, NY, RI
3.00-3.49	6	AR, CT, DE, MD, VT, WA
2.50-2.99	8	ME, MS, NJ, NM, OH, OK, PA, WI
2.00-2.49	13	CO, GA, IA, ID, KS, LA, MI, MN, OR, SC, TN, WV, WY
1.50-1.99	1	MT
1.00- 1.49	0	
< 1.00	1	AZ



Pennsylvania Department of Health Nursing Care Facility Data



Staffing Levels Make a Difference in Star Ratings



As average daily staffing decreases, so does a facility's overall rating and performance in health inspections, and instances of abuse declined.

US Bureau Of Labor Statistics

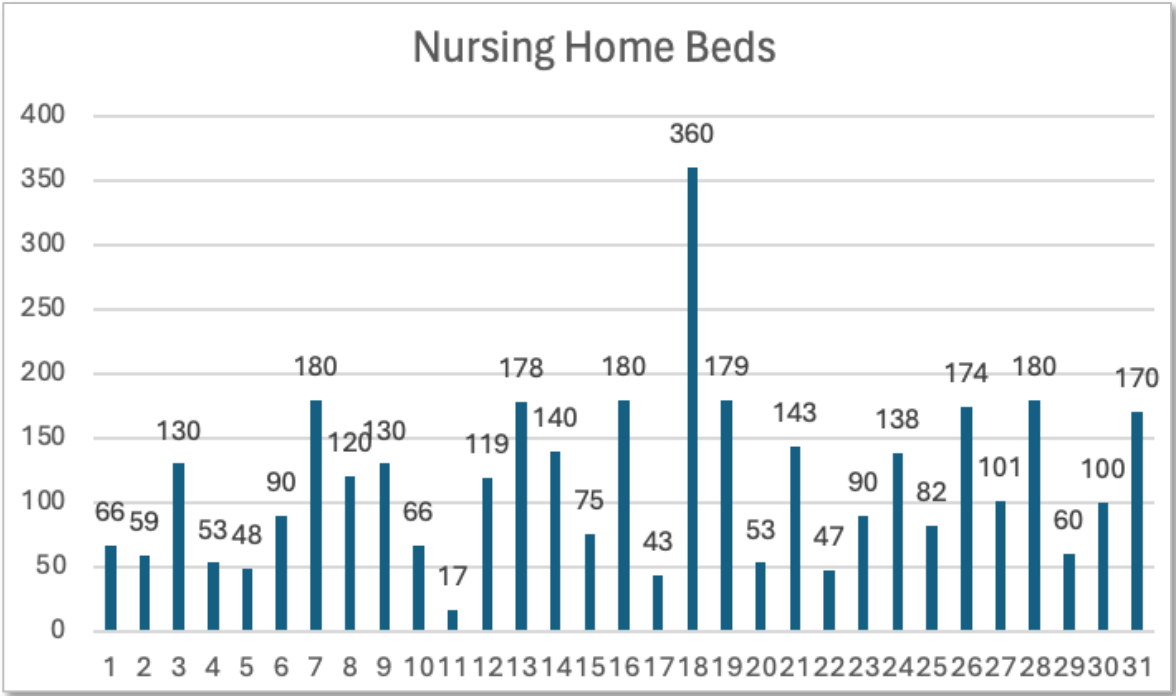
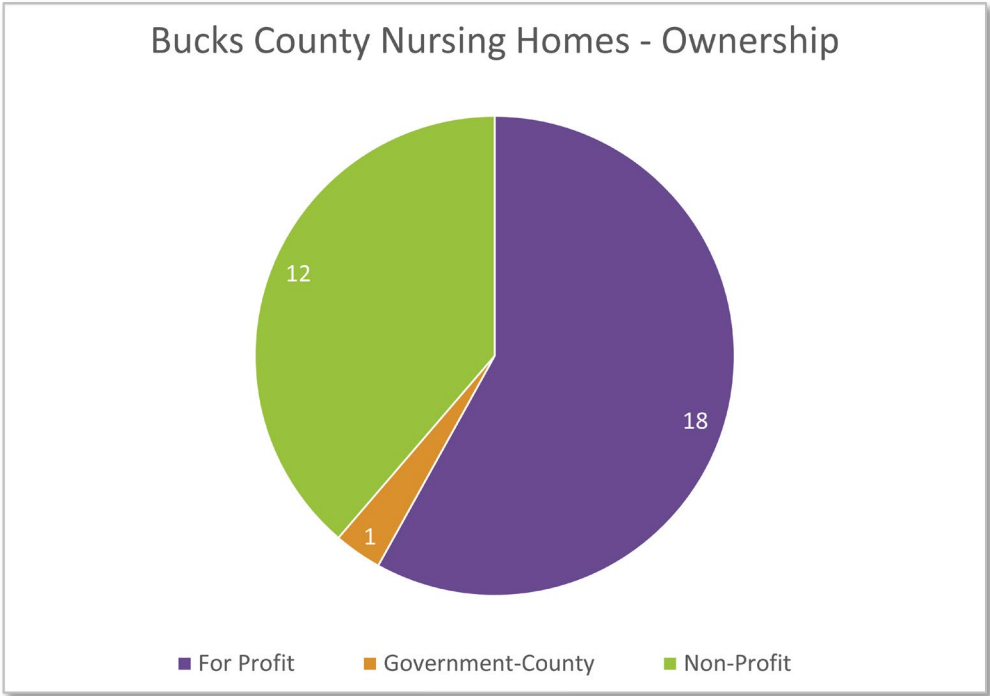
States with the highest employment level in Nursing Assistants:

