

**Senior Care Task Force
Workforce Subgroup
Report Ratification
July 14, 2022
9:00-10:30am**

Meeting Notes

Meeting Materials:

Report

Agenda:

9:00AM Welcome and Introductions
9:10AM Ratify Report
10:25AM Task Force Meeting Preparation
10:30AM Adjourn

Meeting Commitments:

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

Attendees

Working group members:

Sen. Cindy Holscher; Haely Ordoyne, Kansas Adult Care Executives; Jamie Gideon, Alzheimer's Association; Kelly Sommers, Kansas State Nurses Association; Jan Kimbrell, Silver Haired Legislature; Christina Rudacille, Johnson County Community College; Debra Zehr, LeadingAge Kansas; Camille Russell, LTC Ombudsman

KHI Staff

Hina Shah, Emma Uridge

Other Staff

Sean Marshall, KLRD; Xavier, KLOIS

Welcome and Introductions

"Please provide a sentence or two on successes and challenges for this process."

Haely Ordoyne: Proud of everyone bringing knowledge to the table. Not looking for large systematic changes, and everyone won't hit every bullet but let us be respectful so we can allow this group to be a launch pad for this work.

Cindy Holscher: You all are the experts; I appreciate the work you do and expertise you bring to the discussion. My job is to listen and bring forward views and experiences to the next legislative session.

Camille Russell: I'm looking forward to finding all solutions to accomplish this work.

Kelly Sommers: We are here to advocate on behalf of the workforce and for the care of patients, communities, and Kansas.

Rachel Monger: Sitting in for Debra Zehr, I am here to answer any questions on behalf of LeadingAge Kansas.

Ernest Kutzley: I want to thank everyone for their hard work for the first half of the year.

Christina Rudacille: I am here to represent the education aspect to train the workforce. I am honored to be apart of this task force and I have learned so much.

Report Changes

Working group discussed the report and made final edits and changes. Table below summarizes changes.

Recommendation/Report Section	Change	Discussion
Report Overview and Workforce Section Introduction	'Provider' description was added to the Report Overview section, and 'association' description was added to the Workforce Introduction section.	Working group discussed the need to define or clarify what 'providers' and 'associations' means when listed as a key collaborator or action lead. Working group discussed how 'associations' need to be general to encompass multiple entities and their work to contribute.
Recommendation 9.1: Reimbursement Rates,	Workforce 'associations' and 'advocacy groups' were added to key collaborators.	Working group discussed the importance for rate methodology research to be extensive and using existing methodologies. Group indicated that antiquated assumptions and systems that delay raising reimbursement rates will need to be modified.
Recommendation 9.2: ConnectToCareJobs Platform	'Staffing levels' changed to 'safe staffing' under key performance indicators (KPIs) to align with language used by workforce associations. Managed Care Organizations (MCOs) were added as a key collaborator.	Working group discussed use of safe staffing vs staffing levels. Working group discussed how MCOs may already be involved in implementing ConnectToCareJobs Platform.
Recommendation 9.3 Workforce Incentives and Benefits	'Host-site providers' replaced 'providers' under key collaborators. 'Utilization of benefit' was added to KPIs.	Working group discussed difference between host-site provider and general service provider and made that distinction.

Recommendation/Report Section	Change	Discussion
Recommendation 9.6 Cross-Sector Partnership	LTC Ombudsmen (LTCO) was added as a key collaborator. LTC Ombudsmen was changed to LTCO throughout report.	Working group discussed adding LTC Ombudsmen to key collaborators due to staff calling to advocate on behalf of residents.
Recommendation 9.7 Instructor Pay and Benefits	“But not limited to” was added to encompass all direct care staff to the recommendation language. First sentence of the rationale will be edited with language that reflects new regulatory requirements for general supervision.	The working group wants all healthcare professionals to be included for consideration in the recommendation.
Recommendation 9.8 Five-year Career-Path Plan	Rationale was added to reflect increasing need for a diverse workforce.	Member discussed biggest issue with nursing programs is admission testing. Admission tests are predominantly geared toward middle-class and Caucasian populations; WSU removed admission testing requirement and has seen a more diverse student population.
Recommendation 9.10 Eliminate Barriers to Workforce Entry	Key collaborators list was changed from ‘senior care associations’ to ‘associations’.	Working group discussed earlier how ‘associations’ need to be general,
Recommendation One time only Service Caps	No changes	Working group evaluated WGB recommendations for redundancies with workforce recommendations and found none.

Task Force Meeting Preparation

The Task Force will meet on August 24 and 25 to hear from the working groups and develop their report to the 2023 Legislature. Working groups will present their recommendations the morning of August 24. Thereafter, the Task Force will determine whether to adopt, amend or reject those recommendations. The Task Force also may choose to change prioritization of recommendations.

The table below shows the working group members who volunteered to present their group’s recommendations at the next Task Force meeting. Each member will provide an overview of the recommendation including context and rationale for prioritization.

Task Force Presenters

Presenter	Recommendation
Need volunteer	Cross-cutting Rec 1.5 Rural Healthcare Coalition
Haely Ordoyne	Recommendation 9.1: Reimbursement Rates,
Jan Kimbrell	Recommendation 9.2: ConnectToCareJobs Platform
Debra Zehr	Recommendation 9.3 Workforce Incentives and Benefits
Ernest Kutzley	Recommendation 9.4 Workforce Tax Credit
Ernest Kutzley	Recommendation 9.5 Caregiver Tax Credit
Camille Russel	Recommendation 9.6 Cross-Sector Partnership
Christina Rudacille	Recommendation 9.7 Instructor Pay and Benefits
Christina Rudacille	Recommendation 9.8 Five-year Career-Path Plan
Haely Ordoyne	Recommendation 9.9 Identify Future Workforce
Debra Zehr	Recommendation 9.10 Eliminate Barriers to Workforce Entry

Crosswalk Request to KLRD

The SCTF will sunset during the 2023 legislative session. Group indicated there is still work to be done regarding workforce issues and that implementation of the ideas developed during meetings will take time and effort. Workforce subgroup requested a crosswalk of past task forces and status/implementation of recommendations to better understand strategic framework and longevity of the effort.

Administrative Updates

Working group members may submit any additional technical changes to the report to KHI no later than July 26. The Task Force meeting will be held in person on August 24 and 25. Permission must be granted for those who need to attend virtually. Please send request for virtual participation to hshah@khi.org and Connor.Stangler@KLRD.ks.gov.