

**Senior Care Task Force:
Workforce Subgroup
Discussion and Development of Recommendations - Career Ladder**

Feb. 17, 2022
9:00am-10:30am
WebEx

Facilitator:	Hina Shah - KHI	Note taker:	KHI
Attendees:	Working Group Members: Haely Ordoyne, Kansas Adult Care Executives; Sen. Cindy Holscher; Camille Russell, Long-Term Care Ombudsman; Jamie Gideon, Alzheimer's Association; Dan Goodman, KDADS; Ernest Kutzley, AARP; Leanna Chaffee, Long Term Care Home Representative; Dan Goodman, KDADS; Christina Rudacille, Johnson County Community College; Kelly Sommers, Kansas Nurses Association Subject Matter Experts: Gina Ervay, Kansas State Respite Coalition; Vera Brown and Linda Oldham Burns, Kansas Board of Regents Other: Harris Sheikh & Sean Marshall, KLRD KHI Staff: Hina Shah, Emma Uridge		
Reviewed Documents	<ul style="list-style-type: none">• Agenda• Recommendation List• Content Expert Presentations• Google Jamboard - SWOT Matrix tool for recommendation development		
Agenda:	9:00AM 9:10AM 10:15AM 10:25AM 10:30AM	Welcome and Introductions Topic Discussion with Experts <i>Gina Ervay, Kansas State Respite Coalition</i> <i>Vera Brown and Linda Oldham Burns, Kansas Board of Regents</i> <i>Theme: Career Ladder</i> SWOT Matrix Tool for Recommendation Development via Google Jamboard Administrative Updates Adjourn	

Minutes

Agenda item: Introductions / Opening Remarks / Review Agenda

Discussion:

Hina Shah provided a review of the agenda and outlined working group roles

- Ground Rules Reviewed
 - Come ready to discuss and compromise.
 - Keep remarks succinct and on topic.
 - Don't hesitate to ask clarifying questions.
 - Start and end on time.

Group Introductions and Prompt

- "What is something you have learned that you would like to share with the group on the topic of career ladder?"

Note: Meeting start-time delayed due to WebEx technical difficulties.

Agenda item: Subject Matter Expert Presentation and Discussion

Discussion:

Gina Ervay, Kansas State Respite Coalition

Presented on: Direct Care Workforce

- Connecting initiatives to maximize synergy in transforming the direct care workforce, such as:
 - Wage Increases from Enhanced FMAP Funding
 - Redesign Access to Benefits
 - Training & Credentialing
 - Web-Based Matching Service Registry
 - Worker Recruitment Strategy
 - Career Pathways
 - Marketing Plans
- 2016-2022 Implemented the Rewarding Work web-based matching service registry in Kansas to connect individuals needing care support with personal care attendants and other direct care workers
 - Secure stable funding support for annual fees of \$51,000/yr to maintain the direct care worker database and promote optimization of matches between direct support professionals and direct care jobs
- 2021 Wichita State University and the Sedgwick County Community Developmental Disability Organization developed a Direct Support Professional Badge Program
 - Expand training programs to incorporate applied learning experiences that lead to career pathways. Analyze statewide training and competency testing needs. Replicate direct support professional training and credentialing programs statewide.

Linda Oldham Burns & Vera Brown, Kansas Board of Regents

Presented on: Kansas Nursing Scholarships & Kansas Nursing Initiative Grant

- Sponsorship required for scholarships, which are usually \$1,000 and requires students to work in one of the following facilities:
 - Adult Care Home
 - Psychiatric Hospital
 - Mental health or substance abuse treatment facility
 - Medical Care Facility
 - Home health Agency
 - Local Health Departments
 - Any state agency that employs LPN or RN and licensed by the State of Kansas
- Obligation is one year of full-time work for one year of the scholarship given
 - LPN - \$3,500 per school year – Fall and Spring semester
 - RN - \$4,500 per school year – Fall and Spring semester

- Kansas NCLEX pass rate in 2020: 86.18%
- Kansas Nursing Initiative Grant
 - Competitive grant for Kansas Nursing programs
 - Funded through an annual appropriation from the Kansas Legislature (about \$1.7 million)
 - Available to public and privately funded educational institutions with eligible nursing programs
 - Approximately 30 programs apply each year
 - Provides funding for faculty support and laboratory supplies

Contact Information:

- Website and online application: www.kansasregents.org
- Linda Oldham Burns
 - 785.430.4255
 - loldhamburns@ksbor.org
- Vera Brown
 - 785.430.4272
 - vbrown@ksbor.org

Jamie Gideon

Presented on: Iowa bill pertaining to direct care workforce

- Bill outlines provisions such as:
 - Creation of direct care worker database
 - Inclusion of direct care workers in state skilled workforce programs
 - Establishment of a direct care worker tuition grant program
 - Establishment of direct care worker tuition tax credit

Discussion Overview

- Working Group members inquired about how resources, grants, and scholarships are marketed, and how to utilize these resources for their associations. Presenters reach out to high school career counselors, colleges, universities, and to sponsoring facilities to market resources to prospective students. Marketing study with WSU for methods of recruitment showed that face-to-face interventions are effective. Members also inquired about which degrees and certifications are covered under the grant and scholarships, to which both cover a portion of certifications, associates degrees, and BSNs.

Agenda item: SWOT Matrix for Recommendation Development via Google Jamboard

Discussion: Recommendation Development Topic: *Career Ladder*

Opportunity – Strength (OS) Strategies	
1	Modify legislation regarding faculty for CNAs in order to increase CNA 90-hr classes and opportunities
2	Collaborate with WSU to create a universal career ladder program for the state of Kansas. Seek funding from MCO's and state
3	Support of national bills that Kansas could use to support their healthcare workforce.
4	Collaboration with nurse associations. Their members provide a variety of backgrounds and experience that can contribute to healthcare trends and solutions.
5	Strong amount of communication with all nurses throughout the state who practice in a variety of areas. They provide great insight normally not heard by other associations.
6	Contract with CNAs to reimburse tuition if they remain with their employer for one year.
7	Create a tuition grant program for direct care workers which would cover up to half their tuition.
8	Lack of educators with appropriate experience due to amount of adequate pay.
9	Establish a tuition tax credit for direct care workers where they can claim up to 65 percent of their tuition paid for five consecutive years.
Opportunity – Weakness (OW) Strategies	
10	Public service marketing campaign highlighting the potential for CNAs and the impact those direct care workers and nurses have on communities.
Threat – Strength (TS) Strategies	
11	Mental health support for those working in healthcare
12	Invest in promotion of nursing leadership education tracks. Nursing leadership can be instrumental in the direct care workforce in addressing the threats.
13	Program to assist with childcare for workers
14	KSNA has fantastic engagement with student nurses' association at the state and national level.
15	Weakness that organizations and employers not listening and engaging the voice of healthcare employees in all decision making processes.
Threat – Weakness (TW) Strategies	
16	Find and eliminate barriers to entering the health care field
17	Find ways to promote the healthcare industry as a heroic and admirable industry
Other Recommendations	
18	Lack of understanding education of CNAs, LPNs, and RNs. Understanding their roles and what they provide to patient care.
19	Recognize ladder needs to start at the foundation of the ladder to work up; CNAs as a rung.
20	Change legislation to allow education of CNA's.

Agenda item: Administrative Updates, and Adjourn

Discussion:

- Next Meeting: March 17, 2022
 - Recommendation Development Theme: *Expanding Workforce & Alternatives*