State	Employment (1)	Employment per thousand jobs	Location quotient (9)	Hourly mean wage	Annual mean wage (2)
California	105,750	5.89	0.66	\$ 22.63	\$ 47,070
Florida	89,600	9.36	1.05	\$ 17.67	\$ 36,750
Texas	84,960	6.27	0.70	\$ 17.01	\$ 35,370
New York	84,550	9.00	1.01	\$ 22.13	\$ 46,020
Pennsylvania	65,220	10.96	1.23	\$ 19.12	\$ 39,780

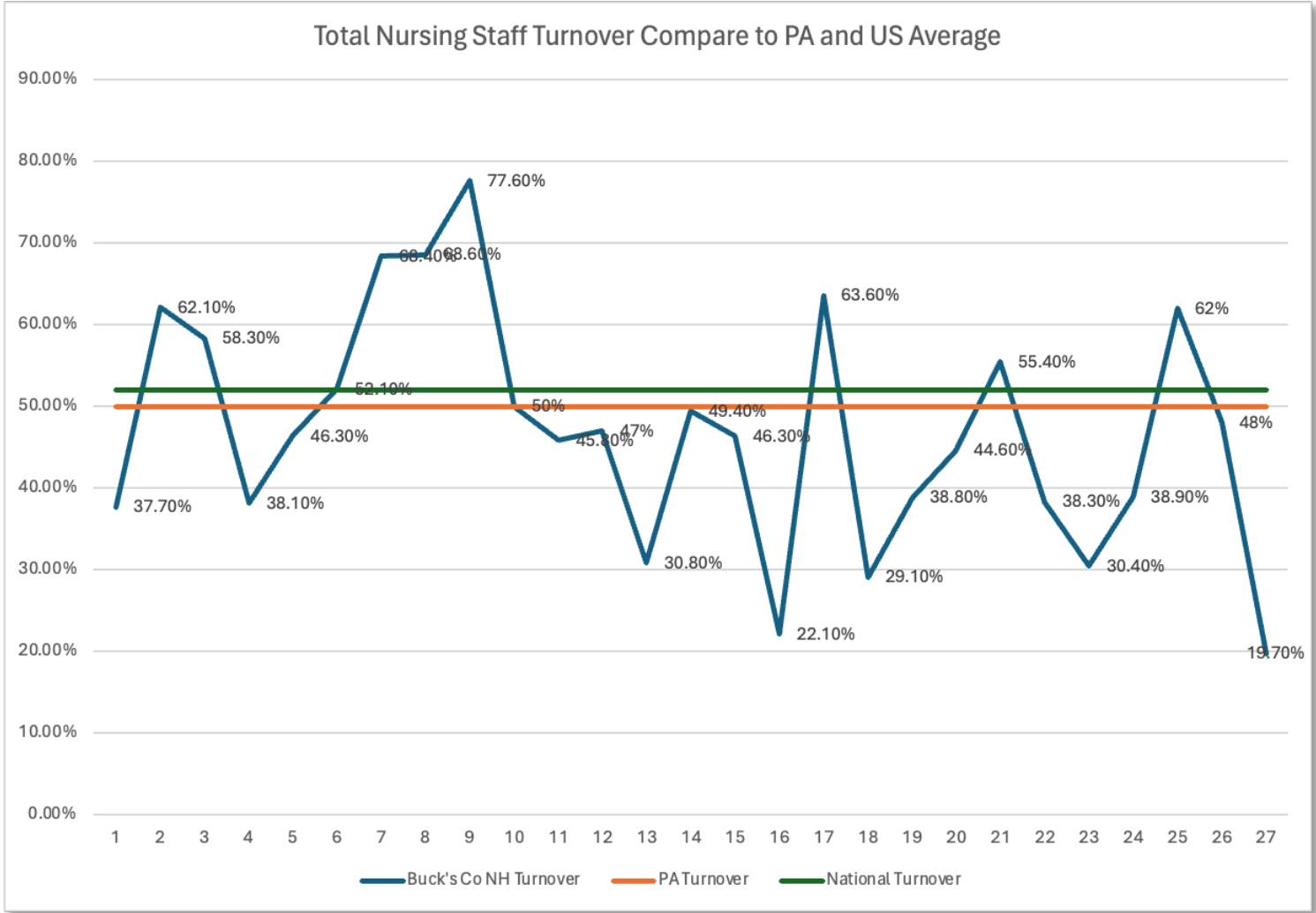
Opportunity: PA has a good market for Nursing Assistants but struggles with 17.7% use of contract staff (3rd highest in the nation).

Bucks County Nursing Home Profile

31 Urban Nursing Homes Listed on PA Nursing Care Facilities Registry



Bucks County Turnover Rate



Requirements of a Federal or State-Registered CNA Apprenticeship

- Advanced education beyond the nurse aide training of 80 hours
- Work-as-you-learn wage
- Trained mentor within the staff
- On-the-job-training requirements for both mentor and apprentice
- Additional training in safety
- Progressive wage adjustment



Issues to Resolve

Opportunity to Improve CNA Apprenticeship Process

- Workforce Development Board - More information on LTC workforce needs, better alignment to designated CNA funds, support of the ATO process
- Education - Standardize the nurse aide curriculum, involve community colleges and the Department of Education
- Redesign the Nurse Aide Certification Process with Credentia - Model other progressive states
- Establish a Pipeline - Early promotion of nurse aide career in high school
- CNA RAP Data - Need data that demonstrates the return on investment

Why Registered Apprenticeships for CNAs?

- Nationally recognized and **portable**
- Allows for development of national standards that can be **replicated** by other employers
- Replication allows for **evaluation**
- Allows access to resources & funding sources specific to apprenticeship:
 - Industry intermediaries to support administrative & technical aspects
 - Incentive funds via intermediaries
 - Federal & state grants

Strategies for Developing and Retaining a Strong CNA Workforce



LTC and Workforce Development Board Partnerships



Culture that Supports Inclusive Teamwork and Learning



Model Programs by Employers with High Retention Rates

Contact



877.731.4746



hqi.solutions



@healthqualityinnovators

PA CAREERLINK® BUCKS COUNTY PRESENTS:



YOUR COST-FREE WORKFORCE DEVELOPMENT BUSINESS RESOURCE



BUSINESS SERVICES

- The Business Services Team monitors regional economic and workforce trends
- Access to PA CareerLink® Website – www.pacareerlink.pa.gov
- Cost-free Job Posting on the PA CareerLink® Website
- Screen and refer applicants to job openings
- Assess applicant aptitudes and skills by employer position
- Training reimbursement programs (incentives) for new hires and incumbent workers
- Conduct specialized recruitments and job fairs
- Provide access to relevant industry partnership groups
- Provide introductions to relevant partner business resources

TRAINING REIMBURSEMENT INCENTIVES

- On-The-Job Training (OJT)
 - Train new full-time employees for skills needed to perform specific job specifications
 - Salary costs reimbursed at a rate of 50%
 - Maximum training period up to six (6) months
 - Reimbursement per employee up to \$10,000!
- Incumbent Worker Training (IWT)
 - Designed to meet needs to retain skilled workforce
 - Funds used to offset third party training costs for employees with 6 month+ tenure
 - Reimbursement rates are designated based upon company size, 50% - 90%!

JOB FAIRS AND RECRUITMENT EVENTS

- Reserve a table at our job fair events with one active open job post.
- Reserve private space for one-on-one interviews or open conference room for general company presentation.
- Post open position on PA CareerLink® website
- Post event on PA CareerLink® website
- Actively recruit qualified candidates
- Prepare event location based upon pre-arranged specifications

EMPLOYER CONTACTS:

- Mark Solis, (267) 580-3593, TTY Relay 711, msolis@buckscareerlink.org
- Elizabeth Keppley, (267) 580-3596, TTY Relay 711, eikeppley@buckscareerlink.org
- Thomas DeYoung, (267) 580-3552, TTY Relay 711, tdeyoung@buckscareerlink.org

PA CareerLink® Bucks County is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. For program funding details in compliance with the Stevens Amendment, please visit www.buckscounty.gov/1825/stevens-amendment.

Think About What You Just Heard

- What actions can we take in Bucks County to enhance training and education, provide employment supports, support family caregivers and expand the pipeline for long-term care workers?
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Policy, Advocacy and Legislation

Tim Ward, Director of Advocacy and Government Relations, Pennsylvania Health Care Association

Austin Cawley, Director Legislative Affairs, LeadingAge PA

Megan Barbour, Director, Pennsylvania Office of Long-Term Care Transformation

Alice Colyar, Grants Manager, Workforce & Economic Development of Bucks County



BCHIP
Bucks County Health
Improvement Partnership
Improving Health ~ Enhancing Lives

Bucks County Health Improvement Partnership

Austin Cawley (LeadingAge PA)

Tim Ward (Pennsylvania Health Care Association)





State + Federal =
Combined
minimum 3.8
HPRD

State year-two increase July 1, 2024:

- 2.87 \longrightarrow 3.2 PPD
- Increased CNA ratios on all three shifts

Federal final rule published April 22:

- Published in Federal Register May 10
- **3.48 total HPRD, incl. 0.55 RN and 2.45 NA**

Facility Assessment implementation 90 days after publication of final rule; evidence-based, data-driven, BH-oriented, with input from various staff and stakeholders; staffing considerations and contingency planning

Medicaid Transparency Reporting (DHS must report to CMS)

PA State Only vs. State Plus Federal Staffing Minimums in Pennsylvania by Census

Census:	State Only:		State + Federal:		Extra Needed:	
35	RN	3.00	RN	3.00	RN	0.00
	LPN	3.44	LPN	3.44	LPN	0.00
	NA	9.02	NA	10.77	NA	1.75
	PPD:	3.53	HPRD:	3.93	HPRD:	0.40

50	RN	3.00	RN	3.50	RN	0.50
	LPN	4.92	LPN	4.92	LPN	0.00
	NA	12.88	NA	15.38	NA	2.50
	PPD:	3.33	HPRD:	3.81	HPRD:	0.48

65	RN	3.00	RN	4.50	RN	1.50
	LPN	6.39	LPN	6.39	LPN	0.00
	NA	16.74	NA	19.99	NA	3.25
	PPD:	3.22	HPRD:	3.80	HPRD:	0.58

80	RN	3.00	RN	5.50	RN	2.50
	LPN	7.87	LPN	7.87	LPN	0.00
	NA	21.23	NA	24.61	NA	3.38
	PPD:	3.21	HPRD:	3.80	HPRD:	0.59

95	RN	3.00	RN	6.63	RN	3.63
	LPN	9.34	LPN	9.34	LPN	0.00
	NA	25.72	NA	29.09	NA	3.38
	PPD:	3.21	HPRD:	3.79	HPRD:	0.59

110	RN	3.00	RN	7.63	RN	4.63
	LPN	10.82	LPN	10.82	LPN	0.00
	NA	30.21	NA	33.71	NA	3.50
	PPD:	3.20	HPRD:	3.79	HPRD:	0.59

Census:	State Only:		State + Federal:		Extra Needed:	
125	RN	3.00	RN	8.63	RN	5.63
	LPN	12.29	LPN	12.29	LPN	0.00
	NA	34.82	NA	38.32	NA	3.50
	PPD:	3.21	HPRD:	3.79	HPRD:	0.58

150	RN	3.00	RN	10.38	RN	7.38
	LPN	14.75	LPN	14.75	LPN	0.00
	NA	42.26	NA	46.01	NA	3.75
	PPD:	3.20	HPRD:	3.79	HPRD:	0.59

175	RN	3.00	RN	12.13	RN	9.13
	LPN	17.21	LPN	17.21	LPN	0.00
	NA	49.83	NA	53.70	NA	3.88
	PPD:	3.20	HPRD:	3.80	HPRD:	0.59

200	RN	3.00	RN	13.75	RN	10.75
	LPN	19.67	LPN	19.67	LPN	0.00
	NA	57.52	NA	61.27	NA	3.75
	PPD:	3.21	HPRD:	3.79	HPRD:	0.58

240	RN	3.00	RN	16.50	RN	13.50
	LPN	23.60	LPN	23.60	LPN	0.00
	NA	69.44	NA	73.57	NA	4.13
	PPD:	3.20	HPRD:	3.79	HPRD:	0.59

260	RN	6.00	RN	17.88	RN	11.88
	LPN	25.57	LPN	25.57	LPN	0.00
	NA	72.47	NA	79.72	NA	7.25
	PPD:	3.20	HPRD:	3.79	HPRD:	0.59

Supporting LTC Workforce



- **Senate Bill 1102 (HB 2113)**
 - Allows nursing students and nurse graduates to use their prior education and clinical experience as a prerequisite to CNA examination and certification.
 - Makes broader reforms to CNA training programs
- **Senate Bill 1103 (HB 2114)**
 - Directs DHS to offer a skill competency examination in lieu of a HSD or GED for direct care workers.
- **Senate Bill 1104 (2115)**
 - Awards elective credits for 11th and 12th-grade students who work in a congregate care setting.

House Bill 155

- Allows virtual interviews for home care workers
- COVID waiver carryover

House Bill 2200

- Implements the 2nd phase of the Nurse Licensure Compact
- Requires all new license seekers and current license holders seeking multi state licensure to submit FBI fingerprint background check

Senate Bill 1080

- Grants authority to LPNs to make death pronouncements in hospice

Senate Bill 1117

- Expands Act 128 (regulation of temp staffing agencies) to other settings

Senate Bill 668

- **Establishes the position of medication aide in nursing homes**
 - Similar but not "=" to medication technicians in AL/PC
- **Requirements (amended last month):**
 - Certified Nurse Aide in good standing
 - Over 2 years, working 1,000 hours at a single nursing facility site.
 - Complete a minimum 80 hrs. of medication aide training
 - Score 80% or higher on cert. examination.
 - No more than 2 medication aides can be overseen by 1 RN or LPN
- **Important to note:**
 - Certified medication aides would count toward a facility's PPD but **NOT** toward a facility's staffing ratios

Federal Legislation

- **Expansion of H2-C visa program (H.R. 3734)**
 - Creation of a new (H2-C) visa program that would offer more opportunities for non-agricultural migrant workers
- **Protecting Rural Seniors Access to Care Act (H.R. 5796/S. 3410)**
 - Would block the CMS federal staffing mandate and establish a LTC workforce council.



2024-2025 State Budget

- The industry is requesting increased funding for underlying Skilled Nursing Medicaid rate to fund July 2024 staffing ratios (this was not included in the approximate 2% increase in the FY 23-24 budget)
 - Impact on Access to Care
 - Downstream effect on other healthcare settings
 - Ability to use funds to make physical site improvements/innovations in care delivery.
- LIFE Program Funding
- Other funding for the broader ecosystem.

Overview of LTCTO initiatives
Pennsylvania Department of Health
Long-Term Care Transformation Office

June 2024

Agenda

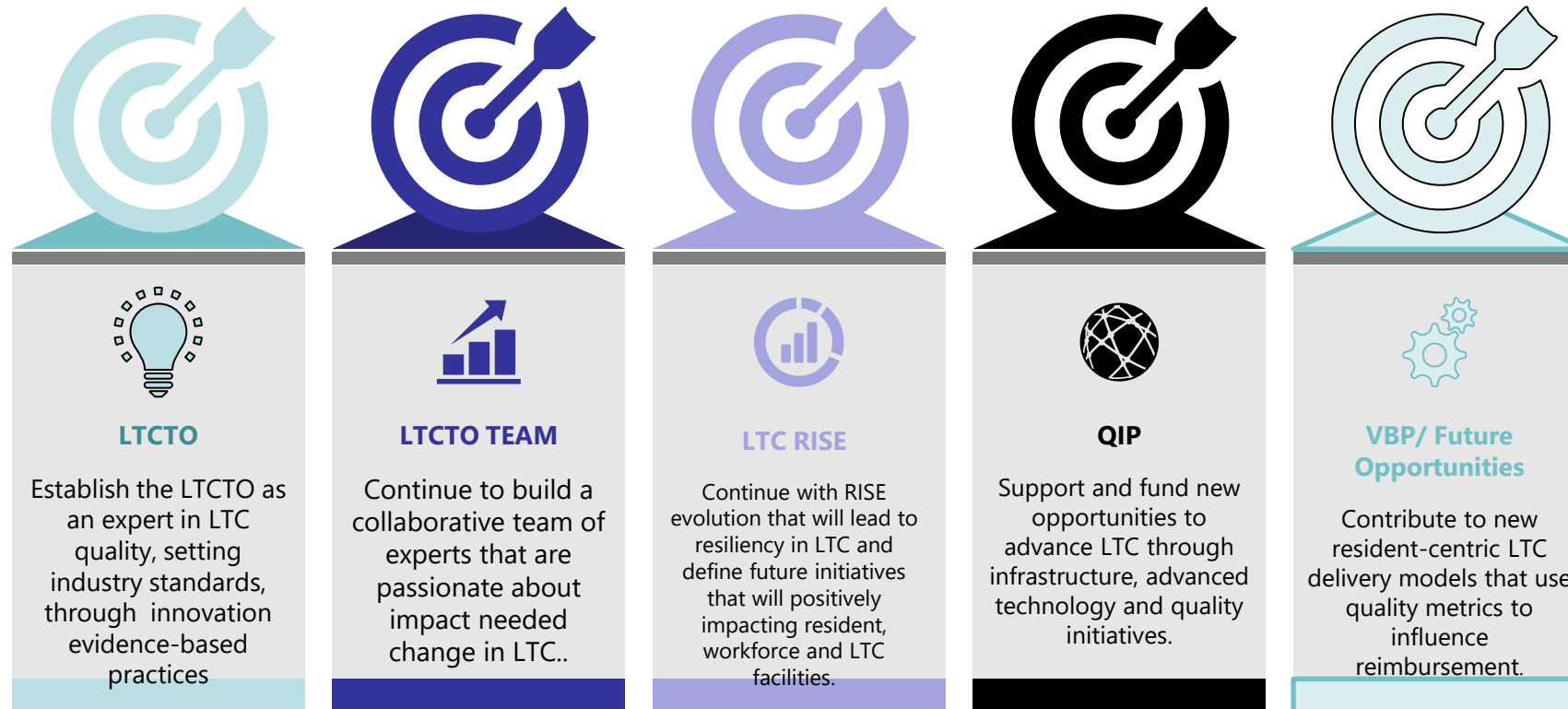


- Present purpose of LTCTO and history of work
- Discuss programs and future direction
 - Goals of LTCTO and programs
 - Review LTC RISE 3.0
 - Review QIP 2.0
 - Review other initiatives
- Questions

In January 2023, the LTC Transformation Office was established to build resiliency in LTC facilities following previous years' struggles

- Leverage critical lessons learned from LTC COVID response and established programs to inform and drive future long-term care work
- Administer *LTC RISE*, the Long-Term Care Quality Investment Pilot and other LTC programs developed under the auspices of the Office
- Serve as a coordinating body amongst different bureaus within DOH who have a role in long-term care and amongst sister agencies who work in the LTC space including DHS, Aging, PEMA and DMVA
- Work with Governor's Office and legislature to support long-term care priorities
- Liaise with national stakeholders, including CMS to discuss, promote, and receive feedback on Pennsylvania's long-term care efforts

We have set goals to **continue LTC RISE, QIP, and expand new opportunities**

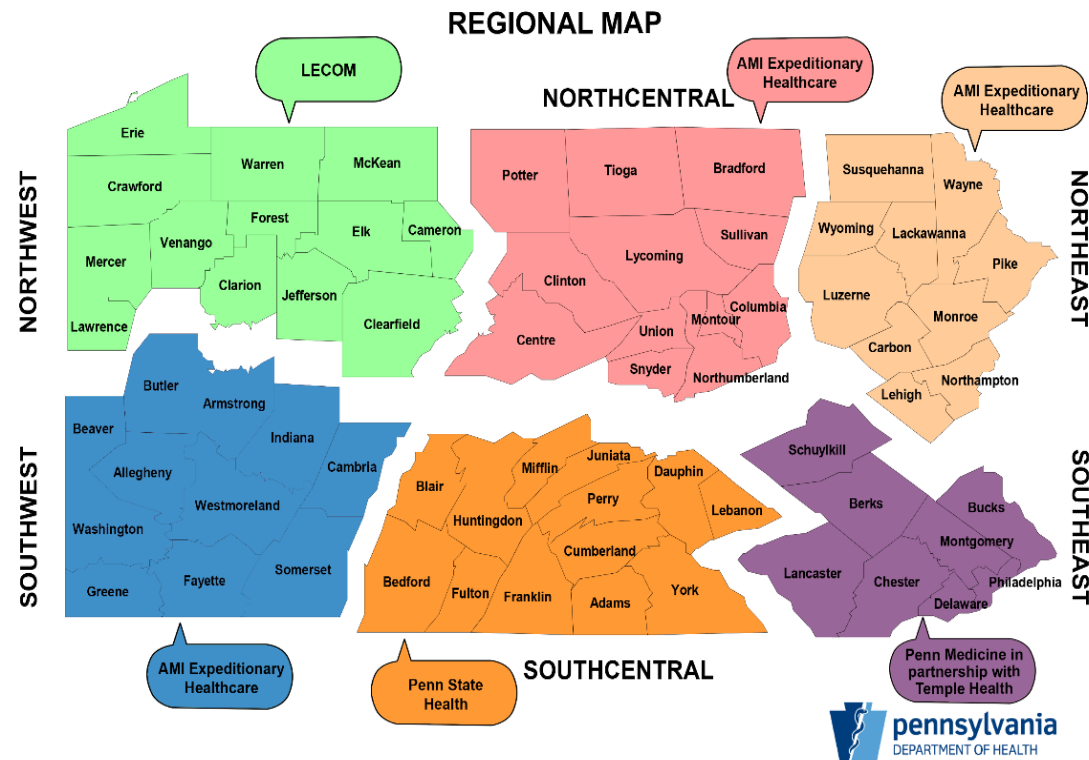


LTC RISE 3.0

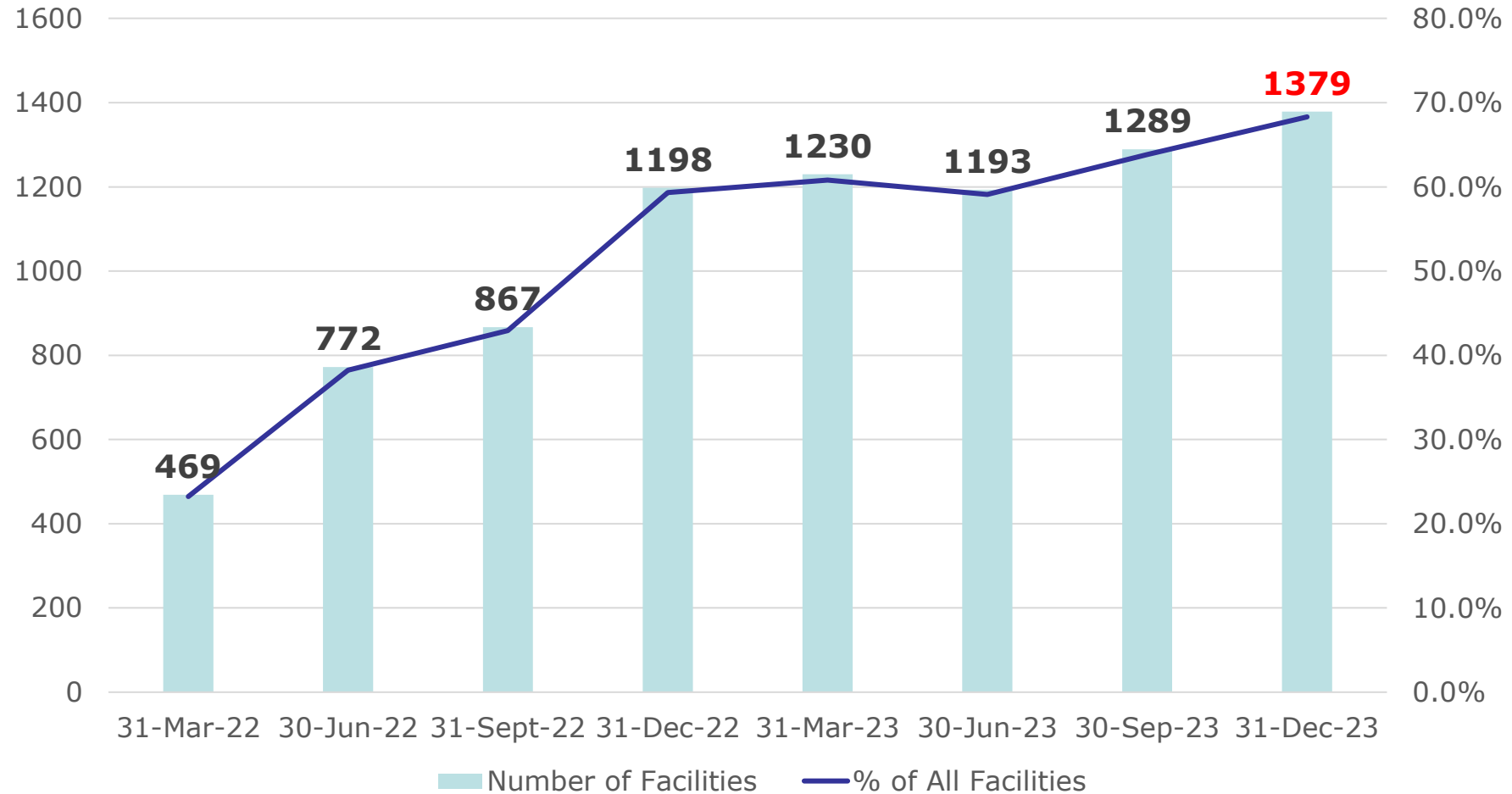
Long-Term Care Resiliency, Infrastructure Supports, and
Empowerment

Resiliency

- LTC RISE teams will work with facilities at the individual level to **implement quality improvement projects** based on facilities needs. Projects focus primarily on:
 - Infection prevention control
 - Emergency preparedness
 - Workforce development**
- A **needs assessment** will be used to determine what resources are necessary to develop and implement resiliency work



Number of LTC facilities voluntary enrolled in RISE Quality Improvement work: *currently 1379*



LTC RISE 3.0 will add additional direction, focus, and structure

LTC RISE 3.0

- New funding has been secured for LTC RISE 3.0
- There will be a focus on identified priority areas, **including workforce development**
- LTC RISE 3.0 will scale best practices across regions while maintaining innovation
- New facility participation will be encouraged, and engagement will be tailored accordingly
- Facilities currently participating will be offered new opportunities that build upon their existing work

LTC Quality Investment Pilot 2.0

Quality Investment Pilot (QIP)

- ❖ QIP is an LTC RISE complementary program that is allocating \$14.2 million directly to facilities to invest in interventions that have proven value to improve resident outcomes
- ❖ There is a special focus on disadvantaged facilities. Social vulnerability index (SVI) measures, percent Medicaid or Supplemental Security Income (SSI) resident days was used to prioritize investment funding for those facilities that need it the most
- ❖ Awarded 125 facilities (7% of all facilities in PA) from March 2023 - July 2024

- **Track 1.A:** Identify managers for training in key business enhancing areas
- **Track 2.A:** Identify existing staff for clinical skill certification training
- **Track 3.A:** Identify an Infection Prevention Champion
- **Track 3.B:** Hire a certified full time Infection Preventionist
- **Track 4.A:** Identify an Emergency Preparedness Champion
- **Track 4.B:** Hire a full time Emergency Preparedness Coordinator

- **Track 5.A:** Telehealth kiosks
- **Track 5.B:** Improved internet access or Wi-Fi connectivity
- **Track 5.C:** Cellphones or walkie talkies
- **Track 5.D:** Call bell system
- **Track 5.E:** Software
- **Track 6.A:** Purchase HEPA filter
- **Track 6.B:** Upgrade HVAC system
- **Track 6.C:** Improve circulation and airflow opportunities
- **Track 6.D:** Airflow Analysis
- **Track 7.A:** Install handwashing stations
- **Track 7.B:** Install hand sanitizer stations
- **Track 7.C:** Divide non-single occupancy rooms
- **Track 7.D:** Create or improve biocontainment units
- **Track 7.E:** Upgrade visitation spaces

Other initiatives

- Collaboration with other states, including NASHP nursing home policy academy
- Engagement across state agencies
- Stakeholder collaboration
- Engagement with Master Plan on Aging
- Workforce policy development initiatives
- Listen & Learn
- Strong commitment from Shapiro Administration

Collaboration is the key to success!



[LTC Transformation \(pa.gov\)](http://pa.gov)

Think About What You Just Heard

- What actions can we take in Bucks County to enhance training and education, provide employment supports, support family caregivers and expand the pipeline for long-term care workers?
- Are there resources available you can use, or any we should develop?
- What organizations, institutions, individuals and groups can be enlisted in this cause?
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- Who is best situated to spearhead the LTC Workforce initiatives in PA? What should the next steps be?

Closing Remarks



Wrap Up

- Thank you to all our speakers!
- Available for longer presentations
- Workforce on Wheels (WOW) Bus in parking lot for tours
- Complete your survey
- 3x5 card, stapler
- Next Bucks LTC Partnership meeting July 18 2024 (VIRTUAL)



BCHIP
Bucks County Health
Improvement Partnership
Improving Health ~ Enhancing Lives

Actions Based on What You Heard Today

- What actions can we take in Bucks County to enhance training and education, provide employment supports, support family caregivers and expand the pipeline for long-term care workers?
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Be the Champion for the LTC Workforce



Have a Great Day!

